

**RESOLUTION on Board of Trustees Ethics**  
**North Idaho College Faculty Assembly, Feb. 2, 2021**

NIC staff, faculty, and Board of Trustees have a shared goal to provide opportunity to the citizens in our community. Higher education is built around the idea of civil discourse. It is vital to us that our leaders emulate this behavior at the highest level. The Trustees are the stewards of access to education for our community, so we request that they act accordingly.

**Whereas** after becoming informed of the email exchanges, through public records requests, between current Board Chair Todd Banducci and the College President Rick MacLennan, between late 2020 and early 2021, along with Trustee Christie Wood's call for the resignation of Trustee Banducci,

- We acknowledge the right of the Board to oversee the college according to its policies and past practices, functioning as a body that communicates clearly and directly with one another and makes decisions after discussion with all members;
- We do not support individual trustees communicating to college or community members without including other Board members or making decisions or requests independent from other trustees;
- We stand by the college president's charge to administer the college without interference;
- We advocate for continued participatory governance, including staff, faculty, students, and administrators who participate daily in determining the direction of the college and whose well-considered discussions are reported to the Board through clear channels;
- We uphold academic freedom and the professional responsibility of faculty members to teach and to evaluate students' performance according to the standards of their disciplines and the guidance of their departments and direct supervisors, without Board influence;
- We support the college administration in its consistent and strong efforts to keep our campus safe and to support staff, faculty, and students as they teach and learn during this challenging world pandemic that requires extra effort, time, patience, flexibility, and consistency;
- We oppose political pressure directed by the Board or any Board member upon any college employee or student;
- We support human and civil rights;
- We oppose harassment or threatening behavior of any kind, especially of women and minorities whose voices have been historically suppressed;
- We are deeply concerned about the current Board chair's actions, using his position in ways that could undermine the Board itself, the college president, and, as a result, the college mission.

**Therefore**, as the Faculty Assembly of North Idaho College,

- We hereby call on the Board of Trustees to reinstate its "Board Conduct" policy 2.01.10 passed in 2020 until a new version has been vetted by all constituent groups and has been approved for replacement through the participatory governance process;
- As the Board continues to develop norms in how it operates, we request they slow new proposals and evaluate initiatives to avoid threatening the long-term viability and accreditation of the institution;
- Finally, we vote "no confidence" in the current Board Chair's ability to serve in the College's best interest, and call for him to step down as Chair.