RCAC Selection Criteria - Review of Board of Regents Input

RCAC Staff Summary | Governance & Policy Committee | October 9, 2026

Summary

At its October 9, 2026 meeting, the Board of Regents' Governance & Policy Committee discussed the RCAC's Selection Criteria for Members of the University of Minnesota Board of Regents. The discussion emphasized commitment to the University's mission, fiduciary responsibilities, change management, and the significant time required for Board service. Board staff also referenced feedback presented to the RCAC in 2024 regarding experience with complex organizations, sound judgment, fiduciary diligence, and the ability to approach complex issues with nuance.

The RCAC's selection criteria are broad in scope and already encompass most of the qualities identified during the discussion. Criterion #2 references the Board's Code of Conduct, which outlines fiduciary duties; Criteria #13 and #14 address relevant experience, governance, and oversight of complex organizations.

Board members also discussed continuity, institutional knowledge, second terms, and a transition period for incoming regents. Issues related to Board continuity and the timing of regent elections and transitions are matters for legislative consideration beyond the RCAC's selection criteria.

Board Input Comparison with Existing Selection Criteria

Board Input	Existing RCAC Criteria	Assessment
Commitment to the University's mission	#1: Commitment to the University and understanding of its role	Directly addressed
Fiduciary responsibilities, including loyalty to the University as a whole	#2: Ethics and Code of Conduct; #9: Selflessness	Addressed through the Code of Conduct referenced in #2
Experience with complex organizations	#14: Governance and strategic oversight of large, complex organizations	Directly addressed
Change management experience	#5: Strategic analysis; #13: Relevant subject matter expertise; #14: Governance and strategic oversight	Broadly encompassed by existing criteria
Sound judgment and ability to navigate complexity	#5: Strategic analysis; #6: Inquiry and listening; #14: Complex organizations	Addressed through existing broad criteria
Significant time commitment	#16: Ability and willingness to devote significant time	Directly addressed
Board continuity and institutional knowledge	Not specifically addressed	Legislative consideration
Transition period for incoming regents	Not addressed	Legislative consideration

Conclusion

The Board's input largely reinforces qualities already reflected in the existing selection criteria. The RCAC Selection Criteria/Document Review Committee may wish to consider whether the current criteria adequately encompass the input or whether any revisions are warranted.