

Regent Candidate Advisory Council
Report to the Minnesota Legislature
1997

85 State Office Building, St. Paul, MN 55155
(612) 297-3697

To the President of the Senate and the Speaker of the House and members of the Minnesota Legislature:

This is the fifth report the Regent Candidate Advisory Council has submitted to the Minnesota Legislature since the Council was created by the adoption of Minnesota Statute 137.0245 in 1988 (Exhibit 1.) The statute provides for the appointment of 24 individuals to serve staggered 6 year terms, one-half by the Subcommittee on Committees of the Senate and one-half by the Speaker of the House of Representatives. At the time of its deliberations, there were 21 members on the Council (Exhibit 2.)

The Council's charge is "To assist the Legislature in determining criteria for, and identifying and recruiting qualified candidates for membership on the Board of Regents." In an effort to accomplish this task, the Council is directed to develop a statement of the selection criteria to be applied and a description of the responsibilities and duties of a Regent to be distributed to potential candidates. The Council is further directed to submit the names of at least two, but not more than four, candidates for each position to be filled by the Legislature.

To fulfill its statutory mandate, and to facilitate the accomplishment of its mission,

the Council has adopted a number of statements and policies, which have been reviewed and revised periodically, as it has gained experience and knowledge about the recruitment and selection process. These are listed below:

Exhibit 3 - Procedural Rules

Exhibit 4 - Fact Sheet

Exhibit 5 - Statement re. Board of Regent Responsibilities

Exhibit 6 - Statement re. Criteria for University Regents

Exhibit 7 - Statement re. Individual Regent Responsibilities

Exhibit 8 - Application Form

Exhibit 9 - Guidelines for Conduct by Council Members

Exhibit 10 - Candidate Conflict of Interest Statement

Exhibit 11 - Policy on Legislative Communications

Exhibit 12 - Selection Procedures for Recommendation

Exhibit 13 - Statement of Diversity

Looking forward to the current round of recommendations, the Council began its two years of activity by electing Mary McLeod as its chair and Carol Batsell and Dr. George Winn as its Vice Chairs in June of 1995. A number of committees were appointed to carry out Council directions and to make recommendations to the full

Council. These included a Recruitment Committee, a committee on Candidate Recommendations and References, an Ad Hoc Committee on Future Selection Procedures and subcommittees on the application form and candidate orientation.

These committees and subcommittees set guidelines and engaged in a number of activities to facilitate the recruitment of as many qualified candidates as possible, to aid in the Council's processes and to inform successful candidates about the legislative selection process.

The Council used a variety of means to publicize its search, including news releases and articles to all of the newspapers and radio and television stations in Minnesota and bordering cities. Numerous communications were sent to, and a number of personal visits were conducted with many organizations, individuals and institutions.

The Council's Chair promoted our search by writing editorials and articles for the media and appeared on public radio and television.

The Council had some concerns early in the application period about the number of applicants, but eventually an excellent group of candidates applied, we believe, at least in part, due to additional recruitment activities by the Council.

Our efforts resulted in the submission to the Council of 92 applications, interestingly, the same number received in the 1995 round. It perhaps should not have been surprising that the numbers of applicants from the two districts where incumbents were seeking re-election (1 and 5) were smaller. The breakdown follows:

District	Number of Applicants
1	6
4	44
5	12
6	15
7	<u>15</u>
	92

The Council met on January 10, 1997, after the close of the application period, for preliminary screening of candidates for interview, a difficult task because so many good candidates had applied. Twenty-four individuals were chosen for interview. The names of these individuals are listed on Exhibit 14.

The interviews were held on January 23, 24 and 27. Each candidate was allotted a 40 minute period to make a presentation and to answer questions by Council members. Previously, candidates had been given a list of questions to address in

addition to any other matters which they chose to discuss. This list of questions is attached as Exhibit 16.

On January 28th, the Council followed the selection procedures outlined in Exhibit 12 and proudly submits the candidates listed below to the members of the legislature for consideration:

District 1

H. Bryan Neel
Thomas Stoa

District 4

W. Andrew Boss
Carol Ericson
David R. Metzen

District 5

William E. Drake
Michael O'Keefe

District 6

George Allen
Barbara B. Klemme
Maureen K. Reed

District 7

Bob S. Bergland
Herbert W. Chilstrom

The application forms and accompanying data submitted by each of these candidates have been delivered to the Chairs of the Senate and House Education Committees and to the Conveners of the Congressional District Caucuses. A copy of this report is being delivered to each member of the legislature. In addition, all of these documents and interview tapes are available in the office of the Legislative Coordinating Commission.

The Council greatly appreciates the assistance and input from sources too numerous to mention, but especially thanks the University Alumni Association and its Executive Director, Margaret Carlson, and the Board of Regents itself and Steve Bosacker, its Executive Director and Secretary for their help. Barbara A. Patterson on the staff of the Legislative Coordinating Commission has provided endless hours of excellent staff work for the Council, which also thanks D'Ann Knight for her aid when Ms. Patterson was unavailable. Boundless thanks also are due to the many people who helped us recruit the marvelous candidates who applied. All of the candidates, irrespective of whether they were ultimately selected, have our heartfelt thanks for their participation in the process.

Finally, the Council thanks the Legislature for affording us this fascinating opportunity to serve in this capacity. We believe this selection system, the first such in the nation, while it undoubtedly can be further refined and improved, is a good one and serves the people of Minnesota well.

Respectfully submitted

Mary McLeod, Chair
Regent Candidate Advisory Council

EXHIBITS

Laws 1988, Chapter 703, Sec. 16. (S.F. 2569)

Passed by Legislature April 19, 1988. Signed by the Governor April 28, 1988. Effective April 29, 1988. Amended by laws 1990, Chapter 383 (S.F. 2159). Passed by the Legislature March 26, 1990. Signed by the Governor April 3, 1990.

Sec. 16. [137.0245] [REGENT CANDIDATE ADVISORY COUNCIL.]

Subdivision 1. [ESTABLISHMENT.] A regent candidate advisory council is established to assist the legislature in determining criteria for, and identifying and recruiting qualified candidates for membership on the board of regents.

