



REGENT CANDIDATE ADVISORY COUNCIL

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Regent Candidate Advisory Council Selection Criteria Report

January 15, 2019

This Report is submitted pursuant to Minn. Stat. §137.0245, Subdivision 3, in connection with the work of the Regent Candidate Advisory Council (“RCAC”), established for the purpose of (i) recruiting and screening candidates for positions on the Board of Regents of the University of Minnesota (“Board of Regents”), and (ii) making recommendations to the Minnesota State Legislature and the Regent Nomination Joint Legislative Committee.

In September of 2018, a Selection Criteria Committee (“Committee”) was formed to review and update the Selection Criteria for Members of the University of Minnesota Board of Regents (“Criteria”). On September 14, 2018, the Governance and Policy Committee of the Board of Regents reviewed and provided feedback on the 2016-2017 Regent Candidate Selection Criteria in a public meeting that was recorded and made available on the webpage hosted by the Board of Regents. This feedback was given careful attention by the members of the Committee and proposed changes were disseminated within the membership of the Committee for review.

On September 24, 2018, the Committee met in an open meeting to review and revise the Criteria. The Committee discussed the applicable portion of the September 14th Board’s Governance and Policy Committee meeting, taking the Board of Regents comments into consideration as the Criteria for the 2018-2019 candidate selection process was revised. The Committee unanimously adopted the Criteria for utilization as part of the 2018 – 2019 candidate selection process.

On December 12, 2018, the Selection Criteria Committee reported on its work to the full RCAC. The RCAC voted unanimously to adopt the Selection Criteria Committee Report.

Attached is the Criteria that was recommend by the Selection Criteria Committee and utilized by the RCAC in its evaluation and recommendation of candidates for the Board of Regents to the Regent Nomination Joint Legislative Committee and Minnesota State Legislature in 2019. All of the candidates recommended by the RCAC are believed to reflect, to a greater or lesser degree, the attributes included in the Criteria.



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Selection Criteria for Members of the University of Minnesota Board of Regents

Foundation for the Development of the Selection Criteria

University of Minnesota Regents are charged with stewarding the University toward successful outcomes for the people of the State of Minnesota. Primary focuses include development of the long-term vision, setting strategies for achieving that vision and ensuring the University president and his/her leadership team is effectively managing the operations of the organization.

Selection Criteria

The Regent Candidate Advisory Council ("RCAC") may take the following items into consideration throughout the application review, interview process and recommending candidates to the legislature for the position of Regent to the University of Minnesota:

1. A commitment to the University of Minnesota and an understanding of its role in education, economics and innovation in the state, nation and world.
2. Integrity along with a personal code of honor and high ethical standards which includes a willingness to comply with the Code of Ethics for Members of the Board of Regents and its conflict of interest policy.
3. An ability to maintain a respectful and professional relationship with administration, faculty, employees and external stakeholders.
4. The ability to negotiate, compromise, and build consensus.
5. The ability to define and strategically analyze choices to adequately balance long-term visions with short-term priorities.
6. An inquiring mind, a willingness to listen and the ability to speak articulately and succinctly.
7. The capacity to both challenge and support the administration, and each other, when appropriate.
8. The capacity to effectively coach, analyze and evaluate the performance of the president.
9. The ability to function as a member of a diverse team in an atmosphere of public transparency, collegiality and selflessness.
10. An appreciation of the public nature of the position of Regent.

11. An ability to address the issues of diversity in geography, gender, race, occupation, international awareness and operational needs of the Board of Regents.
12. A willingness to embrace and utilize current technologies needed to operate effectively as a Regent (e.g., understanding that the Board relies on an online portal for all official meeting materials).
13. History of success that reflects a breadth and diversity in life experience, as well as any subject matter expertise, that would be beneficial to the priorities of the University of Minnesota.
14. Recognition and understanding of the differences between governance and management. Experience and willingness to learn and enhance personal knowledge of governance and strategic oversight of large, complex organizations.
15. An understanding of education trends nationally and in Minnesota.
16. An ability and willingness to devote the time necessary to serve as an effective and contributing member of the Board of Regents, and potentially step into a board leadership role.