

SSMU Nominating Committee Report (REDACTED)

Updated as of 2025-11-13



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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 February 2, 2025, the Committee's membership is as follows:

Harry Wang, Parliamentarian (Chair, non-voting)

Dymetri Taylor, Director

Fawaz Halloum, Director

Rishi Kalaga, Director

James Thomas Reeid, Member at large

Abigael Rondeau, Member at large

Museyib Ahmadov, Member at large

2. Summary of Application Cycle

The nominating committee is tasked with the hiring of (1) Nominating Committee member at large, (6) Board of Directors member at large, (3) Judicial Board member.

Nominating Committee member at large

Exceptional circumstances regarding the Nominating Committee member at large.

As of Oct 22nd, the Nominating Committee has been missing quorum due to members at large stepping down as well as unfilled positions on the committee. Due to the large number of applicants for Board of Directors members at large and Judicial Board members, the committee met during October to decide to first hire a committee member at large in order to address the quorum problem and then proceed to the hiring of the Judicial Board member and Board of Directors member at large. As there was only one applicant for the position, the Nominating Committee followed the hiring procedure as described in the committee terms of reference. As the next board meeting was not scheduled until November 12th, 2025, the Nominating Committee could not submit the nomination of the committee member at large to the Board of Directors in time. She was approved by the Nominating Committee and the Internal Counsel & Corporate Secretary, and onboarded on October 22nd, 2025. Therefore the nomination of Abigael Rondeau is submitted here to be formally approved by the Board of Directors to the position of Nominating Committee member at large.

Board of Directors member at large

The nominating committee began its hiring process for the Board of Directors member at large on October 23rd, 2025. The job posting was published on the website on the same day and was open to applicants for 2 weeks until November 6th, 2025. As there are a large number of vacancies, the committee decided to shortlist all of the candidates. In total, nine applications were received, one was disqualified from the application process as they did not satisfy the eighteen months requirement to be able to sit on the Board of Directors. The rest were invited for an interview on November 7th, 2025. Subsequently, all eight interviews were conducted and scored by November 12th, 2025. The interviews were conducted by the Parliamentarian and with another member of the Committee, when possible. All interviews were conducted remotely via Zoom, and all interviews were recorded.

After the conclusion of interviews, the Nominating Committee met on November 12th, 2025 to decide the nomination of the candidates over zoom meetings. The nominations decisions are presented in this report below.

These nominations are not binding on the Board of Directors, and as such, the Board has the right to choose any candidates for the positions. Presented in this report are 8 shortlisted candidates for the Board of Directors member at large. No letters of rejection or nomination will be sent to candidates until the Board has approved a candidate to fill the positions.

Judicial Board Member at large

The Nominating Committee began its hiring process for the Judicial Board in September. Once the Nominating Committee was fully able to function, candidate reviews began. There were a total of 9 applicants. The Committee voted through an email ballot for the short list on October 17th and the emails for interview invites were sent out to the 6 shortlisted candidates on October 25th. One candidate declined the interview offer, but all of the rest of the interviews were conducted and scored by November 12th, 2025. The interviews were conducted by the Parliamentarian and with another member of the Committee, when possible. All interviews were conducted remotely via Zoom, and all interviews were recorded.

After the conclusion of interviews, the Nominating Committee met on November 12th, 2025 to decide the nomination of the candidates. The nomination recommendations are presented in this report below.

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 5 shortlisted candidates for the Judicial Board member at large. No letters of rejection or nomination will be sent to candidates until the Board of Directors has approved a candidate to fill the position.

3. Shortlisted Candidates: Board of Directors Member-at-Large

a. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Interview Grid: Board of Directors Member-at-Large

| General | Candidate Name: [REDACTED] | Candidate Name: [REDACTED] | Candidate Name: [REDACTED] | Candidate Name: [REDACTED] |
|--|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| Knowledge of SSMU | 7 | 6 | 7 | 10 |
| Interest | 3.5 | 7.5 | 8 | 9 |
| Experience | 7 | 10 | 7.5 | 10 |
| Subtotal | 13.5 | 23.5 | 22.5 | 29 |
| Behavior based | | | | |
| Problem Solving and Communication Skills | 6 | 9 | 9 | 7 |
| Teamwork | 8 | 8 | 8.5 | 7 |
| Conflict management | 7 | 6 | 9.5 | 6 |
| Impartiality | 6 | 7 | 7.5 | 6 |
| Integrity | 8 | 8.5 | 8 | 8 |
| Subtotal | 35 | 39 | 42.5 | 34 |
| Board Specific | | | | |
| Knowledge of Board and role | 6 | 9 | 7.5 | 10 |
| Conflict resolution | 7 | 5.5 | 9 | 7 |
| Subtotal | 13 | 14.5 | 16.5 | 17 |
| Question total /50 | 32.5 | 38 | 40.5 | 35.5 |
| Total / 100 | 65.5 | 77 | 81.5 | 80 |

| General | Candidate Name: [REDACTED] | Candidate Name: [REDACTED] | Candidate Name: [REDACTED] | Candidate Name: [REDACTED] |
|---------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|
| | | | | |

