

REGENT CANDIDATE ADVISORY COUNCIL

MEETING MINUTES

Friday, September 17, 2004

Basement Hearing Room, State Office Building

Present:

Paul Dovre, Chair
Ken Albrecht
Jane Belau
Carol Batsell Benner
Anthony Bianco
Ardell Brede
Patrick Duncanson
Corey Elmer
David Fisher
Frances Gardeski
John Hyduke
Richard Ista
Sylvia Chessen Kaplan
Rohini Khanna
Sara Kloek
Elizabeth Morrison
Dave Naumann
Paul Rexford Thatcher
Bob Vanasek

Absent:

Joe Aitken
Humphrey Doermann
Jo-Anne Stately
Gary Willhite
Billie Young

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

Introduction of New Members

Mr. Dovre welcomed new members; Ardell Brede, Patrick Duncanson, David Fisher, John Hyduke, Rohini Khanna, and Sara Kloek. Introductions were made around the table.

Minutes

Carol Batsell Benner moved approval of the May 7, 2004, minutes. Seconded and **APPROVED**.

Announcements

Mr. Dovre reviewed materials in member's packets: RCAC public and private contact lists and Member Biographies. He asked that everyone submit updates and/or corrections to RCAC staff, Sandy Keene.

Mr. Dovre appointed Humphrey Doermann to chair the Nominations Committee.

Committee Reports and/or Recommendations for Action

No report was given for the Interview Process and Questions committee as co-chairs Jo-Anne Stately and Gary Willhite were absent.

Ken Albrecht and Fran Gardeski, co-chairs of the Orientation Committee submitted their written report to the council and Mr. Albrecht reviewed their ideas. A copy of this report is attached to the minutes. Ms. Benner moved to accept the Orientation Committee report. Seconded and **APPROVED**.

Bob Vanasek, co-chair with Mr. Doermann, submitted the report from the Recruitment Committee. Mr. Vanasek reviewed the materials in member's folders including:

- 1) The press release going out to 383 media contacts (284 faxed, 184 mailed, and 38 e-mailed);
- 2) The "Friends" letter going out to approximately 750 people; and
- 3) The editorial in the St. Paul Pioneer Press on July 5, 2004, that Mr. Doermann was able to have printed.

Mr. Vanasek encouraged council members to do personal recruiting. Chad Thuet confirmed through Ann Cieslak, U of M Board of Regent's Office, that Regent Maureen Reed would not be seeking another term on the Board. Mr. Brede moved to accept the Recruitment Committee report. Seconded and **APPROVED**.

Ms. Benner, co-chair with Billie Young, submitted the Document Review Committee report. Ms. Benner reviewed the changes that were made to the application letter, application and application attachments. Mr. Dovre suggested editing the RCAC Schedule as follows: On Friday, January 7, 2005, after "Council meeting to review candidate applications" add "and select applicants to be interviewed." Jane Belau moved to accept the Document Review Committee report as edited by Mr. Dovre's suggestion. Seconded and **APPROVED**.

Dave Naumann, co-chair with Elizabeth Morrison, submitted the References Committee report. Mr. Naumann provided a handout outlining recommendations to ensure consistency of quality in checking references. The information also included guidelines, tips and suggested questions to ask. Most interviews with references take approximately 30 minutes and he advised members to take notes during their conversation to assist them when reporting back to the council. The last page included some facts about the U of M and Board of Regents that might be helpful if references have questions or to help them understand the responsibilities of a regent. Mr. Hyduke moved to accept the References Committee report. Seconded and **APPROVED**.

Mr. Dovre reviewed another handout in member's packets "Selection and Appointment of Trustees to Public College and University Boards" that was provided to us by Ms. Cieslak. The handout outlines important criteria to be used in selection of members to public boards.

Mr. Dovre discussed the RCAC Schedule. The next RCAC council meeting will be January 7, 2005.

Mr. Dovre reviewed the current makeup on the Board of Regents as outlined in the minutes from May 7, 2004.

Mr. Dovre asked for volunteers to attend the upcoming Board of Regents meetings. The following volunteered:

October 7 – 8, 2004	Mr. Hyduke and Ms. Gardeski
November 11 – 12, 2004	Ms. Khanna
December 9 – 10, 2004	Mr. Fisher
February 10 – 11, 2005	Ms. Kloek
March 10 – 11, 2005	Ms. Morrison
April 7 – 8, 2005 (tentative)	Ms. Benner

Volunteers are still needed for the May 12 – 13 and June 9 – 10 (Annual Meeting), 2005.

There being no further business, Corey Elmer moved to adjourn the business meeting at 1:55 p.m. Seconded. **MEETING ADJOURNED.**

Paul Dovre, Chair

Guest Speakers

The following guests from Administration of the University of Minnesota joined the council in an informal discussion regarding their views on issues facing the University and their ideas on governance:

Mr. Tom Sullivan (Senior Vice President for Academic Affairs and Provost);

Mr. Tom Swain (Interim Vice President of University Relations);

Ms. Donna Peterson (Associate Vice President of University Relations);

Mr. Victor Bloomfield (Interim Dean of the Graduate School and Vice Provost for Research); and Mr. Craig Swan (Vice Provost for Undergraduate Education)

Provost Sullivan started the discussion by explaining the difference between governance and administration. He explained that governance is about setting policy and he talked about how the Board has responsibilities for looking at trends, predicting the future, and setting overall policy that leads the University on a forward path. He explained that the administration is then in charge of implementation of those policies. He stated that the current board is working very hard and there is full and open communication with administration. Provost Sullivan urged the council members to consider individuals who are well experienced in many backgrounds, deeply interested in the University and its place in Minnesota, and have knowledge of higher education issues in our state.

