Convene/Call to Order/Verification of Quorum  

Action: Motion for Executive Session under Idaho Code Idaho Code § 74-206(1)(c)*

Pledge of Allegiance  

Public Comment  

Celebrating Success: Area Agency on Aging  
Sarah Garcia / Sage Stoddard

CONSTITUENT REPORTS

ASNIC  
Damian Maxwell

Faculty Assembly  
Ben Tschida

Staff Assembly  
Keri Simonet

Senate  
Neil Doyle

PRESIDENT’S REPORT  
Nick Swayne

CONSENT AGENDA

Action for Approval of Meeting Minutes for September 28, 2022  
Tab 1: Action: Revised Faculty Employment Policy 3.02.08  
Sherry Simkins

UNFINISHED BUSINESS

None

NEW BUSINESS

Action: Property Acquisition  
Nick Swayne

Tab 2: Action: President’s Evaluation  
Nick Swayne

Discuss Upcoming Agenda Topics  
Nick Swayne

AGENDA

5:30 p.m.  Driftwood Bay Room  
Convene/Call to Order/Verification of Quorum  
David Wold

Action: Motion for Executive Session under Idaho Code Idaho Code § 74-206(1)(c)*

6:00 p.m.  Lake Coeur d’Alene Room  
Convene/Call to Order/Verification of Quorum  
David Wold

Pledge of Allegiance  
David Wold

Public Comment  
David Wold

Celebrating Success: Area Agency on Aging  
Sarah Garcia / Sage Stoddard

Mission statement: North Idaho College meets the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.

This meeting is a business meeting of the Board Trustees and the NIC Administration. The board will take comment on agenda items from members of the public in person at the meeting, and comment will be limited to two minutes per person. A sign-up sheet will be provided in the meeting room. Individuals interested in communicating with the board outside the meeting may send an email to board@nic.edu.
INFORMATION ITEMS
Fall Enrollment and Updates
Athletics Update
Tami Haft / Erlene Pickett / Doug Anderson
Alex Harris

REMARKS FOR THE GOOD OF THE ORDER**

ADJOURN

* Executive sessions may be called for the purposes of considering personnel matters [Idaho Code § 74-206(1) (a) To consider hiring a public officer, employee, staff member or individual agent, wherein the respective qualities of individuals are to be evaluated in order to fill a particular vacancy or need. This paragraph does not apply to filling a vacancy in an elective office or deliberations about staffing needs in general; (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student; [Idaho Code § 74-206(1)(c)], deliberating regarding an acquisition of an interest in real property; [Idaho Code § 74-206(1)(d)] considering records that are exempt from public disclosure; [Idaho Code § 74-206(1)(e)] considering preliminary negotiations involving matters of trade or commerce in which this governing body is in competition with another governing body; [Idaho Code § 74-206(1)(f)] communicating with legal counsel regarding pending/imminently-likely litigation; [Idaho Code § 74-206(1)(i)] communicating with risk manager/insurer regarding pending/imminently-likely claims.

** Remarks are subject to NIC Policy 2.01.03. Copies are available from the President’s Office.
SUBJECT
Executive Session

DISCUSSION
From time to time the board will find it necessary to adjourn to executive session. When an executive session is required, a number of specific steps must be taken. These steps are:

2. Cite one or more specific subsections in the code section and provide sufficient detail to identify the purpose and topic of the executive session but not information sufficient to compromise the purpose of the executive session.
3. Approve a motion to adjourn by two-thirds, roll call vote.
4. Take no action and make no final decisions in executive session.

MOVES THAT THE BOARD, PURSUANT TO IDAHO CODE § 74--206, CONVENE IN EXECUTIVE SESSION TO:

— Consider personnel matters [Idaho Code § 74-206(1)(a) & (b)]
— Deliberate regarding an acquisition of an interest in real property [Idaho Code § 74-206(1)(c)]
— Consider records that are exempt from public disclosure [Idaho Code § 74-206(1)(d)]
— Consider preliminary negotiations involving matters of trade or commerce in which this governing body is in competition with another governing body [Idaho Code § 74-206(1)(e)]
— Communicate with legal counsel regarding pending/imminently-likely litigation [Idaho Code § 74-206(1)(f)]
— Communicate with risk manager/insurer regarding pending/imminently-likely claims [Idaho Code § 74-206(1)(i)]
— To consider labor contract matters authorized under section 67-2345A [74-206A](1)(a) and (b), Idaho Code.

