Dear Trustees,

Fall is officially upon us as the weather has been demonstrating, and as our activity on campus has shown us. It’s been a busy time for us all this past month and the business of a new semester is certainly in full swing. I have some newsworthy items to let you know about and the monthly update to our Strategic Plan theme to give you.

NIC Strategic Plan
Theme III College Communications and Climate
As we are nearly through the first quarter of the new fiscal year, it is a good opportunity to reflect on accomplishments from the past six months and look at plans for the coming months. Below are outlined a brief synopsis of where we are at within each goal under Theme III regarding communication and climate.

Goal 1: Improve organizational and inter-departmental communications.
Ongoing use of strategies and tools help us to improve communication throughout the organization. Most notably over the past few months have been the internal communication strategy and the use of the NIC portal. The internal communication process seemed somewhat garbled as e-mails and announcements would be sent throughout campus, sometimes several times per day. Community Relations and Marketing has taken significant steps to centralize all announcements so that information is provided to employees through a single source. This has reduced e-mail volume and “clutter” significantly.

Also noteworthy is the expanded use of the portal for employees. Information, links, and sources for employees are made available through MyNIC, the internal web portal. This has also allowed an expansion of information to employees and students alike and is convenient to access both on and off of campus.

With the change in the year also comes a change to the constituent representation. Extensive and open communication has been established with chairs of Faculty Assembly, Staff Assembly and the Senate. This will be especially important as the groups work with Administration to review and revise all employment policies and procedures.

Additionally, a follow-up employee opinion is slated to begin on October 1. This will allow Administration to collect vital information from employees regarding matters central to culture and climate. We will collect the information for a 10-day window, analyze the data, and provide a comprehensive report to the college community on the outcome, including a comparison to past years.

Goal 2: Further develop opportunities for professional development.
Professional development has been stressed among managers so that they can engage their employees in establishing training, development opportunities and experiences that can help them to be more effective in their current positions and expand capabilities for future roles. Over the past few months, a number of steps have been taken to assist with this.

First, employee day was held in December of last year. It was an incredible opportunity to gather all employees, both faculty and staff, for a day of workshops, team building exercises, and activities designed to build camaraderie, enhance personal capability, and to improve overall morale. The first year of the event was wildly successful, and the committee is being developed and plans are underway now to prepare for this year’s event which is scheduled for February 22.

Management development has also been an ongoing focus. We had previously developed the Management Institute, a 5-day, 40-hour course offered to managers at all levels of the
organization. This has been offered four times with over 60 managers attending. The next course will begin mid-October and run through November.

Management and leadership development is also expanded with the offering of the new Leadership Academy focused on principles of sound leadership. This course is offered only to those who have successfully completed Management Institute. It will also cover the span of five weeks, with four classroom sessions. The intent is to help managers become leaders, and good leaders to become exceptional in all that they do.

Beginning this fall, NIC instituted annual mandatory management/supervisor update seminars hosted by Human Resources. These one-day seminars are intended to ensure the college’s managers and supervisors are up to date on matters related to compensation, hiring and payroll to name a few.

New Employee Orientation is currently conducted twice monthly and includes:

- Welcome message from Dr. Bell
- Sexual Harassment training
- Overview of benefits
- Training/overview of IT procedures and general computer information

Future orientation sessions will involve pre-employment videos offered online for new employees to watch prior to arriving (e.g., sexual harassment, introduction to NIC) as well as pre-employment benefits enrollment, IT tutorials, and other related information. We anticipate rolling this out January 2011.

Beginning this year, NIC will increase the number of faculty sabbatical leave awards, and Staff Assembly has begun work this fall on a proposal for staff sabbaticals. More will be announced as this exciting staff professional development opportunity is developed.

Finally, staff performance evaluations are now underway and due at the end of September. Within these forms, employees and their supervisors can develop personal and professional development plans and strategies for the employees to accomplish throughout 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.

