

July 6, 2022

The Honorable Kendall J. Powell, Chair  
The Honorable Steven A. Sviggum, Vice Chair  
The Honorable Mary A. Davenport  
The Honorable James T. Farnsworth  
The Honorable Douglas A. Heubsch  
The Honorable Ruth F. Johnson  
The Honorable Mike O. Kenyanya  
The Honorable Janie S. Mayeron  
The Honorable Darrin M. Rosha  
The Honorable Bo Thao-Urabe  
The Honorable Kodi J. Verhalen

Dear Members of the Board of Regents,

On behalf of the University of Minnesota Duluth (UMD) chancellor search committee, we are writing to share our recommendation that Mr. David J. McMillan be appointed to a two-year term as the interim chancellor for UMD. We submit this recommendation to you for your approval at the Board of Regents meeting on July 13, 2022.

On May 23, President Gabel called for nominations and applications for the UMD interim chancellor position, and on June 22 she charged the UMD chancellor search committee to review applicants for the position, interview applicants as needed, and recommend to the Board of Regents who we believe should serve as interim chancellor. The six applications were forwarded to the search committee, and the committee discussed the strengths and weaknesses of each applicant. While all of the applicants' qualifications had some merit, the search committee's review resulted in the decision to interview one applicant who was identified to have the leadership qualifications, system-level experience, and passion for UMD and the Duluth community that exceeded the other applicants. The search committee interviewed the applicant, having slightly adapted the interview questions and format used in the UMD chancellor search this spring, and then discussed the applicant's strengths and weaknesses. The applicant was David J. McMillan (resume attached), and the search committee unanimously and enthusiastically approved a motion to recommend him as UMD's interim chancellor for your approval.

No other candidate is more suitable for this interim role than Mr. McMillan. His candidacy aligns well with the qualifications and personal characteristics identified in the position profile, which was informed by several listening sessions held in January and February with UMD students, faculty, staff and alumni as well as Duluth business, civic, and community leaders. Additionally, his qualifications and situation make him well suited for the short-term nature of the interim position.

First, Mr. McMillan has a unique combination of the qualifications that are critical for this role. He holds a terminal degree (JD), he has amply demonstrated executive leadership experience and proven management capability, and he possesses a strong business sense in multiple areas that are critical to an effective leader in higher education. These areas include but are not limited to strategic planning; fiscal management; leadership and team development; communication, marketing and public relations; community relations; and stakeholder management and engagement. In addition, his extensive governance and leadership experience (at many levels and across multiple sectors of industry) complement his business experience and prepare him well for this role. While he does not have a traditional academic background, Mr. McMillan has a significant understanding of higher education challenges and opportunities, particularly within UMD and the University of Minnesota System. As a result, he has comparable skill sets that are transferable to this role at UMD and ideal for this kind of transitional appointment. The breadth and depth of his qualifications and experience over the span of his 30+ year career gives us utmost confidence that he is well-prepared and highly qualified to succeed in this position and to lead UMD forward.

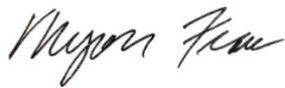
Second, Mr. McMillan has deep knowledge of and experience with the UMD campus, the Duluth region, and the University of Minnesota System. He is ready immediately to navigate our institution and make maximum impact to the benefit of everyone affected by this leadership transition – from the Board of Regents to the President to UMD students, faculty, staff, and alumni to Duluth business, civic and community stakeholders, and beyond. Mr. McMillan has no interest in the position beyond interim status, and that quality will make him an asset during the search. He is also able to begin his term as interim chancellor without unnecessary delay and thus position UMD to carry out the search for its chancellor in the near future. As a graduate of UMD, a long-time Duluth resident, and one of the strongest advocates for UMD there is, he is a Bulldog in every sense of the word. We are truly excited about him being our interim chancellor.

Mr. McMillan's leadership demonstrates a high degree of emotional intelligence, and he possesses many of the personal characteristics the campus community has been looking for in the chancellor role: willingness to collaborate, energy, humility, integrity, commitments to diversity, equity and inclusion, as well as community, transparency, and advocacy for

employee development. Finally, Mr. McMillan has a passion for UMD that will be instrumental to his and ultimately UMD's success.

In closing, the search committee wants to say how much we appreciate the confidence President Gabel showed in us by entrusting us with this decision. We recognize that this is a fantastic opportunity for UMD. While saying goodbye to Chancellor Black, who has graciously and thoughtfully led UMD for the past 12 years is difficult, Mr. McMillan is the right leader at this time, and he has our full endorsement and support to serve as UMD's interim chancellor.

