



MEETING MINUTES
Trustee Candidate Advisory Council
January 11, 2002
Ladyslipper Conference Room, Centennial Office Building

Present:

Ben Vander Kooi, Jr., chair
Muriel Abram
Joe Aitken
Kris Amundson
Cy Carpenter
Judy Christianson
Jerry Christenson
Yvonne Condell
Kent Eklund
Susan Hankner
Jody Olson
Earl Rasmussen
Ruth Stanoch
Don Sudor
Billie Young
Larry Zavadil

Absent:

Greg Anderson
James Bernstein
Rep. George Cassell
Joe Graba
Buck Humphrey
Rep. Tony Kielkucki

Ben Vander Kooi, chair, called the meeting to order at 10:35 a.m. A quorum was present.

Billie Young moved approval of the minutes from the meeting on September 21, 2001. Motion seconded and approved.

Discussion with James McCormick, Chancellor, MnSCU

Chancellor McCormick addressed the council. He spoke to the work of the council and the attributes he thought should be looked for in trustee candidates (see attached written comments). He described the workplan that was crafted with board leadership and the meetings that he has held with legislators and in communities around the state.

The Chancellor said that the TCAC is a great plus for the State of Minnesota, and he said that Governor Ventura's appointments have been first-rate.

He outlined some characteristics that should be sought in trustee candidates. He said that good trustees should be a **Apartner;** he or she should support the chair and leadership and communicate openly with them. The trustee should challenge the chancellor to make sure that all of his actions are well thought out.

Secondly, a good trustee should be an **Aadvocate;** the trustee should have a genuine interest in the enterprise and advocate on its behalf. He noted that they need to help themselves through partnerships with businesses and fundraising.

Finally, the trustee should be a **Aleader;** the trustee should work with the chair to establish goals and help the board focus on issues. He or she should be a good listener and work to be objective **B**having a good self-concept and a lot to offer, but also able to listen and compromise. He or she should challenge the chancellor and leadership, rather than being a rubber stamp.

The Chancellor also noted that the board needs representation of both men and women, and of individuals from communities of color. He also said he believes that trustees should represent the whole system **B**all people, all institutions and all of the state's needs.

Council members asked the Chancellor if there are specific skills that they should be looking for in candidates. The Chancellor said that the council should look at what skills the current board members have and keep a broad diversity. However, he noted that he is less concerned about a candidate's profession than his or her ability to learn. He also pointed out that the system will need to move into new areas of technology, and again reiterated that they will need to help themselves more with fundraising. Finally, he noted a need to keep the system responsive to change, including changing demographics and cultural diversity.

The council discussed the time commitment necessary to serve on the board and the difficulty that it poses for many candidates, especially out-state candidates. The Chancellor reiterated the need for a board that asks tough questions. He said that the leadership should do what they can to operate great institutions, and staff should do the work necessary to give the board important things to consider.

Discussion with Steve Bosacker, Chief of Staff, Office of the Governor

Mr. Bosacker briefly spoke about the work of the council and the system that the governor uses to make appointments to public groups. He utilizes citizen groups like the TCAC for all appointments, and in the case of trustee appointments he is often directly involved in the interview process.

Mr. Bosacker highlighted some key characteristics that he thought the council should use in screening applicants:

1. A desire to serve and a demonstrated passion for serving the system.
2. An understanding of the needs of the board, the system and the students.
3. A focus on students.
4. Independent thinkers that will challenge the leadership to do their best. They should be tough, but still have that passion for serving the system.
5. Good communication skills. Candidates should have the ability to serve collectively and disagree respectfully.
6. Global thinking skills. Candidates should be able to understand the details of a budget page, and have some large organization experience.

The council asked about the importance of prior board experience. Mr. Bosacker said that it would not be necessary for all appointees; they will also look at whether the candidate could do global thinking.

Mr. Bosacker noted that the candidates from the last cycle were all very good, and the decision was difficult. He expressed hope that some of those candidates would reapply.

The council discussed the use of a grid to map out the skills of board. They agree to share any document that they created with the governor's office, and Mr. Bosacker said that he would do the same.

Recruitment Update and Other Items

At the September meeting, the council discussed the use of a conflict of interest statement, and they suggested looking at the statement used by the office of the Board of Trustees. Members were given copies of the conflict of interest statement drafted and used by the council in previous years, as well as a copy of Minnesota Statutes 10A.07 (regarding conflict of interest for public officials and local elected officials). The board office has an extensive packet that their counsel reviews with new trustees.

The council expressed a need to continue to include conflict of interest information in the application materials. Earl Rasmussen moved that the council use its previous statement, amending it to add language regarding the statute and the information available to appointees from the board office. Motion seconded and approved.

Jennifer Ridgeway, council staff, gave a report on recruitment activities to date and the upcoming schedule of activities. It was suggested that a press release be sent to candidates recommended to the governor in 1999, but not appointed. Council members noted a need to address gender, geographic and cultural diversity in recruitment.

The council discussed the process for candidate reference checks, another matter that was tabled at the September council meeting. Ms. Young described the process used by the RCAC. Members noted

pros and cons in following a process similar to that of the RCAC, and Mr. Eklund suggested that the issue be delayed to allow more time for consideration.

Mr. Vander Kooi raised the question of voting if a council member had not heard an interview or an audio tape of an interview. Current procedures say that a council member may not vote on the first ballot unless he or she has heard the interviews. The council member may vote on subsequent ballots. The council discussed the issue and decided to continue with their current practice.

The council discussed the logistics of a screening committee of the whole. The deadline for applications is March 8, 2002, and copies of applications will be sent to all council members the week of March 11.

Jerry Christenson requested that council members receive a list of those individuals recommended to the governor in 1999.

There being no other business, the meeting was adjourned at 12:00 noon.

Ben Vander Kooi, Chair