**Goal 3: Attract and retain high quality employees.**

While voluntary turnover is not currently an issue facing the college, we are taking steps to ensure that we keep our employees long term through engagement, offering competitive rewards, and treating them with respect. Below are some of the activities undertaken to promote employee morale and well-being.

First, the current wellness and benefits programs are a way to keep employees motivated and engaged. While the landscape of healthcare is shifting, we have done our best to control costs and expand benefits for employees. At this time, the cost of the total benefits package, for an employee in FY11, is the same or lower than the rates in FY2007! This cost controlling effort is in place while at the same time we are providing incentives for employees up to a $2000 contribution to a health savings account per family to meet wellness objectives.

We have also worked to develop changes to the staff compensation model. While we have yet to fully implement the plan, we have identified several changes to the program, structure and positions that necessitate a significant realignment of most staff positions. Although some of the changes were implemented in July 2010, we are optimistically waiting to be able to implement the full program.
Finally, we have taken additional efforts to promote recognition by supervisors of employees throughout the organization. We understand that when employees feel valued, they stay and they perform well. We want to continue to encourage this through the use of recognition efforts by managers. This will continue to be our effort throughout the coming year as well.

Overall we are on track to continue to make significant progress in the area of culture and climate. We feel that things have improved dramatically over the past 2-3 years and will continue to improve as we implement the ongoing changes and programs to engage employees and help them feel more of a part of the organization.

Other news and events happening at NIC:

**Fall 2010 Enrollment**
As anticipated, fall 2010 semester enrollment did indeed exceed our previous enrollment records. We offered more sections, provided more seats and filled more seats than ever before. In spite of the large increase in enrollment, we were able to continue our history of good classroom utilization and efficiency. Enrollment growth has been observed in every academic area of the college (in credit bearing classes).

<table>
<thead>
<tr>
<th></th>
<th>Fall 2007</th>
<th>Fall 2008</th>
<th>Fall 2009</th>
<th>Fall 2010 as of 9/6/2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Headcount</strong></td>
<td>4,650</td>
<td>4,856</td>
<td>5,659</td>
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<tr>
<td><strong>Number of different courses offered</strong></td>
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<td>521</td>
<td>523</td>
<td>555</td>
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<tr>
<td><strong>Number of sections offered</strong></td>
<td>1,067</td>
<td>1,135</td>
<td>1,251</td>
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<tr>
<td><strong>Total number of class seats available</strong></td>
<td>22,755</td>
<td>29,023</td>
<td>26,717</td>
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<tr>
<td><strong>Total number of seats taken</strong></td>
<td>18,530</td>
<td>19,925</td>
<td>23,275</td>
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<tr>
<td><strong>Per cent of available seats taken</strong></td>
<td>81.4%</td>
<td>68.7%</td>
<td>87.1%</td>
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<tr>
<td><strong>Average class size</strong></td>
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<td>18</td>
<td>19</td>
<td>19</td>
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<tr>
<td><strong>Number of evening sections</strong></td>
<td>136</td>
<td>121</td>
<td>119</td>
<td>123</td>
</tr>
</tbody>
</table>

**Tech Prep Update**
A total of 402 high school students earned 1,708 North Idaho College credits through Tech Prep during the 2009-2010 academic year. Without the discounted $10 per credit fee that Tech Prep students pay, those 402 students would have paid a total of $193,608 for courses taken on campus, compared to the $17,080 paid for Tech Prep transcription fees. The 402 Tech Prep students of Region One (and their parents) saved $176,528 through the program.

**Data and Decision Academy**
NIC Director of Institutional Effectiveness, Ann Lewis, has been selected to receive an Association of Institutional Research (AIR) Data and Decisions Academy Presidential Scholarship. The scholarship will cover the expenses of Ann’s enrollment in two on-line courses (Designing IR Research and Foundational Statistics for Decision Support) over the next twelve weeks. The course will connect Ann to other institutional researchers while working through assignments, demonstrations, and exercises. Many congratulations to Ann!

