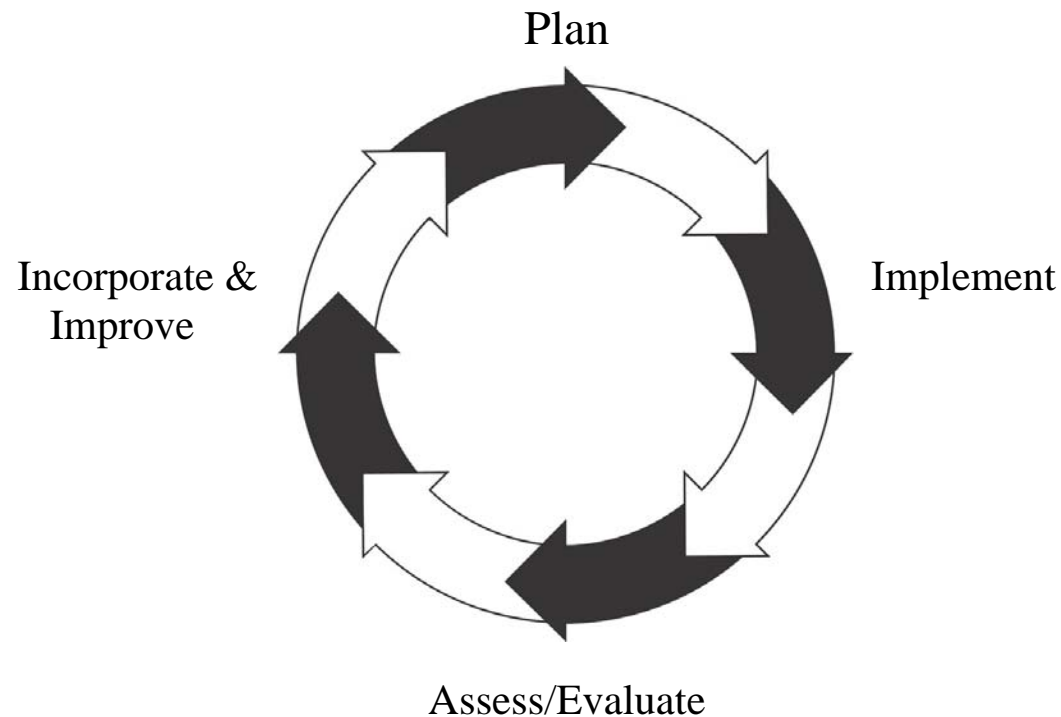


# Evaluation of Department Goals for 2006-2007

## “Closing the Loop”



Office of Planning, Assessment & Research  
December 2007

# Memorandum

December 17, 2007

TO: Management Team Members  
Campus Coordinators and Supervisors

FROM: Kathy Christie, Assistant Vice President  
Office of Planning, Assessment and Research

RE: Closing the Loop Report for 2006-2007

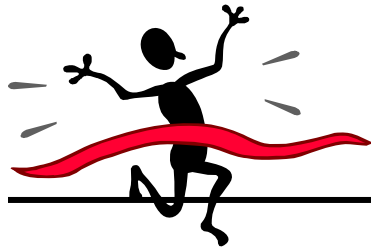
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The attached Closing the Loop\* Report documents the evaluation of the 2006-2007 goals for all college departments. After reading about everyone's accomplishments as well as their on-going efforts, we should collectively feel very proud that as a campus we have had 100% participation in both the planning and in the evaluation of department goals for the last seven years!

Thank you for your help in making continuous improvement a reality at NIC!

Kathy

**\* Closing the Loop refers to the completion of the steps in the planning, assessment and improvement cycle.**



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# Evaluation of Department Goals for 2006-2007 "Closing the Loop"

## ABE/GED

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Obtain additional grant funding to maintain current instructional offerings and expand new projects and/or programs.	Accomplished Well	Yes
Advance student assessment, both pre-and post-testing using the TABE, and CASAS according to federal performance indicators.	Accomplished Well	Yes
Expand effective small class offerings (additional evening and weekend class instruction) in all regional sites to better meet student	Accomplished Well	Yes
Improve student outcomes-completion, obtain employment, retain employment, acquire GED, and/or transition to post-secondary education as outlined in the federal performance indicators	Accomplished Well	Yes
Enhance community partnerships and collaborative efforts within our service area.	Accomplished Well Beyond Expectations	Yes

## Accounting Assistant Program

### Goal Statement

Increase enrollment of traditional students by visiting schools.

Promote program to area employers for both future utilization of graduates (as interns and hires) and potential recruitment of non-traditional students.

Update accounting software to keep current with industry standards.

### Evaluation of Goal

Partially Accomplished

Satisfactorily Accomplished

Accomplished Well

### On-Going for 07 - 08

Yes

Yes

Yes

## Admissions Office

### Goal Statement

Foster a commitment to customer service.

Continuously evaluate all Admission's Office operations and procedures to ensure office efficiency and ease of use and access for

Develop internal and intra-office cross training plan with other student services offices.

Increase recruitment efforts and strategies for non-traditional students and border states.

Develop and implement a comprehensive recruitment and communications plan designed to influence the decision to apply and enroll at NIC.

### Evaluation of Goal

Satisfactorily Accomplished

Satisfactorily Accomplished

Satisfactorily Accomplished

Satisfactorily Accomplished

Accomplished Well

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

Yes

## **Advising Services**

### **Goal Statement**

Develop aspects of advising that would simplify the transfer of NIC students to regional colleges and universities.

Support and guide the Advising Committee in the development and implementation of advising strategies supporting student retention and the student success initiative.

Refine Datatel use to meet the needs of advising.

### **Evaluation of Goal**

Partially Accomplished

Accomplished Well

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Yes

Yes

## **Allied Health**

### **Goal Statement**

Develop course offerings for older adults.

### **Evaluation of Goal**

Accomplished Well Beyond Expectations

### **On-Going for 07 - 08**

Yes

## **Alumni Relations**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Ensure Alumni data information is current and accurate.	Satisfactorily Accomplished	Yes
Continue involvement in initiatives to increase the base of support for the College.	Accomplished Well	Yes
Continue to develop programs to improve and expand efforts to increase Alumni Association membership	Satisfactorily Accomplished	Yes
Provide opportunities for alumni to become involved in the Alumni Association, Foundation activities and the College.	Accomplished Well	Yes
Increase contact with all alumni to reacquaint and foster relationships between the College and its alumni to enhance future support.	Accomplished Well	Yes

## **American Indian Studies**

### **Goal Statement**

Improve Retention: Develop strategies and services to continuously improve Indian student success.

Build Indian student community on campus. Acquire space in Seiter Hall for AIST course instruction and Indian student gathering place.

Hire part or full-time Indian Studies program instructor and coordinator.

Promote program to regional tribes and urban Indians.

Increase Native American Indian student enrollment.

### **Evaluation of Goal**

Accomplished Well

Did Not Accomplish This Year

Did Not Accomplish This Year

Partially Accomplished

Did Not Accomplish This Year

### **On-Going for 07 - 08**

Yes

No

Yes

Yes

Yes

## **Anthropology**

### **Goal Statement**

Work with diversity issues and promote the infusion of diversity into our department and curricula.

### **Evaluation of Goal**

Accomplished Well

### **On-Going for 07 - 08**

Yes

Structure the curriculum to offer practical, scientific, and cultural perspectives of the human experience.

Accomplished Well

Yes

Compliment the career goals of students pursuing other degrees by broadening their educational reparatory and meeting cultural diversity requirements.

Accomplished Well

Yes

Insure courses that meet the needs of students who plan to pursue a degree in anthropology at a four-year college or university.

Accomplished Well

Yes

Provide high quality instruction that promotes lifelong learning and allows students to develop the capabilities needed to understand the past and meet the complexities and challenges of the future.

Accomplished Well

Yes

## **Applied Technology (ATEC)**

### **Goal Statement**

Continue to pursue ATEC courses as an option for Professional-Technical students in lieu of Freshman Transition class.

### **Evaluation of Goal**

Accomplished Well

### **On-Going for 07 - 08**

No

Update the ATEC prefix and course titles and propose changes to curriculum council.

Did Not Accomplish This Year

Yes

Review existing ATEC curriculum and explore adding a technology component.

Satisfactorily Accomplished

No

## **Athletics**

### **Goal Statement**

Finish in the upper division of the Scenic West Athletic conference in all sports and compete nationally for at least three of our seven intercollegiate sports.

Maintain GPA's of student-athletes to consistently exceed the GPA of the overall student body of NIC, for all athletic programs.

Increase financial support of athletic programs through external resources, by identifying new resources for fundraising efforts and activities.

Enhance the positive image of the athletics department amongst faculty, on the campus, and in the community.

Increase opportunities for employment of coaching staff on campus to increase retention of staff and improve total compensation packages.

### **Evaluation of Goal**

Accomplished Well Beyond Expectations

Accomplished Well Beyond Expectations

Accomplished Well

Accomplished Well

Satisfactorily Accomplished

### **On-Going for 07 - 08**

Yes

Yes

Yes

Yes

Yes

## **Automotive Technology**

### **Goal Statement**

Maintain program enrollment at 24 students.

Continue to implement PowerPoint presentations, as well as a broad variety of Elmo appropriate documents, into classroom instruction where appropriate.

Continue to take steps to reduce student attrition.

Explore the scope and direction of teaching Hybrid vehicle technology.

Explore possible options for Summer semester credit offerings in Automotive related subjects.

### **Evaluation of Goal**

Accomplished Well Beyond Expectations

Accomplished Well

Partially Accomplished

Partially Accomplished

Accomplished Well

### **On-Going for 07 - 08**

Yes

Yes

Yes

Yes

Yes

## **Auxiliary Services**

### **Goal Statement**

Promote and support a one card system throughout Auxiliary Services operations.

Develop a reserve account to support facility and equipment maintenance and upgrade for future needs.

### **Evaluation of Goal**

Satisfactorily Accomplished

Did Not Accomplish This Year

### **On-Going for 07 - 08**

Yes

Yes

## **Biology**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Continue to bring on class home pages and expand the resource offerings for students in all Biology classes	Satisfactorily Accomplished	Yes
Work with all instructors in the department to assure proper use of and integration of new technologies in the New Science building.	Accomplished Well	Yes
Continue developing the Hybrid A&P course to be offered this summer.	Accomplished Well	No

## **Bookstore**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Enhance the quality of service in the Bookstore and the bookstore web site.	Partially Accomplished	Yes
Promote bookstore on campus to departments and students.	Partially Accomplished	Yes
Enhance budget and cash flow management by reducing overall inventories from 04/05 and 05/06 levels and successfully reaching net revenue targets for the fiscal year.	Accomplished Well	Yes
Document and upgrade Bookstore policies and procedures.	Partially Accomplished	Yes
Identify additional and alternative revenue sources to replace lost revenues due to on-line completion.	Partially Accomplished	Yes

## **Business & Office Technology**

### **Goal Statement**

Explore possibility of developing and implementing a 1-credit pre-internship course addressing resume writing, interviewing, and soft

Promote course-related certification for students.

Increase enrollment in BUSO programs by 5% over a two-year period (this is year two of a two-year cycle)

Expand online/hybrid course offerings.

### **Evaluation of Goal**

Did Not Accomplish This Year

Partially Accomplished

Did Not Accomplish This Year

Accomplished Well

### **On-Going for 07 - 08**

Yes

Yes

Yes

Yes

## **Business Administration**

### **Goal Statement**

Continue the close collaboration with Lewis-Clark State College and the University of Idaho.

Actively participate in the OARS (Orientation, Advising and Registration) sessions provided by the college.

Write grants to fund some new technology needed.

Offer new courses at times and locations most conducive to enrollment increase. Attract community members and managers to these courses by offering some of them in online, weekend, or hybrid format.

### **Evaluation of Goal**

Accomplished Well Beyond Expectations

Did Not Accomplish This Year

Did Not Accomplish This Year

Accomplished Well

### **On-Going for 07 - 08**

Yes

No

No

Yes

## **Business Office**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Participate in the successful implementation of Release 18 of Datatel including the maintenance and improvement of Datatel Budget

Accomplished Well

No

Develop training manual for new Budget Officers

Accomplished Well

No

Investigate and implement a purchasing card system for the campus.

Partially Accomplished

Yes

## **Campus Safety**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Continue ongoing training for security officers to maintain a high degree of professionalism.

Satisfactorily Accomplished

Yes

To organize and follow through with a tabletop exercise/emergency training session to include required NIC staff, and local emergency responders associated with the Kootenai County Office of Emergency Management.

Satisfactorily Accomplished

Yes

Maintain the level of professional appearance to promote Department and the College image.

Satisfactorily Accomplished

Yes

Maintain positive relations and support with the Community and other Campus Departments.

Partially Accomplished

Yes

## Career Services

### Goal Statement

In the interest of increased student retention, begin exploring a plan for Career Services to support coordination of experiential education on campus. Experiential education (internships, volunteer opportunities, etc.) impacts student success both while in college and following graduation. We have long been in need of additional career counseling, so will create a plan proposing a career counselor who also devotes time to experiential ed. coordination. This would enhance retention in two ways: less wait for career counseling/goal identification, and greater opportunities for experiences that lead to

Work to maintain the technology capabilities and resources of Career Services, including continued pursuit of funding of IT's Career Services technology equipment replacement schedule (ERS). Pursue every funding option, since we are again in a crisis situation due to the failing of the four machines that were purchased in 1999 to respond to the Y2K crisis.

Continue to work with the Retention Committee on Action Plan Steps that require collaboration with other departments to increase NIC student retention.

Meet the professional development needs of the Career Services staff by providing each staff member with at least one opportunity each alternate year to accrue required CEUs for maintaining license and

In addition to the above goal, since student career goals are a key factor in retention, work to identify at least one new strategy for using Career Services to assist students with informed and considered exploration of career goals.

