Dear Trustees,

It’s been a busy, yet productive month at NIC and I’ve enjoyed seeing so many new students on campus as we progress through spring semester. Before I tell you about some of our activities over the past month, I’ll provide you an update to our strategic plan theme for February.

NIC Strategic Plan
Theme III: College Communications and Climate

Over the past several months, the office of Human Resources has been busy working towards its established goals and objectives for the fiscal year. The following information will provide you with an update on progress made in those areas within Theme III.

Goal 1: Improve organizational and inter-departmental communications.

Strong efforts have been made over the past several months to continue to improve organizational and interdepartmental communications. This improvement has come not only from the Human Resources department, but also through a concerted effort among several divisions (including the President's Office and Community Relations) to improve both the nature and scope of communication. Below is an overview of progress made within the specific objectives/goals outlined in the strategic plan.

A. Support participatory governance through团队-building and increased communication.

1. *Increase interaction with key constituency groups (e.g., Senate, Faculty Assembly, Staff Assembly, committees) for improved communication and collaboration.*

Ongoing efforts have been made among several departments and divisions to improve communication with key constituency groups. The President’s Office has been particularly diligent in its constituency meetings to ensure open communication between administration and the constituency groups. The president takes part in division meetings and meetings of the Instructional Council and during fall semester, she hosted discussion sessions with division chairs. Ongoing dialogue between Human Resources and constituency groups also takes place on a regular basis depending upon the topic of discussion.

B. Improve current and establish new venues and tools for organizational communication and actively promote their access by all employees.

1. *Increase opportunities to communicate with executive staff through offerings of employee forums to discuss relevant topics.*

In October 40 individuals from among faculty and staff were invited to discuss the topic of communication within the organization. The intent was to provide individuals with a forum within which to express concerns and provide recommendations for improvement in organizational communication. Approximately 12 individuals attended the meeting and extensive information was provided regarding such recommendations. Many of those recommendations were considered and implemented as part of our ongoing process to improve communications organization-wide.
Based on the recommendations from the first forum, a general invitation was provided to the campus at large to participate in a second forum. No interest was shown in attending the second forum regarding a different topic. The lack of response to the second forum indicated a low priority for such involvement. Additional forums may be considered later in the fiscal year.

2. Increase use of online and e-tools for ongoing communication and greater access to information by employees, managers, and community constituents.

Several departments and divisions have implemented communication tools through centralized e-mail distribution, the use of internal modifications such as the WeeksWorth and NIC Today, the online learning systems, and other tools to enhance the quantity and quality of communications throughout the organization. Human Resources has also continued to provide additional information throughout the year to all employees regarding matters important to payroll, benefits, etc.

Additionally, during the fall semester, the President’s Office began posting meeting notes from the weekly President’s Cabinet meetings on the president’s webpage. A feedback form was also added to the webpage that allows members of the college community and members of the community at large to send feedback directly to the president.

C. Create tools and opportunities for communication among employees, students, managers, and leaders.

1. Conduct an employee opinion survey as a follow up to the 2008 survey to evaluate progress in key areas.

This was completed in spring 2009 and a full report was given to employees and the board of trustees in fall 2009. All copies of reports and general information about the results of the survey are available online through the Human Resources website. Because of our ongoing desire to continually update our progress in the areas identified within the survey, the next follow-up survey will take place in fall 2010 and results will be reported to employees and the board soon after that.

2. Implement a virtual suggestion box to allow for anonymous input from all employees and stakeholders.

This virtual suggestion box was implemented over a year and a half ago, and is available through the Human Resources website. All information obtained through the virtual suggestion box is passed along to supervisors and managers who can resolve issues or recognize those who receive compliments through the suggestion box.

3. Increase awareness of employee access to “open door” policy to managers and leaders throughout the organization.

While there has not been a specific initiative to promote this, the notion of the open door policy throughout campus has been communicated through both the discrimination/diversity training offered in spring 2009, within policy, and through management training over the past two years.
Goal 2: Further develop opportunities for professional development.
A. Create comprehensive professional development program for staff.

In general, there has not been a lot of progress in this area. While there has been an improvement and increased emphasis on the need for professional development, specific actions and programs have not been developed or implemented in this area of professional development.

1. Offer professional development tools and opportunities for employees at all levels of the organization to promote personal development, lifelong learning, and promotion opportunities.

Ongoing efforts to provide professional improvement funds to both staff and faculty have continued through the year. Other general opportunities for training and development through supervisory training have also allowed non-supervisors to attend and participate. However, a specific initiative has not been implemented.

In late fall semester 2010, the first-ever Employee Day was held. The day included a well-attended opening session and welcome from President’s Cabinet in Schuler Auditorium. The organizing committee reports that this venue had a significant impact on the unique feeling of the day. The opening session was followed by a series of professional and personal improvement workshops from which employees could choose. The afternoon was left open for department and division team-building activities. A survey of employees was taken following the event which has provided the committee and President’s Cabinet with effective feedback from which to build future year events.

2. Integrate professional development into performance evaluation tools and hold employees and managers accountable for professional development activities.

Staff performance appraisals include a section wherein the supervisor and employee can work together to develop the professional development plan for the year. Training has been provided to supervisors through both video and in-class training to help them understand the best way to implement these tools. This is the first year that 100% compliance has been required for completing performance appraisals, so it is too soon to tell whether this tool within the evaluation has worked successfully.

3. Improve upon current performance tools to increase access of managers and employees to performance tools to improve employee performance.

Two tools have been implemented more fully this year which have helped to achieve greater results in terms of professional development and overall improved performance. The first tool was described in #2 above regarding the professional development plan section of the performance appraisal. Provided that supervisors and employees are completing this section effectively and following it through during the course of the year, improved performance should be expected.

The second tool which has been implemented more fully this past year than in previous years has been the Performance Improvement Plan (PIP). This is a tool which can serve as either a coaching tool or in conjunction with corrective action. This tool has been used more fully to provide better clarification to employees about performance and behavior
that is not acceptable and then provide recommendations and guidelines for improving in those areas.

B. Create additional faculty development programs and opportunities.

1. Develop faculty development program to promote further professional and academic development of faculty.

2. Integrate faculty development into faculty evaluation tools.

To encapsulate this area in general, the instructional division has been working on several projects in different groups to focus on the improvement of teaching effectiveness. Last year the new policy on faculty effectiveness was developed and implemented which provides a clear understanding of the reasonable expectations to be held by a faculty member. Additional discussions have been held among those within the Instructional division regarding ways to better measure and evaluate instructor performance.