**NWCCU Evaluators**
The Northwest Commission Colleges and Universities sent a request for nominations for accreditation evaluators. NIC and President Bell responded by nominating Jay Lee, Michael Mires, Ann Lewis and Karen Ruppel. If selected, the new evaluators would receive training in late fall 2010. As NIC prepares for its own accreditation process, the new evaluator training will prove very beneficial to the college.
NIC-HREI Collaboration
North Idaho College is working with the Human Rights Education Institute to develop strong collaborations. Dr. Bell met recently with HREI Executive Director Dan LePow to begin the discussion on collaboration between our organizations. She will continue that discussion by scheduling a meeting which also includes VP Sheldon Nord, VP Jay Lee and VP Ron Dorn. NIC instructor and HREI board member Alan Lamb is also involved as we consider a memorandum of understanding that will lead to more community events being held on campus.

University of Idaho Search for Associate Vice President and Center Executive Officer for Northern Idaho
Vice President for Instruction Jay Lee will again assist the University of Idaho in their processes to select the next Associate Vice President and Center Executive Officer for Northern Idaho (AVP/CEO). Lee earlier served on the search team that selected the interim AVP/CEO. Lee joins several University of Idaho staff from the Moscow campus and the Coeur d’Alene center, as well as Coeur d’Alene Mayor Sandi Bloem and Idaho State Senator John Goedde, as the team screens candidates. UI hopes to bring finalists for the position to campus in January 2011. The new AVP/CEO will begin duties for the university in July 2011.

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

Aug 26  Education Corridor Transportation Infrastructure Steering Committee meeting
Inland Community Foundation luncheon honoring the Women’s Gift Alliance
VP Student Services candidate campus visit and interview
All campus open session with VP Student Services candidate
Governor’s Cup reception at Duane Hagadone’s Casco Bay home

Aug 27  Rotary

Aug 30  Coffee with Dan Lepow of Human Rights Education Institute
Athletic student orientation

Aug 31  Lunch Dennis Wheeler of Coeur d’Alene Mines, Mike Patrick and Jim Thompson of the Coeur d’Alene Press
PTK Update with student President Patty Murk and faculty advisor Cynthia Nelson

Sep 1  Phone conference with Susan Carlson of the American Council on Education’s Office of Women in Higher Education to discuss my serving as the presidential sponsor for the Idaho women’s network.
Department of Public Works to visit and tour NIC campus
Cruise on Lake Coeur d’Alene hosted by Human Rights Education Institute and North Idaho Title

Sep 2  Met with Teresa Molitor and VP John Martin to discuss pending legislation
Discuss NIC’s I-BEST program with Robert Hoover of the Idaho Community Foundation
UI football season opening game and pre-game event in Moscow hosted by President Duane Nellis.

Sep 3  Rotary
Sep 7  Jobs Plus board meeting  
Phoned in to the Presidents’ Council meeting  
VPSS search committee debrief  

Sep 8  Presented Sterling Silver Award to September’s employee of the month, Pattie Stewart in Athletics.  
Coffee and conversation in the SUB with students, staff and faculty  

Sep 9  Business roundtable meeting hosted by Frontier Communications  
Interviewed by Sentinel reporter on the topic of enrollment  
Opera Coeur d’Alene board meeting  

Sep 10  Present opening remarks for management meeting hosted by NIC Human Resources.  
Rotary  
Art Walk and Opera Coeur d’Alene performance in the Coeur d’Alene Plaza Shops  

Sep 14  Booster Club luncheon with guest speaker NIC Golf Coach Derrick Thompson  

Sep 15  Chamber Executive Roundtable opening meeting at the Coeur d’Alene  
Coffee and conversation at the SUB with students, staff and faculty  
NIC Foundation Board and NIC Board of Trustees Social – Hayden Lake Country Club  

Sep 16  North Idaho Legislative Summit hosted by the Coeur d’Alene Chamber  

Sep 17  Rotary  

Upcoming meetings and events that I or members of President’s Council will attend:  

Sep 18  Opera Coeur d’Alene studies program for La Boheme production  
Opera in the Plaza  