Purpose/Topic summary: (Provide sufficient detail to identify the purpose and topic of the executive session but not contain information sufficient to compromise the purpose of the executive session.)

SECONDED BY: __________________________

Roll call:

— Banducci
— Broschet
— Goedde
— McKenzie
— Wold

CONVENE AT: ____________     ADJOURN AT: ____________
Chair David Wold called the meeting to order at 5:00 p.m. and verified a quorum was present. Trustee Goedde made a motion to go into executive session under Idaho Code § 74--206(1)(b) and (c) to consider personnel matters, including complaints regarding a public official, and to deliberate regarding an acquisition of an interest in real property. The motion was seconded and roll call vote was taken as follows:

- David Wold    aye
- Todd Banducci  nay
- John Goedde   aye
- Pete Broschet  aye
- Greg McKenzie  nay

At 5:10 p.m. the meeting was recessed.

CALL TO ORDER AND VERIFICATION OF QUORUM
Chair Wold convened the meeting at 6:00 p.m. and verified that a quorum was present. He next welcomed attendees and led them in the Pledge of Allegiance.

ATTENDANCE
Trustees: Todd Banducci
          Pete Broschet
          John Goedde
          Greg McKenzie
          David Wold

Also present: Nick Swayne, President
              Sarah Garcia, Interim VP Finance and Business Affairs
              Marc Lyons, Attorney for North Idaho College

PUBLIC COMMENT
Ron Hartman commented on minutes from the August 22, 2022 board meeting.

CELEBRATING SUCCESS
NIC Director of Athletics and Recreation Shawn Noel introduced Terry Brinton, coordinator of the Outdoor Pursuits Program, who provided an overview of the program team, activities, and services they provide students and the community.

CONSTITUENT REPORTS
ASNIC
ASNIC President Damian Maxwell reported on student activities, including progress on the ASNIC office suite remodel, student attendance the recent Human Rights banquet, and efforts underway related to their best practices resolution adopted last academic year. He closed by
commenting on a recent meeting he attended with other higher education student government leaders.

_Faculty Assembly_
Chair Ben Tschida reported that during their meeting in September, Faculty Assembly discussed virtual meeting attendance for members and inclusion of a specific process for virtual attendance in their bylaws.

_Staff Assembly_
Chair Keri Simonet reported activities from the September meeting of Staff Assembly including visits by President Swayne and English Professor Laura Godfrey. She also asked that trustees not make broad statements at board meetings related to a consensus of opinion of staff members and that trustees direct concerns about staff assembly through the appropriate communication channels.

_Senate_
Chair Neil Doyle reported on policy and procedure proposals Senate reviewed during their August and September meetings, and he shared that Chief Information Officer Ken Wardinsky joined them for their September meeting and discussed some accessibility changes for templates used for policy and procedure documents.

**PRESIDENT’S REPORT**
Dr. Swayne began by reading, aloud, the college’s mission statement, he then provided highlights of several topics, including efforts underway to improve recruitment, a recent tournament win by the men’s and women’s golf teams, and a recent improvement in the enrollment decline. He commented on successful efforts to get the Veteran’s Administration to remove the red flag warning about the college’s accreditation status from their website, and he discussed his plan to engage the trustees in strategic planning processes. Dr. Swayne continued by sharing highlights of visits to local small businesses he and Small Business Development Director Bill Jhung made earlier in the day, and he recognized outgoing Interim Provost Kassie Silvas for her service over the past 10 months. He asked Interim VP of Finance Sarah Garcia to provide an update on the college’s risk insurance. VP Garcia shared that the college received a quote from a carrier for general liability as well as a quote for property insurance, adding that she’s hoping to receive an additional quote for property insurance. She stated her commitment to release a request for proposal in the spring for insurance broker services going forward.

