



## REGENT CANDIDATE ADVISORY COUNCIL

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Web site: [www.rcac.leg.mn](http://www.rcac.leg.mn)

January 15, 2015

Senator Terri Bonoff  
Co-Chair, Joint Legislative Committee

Representative Bud Nornes  
Co-Chair, Joint Legislative Committee

Dear Senator Bonoff & Representative Nornes:

As you know, for the calendar year 2015, there will be four six-year term positions on the Board of Regents of the University of Minnesota coming to term, one position for the following congressional districts: First, Fourth, Sixth, and Seventh. With the passing of Regent David Larson in the fall of 2014, a partial two-year term for a fifth position became open for the Third congressional district.

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 Joint Legislative Committee for each opening on the [University of Minnesota Board of Regents](#). The following is the report of the RCAC concerning the recently completed candidate selection process ("Report").

We are pleased to inform you that the RCAC received a total of thirty-four applications this year from candidates wishing to fill one of the five Regent positions that will be elected in 2015. After reviewing all of the applications, the RCAC interviewed nineteen finalists. In the case of each of these candidates, the RCAC reviewed candidate application packets (which included essay responses), references from at least three individuals, and conducted an interview lasting approximately forty-five minutes featuring an extensive question and answer period.

From the finalists, the RCAC is referring ten candidates for consideration by the Joint Legislative Committee. The breadth of experience and expertise of the applicants made the process of elimination extremely difficult. The RCAC is confident that it has selected an exemplary group of candidates for your consideration.

The finalists recommended by the RCAC are listed below in alphabetical order.

First District: Claire Bender and Randy Simonson

Third District: Michael Belzer and Paula Prah

Fourth District: Richard Beeson and Tom Sorel

Sixth District: Michael Hsu and Steve Laraway

Seventh District: Thomas Anderson and Michael Yost

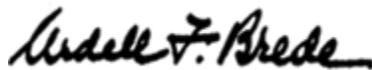
The RCAC is indebted to a vast network of people whose cooperation and assistance made possible the recruitment of highly qualified applicants. The members of the RCAC consider it a privilege to participate in the recruitment and screening of candidates. With every round of activity, the RCAC seeks to build upon past 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. Additionally, for your reference, the applications of the candidates being recommended are enclosed. If you wish, we are available to meet with you to further discuss the regent selection process and/or candidates the RCAC has recommended. Additionally, the actual interviews were recorded and are available at:

<http://www.commissions.leg.state.mn.us/rcac/15interviews.html>.

Please let us know if we can provide any additional assistance.

Respectfully Submitted,



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Enclosures as stated above.

- cc. Senator Greg Clausen, Vice Chair, Higher Education and Workforce Development Committee
- Senator Jeremy Miller, Ranking Minority Member, Higher Education and Workforce Development Committee
- Representative Marion O'Neill, Vice Chair, Higher Education Policy and Finance Committee
- Representative Gene Pelowski, DFL Lead, Higher Education Policy and Finance Committee



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Report to the Joint Legislative Committee:

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, and (ii) making recommendations to the Minnesota State Legislature and the Joint Legislative Committee.

In June 2014, a Selection Criteria Committee was formed to review and update the selection criteria for candidates for the Board of Regents. In August 2014, the Selection Criteria Committee met to review the RCAC's previous criteria and to discuss a memo issued by Brian Steeves, executive director of the Board of Regents and corporate secretary of the University of Minnesota, concerning important aspects of the role of Regent and associated impact on selection criteria. Representatives of the Office of the Board of Regents were in attendance at the August 2014 committee meeting and provided additional insights at that time. On September 4, 2014, the Selection Criteria Committee reported on its work to the full RCAC. Mr. Steeves was in attendance at this meeting to provide additional background to the revisions made by the Selection Criteria Committee in the area of conflict of interest matters. The RCAC voted unanimously to adopt the Selection Criteria Committee Report.

The Selection Criteria Committee and the RCAC recommend the following criteria for the selection of candidates for members of the University of Minnesota Board of Regents ("Criteria"). These Criteria were used by the RCAC in its evaluation and recommendation of candidates for the Board of Regents to the Joint Legislative Committee and Minnesota State Legislature in 2015. The Criteria are divided into two categories: Personal and Professional/Experiential. All recommended candidates are believed to reflect, to a greater or lesser degree, the following attributes.

### **Personal**

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 professional relationship with administration, faculty and employees.
4. The ability to negotiate, compromise, and build consensus.
5. The ability to strategically analyze choices presented to the governing board both for their short-term impact as well as possible long-term implications.
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 when necessary.
8. The capacity to effectively analyze and evaluate the performance of the president.
9. The ability to function as a member of a diverse group in an atmosphere of public transparency, collegiality and selflessness.
10. An appreciation of the public nature of the position and the University.
11. An ability, based on candidates' own persona, to satisfy needs of the board based on diversity in geography, gender, race, occupation, international awareness and operational needs.
12. A willingness to embrace and utilize current technologies to expedite communication and support the operational efficiency of the Board of Regents.

### **Professional/Experiential**

1. Knowledge and experience that relate to the needs of the Board and the challenges and opportunities facing the University.
2. Accomplishments and a history of success that reflect a breadth and diversity in life experience.
3. Experience in the governance and strategic oversight of large, complex organizations.
4. An understanding of higher education trends nationally and in Minnesota and the role of the University in that system as well as the economic role of the University in the life of the state.
5. An ability and willingness to devote the time necessary to serve as an effective and contributing member of the Board of Regents.