

Report of the Senate Nominations Committee

FOR INFORMATION

Presented by: Rhonda Gough, Chair, Nominations Committee

Date of Meeting: October 26, 2024

Subject: **Nominations Committee – Report on Activities**

Summary of Activities:

The members of the Nominations Committee are Rhonda Gough (chair), Chancellor Grit McCreath, Barb Gustafson, Aaron Genest, and Jordan Robertson. Since the date of the last Senate meeting, the committee met on September 9, 2024. The following is an update on the work of this committee.

Nominations and Appointments

Joint Nomination Committee for Chancellor: The Nominations Committee met to make its recommendations for which Senators should serve on the Joint Nomination Committee for Chancellor. These recommendations – and the process undertaken by the committee to arrive at them – are described in report 5.2.1 of this Senate meeting package.

Appointments to Senate Committees: The *Senate Bylaws* allow for the Nominations Committee to make appointments to Senate committees outside the regular nomination process that occurs at the spring Senate meeting and then to report these decisions to the Senate. As such, at its most recent meeting, the following appointments were made:

- Senate Executive Committee: Darryl Bazylak (Métis Nation – Saskatchewan) to fill a vacancy for an appointed member of Senate.
- Senate Board for Student Discipline and Appeal Board: Amanda Lepage (Saskatchewan Library Association) to fill one of the vacancies on this body.

Presidential Search Committee: The [Search and Review for Senior Administrators Procedure](#) requires that a search committee for a new University President has, among other members, “One member of the Senate selected by Senate Nominations Committee.” The Senate Nominations Committee has selected that this Senator be:

- Chancellor Grit McCreath.

Review Committee of the Dean of Graduate and Postdoctoral Studies: Similar to above, the Search and Review for Senior Administrators Procedure requires that a review committee for the Dean of Graduate and Postdoctoral Studies have, among other members, “a member of Senate selected by the Senate Nominations Committee.” The Senate Nominations Committee has selected that this Senator be:

- Rhonda Gough (Member at Large).

Process Improvements

In the spirit of transparency, the newly adopted *Nominations Guidelines* of the Senate Nominations Committee have been appended to this report for Senate's information.

The goals of these guidelines are to:

- Advance the good governance of Senate through values-based and intentional decisions and to transparently create clarity on its objectives and decision-making considerations.
- Use the nominations process as a means of working toward an engaged Senate.
- Uplift the university's commitments to equity, diversity, inclusion, Indigenization through nominations.

These guidelines were adopted and are being presented for information to Senate to clarify processes and considerations used by the Senate Nominations Committee in making their decisions that are, generally, unknown to the rest of Senate.

In line with USask's [Equity, Diversity, and Inclusion Policy](#), these guidelines propose to request voluntary, self-declared information from Senators as to whether they belong to any equity-seeking groups when conducting calls for interest to serve on various committees. Although this is a new practice for Senate, this is in line with the current practices of University Council.

Next Steps and Timeline:

In the winter of 2025, the Nominations Committee – through the Governance Office – will solicit a call for interest to Senators to serve on various committees and bodies. This will be done in a way that adheres to the newly adopted *Nominations Guidelines* of the Nominations Committee to help with the committee's decision making.

Attachments:

- Nominations Guidelines – Senate Nominations Committee

Nominations Guidelines – Senate Nominations Committee

Purpose and Goals

These guidelines outline the practices and considerations of the Senate Nominations Committee in making its nominations and appointments. In following these guidelines, the committee seeks to:

- Advance the good governance of Senate through values-based and intentional decisions and to transparently create clarity on its objectives and decision-making considerations.
- Use the nominations process as a means of working toward an engaged Senate.
- Uplift the university’s commitments to equity, diversity, inclusion, Indigenization through nominations.

Process

When filling numerous positions in spring, the Governance Office administers a call for interest to Senators. In this call for interest, Senators are asked to indicate the committees in which they are interested, submit a statement outlining their interest in and qualifications for committee work, and can voluntarily provide self-declared information on if they belong to equity-seeking groups.

When filling a small number of positions, instead of doing a full call for interest, the Governance Office can use the information from the most recent call to help the decision making of the Nominations Committee.

It is the prerogative of the Nominations Committee to nominate any Senators it chooses, but the Governance Office ensures that the Senators being nominated are eligible to serve in a certain role – for example, often committees have certain requirements for the number of elected, appointed, or ex officio Senators.

Considerations

In making its nominations or appointments, the Senate Nominations Committee considers the following:

- 1) **Aligning Interests:** Although it is the prerogative of the Nominations Committee to nominate any qualified Senators to various positions, the committee prioritizes Senators who have expressed an interest in a given committee.
- 2) **Aligning Skills, Experiences, Perspectives, and Strengths:** The committee seeks to nominate Senators who have skills, experiences, perspectives, and strengths to meaningfully contribute to the committee.
- 3) **Equity, Diversity, Inclusion (EDI) and Indigenization:** USask’s [Equity, Diversity, and Inclusion Policy](#) asserts that EDI strengthens our university community and enhances excellence, innovation, and creativity in all domains. The [ohpahotân | oohpaahotaan Strategy](#) calls on USask to uplift Indigenous peoples, grounded in an understanding that Indigenous presence enriches and strengthens the USask community as a whole. The Nominations Committee seeks to live up to these expectations in its work.
- 4) **Allocation of Assignments:** Senate is a significant asset to the university as a whole – through engaged alumni and representatives from professional and cultural organizations, it helps connect USask with the province. To work toward the goal of an engaged Senate, the Nominations Committee tries to distribute committee assignments more evenly.
- 5) **Continuity and Turnover:** The committee attempts to balance having continuity on committees with having reasonable turnover so new people and perspectives can be added.

Perfectly balancing these considerations in all instances is not possible, and they should be thought of as more aspirational and as guidance than as prescriptive or prohibitive.

Approved: 2024-09-09