Association étudiante de l'Université McGill
Située sur les territoires traditionnels des collectivités Haudenosaunee et Anishinaabe.
Students' Society of McGill University
Located on Haudenosaunee and Anishinaabe, traditional territories.
ssmu.ca | (514) 398-6800 | 3600 rue McTavish, Suite 1200, Montréal, QC, H3A 0G3

SSMU Nominating Committee Report (Redacted)

Submitted to the Board of Directors: 2026-10-20

Note: This report has been submitted both completely and in full, as well as with all names redacted. 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, two (2) Directors, one (1) Equity Commissioner, two (2) Legislative Councillors, and two to four (2-4) Members-at-Large. As of October 20, 2026, the Committee's membership is as follows:

Brigitta Chan, Parliamentarian (Chair, non-voting)
Hamza Abu-Alkair, Director
Simon Ngassam, Director
Achille Croquelois, Legislative Councillor
Paul Hutu, Legislative Councillor
Lucy Crowther, Member-at-Large

2. Summary of Application Cycle

The Nominating Committee is tasked with the hiring of (1-3) Nominating Committee Members-at-Large.

Nominating Committee Member-at-Large.
The Nominating Committee began its hiring process for its Members-at-Large on August 26th, 2026. The job posting was published on the website on the same day and was open to applicants until September 21st, 2026. The Committee received 6 applications. Based on past history, there has been a lack of competent applicants who originate from varied bodies of the student constituents to choose from. Thus, the Committee Terms of Reference were changed on September 15, 2026, reducing the number of directors from (3) to (2) and adding (2) Legislative Councillors. Two Legislative Councillors, Paul Hutu and Achille Croquelois, were appointed. Based on recommendations of the Nominating Committee, three candidates were short-listed for their experience and commitment: Candidate 1, Candidate 2, and Candidate 3. Unfortunately, due to personal circumstances, Candidate 3 withdrew from the application. The interviews were conducted by the Parliamentarian and another member of the Committee, when possible. All interviews were conducted remotely via Zoom, and all interviews were recorded. The average scores are presented in this report below. Councillor Hutu has acknowledged his conflict of interest with Candidate 1, and his scoring for Candidate 1 was not

included. A meeting was held on 15 October 2026 to make a decision regarding these nominations. 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 2 shortlisted candidates for the Nominating Committee 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.

3. Shortlisted Candidates: Nominating Committee Member-at-Large

a. Candidate 1

b. Candidate 2

Interview Grid: Nominating Committee Member-at-Large:

4.

General	Candidate name: Candidate 1	Candidate name: Candidate 2
Knowledge of SSMU	1.33	2.75
Interest	1.67	2.75
Experience	1.83	2.125
Subtotal	**4.83/9**	**7.625/9**
Behavior-based		
Communication	2.67	2.75
Time Management and Organization	2.83	2.875
Teamwork and Adaptability	2	2.83
Subtotal	**7.5/9**	**8.455/9**

Total	**12.3/18**	**15.25/18**

5. Nomination: Nominating Committee Member-at-Large

The Nominating Committee recommends the nominations of Candidate 1 and Candidate 2.

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

1. Candidate 2 demonstrated knowledge of the SSMU and specifically of the responsibilities of the Nominating Committee and the procedural processes, clearly showing her dedication and commitment to the role. Her interest in getting involved in the SSMU shows her understanding of how the Nominating Committee functions within the larger context of the SSMU. As an executive of Dsign Lab, she demonstrates skills in communication, impartiality, and responsibility, key qualities required for the Nominating Committee. Therefore, the committee recommends Candidate 2 to be nominated for the position of Member-at-Large of the Nominating Committee effective immediately, with a one-year term until November 15th, 2027.
2. Candidate 1's knowledge of SSMU and its working structure was slightly lacking. However, his interest in SSMU makes up for this. His dedication to ensuring that SSMU's nomination process is fair and accessible and his desire to help the student community are commendable. He illustrated clear examples of impartiality and communication in the face of pressure, an essential quality for the Nominating Committee. Therefore, the committee recommends Candidate 1 to be nominated for the position of Member-at-Large of the Nominating Committee effective immediately, with a one-year term until November 15th, 2027.
3. While there are some gaps in knowledge for both candidates, this is an issue that can be resolved during training and onboarding, and both can provide unique perspectives to the Nominating Committee.

6. Upcoming Hiring Cycle

The Nominating Committee is currently working to fill the remaining vacancies on the Board of Directors and Judicial Board. Applications for both opened on October 7th, 2026, and will remain open until October 28th, 2026, tentatively, and shortlisted candidates will be interviewed.

The Nominating Committee welcomes any questions regarding its recommendations.

Respectfully submitted,
The SSMU's Nominating Committee