Subd. 2. [MEMBERSHIP.] The regent candidate advisory council shall consist of 24 members. Twelve members shall be appointed by the subcommittee on committees of the committee on rules and administration of the senate. Twelve members shall be appointed by the speaker of the house of representatives. No more than one-third of the members appointed by each appointing authority may be current or former legislators. No more than two-thirds of the members appointed by each appointing authority may belong to the same political party; however, political activity or affiliation is not required for the appointment of any member. Geographical representation must be taken into consideration when making appointments. Section 15.0575 shall govern the advisory council, except that the members shall be appointed to six-year terms with one-third appointed each even-numbered year.

Subd. 3. [DUTIES.] The advisory council shall:

(1) develop, in consultation with current and former regents and the administration of the University of Minnesota, a statement of the selection criteria to be applied and a description of the responsibilities and duties of a regent, and shall distribute this to potential candidates; and

(2) for each position on the board, identify and recruit qualified candidates for the board of regents, based on the background and experience of the candidates, and their potential for discharging the responsibilities of a member of the board of regents.

Subd. 4. [RECOMMENDATIONS.] The advisory council shall recommend at least two and not more than four candidates. By March 15 of each odd-numbered year, the advisory council shall submit its recommendations to the president of the senate and the speaker of the house of representatives. The legislature shall not be bound by these recommendations.

Subd. 5. [SUPPORT SERVICES.] The legislative coordinating commission shall provide administrative and support services for the advisory council.

Sec. 17. [INITIAL TERMS.]

By September 1, 1988, each appointing authority shall appoint four members to terms that expire January 1990, four members to terms that expire January 1992, and four members to terms that expire January 1994.

Exhibit 2

Listed below are the 21 appointees (there are three vacancies on the board) for the Regent Candidate Advisory Council (in alphabetical order). Members of the Council serve staggered six year terms. As required by law, the group is bi-partisan and represents all areas of Minnesota.

Kenneth Albrecht (term expires 1998) of North Mankato, MN. He formerly was the Lead Instructor and Department Head in the Department of Civil Technology at Mankato Technical College. He is also an owner and operator of a 160 acre farm in Nicollet County.

Carol Batsell (term expires in 2000) of Minneapolis, MN. She works as a public defender for Hennepin County.

Jane Belau (term expires in 2000) of Rochester, MN. She has experience in education associations and in a business. She is president of the Belau Consulting Group and formerly vice president of Control Data Corporation. She served on the University Graduate School Board of Advisors, is a Director of the Minnesota High Technology Council, a member of the Minnesota Commission on Reform and Efficiency, a Director of the Minnesota 4-H Foundation Board of Trustees and the Minnesota Private College Council.

Jack Briggs (term expires in 1998) of Cloquet, MN. He is President of the Fond du Lac Tribal & Community College.

Manuel Cervantes (term expires in 2000) of St. Paul, MN. He is a Referee with the Ramsey County Family Court. He formerly worked as an attorney for the U.S. District Court and the U.S. Court of Appeals for several Circuits. He has been active in many community organizations including some concerned with Hispanic persons.

Humphrey Doermann (term expires in 2002) of St. Paul, MN. Mr. Doermann is the President of the Bush Foundation. He has also served on the Council on Foundations, the College Board, and the Minnesota Legislative Task Force on Financial Aid. He brings to the Council a wide range of experience from the academic realm such as Director of Admissions for Harvard College, Assistant Dean at Harvard University, and teaching.

Thomas A. Gedde (term expires in 1998) of Anoka, MN. He is a partner with the firm of Jensen, Hicken, Gedde and Scott, P.A. in Anoka. He was a member of the Brooklyn Park Planning Commission from 1977-1988 and served as its Chair. He served as City Attorney for both Anoka (1979-present) and Falcon Heights (1987-1992) and was President of the Anoka County Bar Association in 1982. He serves on the Board of Mercy Community Health Foundation.

David Kanatz (term expires in 1996) of Brooklyn Center, MN. He has been a University of Minnesota administrator for 35 years and thus understands the workings of the University from the inside. His involvement with the University and its regents has ranged from the Student Activities Bureau to Assistant Director of the student Financial Aid Office.

Rebecca Mathern (term expires 2002) of Waseca, MN.

Mary McLeod (term expires in 1998) of St. Paul. Ms. McLeod is an attorney specializing in mediation services. Formerly she has practiced law with Faegre and Benson and served as Director of Minnesota Government Relations at Norwest Corporation. Currently, she is a board member of the Minnesota Gambling Control Board and the Minnesota Fair Housing Center.

David Naumann (term expires 2002) of Minneapolis, MN. He is a faculty member in the Carlson School of Management at the University of Minnesota. He is an alumnus of the College of Liberal Arts (1971) and the Graduate School (1973 and 1978). He served on the Telecommunications Council, and is currently a member of the Executive Committee of the Board of Directors of the Minnesota Council of Hostelling International.

Gregg Orwoll (term expires in 2002) of Rochester, MN. A graduate of the University of Minnesota Law School, he recently retired as General Counsel and subsequently as Senior Counsel of Mayo Clinic and the Mayo Foundation. He has served on the University Law Alumni Board and the Board of Visitors. He is a member of the State Compensation Council and a Trustee of the William Mitchell Law School.

Larry Oveson (term expires in 2000) of International Falls. He is a faculty member at Rainy River Community College in International Falls. He is also an officer of the Minnesota Community College Faculty Association, the state wide union for faculty in the community colleges. Mr. Oveson is a 1969 graduate of Rainy River Community College, a 1971 graduate of the University of Minnesota - Duluth, and a 1981 graduate of St. Cloud State University.

Thomas Renier (term expires in 1998) of Duluth MN. He is President of the Northland Foundation, a regional foundation engaged in business development and grant-making which addresses social, human and economic issues. He worked for 12 years with the Arrowhead Regional Development Commission, serving as deputy director for six years. He is also the founding director of a non-profit business development organization.

Judy Roy (term expires in 1998) of Red Lake, MN. She is the tribal secretary for the Red Lake Tribal Council.

Paul Thatcher, Sr. (term expires in 2000) of Minneapolis, MN. He is currently chair of the board of Trussbilt, Inc., Minneapolis, and the MEC Corporation of Neodesha, Kansas. He is a member of the Executive Committee of the Board of Directors of the Minnesota Orchestral Association and a member of the Metropolitan Sports Facilities Commission.