C. Develop comprehensive supervisor training program available for all managers and supervisors.

1. Establish 40-hour management course for essential basics of management to be offered over the course of five weeks. Offer training multiple times a year to allow individuals to attend.

Completed. We are currently offering the fourth round of this training. To date, we have trained approximately 75 managers and individuals through this five week, 40-hour management training program.

2. Offer monthly training courses available to managers and supervisors on management and leadership related topics pertinent to development.

Completed and underway. For the past two years, regular supervisory training has been offered. While the objective is to offer something on a monthly basis, there may not have been a workshop in each and every month. However, several workshops have been offered in the areas of effective hiring, corrective action, communications, employment law, performance management, effective leadership in management, and several other topics. We expect to continue these workshops through both the fall and spring semesters in the next fiscal year.

D. Establish an internal leadership institute program.

1. Develop curriculum for new program to provide employees with the opportunity to prepare for future leadership roles.

The new Leadership Academy will be offered for the first time in April 2010. Only those individuals who have successfully completed the Management Institute (the 40-hour, five week management training course) are allowed to participate in this academy. The academy will also run for five weeks, and explore advanced areas of leadership and management to improve personal and organizational effectiveness. At this time, the course is nearly full.
E. Implement executive development program to enhance the capability of senior leaders.

1. Develop format of executive development strategies with president and incorporate into executive performance expectations for coming year.

While no formal program has been established specific to executive development, the president has paid particular attention to the development of senior leadership. Specific responsibility and accountability is held by each individual, which has been reviewed this past year through the performance appraisal process as well as the budgeting process. Individual executives are expected to actively engage in personal and professional development activities.

Goal 3: Attract and retain high quality employees.

A. Create plan to address employee turnover.

Over the past year, employee turnover has not been problematic. A poor economy has arguably led to reduced turnover at the college, and non-retirement related turnover has not been problematic.

1. Identify ongoing turnover rates among employee groups and identify potential causes of turnover through surveys, exit interviews, and other analyses.

Again, this is not been problematic as of late. It is most likely that this specific action item will be removed given its low priority at this time.

2. Create succession plan for key positions within organization to identify impact of loss, probability of loss, and bench strength for key positions.

Succession planning has taken place at the executive level to identify probable turnover that will take place due to retirements, etc. over the next few years. Plans are currently underway to identify the best approach to expand the succession planning process to identify strengths as well as gaps in future leadership opportunities and solutions.

3. Increase mentoring and developmental opportunities for internal candidates to prepare for promotional opportunities created by turnover.

This has not been established as a priority for the current fiscal year, and so no specific or measurable progress has been made on its accomplishment.

B. Develop a comprehensive recruitment strategy to attract highly qualified and diverse candidates.

Our efforts, over the past few months, to attract highly qualified candidates, have been successful. While there has not been a significant amount of hiring that has taken place, our ongoing hiring processes have produced highly qualified individuals that have worked out well.

1. Implement an internal branding campaign to focus on positive elements of working for NIC.
The Human Resources Department has established a low-key internal branding approach that emphasizes that North Idaho College is an organization where "employees make the difference." This tagline has been used through regular human resources publications and materials as well as employee incentives and recognition pieces.

2. Develop strategic recruitment and hiring strategy that incorporates advertising, marketing and other recruitment efforts to attract high quality and diverse candidates.

Regular recruitment and hiring for most positions is done through regular web advertising and online sources. The incorporation of the online applicant tracking system has allowed human resources to be much more efficient and effective at its recruiting efforts. The use of the system has allowed more applicants to simplify the search process as they are able to simply fill out a few spaces and upload their résumés rather than filling out a long, cumbersome application form. In addition, use of this online applicant tracking system has allowed for greater efficiency and effectiveness in the selection process for use by managers and selection committees. This has improved the speed by which the committees and hiring managers can move through the candidates in order to find the most effective and qualified individuals for each position.

C. Define and develop a comprehensive hiring process and provide training to all hiring managers and participants on effective hiring strategies.

1. Review and revise hiring practices to ensure compliance and ease of hiring best candidates.

While the specific review of hiring policies is currently underway, the hiring procedures have been reviewed to find ways to streamline the process for greater efficiency and effectiveness by hiring committees and managers. Ongoing evaluation is underway to ensure the most effective processes in hiring the most qualified candidates.

2. Develop comprehensive hiring manual and training to provide instruction to hiring managers and those involved with hiring to ensure consistency and quality in hiring process.

A comprehensive hiring manual and accompanying training was developed in the fall 2008. The training was implemented in fall 2008 and was also offered again in fall 2009. The accompanying hiring manual was also provided to managers and supervisors who attended the training. The comprehensive hiring manual provides an outline and guidelines to managers and supervisors to help improve the efficiency and effectiveness of the hiring process.

D. Implement a comprehensive orientation process to improve integration and retention of new employees.

1. Develop new online and multimedia tools to provide better information, orientation, and training to potential and new employees to enhance on-boarding experience.

2. Establish a passport tool for new employees to ensure effective orientation through the first six months of employment.
Complete and underway. Significant enhancements were made to the orientation process for new employees that were implemented in fall 2009. Enhancements included several online videos and orientation materials that help to better acclimate employees to the organization. By providing a more comprehensive orientation process to employees, they are able to make better decisions about benefits, and other matters relating to their employment. Ongoing feedback indicates that the improvements are well accepted and effective in their results.

E. Improve upon total rewards offered to employees.

1. Review compensation practices to identify improvements in staff compensation programs.

A comprehensive review of staff compensation is underway. The review process has included a massive undertaking of job evaluation for all staff positions as well as a comprehensive market survey for all staff positions. Given that the staff compensation program is based upon paying according to the market, and given that the last comprehensive market study was done a few years back, it was timely that a comprehensive market study be conducted. The results of the internal job evaluation process and the external market survey will be combined and recommendations will be made to the president regarding adjustments to the staff salary structure. The results of this project should be completed within the next month in order to take these adjustments into account for the FY 2011 budget.