**CONSENT AGENDA**
Trustee Broschet made a motion to approve the minutes of the August 22, 2022 meeting. The motion was seconded and carried with three in favor and one opposed.

**UNFINISHED BUSINESS**
_Ombudsman Program_
Dr. Swayne commented that during a previous meeting, a recommendation was made for the college to implement an ombudsman program that is similar to the program at the University of Idaho. He went on to comment that when the concept of such a program was discussed during the August meeting, Trustee Banducci expressed his interest in a different type of program in which an ombudsman would report to the board chair and compel action within the college. He went on to comment that a program such as University of Idaho’s, would be acceptable to any regional accrediting body, and the other form would create an issue with our current accreditation standards. He shared that student related issues go before the dean of students
for resolution and employee related issues go before Human Resources, adding that what is currently unclear, is how matters are resolved that are directly related to the dean of students, HR leadership, the president, or members of the board trustees.

Trustee Broschet made a motion to table the topic of an ombudsman program indefinitely. The motion was seconded. Following a brief discussion, the motion carried with Trustees Broschet, Goedde and Wold voting in favor and two abstentions.

NEW BUSINESS
Revised Faculty Employment Policy 3.02.08
Dean of Instruction, General Studies Sherry Simkins presented revisions to policy 3.02.08, sharing that changes include movement away from strictly requiring faculty hires to have a master’s degree, and allowing for consideration of equivalent credentials. This was a first reading, and no action was taken.

INFORMATION ITEMS
Enrollment Analysis
Director of Planning and Effectiveness Steve Kurtz provided an historical analysis of enrollment, retention, and graduation rates from 2008 to present. Dr. Swayne commented on the methods by which the state and federal government measure student success, which do not align with the how community colleges define student success. He added that he and members of the administration are evaluating how to best capture and measure our students’ goals attainment.

Position Searches
Dr. Swayne shared that 23 applications had been received for the VP of Finance position and that the search committee is beginning the review and evaluation process. He next discussed the process used to determine the model for the instructional leadership position, adding that the position was posted, and the search was begun last week with the help of AGB Search. He commented on the value of identifying an individual with experience with noncredit and credit instruction. He also discussed recruitment efforts for the open registrar and director of admissions positions.

Upcoming Agenda Topics
Chair Wold acknowledged that he had missed the topic of upcoming agenda topics under new business. Dr. Swayne commented that he would continue to bring forward enrollment reporting, updates on improved data analysis, and accreditation. Trustee McKenzie commented that he wanted to see the Ft. Ground Grill Lease and information about Clery Act Compliance added to the next agenda.

REMARKS FOR THE GOOD OF THE ORDER
Chair Wold thanked Dr. Swayne for his efforts to connect with the community. There were no further remarks and the meeting adjourned at 7:35 p.m.

Respectfully Submitted,
Shannon Goodrich, Board Clerk
SUBJECT Revised Faculty Employment Policy 3.02.08

DISCUSSION
The suggested changes to the Faculty Employment policy will meet the current and future needs of the institution. The proposed policy narrative moves away from having a master’s degree as the basic requirement and allows for equivalent credentials, professional preparation, and experience to be considered when hiring faculty. Considering credentials outside of a master’s degree is typical when hiring faculty in Career and Technical Education programs and Workforce Training programs and occasionally happens in academic transfer programs.

Further, the past policy has not had an accompanying procedure for the implementation of faculty employment. The proposed policy is now accompanied with a procedure. Establishing a procedure for the role of faculty in hiring new faculty is aligned to the current NWCCU accreditation standard 2.A.4.

2.A.4 The institution’s decision-making structures and processes, which are documented and publicly available, must include provisions for the consideration of the views of faculty, staff, administrators, and students on matters in which each has a direct and reasonable interest.

COMMITTEE ACTION
Policy revisions have been reviewed and approved by President’s Cabinet and College Senate.

FINANCIAL IMPACT
None.

REQUESTED BOARD ACTION
Request the board consider a motion to adopt revised policy 3.02.08.

