

# **AGENDA**

CONVENE REGULAR MEETING	6:00PM
Lake Coeur d'Alene Room, Edminster Student Union Building, 495 N College Dr, Coeur d'Alene Zoom: <a href="https://nic.zoom.us/j/86255094756">https://nic.zoom.us/j/86255094756</a>	
CALL TO ORDER / VERIFICATION OF QUORUM	Brad Corkill
APPROVE AGENDA	Brad Corkill
PLEDGE OF ALLEGIANCE	Brad Corkill
MESSAGE FROM BOARD CHAIR	Brad Corkill
PUBLIC COMMENT	
CELEBRATING SUCCESS: SLOA AchievementsSherry Simkins, EdD / Laura Godfrey, PhD / Scott Estes	
CONSTITUENT REPORTS	
ASNIC     Faculty Assembly	
Staff Assembly	Dan Adams
Senate	
PRESIDENT'S REPORT	Nick Swayne, PhD
INFORMATION ITEMS	
Area Agency on Aging      Development Department	•
Strategic Plan: Goal 4 Metrics	
Accreditation Update	
Compensation Study UpdateNick     Accessibility ComplianceNick	, ,
CONSENT AGENDA	Brad Corkill
Action (Tab 1): Approve Board Executive Session Minutes for September 15, 2025	
<ul> <li>Action (Tab 2): Approve Board Executive Session and Regular Meeting Minutes for September 24, 2025</li> </ul>	

**NEW BUSINESS** 

TRUSTEE REMARKS FOR THE GOOD OF THE ORDER

# **ADJOURN**

# Tab 1

# BOARD OF TRUSTEES MEETING October 15, 2025

**TAB 1** 

**CONSENT AGENDA:** Approve Board of Trustees Special Meeting Minutes for September 15, 2025

**BACKGROUND:** Tab 1 includes the Special Board Meeting Minutes for the Executive Session held on September 15, 2025

# SUGGESTED MOTION FOR BOARD ACTION

It is requested that [Board Member] make the motion to approve the Board of Trustees Special Meeting Minutes for September 15, 2025 as presented.

Prepared by: Suzy Scura

Board Clerk

## **CALL TO ORDER**

The Board of Trustees, President, and general counsel convened in the Driftwood Bay Room of the Edminster Student Union Building. Chair Brad Corkill called the meeting to order at 5:00 p.m. and verified that a quorum was present.

## **ATTENDANCE**

Trustees: Brad Corkill

Rick Durbin Mary Havercroft

Eve Knudtsen (via Zoom)

Tarie Zimmerman

Also present: Nick Swayne, President

Jason MacKay, College Attorney

## **CONVENE EXECUTIVE SESSION**

Discussion: Impact of Recent Social Media Posting on College Community

Trustee Tarie Zimmerman made the motion to enter into executive session pursuant to Idaho Code § 74-206(1)(b) Complaint to discuss the impact of recent social media posting on College community. Trustee Rick Durbin seconded the motion, and Chair Corkill called for a roll call vote.

The vote succeeded in obtaining the required two-thirds minimum votes with unanimous approval:

Brad Corkill Aye
Rick Durbin Aye
Mary Havercroft Aye
Eve Knudtsen Aye
Tarie Zimmerman Aye

The closed Executive Session began at 5:02 p.m.

The closed Executive Session was adjourned at 5:56 p.m.

# Tab 2

# BOARD OF TRUSTEES MEETING October 15, 2025

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**TAB 2** 

**CONSENT AGENDA:** Approve Board of Trustees Regular Meeting Minutes for September 24, 2025

**BACKGROUND:** Tab 2 includes the Board Regular Meeting Minutes with Addenda for September 24, 2025

# SUGGESTED MOTION FOR BOARD ACTION

It is requested that [Board Member] make the motion to approve Board Regular Meeting Minutes for September 24, 2025 as presented.

Prepared by: Suzy Scura

**Board Clerk** 

## **CALL TO ORDER**

The Board of Trustees, President, and general counsel convened in the Driftwood Bay Room of the Edminster Student Union Building. Chair Brad Corkill called the meeting to order at 5:00 p.m. and verified that a quorum was present.

## **ATTENDANCE**

Trustees: Brad Corkill

Rick Durbin
Mary Havercroft
Eve Knudtsen
Tarie Zimmerman

Also present: Nick Swayne, President

Jason MacKay, College Attorney

# **CONVENE EXECUTIVE SESSION**

# Discussion: Impact of Recent Social Media Posting on College Community

Trustee Tarie Zimmerman made the motion to enter into executive session pursuant to Idaho Code § 74-206(1)(b) Complaint to discuss the impact of recent social media posting on the College community. Trustee Eve Knudtsen seconded the motion, and Chair Corkill called for a roll call vote.

