

# Item 12 - Commissioner Recruitment Subcommittee

Purpose Statement:

## Commissioner Recruitment and Selection of Finalists for Interviews Subcommittee

(ad hoc, created July 10, 2024)

**Members:** Ryan Micik (Chair), Alea Gage, and Karun Tilak.

### **A) What is the specific goal of the committee?**

To review applications for the partial term of a vacant commissioner seat and the subsequent full-term for the same seat, select and interview semifinalists, and select finalists for the Commission's consideration.

### **B) What is the expected deliverable and in what time period?**

To review all applications for the vacant PEC commissioner seat; to interview select candidates; and to forward the top finalists to the full PEC in time for the October 9, 2024 meeting.

### **C) What level of staff vs Commissioner work is expected?**

Staff will schedule semifinalist interviews and provide support for subcommittee meetings.

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### Commissioner Recruitment and Selection of Finalists for Interviews Subcommittee

(ad hoc, created July 10, 2024)

**Members:** Ryan Micik (Chair), Alea Gage, and Karun Tilak.

#### September 5, 2024 Minutes

**Attendees – Members:** Commissioners Micik, Gage, Tilak

**Attendees – Staff:** Director Nicolas Heidorn

The subcommittee discussed questions that they would ask of applicants and a timeline for holding interviews.

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**Members:** Ryan Micik (Chair), Alea Gage, and Karun Tilak.

#### September 10, 2024 Minutes

**Attendees – Members:** Commissioners Micik, Gage, Tilak

**Attendees – Staff:** Director Nicolas Heidorn

The subcommittee reviewed the written applications and decided to interview 6 candidates.

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### Commissioner Recruitment and Selection of Finalists for Interviews Subcommittee

(ad hoc, created July 10, 2024)

**Members:** Ryan Micik (Chair), Alea Gage, and Karun Tilak.

#### September 17, 2024 Minutes

**Attendees – Members:** Commissioners Micik, Gage, Tilak

**Attendees – Staff:** Director Nicolas Heidorn

The subcommittee interviewed three applicants.

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## Commissioner Recruitment and Selection of Finalists for Interviews Subcommittee

(ad hoc, created July 10, 2024)

**Members:** Ryan Micik (Chair), Alea Gage, and Karun Tilak.

### September 18, 2024 Minutes

**Attendees – Members:** Commissioners Micik, Gage, Tilak

**Attendees – Staff:** Director Nicolas Heidorn

The subcommittee interviewed two applicants. Director Heidorn reported that the third applicant who was scheduled to be interviewed today had withdrawn.

The subcommittee unanimously decided to forward the applications of Tanya Bayeva and Dan Adler to the full Commission for consideration at the Commission's October meeting, pending a review of the applicants' references.

Director Heidorn will notify the two finalists that they will have a final interview at the Commission's October meeting, which they should attend in-person. The applicants will have four minutes to answer the following questions:

1. Why do you want to serve on the Public Ethics Commission?
2. What skills and experience do you bring?
3. What issues, projects, or goals would you like to pursue as a Commissioner?
4. What else would you like the Commission to know?

# Item 12 - Commissioner Recruitment Subcommittee

Chair's Termination Statement:

## Commissioner Recruitment and Selection of Finalists for Interviews Subcommittee

(ad hoc, created July 10, 2024)

**Members:** Ryan Micik (Chair), Alea Gage, and Karun Tilak.

### **A) What was the specific goal of the committee?**

To review applications for the partial term of a vacant commissioner seat and the subsequent full-term for the same seat, select and interview semifinalists, and select finalists for the Commission's consideration.

### **B) What was the expected deliverable and in what time period?**

To review all applications for the vacant PEC commissioner seat; to interview select candidates; and to forward the top finalists to the full PEC in time for the October 9, 2024 meeting.

### **C) What did the Commission accomplish?**

Over the course of one month, the Subcommittee reviewed all written applications for the vacant commissioner position; invited six applicants to interview with the Subcommittee, five of whom accepted; conducted the interviews; checked references; and forwarded two finalists to the full Commission for its review and selection at the October meeting.

### **D) Are there any recommended next steps coming out of the Subcommittee's work?**

None.

### **E) Are there any lessons learned or other comments to memorialize about the Subcommittee's work or process?**

We scheduled half-hour interviews, with each interview scheduled to take 20 minutes. The Subcommittee Chair introduced the panel and asked the first question, and then Subcommittee members alternated asking questions. The questions were modified from a pre-existing list of questions asked of prior commissioners and were the same for each applicant, although Commissioners sometimes asked individualized questions of applicants at the end.

We only forwarded two finalists to the full Commission, because we felt that those two finalists clearly formed a top tier of the applicants, and any additional finalist(s) would have no realistic chance of selection.