Prepared by
Sherry Simkins, Dean of Instruction, General Studies
Policy Narrative

A quality education for North Idaho College students requires that faculty be well prepared. To qualify for employment at North Idaho College normally requires a master’s degree in the academic subject matter for which the faculty opening exists. In exceptional circumstances a faculty member may be employed on a probationary basis without a master’s degree in his/her academic subject matter area, but will be required to make substantive progress toward its completion during each year of the probationary period.

No faculty member teaching in an academic subject matter area (non-vocational/technical programs) may be granted tenure or tenure renewal without having earned a master’s degree from an accredited institution in the subject matter area for which he/she has primary instructional responsibilities. An instructor with demonstrated academic or professional competencies in a subject matter area other than the one in which he/she has a graduate major may teach in that area as a secondary instructional responsibility, but should not assume primary instructional responsibilities unless or until fifteen (quarter) graduate credits or ten (semester) graduate credits have been earned in that subject area. Qualifications for vocational faculty appointment are defined in the current Idaho State Plan for Vocational Education.

A quality education at North Idaho College requires employment of well-qualified faculty. The college determines and publishes the minimum qualifications for all
faculty positions. Qualifications will include specified educational credentials, such as a graduate degree in a relevant field, sufficient experience, relevant technical or professional preparation, and any other related knowledge, skills, and ability commensurate for fulfilling instructional responsibilities. Any faculty position at NIC will comply with minimum qualifications established in applicable state policy or statute or by applicable programmatic accreditation standards.
SUBJECT   President’s Evaluation

DISCUSSION
Three months into my first year, I thought it was a good time to establish a presidential evaluation system. This instrument is based on the roles and responsibilities of a college president and adapted to address the specific requirements of North Idaho College. I would like to use this evaluation for the current year through June ’23. If we need to adapt, modify, or use another instrument, we can make that decision after the end of the evaluation cycle (June/July ’23).

REQUESTED BOARD ACTION
Request the board consider a motion to adopt the attached instrument for the president’s evaluations going forward.

Prepared by
Nick Swayne, Ph.D., president
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job,
and for any rating below 3.
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1.</strong></td>
<td><strong>Possesses a vision, assists the board in establishing institutional goals, and provides leadership for others to progress toward vision and goals.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>2.</strong></td>
<td><strong>Communicates effectively and appropriately with public media to present a positive image of the college as a first-choice option for the students and community it serves.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>3.</strong></td>
<td><strong>Promotes inclusiveness in the College community and provides for involvement of faculty, students and staff in decision-making which affects them and exhibits respect for all groups in the process.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>4.</strong></td>
<td><strong>Promotes the College through effective interactions with stakeholders at the college (e.g., college senate, the foundation); and actively takes part in campus and community activities.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>5.</strong></td>
<td><strong>Provides a long-term and strategic vision through the development of a master plan for enrollment, retention, and completion.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>6.</strong></td>
<td><strong>Maintains and supports the value of excellence and quality within the institution and maintains high standards for ethics, honesty and integrity in all personal and professional matters.</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments

DRAFT 10/07/2022
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations; 4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job and any rating below 3.

**Finance and Accountability**

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>7. Provides sound fiscal management, including addressing budgetary matters in a way that achieves more efficient and effective use of resources without compromising student success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>8. Allocates resources and prioritizes the budget to meet the College mission, goals, and strategic plans.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>9. Audits reflect appropriate management of financial resources.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>10. Ensures accountability measures are in place to maintain quality and appropriate resource allocation to promote student success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>11. Maintains consistent funding and seeks to maintain current funding levels.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>12. Effectively interacts with the Board to maintain and develop funding policy, (i.e., the budget) to meet strategic goals.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job and any rating below 3.

**Academic and Student Affairs**

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don’t Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>13. Ensures the overall quality and continuous improvement of instruction to meet student needs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>14. Ensures credit and non-credit programs meet community needs.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>15. Provides effective leadership in establishing and maintaining accessible, comprehensive student services that promote student success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>16. Promotes access to higher education for underserved and minority populations and programs that ensure their success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments


Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job
and any rating below 3.

