

Treasure Valley Community College
Special Board Meeting
Monday, September 8, 2025, at 4:30 pm
Hanigan Board Room

Present

President Dana Young, Chair Stephen Crow, Dr. Lindsay Norman, and Torie Ramirez

The special board meeting was called to order at 4:33 p.m. by Chair Stephen Crow. The meeting focused on reviewing and refining the President's Evaluation Tool.

Board members discussed aligning the tool with the President's job description, goals set by the board for the President, the Strategic Plan goals, and the president's role in such success. The evaluation will use a 1–5 Likert rating scale with expanded descriptions for clarity. At Dr. Lindsay Norman's recommendation, the scale will now include a "Don't Know" option, which requests written comments and will not count toward the numerical score. With additional revision to the wording, President Young's revised language for all five rating levels was adopted. President Young will revise the key to clarify any abbreviations and rating descriptions, as well as refining the evaluation tool with consideration of the committee's suggested changes. The board agreed that the evaluation will remain a working document and be reviewed annually.

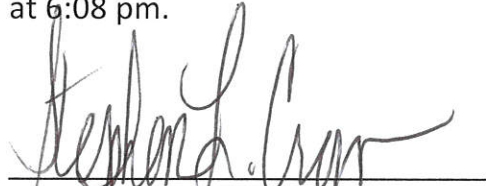
Additional adjustments were made to ensure consistency with the job description and strategic plan. Specifically:

- Job Description #1 and #3 (regarding relationships with faculty and staff) were combined into a single item.
- Strategic Planning #1 and Job Description #9: language was revised for alignment with the strategic plan.
- Goal #7 was removed from this cycle's evaluation due to unavailable data; it will instead be tracked as a metric outside of the formal evaluation.
- Young asked the group if each goal needs a number; the group agreed this detail will be left to Gina at her convenience.

The board also discussed incorporating faculty and staff input through a survey to help answer an evaluation question. Dr. Norman Lindsay created example questions in which the President will review. Responses would be anonymized, with the average results being presented to the Board. Norman suggested, and Ramirez supported, using this approach to provide better insight into evaluation questions. In addition, President Young will provide supporting evidence as part of her self-evaluation.

Adjournment

Torie Ramirez requested more time to review the tool. The board agreed to cancel the following day's meeting and reschedule for October 7, from 4:00–6:00 p.m. in the Board Room. President Dana Young will notify the press of this change. The meeting adjourned at 6:08 pm.



Stephen Crow, Board Chair



Dr. Dana M. Young, President