



North Idaho College

Board of Trustees Meeting
October 24, 2022
Edminster Student Union Building

Connect via Zoom: <https://nic.zoom.us/j/88179406255> or by phone: (669) 900-6833 Webinar ID: 881 7940 6255

***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.

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

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

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.

BOARD OF TRUSTEES MEETING
October 24, 2022

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:

1. Cite Idaho Code § 74--206.
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: _____

 **North Idaho College**
BOARD OF TRUSTEES MEETING
Edminster Student Union Building
September 28, 2022
MINUTES

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 a 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

BOARD OF TRUSTEES MEETING
October 24, 2022

TAB 1

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

Policy # 3.02.08

Revised Date: 3/26/14

(Impact Area - Dept Name) Employees	(General Subject Area) Conditions of Employment	(Specific Subject Area) Faculty Employment
	Author: Office of Instruction	Supersedes Policy #
Relates to Procedure # 3.02.08	Impact:	
Legal Citation (if any):		
North Idaho College		

Policy Narrative

[Page 1 of 1]

~~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

Policy # 3.02.08

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.

BOARD OF TRUSTEES MEETING
October 24, 2022

TAB 2

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



**DRAFT North Idaho College Presidential Evaluation
Survey NOT FOR DISTRIBUTION 10072022**

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.

LEADERSHIP

	1	2	3	4	5	Don't Know
1. Possesses a vision, assists the board in establishing institutional goals, and provides leadership for others to progress toward vision and goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
2. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
3. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
4. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
5. Provides a long-term and strategic vision through the development of a master plan for enrollment, retention, and completion.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
6. 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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



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Finance and Accountability

	1	2	3	4	5	Don't Know
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
8. Allocates resources and prioritizes the budget to meet the College mission, goals, and strategic plans.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
9. Audits reflect appropriate management of financial resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
10. Ensures accountability measures are in place to maintain quality and appropriate resource allocation to promote student success.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
11. Maintains consistent funding and seeks to maintain current funding levels.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
12. Effectively interacts with the Board to maintain and develop funding policy, (i.e, the budget) to meet strategic goals.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



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Academic and Student Affairs

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

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Student Success

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

Comments



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Capital Development/Facilities

	1	2	3	4	5	Don't Know
21. Ensures maintenance of all capital assets of the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
22. Provides effective stewardship of institutional resources including financial, physical, and professional.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
23. Ensures technology is continuously upgraded and used as a tool to promote greater student access, learning options, service, efficiencies and productivity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comment



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Human Resources

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

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Relations with the Board of Trustees

	1	2	3	4	5	Don't Know
30. Offers professional advice to the board based on thorough study, data analysis and sound educational principles on items requiring board action.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
31. Provides effective and timely communication to the board to inform and resolve issues.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
32. Provides timely and appropriate reports to the Board on all aspects of College operations.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
33. Provides data and information to the Board so that the Board can make informed decisions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
34. Effectively and respectfully interacts with the members of the Board.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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Advocacy & Communication

	1	2	3	4	5	Don't Know
35. Effectively promotes the College and advocates for its needs to appropriate federal and state level legislators.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
36. Addresses accrediting agency recommendations to bring the college into compliance with standards.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
37. Ensures college excellence with national and regional accrediting agencies.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
38. Effectively represents the College in the community and at state and national events.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
39. Works effectively to build collaborative alliances with business and industry to successfully meet the emerging and immediate educational needs through innovative approaches.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
40. Projects a positive profile and reputation of the College.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
41. Active engagement in strategic fundraising activities and grant-seeking opportunities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



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Personal Qualities

	1	2	3	4	5	Don't Know
42. Demonstrates a collaborative work style with internal and external constituents (e.g., faculty, staff, board of trustees, other community stakeholders)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
43. Possess sound judgment and is an effective problem-solver.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
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.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
45. Demonstrates commitment to diversity, equity, racial equality and social justice.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
46. Is visible, approachable, and accessible to the college and the community.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
47. Is an engaged leader and effective listener.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
48. Is a diplomatic communicator who is firm on principle and engages with all constituency groups.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Comments



**DRAFT North Idaho College Presidential Evaluation
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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?



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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.