### Evaluation of Goal

Partially Accomplished

Satisfactorily Accomplished

Partially Accomplished

Partially Accomplished

Accomplished Well Beyond Expectations

### On-Going for 07 - 08

Yes

Yes

No

Yes

No

## **Carpentry**

### **Goal Statement**

Develop a marketing CD and presentation for the Carpentry

### **Evaluation of Goal**

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Incorporate Powerpoint and other new technologies into classroom delivery.

Partially Accomplished

Yes

Work with the NIC Foundation to obtain a lot for the annual "Raffle" house one year in advance of the actual construction.

Did Not Accomplish This Year

Yes

Incorporate other NIC programs, as appropriate, into the efforts to build and market the "Raffle" house.

Satisfactorily Accomplished

Yes

## **Center for Educational Access**

### **Goal Statement**

Create a newsletter to increase awareness of the Deaf community of educational opportunities and available support to enroll as a student at NIC by May 07.

### **Evaluation of Goal**

Accomplished Well

### **On-Going for 07 - 08**

No

Develop an ongoing plan for acquisition, placement, and continuation of required assistive technology at NIC, which includes all distance education sites to ensure timely and adequate access for students with disabilities.

Accomplished Well

No

Develop a method to track students with disabilities in Professional Technical programs for success and employment, by May 07.

Satisfactorily Accomplished

No

## Center for New Directions

### Goal Statement

Work with advisory board to offer one large event related to women and careers in FY 07.

Continue to work with Distance Education to provide workshops and services to Shoshone, Bonner and Boundary counties.

Develop marketing plan for CND that will target different populations each month on a rotating basis.

Increase number of single parents served by CND in FY 07 by at least 15% from FY 06 total.

Increase number of professional-technical students served by a minimum of 15% from FY 06 total.

### Evaluation of Goal

Did Not Accomplish This Year

Accomplished Well

Satisfactorily Accomplished

Did Not Accomplish This Year

Satisfactorily Accomplished

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

Yes

## Chemistry

### Goal Statement

Continue to provide courses that cover the content described in the course outlines.

Work with administration to fill vacancies with qualified employees.

Work with administration to conduct a program review.

Continue to encourage faculty and staff to grow professionally.

Continue to provide chemistry courses that support the programs of North Idaho College.

### Evaluation of Goal

Satisfactorily Accomplished

Partially Accomplished

Did Not Accomplish This Year

Partially Accomplished

Satisfactorily Accomplished

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

Yes

## Child Development

### Goal Statement

Continue to meet the needs of students in outlying areas of Region One.

Expand student recruitment efforts for both the CDA and AA/AS program.

Modify CHD course offering to better align with the Blended Early Childhood Early Childhood Special Education teaching certificate.

### Evaluation of Goal

Accomplished Well

Satisfactorily Accomplished

Satisfactorily Accomplished

### On-Going for 07 - 08

Yes

Yes

Yes

## Children's Center

### Goal Statement

Continue to explore and implement resources, activities and site visits to enhance diversity awareness.

### Evaluation of Goal

Accomplished Well

### On-Going for 07 - 08

Yes

Strengthen family involvement.

Accomplished Well

Yes

Continue to explore and implement ways to improve operational efficiency.

Satisfactorily Accomplished

Yes

Continue to strive to ensure the Center is meeting the needs of enrolled parents.

Accomplished Well

Yes

## College Relations

### Goal Statement

Create and maintain a production schedule for all major college publications.

### Evaluation of Goal

Accomplished Well

### On-Going for 07 - 08

Yes

Continue to work to find effective marketing strategies to inform students of various demographics (traditional, non-traditional, academic transfer, PTE, workforce training). Working with other departments as appropriate, especially Admissions, create and implement a comprehensive campaign to enhance enrollment.

Accomplished Well

Yes

Utilize focus groups to gather effective feedback about the usability of the website; implement changes as necessary.

Accomplished Well Beyond Expectations

Yes

Work closely with the Admissions staff, and PTE staff to assist with the development of recruitment materials which support their recruiting initiatives.

Accomplished Well

Yes

## College Skills Division

### Goal Statement

Research and collect data regarding student success and retention rates for: First time - full time, undecided students who are taking two or more developmental courses.

Require mandatory reading placement for all students based on Compass scores.

Work with the advising committees so that students who test into two or more of the following developmental courses be assigned an advisor from the College Skills Division: CSC 010, CSC 013, Math 015 or

Adopt CSC 107 College Assistive Technology Skills and CSC 108 College Tutoring Skills as new course offerings in the College Skills

Mandatory placement in CSC 100 College Transition for first time - full time, undecided students who are taking two or more developmental classes.

### Evaluation of Goal

### On-Going for 07 - 08

Accomplished Well

Yes

Did Not Accomplish This Year

Yes

Accomplished Well

Yes

Accomplished Well Beyond Expectations

No

Partially Accomplished

Yes

## Collision Repair Technology

### Goal Statement

Increase (by 2) mock ups of late model vehicles

Increase recruiting efforts to ensure quality students entering Collision Repair Program

Upgrade instructor professional development activities/training

### Evaluation of Goal

### On-Going for 07 - 08

Accomplished Well Beyond Expectations

Yes

Accomplished Well

Yes

Partially Accomplished

Yes

## Community Education

### Goal Statement

Collaborate with academic division chairs and college staff to identify and implement application of credits to classes, workshops, and seminars.

Expand the variety and number of Community Education class offerings to meet our communities' leisure learning educational needs.

Partner and collaborate with community organizations, businesses, and individuals to access instructional talent, class resources, and instructional sites.

Effectively prepare and market course offerings in published course catalogs while utilizing Lumens web-based enrollment systems and supplemental public relations efforts.

Identify and effectively utilize resources and methods to service new student markets.

### Evaluation of Goal

Did Not Accomplish This Year

Accomplished Well

Accomplished Well

Accomplished Well

Satisfactorily Accomplished

### On-Going for 07 - 08

No

Yes

Yes

Yes

Yes

## Community Relations

### Goal Statement

Continue to refine and improve, in conjunction with College Relations and Admissions (and other departments as appropriate), a Marketing plan. Increase the focus on student recruitment-related marketing.

Assist the institution and its personnel in enhancing working relationships with local leaders (civic, governmental, business & industry, other).

Provide counsel to the President, Cabinet, Board of Trustees and other NIC officials as appropriate on issues of concern, both internally and externally.

Maintain effective relations with news media.

### Evaluation of Goal

Accomplished Well

Accomplished Well Beyond Expectations

Accomplished Well Beyond Expectations

Accomplished Well

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

## Computer Information Technology Program

### Goal Statement

Increase opportunities for students to gain practical experience with emerging software and hardware technologies in the classroom and real-world.

Expand existing course offerings to address current and emerging workforce needs.

Continue to increase program enrollment

### Evaluation of Goal

Accomplished Well

Accomplished Well

Accomplished Well

### On-Going for 07 - 08

Yes

Yes

Yes

## Computer Science

### Goal Statement

Develop strategies to support full-time and part-time faculty in teaching roles, professional development, administrative roles, equipment support, and other duties necessary to maintain quality instruction in a manner consistent with faculty contracts.

Increase opportunities for students to gain practical experience with emerging software and hardware technologies in the classroom.

Continually assess and revise the curriculum based on student success to provide the highest quality progressive courses. Specifically, bring our course offerings in line with changes made at the U of I..

Provide the software, hardware, and other technology needed for a high-quality computer science program.

Implement all CS classes with some form of Internet accessibility with the goal of increasing enrollment in all courses offered without sacrificing quality.

### Evaluation of Goal

Did Not Accomplish This Year

Partially Accomplished

Did Not Accomplish This Year

Partially Accomplished

Satisfactorily Accomplished

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

Yes

## **Computer Services: Administrative Computing**

### **Goal Statement**

Select and adopt components for NIC's application development environment for vendor, student and staff contributed systems.

Unify and integrate directory systems to improve the management of digital identity for staff and students.

Expand the use of executive and operational level reporting from the Datatel Colleague system.

Plan, create and develop a portal system allowing the benefits of single sign-on, role-based information access, customization and ease of use for students and staff.

Improve staff efficiency by training on standardized IT systems in ELF.

### **Evaluation of Goal**

Partially Accomplished

Partially Accomplished

Accomplished Well

Did Not Accomplish This Year

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Yes

Yes

Yes

Yes

## Computer Services: Communications

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Define and publish uptime benchmarks for college services.	Partially Accomplished	Yes
Acquire and implement all communications infrastructures for Bonner's Ferry Center and other outreach centers funded from the	Did Not Accomplish This Year	Yes
Ensure business continuity and information availability via improvements in the file management, backup and restore processes. Obtain Internet access from multiple sources to improve uptime.	Partially Accomplished	Yes
Improve network and systems security via consultation, best practice adoption, software acquisition and standards creation. Ensure adequate staff or reallocate staff resources.	Satisfactorily Accomplished	Yes
Develop a transition plan to replace the voice switch (PBX) and bring the benefits of IP telephony to the college's communications.	Accomplished Well Beyond Expectations	No

## **Computer Services: Instructional Computing**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Continue the instructional technology purchases and implementations as prioritized by Instructional Council.	Accomplished Well	Yes
Improve planning for instructional uses of IT by coordinating efforts in the divisions and IT support departments.	Satisfactorily Accomplished	Yes
Promote the use of the Employee Learning Facility (ELF) with faculty to improve the use of standards-based presentation and web-learning resources.	Partially Accomplished	Yes
Revise the wireless rollout plan to emphasize instructional needs. Extend secure wireless network access in classrooms, labs and public areas for instructional computing uses at all NIC facilities.	Satisfactorily Accomplished	Yes
Develop and continue instructional computing support for program initiatives at the Bonner's Ferry Center and other outreach centers.	Satisfactorily Accomplished	Yes

## Computer Services: Labs

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Strengthen the assistance capabilities of Molstead Computer Lab student employees by using all available training resources.	Satisfactorily Accomplished	Yes
Standardize the open lab "experience" for students in all outreach centers.	Accomplished Well	No
Develop qualitative and quantitative assessment methods for standard services delivered in computer lab environments college-	Partially Accomplished	Yes
Improve services for students accompanied by family members.	Accomplished Well Beyond Expectations	No
Acquire and implement a new Pay-for-Print system covering more open lab environments. Prepare to integrate with a campus One Card	Accomplished Well	No

## Conferencing and Events

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Install permanent LCD projectors and sound systems in Lake CdA Room, Driftwood Bay Room, Echo Bay/Blue Creek Bay Room	Did Not Accomplish This Year	Yes
Development of Conferencing & Events Contract that gives an estimate of projected costs to client and is signed prior to event	Satisfactorily Accomplished	Yes
Initiate a 3 year upgrade/replacement schedule for all A/V and Computer equipment on inventory.	Satisfactorily Accomplished	Yes

## **Counseling Services**

### **Goal Statement**

Create and implement specific procedures for suicide prevention, intervention, and response.

### **Evaluation of Goal**

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Support the design and implementation of a pilot project to reduce the underage drinking and alcohol use of NIC residence hall students.

Satisfactorily Accomplished

Yes

## **Culinary Arts**

### **Goal Statement**

Attend different Continuing Education Facility.

### **Evaluation of Goal**

Did Not Accomplish This Year

### **On-Going for 07 - 08**

Yes

Include a "job shadow" into the CULA 151 Intro to Food service.

Did Not Accomplish This Year

Yes

Expand and continue service learning.

Partially Accomplished

Yes

Increase community customer base 5 %.

Accomplished Well Beyond Expectations

Yes

Add kitchen lab and front of the house assistant.

Partially Accomplished

Yes

## **Custodial Services**

### **Goal Statement**

Plan and develop a system for the training of new employees which will allow for consistency, cohesion and synchronization among new and existing employees.

On-going. Continue to experiment and seek changes in custodial methods and procedures to accomplish improvements in the efficiency and quality. How to do the same or more with less.

Continue on-going training programs for the supervisor, leads, and custodial staff to enhance their skills in working with equipment, products, and together as a team.

### **Evaluation of Goal**

Partially Accomplished

Partially Accomplished

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Yes

Yes

## Customized Training

### Goal Statement

### Evaluation of Goal

### On-Going for 07 - 08

Implement Lumens Customized Training system to include business contacts management and instructor data base.

Accomplished Well

Yes

Continue focus on development, quality, and timely delivery of Lean curriculum that focuses on community business needs to include manufacturing, service and health care organizations.

Partially Accomplished

Yes

Increase Customized Training regional client base to include previous customers, high growth businesses, community business sectors, and small, medium and large businesses by establishing Customized Training as a labor market responsive training unit within NIC.

Accomplished Well

Yes

Update promotional materials for Customized Training to include an emphasis on business sector specific marketing materials. Additionally, update Customized Training website to include: downloadable workforce related data; credible applicable workforce issue resources;and direct link for room rentals.

Satisfactorily Accomplished

Yes

## Development/Foundation

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Facilitate integrated relationship between NIC, NIC Foundation, and NIC's supporting organizations to advance the College's vision, mission, and values	Satisfactorily Accomplished	Yes
Expand annual base of support for important NIC needs and future initiatives by providing meaningful opportunities to encourage support of NIC students and unmet College needs	Accomplished Well	Yes
Assist in enhancing perception of value of NIC in region	Satisfactorily Accomplished	Yes
Provide support to College for special initiatives	Accomplished Well	Yes
Provide support to further advance the NIC Foundation's ability to support the College's needs.	Accomplished Well	Yes

## Diesel Technology

### Goal Statement

### Evaluation of Goal

### On-Going for 07 - 08

Strive to expand scope and depth of CD-ROM and internet based laboratory training materials such as those currently used in the truck and heavy equipment industry to ensure effective learning opportunities exist to meet student and industry needs. Also strive to incorporate the use of guest speakers in specific technical areas to further enhance the learning environment

Partially Accomplished

Yes

Explore program expansion options such as evening and summer courses as well as online offerings. Specifically, the addition of several short term training classes in hydraulic fundamentals, electrical systems, diesel engine fundamentals, preventative maintenance, and driver training are being considered for the up coming 2006-2007

Partially Accomplished

Yes

Continue to develop and foster strong training partnerships with industry to meet educational training needs. Cooperative education opportunities will continue to be of primary importance as the industry technician shortage worsens. The Diesel Technology program is scheduled for program review in the 2006-2007 school year. We are exploring the possibility of implementing the AED Foundation Accreditation Program as well for 2006-2007

Partially Accomplished

Yes

Provide a safe and effective laboratory learning environment by replacing worn and outdated tools and equipment with newer tools and equipment with modern safety features.