**Student Success**

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>17. Lead a student-centered culture focused on achieving educational excellence that will translate into viable employment and diverse learning goals.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>18. Builds community partners contributing to student success and career readiness through effective interactions at the community, state and county levels.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>19. Ensures collaboration between academic/instructional affairs and student services on efforts to improve student success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>20. Recommends budgets based on evidence of program effectiveness and linked to plans to increase rates of student success.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job
and for any rating below 3.

**Capital Development/Facilities**

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>21. Ensures maintenance of all capital assets of the College.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>22. Provides effective stewardship of institutional resources including financial, physical, and professional.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>23. Ensures technology is continuously upgraded and used as a tool to promote greater student access, learning options, service, efficiencies and productivity.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>24. Provides effective leadership for implementing technological support of teaching, learning, and the operations of the college to accomplish the strategic goals and priorities of the college.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comment
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job
and for any rating below 3.

### Human Resources

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>25. Ensures College compliance with employment and non-discrimination laws and regulations.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>26. Provides leadership and resources for the professional development of staff and maintains own currency about developments in education and particularly community colleges.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>27. Promotes a positive work environment for employees and seeks ways to continuously improve and creates an atmosphere which contributes to positive morale.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>28. Ensures the College recruits and retains a diverse, qualified and talented workforce.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>29. Develops and executes sound personnel policies and procedures.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments

```
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job
and for any rating below 3.

### Relations with the Board of Trustees

<table>
<thead>
<tr>
<th>Item</th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>DK</th>
</tr>
</thead>
<tbody>
<tr>
<td>30. Offers professional advice to the board based on thorough study, data analysis and sound educational principles on items requiring board action.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>31. Provides effective and timely communication to the board to inform and resolve issues.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>32. Provides timely and appropriate reports to the Board on all aspects of College operations.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>33. Provides data and information to the Board so that the Board can make informed decisions.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>34. Effectively and respectfully interacts with the members of the Board.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments


Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don’t Know

Please provide comments on the performance of the President in specific functions of the job
and for any rating below 3.
### Advocacy & Communication

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>35. Effectively promotes the College and advocates for its needs to appropriate federal and state level legislators.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>36. Addresses accrediting agency recommendations to bring the college into compliance with standards.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>37. Ensures college excellence with national and regional accrediting agencies.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>38. Effectively represents the College in the community and at state and national events.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39. Works effectively with external constituents to strengthen and expand partnerships with community organizations, K-12 schools, state and local government, and other institutions of higher education, governmental agencies, foundations, and corporate entities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>39. Works effectively to build collaborative alliances with business and industry to successfully meet the emerging and immediate educational needs through innovative approaches.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>40. Projects a positive profile and reputation of the College.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>41. Active engagement in strategic fundraising activities and grant-seeking opportunities.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Comments**

---

DRAFT 10/07/2022
Please rate the President using the following scale:
1 = does not meet expectations; 2 = meets some expectations; 3 = meets expectations;
4 = exceeds expectations; 5 = significantly exceeds expectations; DK = Don't Know

Please provide comments on the performance of the President in specific functions of the job
and for any rating below 3.

**Personal Qualities**

<table>
<thead>
<tr>
<th></th>
<th>1</th>
<th>2</th>
<th>3</th>
<th>4</th>
<th>5</th>
<th>Don't Know</th>
</tr>
</thead>
<tbody>
<tr>
<td>42. Demonstrates a collaborative work style with internal and external constituents (e.g., faculty, staff, board of trustees, other community stakeholders)</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>43. Possess sound judgment and is an effective problem-solver.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>44. Demonstrates consistent behavior that reflects integrity, high ethical values, authenticity, and a sense of optimism, and one who inspires conviction and enthusiasm in others.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>45. Demonstrates commitment to diversity, equity, racial equality and social justice.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>46. Is visible, approachable, and accessible to the college and the community.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>47. Is an engaged leader and effective listener.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>48. Is a diplomatic communicator who is firm on principle and engages with all constituency groups.</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Comments
Please note areas that the president has demonstrated positive outcomes.

Please note areas that the president could improve on.

What areas should the president place special emphasis on in the next year?
Please select DONE to record your responses. ACCT thanks you for taking the time to complete and return your candid responses for this evaluation. All responses will remain anonymous and the confidential final report is for board use only.