Sep 20  Monthly constituent leaders meeting  
Opera Coeur d’Alene Making of La Boheme event – Boswell Hall  

Sep 21  Education Corridor Transportation Infrastructure Steering Committee meeting  
Education Corridor monthly meeting with the city  

Sep 22  Keynote speaker for the Eastern Washington/Northern Idaho Girl Scouts breakfast  

Sep 23  Members of President’s Cabinet to participate in Silver Valley Center open house  

Sep 27  Members of President’s Cabinet to participate in Ponderay Center open house  

Sep 30  VP Jay Lee to meet with U of I IMBRE representatives during their site visit to NIC  

Oct 5  VP John Martin to attend Presidents’ Council meeting and present NIC’s FY12 DWP project requests to the Permanent Building Fund Advisory Council in Boise  

Oct 6  Conference call with the American Council on Education’s Office of Women in Higher Education Commission members
Oct 11  President’s Cabinet retreat at Scharelant Retreat
Oct 12  Coeur d’Alene Chamber’s Upbeat breakfast with guest speaker NIC Athletic Director Al Williams
          NIC Foundation Lunch with the president event for donors
Oct 14  State Board of Education hosted by Lewis-Clark State College
Oct 15  Rotary
Oct 18  Coffee and conversation in the SUB with students, staff and faculty
Oct 19  Education Corridor monthly meeting with the city
Oct 20  Coeur d’Alene Chamber’s monthly Executive Round Table meeting
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 Christie Wood

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

6:00 p.m. Driftwood Bay Room
RECONVENE BOARD MEETING
Verification of Quorum/Introduction of Guests Christie Wood
Minutes Review/Approval Christie Wood
Public Comment
Celebrating Success: NIC Foundation Update Rayelle Anderson

CONSTITUENT REPORTS
ASNIC Jenna Betts
Staff Assembly Alex Harris
Faculty Assembly Pat Lippert
Senate Erin Norvell

OLD BUSINESS
None

NEW BUSINESS
Tab 3: ACTION: Revised Policy 3.02.31 Suspension of Tenured Faculty Priscilla Bell
Tab 4: Official Fall Enrollment Report Sheldon Nord

INFORMATION ITEMS
Kootenai Technical Education Campus (KTEC) Jay Lee
Education Corridor Mic Armon/John Martin

REPORTS
College President Priscilla Bell
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.
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
Chair Christie Wood called the meeting to order at 5:00 p.m. and verified that a quorum of the board was present at the meeting.

ATTENDANCE
Trustees:  Rolly Williams
           Ron Vieselmeyer
           Christie Wood

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

EXECUTIVE SESSION
Motion was made by Trustee Vieselmeyer, seconded by Trustee Williams, 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 to consider pending litigation. Roll call vote was taken as follows:

Rolly Williams  aye
Ron Vieselmeyer  aye
Christie Wood  aye

At 5:50 p.m. a motion was made to return to open session by Trustee Williams, seconded by Trustee Vieselmeyer. Chair Wood recessed the meeting to reconvene in the Driftwood Bay Room.

Dr. Bell briefly updated the board on efforts regarding political and community support for the Meyer Health and Sciences Building and laying the groundwork for possible expansion.

RECALL TO ORDER AND VERIFICATION OF QUORUM
Chair Wood recalled the meeting to order at 6:00 p.m. and verified that a quorum of the board was present.

ATTENDANCE
Trustees:  Ron Vieselmeyer
           Rolly Williams
           Christie Wood

Also present:  Priscilla Bell, President
              John Martin, Vice President for Community Relations and Marketing
              Jay Lee, Vice President for Instruction
              Ron Dorn, Vice President for Resource Management
APPROVAL OF MINUTES
Chair Wood called for remarks regarding the meeting minutes. There were no remarks.

   Motion was made by Trustee Williams and seconded by Trustee Vieselmeyer to approve the minutes of the meeting held June 23, 2010 and the minutes of the meeting held July 28, 2010. The motion carried unanimously.

PUBLIC COMMENT
There was no public comment.