Accomplished Well

Yes

Provide a high-quality Diesel Technology program to meet student and community needs by continuing to enhance existing mock-up equipment, tools, and training aids. Specifically, the addition of a crawler tractor, electronic shift manual transmission, in-house built electrical/air/computerized engine trainer, and several mock-up transmission are goals for the upcoming year

Accomplished Well

Yes

## **Distance Education**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Conduct a department review that will include the scope and performance of Distance Education services.	Partially Accomplished	Yes
Collaborate with IT to standardize service performance reporting and tracking.	Partially Accomplished	Yes
Collaborate with Student Services to identify enrollment management orientation needs of students off campus.	Partially Accomplished	Yes
Participate in NIC-wide decision making concerning obsolescence of technology and the fiscal impacts.	Partially Accomplished	Yes
Identify training outcomes, workshops and related events that support online instruction.	Partially Accomplished	Yes

## **Drafting Design and Technology**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Visit all Region I high schools before June 1, 2007

Partially Accomplished

Yes

Enroll 32 incoming students in Drafting Program for fall 2006.

Satisfactorily Accomplished

Yes

Hold high school drafting competition before May 15, 2007 which increases NIC Drafting program awareness.

Accomplished Well Beyond Expectations

Yes

Implement Advanced Technical Certificate program for the 2006-07 academic year.

Accomplished Well Beyond Expectations

No

Address all comments from 2005-06 Program Evaluation committee before December 1, 2006.

Accomplished Well

No

## Education

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Hire fulltime education program coordinator/instructor to insure continuity and quality of the program.	Did Not Accomplish This Year	Yes
Analyze the curriculum and modify as needed to insure the curriculum meets INTASC standards.	Accomplished Well	Yes
Continue to offer courses to accommodate the various needs of NIC education majors.	Accomplished Well	Yes
Maintain articulation agreements for Education 201 with our transfer institutions: UI, EWU, BSU, Gonzaga, Whitworth, WSU, and MSU.	Accomplished Well	Yes
Maintain positive relationship between the five northern counties' K-12 schools and NIC's Field Experience Program.	Accomplished Well	Yes

## English

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Continue to advance writing across the curriculum across campus and across disciplines.	Accomplished Well	Yes
Formalize a mentoring process for new part-time faculty.	Accomplished Well	Yes
Continue with the creation of a process that enables faculty to give the Chair information on individual goals.	Partially Accomplished	Yes
Equip LKH 209 with multimedia capabilities.	Accomplished Well Beyond Expectations	No

## **Financial Aid**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Improve Customer Service, Retention, and internal processes by keeping it simple (KIS).

Partially Accomplished

Yes

Implement a Default Management Plan that will include tools for retention.

Partially Accomplished

Yes

Develop a comprehensive College Work Study marketing plan.

Partially Accomplished

Yes

Increase Scholarship/Aid awareness.

Satisfactorily Accomplished

Yes

## **Fine Art**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

As a result of Graphic Design Department's move to Hedlund, the Fine Art Department will continue to define and maximize appropriate physical space for the art/studio and lecture classes.

Satisfactorily Accomplished

Yes

Provide a range of traditional courses that allow art students to experience a broad foundation and assist in the realization of their objectives.

Accomplished Well

Yes

To anticipate and prepare for the recommendations of the Fine Art Program review team for 2006-2007 and integrate those recommendations with existing goals 1-4.

Satisfactorily Accomplished

Yes

A. Continue to develop and expand students' artistic capabilities and aesthetic awareness through sound foundational skills and exposure to the potentials of art.

Accomplished Well

Yes

B. Continue to keep faculty informed and current in the visual arts by attending classes, conferences and/or workshops.

To continue the Visiting Artists Program which provides the opportunity for students to interact with artists from outside NIC. This goal also encourages community interaction with the Fine Art

Accomplished Well Beyond Expectations

Yes

## **Food Services**

### **Goal Statement**

Develop a working relationship with NIC Culinary Arts Program that will offer additional experience to Culinary Art students.

Install CBORD upgrade.

Adjust operational hours of the various food formats to better fit the need of the students and campus community.

Establish policy and procedures that streamline catering contracts and enhance customer awareness of catering services offered.

Develop preventative maintenance program for kitchen equipment.

### **Evaluation of Goal**

Did Not Accomplish This Year

Accomplished Well

Partially Accomplished

Did Not Accomplish This Year

Partially Accomplished

### **On-Going for 07 - 08**

No

Yes

Yes

Yes

Yes

## **Geology/Geography**

### **Goal Statement**

Provide for the maintenance of departmental faculty excellence to ensure the depth of programs.

### **Evaluation of Goal**

Accomplished Well

### **On-Going for 07 - 08**

Yes

Engage in curriculum development to increase the breadth of departmental offerings to stay current with emerging technologies and issues facing modern society

Partially Accomplished

Yes

Construct class schedules that will allow the department to serve as many students as possible.

Satisfactorily Accomplished

Yes

Provide excellence in the classroom and laboratory in the following areas: General (Freshman-level) Geology, Sophomore-level transfer geology, Regional Geology, and the Geographical sciences.

Accomplished Well

Yes

## **Grants**

### **Goal Statement**

Support special funding and initiatives

### **Evaluation of Goal**

Accomplished Well

### **On-Going for 07 - 08**

Yes

Develop relationships with external agencies

Satisfactorily Accomplished

Yes

Foster campus and community collaboration

Satisfactorily Accomplished

Yes

Develop additional federal funding sources

Accomplished Well

Yes

Communicate grant opportunities to NIC community

Accomplished Well

Yes

## Graphic Design

### Goal Statement

Provide an on-going transition to new Graphic Design lab location: both technical and educational settings.

Benchmark local and regional community colleges offering competitive Graphic Design programs.

Provide a full range of graphic design courses as it relates to Graphic Design National Standards. Include an on-going integration of new visual communication technologies into the curriculum to give students a strong foundation to assist their career objectives as entry level Graphic Designers.

Secure a commitment to immediate and on-going financial and technical support (new personnel) supporting the growth of the program and the needs of its aspiring Graphic Design professionals.

Develop long-term strategies to incorporate the Graphic Design program activities within the community and local employers. Including analysis of entry-level employment needs and skills

### Evaluation of Goal

Partially Accomplished

Accomplished Well Beyond Expectations

Did Not Accomplish This Year

Did Not Accomplish This Year

Accomplished Well

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

Yes

## Grounds Services

### Goal Statement

Create Goose & Duck feeding Station on the West River side of beach, taking proactive steps to reduce contact with said birds and safety issues concerning their feces.

Boswell Landscape and Irrigation Renovation

Install permanent picnic tables & benches in select areas on campus

Sidewalk & Radius Curves Installation - To accommodate new traffic patterns arising from the construction of the Meyer Health Sciences Building and to accommodate EZ Go traffic preventing further damage to sprinklers from EZ Go's.

### Evaluation of Goal

Satisfactorily Accomplished

Did Not Accomplish This Year

Did Not Accomplish This Year

Accomplished Well

### On-Going for 07 - 08

No

Yes

Yes

No

## History

### Goal Statement

The history department would like to integrate some form of a Cultural Diversity Program into Campus Events, which focuses on educating the College Community about diversity issues. This goal requires additional funding which must be provided through the Student Services Department or Social Science Division as a line-item addition. Historical lectures, films, and activities could be a campus-wide educational opportunity rather than just a classroom requirement for students enrolled in history courses.

The history department would like to introduce hybrid courses where a portion of the course is taught in the classroom and a portion has on-line materials, communication, and assignment databases. This goal would be implemented in partnership with technicians in distance education and computer services.

The history department would like to get back the one full-time position that it lost three years ago so that the thirty courses offered at North Idaho College could be represented by at least three full-time faculty members, with less of the courses offered by part-time/adjunct

The history department would like to develop and implement flexible schedules in order that courses and workloads be designed according to student and faculty needs. Too often the same lecture is given three times in a day, when the lecture portion of the course could be given once to a large venue and more interpersonal and interactive course curriculum could be done in smaller groups.

### Evaluation of Goal

Partially Accomplished

Satisfactorily Accomplished

Did Not Accomplish This Year

Did Not Accomplish This Year

### On-Going for 07 - 08

Yes

Yes

Yes

No

## Human Resources

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Implement the use of total compensation statements in FY 07	Satisfactorily Accomplished	No
Select and implement a new performance evaluation system	Satisfactorily Accomplished	No
Create Online Harassment Awareness and Prevention Training	Did Not Accomplish This Year	No
Update and revise college policies and procedures to be in concert with best practices in human resources and education.	Partially Accomplished	No
Conduct FLSA job description audit and make appropriate changes before 2007 budget cycle	Satisfactorily Accomplished	No

## Human Services

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Enhance student enrollment and retention in human services	Did Not Accomplish This Year	No

## **Humanities**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Continue to enhance the humanities web site	Did Not Accomplish This Year	Yes
Continue to establish ways to recruit more instructors for Montage	Did Not Accomplish This Year	Yes
Continue to coordinate with NIC library to purchase instructional materials for HUMS 101; to purchase CDs of works to be performed by Spokane and Coeur d'Alene Symphonies during the academic year 2006-2007	Satisfactorily Accomplished	Yes
Continue to establish a pool of speakers with honoraria for their presentations--particularly to invite Harold Balazs to lead a repair effort of the sculpture behind Lee/Kildow Hall	Partially Accomplished	Yes

## **HVAC/R**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Make application for PAHRA Programmatic Accreditation	Partially Accomplished	Yes
Initiate investigation and initial development of a dual enrollment program with local High Schools for the NIC HVACR Technology Program	Did Not Accomplish This Year	Yes
Explore with Technical Advisory Committee the need/relevance of an AAS degree option for the HVACR Technology program	Did Not Accomplish This Year	Yes
Obtain or construct electrical troubleshooting test boards for HVACR	Partially Accomplished	Yes

**Idaho Small Business Development Center**

**Goal Statement**

**Evaluation of Goal**

**On-Going for 07 - 08**

Operate within 2006 budget

Accomplished Well

Yes

24 Training Events and 864 training Hours for 2006

Accomplished Well Beyond Expectations

Yes

1845 hours of consulting in 2006

Accomplished Well

Yes

Average consulting engagement per client at 8.5 hours or above.

Accomplished Well

Yes

Client satisfaction at 90% or higher

Accomplished Well Beyond Expectations

Yes

## **Instructional Media Services**

### **Goal Statement**

Upgrade student editing system to become learning station for faculty in preparing their curriculum using the presentation materials IMS has in its digital library.

Convert VHS duplication station to DVD format as primary media delivery method.

Assist faculty to explore new methods of teaching using multimedia content delivered via the Web.

Streamline inventory and the check-out/reservation system by implementing on-line database and services software.

Upgrade five substandard classrooms to minimum classroom technology requirement as established through IMS's classroom equipment standards.

### **Evaluation of Goal**

Did Not Accomplish This Year

Accomplished Well

Partially Accomplished

Partially Accomplished

Accomplished Well Beyond Expectations

### **On-Going for 07 - 08**

Yes

No

Yes

Yes

Yes

## Journalism

### Goal Statement

The Sentinel needs a new printer. We need an equipment budget to allow us to replace two of six computers every three years. We need continual computer updating to accommodate continual changes in hardware and software for learning purposes and to be compatible with the LCC MacLab and The Coeur d'Alene Press, where The Sentinel is printed. Ideally journalism would have enough Macintosh machines (12) to have its own lab in our building. This would eliminate scheduling and equipment conflicts with the LCC lab and

Update course syllabi to include working with "new" technology such as the Internet, digital photography and related computer equipment.

Journalism spaces need revamping. The tile floor is falling apart and beyond being cleanable. Tiles are missing and broken. The floor is cold for us and noisy to the people below. We need a carpet. Our rooms always are cold. Our walls need painting.

Maintain general excellence of the program and The Sentinel.

The journalism department needs a newsletter to mail to alumni and benefactors and to be available online with The Sentinel website. Workstudy and practicum students could work on this with the instructor.

### Evaluation of Goal

Did Not Accomplish This Year

Partially Accomplished

Accomplished Well

Accomplished Well

Did Not Accomplish This Year

### On-Going for 07 - 08

Yes

Yes

No

Yes

No

## Law Enforcement

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Ensure enrollment for each semester is sufficient for program continuation.	Accomplished Well	Yes
Enhance recruitment efforts through presentations, etc.	Accomplished Well	No
Provide a smooth transition from the current to the new Coordinator of the Law Enforcement program.	Accomplished Well	No

## Machine Technology

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Develop live tooling curriculum component for CNC Lathe.	Partially Accomplished	Yes
Update CNC turning machines.	Accomplished Well Beyond Expectations	No
Incorporate MasterCam version 10 into second semester curriculum.	Partially Accomplished	Yes
Develop 4th axis project and integrate into second year curriculum.	Partially Accomplished	Yes
In addition to existing recruiting efforts in Region I, establish recruiting contacts in Spokane Valley area high schools in Washington with technical programs.	Partially Accomplished	Yes

**Mail-Copy Center Services**

**Goal Statement**

Promote the Copy Center to the point it receives 90% of the copying done on campus. It would be more cost effective to the departments and a financial savings to the college by keeping money on campus.

Have the employees both attend outside training on postal regulations and procedures and tour other colleges and businesses to observe how they provide services.