1. Review compensation practices to identify improvements in faculty compensation programs.

This is not currently undertaken. Efforts are being made to provide column and step adjustments to faculty salaries as per the established structuring guidelines for faculty pay.

2. Implement consumer-directed health care to provide resources to employees to maximize earnings related to healthcare.

The college has implemented a consumer directed healthcare plan over the past two years in an effort to better control costs related to health insurance. In addition, this consumer directed approach places significant responsibility and potential for rewards in the hands of employees. In short, current health insurance benefits are structured with a high deductible ($1000 individuals/$2000 families) and employees have the opportunity to earn $1000 for individuals and $2000 for families through a health reimbursement account to offset those deductibles.

To summarize the results thus far, last year changes were made that provided significant cost savings opportunity to both the college and employees. In a year where most employers significantly raised premiums for employees, increased deductibles for employees, and reduced benefits within their plans, the college was able to maintain the deductibles, offer the opportunity to lower premiums, while maintaining the same level of benefits. In addition, we were able to save the college $500,000; $200,000 of which came in the form of unrealized premium increases. The rest was in the form of actual cost savings wherein the college’s premium liability was $300,000 lower than the previous
year. This money was split so that $100,000 went to the general fund and the other $200,000 went to help offset health insurance costs to employees.

The coming year appears to have some challenges due to increased utilization of health insurance benefits by employees and covered dependents. However, because of the efforts that were undertaken over the past two years, we have opportunities to lower the impact of impending rate increases to employees.

3. Evaluate all benefits offered to determine ability to increase benefits offerings at no- or low-cost to employees.

This is an ongoing process. At this time, no specific additional benefits are being considered.

Other news and events happening at NIC:
North Idaho College, through the NIC Foundation, is once again the recipient of the Laura Moore Cunningham Foundation, Inc. award. These awards are made to select institutions in the state to provide scholarships to Idaho students. In January we received a $75,000 donation to be used for 25 $3,000 scholarships. We are delighted with this award and look forward to offering these special scholarships at NIC.

Legislative Update
The Joint Finance-Appropriations Committee (JFAC) voted to use budget estimates recommended by the Legislature’s Joint Economic Outlook and Revenue Assessment Committee rather than the more optimistic numbers recommended in the Governor’s budget. The JFAC decision sets expected state tax revenues for this year at just $2.28 billion, and for next year at $2.29 billion. Those estimates are $69 million below the governor’s proposed budget for this year, and $59 million below the proposed budget he submitted to lawmakers for fiscal year 2011.

It will now be up to JFAC to make the cuts. Under the Governor’s budget, NIC was expecting another 1.6% holdback this fiscal year, but it may be closer to 3% - 4%. JFAC starts setting agency budgets the week of February 22 with the community colleges budgets scheduled for March 4.

Kudos to NIC Wrestlers
Congratulations to Coach Whitcomb and our Cardinal wrestlers for another great win this past weekend at Highline Community College. The team won its 10\textsuperscript{th} straight Region 18 title defeating Clackamas College by 19.5 points making this our 35\textsuperscript{th} regional title overall.

Foundation Employee Giving Campaign
This year’s Employee Giving Campaign has officially begun and will run through March 17. Please plan to attend the celebratory Open House scheduled from 3 to 5 p.m. March 17 in the Driftwood Bay Room of the Edminster Student Union Building. The 2009 campaign resulted in 40% participation with over $30,000 raised from NIC employees, and this year’s goal is to exceed in both participation and contributions. The Employee Giving Campaign offers employees the opportunity to make a financial investment in NIC as the Foundation simultaneously seeks funding from the community. Employee participation and support demonstrates our continued commitment to the mission and values of the institution. To participate, employees simply need to complete a response card and send it to the NIC Foundation, Sherman Building Room 106. Each week drawings for prizes will be held. The
earlier response cards are submitted, the more chances employees have to win great prizes! Detailed information about the campaign can be found at: www.nic.edu/foundation and select the Employee Giving logo. The campaign steering committee selected the slogan of “every dollar makes a difference” … because it does!

**STUDENT SERVICES**
This semester NIC began a Staff “Adjunct” Advising initiative, inspired by similar programs at other colleges. Twenty four enthusiastic staff, from administrative assistants to vice presidents, have volunteered and received their supervisors' approvals for release time to participate in advising. Following four hours of training, each adjunct advisor will be assigned five advisees and annually will support advising in at least three OARS. The program will help manage increasing advising loads, expand the institutional awareness of staff, and promote student success through more connections to NIC's talented employees.

Financial Aid repairs are being made, although the ship was badly damaged and it will take a while to get back to full steam. The search for a new director continues, and interviews will be coming to a close by the March board meeting. The interim director (a consultant working with us since October) is scheduled to depart in April, and the staff feel as though they have been through boot camp. That's positive in that they have learned a lot; however Financial Aid will need constant monitoring as we transition to the new permanent director. As well, senior staff from Instruction and Student Services are having weekly training sessions on the impact of Financial Aid on the college.

The XPLOR program will return this May. Kootenai County 7th graders will visit NIC over two days in May to explore general studies and Professional-Technical options, and they will experience a workshop presented by NIC staff. We expect over 1,400 students to visit on those two days.

**OFFICE OF INSTRUCTION**
Rachel Dolezal and the Cardinal Connections Committee have taken great strides in planning an ambitious first year event. Entitled “Sustainability 101,” the committee has several activities scheduled during the week of March 15, 2010. Activities include daily lectures, film screenings, hands-on activities, information booths and discussion panels. The focus of this first Cardinal Connections event will be recycling, energy and water conservation, and general overall sustainability.

With a great deal of support and assistance from Vice President Martin and Grant Coordinator Jack Purdie, the Office of Instruction has completed two appropriation requests for expansion of our POST academy program and reactivation of a Physical Therapist Assistants program. The documents were completed by Gayne Clifford and Lita Burns.

The Coeur d’Alene Tribe reports great satisfaction with the customized Business Leadership program implemented in Fall Semester 2009. Enrollment in the program has been better than expected with several classes filling to capacity. Based on the initial success of the program, the team behind the program development is considering the addition of new professional tracks for the degree option.

