



Board of Regents Special Meeting

December 2018

December 5, 2018

3:00 p.m. - 4:00 p.m.

Boardroom, McNamara Alumni Center

BOR - DEC 5, 2018 - Special Meeting

1. Select Finalist(s) to be Interviewed for President of the University of Minnesota - Review/Action

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BOARD OF REGENTS DOCKET ITEM SUMMARY

Board of Regents

December 5, 2018

AGENDA ITEM: Select Finalist(s) to be Interviewed for President of the University of Minnesota

Review

Review + Action

Action

Discussion

This is a report required by Board policy.

PRESENTERS: Regent David J. McMillan

PURPOSE & KEY POINTS

The purpose of this item is to take action to select candidates to be interviewed for the position of President of the University of Minnesota.

BACKGROUND INFORMATION

On November 29, 2018, the Presidential Search Advisory Committee released the following statement:

Consistent with our charge from the Board of Regents, the Presidential Search Advisory Committee (PSAC) recommends three unranked lead candidates for your consideration. From a pool of strong candidates, these three individuals garnered broad and deep support from the committee as a whole. We believe any one of them has the potential to lead the University of Minnesota. In evaluating applicants, we adhered closely to the Board-established core leadership criteria.

Throughout the process and our discussions, we repeatedly came back to these criteria to ensure alignment with the Board. As directed, we also traveled across the University system to gather input directly from faculty, staff, students, alumni, donors, elected officials, and community members, and carried that input into each meeting.

This endeavor is of utmost importance, and we believe we have been thorough and diligent during every stage of the process. It has been an honor to serve the University of Minnesota on this committee.

On September 14, 2018, the Board of Regents unanimously approved the following charge to the Presidential Search Advisory Committee:

The Presidential Search Advisory Committee (PSAC) is charged with recommending 3-4 unranked lead candidates for President of the University of Minnesota. To complete this charge, the committee is expected to:

- *Solicit input from the University community regarding the qualities needed in the University's next president;*
- *Use core leadership criteria outlined by the Board of Regents and qualities identified by the University community to build a position profile to guide candidate recruitment;*
- *Invite nominations and broadly recruit candidates;*
- *Validate and document adequacy of the candidate pool before proceeding to interviews; and*
- *Carefully evaluate candidates against the core leadership criteria and assess institutional 'fit' based on input from the University community.*

In addition, PSAC members are expected to:

- *Play an active role in all facets of the committee's work;*
- *Set aside parochial concerns and act in the best interest of the entire University community;*
- *Disclose to the PSAC chair any potential conflicts of interest;*
- *Serve as ambassadors on behalf of the University;*
- *Adequately prepare for and attend all committee meetings, unless an absence is excused by the chair;*
- *Understand and agree that only the PSAC chair and Chair of the Board of Regents will serve as spokespersons for the search; and*
- *Maintain strict confidentiality throughout the process, respecting the privacy interests of candidates prior to the selection of finalists, as required by the Minnesota Government Data Practices Act.*

In its charge to the committee, the Board of Regents "committed to selecting a president who has gone through the application process and been thoroughly vetted and recommended by the PSAC."

The charge also included core leadership criteria, as follows:

The 3-4 lead candidates the PSAC recommends to the Board of Regents should be:

- Leaders of unquestioned integrity who have a deep commitment to public higher education, and who embrace the role of the University of Minnesota in serving the people of the state;*
- Visionaries who understand and advocate for the University's three-part land-grant mission, and who are able to lead the Board of Regents, University community, and statewide stakeholders in crafting a compelling systemwide strategy to guide implementation at the campus and collegiate level;*
- Collaborators who are committed to student and faculty success and unfettered inquiry in the classroom and in research, and who are driven to build upon the academic and research excellence that makes the University of Minnesota the state's leading higher education institution and has distinguished it as one of the nation's preeminent public universities;*
- Action-oriented innovators who have executive leadership experience, a track record of leading transformative change, a strong commitment to enhancing revenues and driving efficiency, and the ability to shape budgets to position the University of Minnesota for long-term excellence and fiscal sustainability;*
- Systems-thinkers who can observe, understand, and maximize the impact of the University of Minnesota's tremendous breadth across five campuses, a major academic medical enterprise, and two Division I athletics programs;*

- f) Effective communicators who can build relationships, instill trust, and connect the University of Minnesota's public mission and impact to elected leaders, alumni, donors, parents, students, and the people of the state, the region, and the world;*
- g) Open and inclusive decision-makers who embrace varying backgrounds and views, value equity and diversity, demonstrate steadfast support for freedom of speech, and will work in consultation with members of the University community to develop common ground; and*
- h) Able managers who can identify and develop leadership talent, build teams, and inspire commitment to the University's mission.*