Continue in the direction of making the Mail/Copy Center a "one stop shop" for the Campus Community

**Evaluation of Goal**

Accomplished Well

Satisfactorily Accomplished

Accomplished Well

**On-Going for 07 - 08**

Yes

Yes

Yes

**Maintenance Mechanic/Millwright**

**Goal Statement**

Cultivate/develop more work-based learning activities for students within the local area.

Upgrade to current industry standard, program instruction on bolting technology.

Increase Maintenance Mechanic/Millwright Program awareness among area high school students.

**Evaluation of Goal**

Accomplished Well

Accomplished Well

Partially Accomplished

**On-Going for 07 - 08**

Yes

No

Yes

## Mathematics

### Goal Statement

Through creativity, efficiency, and support from administration, maintain the quality of departmental course offerings and activities

Provide the highest quality educational programs possible by continually assessing and revising department curriculum and policies with the goal of promoting student success.

Provide the software, hardware, and other technology needed for high-quality educational programs.

Develop strategies to support full-time and part-time faculty in teaching roles, administrative roles, and other duties necessary to maintain quality programs.

### Evaluation of Goal

Partially Accomplished

Accomplished Well Beyond Expectations

Partially Accomplished

Did Not Accomplish This Year

### On-Going for 07 - 08

Yes

Yes

Yes

Yes

## Modern Languages

### Goal Statement

Make connections with area high schools with the goal of increasing awareness of College's language programs and course offerings, which might lead to an increase in enrollment.

Complete Program Review.

Examine assessment tools for the language and culture courses.

### Evaluation of Goal

Accomplished Well

Did Not Accomplish This Year

Accomplished Well

### On-Going for 07 - 08

Yes

Yes

Yes

## **Molstead Library**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Retrofit Todd Lecture Hall so that Todd Hall's A/V and computer equipment meet classroom control switching systems standards that are being implemented on the NIC campus.	Accomplished Well	No
Assess library services and resources with the express purpose of improving those resources for and services to NIC faculty and	Partially Accomplished	Yes
Provide wireless access to better meet the demands of students.	Accomplished Well Beyond Expectations	No
Continue to convert the NIC Public and Popcorn Forum master tapes to DVD.	Partially Accomplished	Yes
Continue to explore the content and full-text coverage of online periodical databases and add a minimum of two full-text periodical databases to the library's existing online collection.	Accomplished Well	Yes

## **Music**

### **Goal Statement**

Improve the quality and amount of educational space within the music department. Upgrade the presentation systems used in music classrooms.

Improve recruiting process by systematically reaching out to area high school band and choral directors.

Provide appropriate equipment for quality education in music courses. The department will continue to develop and adjust a schedule of basic maintenance and replacement for such equipment. From this schedule, an adequately funded budget will be developed.

Provide quality music education to all students enrolled in music courses, building on the strengths and quality of the faculty members, who will continue to study and restructure/develop appropriate music courses.

### **Evaluation of Goal**

Partially Accomplished

Satisfactorily Accomplished

Partially Accomplished

Accomplished Well

### **On-Going for 07 - 08**

Yes

Yes

Yes

Yes

**Nursing - Associate Degree**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Evaluate the current methods of clinical evaluation with the intent of making recommendations for change.	Accomplished Well Beyond Expectations	No
Evaluate the effectiveness of the current utilization of faculty in meeting program outcomes.	Accomplished Well	Yes
Develop a plan for a comprehensive curriculum review and revision.	Accomplished Well	No
Continue to evaluate the impact of increasing numbers of nursing students.	Accomplished Well	Yes
Conduct site visit for NLNAC accreditation	Accomplished Well Beyond Expectations	No

**Nursing - Practical Nursing**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Work to establish better use of the current and future nursing laboratory facilities.	Satisfactorily Accomplished	Yes
Evaluate syllabus and handbook to check for congruency of the policies and procedures of the Practical Nursing program.	Accomplished Well	Yes
Maintain enrollment percentage and allow for stabilization of the distance-learning program.	Satisfactorily Accomplished	Yes
Update the Practical Nursing Curriculum to be consistent with new textbooks, focusing on objectives and curriculum outline.	Accomplished Well	Yes

## **Outdoor Power/Recreational Vehicle Technology**

### **Goal Statement**

Improve parts cleaning capabilities in the shop.

Obtain one fuel injected Harley-Davidson motorcycle for fuel systems training.

Instructor to earn EETC, Equipment and Engine Training Council Certification, for the OPRV program.

Repair and maintain all equipment in OPRV machine shop so it is at 100% operation.

### **Evaluation of Goal**

Accomplished Well

Accomplished Well

Partially Accomplished

Satisfactorily Accomplished

### **On-Going for 07 - 08**

Yes

No

Yes

Yes

## **Pharmacy Technology**

### **Goal Statement**

Continue to add to the marketing plan to increase enrollment

Explore adding continuing education course to program for nationally certified technicians.

Implement the new Qs1 computer/insurance program.

Continue PR work in the community to increase support

### **Evaluation of Goal**

Partially Accomplished

Partially Accomplished

Accomplished Well Beyond Expectations

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Yes

No

Yes

## **Philosophy**

### **Goal Statement**

Develop additional internet and IVC philosophy courses.

Identify and retain qualified adjunct faculty.

Meet occasionally as a department for informal discussion.

### **Evaluation of Goal**

Satisfactorily Accomplished

Accomplished Well

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Yes

Yes

## **Photography**

### **Goal Statement**

Replace and repair department equipment and facilities as needed.

Partner with Information Technology to upgrade Photoshop in their computer labs.

Establish schedule for use of Graphic Design computer lab by Introduction to Digital Photography courses.

Offer first Introduction to Digital Photography course at N.I.C.

### **Evaluation of Goal**

Accomplished Well

Accomplished Well

Partially Accomplished

Accomplished Well Beyond Expectations

### **On-Going for 07 - 08**

Yes

No

No

No

## **Physical Education and Dance**

### **Goal Statement**

Create locker room/shower facilities in the Physical Education Building (Winton).

Continue to expand department offerings for both traditional and online courses in order to meet the needs and interests of the students and community.

Hire one new full time Physical Education instructor.

Development of an Exercise Science/Personal Training program and certification.

### **Evaluation of Goal**

Did Not Accomplish This Year

Accomplished Well

Accomplished Well Beyond Expectations

Did Not Accomplish This Year

### **On-Going for 07 - 08**

Yes

Yes

No

Yes

## Physical Plant

### Goal Statement

This goal is related to Facilitates purpose and scope.

Adjustment, repair and replacement of door operators, closures and hardware.

This goal is related to Vice-President for Administration area of emphasis on reducing costs. Expand commissioning team to include all facility team members. Explore all opportunities to reduce operating costs and save energy.

This goal is related to our own department mission, "Build teamwork within all facility operations". Cooperation between all groups will make coordinating projects and events more efficient.

This goal is related to the Vice-President for Instructions goal of increasing enrollment growth.

Paint and repair of facilities to beautify campus.

This goal is related to Facilities purpose & scope.

Alterations and repair of sidewalks, curbing and asphalt across campus. Need to meet ADA standard and provide safe travel for all visitors on campus.

### Evaluation of Goal

### On-Going for 07 - 08

Accomplished Well Beyond Expectations

No

Satisfactorily Accomplished

Yes

Satisfactorily Accomplished

Yes

Partially Accomplished

Yes

Partially Accomplished

Yes

## **Physics and Engineering**

### **Goal Statement**

To insure quality instruction and advising in all physics and engineering courses.

To continue to participate in professional development activities for both faculty and staff.

To continue to develop mutually beneficial relationships with businesses, professional organizations and schools, with an emphasis on recruiting students.

### **Evaluation of Goal**

Satisfactorily Accomplished

Did Not Accomplish This Year

Partially Accomplished

### **On-Going for 07 - 08**

Yes

Yes

Yes

## Planning, Assessment and Research

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Finalize standard Institutional Research publications such as the Common Data Set and the Dashboard Indicators.	Accomplished Well	No
Direct the completion of the action plans needed for the goals and objectives in the 2004-2007 Strategic Plan.	Satisfactorily Accomplished	No
Develop a plan in cooperation with Computer Services for the implementation of data warehousing at NIC including required data structures, software reporting tools and staff training to collect and process information.	Accomplished Well	No
Assist the Outcomes Assessment Committee in the continuing analysis of instructional outcomes assessment practices; facilitate the pilot assessment projects for the writing ability and the problem solving	Accomplished Well	Yes
Incorporate a continuous improvement component by implementing a system for assessing the services provided by administrative and support departments.	Accomplished Well	Yes

## **Political Science**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

To encourage students to understand and appreciate all forms of diversity in our global society.

Accomplished Well

Yes

To encourage all students to be active members of our democracy.

Accomplished Well Beyond Expectations

Yes

To provide a rigorous and empowering education for our transfer students to four year colleges and universities.

Accomplished Well Beyond Expectations

Yes

To encourage students to become aware of the importance of political, social and economic issues of our times.

Accomplished Well

Yes

To teach and encourage all students how to recognize and evaluate individual and group political behavior for effective social responsibility and citizenship in society.

Accomplished Well Beyond Expectations

Yes

## **President's Office**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Acquire land for future expansion of campus.

Accomplished Well

Yes

Implement growth & outreach initiatives for both transfer and PTE programs.

Accomplished Well

Yes

Educate local community and legislators to benefits of NIC to the local community/economy, as well as the benefits of local control and self-governance.

Accomplished Well

Yes

Collaborate with local school districts to expand PTE, dual enrollment, and other opportunities in our service area.

Accomplished Well

Yes

Expand capacity to raise external funds, including federal appropriations, through the NIC Foundation, the Booster Club, and the Grants office.

Satisfactorily Accomplished

Yes

**Professional-Technical Student Support Services**

**Goal Statement**

Generate an awareness of support services available to PT students

Positive identification of special population students enrolled in PT programs

Create an annual marketing plan

Develop student tracking system to allow instructors to closely monitor limited enrollment student progress from enrollment to program completion.

**Evaluation of Goal**

**On-Going for 07 - 08**

Accomplished Well Beyond Expectations

Yes

Did Not Accomplish This Year

No

Partially Accomplished

Yes

Satisfactorily Accomplished

Yes

## Psychology

### Goal Statement

### Evaluation of Goal

### On-Going for 07 - 08

Establish a mentoring system for adjuncts with tenured or tenure-track member serving as a resource persons. Mentoring could also include faculty members sitting in on one another's lectures.

Did Not Accomplish This Year

Yes

Participate in NIC's Fall Career Exploration & Goal Setting Day during Student Success Week to promote and inform students of career options in Psychology and/or sub-fields of Psychology. Preferably, in conjunction with The University of Idaho and Lewis-Clark State College. This will become an annual event.

Accomplished Well

Yes

Develop a system of funding to allow tenured and tenure-track members to attend one regional or national conference per year.

Did Not Accomplish This Year

Yes

Establish a monthly meeting of tenured and tenure-track psychology faculty members to exchange ideas, review departmental needs, and make recommendations regarding such needs.

Partially Accomplished

Yes

Find ways to promote membership in the Psi Beta honor society.

Satisfactorily Accomplished

Yes

## Qualified Worker Retraining program

Goal Statement	Evaluation of Goal	On-Going for 07 - 08
Facilitation of and collaboration with consortium and One-Stop partners on identifying and addressing issues of local and regional employment trends and training needs that lead to program and participant success as specified by WIA regulations, the Workforce Development Council and Idaho Commerce and Labor.	Accomplished Well	Yes
Build and maintain collaborative working relationships with local businesses, professional organizations, social service agencies and educational institutions/departments to maximize available resources for program participants and program development.	Accomplished Well	Yes
Delivery of services and appropriate allocation of resources to qualified individuals resulting in desired outcomes measurements as established by WIA Federal Regulations, the Workforce Development Council, and Idaho Commerce and Labor	Accomplished Well Beyond Expectations	Yes
Continue developing, maintaining and strengthening program/college relationship with Idaho Commerce and Labor and the Workforce Development Council.	Accomplished Well	Yes

## **Registrar's Office**

### **Goal Statement**

Develop the Registrar's Office web page.

Complete the Datatel transcript cleanup.

Create and implement degree audit for the Fall of 2006.

Develop a Datatel procedures manual for the Registrar's Office.

### **Evaluation of Goal**

Partially Accomplished

Accomplished Well

Accomplished Well Beyond Expectations

Accomplished Well Beyond Expectations

### **On-Going for 07 - 08**

Yes

No

No

Yes

## **Residence Hall**

### **Goal Statement**

Establish a system to monitor Residence Hall students' average G.P.A. in order to customize programming to better address student needs and development.

Pursue options of offering housing to LCSC & U of I single students.

Develop an approach to raise retention rate in the Residence Hall.

### **Evaluation of Goal**

Did Not Accomplish This Year

Did Not Accomplish This Year

Did Not Accomplish This Year

### **On-Going for 07 - 08**

No

No

No

## **Social Work**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Work in partnership with NICHE to develop NIC and LCSC social work programs that have a sound curricular foundation, provide continuity across both programs, and meet student/community

Accomplished Well

Yes

Improve student access to social work courses through the use of diverse instructional modalities and flexible course scheduling.

Partially Accomplished

Yes

Continue to advance student learning through community service, collaboration, needs assessment, intervention and service learning projects.

Accomplished Well

Yes

Ensure that social work students are culturally competent through the use of experiential learning activities in culturally diverse fields of practice.

Accomplished Well

Yes

## **Sociology**

### **Goal Statement**

### **Evaluation of Goal**

### **On-Going for 07 - 08**

Work on and enhance the quality of our instruction in sociology.

Accomplished Well

Yes

Identify and retain qualified adjunct faculty.

Accomplished Well

Yes

Integrate service-learning as an option in more courses, furthering students' learning.

Accomplished Well

Yes

Continue to promote and further ongoing dialogue between sociology instructors by having periodic meetings, insuring consistency in terms of outcomes in multi-section courses and across the department

Accomplished Well

Yes

## Speech Communication

### Goal Statement

Explore means to recruit area high school students.