North Idaho College has been selected as the Region 1 i-STEM Center and will host a four day workshop starting July 19. Idaho-Science, Technology, Engineering and Mathematics (i-STEM) is a coordinated statewide effort between the Idaho State Department of Education, educators, industry, and business to promote K-12 STEM education. The i-STEM mission is to provide Idaho teachers with professional development and resources for STEM education.
focused on project and inquiry based learning. NIC Education instructor, Gail Ballard, is leading the effort to organize the workshop and to find additional grant funding to support Region 1 instructors attending the event.

The NIC cadaver class and lab continues to amaze our colleagues in education. Recently, the class created a video of an elbow dissection. This learning tool was shared with our partners in cadaver education at Washington State University and they found the video to be very impressive – so much so that they intend to do a similar version on their campus.

Meetings

The following is an overview of meetings and events that I attended over the past month:

Jan 20    Visited the SUB for coffee and conversation with students and employees
          Rotary new member orientation

Jan 21    Opera Coeur d’Alene board meeting
          Men’s basketball vs. Salt Lake City Community College

Jan 22    Coffee with Todd Christenson, president of Coeur d’Alene Chamber
          Rotary

Jan 23    NIC Alumni Association’s Wild Game Feast

Jan 24-28 Traveled to Boise for Higher Education Week and JFAC hearing

- Jan 25  Joint Education Committee Hearing
          Dinner with Rep. Eric Anderson, Vice Chair of the House State Affairs Committee, Rep. Cliff Bayer, member of the Appropriations Committee; both are members of JFAC, and Rep. Jim Clark, Chair Judiciary Committee and key legislator to POST.

          Dinner for trustees of North Idaho College, College of Western Idaho and College of Southern Idaho at Emilio’s at the Grove in Boise.

- Jan 27  Presentation to the Joint Finance Appropriations Committee.
          Toured the renovated Capitol Building with Teresa Molitor.
          Lunch with Sen. Shawn Keough, Chair Finance Committee.
          Met with Sen. John Goedde, Chair Senate Education Committee.
          Visited the Albertson Foundation.
          Presentation to the Senate Education Committee.

- Jan 28  Presentation to House Education Committee.
          Met with Rep. Sue Chew, member of the House Education Committee.
Jan 29  CASA Board meeting
      Rotary

Feb 1  Chamber Days sessions and Legislative Luncheon, and Presidents’ Council
      meeting – Boise

Feb 2  Jobs Plus board meeting
      Met with HR Director and college attorney to review and discuss revisions to
      employee policies and procedures.

Feb 3  Mill site annexation meeting with Foundation board members, trustees and
      college attorney.
      CASA committee meeting

Feb 4  Foundation board meeting

Feb 5  Met with prospective Foundation donor to discuss giving opportunities.
      Rotary

Feb 6  North Idaho Hospice Wine Tasting and Auction at the Hayden Country Club.

Feb 11 Visited E-learning and observed methods of online instruction.

Feb 12 Coeur d’Alene Chamber’s Executive Roundtable meeting hosted at Schweitzer
      Mountain

Feb 16 ASNIC board meeting
      Post Falls Chamber luncheon - guest speaker Al Williams, NIC Athletic director
      Foundation Executive Committee meeting
      Humane Society Fundraiser at Cricket’s on Sherman Avenue

Feb 17 Conference call with UI President Duane Nellis and LCSC President Dene Thomas
      to further discuss joint use building on the mill site.

Feb 18  State Board of Education meeting in Boise

Feb 19 & 20 NIC men’s and women’s basketball games vs. CSI in Twin Falls

Upcoming meetings:
Feb 22  Visit faculty and staff in Boswell Hall and SUB
      Monthly meeting with Constituent Group Leaders
      CASA board meeting
Feb 24  Visit faculty and staff in Meyer Health Science Building and SUB
Meeting with Scott Burkhardt of Integrated Business Health Solutions to discuss fundraising opportunities
Jobs Plus Nominating Committee meeting

Feb 25  Participate in online College Skills class
Informal get-together with Trustee Judy Meyer
Meet with prospective Foundation donors to discuss giving opportunities
Men's and women's basketball vs. College of Eastern Utah

Feb 26  Address NIC Management Institute.
Rotary

Feb 27  Men's and Women's basketball vs. Colorado Northwestern Community College

Mar 1  Visit the SUB for coffee and conversation with students and employees.
Student Services Town Hall meeting

Mar 2  Jobs Plus board meeting
Presidents' Council meeting

Mar 3  Visit the SUB for coffee and conversation with students and employees.

Mar 4  Foundation board meeting
Natural Science and Health Professions and Nursing Division meetings

Mar 5  Rotary

Mar 8-13  National Legislative Summit – Washington, DC

Mar 15  Visit the SUB for coffee and conversation with students and employees.
Visit faculty and staff in Lee Kildow Hall.

Mar 16  Visit faculty and staff at Ft. Sherman Officers' Quarters.
Monthly Education Corridor city meeting with stakeholders

Mar 17  Visit the SUB for coffee and conversation with students and employees.

Mar 18  Inland Northwest Partners spring meeting – Northern Quest Casino, Spokane

Mar 19  Rotary
Mission statement: North Idaho College is committed to student success, teaching excellence and lifelong learning. As a comprehensive community college, North Idaho College provides educational opportunities that expand human potential and enhance the quality of life for the students and the communities it serves.

4:00 p.m.
**CALL TO ORDER**
Verification of Quorum

**EXECUTIVE SESSION**
Idaho Code Sections 67-2345 (b), (c), (f)

6:00 p.m.
**RECONVENE BOARD MEETING**
Verification of Quorum/Introduction of Guests
Minutes Review/Approval
Public Comment
Celebrating Success: Management Training

**CONSTITUENT REPORTS**
ASNIC
Staff Assembly
Senate
Faculty Assembly

**OLD BUSINESS**
None

**NEW BUSINESS**
Tab 3: ACTION: Dual Naming of Seiter Hall and Lee-Kildow Hall
Tab 4: Official Enrollment Report for FY10 Spring Semester

**INFORMATION ITEMS**
Kootenai Technical Education Campus (KTEC)
Education Corridor
REPORTS
  College President                     Priscilla Bell
  Legislative Session Update

Board Chair                           Christie Wood

REMARKS FOR THE GOOD OF THE ORDER*

ADJOURN

  * Remarks are subject to NIC Policy and Procedure 2.01.03. Copies are available from the President's Office and at each board meeting.