Brad Corkill Aye
Rick Durbin Aye
Mary Havercroft Aye
Eve Knudtsen Aye
Tarie Zimmerman Aye

The public session of the meeting was recessed at 5:01 p.m.

The closed Executive Session was adjourned at 5:21 p.m.

## CALL TO ORDER

Chair Corkill reconvened the public meeting at 6:00 p.m. in the Lake Coeur d'Alene Room, Edminster Student Union Building, and verified that a quorum was present.

## **ATTENDANCE**

Trustees: Brad Corkill

Rick Durbin
Mary Havercroft
Eve Knudtsen
Tarie Zimmerman

Also present: Nick Swayne, President

# **APPROVE AGENDA**

Chair Corkill called for a motion to approve the agenda as presented. Trustee Eve Knudtsen made the motion which was seconded by Trustee Mary Havercroft. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

#### MESSAGE FROM BOARD CHAIR

Chair Corkill said that he did not prepare a formal message however he was pleased to report that the school year is off to a very good start, noting that the campus grounds look beautiful and that the College is entering this period on a positive note.

### **CELEBRATING SUCCESS: NIC COLOR FUN RUN**

Interim Chief Communications and Government Relations Officer Tom Greene and Communications Coordinator Gerry McCray shared a slideshow and reported on the NIC Color Fun Run held August 23, 2025 on the College campus. The presentation is included as an addendum to these minutes.

## **PUBLIC COMMENT**

Mike Gridley President's 2025-2026 Goals

## **CONSTITUENT REPORTS**

# ASNIC

President Blake Sanchez stated that ASNIC has been busy welcoming students, engaging with the NIC community, and preparing for the year ahead. Week of Welcome events included the Cardinal Cruise, Glow Tag, and the Officer Meet and Greet. Mr. Sanchez reported that the ASNIC student government is now at full capacity, positioning it to pursue projects and represent students effectively.

# Faculty Assembly

Chair Jon Gardunia, DPT, reported on the recent Faculty Assembly meeting which included reports from GIZMO-CDA, and TRIO Student Support Services. Other discussion involved encouraging faculty to prepare students for the upcoming Survey of Entering Student Engagement (SENSE), and plans for the upcoming visit from the Northwest Commission on Colleges and Universities (NWCCU).

## Staff Assembly

Chair Dan Adams reported on the first Staff Assembly meeting of the year which included presentations on the state's 3% funding reductions, the 2025 Great Colleges to Work for Climate Survey results, and the Culture of CARE program. Other topics included new employee introductions, staff recognition, and a reminder from the NIC Foundation about upcoming grant opportunities.

# Senate

Chair Matt Petersen, PhD, reported that all Senate seats have been filled with the exception of one staff seat which will be addressed soon. All elected positions have been filled, and the Policy Review Committee will begin assessing specific policies scheduled for review. The Senate has begun collecting and evaluating policies related to recent social media concerns in anticipation of potential updates or amendments.

# PRESIDENT'S REPORT

## Accreditation

President Swayne reported that the College submitted its final report to the NWCCU in August 2025. He shared the logistics of the evaluation team's upcoming visit on October 16-17, 2025, and stated that results are expected to be shared publicly and with the Board in November 2025.

# Goal 1: Student Success and Access

This goal includes improving student retention which has increased by 7.5% over last year.

# Goal 2: Academic Programs and Pathways

Efforts continue on developing pathways to connect Workforce Training, Career and Technical Education (CTE), and transfer programs, with significant progress underway. Work also continues

on the Cardinal Classical Academy, with a possible pilot in spring and full implementation anticipated in fall of 2026.

# Goal 3: Community Partnerships and Engagement

Dr. Swayne said that this topic will be addressed in a report to be given later in the meeting.

# Goal 4: Institutional Systems and Integration

The metrics for Goal 4 will be presented at the regular October Board of Trustees meeting. Objective 4.1 focuses on integrating academic programs, resources, and services, including technology and processes to support student pathways. Objective 4.2 addresses information sharing and marketing to improve data flow and help students track progress.

# Goal 5: Operational Excellence and Infrastructure

The metrics for Goal 5 will be presented at the regular November Board of Trustees meeting. Goal 5 encompasses employee retention and pay, as well as facilities improvements, including ongoing renovations and campus enhancements.

## General Updates

Overall enrollment increased 15.2% last year, including a 5.1% increase in core CTE and transfer programs. For the 2024-2025 school year, CTE and transfer enrollment is up an additional 2.7%. Dual credit enrollment processes have shifted to a roster based system, temporarily slowing registration, but overall enrollment is expected to exceed last year's totals.

At their well-attended open house event on September 13, 2025, the Coeur d'Alene Fire Department gifted NIC a 1999 retiring ladder truck for use in the fire service training program.

