

# REGENT CANDIDATE ADVISORY COUNCIL

## MEETING MINUTES

Friday, September 16, 2005

Basement Hearing Room, State Office Building

### **Present:**

Paul Dovre, Chair  
Joe Aitken  
Ken Albrecht  
Corey Elmer  
David Fisher  
John Hyduke  
Richard Ista  
Sylvia Chessen Kaplan  
Rohini Khanna  
Dave Naumann  
Jo-Anne Stately  
Bob Vanasek  
Billie Young

### **Absent:**

Jane Belau  
Carol Batsell Benner  
Anthony Bianco  
Ardell Brede  
Patrick Duncanson  
Frances Gardeski  
Sara Kloek  
Elizabeth Morrison  
Gary Willhite  
Paul Rexford Thatcher

The Regent Candidate Advisory (RCAC) was called to order by Paul Dovre, RCAC Chair, at 1:05p.m. in the Basement Hearing Room of the State Office Building.

### **Minutes**

Billie Young moved approval of the January 24, 25 and 26 meeting minutes. Seconded and **APPROVED.**

### **Announcements**

Mr. Dovre welcomed back Richard Ista.

Mr. Dovre informed members of the thoughtful thank you letters he received from Board of Regents candidates referred to the Legislature, Kate Rubin and David Larson, and also from Fred Morrison, Professor of Law, and Martin Sampson, Morse-Alumni Distinguished Teaching Professor and Associate Professor of Political Science, on behalf of University faculty.

Mr. Dovre informed the council of Humphrey Doermann and Elizabeth Morrison's resignations. By acclamation, the council agreed to send notes of appreciation to Humphrey Doermann and Elizabeth Morrison for their dedicated years of service on the council.

Sandy Keene, RCAC staff, reviewed the legal opinion from Peter Wattson regarding council member contact information; what information is private and what is public. Members were asked to update their contact information and turn in changes to staff at the end of the meeting.

A committee membership sign up sheet was circulated.

It was announced that Chad Thuet, RCAC staff, and his wife are expecting their second child the end of October.

### **Discussion of the 2003-2005 Cycle of Activities**

The council reviewed the candidate survey results, which were mostly positive. Ms. Keene and Mr. Thuet discussed the follow up meeting they had with the Alumni Association (AA) CEO, Margaret Carlson, and AA staff. In an effort to increase recruitment efforts, the AA agreed to provide information from their database to reach more people with our “friends” letter.

Members received a copy of a report regarding recruitment submitted by former RCAC member, Humphrey Doermann.

### **2005 Legislative Actions: Implications for RCAC Policies and Procedures (HF 1385, 4<sup>th</sup> Engrossment)**

Mr. Thuet reviewed the new language passed this legislative session changing the RCAC process and proposed changes to the Procedural Rules. The question was raised as to whether or not the governor is bound by the RCAC recommendations. Discussion ensued.

Mr. Ista moved to seek informal counsel/clarification from House and Senate Counsel and the chairs of the Higher Education committees. Discussion ensued. It was suggested the council could also request informal opinions from the Attorney General, House and Senate leadership and counsel, and the Governor, if necessary. Mr. Ista withdrew his motion.

Ken Albrecht moved to have the RCAC chair make informal inquiries, at whatever level necessary, to clarify the role of the Governor. Seconded and **APPROVED**.

### **Recruitment of Candidates: Retrospect and Prospect**

Panel presentation, moderator was Jo-Anne Stately, and council discussion with: Karen Gray and Laura Hall of Gray Hall, a consulting firm with extensive experience with non-profits and minority communities; Margaret Carlson, CEO of the U of M Alumni Association; and David Fisher, Vice President, General Counsel and Corporate Secretary at G & K Services, Inc.

Ms. Stately started the discussion with asking the panelists how the RCAC could improve recruitment efforts, especially its efforts in recruiting diverse candidates. Ms. Hall stated that the council should establish an Accountability Statement addressing the Council’s commitment to strengthening diversity. Then, focus on building relationships with diverse populations by attending events and getting to know the issues and what the needs are in communities of color. She suggested building the number of contacts before the actual recruiting begins. It is important to attract people who know about the higher education concerns and issues, so the council must try to build the image of the University of Minnesota through face to face contact with groups and communities of color.