  ** Executive sessions may be called for the purposes of considering hiring a candidate for public employment; considering the evaluation, dismissal, or disciplining of a public employee; conducting deliberations concerning labor negotiations or to acquire an interest in real property not owned by a public agency; advising its legal representatives in pending or probable litigation or considering preliminary negotiations in matters of competitive trade or commerce with governing bodies in other states or nations.

NEXT BOARD MEETING
March 24, 2010
SUBJECT
Executive Session

BACKGROUND
From time to time the board will find it necessary to adjourn to executive session.

DISCUSSION
When an executive session is required, a number of specific steps must be taken. These steps are:
2. Cite one or more specific subsections in the code section.
3. Approve a motion to adjourn by two-thirds, roll call vote.
4. Take no action and make no final decisions in executive session.

COMMITTEE ACTION
Roll call vote of the members of the board of trustees with a two-thirds majority is necessary to adjourn to executive session.

FINANCIAL IMPACT
None.

REQUESTED BOARD ACTION
A motion under Idaho Code Section 67-2345 subsection:
______ (a) To consider hiring a public officer, employee, staff member or individual agent;
______ (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent;
______ (c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency;
______ (d) To consider records that are exempt from disclosure as provided in Chapter 3, Title 9, Idaho Code
______ (e) To consider preliminary negotiations involving matters trade or commerce in which the governing body is in competition with governing bodies in other states or nations;
______ (f) To consider and advise its legal representatives in pending litigation or where there is a general public awareness of probable litigation;

Moved by ________ Seconded by ________ Carried: Yes _______ No ______
Roll call:  ___________ Armon
____________ Meyer
___________ Vieselmeyer
___________ Williams
___________ Wood
CALL TO ORDER AND VERIFICATION OF QUORUM
Trustee Ron Vieselmeyer called the meeting to order at 4:25 p.m. and verified that a quorum of the board was present at the meeting.

ATTENDANCE
Trustees:  Rolly Williams
Ron Vieselmeyer
Judy Meyer

Also present:  Priscilla Bell, President
Marc Lyons, Attorney for North Idaho College

EXECUTIVE SESSION
Motion was made by Trustee Williams, seconded by Trustee Meyer, to go into executive session under Idaho Code § 67-2345(b), (c) and (f) for the purpose of discussing issues related to specific personnel matters, matters related to the acquisition of property not owned by a public agency and consultation with legal counsel regarding litigation. Roll call vote was taken as follows:

- Rolly Williams  aye
- Ron Vieselmeyer  aye
- Judy Meyer  aye

Chair Christie Wood arrived at 5:35 p.m. and resumed her role as chair. Trustee Mic Armon arrived at 5:40 p.m. At 5:55 p.m., a motion was made to return to open session by Trustee Williams, seconded by Trustee Meyer. The meeting was recessed by Chair Wood to reconvene in the Driftwood Bay Room.

RECALL TO ORDER AND VERIFICATION OF QUORUM
Chair Wood recalled the meeting to order at 6:05 pm and verified that a quorum of the board was present.

ATTENDANCE
Trustees:  Ron Vieselmeyer
Rolly Williams
Christie Wood
Mic Armon
Judy Meyer
Also present: Priscilla Bell, President
John Martin, Vice President for Community Relations and Marketing
Jay Lee, Vice President for Instruction
Rolly Jurgens, Vice President for Administrative Services
Eric Murray, Vice President for Student Services
Marc Lyons, Attorney for North Idaho College

APPROVAL OF MINUTES

Chair Wood called for remarks regarding the meeting minutes. There were no remarks.

Motion was made by Trustee Meyer and seconded by Trustee Armon to approve the minutes of the meeting held December 16, 2009. The motion passed unanimously.

At this time Chair Wood asked for the board’s indulgence in allowing the ASNIC report to take place next so that President Jack Vanderlinden could leave the meeting to attend his evening class. There was no opposition to Chair Wood’s request.

ASNIC

President Vanderlinden reported that he had a recent opportunity to travel to Boise and take part in the legislative pizza lunch with Dr. Bell and VP John Martin. At the luncheon he was able to make a brief presentation to legislators and meet with students from College of Southern Idaho and College of Western Idaho. He reported that ASNIC recently hosted CSI’s student government president and secretary while they were in town for a basketball game and he hopes ASNIC members, cheerleaders and the pep band will be able to travel to Twin Falls when NIC plays CSI again later in the semester. He finished by commenting that the St. ASNIC project in December was a great success and he thanked VP Rolly Jurgens for taking part and dressing up as Santa Claus.

PUBLIC COMMENT

None.

CELEBRATING SUCCESS

Ms. Pearl Bouchard provided the board with an annual overview of the Area Agency on Aging (AAA). She reported that in the past year the Agency staff had been trained by the State Health Insurance Benefit Advisors (SHIBA) so that they could assist customers and their families when enrolling in Medicare and the prescription drug program. She added that this training resulted in Idaho AAA ranking fifth in the nation for working with senior citizens over the past year. She went on to report that AAA partners with the Panhandle Health District to provide a program designed to help seniors stay active and healthy and help them avoid falls which can cost $38 million a day in the United States. She reported on a multi-disciplined partnership involving the police department, banks and prosecutors and other social service agencies to work to prevent the abuse, neglect and exploitation of seniors and those most vulnerable.

Ms. Bouchard next reported that the 20-year growth of the aging population in the northern five counties of Idaho exceeds 170% for those aged 60 and older, and for those aged 70 and older the growth is 125%. She added that nine of the 17 areas for which they provide services have unmet needs including case management and in-home caregivers.
Trustee Meyer asked Ms. Bouchard what ramifications she sees from the state in consideration of the Governor’s budget proposal. Ms. Bouchard responded that the Governor’s proposal does not show any further cuts to the AAA for this year or for the next year.

Chair Wood asked Ms. Bouchard if she had had to make any administrative cuts this year and Ms. Bouchard responded that they had reduced the number of Homemaker services which are the in home services such as laundry and shopping.

Dr. Bell commented that the Agency’s new facility was nice and she encouraged trustees to stop in and visit.