CELEBRATING SUCCESS
Sally Hinders, director of Student Support Services, reported on the process that led to the renewal of NIC's TRIO grant by the Department of Education. She commented that the grant will provide approximately $1.3 million to fund the program for the next five years. She provided the board with some brief stories about some of the students who receive services through the program adding that they are either first generation students, low income, according to U.S. standards, and many also have disabilities.

OLD BUSINESS
None.

CONSTITUENT REPORTS

ASNIC
President Jenna Betts reported that ASNIC is starting the semester with half of their board. She named the sitting officers and senators and reported that elections are scheduled for the last week of September and the four remaining senate seats will be filled then. She stated that ASNIC has been heavily involved in the search for the VP for Student Services position and she closed by extending an invitation to the board to join the ASNIC board for dinner sometime soon.

Faculty Assembly
Chair Pat Lippert reported that during their first meeting September 9 Faculty Assembly plans to review and discuss the latest policy revisions for faculty termination, suspension and tenure. He offered the board and members of the KTEC committee congratulations on the recent passage of the KTEC levy.

Staff Assembly
Chair Alex Harris reported that Staff Assembly is looking forward to building further on the collaboration with the faculty and Senate that was established last year. He finished by stating that Staff Assembly is continuing to work on this year's Employee Day and drafting a Staff Sabbatical policy.

Senate
Chair Erin Norvell reported that during their first meeting of the year on August 19 Senate passed the revised Remediation procedure for a second reading. She added that they also completed a second reading on the revised Suspension policy, but were planning to meet again on August 26 with college Attorney Marc Lyons to clear up a few points before approving the revision. She continued to say that during the August 19 meeting Senate completed a first reading of the revised
Termination Policy. Norvell finished by stating that the Tenure Committee is meeting soon to review and discuss revisions to the Tenure policy before it is presented to Senate and they are on track to get through the Termination and Suspension policies and procedures by the end of September and the first and second reading of the revised Tenure policy and procedure by the end of October.

NEW BUSINESS

Summer Enrollment
Registrar Tami Haft provided the board with final summer enrollment numbers. She highlighted that summer 2010 headcount represents a 43% increase over summer 2009 and the full time enrollment (FTE) count showed a 44% increase over summer 2009. She added that from summer 2007 to summer 2010 headcount increased 84% and FTE count increased 96%. She stated that during summer 2010 the college offered 228 sections versus summer 2009’s 167 sections. She added that in 2010, 95 sections were offered online.

Dr. Bell added that class fill rates also increased and she commended staff and faculty for their willingness to step up and provide instruction and services during these times of higher enrollment.

INFORMATION ITEMS

Kootenai Technical Education Campus (KTEC)
Vice President John Martin attended the most recent KTEC meeting and reported that the meeting focused mostly on tying up last minute details on strategy to get the word out to the community to vote during the KTEC levy election.

Dr. Bell added that the Coeur d’Alene Press had agreed to run a free full page ad to recognize the passage of the levy.

Education Corridor
Dr. Bell reported that the planning for the infrastructure on the mill site property from Northwest Boulevard to River Road was moving ahead including plans for the way that Hubbard Road will connect the two roadways through the property. She added that final plans for the infrastructure would be discussed at the next steering committee meeting and the city will host one more open house for the public. She finished by reporting that construction is still on schedule to begin in March with hopes to be finished by the start of next fall semester.

VP Dorn reported on the open house hosted by the city on August 11. He commented that many of the participants had positive input on the plans.

Dr. Bell added that Lewis-Clark State College is officially occupying the portables on River Road through a lease with the college. She added that it was discovered that the portables LCSC is using are those located on Foundation property, so the college has requested permission from the Foundation to sublease that property to LCSC.