Colby Mattila, Executive Director of Workforce & Economic Development and lead on the NASA Workforce Training Grant, secured \$25,000 in phase one funding. NIC is one of 15 schools to reach this stage. Mr. Mattila is currently in Cape Canaveral, FL advancing the College's proposal to build a dedicated facility for advanced manufacturing workforce training.

Discussions continue with the state budgeting office regarding a required 3% return of this year's state allocation and consideration of an additional 3% cut in 2026. The College is reviewing alternative budget models to address these requirements while supporting employee compensation and retention.

The NIC Booster Club hosted a cruise on September 4, 2025 with approximately 160 athletes and 100 boosters attending, making it the largest booster turnout in recent years.

The American Indian Studies Center is currently under construction on the second floor of the Edminster Student Union Building (SUB). The project fulfills NIC's remaining obligation under the 1997 nine-point agreement with the Coeur d'Alene Tribe.

Since May 2025, NIC has hired 76 new employees, representing a significant portion of the approximately 500 full-time staff, with training and culture building ongoing.

# **Upcoming Events**

The Rathdrum Rumble Car Show will be held at the Parker Technical Education Center on September 27, 2025 from 9:00am until 2:00pm.

Men's and women's soccer home games will be held this week against Salt Lake City Community College (SLCC) and Colorado Northwestern Community College (CNCC).

NIC Volleyball will compete against the College of Southern Idaho (CSI) on Saturday, September 27, 2025 at CSI.

President Swayne will be a panelist at the Coeur d'Alene Chamber of Commerce Breakfast Connect taking place October 9, 2025 at the Coeur d'Alene Resort. Presidents from three of Idaho's higher education institutions will share insights, challenges, and ideas shaping the future of education.

The President and four Trustees will attend the Association of Community College Trustees (ACCT) Leadership Conference from October 21-25, 2025 in New Orleans, LA. President Swayne will be serving in his new role on the ACCT Advisory Committee of Presidents, and Trustee Zimmerman will serve in her role as a member of the ACCT Public Policy and Advocacy Committee.

The NIC Detention Academy graduation ceremony will be held on October 24, 2025 at 1:00 p.m. in the SUB, Coeur d'Alene Room.

The NIC Fall Chorale Invitational will be held on September 30, 2025 at 7:30pm. in Boswell Hall, Schuler Auditorium.

In response to Chair Corkill's request, President Swayne shared the logistics of the upcoming NWCCU site visit. He stated that the College is optimistic and looks forward to returning to good standing following the visit and the subsequent hearing scheduled for January 2016.

The College received positive press coverage highlighting the success of the nursing and health professions programs.

## **INFORMATION ITEMS**

## Engagement Survey Findings

Chief Human Resources Officer Meagan Snyder introduced ModernThink Senor Consultant Fredricka Joyner who joined the meeting via Zoom. Ms. Joyner shared the results of the 2025 Great Colleges to Work for Climate Survey taken by faculty and staff in April 2025. Her presentation is included as an addendum to these minutes.

## Human Resources Update

Meagan Snyder presented an overview of the Human Resources (HR) department, highlighting the College's recent recruiting and retention successes. Her presentation is included as an addendum to these minutes.

# DSS & Health Counseling | Accessibility

Dean of Students Alex Harris provided a summary of the various counseling, disability, health and mental health services available to NIC students.

# Strategic Plan: Goal 3 Metrics

President Swayne introduced Tom Greene and Vicki Isakson, Dean of Instruction – Workforce Education, who shared an overview of the metrics associated with Goal 3 of the College's strategic plan. Their presentation is included as an addendum to these minutes.

# Institutional Insurance Update

Vice President for Finance and Business Affairs Sarah Garcia updated the Board regarding the College's status with current and future insurance providers.

# Introduction: Angie Smith, EdD, Dean of Health Professions and Nursing

President Swayne introduced Dr. Angie Smith who was welcomed by the Board of Trustees. Dr. Smith has recently joined NIC as the new Dean of Health Professions and Nursing.

## **CONSENT AGENDA**

<u>Tab 1: Approve Amendment to Board Regular Meeting Minutes for June 25, 2025 and Tab 2:</u> Approve Board Regular Meeting Minutes for August 20, 2025 Chair Corkill requested a motion to approve the consent agenda as presented. Trustee Knudtsen made the motion which was seconded by Trustee Havercroft. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

## **NEW BUSINESS**

# Tab 3: Approve Head Start Grant

Following an explanation from Sarah Garcia, Chair Corkill requested a motion to approve the Head Start Grant as presented. Trustee Zimmerman made the motion which was seconded by Trustee Knudtsen. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

# Tab 4: Approve on Second Reading President's Annual Goals

Chair Corkill requested a motion to approve the President's annual goals as presented. Trustee Havercroft made the motion which was seconded by Trustee Rick Durbin. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

# TRUSTEE REMARKS FOR THE GOOD OF THE ORDER

Trustee Zimmerman shared that she recently attended an NIC women's soccer game and was impressed by the team's skill, endurance, and strong defense. She encouraged others to attend upcoming games, with two scheduled for the following day, starting at 1:00 p.m.