Association étudiante de l'Université McGill
Students' Society of McGill University

*Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.
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|--|-------------|-------------|-------------|-----------|
| Knowledge of SSMU | 6 | 6.5 | 9 | 10 |
| Interest | 8 | 9 | 8.5 | 9 |
| Experience | 3 | 8.5 | 10 | 9 |
| Subtotal | 17 | 24 | 27.5 | 28 |
| Behavior based | | | | |
| Problem Solving and Communication Skills | 6.5 | 7 | 8.5 | 8 |
| Teamwork | 7 | 10 | 9.5 | 8 |
| Conflict management | 7 | 5 | 9.5 | 9 |
| Impartiality | 6 | 3.5 | 10 | 8 |
| Integrity | 9 | 9 | 9.5 | 9 |
| Subtotal | 35.5 | 34.5 | 47 | 42 |
| Board Specific | | | | |
| Knowledge of Board and role | 6 | 3.5 | 9 | 10 |
| Conflict resolution | 7 | 5 | 9.5 | 8 |
| Subtotal | 13 | 8.5 | 18.5 | 18 |
| Question total | 32.5 | 35.5 | 40.75 | 42 |
| Total / 100 | 65.5 | 67 | 93 | 88 |

Note: [REDACTED] withdrew his application from the Board of Directors member at large shortly after the interviews were concluded. Therefore he will not be part of the nomination below.

4. Nominating Committee Recommendations: Board of Directors Member-at-Large

**The Nominating Committee recommends the nomination of [REDACTED]
[REDACTED] to the Board of Directors Member-at-Large position.**

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

1. [REDACTED] has been very involved within the SSMU community. He served on the [REDACTED] [REDACTED] last year as a member at large as well as a student representative on the FYC. He is a very dedicated and hardworking individual who also is very caring about his community. His interviews were exceptional and showed all of the qualities that the Board is looking for in a candidate. Therefore, the committee recommends [REDACTED] to be nominated for the position for the Board of Directors member at large effective immediately with one year term until November 15th, 2026.
2. [REDACTED] strengths clearly lie in his various positions and experience with the [REDACTED]. Being the [REDACTED], he is well suited for this environment and the way he spoke about the work he has done reflects that. He spoke very impressively and clearly about how he would deal with some of the issues that he would face as a member of the Board. His interviews were extraordinary and exceeded all expectations of the qualities that a Board Member requires, Therefore, the Committee recommended [REDACTED] to be nominated for the position for the Board of Directors member at large until his graduation on May 31st, 2025.
3. [REDACTED] is a very methodical and highly organized individual with an impressive amount of experience in terms of event planning. As the [REDACTED] and [REDACTED], he is well versed in by-laws and procedures. A highly dedicated individual who has planned lots of big events as the [REDACTED] [REDACTED], his interview was exceptional and showed all of the qualities required for a successful board member. Therefore, the committee recommends [REDACTED] to be nominated for the position for the Board of Directors member at large effective immediately with one year term until November 15th, 2026.
4. [REDACTED] has a very friendly and approachable personality. She is very personable and was able to speak quite passionately. It is clear she is interested in the Board of Directors position for a valid reason and she is very dedicated and passionate about the McGill community. However, the Committee had some concerns over her lack of relevant experience relating to a Board position and the fact that there wasn't a very strong understanding of the SSMU's

function and governing documents. As such, the Committee does not recommend this candidate for the position for the reasons above.

5. [REDACTED] is very involved within the McGill community and has been a [REDACTED] for many years. As [REDACTED], he has a very strong foundation in event planning and conflict management as well as teamwork. However, with that being said, his interview lacked details and he did not elaborate on a lot of key things we were looking for such as key interest and knowledge of the Board structure. As such, the committee does not recommend this candidate for the position for these reasons.
6. [REDACTED] is a very passionate individual who can bring a lot of unique perspectives to the table. She is very passionate about politics and student advocacy, and her work in [REDACTED] was remarkable. Her interview was adequate and all of the key qualities are present. However, there may be an [REDACTED] as a Board member. The committee recognizes this potential issue, but believes that her unique perspective is something that is valuable and vital to the functioning of the Board. With that being said, the Committee recommend this candidate to be nominated for the position of board of director member at large for an one year term until November 15th, 2026, effective immediately.
7. [REDACTED] is a very active member of the McGill community. As the [REDACTED] she is responsible for organizing many large events and having to deal with lots of administrative business. These experiences gave her a very strong foundation in policy, conflict management and resolution, as well as fantastic communication and teamwork skills. Her interview was exceptional and all of the qualities that a Board member should possess are present. For those reasons, the committee recommends this candidates to be nominated for the position of board of director member at large for a one year term until November 15th, 2026, effective immediately.