Vice President for Student Services Position
Dr. Bell reported on the status of the search to fill the Vice President for Student Services position. She commented that three candidates had been interviewed on campus this week and the fourth was scheduled for tomorrow, and that all four individuals are well qualified. She added that once the committee compiles comments and feedback on the candidates, she hopes to make an offer early next week and hopes to have the new person on board prior to the September board meeting.
**Department of Public Works Requests**
Dr. Bell reported on the capital project requests sent to DPW stating that the joint use building on the mill site was the first priority followed by the professional technical facility on the prairie and the third priority as the expansion of the Meyer Health and Sciences Building. She added that the alteration and repair list and the ADA list have both been submitted, and she was informed by a Permanent Building Fund Advisory Council representative that health and safety projects will be the first priority for funding by DPW. She finished by reporting that the two top alteration and repair projects for NIC are health and safety requests including the repair on the dock at the beach and the roof replacement project for Lee-Kildow Hall.

**REPORTS**

**College President**
Dr. Bell reported that Idaho had recently received a National Science Foundation grant from which NIC may use funds to connect to the Idaho Research Optical Network (IRON) and the Idaho Education Network. This interconnectivity will allow NIC to offer dual enrollment classes to the high schools as well as connect to University of Idaho Coeur d’Alene campus at Harbor Center.

Dr. Bell reported that current fall enrollment shows a 12% increase in headcount and a 12% increase in full time enrollment. She reported on some fun activities that had occurred on campus recently and over the summer including the all employee welcome back picnic, ice cream socials hosted by Human Resources and the day of welcome picnic for students. She finished her report with some items for trustees’ calendars.

**Board Chair**
Chair Wood welcomed everyone back for another year.

**REMARKS FOR THE GOOD OF THE ORDER**
Trustee Williams reported that his granddaughter’s softball team won the state championship this year and, as pitcher, his granddaughter, who is also the daughter of NIC Softball Coach Don Don Williams, struck out 52 batters in 27 innings.

**ADJOURNMENT**
At 6:40 p.m. Chair Wood adjourned the meeting.

____________________________  ______________________________
Board of Trustees Chair   Board of Trustees Secretary
TAB 3

SUBJECT
First Reading: Revised Policy #3.02.31 Suspension of Tenured Faculty

BACKGROUND
Among the human resource policies identified as needing revision is the current Faculty Suspension policy. Therefore, the Tenure Committee and Faculty Assembly worked with the College Senate and the college attorney to revise this policy. Through their work, they addressed concerns about the length of time for back pay for suspended faculty and clarified language for causes for suspension.

COMMITTEE ACTION
Revisions have been thoroughly reviewed by Senate with input from the Tenure Committee and Faculty Assembly. Revisions were reviewed and approved by President’s Cabinet and the President.

FINANCIAL IMPACT
None

REQUESTED BOARD ACTION
This is a first reading and no action is required; however, the board may choose to approve this policy revision at this time.

Prepared by
Priscilla Bell, Ph.D.
President
Purpose

A. For cause, the vice president for instruction (VPI) may immediately suspend a Tenured Faculty member from assigned duties with pay, for up to three (3) months, to conduct an investigation into allegations of improper conduct or behavior.

B. Cause for suspension is defined as an allegation of any conduct or behavior that may damage or may be detrimental to the college, its students, faculty, or employees as determined by the VPI. Examples include, but are not limited to, criminality, dishonesty, unprofessional or unethical conduct, violation of policy(ies) or abandonment of or inability to perform the essential functions of the position. This policy will not be interpreted so as to interfere with the NIC Academic Freedom policy.

C. If the matter involves a criminal investigation or a civil investigation conducted by an entity other than NIC that does not allow the faculty member to perform contracted duties, then the VPI may extend the suspension on an unpaid basis...
beyond the initial three (3) month paid period, until a final determination is rendered in the matter. If a suspended faculty member is reinstated to full duties after final resolution of the matter, NIC will pay backpay for the time suspended, up to a maximum of nine (9) month’s salary.

D. A Tenured Faculty member has the right to appeal the initial suspension pursuant to the procedures associated with this policy.