Trustee Zimmerman recommended that President Swayne and the College senate consider developing a College policy on social media and conduct a review of Policy 3.05.01 (Professional Ethics).

The meeting was adjourned at 7:30 p.m.

Respectfully Submitted, Suzy Scura, Board Clerk

# Addenda:

- 1) NIC Color Fun Run Presentation
- 2) 2025 Great Colleges to Work for Climate Survey Results
- 3) Human Resources Presentation
- 4) DSS & Health Counseling | Accessibility Presentation
- 5) Strategic Plan Presentation: Goal 3 Metrics



















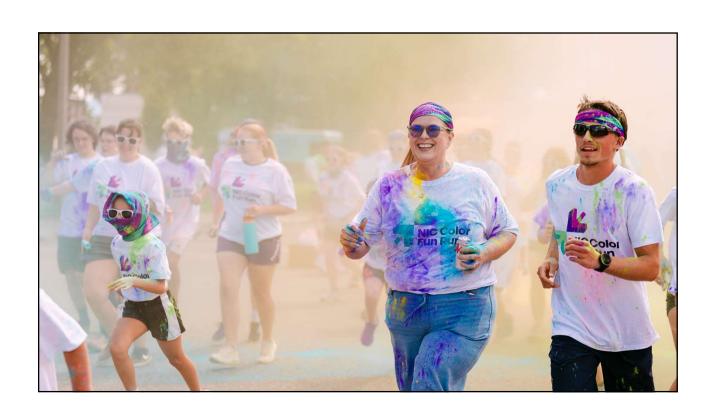




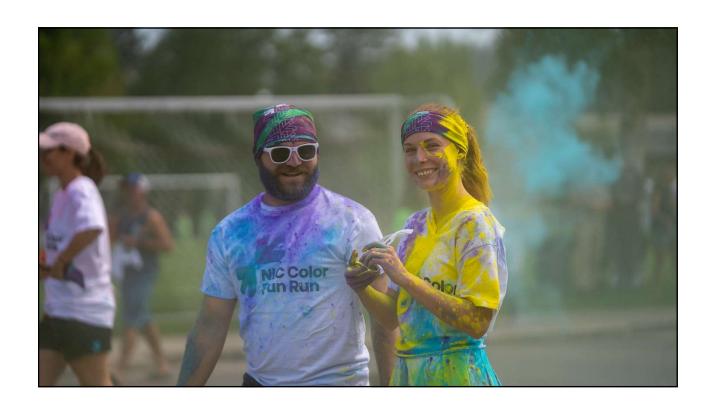


































































































### 2025 North Idaho College Great Colleges to Work For Climate Survey **Board Overview**

Fredricka Joyner, PhD **Senior Consultant** 



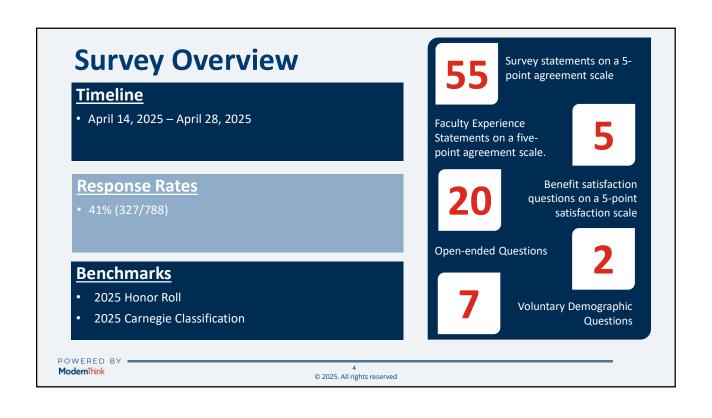
#### **Agenda**

- Orientation to the Survey and the Survey process
- Key Institution-Level Findings:
  - Big Picture Findings
  - Key Strengths
  - Solid Dimensions
  - Key Opportunities

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#### **Core Dimensions**























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#### **Response Interpretation Guidelines**

Response Options: Strongly Agree, Agree, Sometimes Agree/Sometimes Disagree, Disagree, Strongly Disagree, Not Applicable

#### **Positive Responses**

Strongly Agree, Agree

Guideline Score	Description
75% +	Excellent
65-74%	Good - Very Good
55-64%	Fair - Mediocre
45-54%	Warrants Attention
< 45%	Acute

