

	Recommendation	Status	Revised Recommendation	Future Evaluations
Recommendation 1, Spring 2022	The College's Board of Trustees be constituted to include the minimum of five Trustees (Eligibility Requirement 9).	Fulfilled		
Recommendation 1: Spring 2023	The Board and College President should continue training and development activities to improve governance, ensure that policies on ethics and general conduct are followed, and demonstrate a sustained commitment to the requirements and standards of NWCCU member institutions manifested through concrete actions over time. (2020 Standards ER 2; ER 8; ER 22)	Not evaluated		Special Report Fall 2024
Recommendation 2, Spring 2022	The Board of Trustees reviews, affirms, and adheres to institutional and Board policies, particularly those pertaining to appropriate roles and responsibilities, expectations, professional conduct and ethics, and grievance procedures (Eligibility Requirement 9 and Standards 2.A.1, 2.D.2).	Continued as non-compliant and revised	The Board of Trustees adheres to institutional and Board policies, particularly those pertaining to appropriate roles and responsibilities, expectations, professional conduct and ethics, and grievance procedures. (2020 Standard(s) 2.A.1; 2.D.2; ER 9)	Special Report Fall 2024
Recommendation 2, Spring 2023	The Board must resolve the issues underpinning all "No Confidence" (NCV) resolutions and demonstrate a willingness to work with and support faculty, staff, and students when their concerns are communicated. (ER7, Standard 2.D.2)	Continued as non-compliant and revised	The Board of Trustees must resolve the issues underpinning all "No Confidence" resolutions and provide evidence of a willingness to work with and support faculty, staff, and students when their concerns are communicated. (2020 Standard(s) 2.D.2; ER 7)	Special Report Fall 2024
Recommendation 3, Spring 2022	The institution works to rebuild its administrative and academic leadership team. This includes: a. The appointment of a permanent president utilizing a process that permits an appropriate level of engagement by institutional stakeholders. (Standard 2.A.3, 2.A.4 and ER 10).	Continued as needs improvement and revised	1. The institution works to rebuild its administrative and academic leadership team. The appointment of a permanent president utilizing a process that permits an appropriate level of engagement by institutional stakeholders. (Standards 2.A.3, 2.A.4) 2. Hiring for the currently vacant/interim Vice President positions after the permanent president is identified. (Standard 2.A.2) (2020 Standard(s) 2.A.2; 2.A.3; 2.A.4)	Mid-cycle Review Fall 2025
Recommendation 3, Spring 2022	The institution works to rebuild its administrative and academic leadership team.	Not evaluated		Special Report Fall 2024
Recommendation 4, Spring 2023	Procedures for Presidential evaluation and policies for retention of Presidential evaluation records need to be developed and executed. (Standard 2.F.4)	Consolidated into Recommendation 3: Spring 2022		
Recommendation 5, Spring 2023	The Board must advance specific policies, procedures, and take timely and definitive action to mitigate or eliminate risks identified in the NWCCU Show Cause letter, dated February 9, 2023. (ER 9)	Continued as non-compliant		Special Report Fall 2024
Recommendation 6, Spring 2023	Through its governance system, North Idaho College should work to achieve consensus between the Board and college leadership to identify internal and external strategic initiatives and to jointly create and execute plans to address them. (Standard 1.B.4)	Continued as non-compliant and revised	The Board of Trustees works in partnership with college president, leadership, and stakeholders to identify, create, and execute internal and external strategic initiatives with clear goals, metrics, and milestones for achievement of the same. (2020 Standard(s) 1.B.4)	Special Report Fall 2024
Recommendation 7, Spring 2023	The Board and College President should ensure that they adhere to the inclusive articulation in the college's planning and decision-making processes. The Board and College President should demonstrate a commitment to an environment respectful of meaningful discourse, in their official capacities and when interacting with each other. (Standard 2-Preamble)	Continued as non-compliant		Special Report Fall 2024
Recommendation 8: Spring 2023	As per North Idaho College policy, the President should create a strong new board member on-boarding program as well as ongoing development related to board governance, roles and responsibilities, effective participation, conflict of interest identification and ethics. (2020 Standards 2.A.1; 2.D.3)	Substantially in compliance but in need of improvement	This Recommendation (part 1) is revised as Recommendation 1: Fall 2023 Special Report - The President should create a strong new board member on-boarding program for the Board of Trustees. (Standards 2.A.1) This Recommendation (part 2) is revised as Recommendation 2: Fall 2023 Special Report - The Board of Trustees, should provide evidence of ongoing development related to board governance, roles and responsibilities, effective participation, conflict of interest identification and ethics that is sustainable. (Standards 2.A.1, 2.D.3)	Special Report Fall 2024 Mid-cycle Review Fall 2025
Recommendation 10: Spring 2023	The Board must act to unequivocally identify one CEO/President for the institution and ensure that individual has a valid contract and ensure that the President has a clear understanding of their conditions of employment, rights, responsibilities, and criteria and procedures for evaluation, retention, and termination. (2020 Standards 2.A.3; 2.F.1; ER 10)	Not evaluated	The Board of Trustees must act to unequivocally identify one CEO/President for the institution, with a valid contract and a clear understanding of conditions of employment, rights, responsibilities, and criteria and procedures for evaluation, retention, and termination. (ER10, Standards 2.A.3, 2.F.1)	Special Report Fall 2024
Recommendation 11: Spring 2023	The college should resolve current litigation, governance, and accreditation issues that have had a current and immediate impact on actual, current, and budgeted expenditures and which, if unresolved, will impact long-term financial stability of the institution. (2020 Standards 2.E.2; ER 19)	Not evaluated	The Board of Trustees in partnership with the college president and leadership should resolve current litigation, governance, and accreditation issues that have had a current and immediate impact on actual, current, and budgeted expenditures to ensure long-term financial stability of the institution. (Standards 2.E.2; ER 19)	Special Report Fall 2024
Recommendation 12, Spring 2023	The college must ensure transparency regarding financial resources by ensuring that processes to inform faculty and staff are consistent from year to year and processes to inform Board members regarding financial decisions are applied equitably. (Standard 2.E.3)	Fulfilled		