### Evaluation of Goal

Satisfactorily Accomplished

### On-Going for 07 - 08

No

Continue to promote public speaking through the department's speech contest.

Accomplished Well Beyond Expectations

Yes

Continue to promote enrollment in communication classes.

Accomplished Well Beyond Expectations

Yes

Research the transferability and course credit of speech offerings with a view to area colleges and universities.

Did Not Accomplish This Year

No

Replace worn-out, non-functioning classroom equipment for Boswell 138, 142, and 220.

Partially Accomplished

Yes

## Student Activities

### Goal Statement

Increase the effectiveness and scope of our existing leadership development programs by: compiling leadership development activities, strategies, and resources into a development training guide, searching out new resources for leadership development, and expanding leadership development programs to reach new populations.

### Evaluation of Goal

Satisfactorily Accomplished

### On-Going for 07 - 08

No

Increase the effectiveness of the Student Events Board in order to offer high quality and well attended events.

Accomplished Well

No

Continue to increase the effectiveness and efficiency of the OARS program.

Accomplished Well Beyond Expectations

No

**Student Activities: ASNIC**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Work with ASNIC to create better representation to outreach centers.	Partially Accomplished	Yes
Continue the pursuit of funding and building a Student Recreation Center.	Did Not Accomplish This Year	Yes
Monitor ASNIC spending, maintaining that the board remains fiscally responsible for the budget and work to undo the negative reserve balance incurred in FY2004-05.	Accomplished Well	No
Create better ties and relationships with the new Vice President of Student Services.	Accomplished Well	No
Work with ASNIC to establish online voting for their elections.	Partially Accomplished	Yes

**Student Activities: Outdoor Pursuits**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Create viable sailboat and lake kayak program (during the summer months)	Satisfactorily Accomplished	No
Continue professional development in order to stay current w/ risk management industry standards.	Accomplished Well	Yes
Upgrade Beach Facilities	Partially Accomplished	Yes
Make NIChallenge Adventure Race a premier destination race for CDA	Partially Accomplished	No
Increase student trip leaders through mentor program	Accomplished Well	No

**Student Activities: Recreational Sports**

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Continue to find innovative training tools and materials to help in the development of Intramural Sports Officials.	Accomplished Well	No
Continue to provide innovative activities for traditional and non-traditional students, while keeping in mind the number one concern is student safety.	Accomplished Well	No
Develop a needs assessment for recreational sports participants and potential participants to help discover their interests/needs and to subsequently design programs that meet their interests/needs.	Did Not Accomplish This Year	Yes
Provide students with the opportunities to participate in the Northwest Region 14 ACUI College Bowl and Recreation Tournaments. In addition provide students with the opportunities to participate in NIRSA extramural activities as participants and officials.	Partially Accomplished	Yes
Continue to improve the Recreational Sports web page, so students use it as a means of stay current with recreational opportunities.	Satisfactorily Accomplished	No

## Student Health Services

### Goal Statement

To continue participation in planning and activities that ensure student success, improved retention and support for high attrition and at-risk populations.

### Evaluation of Goal

Satisfactorily Accomplished

### On-Going for 07 - 08

Yes

Analyze American College Health Survey data and implement programs or services for health issues that are identified in that data.

Satisfactorily Accomplished

Yes

Continue to look at best practices that maximize efficiency of staff and service delivery to students, including outreach and online students.

Accomplished Well

Yes

To participate in the Idaho State Health Coalition and utilize information, training and programs for implementation at North Idaho College in collaboration with Counseling Services and the Residence Hall Staff and other departments as indicated.

Partially Accomplished

Yes

## Student Union

### Goal Statement

Re-evaluate staffing needs for Union in order to optimize labor dollars.

### Evaluation of Goal

Accomplished Well

### On-Going for 07 - 08

Yes

Evaluate and revise current operational standards for the Student Union to ensure proper financial management of the Union.

Partially Accomplished

Yes

Develop plan and start restroom remodel.

Did Not Accomplish This Year

Yes

## Testing Center

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Create a plan for developing a Testing Center staffing and operational response to meet the growing demand in the quantity and variety of testing.	Partially Accomplished	Yes
Design and implement a Testing Center promotional campaign to increase awareness of Testing Center operations and services.	Satisfactorily Accomplished	Yes
Create a plan for developing and maintaining the technology needs of the Testing Center.	Satisfactorily Accomplished	Yes

## Theatre

<b>Goal Statement</b>	<b>Evaluation of Goal</b>	<b>On-Going for 07 - 08</b>
Send students to regional theatre workshops such as Kennedy Center American College Theatre Festival or Rocky Mountain Theatre Association and/or professional theatre experiences in Seattle, Ashland, etc.	Partially Accomplished	Yes
Meet minimum number of enrollments for all classes	Satisfactorily Accomplished	Yes
Encourage area high school seniors to consider joining our Theatre Arts program	Satisfactorily Accomplished	Yes
Encourage community involvement in NIC productions during the Fall production.	Accomplished Well	No
Create a part time scene design/technical director position	Did Not Accomplish This Year	Yes

**Trades & Industry Division**

**Goal Statement**

**Evaluation of Goal**

**On-Going for 07 - 08**

Increase Frivolity.

Satisfactorily Accomplished

Yes

Develop Standardized T&I Shop Account procedures and guidelines.

Accomplished Well

No

Utilize needs assessment surveys to determine local area needs for expanded or new T&I programs.

Partially Accomplished

Yes

Explore creative scheduling and delivery of current T&I programs.

Satisfactorily Accomplished

Yes

Improve Advisory Committee Participation for all T&I programs.

Satisfactorily Accomplished

Yes

**Transportation**

**Goal Statement**

**Evaluation of Goal**

**On-Going for 07 - 08**

Keep communications with other departments efficient and pleasant.

Accomplished Well Beyond Expectations

Yes

The highest priority is for safe travel. This is accomplished by adhering to college travel policy.

Accomplished Well Beyond Expectations

Yes

The fleet needs to be of high quality so people can get home. Our vans are also moving bill boards and need to be attractive.

Accomplished Well

Yes

Coordinate repairs for other departments so that the cost and convenience is as favorable as can be done. Tighter budgets make this more important.

Accomplished Well Beyond Expectations

Yes

Provide scheduling in an efficient and pleasant manner.

Accomplished Well Beyond Expectations

Yes

**TRIO - Student Support Services**

**Goal Statement**

**Evaluation of Goal**

**On-Going for 07 - 08**

Improve communication with project participants by using additional delivery methods, such as email and web-based information.

Partially Accomplished

Yes

Continue to strengthen the program's evaluation processes.

Partially Accomplished

Yes

Convert Tutor and Mentor trainings to courses taught for credit.

Satisfactorily Accomplished

Yes

**Welding Technology**

**Goal Statement**

**Evaluation of Goal**

**On-Going for 07 - 08**

Provide welder certification for local community and businesses (at reduced cost if possible).

Did Not Accomplish This Year

Yes

Develop additional Welding schedule delivery to accommodate non-traditional students.

Partially Accomplished

Yes

Enhance the recruitment of local high school graduates into the NIC Welding Program.

Accomplished Well

Yes

Increase program capacity to 16, and maintain high enrollment.

Accomplished Well Beyond Expectations

Yes

## **Workforce Development and Apprenticeships**

### **Goal Statement**

Expand course offerings to satellite sites

Do more with less...

Explore ways to offer programs that meet the traditional WTC student's needs

Continue to collaborate with division chairs to coordinate course

Develop new profit-producing programs

### **Evaluation of Goal**

Satisfactorily Accomplished

Partially Accomplished

Satisfactorily Accomplished

Satisfactorily Accomplished

Partially Accomplished

### **On-Going for 07 - 08**

Yes

No

Yes

Yes

Yes

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“Accomplished Well Beyond Expectations”

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# “Accomplished Well Beyond Expectations”

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## **ABE/GED**

Enhance community partnerships and collaborative efforts within our service area.

## **Allied Health**

Develop course offerings for older adults.

## **Athletics**

Finish in the upper division of the Scenic West Athletic conference in all sports and compete nationally for at least three of our seven intercollegiate sports.

Maintain GPA's of student-athletes to consistently exceed the GPA of the overall student body of NIC, for all athletic programs.

## **Automotive Technology**

Maintain program enrollment at 24 students.

## **Business Administration**

Continue the close collaboration with Lewis-Clark State College and the University of Idaho.

## **Career Services**

In addition to the above goal, since student career goals are a key factor in retention, work to identify at least one new strategy for using Career Services to assist students with informed and considered exploration of career goals.

## **College Relations**

Utilize focus groups to gather effective feedback about the usability of the website; implement changes as necessary.

## **College Skills Division**

Adopt CSC 107 College Assistive Technology Skills and CSC 108 College Tutoring Skills as new course offerings in the College Skills Division.

## **Collision Repair Technology**

Increase (by 2) mock ups of late model vehicles

## **Community Relations**

Provide counsel to the President, Cabinet, Board of Trustees and other NIC officials as appropriate on issues of concern, both internally and externally.

Assist the institution and its personnel in enhancing working relationships with local leaders (civic, governmental, business & industry, other).

## **Computer Services: Communications**

Develop a transition plan to replace the voice switch (PBX) and bring the benefits of IP telephony to the college's communications.

## **Computer Services: Labs**

Improve services for students accompanied by family members.

## **Culinary Arts**

Increase community customer base 5 %.

## **Drafting Design and Technology**

Implement Advanced Technical Certificate program for the 2006-07 academic year.

Hold high school drafting competition before May 15, 2007 which increases NIC Drafting program awareness.

## **English**

Equip LKH 209 with multimedia capabilities.

## **Fine Art**

To continue the Visiting Artists Program which provides the opportunity for students to interact with artists from outside NIC. This goal also encourages community interaction with the Fine Art Department.

## **Graphic Design**

Benchmark local and regional community colleges offering competitive Graphic Design programs.

## **Idaho Small Business Development Center**

24 Training Events and 864 training Hours for 2006

Client satisfaction at 90% or higher

Department Goals Rated "Accomplished Well Beyond Expectations"

Page 74

## **Instructional Media Services**

Upgrade five substandard classrooms to minimum classroom technology requirement as established through IMS's classroom equipment standards.

## **Machine Technology**

Update CNC turning machines.

## **Mathematics**

Provide the highest quality educational programs possible by continually assessing and revising department curriculum and policies with the goal of promoting student success.

## **Molstead Library**

Provide wireless access to better meet the demands of students.

## **Nursing - Associate Degree**

Conduct site visit for NLNAC accreditation

Evaluate the current methods of clinical evaluation with the intent of making recommendations for change.

## **Pharmacy Technology**

Implement the new Qs1 computer/insurance program.

## **Photography**

Offer first Introduction to Digital Photography course at N.I.C.

## **Physical Education and Dance**

Hire one new full time Physical Education instructor.

## **Physical Plant**

This goal is related to Facilitates purpose and scope.

Adjustment, repair and replacement of door operators, closures and hardware.

## **Political Science**

To provide a rigorous and empowering education for our transfer students to four year colleges and universities.

To encourage all students to be active members of our democracy.

To teach and encourage all students how to recognize and evaluate individual and group political behavior for effective social responsibility and citizenship in society.

## **Professional-Technical Student Support Services**

Generate an awareness of support services available to PT students

## **Qualified Worker Retraining program**

Delivery of services and appropriate allocation of resources to qualified individuals resulting in desired outcomes measurements as established by WIA Federal Regulations, the Workforce Development Council, and Idaho Commerce and Labor

Department Goals Rated "Accomplished Well Beyond Expectations"

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## **Registrar's Office**

Create and implement degree audit for the Fall of 2006.

Develop a Datatel procedures manual for the Registrar's Office.

## **Speech Communication**

Continue to promote public speaking through the department's speech contest.

Continue to promote enrollment in communication classes.

## **Student Activities**

Continue to increase the effectiveness and efficiency of the OARS program.

## **Transportation**

Provide scheduling in an efficient and pleasant manner.

Keep communications with other departments efficient and pleasant.

Coordinate repairs for other departments so that the cost and convenience is as favorable as can be done. Tighter budgets make this more important.

The highest priority is for safe travel. This is accomplished by adhering to college travel policy.

## **Welding Technology**

Increase program capacity to 16, and maintain high enrollment.

Department Goals Rated "Accomplished Well Beyond Expectations"

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“Accomplished Well”

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# “Accomplished Well”

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## **ABE/GED**

Advance student assessment, both pre-and post-testing using the TABE, and CASAS according to federal performance indicators.

Expand effective small class offerings (additional evening and weekend class instruction) in all regional sites to better meet student

Obtain additional grant funding to maintain current instructional offerings and expand new projects and/or programs.

Improve student outcomes-completion, obtain employment, retain employment, acquire GED, and/or transition to post-secondary education as outlined in the federal performance indicators

## **Accounting Assistant Program**

Update accounting software to keep current with industry standards.

## **Admissions Office**

Develop and implement a comprehensive recruitment and communications plan designed to influence the decision to apply and enroll at NIC.

## **Advising Services**

Support and guide the Advising Committee in the development and implementation of advising strategies supporting student retention and the student success initiative.

## **Alumni Relations**

Continue involvement in initiatives to increase the base of support for the College.

Provide opportunities for alumni to become involved in the Alumni Association, Foundation activities and the College.

Increase contact with all alumni to reacquaint and foster relationships between the College and its alumni to enhance future support.

## **American Indian Studies**

Improve Retention: Develop strategies and services to continuously improve Indian student success.

## **Anthropology**

Insure courses that meet the needs of students who plan to pursue a degree in anthropology at a four-year college or university.

Provide high quality instruction that promotes lifelong learning and allows students to develop the capabilities needed to understand the past and meet the complexities and challenges of the future.

Compliment the career goals of students pursuing other degrees by broadening their educational reparatory and meeting cultural diversity requirements.

Work with diversity issues and promote the infusion of diversity into our department and curricula.

Structure the curriculum to offer practical, scientific, and cultural perspectives of the human experience.