CONSTITUTENT LEADER REPORTS

Senate
Chair Laurie Olson-Horswill reported that during its December 17 meeting, Senate had reconsidered the Committees policy and procedure following some recommendations from Dr. Bell and President's Cabinet. They accepted the changes to the policy, but the procedures are still being worked on between Senate and President's Cabinet, as a detail about committee membership is refined. She added that the procedure will be reconsidered at the January 21 Senate meeting. She went to report that in December Senate also passed a detailed revision of the Sabbatical procedure and at their January meeting they will discuss some recommendations for the procedure made by Dr. Bell. She finished her report by stating that Senate discussed another draft of the revised constitution and bylaws in December and tabled the discussion until Faculty Assembly had an opportunity to review the draft.

Faculty Assembly
Chair Pat Lippert reported that during the Faculty Assembly meeting held on January 14, Senate reapportionment was discussed, new alternatives were suggested and new objections were raised. He went on to say that a vote on the revised Senate Constitution and Bylaws was taken by mistake and most of those present chose to abstain. In order for more discussion to take place on the subject, he has called a special meeting of the Assembly on January 28 and plans to produce and distribute a list of questions and answers for and against reapportionment, so that a more informed discussion and decision may take place at the January 28 meeting.

Staff Assembly
Chair Alex Harris reported that Staff Assembly was pleased to learn that Faculty Assembly plans continue the discussion of equal representation on Senate and offered any information Faculty Assembly needs to help them make an informed decision.

OLD BUSINESS

Committees Policy #2.03.01
Dr. Bell reported that she and Senate had been working on a rewrite of the Committees policy for some time. Revisions include eliminating and moving much of the procedural information to an accompanying procedure, underscor[ing the college’s commitment to participatory governance and collaborative management of college processes, and a definition of each of the three types of committees (standing, ad hoc and constituent group standing committees). She pointed out that this policy only governs standing committees. She noted for the board that in the event she and the Senate are unable to agree regarding the establishment or
discontinuance of a standing committee, the board will make the final decision. Dr. Bell reminded the board that although this was a first reading, they may consider a motion to approve the policy, if they wish.

Motion: 12-16-09 72: Trustee Armon moved to approve the revisions to Committees policy #2.03.01. The motion, seconded by Trustee Vieselmeyer, carried unanimously.

NEW BUSINESS

FY10 Second Quarter Budget Review
Vice President Rolly Jurgens reviewed trends in revenue and expenditures year to date as compared to previous years. He pointed out that tuition and fees are currently about 117% of budget and those funds will largely offset any further cuts in state general funds.

Trustee Armon asked how the administration was addressing the additional student population or alleviating the pressure brought by the additional students in classrooms. VP Jay Lee responded that he is concerned about the overloads that many of the faculty are carrying due to the increased enrollment. He commented that faculty are willing to take on additional classes and additional students per class, but he feels the situation will need to be addressed if increases continue.

Dr. Bell thanked faculty for their willingness to increase capacity to meet student needs and she pointed out that the increase in enrollment also impacts other areas on campus. She added that they are looking at the possibility of adding some new staff positions next year as the budget for FY11 is developed.

Trustee Vieselmeyer commented that the community needs to be made more aware of the sacrifices being made by faculty and staff at North Idaho College as they help those who are currently out of work and want to improve their education in order to go back to work.

INFORMATION ITEMS

Kootenai Technical Education Campus (KTEC):
Trustee Vieselmeyer reported that Paul Anderson, Chair of the organization, commented recently that he feels that this project is possibly the biggest thing that has ever come to North Idaho. Vieselmeyer stated that committee work is moving forward and the various stakeholders have purchased the needed property on the Rathdrum Prairie and there are hopes that a levy can be run and other grants pursued to help with the buildings.

Education Corridor
Dr. Bell reported that during the recent monthly stakeholders meeting with the city, it was reported that engineers have been hired to conduct a traffic study and that the study is shaping up and the deliverables have been identified. She added that there will be stakeholder meetings on this topic which will include representative from the Bureau of Land Management, Fort Grounds Homeowners Association, businesses on Northwest Boulevard, the three colleges and the city. It is anticipated that the study will take approximately 18 months and then projects on the mill site can begin. Additionally, a request for a six-month extension on annexation of those sections of the site not currently in the city has been approved and work on the annexation agreement will continue. She added that a meeting took place that afternoon between LCSC, UI
and NIC presidents, provosts and other administrators to discuss planning for a joint use facility on the mill site. Discussion topics included space needs, program expansion and other issues that will drive buildings and she finished by stating that the three institutions will work with Department of Public Works on some formative planning for the facility.

REPORTS

**College President**

Dr. Bell provided a preliminary report on spring enrollment of 25% more students this spring than last spring. She next reported on staff's success in setting up the portables for classes and offices moved from Seiter hall during its renovation and thanked Dean Bob Murray, division chairs, faculty and VP Jurgens and his facilities and IT staff for their hard work in making the transition successful.

Dr. Bell informed trustees that the college, through the Foundation, had recently received a $1 million grant from the Albertson Foundation to make scholarship awards to students and she let them know that the parameters for utilizing the funds and other details were being worked through by Foundation Executive Director Rayelle Anderson.

Dr. Bell next reported that NIC is a part of a consortium of colleges, headed by Bellevue Community College in Washington, working on a Health Information Technology grant application. The grant would award $625,000 to each of the colleges to establish a certificate program in health information technology. If awarded, NIC would be required to train 300 individuals in two years.

Dr. Bell reviewed a brief list of events and meetings scheduled for higher education week with the legislature the last week of January. She added that during the recent legislative luncheon in Boise, the Governor's hold back proposal for state general funds was discussed and it was mentioned that the hold back amount will likely be increased by the legislature.

She mentioned a few items for trustees' calendars then stated that work continues on appropriations requests for submission to the legislative delegation by mid-February. Requests include an appropriation of between $200,000 and $300,000 for a POST Academy and emergency planning and responder needs, and a request for a Physical Therapist Assistant program of up to $200,000.

Dr. Bell finished her report by welcoming Mike Mires, the newly hired dean of Professional Technical Workforce Education, although he was not in attendance, and provided trustees with a brief background for Mr. Mires.

**Board Chair**

Chair Wood commended Dr. Bell and staff for their continued focus on the Strategic Plan and thanked them for the informative updates provided in the monthly letter from the president.

