



REGENT CANDIDATE ADVISORY COUNCIL

72 State Office Building
Phone: (651) 296-9002

St. Paul, MN 55155
TDD: (651) 296-9896

www.rcac.leg.mn
Fax: 651-297-3697

January 15, 2021

Rep. Connie Bernardy, Co-Chair
Regent Nomination Joint Committee

Sen. David Tomassoni, Co-Chair
Regent Nomination Joint Committee

Dear Rep. Bernardy and Sen. Tomassoni:

During calendar year 2021, there will be four six-year term positions on the Board of Regents of the University of Minnesota ("Board of Regents") coming to term. The four open regent seats to be filled include one from each of Minnesota's 1st, 4th, 6th and 7th Congressional Districts.

Pursuant to Minn. Stat. §137.0245, et al., the Regent Candidate Advisory Council ("RCAC") is tasked with recruiting, screening and recommending at least two, and no more than four, qualified candidates to the Regent Nomination Joint Legislative Committee for each opening on the Board of Regents. The following is the report of the RCAC concerning the recently completed candidate selection process ("Report").

Background

The Minnesota Constitution requires that 12 Regents be elected by a Joint Convention of the Minnesota Legislature to sit on the Board of Regents. Eight of the 12 Regents are elected as a resident of a Minnesota congressional district, one Regent being elected out of each district. The four remaining Regents are elected from the state at-large, with one of these at-large positions being a University of Minnesota student at the time of election. Regents serve six-year terms with four seats coming up for election every two years.

The RCAC was established by an act of the legislature of the State of Minnesota ("Legislature") in 1988 to advise the Legislature in the election of Regents to the Board of Regents. Its duties are to: 1) develop a statement of selection criteria guidelines for the position of Regent and to distribute these guidelines to potential candidates; 2) identify and recruit qualified candidates for open positions on the Board of Regents; and 3) submit Regent candidate recommendations by January 15 of every odd-numbered year to the Regent Nomination Joint Legislative Committee ("Joint Committee") for at least two, but not more than four, qualified candidates for each opening on the Board of Regents.

The Joint Committee consists of the members of the higher education budget and policy divisions of the Senate and the House. The Joint Committee is statutorily required to meet by February 28th of each odd-numbered year to consider Regent nominees and to recommend one nominee for each open Regent seat to a Joint Convention of the House and Senate. Elected Regents take office immediately upon election by the Joint Convention.

Membership

The RCAC consists of 24 members who have been appointed by the Legislature in accordance with Minn. Stat. §137.0245. The members are appointed to six-year terms, with one-third appointed each even-numbered year, with the exception of the two student members who are appointed to two-year terms each even-numbered year. Similar to recent years, the chair and minority ranking member of both the House and Senate higher education committees were appointed to RCAC and have participated in the Regent candidate selection process. A list of the current RCAC membership is attached.

2020-2021 Process

In 2020, the RCAC was tasked with recommending candidates for four six-year term positions on the Board of Regents coming to term: one from each of Minnesota's 1st, 4th, 6th and 7th Congressional Districts.

Due to COVID 19, all RCAC meetings were held remotely and live streamed for the public. With respect to the current recommendations, the RCAC began its activity by electing Daniel Wolter as its chair and Kathy Madson and Barb Farrell as its vice chairs in October of 2020.

A number of committees were also appointed to carry out directives and make recommendations to the RCAC. These committees included Nominations, Recruitment, Selection Criteria, Document Review, Reference Check/Interview Process and Candidate Orientation. The work of the RCAC committees consisted of reviewing past practices, updating materials, and making a number of recommendations.

At the initial meeting and throughout the process, the RCAC placed a high priority on diversity and recruiting candidates that would provide the Legislature with options to improve the overall diversity of the Board of Regents. That includes diversity of gender, race, geography, occupation, and more.

The RCAC began actively recruiting candidates in October of 2020 for the four seats coming to term during this cycle. Twenty candidates submitted applications to the RCAC by the December 9, 2020 deadline. The RCAC met on December 14, 2020 for the preliminary screening of candidates to interview. After extensive discussion and debate, it was determined to interview all 20 candidates. One candidate withdrew from consideration after they were invited to interview.

The RCAC met in open session to interview the 19 candidates on January 4, 5, 6 and 7, 2021. In the case of each of these candidates, the RCAC reviewed candidate application packets, written references from two individuals, and conducted an interview lasting approximately forty-five minutes featuring an extensive question and answer period. Video of the candidate interviews as well as all of the RCAC proceedings is available at <https://www.rcac.leg.mn/2020-21meetings.html>.

On January 8, 2021, after discussing and debating the merits of each candidate, the RCAC respectfully voted in the final recommendation process.

Recommendations

The RCAC is forwarding 12 candidates for consideration by the Joint Committee. The finalists recommended by the RCAC are listed below in alphabetical order.