Jane Tschida (term expires in 2002) of St. Paul, MN. She is a consultant for Public Affairs and Management Support. She was formerly the executive director of the Minnesota Trial Lawyers Association, a member of the St. Louis Park City Council and served as president of the Minnesota Government Relations Council.

Bob Vanasek (term expires in 1998) of New Prague, MN. Former Speaker of the House of Representatives 1987-91. Currently Vice President of Public Affairs for Metro State University.

Nedra Wicks, (term expires in 2000) of Rochester, MN. Ms. Wicks brings 25 years of community and board leadership focused in areas of education and human services to the Council. She currently serves on the Charities Review Council of Minnesota (immediate past chair), the Olmsted County Social Services Advisory Board (immediate past chair), Minnesota News Council, and the Minnesota

State Board of Education. Her experience and skills range from mathematics teacher and elected public official, to facilitator and fund raiser.

George Winn, (term expires in 1998) of New Prague, MN. Dr. Winn practices dentistry in New Prague. He currently serves on the Queen of Peace Hospital Board of Directors and the Marquette Bank-New Prague Board of Directors. He is Past President of the Minnesota Dental Association and was also on the teaching staff at the University of Minnesota School of Dentistry. Dr. Winn served on the Board of Governors, University of Minnesota Hospital in 1982-83.

Billie Young (term expires in 2000) of St. Paul, MN. She was owner and manager of Old Mexico Shop, Inc., on Grand Avenue for 22 years until closing the business in April, 1994. She lived for seven years in Latin America, where she was founder and director of the Instituto Colombo-Americano, a U.S. Information Services agency, in Cali, Colombia. She also taught in Guatemala and at the University of Illinois. Her board experience includes service on the boards of the League of Women Voters, United Way, Junior Achievement, Planned Parenthood, Minnesota Public Radio, Greenspring, and the Science Museum of Minnesota. She holds a B.A. from the University of Kansas and an M.A. from the University of Minnesota.

Exhibit 4

REGENT CANDIDATE ADVISORY COUNCIL FACT SHEET

The Regent Candidate Advisory Council has prepared this fact sheet relating to the Council and to the selection of Regents of the University of Minnesota. The facts contained herein are statutory if so indicated, or otherwise are in accordance with the Work plan adopted by the Council.

A. What is the legal standing of the Council?

The Regent Candidate Advisory Council was created by the Legislature in 1988 and is composed of 24 public members appointed to six-year, staggered terms, one-half by the Speaker of the House, and one-half appointed by the Senate Subcommittee on Committees of the Committee on Rules and Administration.

B. What are the statutory duties of the Council?

To develop criteria for selection of Regents; to develop a description of the responsibilities of Regents; and to recommend two to four Regent Candidates to the Legislature for each vacancy arising out of expired terms of the Board of Regents.

C. How many Regents are there and what are their terms?

There are 12 Regents elected by the Legislature to six-year, staggered terms; four terms expire in every odd-numbered year. Eight of the Regents represent each of the eight congressional districts of the state. Four of the Regents are elected At-Large. One At-Large Regent must (by statute) be a student enrolled in a degree program at the time of his/her election to the Board of Regents.

D. Are members of the Board of Regents paid for their service on the Board?

No, service on the Board of Regents is voluntary.

E. How does one become considered for election as Regent by the Legislature?

By recommendation to the Legislature by the Regent Candidate Advisory Council or by self-nomination directly to the Legislature.

F. How does one become considered by the Regent Candidate Advisory Council?

Self-nomination or nomination by one or more citizens; nomination by one or more legislators; or nomination by one or more members of the Council.

G. When are nominations to the Board of Regents open?

Nominations are open and applications are available on **October 15, 1996**.

H. Must an application be filed?

Yes. Those nominated will receive an application form which must be completed and submitted no later than **Monday, December 16, 1996**.

I. Are nominations and applications public?

The names of applicants are made public only if the applicant is selected as a finalist to be interviewed by the Regent Candidate Advisory Council.

J. When does the Council take action on the nominations?

In early December, 1996, the Council will review all applications and determine which nominees to interview. In late January, the Council will conduct interviews and recommend two to four persons for each open position to the Legislature for its consideration by **February 1, 1997**.

We have been assured by the legislative leadership that final selection will be made on or about February 10, 1997.

If you need further information, please call or write:

The Regent Candidate Advisory Council
c/o Barb Patterson
Room 85, State Office Building
St. Paul, MN 55155
(612) 296-9002

Exhibit 5

REGENT CANDIDATE ADVISORY COUNCIL

BOARD OF REGENTS RESPONSIBILITIES

1. Clarify the mission of the University and approve programs necessary to achieve it.
2. Appoint, monitor, advise, motivate, support, evaluate and, if necessary or advisable, replace the President.
3. Approve major policies, long range plans, educational programs, and annual budgets while clearly delegating administrative responsibilities.
4. Accept fiduciary responsibility for the long term welfare of the University.
5. Ensure adequate resources - human, financial, physical - and effective management of those resources.
6. Preserve institutional autonomy recognizing that the preservation of autonomy requires accountability.
7. Ensure collaboration with other educational systems and with other institutions related to its mission.
8. Serve as a court of appeals when appropriate.
9. Enhance the public image of the University.
10. Monitor and evaluate the performance of the institution in achieving its goals and mission.
11. Regularly evaluate the Board's performance and take steps to improve it.
12. Assure that the University remains an equal opportunity institution.