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#### **Headlines – Movement & Momentum** 31 statements improved by 5 percentage points or more. 24 Of those, statements improved by **10** percentage points or more. statement declined by percentage points or more. statements declined by percentage points or more. Of those, **10** POWERED BY ModernThink 7 © 2025. All rights reserved

#### **Headlines – Risk Management** 2025 2025 2020 2020 **North Idaho North Idaho North Idaho North Idaho Survey Statement** Overall Overall Overall Overall % Negative % Positive % Negative % Positive This institution takes appropriate steps to 39 protect the health and safety of faculty, staff and students. This institution has clear and effective 7 38 72 73 11 procedures for dealing with discrimination. At work, I know where to go for help with my 74 12 mental or emotional well-being. POWERED BY ModernThink © 2025. All rights reserved

#### **Headlines – Mission, Pride & Culture**

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	2020 North Idaho Overall % Positive	2020 North Idaho Overall % Negative
5	I understand how my job contributes to this institution's mission.	95	0	91	3
36	I am proud to be part of this institution.	87	2	79	4
54	This institution's culture is special - something you don't find just anywhere.	65	10	53	17

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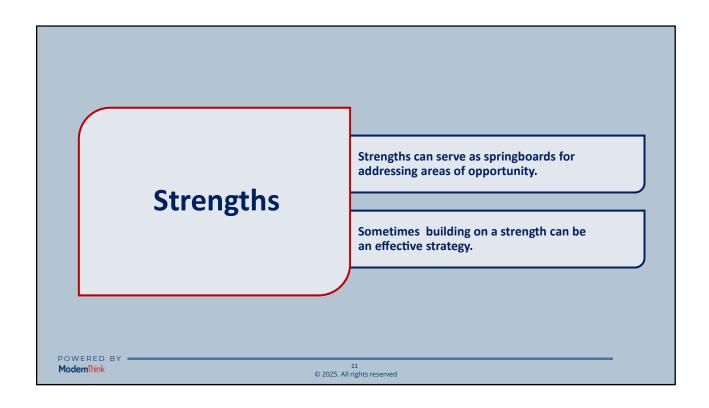
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#### **Headlines – Net Promoter**

Sui	Survey Statement		2025 North Idaho Overall % Negative	2020 North Idaho Overall % Positive	2020 North Idaho Overall % Negative
25	Overall, my department is a good place to work.	89	2	82	3
51	I would recommend working here to my family and/or friends.	80	6	-	-
55	All things considered, this is a great place to work.	81	4	72	5

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#### **Strength: Job Satisfaction and Support (74/10)**

- This Dimension is fundamental to the day-to-day work experience and several of the Belief Statements are closely linked to feelings of engagement.
- 3 Belief Statements in the Excellent range, 1 in Good, 1 Acute.

Surv	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
1	My job makes good use of my skills and abilities.	82	6
2	I am given the responsibility and freedom to do my job.	87	2
4	I am provided the resources I need to be effective in my job.	69	6
11	l am paid fairly for my work.	36	37
24	The work I do is meaningful to me.	91	1
31	The facilities (e.g., classrooms, offices, laboratories) adequately meet my needs.	75	8
34	This institution's benefits meet my needs.	76	8

#### Strength: Faculty & Staff Well-Being (81/6)

- This Dimension became particularly important post-pandemic and is becoming even more important in the current higher ed. environment.
- 4 Belief Statements are in the Excellent range, 1 is in the Good range.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
15	My supervisor/department chair shows genuine interest in my well-being.	84	5
33	This institution's policies and practices give me the flexibility to manage my work and personal life.	78	5
39	This institution takes appropriate steps to protect the health and safety of faculty, staff and students.	78	6
44	At work, I know where to go for help with my mental or emotional well-being.	74	12
47	My supervisor/department chair supports my efforts to balance my work and personal life.	90	2

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#### **Strength: Supervisor/Department Chair Effectiveness (79/6)**

- Relationship with Supervisor is closely linked to feelings of engagement and also to retention.
- Belief Statements in this Dimension are particularly important because these behaviors have a large impact on an institution's culture.
- All Belief Statements are in the Excellent range.
- 13% positive change in "actively soliciting suggestions and ideas."

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#### **Strength: Supervisor/Department Chair Effectiveness (79/6)**

Surv	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
3	My supervisor/department chair makes their expectations clear.	79	5
7	I receive feedback from my supervisor/department chair that helps me.	75	8
12	I believe what I am told by my supervisor/department chair.	83	6
19	My supervisor/department chair is consistent and fair.	79	4
20	My supervisor/department chair actively solicits my suggestions and ideas.	77	6

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#### **Strength: Inclusion, Belonging & Community (80/5)**

- Feelings of belonging are linked to retention, recruitment and to potentially lowering feelings of burnout.
- 4 Belief Statements are in the Excellent range, 2 are in the Good range.