E. At the conclusion of the investigation, the VPI may recommend one of the following courses of action:

1. Reinstatement to normal duties,
2. Reinstatement with informal remediation,
3. Reinstatement with formal remediation, or
4. Termination of employment consistent with NIC termination policy and procedure.
SUBJECT
Fall Enrollment Data

BACKGROUND
The attached slides provide Fall Semester 2010 enrollment data for the board and represent the 10-day census count as reported to the legislature and the press.

DISCUSSION
Comparison of the census data taken on the 10th day shows an increase in both headcount and FTE. This year’s numbers represent a record high in both categories.

There are multiple reasons for the increases, including but not limited to the enrollment initiatives undertaken by the college and the current economic situation in North Idaho.

COMMITTEE ACTION
None

FINANCIAL IMPACT
None

REQUESTED BOARD ACTION
No action is necessary at this time.

Prepared by
Tami Haft
Registrar
Fall Enrollment Report
2006 - 2010

Presented by: Sheldon Nord, Vice President for Student Services
Authored by: Tami Haft, Registrar
The Big Picture

Population Served
Credit, Non-Credit, ABE and GED
For Credit Breakdown

Credit Headcount

<table>
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<tr>
<th>Year</th>
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<th>General Studies</th>
<th>Professional/Technical</th>
<th>Dual Enrollment</th>
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<td>Fall 07</td>
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<td>Fall 09</td>
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<td>Fall 10</td>
<td>6347</td>
<td>676</td>
<td>780</td>
<td>624</td>
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</table>
Credit FTE

General Studies Headcount
Total Enrolled
Full-Time / Part-Time
Percentage

Dual, Tech Prep, NIC-GED
Population
now Degree-Seeking
Bonners Ferry, Ponderay, Silver Valley Centers, Internet Seat Counts
(duplicated head count)

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<tr>
<th></th>
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</tr>
<tr>
<td>Silver Valley</td>
<td>122</td>
<td>297</td>
<td>144</td>
<td>411</td>
<td>122</td>
</tr>
<tr>
<td>Internet</td>
<td>0</td>
<td>175</td>
<td>500</td>
<td>122</td>
<td>122</td>
</tr>
</tbody>
</table>

Student Profile
First-Time, Full-Time Degree Seeking Fall to Fall Persistence

<table>
<thead>
<tr>
<th>Year</th>
<th>Persistence</th>
</tr>
</thead>
<tbody>
<tr>
<td>Fall 06</td>
<td>49.6%</td>
</tr>
<tr>
<td>Fall 07</td>
<td>47.1%</td>
</tr>
<tr>
<td>Fall 08</td>
<td>52.4%</td>
</tr>
<tr>
<td>Fall 09</td>
<td>50.7%</td>
</tr>
<tr>
<td>Fall 10</td>
<td>49.20%</td>
</tr>
</tbody>
</table>

Age Breakout

- Average age of Professional Technical student is 30.
- Average age of General Studies/Dual Credit student is 26.
- Overall average age is 27.
- Oldest student is 88.
- Youngest student is 12.
Resident State Headcount Percentage

- Idaho: 89%
- Montana: 4%
- Washington: 5%
- All Other States: 2%

Montana/Washington Headcount

- Montana: 92, 151, 187, 205, 265, 316
- Washington: 0, 100, 150, 200, 250, 300

Year: Fall 06, Fall 07, Fall 08, Fall 09, Fall 10
**Top Feeder High Schools**
First-Time, Degree-Seeking Freshman
1,224

- Post Falls: 558
- Coeur d'Alene: 51
- NIC GED: 32
- Lake City: 119
- Lakeland: 101
- Sandpoint: 99
- Timberlake: 72
- Bonners Ferry: 44
- GED: 32
- Others: 58

**Dual Credit Enrollment**
Top Feeder High Schools
624

- Lake City: 26
- Cd'A Charter: 28
- Kellogg: 31
- Coeur d'Alene: 65
- Timberlake: 80
- Post Falls: 91
- St. Maries: 119
- Lakeland: 87
- Bonners Ferry: 26
- Others: 38
- Sandpoint: 33
North Idaho College

Board of Trustees Presentation

September 22, 2010