## **Applied Technology (ATEC)**

Continue to pursue ATEC courses as an option for Professional-Technical students in lieu of Freshman Transition class.

## **Athletics**

Enhance the positive image of the athletics department amongst faculty, on the campus, and in the community.

Increase financial support of athletic programs through external resources, by identifying new resources for fundraising efforts and activities.

## **Automotive Technology**

Explore possible options for Summer semester credit offerings in Automotive related subjects.

Continue to implement PowerPoint presentations, as well as a broad variety of Elmo appropriate documents, into classroom instruction where appropriate.

## **Biology**

Work with all instructors in the department to assure proper use of and integration of new technologies in the New Science building.

Continue developing the Hybrid A&P course to be offered this summer.

## **Bookstore**

Enhance budget and cash flow management by reducing overall inventories from 04/05 and 05/06 levels and successfully reaching net revenue targets for the fiscal year.

## **Business & Office Technology**

Expand online/hybrid course offerings.

## **Business Administration**

Offer new courses at times and locations most conducive to enrollment increase. Attract community members and managers to these courses by offering some of them in online, weekend, or hybrid format.

## **Business Office**

Participate in the successful implementation of Release 18 of Datatel including the maintenance and improvement of Datatel Budget reports.

Develop training manual for new Budget Officers

## **Center for Educational Access**

Create a newsletter to increase awareness of the Deaf community of educational opportunities and available support to enroll as a student at NIC by May 07.

Develop an ongoing plan for acquisition, placement, and continuation of required assistive technology at NIC, which includes all distance education sites to ensure timely and adequate access for students with disabilities.

## **Center for New Directions**

Continue to work with Distance Education to provide workshops and services to Shoshone, Bonner and Boundary counties.

## **Child Development**

Continue to meet the needs of students in outlying areas of Region One.

## **Children's Center**

Continue to strive to ensure the Center is meeting the needs of enrolled parents.

Strengthen family involvement.

Continue to explore and implement resources, activities and site visits to enhance diversity awareness.

## **College Relations**

Work closely with the Admissions staff, and PTE staff to assist with the development of recruitment materials which support their recruiting initiatives.

Continue to work to find effective marketing strategies to inform students of various demographics (traditional, non-traditional, academic transfer, PTE, workforce training). Working with other departments as appropriate, especially Admissions, create and implement a comprehensive campaign to enhance enrollment.

Create and maintain a production schedule for all major college publications.

## **College Skills Division**

Research and collect data regarding student success and retention rates for: First time - full time, undecided students who are taking two or more developmental courses.

Work with the advising committees so that students who test into two or more of the following developmental courses be assigned an advisor from the College Skills Division: CSC 010, CSC 013, Math 015 or English 045.

## **Collision Repair Technology**

Increase recruiting efforts to ensure quality students entering Collision Repair Program

## **Community Education**

Effectively prepare and market course offerings in published course catalogs while utilizing Lumens web-based enrollment systems and supplemental public relations efforts.

Partner and collaborate with community organizations, businesses, and individuals to access instructional talent, class resources, and instructional sites.

Expand the variety and number of Community Education class offerings to meet our communities' leisure learning educational

## **Community Relations**

Maintain effective relations with news media.

Continue to refine and improve, in conjunction with College Relations and Admissions (and other departments as appropriate), a Marketing plan. Increase the focus on student recruitment-related marketing.

## **Computer Information Technology Program**

Expand existing course offerings to address current and emerging workforce needs.

Increase opportunities for students to gain practical experience with emerging software and hardware technologies in the classroom and real-world.

Continue to increase program enrollment

## **Computer Services: Administrative Computing**

Expand the use of executive and operational level reporting from the Datatel Colleague system.

## **Computer Services: Instructional Computing**

Continue the instructional technology purchases and implementations as prioritized by Instructional Council.

## **Computer Services: Labs**

Standardize the open lab "experience" for students in all outreach centers.

Acquire and implement a new Pay-for-Print system covering more open lab environments. Prepare to integrate with a campus One Card system.

## **Customized Training**

Implement Lumens Customized Training system to include business contacts management and instructor data base.

Increase Customized Training regional client base to include previous customers, high growth businesses, community business sectors, and small, medium and large businesses by establishing Customized Training as a labor market responsive training unit

## **Development/Foundation**

Provide support to further advance the NIC Foundation's ability to support the College's needs.

Expand annual base of support for important NIC needs and future initiatives by providing meaningful opportunities to encourage support of NIC students and unmet College needs

Provide support to College for special initiatives

## **Diesel Technology**

Provide a high-quality Diesel Technology program to meet student and community needs by continuing to enhance existing mock-up equipment, tools, and training aids. Specifically, the addition of a crawler tractor, electronic shift manual transmission, in-house built electrical/air/computerized engine trainer, and several mock-up transmission are goals for the upcoming year

Provide a safe and effective laboratory learning environment by replacing worn and outdated tools and equipment with newer tools and equipment with modern safety features.

## **Drafting Design and Technology**

Address all comments from 2005-06 Program Evaluation committee before December 1, 2006.

## **Education**

Maintain positive relationship between the five northern counties' K-12 schools and NIC's Field Experience Program.

Maintain articulation agreements for Education 201 with our transfer institutions: UI, EWU, BSU, Gonzaga, Whitworth, WSU, and

Analyze the curriculum and modify as needed to insure the curriculum meets INTASC standards.

Continue to offer courses to accommodate the various needs of NIC education majors.

## **English**

Formalize a mentoring process for new part-time faculty.

Continue to advance writing across the curriculum across campus and across disciplines.

## **Fine Art**

A. Continue to develop and expand students' artistic capabilities and aesthetic awareness through sound foundational skills and exposure to the potentials of art.

B. Continue to keep faculty informed and current in the visual arts by attending classes, conferences and/or workshops.

Provide a range of traditional courses that allow art students to experience a broad foundation and assist in the realization of their objectives.

## **Food Services**

Install CBORD upgrade.

## **Geology/Geography**

Provide excellence in the classroom and laboratory in the following areas: General (Freshman-level) Geology, Sophomore-level transfer geology, Regional Geology, and the Geographical sciences.

Provide for the maintenance of departmental faculty excellence to ensure the depth of programs.

## **Grants**

Develop additional federal funding sources

Communicate grant opportunities to NIC community

Support special funding and initiatives

## **Graphic Design**

Develop long-term strategies to incorporate the Graphic Design program activities within the community and local employers. Including analysis of entry-level employment needs and skills required.

## **Grounds Services**

Sidewalk & Radius Curves Installation - To accommodate new traffic patterns arising from the construction of the Meyer Health Sciences Building and to accommodate EZ Go traffic preventing further damage to sprinklers from EZ Go's.

## **Idaho Small Business Development Center**

1845 hours of consulting in 2006

Operate within 2006 budget

Average consulting engagement per client at 8.5 hours or above.

## **Instructional Media Services**

Convert VHS duplication station to DVD format as primary media delivery method.

## **Journalism**

Journalism spaces need revamping. The tile floor is falling apart and beyond being cleanable. Tiles are missing and broken. The floor is cold for us and noisy to the people below. We need a carpet. Our rooms always are cold. Our walls need painting.

Maintain general excellence of the program and The Sentinel.

## **Law Enforcement**

Provide a smooth transition from the current to the new Coordinator of the Law Enforcement program.

Enhance recruitment efforts through presentations, etc.

Ensure enrollment for each semester is sufficient for program continuation.

## **Mail-Copy Center Services**

Continue in the direction of making the Mail/Copy Center a "one stop shop" for the Campus Community

Promote the Copy Center to the point it receives 90% of the copying done on campus. It would be more cost effective to the departments and a financial savings to the college by keeping money on campus.

## **Maintenance Mechanic/Millright**

Cultivate/develop more work-based learning activities for students within the local area.

Upgrade to current industry standard, program instruction on bolting technology.

## **Modern Languages**

Make connections with area high schools with the goal of increasing awareness of College's language programs and course offerings, which might lead to an increase in enrollment.

Examine assessment tools for the language and culture courses.

## **Molstead Library**

Continue to explore the content and full-text coverage of online periodical databases and add a minimum of two full-text periodical databases to the library's existing online collection.

Retrofit Todd Lecture Hall so that Todd Hall's A/V and computer equipment meet classroom control switching systems standards that are being implemented on the NIC campus.

## **Music**

Provide quality music education to all students enrolled in music courses, building on the strengths and quality of the faculty members, who will continue to study and restructure/develop appropriate music courses.

## **Nursing - Associate Degree**

Develop a plan for a comprehensive curriculum review and revision.

Evaluate the effectiveness of the current utilization of faculty in meeting program outcomes.

Continue to evaluate the impact of increasing numbers of nursing students.

## **Nursing - Practical Nursing**

Evaluate syllabus and handbook to check for congruency of the policies and procedures of the Practical Nursing program.

Update the Practical Nursing Curriculum to be consistent with new textbooks, focusing on objectives and curriculum outline.

## **Outdoor Power/Recreational Vehicle Technology**

Obtain one fuel injected Harley-Davidson motorcycle for fuel systems training.

Improve parts cleaning capabilities in the shop.

## **Philosophy**

Identify and retain qualified adjunct faculty.

## **Photography**

Partner with Information Technology to upgrade Photoshop in their computer labs.

Replace and repair department equipment and facilities as needed.

## **Physical Education and Dance**

Continue to expand department offerings for both traditional and online courses in order to meet the needs and interests of the students and community.

## **Planning, Assessment and Research**

Develop a plan in cooperation with Computer Services for the implementation of data warehousing at NIC including required data structures, software reporting tools and staff training to collect and process information.

Assist the Outcomes Assessment Committee in the continuing analysis of instructional outcomes assessment practices; facilitate the pilot assessment projects for the writing ability and the problem solving ability.

Incorporate a continuous improvement component by implementing a system for assessing the services provided by administrative and support departments.

Finalize standard Institutional Research publications such as the Common Data Set and the Dashboard Indicators.

## **Political Science**

To encourage students to understand and appreciate all forms of diversity in our global society.

To encourage students to become aware of the importance of political, social and economic issues of our times.

## **President's Office**

Collaborate with local school districts to expand PTE, dual enrollment, and other opportunities in our service area.

Acquire land for future expansion of campus.

Educate local community and legislators to benefits of NIC to the local community/economy, as well as the benefits of local control and self-governance.

Implement growth & outreach initiatives for both transfer and PTE programs.

## **Psychology**

Participate in NIC's Fall Career Exploration & Goal Setting Day during Student Success Week to promote and inform students of career options in Psychology and/or sub-fields of Psychology. Preferably, in conjunction with The University of Idaho and Lewis-Clark State College. This will become an annual event.

## **Qualified Worker Retraining program**

Facilitation of and collaboration with consortium and One-Stop partners on identifying and addressing issues of local and regional employment trends and training needs that lead to program and participant success as specified by WIA regulations, the Workforce Development Council and Idaho Commerce and Labor.

Continue developing, maintaining and strengthening program/college relationship with Idaho Commerce and Labor and the Workforce Development Council.

Build and maintain collaborative working relationships with local businesses, professional organizations, social service agencies and educational institutions/departments to maximize available resources for program participants and program development.

## **Registrar's Office**

Complete the Datatel transcript cleanup.

## **Social Work**

Continue to advance student learning through community service, collaboration, needs assessment, intervention and service learning projects.

Work in partnership with NICHE to develop NIC and LCSC social work programs that have a sound curricular foundation, provide continuity across both programs, and meet student/community needs.

Ensure that social work students are culturally competent through the use of experiential learning activities in culturally diverse fields of practice.

## **Sociology**

Continue to promote and further ongoing dialogue between sociology instructors by having periodic meetings, insuring consistency in terms of outcomes in multi-section courses and across the department in general.

Integrate service-learning as an option in more courses, furthering students' learning.

Identify and retain qualified adjunct faculty.

Work on and enhance the quality of our instruction in sociology.

## **Student Activities**

Increase the effectiveness of the Student Events Board in order to offer high quality and well attended events.

### **Student Activities: ASNIC**

Monitor ASNIC spending, maintaining that the board remains fiscally responsible for the budget and work to undo the negative reserve balance incurred in FY2004-05.

Create better ties and relationships with the new Vice President of Student Services.

### **Student Activities: Outdoor Pursuits**

Continue professional development in order to stay current w/ risk management industry standards.

Increase student trip leaders through mentor program

## **Student Activities: Recreational Sports**

Continue to provide innovative activities for traditional and non-traditional students, while keeping in mind the number one concern is student safety.

Continue to find innovative training tools and materials to help in the development of Intramural Sports Officials.

## **Student Health Services**

Continue to look at best practices that maximize efficiency of staff and service delivery to students, including outreach and online

## **Student Union**

Re-evaluate staffing needs for Union in order to optimize labor dollars.

## **Theatre**

Encourage community involvement in NIC productions during the Fall production.

## **Trades & Industry Division**

Develop Standardized T&I Shop Account procedures and guidelines.

## **Transportation**

The fleet needs to be of high quality so people can get home. Our vans are also moving bill boards and need to be attractive.

## **Welding Technology**

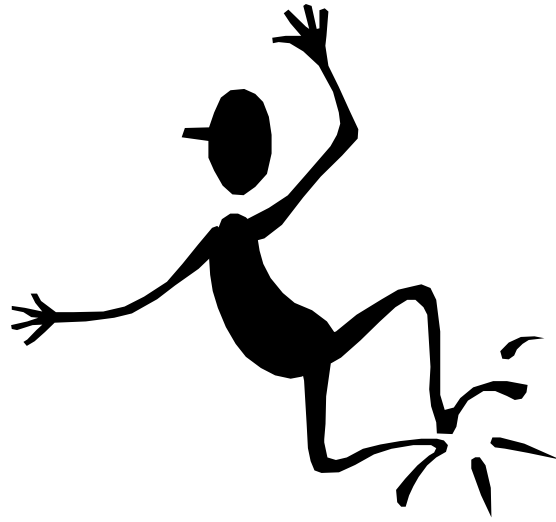
Enhance the recruitment of local high school graduates into the NIC Welding Program.