Chair Wood next reported that NIC instructor, Alan Lamb, attended the January board meeting of the Kootenai County Task Force on Human Relations, and he formally invited two Task Force board members, Kathy Canfield-Davis from UI and Tony Stewart, to become liaisons to NIC's Diversity Committee. She added that she and Erna Rhinehart were both nominated to be vice presidents for the Task Force for this year.
Chair Wood next let staff and faculty know how much the board appreciates their efforts and asked everyone to remain positive and focused in the face of negative press. She finished her comments by letting VP Jurgens know that she enjoyed his comments in a recent news article about his tenure at the college and his upcoming retirement.

Dr. Bell commented about a recent news story in the Spokesman Review about NIC’s marketing communications that include Face Book and Twitter and she commended Erna Rhinehart and her staff responsible for maintaining those communications networks.

REMARKS FOR THE GOOD OF THE ORDER
Trustee Meyer commented on a recent conference call in which she participated with the Idaho Business Coalition for Educational Excellence (IBCEE) where the “Go Idaho” program was discussed. Chair Wood thanked Trustee Meyer for her efforts in staying connected to organizations in the state that may possibly affect North Idaho College.

ADJOURNMENT
At 7:20 p.m. Chair Wood adjourned the meeting.

_________________________________  ________________________________
Board of Trustees Chair   Board of Trustees Secretary
SUBJECT
Dual Naming of Seiter Hall and Lee-Kildow Hall

BACKGROUND
Point Three of NIC’s 9-Point Agreement with the Coeur d’Alene Tribe articulates that NIC will attempt to "name NIC buildings, streets, classrooms and special places on campus in recognition of important Coeur d'Alene tribal leaders or cultural happenings." In recognition of this commitment, the 9-Point Committee is bringing forth a request to provide a dual name for Seiter Hall and Lee-Kildow Hall.

DISCUSSION
This proposal does not REMOVE the official English name of the facilities (Seiter and Lee-Kildow). Rather, it ADDS a second name in the Coeur d’Alene tribal language to honor the tribe’s cultural heritage. It is the hope that all buildings, at the rate of one or more per year, will receive a dual name to recognize the historic gathering grounds of the Coeur d’Alene tribe and fulfill our commitment under the 9-Point Agreement.

Under these provisions, Seiter will have the dual name of Chelean Hall ("Next to the Lake") and Lee-Kildow will have the dual name of Nepten Hall ("The Entrance"). Recordings of how to pronounce the names will be provided during the board meeting.

Please see the attachment for the current names on record, and those we will plan for in the future.

COMMITTEE ACTION
The 9-Point Committee members for this point approve of the action. President's Cabinet has been consulted and approves of the action. The Coeur d’Alene Tribe has been integral to the planning and approves of the action.

FINANCIAL IMPACT
Costs for signage changes are to be attributed either to Facility Services or the Student Services budget.

REQUESTED BOARD ACTION
Request approval of dual names for Seiter Hall and Lee-Kildow Hall.

Prepared by
Eric W. Murray, Ph.D.
Vice President for Student Services
### 9 PT Agreement Naming Chart

<table>
<thead>
<tr>
<th>NIC Facility</th>
<th>CDA Name</th>
<th>English Translation</th>
<th>BOT Approved</th>
<th>Outside Signage</th>
<th>Inside “Story”</th>
</tr>
</thead>
<tbody>
<tr>
<td>Beach</td>
<td>Yap-Keehn-Um</td>
<td>The Gathering Place</td>
<td>July 1987</td>
<td>Yes</td>
<td>Yes</td>
</tr>
<tr>
<td>Dining Hall</td>
<td>Ts’elusm Dining Hall</td>
<td>The Stand Before the Fire</td>
<td>October 2006</td>
<td>n/a</td>
<td>YES</td>
</tr>
<tr>
<td>Children’s Center</td>
<td>Tgwe’l Ststs’ m’l’t</td>
<td>For the Sake of Children</td>
<td>March 2007</td>
<td>Coming 2010</td>
<td>Coming 2010</td>
</tr>
<tr>
<td>Library Reading Room</td>
<td>Sqwi’m Reading Room</td>
<td>A Familiar Place</td>
<td>June 2007</td>
<td>n/a</td>
<td>No</td>
</tr>
<tr>
<td>Seiter Hall</td>
<td>Chelean Hall</td>
<td>Next to the Lake</td>
<td>February 2010*</td>
<td>Coming 2010</td>
<td>Coming 2010</td>
</tr>
<tr>
<td>Lee-Kildow Hall</td>
<td>Nepten Hall</td>
<td>The Entrance</td>
<td>February 2010*</td>
<td>Coming 2010</td>
<td>Coming 2010</td>
</tr>
<tr>
<td>Boswell Hall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hedland Building</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Residence Hall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Schuler PAC</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Christianson Gym</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Student Union</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Myer Health Science</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Post Hall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Winton Hall</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sherman Building</td>
<td>Scheeteplen Hall</td>
<td>Committed to Human Rights</td>
<td>Only to be named after “Sherman” remvd frm bldg</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Tentative
SUBJECT
Official FY10 Spring Credit Enrollment

BACKGROUND
Each year at this time, an analysis of the spring semester enrollment is provided to the board of trustees. This enrollment count is based on a snapshot of our FTE and headcount after the “drop for non-payment date” has passed.

DISCUSSION
Eric Murray, Vice President for Student Services, will be at the Board meeting to provide further details on student demographics.

In summary:
- NIC headcount increased 20% or approximately 1,000 students over spring 2009. The increase was approximately 200 students over fall 2009 enrollment.
- Total FTE increased by 16%.
- General Studies headcount saw the largest individual increase (22%) followed by PTE students (17%) and then Duals (8%).
- FTE was reversed, with PTE seeing a higher increase in credits being taken (27%) over General Studies (18%).
- While these numbers increased, our ratios of male-to-female, full-to-part time, and residency-by-county remained the same.
- The impact of even more students than fall continues to weigh on all college employees.

COMMITTEE ACTION
None

FINANCIAL IMPACT
None

REQUESTED BOARD ACTION
No action is necessary at this time.