Vice Provost Swan stated that there is a need for broader representation of the state. He explained that Regents will be faced with extremely difficult choices and that the board needs individuals to be active participants willing to make difficult decisions, realizing that these decisions are not going to please everyone. Those decisions need to be made based on what is best for the state, not just the constituency they represent.

Mr. Swain commended the RCAC members for their hard work and for what he feels is the most important volunteer experience in the state. He stated that the RCAC process produces extraordinary results. He suggested that the council forewarn candidates that there is a lot of work involved and that board positions are high profile. Some of the important qualities Mr. Swain thought a regent should possess are: good disposition and temperament, the ability to give thoughtful consideration to policy and governance, to work with others as coequals and be a good contributor.

Mr. Naumann asked the guest speakers to address some of the issues facing the University given the limited resources available. Provost Sullivan outlined the strategic planning process that was started in July that will likely take many years to implement. The process begins by analyzing the mission of the University – what is or ought to be the mission of the University. What are its values and culture? Once the mission has been identified, the process to redefine and reconnect with that mission needs to happen. Next, the strategic planning process will attempt to identify criteria for performance management in terms of improvement, efficiency and effectiveness. Benchmarks will need to be established to evaluate performance. Lastly, the University's internal budget models will need to be re-evaluated and modified to align them with the other two concepts. He admitted that this may require major restructuring at the University, including re-assessing curriculum, faculty and size. Literally every college and department will be examined.

Vice Provost Bloomfield pointed out that the University is unique in that it is a world leader in research and that it is a land-grant university. The challenge will be how to maintain that mission given the current higher education climate.

Ms. Peterson discussed some of the challenges facing the University in terms of support. She pointed out that many states have the problem of trying to do more with less resources. She stated that there is a battle for state's limited resources, and the louder voice often prevails in terms of funding. Higher education has not been as successful as other areas in securing funding recently, and that has exacerbated higher education's problems. The safety net is raising tuition, but there is a limit to raising student tuition. She also explained how the University is not in every legislator's district, and therefore is not apt to receive the same attention as some of the MnSCU institutions. The University's autonomy has also irritated some legislators. In response to these challenges, the University has tried very hard to develop grassroots support from alumni, businesses, and others.

Mr. Albrecht inquired about the attributes needed as a regent since some of the candidates the RCAC interviews will have excellent governance experience, but no experience in politics, which is also helpful to be appointed. Provost Sullivan stated that the crucial attributes for regents to have are experience in policy and governance and the ability to be a good representative and a diplomat for public officials. He urged the council to consider the current makeup of the board when interviewing candidates. He stated that candidates need to be able to step out of their past background. They must serve justice and society and not retain partisanship.

Mr. Swain commented that he believed successful candidates should demonstrate a passion for the University and to do the right thing for the University. He thought someone who was exposed to change process at a major level would be a good experience to bear. He stated that nothing is more important than the success of the University.

Vice Provost Swan added that the board also needs individuals with a wide-range of experience and wisdom.

Richard Ista asked the guest speakers how the University plans to re-examine the fundamentals in terms of its mission. Provost Sullivan stated that Mr. Swain has already started outreach to collect different viewpoints. He has contacted the Alumni Center and Foundation, focus groups, departments and colleges. A unified proposal will be presented to the board in January.

Mr. Dovre thanked all of the guest speakers for their leadership at the University and for their input to the council.

Orientation Committee Report

Friday, September 17, 2004, 11:00 a.m.

Members: Fran Gardeski, Richard Ista and Ken Albrecht

Goal: to attempt to make the orientation process a more positive experience and to heighten the awareness and importance of the council's orientation process.

Recommendations:

- On the application, add a check box requesting a picture of each candidate (Alumni Association puts together a brochure for its candidate forum that it gives to each legislator and a picture would be nice).
- Include the proposed orientation date on the RCAC's schedule of activities so candidates can plan for and arrange to be available for the council-led orientation session.
- When the council makes their calls to congratulate successful candidates that their name is being forwarded to the legislature, remind them of the council's orientation session and the candidate forum hosted by the alumni association.
- Suggest that orientation committee members act as mentors and make themselves available by phone if candidates have questions.

Other:

The committee discussed its plans for the orientation session tentatively set for February 1, 2005, 1:00 - 3:30 p.m. Following is a draft agenda:

- I. Tom Swain – discuss the relationship between the U of Mn and the State of Mn
- II. Roger Moe – discuss political considerations
- III. Dave Metzen – discuss regent considerations – who do candidates represent
- IV. Margaret Carlson – personally invite all candidates to their reception and explain the whys and wherefors

Each speaker is expected to talk for 15-20 minutes and be available to answer questions thereafter. Offer refreshments following the orientation.