

Nominating Committee Report

GSA-UW Board of Directors

June 21, 2017

At its meeting on May 24, 2017, the Board delegated the search for and nomination of candidates for its two vacant seats to the Board Executive Committee.

A call for applications was sent to the membership on June 12, 2017 (Appendix A). Eight applications were received before the deadline of June 19, 2017 and were circulated to the members of the Executive Committee for review. The committee members used a scoring matrix (Appendix B) to award each candidate up to 38 points, based on their applications, and then ranked the candidates from 1 (highest) to 8 (lowest). The committee members assessed the applications independently. Following the independent assessments, the scores and rankings were aggregated, as summarized in the table below. Three of the four committee members agreed on their top two picks, while one member disagreed with one of the majority picks. Following discussion, the fourth member agreed with the majority opinion, and **the Executive Committee therefore nominates Amanda Joynt and Julie Cook to the Board for terms lasting until April 30, 2018.**

Interviews were not held, as the committee members were satisfied that they had enough information about the skills, merit, and fit of the candidates to make good decisions in the best interests of the Association. Furthermore, given the amount of work that needs to be done by the Board in the ten remaining months of the year, and the time that will be needed to on-board the new directors, appointing directors at the June meeting of the Board was given priority.

A member of the committee raised the possible perception of stacking of the Board with SERS/ENV students. It was noted that there might be a variety of reasons why SERS/ENV students take interest in the Association, in this and other years, but that this trend should not prevent the Board from recruiting qualified candidates. However, efforts should be made over the coming year to conduct outreach into all faculties to encourage wider interest in and awareness of the Association's governance.

Norman M. Kearney, MA

Chair | Board of Directors

Graduate Student Association | University of Waterloo

Appendix A

Call for Applications

Great Board Members Wanted

Are you an enthusiastic person who's passionate about improving graduate students' experiences? We're looking for two graduate students to join our Board.

Established in 1967, the Graduate Student Association exists to promote and represent the interests of all full- and part-time graduate students at the University. The Association operates a social club (the Graduate House) and provides a variety of services for the benefit of our members, including a regional bus pass and health and dental plans.

The Board consists of twelve graduate students, normally meets once per month for two hours, and operates according to the Carver Policy Governance framework, meaning that the Board focuses on strategy and oversight and delegates day-to-day management to staff. Board members serve for up to two years and provide senior leadership to the whole organization. Typical duties include:

- Attending monthly meetings
- Serving on a committee, such as the budget committee
- Reviewing financial statements and asking questions to management
- Making policy decisions, such as compensation principles and risk management strategies
- Researching and writing policy
- Guiding the long-term development of the Association
- Supervising the President

If you love working with others to build and innovate, this Board will be a good fit for you. Our team is driven to make the Association a great place to work and an invaluable service to our members. You can help us make this vision a reality.

Assets

In all our staffing and management decisions, we value creativity, experience, dedication, and diversity. We're committed to building a skilled and diverse workforce, promoting equity, and providing an environment free of discrimination and harassment.

You can make an especially meaningful contribution to our team if you have any of the following qualities:

- Training and/or experience in:
 - HR/Performance Management

- Insurance
- Legal/Regulatory
- Risk and Controls
- Social Enterprise
- Interests in:
 - Strategic planning
 - Policy development
- Bachelor degree
- Familiarity with graduate studies
- Not-for-profit board experience

If this sounds like you, we invite you to apply by writing to gsaboard@uwaterloo.ca with a cover letter and resume/CV by 5pm on Monday, June 19, 2017.

Norman M. Kearney
Chair | Board of Directors

Appendix B Scoring Matrix

	Candidate A	Candidate B	Candidate C	Candidate ...
Qualities				
Creativity (/3)				
Experience (/3)				
Dedication (/3)				
Diversity (/3)				
Training or experience in				
HR/Performance Management (/3)				
Insurance (/3)				
Legal/Regulatory (/3)				
Risk and Controls (/3)				
Social Enterprise (/3)				
Interests in				
Strategic planning (/3)				
Policy development (/3)				
Additional assets				
Bachelor degree (/1)				
Familiarity with graduate studies (/1)				
Not-for-profit board experience (/3)				
Total score				
Preferred candidates (please rank 1-8)				