



**Association étudiante de l'Université McGill**

*Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.*

**Students' Society of McGill University**

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# SSMU Nominating Committee Report (REDACTED)

Submitted to the Board of Directors: 2024-10-29

**Note:** This report has been submitted both completely and in full, as well as with all names redacted. The Full Information report has been divided into two parts, with the only difference being the inclusion of term renewal candidate information in Part 2. It is the prerogative of the Board to use either document in either public or confidential session.



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## 1. Committee Mandate, Composition, and Membership

The Nominating Committee is a committee under the purview of the Board of Directors tasked with the selection of members to the Board of Directors and Judicial Board when necessary. In performing this function, the committee solicits applications from the SSMU membership, interviews selected candidates, and presents recommendations for each position to the Board. When full, the committee consists of the Parliamentarian, three (3) Directors, one (1) Equity Commissioner, and four (4) Members-at-Large. As of October 29th, 2024, the Committee's membership is as follows:

Jessica Bakar, Parliamentarian (Chair, non-voting)

Dymetri Taylor, Director

Jean-Sébastien Léger, Director

Jacob Shannon, Director

Taylor Prussky, Member-at-Large

Aubrey Nan, Member-at-Large

Isabella Quintero Jimenez, Member-at-Large

## 2. Summary of Application Cycle

The Nominating Committee was tasked with the hiring of four (4) Judicial Board Members-at-Large and six (6) Board of Directors Members-at-Large.

For the **Judicial Board Member-at-Large** position, applications were opened on August 21st and closed on September 23rd. A total of 3 individual applications were received, and all 3 applicants were shortlisted for interviews. An invitation to interview with a request for candidates to provide their availability was sent out to all candidates on September 26th. The candidates were interviewed on October 7th, October 9th, and October 11th. The interviews were conducted by the Parliamentarian and with another member of the Committee, when possible. All interviews were conducted remotely via Zoom. Due to technical difficulties, Candidate 1's interview was unable to be recorded, but all other interviews were. After all interviews had concluded on October 11th, all candidates were provided a short written submission to complete by October 23rd.



Following the conclusion of the interview process, the Nominating Committee voted on its nominations for the position at its October 25th meeting. Each member of the Nominating Committee evaluated the candidates independently, looking holistically at interview recordings, notes, and ratings to propose a ranking. The Committee voted with a majority preference for the recommended candidate, and agreement from all present members upon discussion.

For the **Board of Directors Member-at-Large** position, applications for new Directors were opened on September 10th and closed on September 30th.

A total of 11 new individual applications were received. 2 candidates were immediately disqualified because they did not meet the eligibility requirements as per 6.3 of the Constitution. Of the 9 remaining, 5 new applicants were shortlisted for interviews by a majority vote on each of the candidates. An invitation to interview with a request for candidates to provide their availability was sent to all candidates on October 3rd. The new candidates were interviewed on October 11th, 21st, 22nd, and 24th. Excluding Candidate 7's interview, from which the Parliamentarian recused herself, the interviews were conducted by the Parliamentarian and one other Committee member, when possible. Candidate 7's interview was conducted by one Director of the Nominating Committee and one Member-at-Large. All interviews were conducted via Zoom and recorded. In the case that no Director or Member-at-Large could attend an interview synchronously with the Parliamentarian, another member of the Nominating Committee reviewed the recording asynchronously.

In addition, 2 current Board of Directors Members-at-Large expressed their interest in renewing their terms on September 4th and September 9th. On September 29th, the Nominating Committee confirmed the candidates' interest in renewing their terms after informing them of the new term renewal process including a brief written statement and short interview. Written statements were due on October 8th, and candidates had a week to complete them. Interviews were conducted on October 21st and October 23rd, and both were recorded. The interviews were conducted by the Parliamentarian and one Nominating Committee Member-at-Large when possible. In the case that no Member-at-Large could attend an interview synchronously with the Parliamentarian, a Nominating Committee Member-at-Large reviewed the recording asynchronously.