Prepared by
Eric W. Murray, Ph.D.
Vice President for Student Services
Spring Enrollment Report
2006 - 2010

Presenter: Eric Murray
Vice President of Student Services
Credit Breakdown
Credit Headcount

<table>
<thead>
<tr>
<th></th>
<th>Spring 06</th>
<th>Spring 07</th>
<th>Spring 08</th>
<th>Spring 09</th>
<th>Spring 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Students</td>
<td>4,126</td>
<td>4,246</td>
<td>4,408</td>
<td>4,860</td>
<td>5,852</td>
</tr>
<tr>
<td>Professional/Technical</td>
<td>537</td>
<td>487</td>
<td>541</td>
<td>568</td>
<td>665</td>
</tr>
<tr>
<td>General Studies</td>
<td>3,335</td>
<td>3,436</td>
<td>3,423</td>
<td>3,783</td>
<td>4,633</td>
</tr>
<tr>
<td>Dual Enrollment</td>
<td>254</td>
<td>323</td>
<td>444</td>
<td>509</td>
<td>554</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Students</td>
<td>2,000</td>
<td>3,000</td>
<td>4,126</td>
<td>537</td>
<td>665</td>
</tr>
<tr>
<td>Professional/Technical</td>
<td>0</td>
<td>0</td>
<td>541</td>
<td>568</td>
<td>554</td>
</tr>
<tr>
<td>General Studies</td>
<td>3,335</td>
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</tr>
<tr>
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<td>254</td>
<td>323</td>
<td>444</td>
<td>509</td>
<td>554</td>
</tr>
</tbody>
</table>
### Credit FTE

<table>
<thead>
<tr>
<th></th>
<th>Spring 06</th>
<th>Spring 07</th>
<th>Spring 08</th>
<th>Spring 09</th>
<th>Spring 10</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total FTE</td>
<td>2,951</td>
<td>2,868</td>
<td>3,008</td>
<td>3,377</td>
<td>4,004</td>
</tr>
<tr>
<td>General Studies</td>
<td>2,333</td>
<td>2,399</td>
<td>2,417</td>
<td>2,706</td>
<td>3,203</td>
</tr>
<tr>
<td>Professional/Technical</td>
<td>89</td>
<td>337</td>
<td>199</td>
<td>217</td>
<td>222</td>
</tr>
<tr>
<td>Dual</td>
<td>529</td>
<td>132</td>
<td>392</td>
<td>454</td>
<td>579</td>
</tr>
</tbody>
</table>

- Credit FTE: Total full-time equivalent credits for different semesters.
General Studies Headcount

<table>
<thead>
<tr>
<th></th>
<th>New</th>
<th>Continuing</th>
<th>Dual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 06</td>
<td>367</td>
<td>2,968</td>
<td>2,500</td>
</tr>
<tr>
<td>Spring 07</td>
<td>438</td>
<td>2,998</td>
<td>3,233</td>
</tr>
<tr>
<td>Spring 08</td>
<td>309</td>
<td>3,114</td>
<td>3,309</td>
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<tr>
<td>Spring 09</td>
<td>444</td>
<td>3,321</td>
<td>4,444</td>
</tr>
<tr>
<td>Spring 10</td>
<td>509</td>
<td>4,013</td>
<td>5,509</td>
</tr>
</tbody>
</table>
General Studies Headcount

Spring 06: 3,335
Spring 07: 3,436
Spring 08: 3,423
Spring 09: 3,783
Spring 10: 4,633
Dual Credit Headcount

Headcount

Spring 06  Spring 07  Spring 08  Spring 09  Spring 10
254        323        444        509        554
Total Enrolled

Full-Time/Part-Time Percent

<table>
<thead>
<tr>
<th>Year</th>
<th>Full-Time</th>
<th>Part-Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 06</td>
<td>55%</td>
<td>45%</td>
</tr>
<tr>
<td>Spring 07</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Spring 08</td>
<td>51%</td>
<td>49%</td>
</tr>
<tr>
<td>Spring 09</td>
<td>53%</td>
<td>47%</td>
</tr>
<tr>
<td>Spring 10</td>
<td>53%</td>
<td>47%</td>
</tr>
</tbody>
</table>

- Full-Time
- Part-Time
Bonners Ferry, Ponderay, Silver Valley, Internet Seat Counts
(duplicated head count)
Student Profile
Fall to Spring Persistence
Full-Time, First-Time Degree Seeking Students

<table>
<thead>
<tr>
<th>Year</th>
<th>Persistence</th>
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</thead>
<tbody>
<tr>
<td>Spring 06</td>
<td>79.2%</td>
</tr>
<tr>
<td>Spring 07</td>
<td>79.6%</td>
</tr>
<tr>
<td>Spring 08</td>
<td>80.1%</td>
</tr>
<tr>
<td>Spring 09</td>
<td>82.4%</td>
</tr>
<tr>
<td>Spring 10</td>
<td>83.4%</td>
</tr>
</tbody>
</table>

Cohort Persistence
Age Breakout

**FAST FACTS**

- **Professional/Technical**
  - average age - 29

- **General Studies**
  - average age - 26

- **Overall**
  - average age - 27

- **Youngest student** - 15

- **Oldest student** - 90

- **Individual Age Groups**
  - 19 and under: 360
  - 20-24: 1,827
  - 25-29: 474
  - 30-34: 411
  - 35-39: 207
  - 40-49: 177

- **Age Group Distribution**
  - 19 and under: 360
  - 20-24: 1,827
  - 25-29: 474
  - 30-34: 411
  - 35-39: 207
  - 40-49: 177
Gender Percentage

Spring 06 | Spring 07 | Spring 08 | Spring 09 | Spring 10

Women: 62% 62% 62% 60% 60% 40% 40%

Men: 38% 38% 38% 40% 40% 60% 60%
Resident State

- Idaho: 90%
- Montana: 2%
- Washington: 4%
- Others: 4%
Montana & Washington Headcount

<table>
<thead>
<tr>
<th></th>
<th>Montana</th>
<th>Washington</th>
</tr>
</thead>
<tbody>
<tr>
<td>Spring 06</td>
<td>96</td>
<td>106</td>
</tr>
<tr>
<td>Spring 07</td>
<td>81</td>
<td>146</td>
</tr>
<tr>
<td>Spring 08</td>
<td>82</td>
<td>173</td>
</tr>
<tr>
<td>Spring 09</td>
<td>91</td>
<td>229</td>
</tr>
<tr>
<td>Spring 10</td>
<td>94</td>
<td>258</td>
</tr>
</tbody>
</table>

- Montana
- Washington