Department Goals Rated "Accomplished Well"

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“Satisfactorily Accomplished”

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# “Satisfactorily Accomplished”

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## **Accounting Assistant Program**

Promote program to area employers for both future utilization of graduates (as interns and hires) and potential recruitment of non-traditional students.

## **Admissions Office**

Increase recruitment efforts and strategies for non-traditional students and border states.

Continuously evaluate all Admission's Office operations and procedures to ensure office efficiency and ease of use and access for

Foster a commitment to customer service.

Develop internal and intra-office cross training plan with other student services offices.

## **Alumni Relations**

Ensure Alumni data information is current and accurate.

Continue to develop programs to improve and expand efforts to increase Alumni Association membership

## **Applied Technology (ATEC)**

Review existing ATEC curriculum and explore adding a technology component.

## **Athletics**

Increase opportunities for employment of coaching staff on campus to increase retention of staff and improve total compensation

## **Auxiliary Services**

Promote and support a one card system throughout Auxiliary Services operations.

## **Biology**

Continue to bring on class home pages and expand the resource offerings for students in all Biology classes

## **Campus Safety**

Continue ongoing training for security officers to maintain a high degree of professionalism.

To organize and follow through with a tabletop exercise/emergency training session to include required NIC staff, and local emergency responders associated with the Kootenai County Office of Emergency Management.

Maintain the level of professional appearance to promote Department and the College image.

## **Career Services**

Work to maintain the technology capabilities and resources of Career Services, including continued pursuit of funding of IT's Career Services technology equipment replacement schedule (ERS). Pursue every funding option, since we are again in a crisis situation due to the failing of the four machines that were purchased in 1999 to respond to the Y2K crisis.

## **Carpentry**

Incorporate other NIC programs, as appropriate, into the efforts to build and market the "Raffle" house.

## **Center for Educational Access**

Develop a method to track students with disabilities in Professional Technical programs for success and employment, by May 07.

Department Goals Rated "Satisfactorily Accomplished"

## **Center for New Directions**

Develop marketing plan for CND that will target different populations each month on a rotating basis.

Increase number of professional-technical students served by a minimum of 15% from FY 06 total.

## **Chemistry**

Continue to provide courses that cover the content described in the course outlines.

Continue to provide chemistry courses that support the programs of North Idaho College.

## **Child Development**

Modify CHD course offering to better align with the Blended Early Childhood Early Childhood Special Education teaching certificate.

Expand student recruitment efforts for both the CDA and AA/AS program.

## **Children's Center**

Continue to explore and implement ways to improve operational efficiency.

## **Community Education**

Identify and effectively utilize resources and methods to service new student markets.

## **Computer Science**

Implement all CS classes with some form of Internet accessibility with the goal of increasing enrollment in all courses offered without sacrificing quality.

## **Computer Services: Communications**

Improve network and systems security via consultation, best practice adoption, software acquisition and standards creation. Ensure adequate staff or reallocate staff resources.

## **Computer Services: Instructional Computing**

Revise the wireless rollout plan to emphasize instructional needs. Extend secure wireless network access in classrooms, labs and public areas for instructional computing uses at all NIC facilities.

Improve planning for instructional uses of IT by coordinating efforts in the divisions and IT support departments.

Develop and continue instructional computing support for program initiatives at the Bonner's Ferry Center and other outreach

## **Computer Services: Labs**

Strengthen the assistance capabilities of Molstead Computer Lab student employees by using all available training resources.

## **Conferencing and Events**

Development of Conferencing & Events Contract that gives an estimate of projected costs to client and is signed prior to event

Initiate a 3 year upgrade/replacement schedule for all A/V and Computer equipment on inventory.

## **Counseling Services**

Support the design and implementation of a pilot project to reduce the underage drinking and alcohol use of NIC residence hall

## **Customized Training**

Update promotional materials for Customized Training to include an emphasis on business sector specific marketing materials. Additionally, update Customized Training website to include: downloadable workforce related data; credible applicable workforce issue resources; and direct link for room rentals.

## **Development/Foundation**

Assist in enhancing perception of value of NIC in region

Facilitate integrated relationship between NIC, NIC Foundation, and NIC's supporting organizations to advance the College's vision, mission, and values

## **Drafting Design and Technology**

Enroll 32 incoming students in Drafting Program for fall 2006.

## **Financial Aid**

Increase Scholarship/Aid awareness.

## **Fine Art**

As a result of Graphic Design Department's move to Hedlund, the Fine Art Department will continue to define and maximize appropriate physical space for the art/studio and lecture classes.

To anticipate and prepare for the recommendations of the Fine Art Program review team for 2006-2007 and integrate those recommendations with existing goals 1-4.

## **Geology/Geography**

Construct class schedules that will allow the department to serve as many students as possible.

## **Grants**

Develop relationships with external agencies

Foster campus and community collaboration

## **Grounds Services**

Create Goose & Duck feeding Station on the West River side of beach, taking proactive steps to reduce contact with said birds and safety issues concerning their feces.

## **History**

The history department would like to introduce hybrid courses where a portion of the course is taught in the classroom and a portion has on-line materials, communication, and assignment databases. This goal would be implemented in partnership with technicians in distance education and computer services.

## **Human Resources**

Implement the use of total compensation statements in FY 07

Select and implement a new performance evaluation system

Conduct FLSA job description audit and make appropriate changes before 2007 budget cycle

## **Humanities**

Continue to coordinate with NIC library to purchase instructional materials for HUMS 101; to purchase CDs of works to be performed by Spokane and Coeur d'Alene Symphonies during the academic year 2006-2007

## **Mail-Copy Center Services**

Have the employees both attend outside training on postal regulations and procedures and tour other colleges and businesses to observe how they provide services.

## **Music**

Improve recruiting process by systematically reaching out to area high school band and choral directors.

## **Nursing - Practical Nursing**

Work to establish better use of the current and future nursing laboratory facilities.

Maintain enrollment percentage and allow for stabilization of the distance-learning program.

## **Outdoor Power/Recreational Vehicle Technology**

Repair and maintain all equipment in OPRV machine shop so it is at 100% operation.

## **Philosophy**

Develop additional internet and IVC philosophy courses.

## **Physical Plant**

This goal is related to Vice-President for Administration area of emphasis on reducing costs. Expand commissioning team to include all facility team members. Explore all opportunities to reduce operating costs and save energy.

This goal is related to our own department mission, "Build teamwork within all facility operations". Cooperation between all groups will make coordinating projects and events more efficient.

## **Physics and Engineering**

To insure quality instruction and advising in all physics and engineering courses.

## **Planning, Assessment and Research**

Direct the completion of the action plans needed for the goals and objectives in the 2004-2007 Strategic Plan.

## **President's Office**

Expand capacity to raise external funds, including federal appropriations, through the NIC Foundation, the Booster Club, and the Grants office.

## **Professional-Technical Student Support Services**

Develop student tracking system to allow instructors to closely monitor limited enrollment student progress from enrollment to program completion.

## **Psychology**

Find ways to promote membership in the Psi Beta honor society.

## **Speech Communication**

Explore means to recruit area high school students.

## **Student Activities**

Increase the effectiveness and scope of our existing leadership development programs by: compiling leadership development activities, strategies, and resources into a development training guide, searching out new resources for leadership development, and expanding leadership development programs to reach new populations.

### **Student Activities: Outdoor Pursuits**

Create viable sailboat and lake kayak program (during the summer months)

### **Student Activities: Recreational Sports**

Continue to improve the Recreational Sports web page, so students use it as a means of stay current with recreational opportunities.

## **Student Health Services**

Analyze American College Health Survey data and implement programs or services for health issues that are identified in that data.

To continue participation in planning and activities that ensure student success, improved retention and support for high attrition and at-risk populations.

## **Testing Center**

Design and implement a Testing Center promotional campaign to increase awareness of Testing Center operations and services.

Create a plan for developing and maintaining the technology needs of the Testing Center.

## **Theatre**

Encourage area high school seniors to consider joining our Theatre Arts program

Meet minimum number of enrollments for all classes

## **Trades & Industry Division**

Increase Frivolity.

Explore creative scheduling and delivery of current T&I programs.

Improve Advisory Committee Participation for all T&I programs.

## **TRIO - Student Support Services**

Convert Tutor and Mentor trainings to courses taught for credit.

## **Workforce Development and Apprenticeships**

Continue to collaborate with division chairs to coordinate course offerings

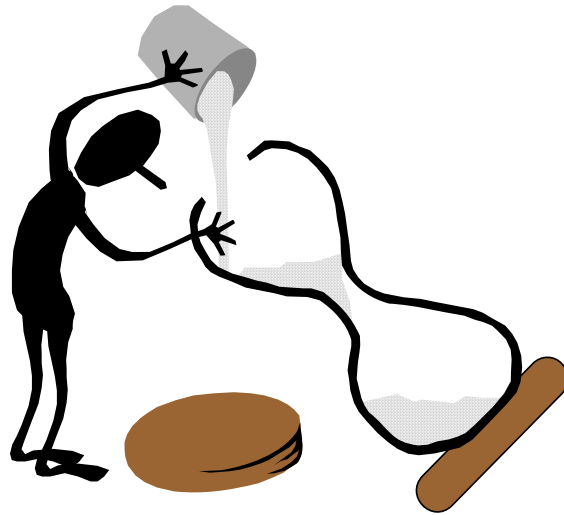
Expand course offerings to satellite sites

Explore ways to offer programs that meet the traditional WTC student's needs

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“Partially Accomplished”

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# “Partially Accomplished”

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## **Accounting Assistant Program**

Increase enrollment of traditional students by visiting schools.

## **Advising Services**

Develop aspects of advising that would simplify the transfer of NIC students to regional colleges and universities.

Refine Datatel use to meet the needs of advising.

## **American Indian Studies**

Promote program to regional tribes and urban Indians.

## **Automotive Technology**

Continue to take steps to reduce student attrition.

Explore the scope and direction of teaching Hybrid vehicle technology.

## **Bookstore**

Promote bookstore on campus to departments and students.

Document and upgrade Bookstore policies and procedures.

Identify additional and alternative revenue sources to replace lost revenues due to on-line completion.

Enhance the quality of service in the Bookstore and the bookstore web site.

## **Business & Office Technology**

Promote course-related certification for students.

## **Business Office**

Investigate and implement a purchasing card system for the campus.

## **Campus Safety**

Maintain positive relations and support with the Community and other Campus Departments.

## **Career Services**

Continue to work with the Retention Committee on Action Plan Steps that require collaboration with other departments to increase NIC student retention.

In the interest of increased student retention, begin exploring a plan for Career Services to support coordination of experiential education on campus. Experiential education (internships, volunteer opportunities, etc.) impacts student success both while in college and following graduation. We have long been in need of additional career counseling, so will create a plan proposing a career counselor who also devotes time to experiential ed. coordination. This would enhance retention in two ways: less wait for career counseling/goal identification, and greater opportunities for experiences that lead to college success and jobs.

Meet the professional development needs of the Career Services staff by providing each staff member with at least one opportunity each alternate year to accrue required CEUs for maintaining license and certifications.

## **Carpentry**

Incorporate Powerpoint and other new technologies into classroom delivery.

Develop a marketing CD and presentation for the Carpentry department.

Department Goals Rated "Partially Accomplished"

Page 106

## **Chemistry**

Continue to encourage faculty and staff to grow professionally.

Work with administration to fill vacancies with qualified employees.

## **College Skills Division**

Mandatory placement in CSC 100 College Transition for first time - full time, undecided students who are taking two or more developmental classes.

## **Collision Repair Technology**

Upgrade instructor professional development activities/training

## **Computer Science**

Provide the software, hardware, and other technology needed for a high-quality computer science program.

Increase opportunities for students to gain practical experience with emerging software and hardware technologies in the classroom.

## **Computer Services: Administrative Computing**

Improve staff efficiency by training on standardized IT systems in ELF.

Select and adopt components for NIC's application development environment for vendor, student and staff contributed systems.

Unify and integrate directory systems to improve the management of digital identity for staff and students.

### **Computer Services: Communications**

Ensure business continuity and information availability via improvements in the file management, backup and restore processes.  
Obtain Internet access from multiple sources to improve uptime.

Define and publish uptime benchmarks for college services.

### **Computer Services: Instructional Computing**

Promote the use of the Employee Learning Facility (ELF) with faculty to improve the use of standards-based presentation and web-learning resources.

### **Computer Services: Labs**

Develop qualitative and quantitative assessment methods for standard services delivered in computer lab environments college-wide.

### **Counseling Services**

Create and implement specific procedures for suicide prevention, intervention, and response.

### **Culinary Arts**

Add kitchen lab and front of the house assistant.

Expand and continue service learning.

## **Custodial Services**

Plan and develop a system for the training of new employees which will allow for consistency, cohesion and synchronization among new and existing employees.

On-going. Continue to experiment and seek changes in custodial methods and procedures to accomplish improvements in the efficiency and quality. How to do the same or more with less.

Continue on-going training programs for the supervisor, leads, and custodial staff to enhance their skills in working with equipment, products, and together as a team.

## **Customized Training**

Continue focus on development, quality, and timely delivery of Lean curriculum that focuses on community business needs to include manufacturing, service and health care organizations.

## **Diesel Technology**

Explore program expansion options such as evening and summer courses as well as online offerings. Specifically, the addition of several short term training classes in hydraulic fundamentals, electrical systems, diesel engine fundamentals, preventative maintenance, and driver training are being considered for the up coming 2006-2007 year.

Continue to develop and foster strong training partnerships with industry to meet educational training needs. Cooperative education opportunities will continue to be of primary importance as the industry technician shortage worsens. The Diesel Technology program is scheduled for program review in the 2006-2007 school year. We are exploring the possibility of implementing the AED Foundation Accreditation Program as well for 2006-2007

Strive to expand scope and depth of CD-ROM and internet based laboratory training materials such as those currently used in the truck and heavy equipment industry to ensure effective learning opportunities exist to meet student and industry needs. Also strive to incorporate the use of guest speakers in specific technical areas to further enhance the learning environment

## **Distance Education**

Conduct a department review that will include the scope and performance of Distance Education services.

