

Student Trustee Recruitment Recommendations and Review Passed by Trustee Board 16 January 2014

1.0 Introduction and Background

- 1.1 The 2013 governance review included a reform of the make-up of the Union's Board of Trustees. One of the key changes to the Board was the introduction of two appointed Student Trustee roles.
- 1.2 The intention of the introduction of these positions was to:
 - 1.2.1 Ensure that a wide range of student backgrounds and viewpoints were represented on the Board
 - 1.2.2 To provide continuity and consistency to the Board by ensuring that some student members didn't change at the end of the academic year
 - 1.2.3 Provide opportunities for student to become members of the Board who may not be comfortable in an election or campaigning environment.
- 1.3 Following the approval of a process at the October 2013 meeting of the Board of Trustees, the Union has been through the process of selecting two students for the role of the Trustee.
- 1.4 This paper seeks to outline and review the recruitment process and to make recommendations to the Appointments and Remuneration Committee for their recommendations on appointments to the Board.

2.0 Process

- 2.1 The position of Appointed Student Trustee was advertised to students through the Union's website and social media channels. Information regarding the role was available on the Union's recruitment site and a recruitment pack (Appendix A) was developed which outlined key information about the Union, the Board, the role and the appointment process.
- 2.2 The person specification for the role outlined the desire of the Union to ensure that the perspectives of International Students and Postgraduate Students are reflected on the Board, but did not restrict applications to students from those groups
- 2.3 In total 10 applications were received. The qualities of the applications were in general very high.
- 2.4 These applications were reviewed by the Managing Director who developed a long list of six, who were interviewed by the Managing Director via telephone. Following these discussions a shortlist of four was developed. These four candidates were interviewed in person by a panel of three Trustees, assisted by the Managing Director.
- 2.5 This panel consisted of Julia Higgins (Chair of the Board and External Trustee), Marissa Lewis (Officer Trustee) and Bucky Adedapo (Elected Student Trustee). The interviews were structured around a pre-prepared set of questions which linked directly to the person specification approved by the Board of Trustees (Appendix C)

- 2.6 Following the four interviews the panel discussed the relative merits of the shortlisted candidates and came to unanimous view on the two preferred candidates.
- 2.7 One of the preferred candidates is an International Student (Non-EU). The other is a Post Graduate (Research) student.

3.0 Learning Points

- 3.1 Broadly it was felt by the panel that the recruitment process had been successful but the Appointments and Remuneration Committee may wish to consider learning and development points in the future. Although the quality of applications was high, it is worth considering whether the amount of applications should be targeted for improvement in the future.
- 3.2 In particular the following areas could be considered
 - 3.2.1 Timing of Recruitment Process – the decision was taken to wait until after the Union elections before promoting the role so as to ensure that the message wasn't confused or diluted. This meant that the process went on until early December, which may have had an impact in terms of the time available to students in comparison to workload.
 - 3.2.2 Method of promotion of role – the role was promoted through our 'traditional' promotion channels (in particular emails and social media) but more focus could be placed in the future on targeting promotion to particular groups (e.g. through the Graduate School, International Societies etc)

4.0 Resolves

- 4.1 For Council to ratify the appointments of:
 - 4.1.1 John Winters
 - 4.1.2 Tian Wei Chew