



## **Commitments, Competencies, and Composition of the St. Olaf College Board of Regents**

### ***Commitments and competencies of individual Board members***

To support effective governance in service of the college mission, and to foster diversity of thought and an inclusive mindset that dismantles racism, St. Olaf College seeks the following qualities in the individuals nominated to serve on its Board of Regents:

#### **Commitment to the mission of the college and the work of the Board**

- Strong affinity for the St. Olaf College mission and commitment to advancing its work
- Ability and motivation to commit time and energy to the work of the Board, including preparation for and active participation in full Board and committee meetings
- Commitment to providing significant financial support to the college if one has the means to do so, or to allocate to the college a large share of one's total charitable giving if one's means are more limited
- Ability to discern and to advocate for the good of the institution as a whole

#### **Values**

- Commitment to higher education and the importance of its role, not only in promoting the learning and development of individual students, but also in advancing the flourishing of democratic society
- A reputation for integrity and credibility
- Alignment of personal values with the values and priorities of the college, focused on academic excellence; diversity, equity, and inclusion; exploration of faith, values, and vocation; global engagement; and pursuit of the common good
- Fair-mindedness in evaluating and responding to alternative ideas and points of view

#### **Professional accomplishment and community leadership**

*Nominees should have one or more of the following qualities:*

- Substantive professional expertise of significance to the work of the Board
- A record of excellence in one's chosen profession
- Effective and ethical professional leadership
- A record of intentional engagement in enhancing diversity, equity, inclusion, and anti-racism in other contexts, communities, or organizations
- Governance experience with complex organizations and understanding of what is needed to help them flourish
- Civic or community leadership experience

### **Intellectual and interpersonal skills**

- Intellectual acumen: Critical thinking, curiosity, analytical reasoning
- Strategic and visionary thinking
- Evidence-informed decision making
- Ability to ask insightful questions, to listen thoughtfully, and to speak clearly, respectfully, and succinctly
- Commitment to contributing inclusively to a group, ensuring diverse thinking and equitable opportunities for all to participate
- Ability and willingness to represent the college effectively in multiple settings and with multiple constituencies

### ***Commitments, composition, and competencies of the Board of Regents as a whole***

To support effective governance in service of the college mission, and to foster diversity of thought and an inclusive mindset that dismantles racism, St. Olaf College seeks the following qualities in the commitments and composition of the Board of Regents as a whole:

#### **Commitment to the mission of the college, the well-being of all its students, faculty, staff, and alumni, and the work of the Board**

- Strong affinity for the St. Olaf College mission and commitment to advancing its work
- Ability to support effective Presidential leadership by asking critical questions, providing wise counsel, and holding the President accountable
- Focus on the well-being of the institution as a whole, recognizing that the well-being of underrepresented groups is essential to institutional well-being
- Ability to maintain distinction between governance and operations
- Understanding of and commitment to basic fiduciary principles
- Understanding of critical issues in higher education and their implications for college policy and practice

#### **Diversity of characteristics and perspectives**

- Demographic diversity – race and ethnicity, gender identity, age, geographic region
- Professional diversity – expertise in an array of fields, such as general management, finance, real estate, insurance, law, education, medicine, nonprofit administration, marketing and communication, public/military service, and community service
- Critical mass of college alumni, but including non-alumni as well
- Consistency with the provisions of the college Bylaws concerning the role of the Lutheran tradition in the composition of the Board, while embracing diversity of faith traditions and worldviews

### **Intellectual and interpersonal skills**

- Focus on strategic issues
- Ability to elicit and consider alternative views thoughtfully and respectfully; avoidance of group-think

- Skill in building and sustaining a culture of equity, inclusion, and anti-racism in Board structures, interactions, and policies
- Transparency and forthrightness in communication – willingness to tackle critical issues and communicate about them publicly, directly and respectfully
- Commitment to collaborative and evidence-informed decision-making
- Ability to engage in candid self-evaluation and to develop and follow through with needed improvements
- Ability to hold one another accountable for completion of assigned tasks

*Approved by the St. Olaf College Board of Regents  
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