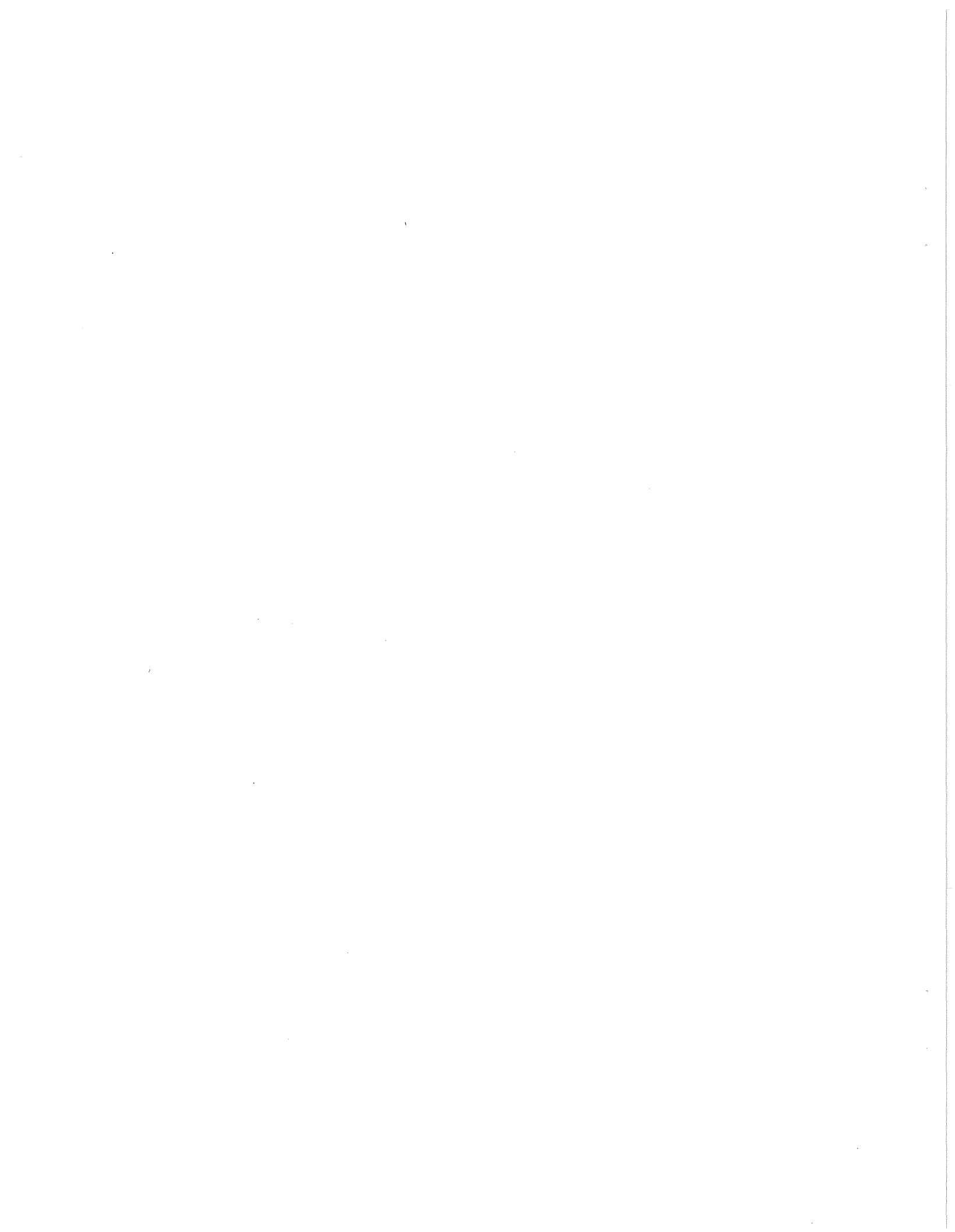


Exhibit 6

REGENT CANDIDATE ADVISORY COUNCIL CRITERIA FOR UNIVERSITY REGENTS

Residency

Regent candidates must be Minnesota residents. Candidates for the seat identified by Congressional district must be residents of the corresponding district as defined by statute.

Interest in higher education

Knowledge and understanding of the higher education system in Minnesota and particular understanding of the role of the University as a public research and land-grant institution are advantages in seeking appointment to the Board of Regents. Candidates should at least demonstrate an informed interest in higher education and general awareness of the threefold mission of the University in teaching, research and outreach/public service.

Civic and social commitment

A record of civic and social commitment, whether through volunteer service or by the nature of one's employment, can be a helpful indicator of the kind of experience and dedication relevant to distinguished service on the Board of Regents.

Board Experience

Candidates are ordinarily expected to have prior experience on boards of directors or other governing bodies with responsibilities analogous to those of the Board of Regents. In the absence of such experience, candidates may offer other evidence of ability to participate responsibly in the governance of a large and complex public corporation.

Personal Qualities

Candidates must be persons of a high moral and ethical integrity. Among many other qualities which might be cited, breadth of vision and ability to work constructively as a member of a diverse group in an atmosphere of collegiality and common concern are perhaps most important. Scarcely less important is the ability to function calmly and impartially in meetings open to the public and under public scrutiny.

Conflicting interest

Candidates should recognize any activity that could be harmful or disruptive if appointed to the Board of Regents and should be willing to place the University before any self interest or constituency and act accordingly.

Candidates should recognize that holding or seeking major public elective office may be incompatible with appropriate service on the Board of Regents. Regent candidates should be prepared to discuss this possible conflict prior to selection, if it applies to them, and should be prepared to have to choose between Regent tenure and other major elective public service if the question should arise during the term of Regent service.

Feasibility

Candidates need to be not only willing but physically and financially able to devote a sizable amount of time and energy over a period of six years to a position for which there is no monetary compensation.

Student Regent

Candidates for the student position on the Board of Regents must be enrolled in a degree program at the University at the time of election to the Board. Candidates for the student position are judged by the same criteria as other candidates except that quality of participation in student activities is considered rather than experience on boards of directors or other governing bodies.

Exhibit 7

REGENT CANDIDATE ADVISORY COUNCIL

INDIVIDUAL REGENT RESPONSIBILITIES

1. To seek to be fully informed about the University and its role in the state and in higher education and to be responsible to the changing environments which affect it.
2. To support the mission of the University.
3. To speak one's mind at Regents' meetings but support policies and programs once established.
4. To understand that the Regents' role is policy making and not involvement in administration or the management process.
5. To strengthen and sustain the President while being an active, energetic, and probing Board member exercising critical judgment on policy matters.
6. To communicate promptly to the President any significant concern or complaint and then let the President deal with it.
7. To defend the autonomy and the independence of the University.
8. To maintain an overriding loyalty to the entire University rather than to any part of it or constituency within it.
9. To represent all the people of Minnesota and no particular interest, community or constituency.
10. To help enhance the public image of the University and the Board of Regents.
11. To recognize that authority resides only with the Board as a whole and not in its individual members.
12. To recognize that the President is the primary spokesperson for the University, and the Chair of the Board is the only other person authorized to speak for the Board.
13. To foster openness and trust among the Board of Regents, the Administration, the faculty, the students, State Government and the public.
14. To maintain a decent respect for the opinions of one's colleagues and a proper restraint in criticism of colleagues and officers.
15. To recognize that no board member shall make any request or demand for actions that violate the written policies, rules and regulations of the Board or of the University.
16. To maintain the highest ethical standards and never to allow any personal conflict of interest to exist.