First District

- Val Aarsvold, Altura
- Ruth Johnson, Rochester
- Randy Simonson, Worthington

Fourth District

- Daryl Alkire, St. Paul
- James Farnsworth, St. Paul
- Karen Schanfield, St. Paul

Sixth District

- Dave Hoang, Blaine
- Michael Hsu, Blaine
- Kodi Verhalen, Elk River

Seventh District

- Doug Huebsch, Perham
- Lucas Sjostrom, Brooten
- Michael Yost, Murdock

This list of recommendations includes exceptional talent, experience and passion for serving the State of Minnesota in this way. Again, this is one of the most diverse slates of candidates in RCAC history, with two thirds of the recommended candidates being women or persons of color. We are confident that each of these candidates has the background and ability to ably serve if elected by the Legislature.

On behalf of my fellow RCAC members, I express our appreciation for the vast network of people whose cooperation and assistance made possible the recruitment of highly qualified and diverse applicants. We are grateful for all of the applicants' willingness and desire to serve in this way. The members of the RCAC consider it a privilege to be charged by the Legislature with recruiting and screening the best possible candidates to oversee the University of Minnesota. With every round of activity, the RCAC seeks to build upon its experience in order to continually improve the way it conducts its operations and deliberations.

I also extend our appreciation to several legislators who worked diligently in 2020 to ensure the RCAC had all 24 members appointed at the beginning of candidate review, for the first time in recent history. This shows commitment from the Legislature to the RCAC process and it vastly improves the work we do. Former Sen. Paul Anderson and Rep. Connie Bernardy both made RCAC appointments a priority and we are grateful for that focus.

Pursuant to Minn. Stat. §137.0245, the RCAC's Selection Criteria Report is attached. The criteria listed in this Report were used by the RCAC for the selection of candidates.

If you wish, I am available to meet with you to further discuss the Regent selection process and/or candidates the RCAC has recommended.

Respectfully Submitted,

A handwritten signature in black ink that reads "Dal Wolter". The signature is written in a cursive, slightly slanted style.

Daniel Wolter, Chair
Regent Candidate Advisory Council

Attachments as stated above.

- cc. Sen. Jason Rarick, Vice Chair, Higher Education Finance and Policy Committee
- Sen. Greg Clausen, Ranking Minority Member, Higher Education Finance and Policy Committee
- Rep. Michelle Christenson, Vice Chair, Higher Education Finance and Policy Division
- Rep. Marion O'Neill, Republican Lead, Higher Education Finance and Policy Division

Members of the Regent Candidate Advisory Council

The Regent Candidate Advisory Council is composed of 24 members appointed to six-year, staggered terms. One-half of the members are appointed by the Speaker of the House, and one-half are appointed by the Senate Subcommittee on Committees of the Committee on Rules and Administration. Each appointing authority must appoint one member who is a student enrolled in a degree program at the University of Minnesota at the time of appointment.

Members	Term Expires	Appointed By
Daniel Wolter, Chair	January 2024	House
Barb Farrell, Vice-Chair	January 2026	House
Kathy Madson, Vice Chair	January 2024	House
Paul Anderson	January 2026	Senate
Rep. Connie Bernardy	January 2026	House
Drew Christensen	January 2024	Senate
Sen. Greg Clausen	January 2026	Senate
Rep. Brian Daniels	January 2026	House
Debjyoti Dwivedy	January 2026	Senate
John Engelen	January 2024	Senate
Jim Erickson	January 2022	Senate
Tim Huebsch	January 2026	Senate
Charles Krause	January 2024	Senate
Theo Menon	January 2022	House
Corey Miltimore	January 2022	House
Kowsar Mohamed	January 2026	House
Quentin Moore	January 2024	Senate
Wendy Ojala	January 2026	Senate
Lauren Peterson (Student Member)	January 2022	Senate
Bill Otto	January 2024	House
Alex Provan (Student Member)	January 2022	House
Jerry Rogers	January 2022	Senate
Paul Taylor	January 2022	House
Stacia Wakefield	January 2024	House



REGENT CANDIDATE ADVISORY COUNCIL

72 State Office Building
Phone: (651) 296-9002

St. Paul, MN 55155
TDD: (651) 296-9896

www.rcac.leg.mn
Fax: 651-297-3697

Regent Candidate Advisory Council Selection Criteria Report

January 15, 2021

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 2020, 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 11, 2020, the Governance and Policy Committee of the Board of Regents reviewed and provided feedback on the 2018-2019 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 25, 2020, the Committee met in an open meeting to review and revise the Criteria. The Committee discussed the applicable portion of the September 11th Board’s Governance and Policy Committee meeting, taking the Board of Regents comments into consideration as the Criteria for the 2020-2021 candidate selection process was revised. The Committee unanimously adopted the Criteria for utilization as part of the 2020-2021 candidate selection process.

On October 7, 2020, 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 2021. All of the candidates recommended by the RCAC are believed to reflect, to a greater or lesser degree, the attributes included in the Criteria.



REGENT CANDIDATE ADVISORY COUNCIL

72 State Office Building
Phone: (651) 296-9002

St. Paul, MN 55155
TDD (651) 296-9896

www.rcac.leg.mn
Fax: 651-297-3697

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 Conduct 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, students 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 significant time necessary to serve as an effective and contributing member of the Board of Regents, and additionally to step into a board leadership role.