Mr. Fisher gave a perspective of how businesses approach recruiting. He pointed out that amongst the challenges and opportunities the world is shrinking due to technology and the population is changing. Most businesses utilize databases, networking, recruiters to hunt for candidates and referrals. They no longer place an ad and wait to hear from candidates. Referrals, he commented, are the best source of talent. Mr. Fisher went on to explain that in the “new” America, society is diverse. To be successful, businesses must attract and reflect the population they are “selling” to. Human and cultural values must be taken into consideration to meet the needs. Also, to avoid getting stuck in a bureaucracy, you need diversity of thought. Diversity, he explained, is a competitive advantage and the most successful businesses do not wait for candidates to come to them, rather they hunt for talent knowing it makes for good business. Mr. Fisher finished his remarks by briefly discussing how the interview process reflects professional assessments. Good board candidates, he believes, will need political savvy and a tough skin.

Ms. Carlson briefly discussed the University Alumni Association's role in helping the council recruit candidates. She indicated that what she felt was most important in selecting Regents was to first seek clarification of the new language passed this session to be able to effectively recruit candidates. Once that has been clarified, she believes the council should create a checklist of attributes that are valued in a Regent. She offered that regents must understand governance; possess futuristic skills/visionary; have served on high level boards or associations; work well with groups; represent the state as a whole; and fill diversity needs such as technology, labor and industry, financial, public and private partnerships, etc. Ms. Carlson suggested that council members would benefit from attending committee/board meetings on a regular basis to get a good idea of the needs on the council and to see how current Regents perform. She stated that she felt Regents should not serve more than 12 years as anything more affects diversity. Ms. Carlson brought along the Alumni magazine, which lists current issues facing the University.

The panelists stood for questions. Sylvia Kaplan inquired about how to do background checks on candidates better. Ms. Carlson stated that the council needs more than paper. She suggested talking to fellow board members, asking questions about respecting diversity, visionary skills, worth well with others, etc. Mr. Fisher emphasized the importance of references and ties to others. If negative feedback is given, our current process for reference checks does not allow time for follow up. Mr. Vanasek suggested the council start conducting reference checks immediately after selecting interviewees to allow more time for clarification and follow up, if necessary.

Mr. Vanasek asked the panelists if they knew of a way to improve recruitment by accessing for profit and nonprofit contact lists. Ms. Hall stated that the #1 nonprofit database is through the Center for Urban and Regional Affairs at the University of Minnesota, Humphrey Institute.

David Naumann asked the panelists for more input on how to build a better pool of qualified candidates. Ms. Carlson stated, "By building a better process." Ms. Gray suggested the council focus on establishing key messages in its recruiting materials to communicate what this process is about, and what candidates can expect. She also thought the council should define what it means by leadership, vision, and what characteristics are needed to be a Regent and then weight those characteristics. Ms. Hall added that once the council has a generic checklist, then it's time to look at the process of recruitment.

Ms. Stately thanked the panelists for their time and insights.

### **Committee Report**

Mr. Naumann submitted the Nominations committee report which nominated Bob Vanasek as Chair, Fran Gardeski and Corey Elmer as Vice Chairs. Mr. Albrecht moved approval of the nominations. Seconded and **APPROVED**.

Mr. Dovre thanked the staff and council members for their hard work during his years of service as Chair. Mr. Naumann moved to officially thank Mr. Dovre for his leadership and hard work as Chair. Mr. Thuet echoed the motion from staff. Seconded and **APPROVED**.

Mr. Vanasek took over as Chair.

### **Council Workplan for 2005-2007**

Mr. Vanasek requested staff to email absent members to sign up for committees.

The council reviewed Plans A & B for the 2005-2007 RCAC schedule. Mr. Vanasek discussed consolidating meetings due to budget constraints. The spring and fall meetings in the odd-numbered years would be combined. Members were asked to try to limit costs. Discussion ensued. Billie Young moved to adopt Plan B, but changing the Monday, December 11, council meeting to Wednesday, December 13. Seconded and **APPROVED**.

Mr. Ista suggested the council try to pursue editorials in all papers and not just the Minneapolis Star Tribune and St. Paul Pioneer Press. Mr. Albrecht also suggested utilizing the Web.

**Request Volunteers to Attend Upcoming Board Meetings**

Mr. Naumann volunteered to attend the October 6 and 7, 2005, meeting. Ms. Kaplan will attend the February 9 and 10, 2006, meeting. Mr. Dovre and Joe Aitken will attend the March 9 and 10, 2006, meeting. Volunteers for the other meetings will be taken at the next TCAC meeting.

There being no further business, the meeting was adjourned at 3:00 p.m.

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Bob Vanasek, Chair