Exhibit 8

**APPLICATION FOR THE UNIVERSITY OF MINNESOTA
BOARD OF REGENTS**

Please submit completed and signed application to the office by 4:30 p.m. December 16, 1996 to:

**Barb Patterson
Room 85, State Office Building
Saint Paul, MN 55155
(612) 296-9002**

Regent Position for which you are applying. Please check your congressional district.

- | | |
|--|--|
| <input type="checkbox"/> 1st U.S. Congressional District | <input type="checkbox"/> 5th U.S. Congressional District |
| <input type="checkbox"/> 4th U.S. Congressional District | |
| <input type="checkbox"/> 6th U.S. Congressional District | |
| <input type="checkbox"/> 7th U.S. Congressional District | |

1. Name _____
(First) (Middle/Maiden-Optional) (Last)

2. Home Address _____
(Street) (Apt. #)

(City) (State) (Zip)

(Please indicate and explain if the above address is different from your address of voter registration, address of real estate tax homestead exemption or renter tax credit claimed.)

3. Home Telephone () _____ 4. Congressional District _____

5. High Schools Attended _____

_____ Year of Graduation _____

6. Post-secondary institutions attended:

<u>Name</u>	<u>Major Area of Study</u>	<u>Degree and Date Received</u>
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

7. Current Occupation _____ Nature of Work _____
Voluntary or paid (Circle one)

Name of Employer) (If employed) _____ Dates (Month/Year) _____

Address _____
(Street)

(City) (State) (Zip)

Telephone () _____ Home or Work (circle one)

Name of Supervisor(s) _____ Telephone () _____
(Work or Home)

**8. Past occupation or experience (voluntary or paid), including dates and person to whom you reported.
Please limit to last three positions.**

1. Organization _____
Position Held _____ Dates of Service _____
Name of Supervisor(s) & Phone Number _____

2. Organization _____
Position Held _____ Dates of Service _____
Name of Supervisor(s) & Phone Number _____

3. Organization _____
Position Held _____ Dates of Service _____
Name of Supervisor(s) & Phone Number _____

9. Governing board experience (such as government, business, education, church, charities, non-profits, etc.)

1. Organization _____
Position Held _____ Dates of Service _____
Chair(s) During Service & Phone Number _____

2. Organization _____
Position Held _____ Dates of Service _____
Chair(s) During Service & Phone Number _____

3. Organization _____
Position Held _____ Dates of Service _____
Chair(s) During Service & Phone Number _____

4. Organization _____

Position Held _____ Dates of Service _____

Chair(s) During Service & Phone Number _____

5. Organization _____

Position Held _____ Dates of Service _____

Chair(s) During Service & Phone Number _____

Please answer the following questions using no more than 2 additional pages:

10. **What has been your most important work or volunteer achievement? Please describe it briefly and indicate why it was important.**
11. **Having read the enclosed description of Regents' selection criteria and responsibilities, please describe how your experience and qualifications would enable you to be a good Regent.**
12. **How do you characterize your style in group decision making? Give specific example.**
13. **Is the University fulfilling its mission? (See attached) If not, what changes are needed?**
14. **What are the most important issues confronting the University of Minnesota at the present time and how would you contribute to solving them?**
15. **What is your understanding of conflict of interest that arises in connection with service on a governing board? What should a board member do when the possibility of a conflict of interest arises, with respect to yourself or a fellow board member?**
16. **Regents have indicated that service on the Board reasonably requires a commitment of at least 40 hours per month. The Board of Regents meets for two days each month. In addition to preparation for their meetings, there are numerous other University activities that a Regent may be called on to attend or elect to attend. Are you prepared to make such a commitment? Please elaborate.**
17. **Is it your present intention, if elected to the Board of Regents, to serve for the full duration of the term to which you are elected? What circumstances might lead you to choose not to serve for the full duration of your term? Please offer explanatory comment.**

18. Please list three/four references the Council might talk to in connection with your candidacy.

Name _____ Organization/Firm _____ Phone _____
Relationship _____ Telephone (Work) _____ (Home) _____

Name _____ Organization/Firm _____ Phone _____
Relationship _____ Telephone (Work) _____ (Home) _____

Name _____ Organization/Firm _____ (Home) _____
Relationship _____ Telephone (Work) _____ Phone _____

I certify that all information in this application is factually correct, and do hereby consent to my nomination.

By signing below, permission is granted to obtain information from all organizations and individuals mentioned in this application.

Candidates selected to be interviewed will be contacted the week of January 13th. Interviews will be held January 23, 24 and 27.

(Signature) (Date)

NOTE: Please do not submit written endorsements, letters of recommendation, supporting documentation or additional material unless otherwise requested.

Exhibit 9

GUIDELINES FOR CONDUCT **BY MEMBERS OF** **THE REGENT CANDIDATE ADVISORY COUNCIL**

The conduct of members of the Regent Candidate Advisory Council should be guided by the same high ethical standards sought in candidates for the Board of Regents. Only in this way will the integrity and quality of the Council's work be preserved. These guidelines have been adopted by the Council to ensure that objective.

GUIDELINES

1. Members of the Council should support the mission of the University of Minnesota and be well informed about it, its role in the state, and the changing environments which affect it.
2. Members of the Council should be informed about the role of the Board of Regents and in particular understand the distinction between higher education governance and administration which establishes the relationship of the board of Regents to the President of the University.
3. Members of the Council should be committed to seeking the best qualified persons to govern the University. They should not allow social, business or other relationships to influence their objective review of individual Regent candidates.
4. While members of the Council are chosen to be broadly representative of the congressional districts of the state, they should carefully avoid serving regional or private interests. In no circumstances should a member derive financial benefit from service on the Council.
5. Members of the Council should devote serious attention to the qualifications of candidates for the Board of Regents, debate the relative merits of candidates in a fair and objective manner, and support publicly and privately the selection of candidates once made.
6. Members of the Council should respect the role of the chairperson of the Council as its only spokesperson. Any communications about the Council with legislators, candidates or others should be objective and clearly indicated as personal.
7. Members of the Council should refrain from lobbying the Legislature or trying to influence public opinion on behalf of any candidate for the Board of Regents.
8. To safeguard the integrity of the Council, members should avoid exploiting their Council membership to influence individual Regents or the Board of Regents as a whole.
9. A member of the Council should not be a candidate for the Board of Regents.
10. Finally, the conduct of the members of the Council should promote public confidence in the Regent candidate selection process as a non-partisan, good-faith effort to secure the best-qualified candidates for the Board of Regents.