Sincerely,



Myron Frans  
Senior Vice President  
for Finance & Operations  
University of Minnesota System



Jennifer Mencl  
Associate Vice Chancellor  
for Academic Effectiveness  
University of Minnesota Duluth

Attachment: Resume, David J. McMillan

cc: Brian Steeves, executive director and corporate secretary, Office of the Board of Regents

# David J. McMillan

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Accomplished, results driven retired senior executive with 30+ years of experience in the electric utility and rail transportation industries; strong strategic planning, execution and implementation skills accompany superior interpersonal communication and proven leadership capabilities; recognized as a multifaceted leader with great integrity and strong work ethic.

Extensive governance and consequential board leadership experience at the local, regional, state and national levels across the profit, not for profit, private and public sectors.

Professional strengths and abilities include:

- \* **Strategic Planning**
- \* **Marketing**
- \* **Talent Development**
- \* **Stakeholder Relationship Mgmt.**
- \* **Finance, Budgeting & Cost Mgmt.**
- \* **Public & Media Relations**
- \* **Government Affairs**
- \* **Rates & Pricing**
- \* **Community Relations**

## PROFESSIONAL EXPERIENCE

**10/20-06/22: MacEnergy, LLC**  
Duluth, Minnesota  
Consulting and facilitation services for energy utilities.

**05/89-01/18: Minnesota Power (MP), an ALLETE Company**  
Duluth, Minnesota

- 04/12-01/18* Sr. Vice President External Affairs-ALLETE & Executive Vice President-MP
- 01/06-03/12* Sr. Vice President-Marketing, Regulatory & Public Affairs-ALLETE & Executive Vice President-MP
- 01/03-12/05* Sr. Vice President-Marketing & Public Affairs-ALLETE & MP
- 01/02-01/03* Sr. Vice President-Strategic Accounts & Government Affairs-MP
- 11/00-01/02* Vice President-Strategic Accounts Marketing-MP
- 01/98-11/00* Vice President-Customer Solutions-MP
- 01/95-01/98* Senior Attorney
- 05/89-01/95* Attorney I, II, III

**05/86-05/89: Union Pacific Railroad Company**  
Omaha, Nebraska

- 05/87-05/89* Attorney; Assistant General Attorney
- 05/86-08/86* Law Clerk

**07/83-08/84: Bureau of Business & Economic Research, UMD**  
Duluth, Minnesota  
Research Fellow

## EDUCATION

*Law School:* University of Minnesota, J.D. cum laude 1987  
*Undergraduate:* University of Minnesota, Duluth, B.A. cum laude 1983  
Majors: Economics and History

## BOARDS & MEMBERSHIPS (partial listing)

**University of Minnesota** \* Board of Regents \* 2011 – 2022 \* Vice Chair 2015-2017 \* Chair 2017-2019  
**St. Lawrence Seaway Development Corporation** \* Advisory Board Member 2012 - Present \* Chair  
**University of Minnesota Foundation** \* Trustee \* 2014 – 2016 & 2020-Present  
**St. Luke's Hospital** \* Board of Directors 2010 - 2016  
**Minnesota Chamber of Commerce** \* Board of Directors 2004-2010 & 2021-Present \* Chair 2009-2010  
**Lignite Energy Council** \* Alternate Board Member 2003-2017 \* Multiple Committees & Task Forces  
**Natural Resources Research Institute** \* Advisory Board 2005-2011 \* Chair 2008-2011  
**Area Partnership for Economic Expansion** \* Board of Directors 2006 - 2009 \* Chair 2008-2009  
**Goodwill Industrial Vocational Enterprises** \* Board of Directors 1991-1999 \* President 1996-1998  
**Duluth Entertainment Convention Center** \* Board of Directors 2006-2011  
**Minnesota Climate Change Advisory Group** \* Advisory Board Member 2007  
**Minnesota Council on Economic Education** \* Board of Directors 2002-2008  
**Rotary, Duluth Club 25** \* 2002-2007

## SCHOLARLY RESEARCH AND PUBLICATIONS

### Published Journal Article

Richard Lichty, Wayne Jessewin and David McMillan, "Estimating Medical Industry Impacts on a Regional Economy," Medical Care, Vol. 24, No. 4, April 1986.

### Published Monographs

Eight monographs and research studies published during 1983-1984, all of which are on file at the Bureau of Business and Economic Research, University of Minnesota-Duluth, Duluth, Minnesota 55812.

### Research Paper Presentation

"Estimating the Economic Impacts from an Expanded Waferboard Industry in Northeast Minnesota," Western Regional Science Association, Monterey, California, February 22-25, 1984