Surv	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
29	In my department, we welcome people of all backgrounds.	96	1
38	This institution has clear and effective procedures for dealing with discrimination.	72	7
40	At this institution, we value people of all backgrounds.	87	2
46	We are making progress towards becoming an institution where everyone feels included.	75	8
48	I feel a sense of belonging at this institution.	76	7
50	This institution places sufficient emphasis on having faculty, administrators and staff of all backgrounds.	72	7

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#### Strength: Mission & Pride (84/4)

- Mission/Meaning is a strong source of engagement.
- Feelings related to Mission & Pride contribute to retention and recruitment
- All in Excellent range with exception of perception of special culture.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
5	I understand how my job contributes to this institution's mission.	95	0
25	Overall, my department is a good place to work.	89	2
36	I am proud to be part of this institution.	87	2
49	This institution actively contributes to the community.	89	3
51	I would recommend working here to my family and/or friends.	80	6
54	This institution's culture is special - something you don't find just anywhere.	65	10
55	All things considered, this is a great place to work.	81	4

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#### **Summary of Strengths**

- Job Satisfaction & Support (74/10)
- Faculty & Staff Well-Being (81/6)
- Supervisor/Department Chair Effectiveness (79/6)
- Inclusion, Belonging & Community (80/5)
- Mission & Pride (84/4)

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# Solid Dimensions POWERED BY Modemitink 19 0 2025, All rights reserved

#### Solid: Professional Development (65/14)

- Professional Development is closely linked to engagement and retention, especially for newer generations in workforce.
- 1 in Excellent range, 2 in Good range.
- Onboarding remains an opportunity.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
6	I am given the opportunity to develop my skills at this institution.	77	8	+15
10	I understand the necessary requirements to advance my career.	66	17	+4
28	I have access to the training I need to do my job well.	68	12	*
30	Our onboarding processes prepare new faculty and staff to be effective.	49	18	+14

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#### Solid: Communication (67/11)

- 1 in Excellent range, 2 in Good range, 2 in Fair range.
- Very significant positive momentum.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
8	When I offer a new idea, I believe it will be fully considered.	73	9	+18
14	I can speak up or challenge a traditional way of doing something without fear of harming my career.	72	10	+20
21	In my department, we communicate openly about issues that impact each other's work.	75	9	+7
22	Changes that affect me are discussed prior to being implemented.	56	15	+13
43	At this institution, we discuss and debate issues respectfully to get better results.	60	12	+28

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#### Solid: Collaboration (65/10)

- 1 in Excellent Range, 1 in Good range, 3 in Fair Range.
- Very significant positive momentum.
- Opportunity to increase participation in institutional planning.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
13	We have opportunities to contribute to important decisions in my department.	74	9	+11
23	People in my department work well together.	80	2	+13
26	I can count on people to cooperate across departments.	56	11	+11
42	There are sufficient opportunities to participate in institutional planning.	55	16	+14
53	There's a sense that we're all on the same team at this institution.	62	13	+38

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#### Solid: Confidence in Senior Leadership (65/9)

- 3 in Good range, 3 in Fair Range.
- VERY significant positive momentum.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall Fence-sitters	2025 North Idaho Overall % Negative	Percent Change
27	Senior leadership provides a clear direction for this institution's future.	57	30	13	+43
32	Senior leadership has the knowledge, skills and experience necessary for institutional success.	71	23	6	+33
37	Senior leadership shows genuine interest in the well-being of faculty, administrators and staff.	66	23	11	+31
41	Senior leadership communicates openly about important matters.	63	26	11	+33
45	I believe what I am told by senior leadership.	69	24	7	+33
52	This institution is well run.	62	30	8	+37

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#### **Solid: Faculty Experience (61/16)**

• 2 in Good range, 2 in Fair Range, 1 Warrants Attention.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
56	The role of faculty in shared governance is clearly stated and publicized.	69	12
57	Faculty are appropriately involved in decisions related to the education program (e.g., curriculum development, evaluation).	64	14
58	There is appropriate recognition of innovative and high quality teaching.	59	17
59	Advancement and promotion processes are clear.	67	22
60	There is a good balance of teaching, service and research at this institution.	47	17

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#### **Summary of Solid Dimensions**

- Professional Development (65/14)
- Communication (67/11)
- Collaboration (65/10)
- Confidence in Senior Leadership (65/9)
- Faculty Experience (61/16)

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#### **Opportunity: Compensation**

- Low percentage with significant decline.
- Needs to be addressed so that it doesn't start impacting the other areas of positive momentum.