Exhibit 10

REGENT CANDIDATE ADVISORY COUNCIL

CANDIDATE CONFLICT OF INTEREST STATEMENT

Because the University of Minnesota in the breadth of its programs in education, service, and research touches almost every aspect of life in Minnesota, any list of highly qualified candidates for nomination to the Board of Regents will clearly include individuals with areas in which there may exist a potential for conflict of interest.

This may range from service on a Board of Directors where the institution may compete with a program in education or service may be similar to one offered by the University all the way to earning one's livelihood in a profession where it may have either a special interest in or competition with some part of the University's program.

Examples could be where an attorney may have a special interest in the law school curriculum, a philanthropic organization may fund programs at the University or in competing institutions, an individual working for an educational institution in a competing system or advising on a project receiving State funding, or one could manage an organization which could find areas in which competition could occur.

If an affiliation with any such organization which touches on some aspect of the University were to exclude one from service, the University would lose the benefits of the contribution of time, talent and energy from a number of highly qualified individuals whose history of public service and personal integrity would make them excellent Regents, recognizing where conflicts could occur, and abstaining from influencing the discussion or voting where appropriate.

After a series of interviews we find that what is most important in this area, is that individuals recognize where the potential conflicts are possible, that they acknowledge them publicly, and abstain from voting on any matters on which these affiliations could conceivably bias his/her vote.

What is important is that this Council has chosen people of the highest caliber and of greatest integrity and we are confident that they can and will be capable of carrying out their responsibilities with honor contributing greatly to the Governance of the University.

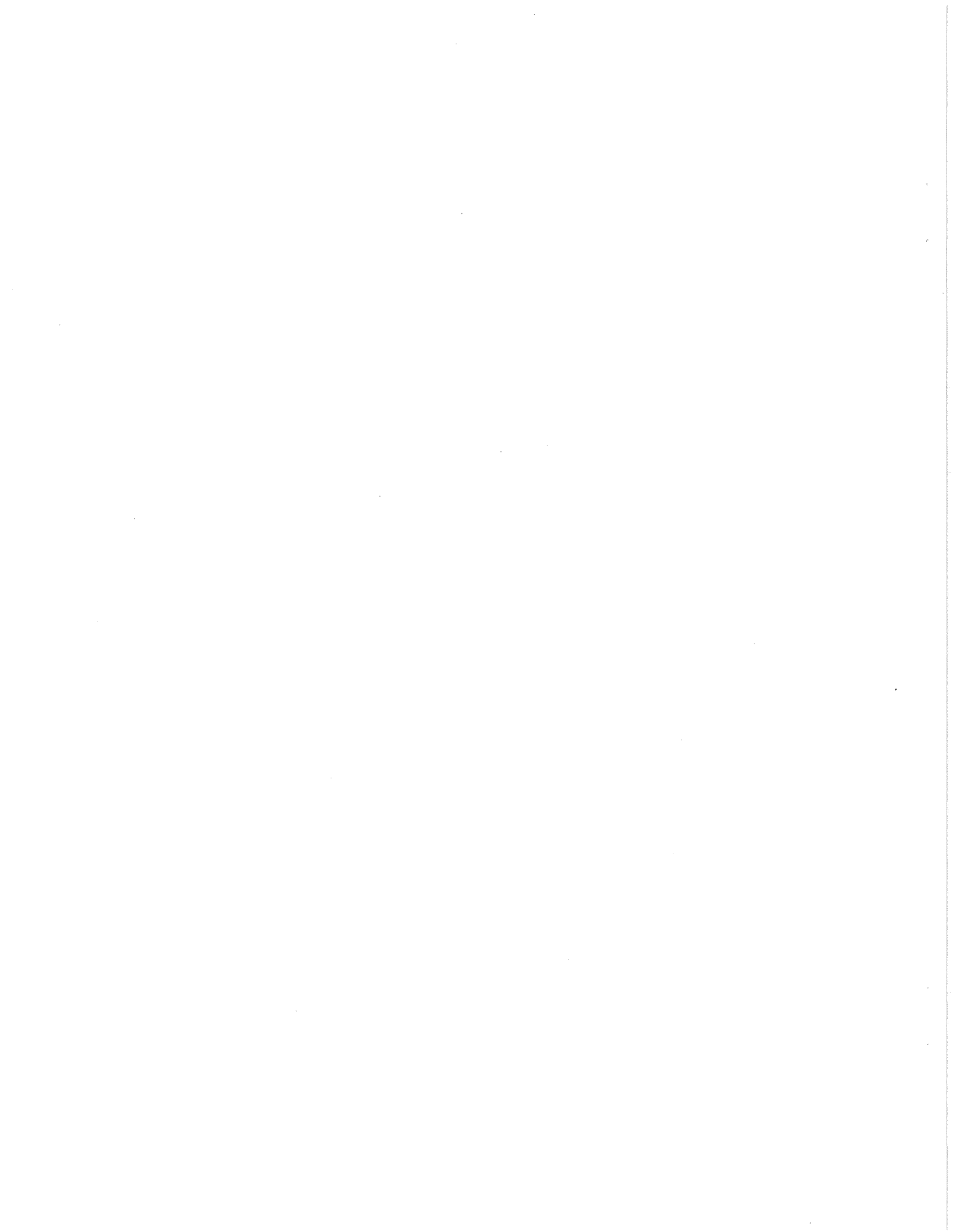


Exhibit 11

REGENT CANDIDATE ADVISORY COUNCIL POLICY ON LEGISLATIVE COMMUNICATIONS

The Council wishes to maintain clear and open communications with the legislature in an orderly fashion. The following policies will guide the Council and its members in its relations with the legislature.