Following the conclusion of the interview process, the Nominating Committee voted on its nominations for the position at its October 25th meeting. Each member of the Nominating Committee evaluated the candidates independently, looking holistically at interview recordings, notes, and ratings to propose a ranking. When discussing candidates applying for term renewal, Directors of the Nominating Committee participated in a limited and structured



manner. All voting Committee members participated in the vote on new candidates. Directors of the Nominating Committee were recused from the vote on term renewal candidates, leaving the vote to 3 Nominating Committee Members-at-Large. Of the Committee members able to vote on each candidate, the Committee voted with a majority preference for each of the recommended candidates.

These nominations are not binding on the Board and as such the Board has the right to choose any candidate for the position. Presented in this report are 3 shortlisted candidates for the Judicial Board member-at-Large position. Also presented in this report are 7 shortlisted candidates for the Board of Directors Member-at-Large position, which includes the 5 new candidates and 2 candidates applying for term renewals. No letters of rejection or nomination will be sent to candidates until the Board has approved a candidate to fill the position.

### 3. Shortlisted Candidates: Judicial Board Member-at-Large Position

- a. Candidate 1
- b. Candidate 2
- c. Candidate 3

### 4. Nomination: Judicial Board Member-at-Large Position

The Nominating Committee recommends the nomination of Candidate 1 and Candidate 2 to the Judicial Board Member-at-Large positions.

The following paragraphs briefly highlight the reasons for nomination of the above mentioned candidates.

1. Candidate 1 showed a strong demonstrated interest in law through their Cegep studies and extra-curricular involvement. The candidate has previously served as Co-President of their Cegep's law club and has contributed to many committees of their Cegep. Their organizational, time management and research skills make them well-prepared for the demands of the Judicial Board. Furthermore, the candidate has previously served on the SSAMMOSA Committee, and their experience with the SSMU will be an asset. Given the candidate's experience with bureaucracy and student unions, the



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Nominating Committee recommends Candidate 1 to the Judicial Board Member-at-Large role.

2. Candidate 2 is a second-year law student with relevant work experience in fraud investigation. Numerous examples from this candidate's academic and professional background highlight strong analytical, decision-making, and problem-solving skills. The candidate also demonstrated a commitment to democratic principles and impartiality with illustrative examples of their work and leadership experience. Overall, the candidate's legal background and relevant experience would make them an excellent addition to the Judicial Board.
3. Candidate 3 has some legal experience working as an administrative assistant at a law firm. They showed strong problem-solving skills during their interview as well as potential for growth. However, the candidate lacked an understanding of the role's responsibilities and pertinent experience for the position. The Committee does not recommend this candidate as they also did not elaborate on their interview answers and did not research the position adequately.

## 5. Shortlisted Candidates: Board of Directors Member-at-Large Position

- a. Candidate 3
- b. Candidate 4
- c. Candidate 6
- d. Candidate 7
- e. Candidate 8
- f. Candidate 12
- g. Candidate 13

## 6. Nomination: Board of Directors Member-at-Large Position

The Nominating Committee recommends the nomination of Candidate 3, Candidate 6, Candidate 8, Candidate 12,



## and Candidate 13 to the Board of Directors Member-at-Large positions.

The following paragraphs briefly highlight the reasons for nomination of the above mentioned candidates.

