



## REGENT CANDIDATE ADVISORY COUNCIL

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January 15, 2019

Sen. Paul Anderson, Co-Chair  
Regent Nomination Joint Committee

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

Dear Sen. Anderson and Rep. Bernardy:

During calendar year 2019, there will be four six-year term positions on the Board of Regents of the University of Minnesota ("Board of Regents") coming to term, one from Minnesota's fifth congressional district, one student statewide at-large seat and two statewide at-large seats.

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 Regent Candidate Advisory Council (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 28<sup>th</sup> 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.

## **2018-2019 Process**

In 2019, the RCAC was tasked with recommending candidates for four six-year term positions on the Board of Regents coming to term: one from Minnesota's fifth congressional district, one student statewide at-large seat and two statewide at-large seats.

With respect to the current recommendations, the RCAC began its activity by electing Daniel Wolter as its chair and Kathy Madson and Paul Taylor as its vice chairs in September of 2018. 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. Among those recommendations adopted included a revised reference checking process to ensure consistency in conducting candidate reference checks and updated Selection Criteria for Candidates of the University of Minnesota Board of Regents.

To prepare for the 2018-19 screening and recruitment process, the RCAC heard testimony from both Senate and House higher education committee leadership on legislative expectations; the state's Chief Inclusion Officer James Burroughs on the importance of recruiting candidates from diverse backgrounds; and the Chair of the Board of Regents David McMillan on Regent candidate criteria.

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.

The RCAC began actively recruiting candidates in October of 2018 for the four seats coming to term during this cycle. Forty-seven candidates submitted applications to the RCAC by the December 7, 2018 deadline. The RCAC met on December 12, 2018 for the preliminary screening of candidates to interview. After extensive discussion and debate, 25 candidates were selected for interviews. This four-hour long meeting was open to the public. Two candidates selected for an interview withdrew from consideration after they were invited to interview as part of the RCAC's candidate selection process.

The RCAC met in open session to interview the 23 candidates on January 7, 8, 9 and 10, 2019. 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. The audio of the candidate interviews is available at <https://www.rcac.leg.mn/19interviews.html>

On January 11, 2019, after discussing and debating the merits of each candidate, the RCAC respectfully voted in the final recommendation process.

### **Recommendations**

The RCAC is forwarding 16 candidates for consideration by the Joint Committee. The finalists recommended by the RCAC are listed below in alphabetical order.

#### **Fifth District:**

- Allison Barmann (Edina)
- Kelly Doran (Minneapolis)
- Peggy Lucas (Minneapolis)
- Janie Mayeron (Minneapolis)

#### **Student Statewide At-Large:**

- James Farnsworth (Minneapolis)
- Mike Kenyanya (Duluth)
- Sara Kettering (Minneapolis)
- Joshua Preston (Minneapolis)

#### **Statewide At-Large:**

- Lynn Abrahamsen (St. Paul)
- Susan Adams Loyd (Edina)
- Mary Davenport (Mankato)
- Robert Eddy (Big Lake)
- Kao Ly Her (Maplewood)
- Dean Johnson (Willmar)
- Bill Luther (Minnetonka)
- Sandy Wiese (Eagan)

This list of recommendations represents the first full slate of candidates to be recommended by the RCAC to the Joint Committee since 1991 and is one of the most diverse in RCAC history, with 75 percent of the recommended candidates being women or persons of color.

The RCAC is indebted to a vast network of people whose cooperation and assistance made possible the recruitment of highly qualified and diverse applicants. The members of the RCAC consider it a privilege to participate in the recruitment and screening of candidates. 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. The number of excellent candidates who submitted applications speaks to the integrity of the system and the commitment of the citizens of Minnesota to the University of Minnesota.

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. Rich Draheim, Vice Chair, Higher Education Finance and Policy Committee
- Sen. Greg Clausen, Ranking Minority Member, Higher Education Finance and Policy Committee
- Rep. Laurie Pryor, Vice Chair, Higher Education Finance and Policy Division
- Rep. Bud Nornes, 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.

<b>Members</b>	<b>Term Expires</b>	<b>Appointing Authority</b>
Dan Wolter, Chair*	January 2024	House
Kathy Madson, Vice Chair*	January 2024	House
Paul Taylor, Vice Chair*	January 2022	House
Ayah Abuserrieh (Student Member)	January 2020	House
Sen. Paul Anderson	January 2020	Senate
Rep. Connie Bernardy	January 2020	House
Bill Brady*	January 2020	Senate
Shelley Buck	January 2020	House
Margaret Carlson	January 2020	Senate
Drew Christensen	January 2024	Senate
Sen. Greg Clausen	January 2020	Senate
John Engelen	January 2024	Senate
Jim Erickson	January 2022	Senate
Barb Farrell*	January 2020	House
Tim Huebsch	January 2020	Senate
Charles Krause	January 2024	Senate
Theo Menon	January 2022	House
Corey Miltimore	January 2022	House
Quentin Moore	January 2024	Senate
Rep. Bud Nornes	January 2020	House
Megan Olson (Student Member)	January 2020	House
Bill Otto	January 2024	House
Jerry Rogers*	January 2022	Senate
Stacia Wakefield	January 2024	House

\* *Executive Committee Members*



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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 14<sup>th</sup> 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.