1. In accordance with the guidelines for conduct for the Council, the Council chair is the primary and official spokesperson for the Council and the only person authorized to speak for the Council. Members of the Council speaking with the legislators will emphasize that they are speaking as individuals and not for the Council.

The Chair, at his/her discretion, may delegate legislative contract to other members of the council.

2. Legislative leadership and the leadership of the Education Committees in the House and Senate (both majority and minority), will receive copies of all Council minutes and documents.
3. If other legislators express an interest, they shall be sent the same written materials.
4. It is inappropriate for Council members to lobby on behalf of individual candidates for the Board of Regents at any time.

Effective proactive and reactive legislative communications can help ensure that our end product will be understood and accepted for what it is -- a good faith, intelligent endeavor to recommend worth people as nominees for the position of University of Minnesota Regent.

(Adopted by the RCAC November 2, 1990)

a:communications

Exhibit 12

REGENT CANDIDATE ADVISORY COUNCIL

**SELECTION PROCEDURES FOR RECOMMENDATION OF CANDIDATES TO THE
LEGISLATURE**

ADOPTED November 11, 1994

I. Guidelines for selection of finalists to be interviewed:

- A. The Council will strive to interview a diverse group of qualified candidates for each open seat.
- B. Finalists shall be selected by ballot, with Council members voting for up to four nominees for each open seat. A simple majority of those voting (voting may be done by mail) will qualify a nominee as a finalist.
- C. Candidates receiving no votes will be eliminated from consideration. The remaining candidates will be placed on a second ballot. Members shall then vote for 0 to 4 candidates. Those receiving a simple majority will qualify as finalists for interview.
- D. A third and final ballot may only be conducted if moved and seconded by Council members. If conducted, the third ballot shall follow the procedures stated in C. above.
- E. No individual may be chosen as a finalist without having submitted a complete and signed Application Form.

II. Selection Procedures

A. General Rules

- 1. Regardless of the number of Council members present and voting, candidates shall not be recommended to the legislature without having received support from a majority of total Council membership.
- 2. The numbers prescribed herein assume full Council membership (24). Those numbers may be reduced to accommodate vacant positions on the Council. They may not, however, fall below the level which will provide majority support for successful candidates.

3. At any point, after the selection of at least 2 candidates for each open seat, selections may be closed by motion of any Council member with support of a majority of the full council membership.
4. No individual may be recommended to the legislature without having been interviewed and duly selected as prescribed herein.

B. Voting procedures for individual District, student regent, or at-large, if only one at-large seat is open:

1. First Ballot:

- a. In the initial ballot for each seat, each Council member votes for up to 4 candidates.
- b. If a candidate, or candidates, receives 16 or more votes, the individual with the highest vote total (or highest two individuals, if a tie) is selected.
- c. If no candidate receives 16 or more votes, there is no selection.
- d. Whether or not there is an selection, all candidates receiving no votes are eliminated. The candidate, or candidates, with the fewest number of votes are also eliminated.

2. Subsequent Balloting:

- a. Subsequent ballots will involve all remaining candidates, excluding those elected and those eliminated in prior ballots. The process for elimination of candidates will be the same in subsequent ballots as that used in the first ballot.
- b. Council members will vote for up to the number of open slots remaining after each prior ballot. For instance, if one person is selected on the first ballot, members will vote for up to 3 on the second ballot and so on.
- c. In all remaining ballots after the initial ballot, only one person may be elected in each ballot.
- d. After the initial ballot, the number of votes required for selection will decline with each ballot to 15, then 14, then finally 13.

C. Voting procedures for At-Large seats when two or more seats are open.

1. **First Ballot:**

- a. Each Council member votes for up to the number of open seats times 4 (2 seats, vote for up to 8; 3 seats, vote for up to up to 12; etc.)
- b. If a candidate, or candidates, receives 16 or more votes, the individual with the highest and second highest vote totals of 16 or more votes will be selected, provided there are no ties which make the determination ambiguous.
- c. If ambiguity does not permit the selection of any one (e.g., 4 candidates have 17 votes, the highest number), there is no selection.
- d. If no candidate receives 16 or more votes, there is no selection.
- e. Whether or not there is a selection, all candidates receiving no votes are eliminated. All candidates having the two smallest numbers of votes are also eliminated.

2. **Subsequent Balloting:**

- a. Subsequent ballots will involve all remaining candidates, excluding those selected and those eliminated in prior ballots. The process for elimination of candidates will be the same in subsequent ballots as that used in the first ballot.
- b. Council members will vote for the number of open slots remaining after each prior ballot.
- c. In all remaining ballots after the initial ballot, only one person may be selected on each ballot.
- d. After the initial ballot, the number of votes required for selection will decline with each ballot to 15, then 14, then finally 13.