5. Shortlisted Candidates: Judicial Board member at large Position

- a. [REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Interview Grid: Judicial Board member

| General | Candidate: [REDACTED] | Candidate: [REDACTED] | Candidate: [REDACTED] | Candidate: [REDACTED] | Candidate: [REDACTED] |
|--|--------------------------|--------------------------|--------------------------|--------------------------|--------------------------|
| Knowledge of SSMU | 6 | 6 | 10 | 6 | 7 |
| Interest | 7 | 9 | 6 | 8 | 9 |
| Experience | 8 | 8 | 9 | 8 | 9 |
| Qualities | 7 | 7.5 | 7.5 | 7 | 8 |
| Subtotal | 28 | 30.5 | 32.5 | 29 | 33 |
| Behavior-based | | | | | |
| Problem Solving and Communication Skills | 8 | 6 | 6 | 8 | 7 |
| Legal reasoning skills | 7.5 | 6 | 8 | 6 | 8 |
| Thoughtfulness | 7.5 | 9 | 7 | 7 | 8 |
| Impartiality | 8 | 7.5 | 10 | 9 | 3 |
| Integrity | 8 | 8.5 | 10 | 9 | 3 |
| Subtotal | 39 | 37 | 40 | 39 | 29 |
| JBoard Specific | | | | | |
| Knowledge of JBoard and role | 7 | 4 | 10 | 6 | 7 |
| Conflict resolution | 8 | 5 | 7 | 9 | 7 |
| Subtotal | 15 | 9 | 17 | 15 | 14 |

| | | | | | |
|-------------------|----|------|------|------|----|
| Question total/50 | 36 | 34.5 | 39.5 | 34.5 | 38 |
| Total / 100 | 82 | 76.5 | 89.5 | 83 | 76 |

6. Nominating Committee Recommendations: Judicial Board member at large

**The Nominating Committee recommends the nomination of [REDACTED]
[REDACTED] to the position of Judicial board member at large.**

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

1. [REDACTED] is very clearly a dedicated person with a lot of energy brought into the interview. [REDACTED]t, he already has a lot of experience with writing policies and resolutions in things such as Model UN and moot court. His strength lies within his public speaking and his capacity in recognizing his own and other's biases enough to remain impartial in his deliberations and through his willingness to return to the initial case before even considering the judgements of the prior decision. Despite [REDACTED] and maybe not being as familiar with the Judicial Board role, the Committee believes that with time he will become a very strong Judicial Board member. His interview was excellent and shows all of the key qualities that a Judicial Board member requires. For those reasons, the Committee is recommending this candidate to be nominated for the position of Judicial Board member effective immediately.
2. [REDACTED] is an intelligent and capable student, who has experience working for [REDACTED] where her experiences created a foundation of governance and leadership. She has a strong knowledge of the courts and governance, but also how to effectively communicate with her peers in an unbiased manner. She recognizes the value of working with colleagues and team members. Although some of her interview questions were not elaborate and expanded upon, the Committee believes that the answers provided show excellent impartiality and a very clear legal mind. For those reasons, the Committee is recommending this candidate to be nominated for the position of the Judicial Board member for a one year term, effective immediately.
3. [REDACTED] is a very passionate individual with a lot of experience working at [REDACTED] and [REDACTED] have shown incredible leadership and conflict resolution skills. However, the committee has raised very serious concerns regarding whether or not they can make [REDACTED]

[REDACTED] regarding the Board of Directors. Given this is one of the biggest qualities that the Committee is looking for when deciding on Judicial Board nominations, the committee cannot recommend them to be nominated for this position.

4. [REDACTED] is extremely knowledgeable of the SSMU's structures, history and procedures, more so than the average SSMU member and arguably the highest possible for someone not directly involved with the executive board. She treated the interview with a very high level of professionalism. As a [REDACTED], she has a very strong foundation. Her interviews were exceptional and the answers provided were very concise and straight to the point. Everything that the Committee was looking for was present and for those reasons the Committee is recommending this candidate to be nominated for the position of Judicial Board member for a one year term, effective immediately.
5. [REDACTED] was a highly dedicated individual that is very involved in governance as well as policy making during her role as [REDACTED]
[REDACTED] During her time [REDACTED], she led lots of reform meetings and hosted national conferences. During the interview she has shown excellent experiences relating to policy and interpretation of law, as well as excellent team work and conflict resolution. Despite [REDACTED], the committee has no doubt that she will fulfill her role exceptionally well. For those reasons we are nominating this candidate to the position of the Judicial Board member, effective immediately.

7. Upcoming Hiring Cycle

The Nominating Committee is currently working to fill the remaining vacancies on the Board of Directors. Applications for the International Student Representative and alumni representative opened on October 31st, 2025, and will remain open until November 15th, 2025, and shortlisted candidates will be interviewed next week. Finally, the Committee will begin its second round of hiring for the nominating committee member at large next week as well.

The Nominating Committee welcomes any questions regarding its recommendations.

Respectfully submitted,
The SSMU's Nominating Committee