1. Candidate 3 has extensive leadership experience as an AUS Senator and AUS President and brings solid knowledge of the SSMU. The candidate had an excellent interview during which their problem-solving and conflict-resolution skills stood out as exceptionally strong. Through relevant examples, the candidate demonstrated a strong ability to make difficult decisions, maintain impartiality, and balance advocating for their stance while understanding others' perspectives. Given the candidate's highly relevant Faculty experience and stellar interview, the Committee looks favorably upon the candidate's addition to the Board of Directors.
2. Candidate 4 has experience as an AUS Senator and Coordinator and some familiarity with the SSMU as an Associate Senator and former member of the SSMU's First Year Council. The candidate displays strong teamwork skills and proactivity in problem-solving. However, following the interview, the Committee has concerns over the candidate's proclivity to yield to the majority, which could hinder the candidate's ability to make difficult decisions and manage disagreement on the Board of Directors. While the candidate has some relevant skills, they also lacked key knowledge about the Board of Directors and its relation to the SSMU. As such, the Committee does not recommend Candidate 4 to the Board of Directors Member-at-Large role.
3. Candidate 6 is the NUS President and has served on the Board of Representatives for a union at McGill (AMUSE). The Committee recognizes the diverse faculty representation this candidate has to offer in addition to their experience in leadership, finance, and organizational logistics. The candidate also shows a solid capacity to manage interpersonal conflict through demonstrated mediation abilities, and their communication skills shined through in the interview. Considering the candidate's leadership experience, faculty background, and relevant skills including their ability to facilitate open dialogue, the Committee recommends Candidate 6 to the Board of Directors Member-at-Large Role.
4. Candidate 7 has experience in advocacy and has previously served as an AUS Representative to the Legislative Council. The candidate demonstrated a solid understanding of the SSMU and its governance and displayed strong teamwork and conflict-resolution skills. The Committee's main concern is over this candidate's year-long study abroad experience, which could hinder the candidate's quality and consistency of participation in Board meetings given the 9-hour



time difference between Montreal and India. For this reason, the Committee does not recommend Candidate 7 to the Board of Directors Member-at-Large role.

5. Candidate 8 is the MUSA President and has served on various committees of their faculty. The candidate demonstrated some problem-solving and conflict-management skills with examples although the candidate was abbreviated throughout the interview. The candidate also displayed a basic understanding of the SSMU and the Board of Directors. Although the Committee has some concerns over the candidate's lack of elaboration during the interview, the Committee recognizes the diverse faculty representation this candidate brings as a Music student. Thus, the Committee recommends Candidate 8 to the Board of Directors Member-at-Large role.
6. Candidate 12 is a current Board of Directors Member-at-Large applying for a term renewal. In their written statement, the candidate articulated a plan for a second term as Director. Their interview demonstrated some degree of reflection on their first term although their interview answers were abbreviated. Although the Directors of the Nominating Committee were recused from the vote, they expressed concerns over the candidate's preparedness, accountability and communication, quality of participation on the Board of Directors, and demeanor during Board meetings. A majority of the Nominating Committee Members-at-Large voted to recommend Candidate 12 to the Board of Directors Member-at-Large role for a second term.
7. Candidate 13 is a current Board of Directors Member-at-Large applying for term renewal. The candidate demonstrated a high degree of reflection on their first term in both their written statement and interview. The candidate also self-identified avenues for growth and explained clear goals for a second term on the Board of Directors. Although the Directors of the Nominating Committee expressed the candidate's potential for growth, they also recognized the candidate's consistent preparedness, quality of participation on the Board of Directors over their first term, and the value of this prior experience on the Board as a returning Director. The Directors of the Nominating Committee were recused from the vote. A majority of the Nominating Committee Members-at-Large voted to recommend Candidate 13 to the Board of Directors Member-at-Large role for a second term.

## 7. Upcoming Hiring Cycle

On October 25th, the Nominating Committee began its second hiring cycle for Judicial Board Members-at-Large. The Committee also opened applications for Nominating Committee Members-at-Large on the same date. The applications are currently open on the SSMU website and are scheduled to close on November 11th, 2024. Board of Directors Member-at-Large



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applications will open again on November 1st and are scheduled to remain open until November 15th, 2024.

The Nominating Committee welcomes any questions regarding its recommendations.

Respectfully submitted,  
*The SSMU's Nominating Committee*