Su	rvey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	2025 North Idaho Percent Change	2025 Honor Roll Overall % Positive	2025 Honor Roll Overall % Negative	2025 Carnegie Class. Overall % Positive	2025 Carnegie Class. Overall % Negative
11	I am paid fairly for my work.	36	37	-19	59	21	52	26
34	This institution's benefits meet my needs.	76	8	-6	90	2	83	5

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#### **Opportunity: Onboarding**

- Critical to culture development, retention and ultimately recruitment.
- An institution's culture is its secret sauce it's competitive advantage. It can't be easily replicated.

Sur	vey Statement	2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative	Percent Change
30	Our onboarding processes prepare new faculty and staff to be effective.	49	18	+14
54	This institution's culture is special - something you don't find just anywhere.	65	10	+19

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#### **Opportunity: Performance Management (51/22)**

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
9	I am regularly recognized for my contributions.	59	15
16	Promotions in my department are based on a person's performance.	46	28
17	Our review process accurately measures my job performance.	53	22
18	Issues of low performance are addressed in my department.	49	23
35	Our recognition and awards programs are meaningful to me.	48	21

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#### **Opportunity: Perception of Culture**

- Perception of a "special culture" differentiates GREAT from good workplaces. Important retention and recruitment tool.
- Every other Belief Statement in this Dimension is in the Excellent range.

Survey Statement		2025 North Idaho Overall % Positive	2025 North Idaho Overall % Negative
54	This institution's culture is special - something you don't find just anywhere.	65	10

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#### **Summary of Opportunities**

- Compensation
- Onboarding
- Performance Management
- · Perception of Special Culture
- \*Consider listening sessions and other approaches to clarify exactly what you are doing that drove these results and develop intentional strategies to keep doing those things.

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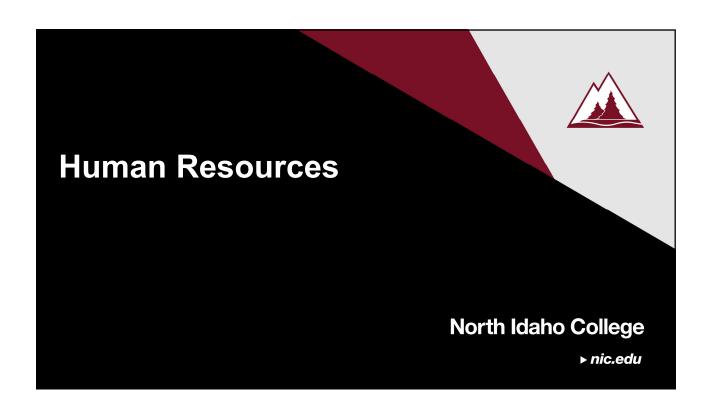
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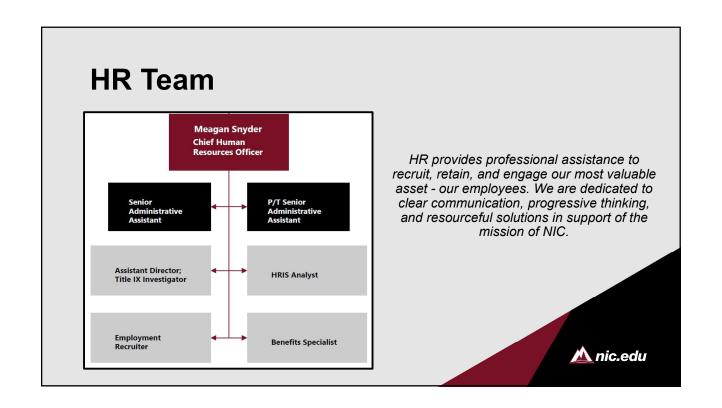
#### 2025 North Idaho College Great Colleges to Work For Climate Survey

