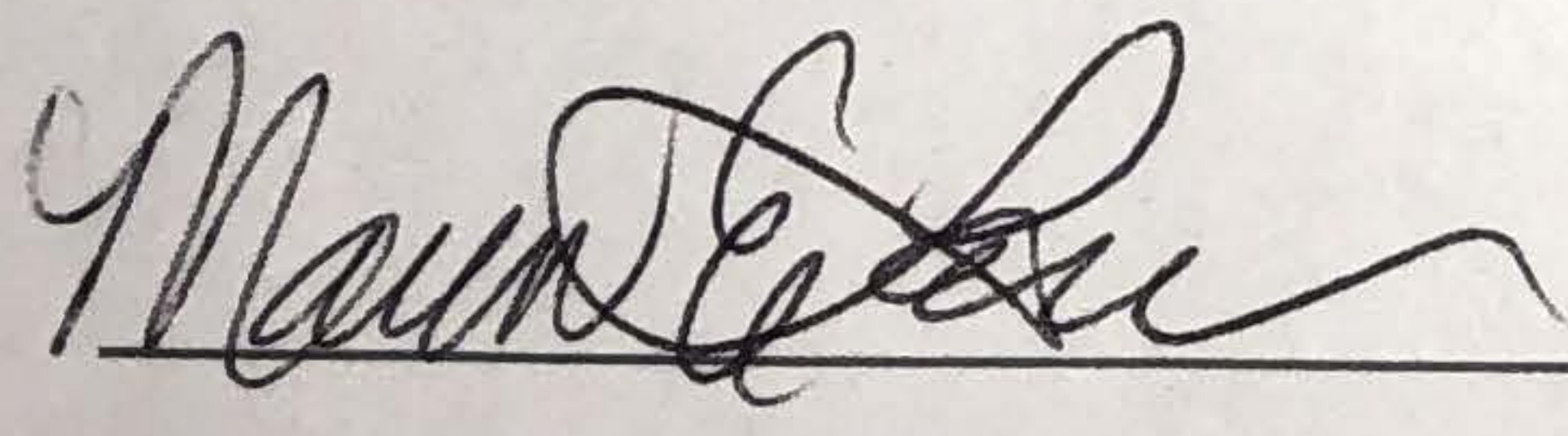
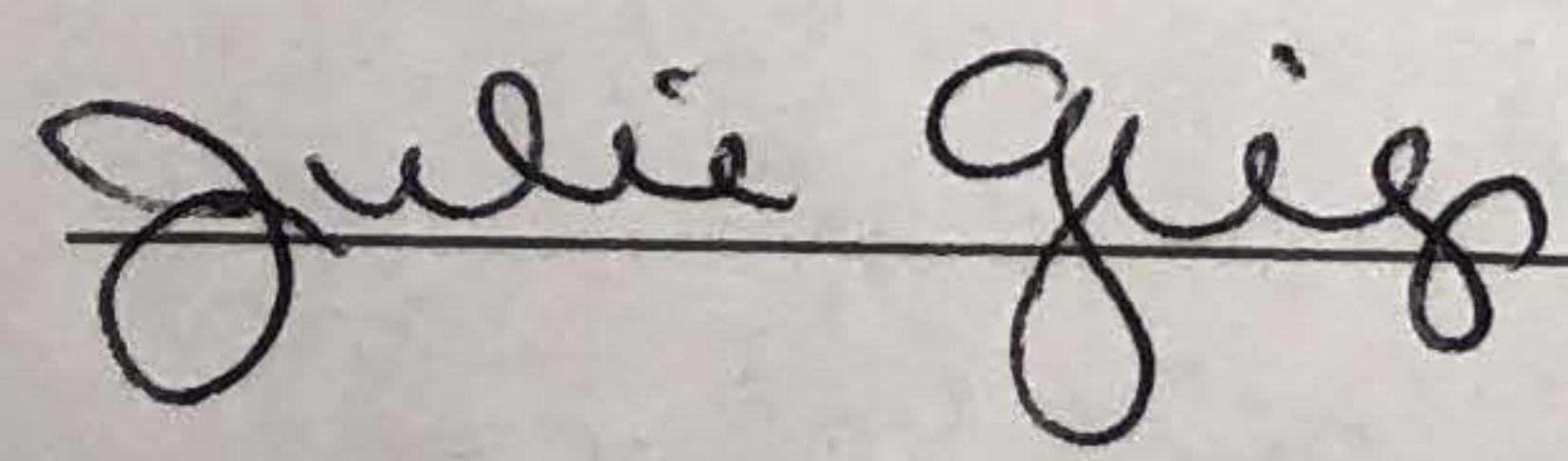


Statement of Confidence in NICC President Dr. Herbert Riedel

The undersigned assert that in our interactions with Dr. Herbert Riedel, he has demonstrated his competence and effectiveness in leading our institution as President. Dr. Riedel consistently demonstrated a deep commitment to fostering a positive and collaborative relationship with the faculty. Through his transparent communication style, approachability, and interest in understanding the needs and concerns of faculty members, Dr. Riedel has earned our trust.

He has made diligent efforts to improve long-standing issues, advocated for faculty, and sought to understand the underlying assumptions driving current policies and practices. Among his achievements are the reversal of a 7-year declining enrollment trend, an administrative restructuring, driving an expansion of athletics, and bringing onboard new administrative leaders in Student Services and Business & Community Solutions through transparent, fair, and inclusive hiring practices.

We believe in Dr. Riedel's competence and effectiveness as President of Northeast Iowa Community College. We ask for an independent review of the disciplinary actions and policies of the Board of Trustees and Human Resources related to the evaluation, suspension, and termination of Dr. Riedel to ensure a fair resolution for all parties involved and impacted.

<u>Signature</u>	<u>Print Name</u>	<u>Position</u>
	Maren Larsen	Computer Science Faculty
	Julie Griep	Faculty