

Interview Process & Questions Committee

Task: To make recommendations as to how, during the interview process, the Council can better assess the depth of each candidate's knowledge, understanding and experience as it relates to the governance of a complex public university.

RCAC Suggested Interview Questions 2020-21

1. Please expound on your application response regarding the most significant challenges, opportunities, or threats to the University of Minnesota, a land grant institution, in the next 5 – 10 years, and your knowledge and experience to help address them?
2. What does equity, diversity, and inclusion mean to you and why are they important? Share an example of how you have championed an inclusive culture in your prior work or volunteer experience.
3. How should the University of Minnesota interface with the Minnesota State Colleges and Universities system and private colleges and universities to create a cohesive set of educational opportunities for Minnesota students?
4. Describe your understanding of “academic freedom” and the issues surrounding it?
5. How can the University of Minnesota become a more effective partner in the economic development of the state and global economy?
6. Describe for us a circumstance where you believe you were able to influence change in a situation where you were not leading the group making the decision?
7. Share an example of your role in guiding decisions in a situation where a group was addressing a complex circumstance and there was considerable difference of opinion.
8. Anyone who has been in a governance role for many years is likely to have both personal success and failures. Describe a recent governance experience where you wish that you had taken a different course of action.
9. Tell us about your governance experience in the asking of tough questions without becoming a micro manager of the staff's roles and responsibilities?
10. Tell us about the most complex budget with which you have had direct involvement in building or accountability for outcomes.
11. Describe your experience in developing or setting long-term strategic plans?
12. How should the performance of the Board of Regents be evaluated? Similarly, how should the performance of individual Regents be evaluated?

13. The Board of Regents carries fiduciary responsibility to the state, a for-profit corporation, a non-profit corporation, an educational system, and a research and economic development resource. As such, describe the difference in serving in public governance versus corporate governance?
14. Once elected, a Regent's duty is to focus on addressing the needs of the U of M and the people of Minnesota, rather than political and personal agendas. Describe your experience with setting personal opinion aside and acting against a different decision making criteria.
15. Which of your public service activities and experiences have you found most challenging, and what did you do to address these challenges?
16. The work of the Board of Regents takes time, energy, and political backbone. Typically, there is the need to make some difficult, perhaps controversial, stances on issues. How does this type of environment challenge you?
17. The University is a large complex organization with many stakeholders. How would you approach prioritization of the interests and needs of its many constituencies?
18. Describe your experience in environments where change is slow and process is extensive.