Participate in NIC-wide decision making concerning obsolescence of technology and the fiscal impacts.

Identify training outcomes, workshops and related events that support online instruction.

Collaborate with Student Services to identify enrollment management orientation needs of students off campus.

Collaborate with IT to standardize service performance reporting and tracking.

## **Drafting Design and Technology**

Visit all Region I high schools before June 1, 2007

## **English**

Continue with the creation of a process that enables faculty to give the Chair information on individual goals.

## **Financial Aid**

Develop a comprehensive College Work Study marketing plan.

Improve Customer Service, Retention, and internal processes by keeping it simple (KIS).

Implement a Default Management Plan that will include tools for retention.

## **Food Services**

Develop preventative maintenance program for kitchen equipment.

Adjust operational hours of the various food formats to better fit the need of the students and campus community.

## **Geology/Geography**

Engage in curriculum development to increase the breadth of departmental offerings to stay current with emerging technologies and issues facing modern society

## **Graphic Design**

Provide an on-going transition to new Graphic Design lab location: both technical and educational settings.

## **History**

The history department would like to integrate some form of a Cultural Diversity Program into Campus Events, which focuses on educating the College Community about diversity issues. This goal requires additional funding which must be provided through the Student Services Department or Social Science Division as a line-item addition. Historical lectures, films, and activities could be a campus-wide educational opportunity rather than just a classroom requirement for students enrolled in history courses.

## **Human Resources**

Update and revise college policies and procedures to be in concert with best practices in human resources and education.

## **Humanities**

Continue to establish a pool of speakers with honoraria for their presentations--particularly to invite Harold Balazs to lead a repair effort of the sculpture behind Lee/Kildow Hall

## **HVAC/R**

Make application for PAHRA Programic Accreditation

Obtain or construct electrical troubleshooting test boards for HVACR Lab

## **Instructional Media Services**

Assist faculty to explore new methods of teaching using multimedia content delivered via the Web.

Streamline inventory and the check-out/reservation system by implementing on-line database and services software.

## **Journalism**

Update course syllabi to include working with "new" technology such as the Internet, digital photography and related computer

## **Machine Technology**

Incorporate MasterCam version 10 into second semester curriculum.

In addition to existing recruiting efforts in Region I, establish recruiting contacts in Spokane Valley area high schools in Washington with technical programs.

Develop 4th axis project and integrate into second year curriculum.

Develop live tooling curriculum component for CNC Lathe.

## **Maintenance Mechanic/Millwright**

Increase Maintenance Mechanic/Millwright Program awareness among area high school students.

Department Goals Rated "Partially Accomplished"

Page 112

## **Mathematics**

Provide the software, hardware, and other technology needed for high-quality educational programs.

Through creativity, efficiency, and support from administration, maintain the quality of departmental course offerings and

## **Molstead Library**

Assess library services and resources with the express purpose of improving those resources for and services to NIC faculty and

Continue to convert the NIC Public and Popcorn Forum master tapes to DVD.

## **Music**

Improve the quality and amount of educational space within the music department. Upgrade the presentation systems used in music classrooms.

Provide appropriate equipment for quality education in music courses. The department will continue to develop and adjust a schedule of basic maintenance and replacement for such equipment. From this schedule, an adequately funded budget will be developed.

## **Outdoor Power/Recreational Vehicle Technology**

Instructor to earn EETC, Equipment and Engine Training Council Certification, for the OPRV program.

## **Pharmacy Technology**

Continue to add to the marketing plan to increase enrollment

Explore adding continuing education course to program for nationally certified technicians.

Continue PR work in the community to increase support

Department Goals Rated "Partially Accomplished"

## **Philosophy**

Meet occasionally as a department for informal discussion.

## **Photography**

Establish schedule for use of Graphic Design computer lab by Introduction to Digital Photography courses.

## **Physical Plant**

This goal is related to Facilities purpose & scope.

Alterations and repair of sidewalks, curbing and asphalt across campus. Need to meet ADA standard and provide safe travel for all visitors on campus.

This goal is related to the Vice-President for Instructions goal of increasing enrollment growth.

Paint and repair of facilities to beautify campus.

## **Physics and Engineering**

To continue to develop mutually beneficial relationships with businesses, professional organizations and schools, with an emphasis on recruiting students.

## **Professional-Technical Student Support Services**

Create an annual marketing plan

## **Psychology**

Establish a monthly meeting of tenured and tenure-track psychology faculty members to exchange ideas, review departmental needs, and make recommendations regarding such needs.

## **Registrar's Office**

Develop the Registrar's Office web page.

## **Social Work**

Improve student access to social work courses through the use of diverse instructional modalities and flexible course scheduling.

## **Speech Communication**

Replace worn-out, non-functioning classroom equipment for Boswell 138, 142, and 220.

## **Student Activities: ASNIC**

Work with ASNIC to establish online voting for their elections.

Work with ASNIC to create better representation to outreach centers.

## **Student Activities: Outdoor Pursuits**

Upgrade Beach Facilities

Make NIChallenge Adventure Race a premier destination race for CDA

## **Student Activities: Recreational Sports**

Provide students with the opportunities to participate in the Northwest Region 14 ACUI College Bowl and Recreation Tournaments. In addition provide students with the opportunities to participate in NIRSA extramural activities as participants and officials.

## **Student Health Services**

To participate in the Idaho State Health Coalition and utilize information, training and programs for implementation at North Idaho College in collaboration with Counseling Services and the Residence Hall Staff and other departments as indicated.

## **Student Union**

Evaluate and revise current operational standards for the Student Union to ensure proper financial management of the Union.

## **Testing Center**

Create a plan for developing a Testing Center staffing and operational response to meet the growing demand in the quantity and variety of testing.

## **Theatre**

Send students to regional theatre workshops such as Kennedy Center American College Theatre Festival or Rocky Mountain Theatre Association and/or professional theatre experiences in Seattle, Ashland, etc.

## **Trades & Industry Division**

Utilize needs assessment surveys to determine local area needs for expanded or new T&I programs.

## **TRIO - Student Support Services**

Improve communication with project participants by using additional delivery methods, such as email and web-based information.

Continue to strengthen the program's evaluation processes.

## **Welding Technology**

Develop additional Welding schedule delivery to accommodate non-traditional students.

## **Workforce Development and Apprenticeships**

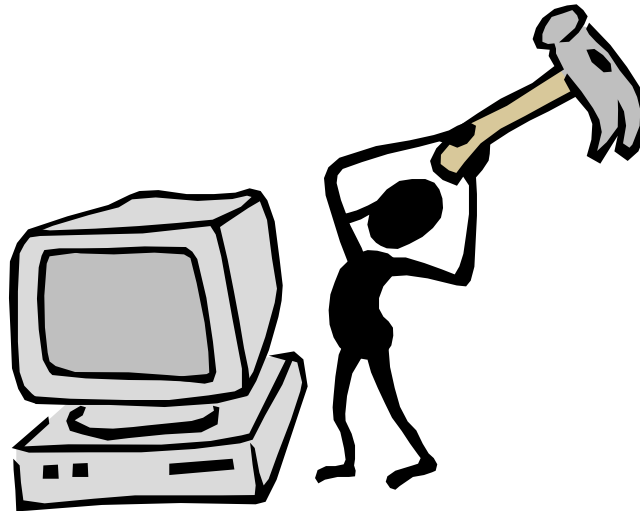
Develop new profit-producing programs

Do more with less...

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“Did Not Accomplish This Year”

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# “Did Not Accomplish This Year”

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## **American Indian Studies**

Increase Native American Indian student enrollment.

Hire part or full-time Indian Studies program instructor and coordinator.

Build Indian student community on campus. Acquire space in Seiter Hall for AIST course instruction and Indian student gathering

## **Applied Technology (ATEC)**

Update the ATEC prefix and course titles and propose changes to curriculum council.

## **Auxiliary Services**

Develop a reserve account to support facility and equipment maintenance and upgrade for future needs.

## **Business & Office Technology**

Explore possibility of developing and implementing a 1-credit pre-internship course addressing resume writing, interviewing, and

Increase enrollment in BUSO programs by 5% over a two-year period (this is year two of a two-year cycle)

## **Business Administration**

Actively participate in the OARS (Orientation, Advising and Registration) sessions provided by the college.

Write grants to fund some new technology needed.

## **Carpentry**

Work with the NIC Foundation to obtain a lot for the annual "Raffle" house one year in advance of the actual construction.

## **Center for New Directions**

Work with advisory board to offer one large event related to women and careers in FY 07.

Increase number of single parents served by CND in FY 07 by at least 15% from FY 06 total.

## **Chemistry**

Work with administration to conduct a program review.

## **College Skills Division**

Require mandatory reading placement for all students based on Compass scores.

## **Community Education**

Collaborate with academic division chairs and college staff to identify and implement application of credits to classes, workshops, and seminars.

## **Computer Science**

Develop strategies to support full-time and part-time faculty in teaching roles, professional development, administrative roles, equipment support, and other duties necessary to maintain quality instruction in a manner consistent with faculty contracts.

Continually assess and revise the curriculum based on student success to provide the highest quality progressive courses. Specifically, bring our course offerings in line with changes made at the U of I.

## **Computer Services: Administrative Computing**

Plan, create and develop a portal system allowing the benefits of single sign-on, role-based information access, customization and ease of use for students and staff.

## **Computer Services: Communications**

Acquire and implement all communications infrastructures for Bonner's Ferry Center and other outreach centers funded from the

## **Conferencing and Events**

Install permanent LCD projectors and sound systems in Lake CdA Room, Driftwood Bay Room, Echo Bay/Blue Creek Bay Room

## **Culinary Arts**

Attend different Continuing Education Facility.

Include a "job shadow" into the CULA 151 Intro to Food service.

## **Education**

Hire fulltime education program coordinator/instructor to insure continuity and quality of the program.

## **Food Services**

Develop a working relationship with NIC Culinary Arts Program that will offer additional experience to Culinary Art students.

Establish policy and procedures that streamline catering contracts and enhance customer awareness of catering services offered.

## **Graphic Design**

Provide a full range of graphic design courses as it relates to Graphic Design National Standards. Include an on-going integration of new visual communication technologies into the curriculum to give students a strong foundation to assist their career objectives as entry level Graphic Designers.

Secure a commitment to immediate and on-going financial and technical support (new personnel) supporting the growth of the program and the needs of its aspiring Graphic Design professionals.

## **Grounds Services**

Install permanent picnic tables & benches in select areas on campus

Boswell Landscape and Irrigation Renovation

## **History**

The history department would like to get back the one full-time position that it lost three years ago so that the thirty courses offered at North Idaho College could be represented by at least three full-time faculty members, with less of the courses offered by part-time/adjunct faculty.

The history department would like to develop and implement flexible schedules in order that courses and workloads be designed according to student and faculty needs. Too often the same lecture is given three times in a day, when the lecture portion of the course could be given once to a large venue and more interpersonal and interactive course curriculum could be done in smaller

## **Human Resources**

Create Online Harassment Awareness and Prevention Training

## **Human Services**

Enhance student enrollment and retention in human services program

Department Goals Rated "Did Not Accomplish This Year"

## **Humanities**

Continue to establish ways to recruit more instructors for Montage

Continue to enhance the humanities web site

## **HVAC/R**

Initiate investigation and initial development of a dual enrollment program with local High Schools for the NIC HVACR Technology Program

Explore with Technical Advisory Committee the need/relevance of an AAS degree option for the HVACR Technology program

## **Instructional Media Services**

Upgrade student editing system to become learning station for faculty in preparing their curriculum using the presentation materials IMS has in its digital library.

## **Journalism**

The journalism department needs a newsletter to mail to alumni and benefactors and to be available online with The Sentinel website. Workstudy and practicum students could work on this with the instructor.

The Sentinel needs a new printer. We need an equipment budget to allow us to replace two of six computers every three years. We need continual computer updating to accommodate continual changes in hardware and software for learning purposes and to be compatible with the LCC MacLab and The Coeur d'Alene Press, where The Sentinel is printed. Ideally journalism would have enough Macintosh machines (12) to have its own lab in our building. This would eliminate scheduling and equipment conflicts with the LCC

## **Mathematics**

Develop strategies to support full-time and part-time faculty in teaching roles, administrative roles, and other duties necessary to maintain quality programs.

Department Goals Rated "Did Not Accomplish This Year"

## **Modern Languages**

Complete Program Review.

## **Physical Education and Dance**

Create locker room/shower facilities in the Physical Education Building (Winton).

Development of an Exercise Science/Personal Training program and certification.

## **Physics and Engineering**

To continue to participate in professional development activities for both faculty and staff.

## **Professional-Technical Student Support Services**

Positive identification of special population students enrolled in PT programs

## **Psychology**

Develop a system of funding to allow tenured and tenure-track members to attend one regional or national conference per year.

Establish a mentoring system for adjuncts with tenured or tenure-track member serving as a resource persons. Mentoring could also include faculty members sitting in on one another's lectures.

## **Residence Hall**

Establish a system to monitor Residence Hall students' average G.P.A. in order to customize programming to better address student needs and development.

Pursue options of offering housing to LCSC & U of I single students.

Develop an approach to raise retention rate in the Residence Hall.

## **Speech Communication**

Research the transferability and course credit of speech offerings with a view to area colleges and universities.

## **Student Activities: ASNIC**

Continue the pursuit of funding and building a Student Recreation Center.

## **Student Activities: Recreational Sports**

Develop a needs assessment for recreational sports participants and potential participants to help discover their interests/needs and to subsequently design programs that meet their interests/needs.

## **Student Union**

Develop plan and start restroom remodel.

## **Theatre**

Create a part time scene design/technical director position

## **Welding Technology**

Provide welder certification for local community and businesses (at reduced cost if possible).