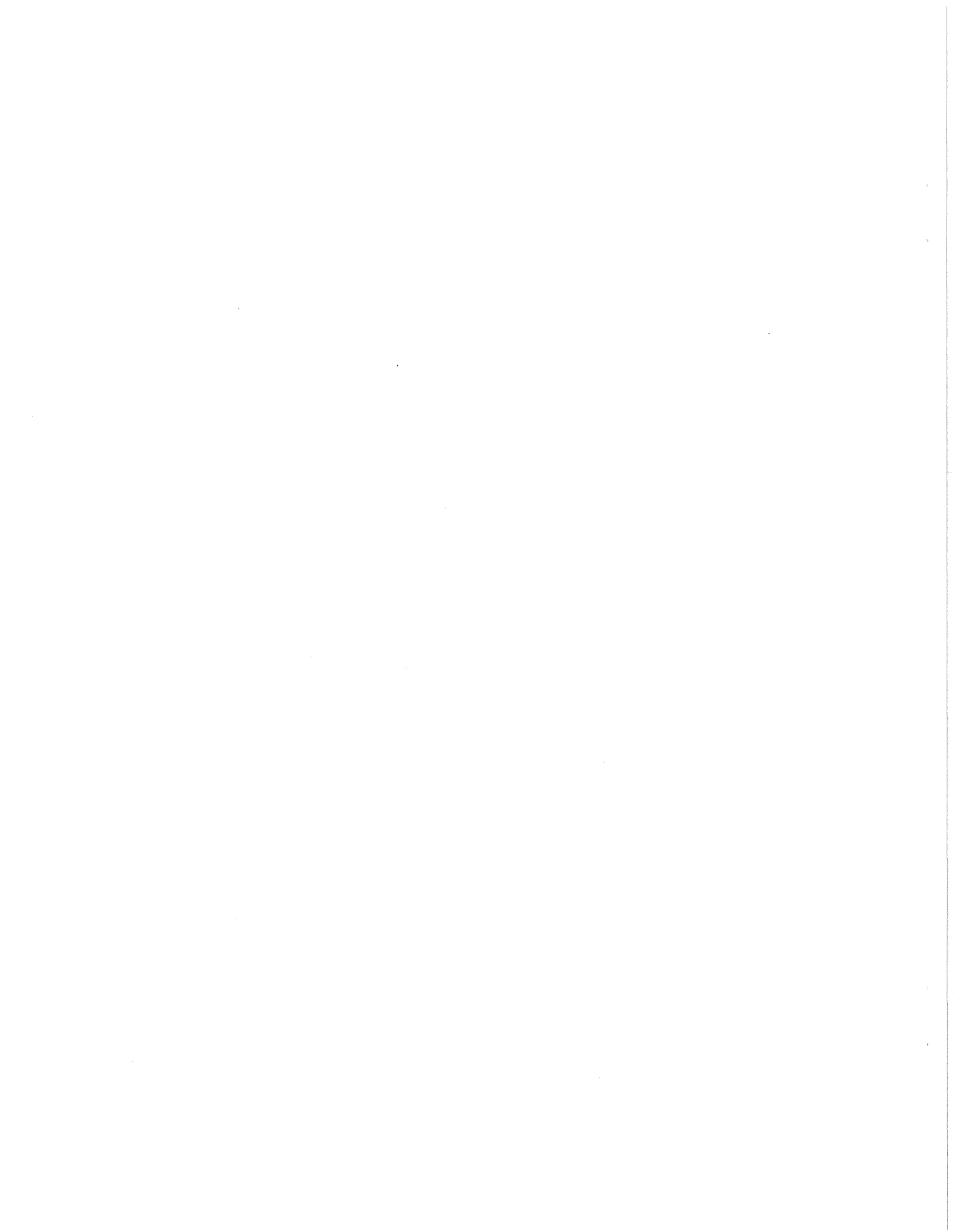


Exhibit 13

REGENT CANDIDATE ADVISORY COUNCIL

STATEMENT OF DIVERSITY

The recommendations of the Regent Candidate Advisory Council to the Legislature for positions on the Board of Regents shall reflect diversity in terms of geography, gender, race, occupation, and experience.

Exhibit 14

Individuals Selected for Interview

District 1

H. Bryan Neel
Thomas Stoa

District 4

W. Andrew Boss
Charlton Dietz
Carol Joy Ericson
*Charles John Graham
John Seedoff Kendall
David R. Metzen
George Reilly

*Withdrew due to an extremely difficult schedule conflict.

District 5

Joseph Leo Daly
William Everett Drake
Michael O'Keefe

District 6

George Allen
Vernon S. Hoiium
Roger Paul Hensch
Barbara B. Klemme
Maureen K. Reed
Harry A. Sieben, Jr.
Dean A. Wahlberg

District 7

Bob S. Bergland
Paul Brutlag
Herbert W. Chilstrom
Roland Dille
Patricia Ann Jensen

Exhibit 15

SUGGESTED QUESTIONS FOR CANDIDATES - 1996-97

A: Sugques.96

1. WHAT SKILLS DO YOU HAVE THAT QUALIFY YOU TO BE A REGENT?
2. WHAT IS THE ROLE OF A REGENT?
3. IF YOU HAVE SERVED ON PRIOR BOARDS, WHAT OFFICES DID YOU HOLD? EXPLAIN HOW THOSE EXPERIENCES HELP PREPARE YOU TO BE A REGENT.
4. DO YOU THINK OF YOURSELF AS A FOLLOWER OR A LEADER? IF YOU THINK OF YOURSELF AS A LEADER, DESCRIBE YOUR LEADERSHIP SKILLS.
5. EXPLAIN WHAT YOU PERCEIVE TO BE THE ROLE OF A REGENT. HOW WOULD YOU CARRY OUT YOUR ROLE?
6. DO YOU KNOW OF ANY CONFLICT OF INTEREST THAT MAY ARISE AS A CANDIDATE OR AS A SITTING REGENT?
IF A CONFLICT OF INTEREST AROSE, HOW WOULD YOU HANDLE IT? EXPLAIN.
7. THE TIME DEMANDS OF A REGENT ARE A LOT. DO YOU THINK YOU COULD MEET THOSE DEMANDS AND HOW WOULD YOU SCHEDULE TO DO SO?
8. DESCRIBE YOUR COMMITMENT TO HIGHER EDUCATION, AND YOUR UNDERSTANDING OF THE MISSION OF THE UNIVERSITY. DO YOU HAVE A VISION OF HOW THE UNIVERSITY SHOULD OPERATE INTO THE NEXT CENTURY? IF SO, WHAT IS IT?
9. DO YOU THINK THE BOARD OF REGENTS SHOULD BE INVOLVED IN THE ADMINISTRATIVE FUNCTIONS OF THE UNIVERSITY? WHY OR WHY NOT?
10. IN YOUR OPINION, WHAT IS THE ROLE OF THE BOARD OF REGENTS IN THEIR INTERACTIONS WITH THE PRESIDENT? ARE THERE CAUTIONS THAT SHOULD OR SHOULD NOT BE TAKEN?
11. WHAT ARE YOUR VIEWS ON ACADEMIC FREEDOM?
12. WHICH OF THE REGENT RESPONSIBILITIES WOULD CAUSE YOU THE MOST CONCERN? WHY? HOW WOULD YOU ADDRESS THE CONCERN?
13. SHOULD THE UNIVERSITY BE ENGAGED IN AFFIRMATIVE ACTION PROGRAMS? IS THERE A BETTER WAY, IN YOUR OPINION, TO ACHIEVE DIVERSITY OTHER THAN AFFIRMATIVE ACTION PROGRAMS?