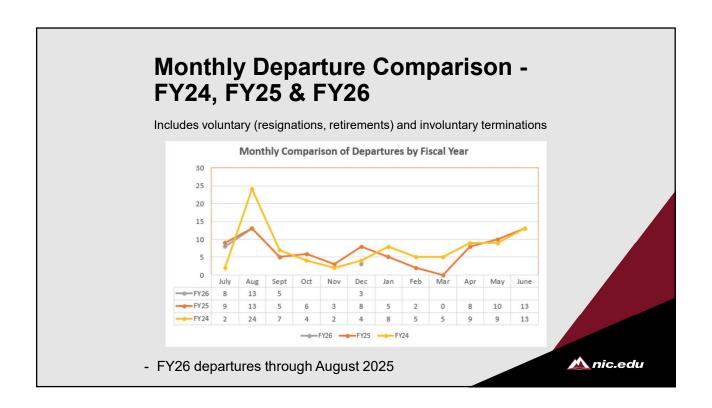
Fredricka Joyner, PhD
Senior Consultant
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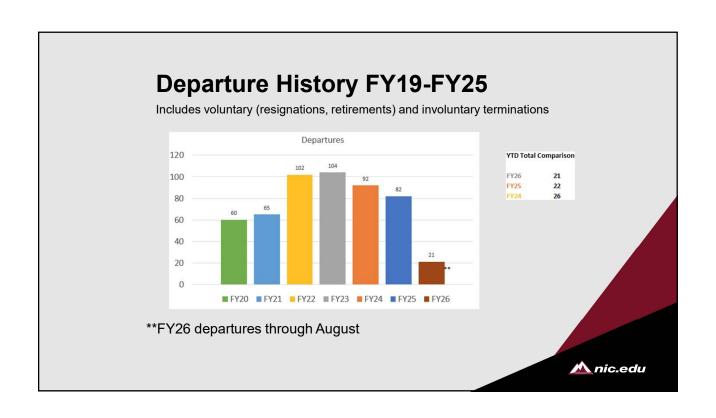
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ModernThink







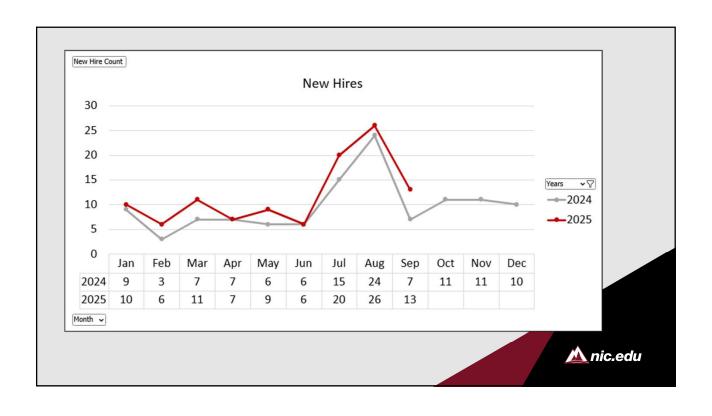


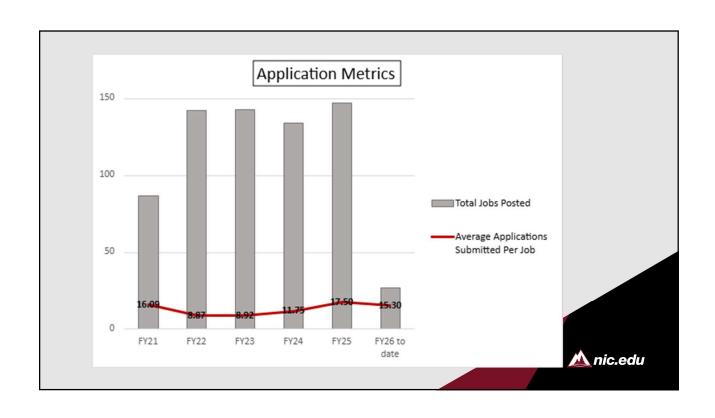


## **Employee Counts**

Position Type	Employee Count
FT Faculty	132
FT Staff	365
All FT benefits eligible	497
Adjunct	143
Part-time staff	277
Students/Workstudy	114
All PT	534
Total	1031

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# Counseling Services Disability Support Services Health Education

ALEX HARRIS

DEAN OF STUDENTS

REPORTS TO THE PROVOST

#### **Counseling Services**

#### Purpose:

- Individual solution-focused, brief therapy provided by a licensed mental health clinician(s)
- Group skill-based counseling: DBT, Anxiety Toolkit

#### Students Served:

- 119 students in FY25, 19% increase
- Total of 505 sessions
- Funded by student fees. Only fee-paying students are eligible for services.

#### NIC Community Support:

- Mental Health First Aid
- Critical Incident Support Team
- Wellness Events

# Decision-Making 11% Self Esteem/Identity 12% Sepression 18% Anxiety/Worry 28%

#### **Disability Support Services**

In compliance with the **Americans with Disabilities Act** (ADA), Disability Support Services (DSS) provides academic accommodations, promotes removal of access barriers, and provides other services for students with disabilities to have equitable access to educational and college experiences. DSS modifies or eliminates learning barriers through the provision of accommodation services.

#### Accommodation services can include:

- Classroom accommodations
- Testing Accommodations
- Alternative Format Materials
- Assistive Technology
- D/deaf and Hard of Hearing Services
- Physical Space Modifications
- Campus & Community Advocacy & Referral



#### Disability Support Services Process

- DSS served 339 students in FY 25, 8% NIC's enrollment
- Accommodates all NIC students (Dual credit, WTC, Parker Tech, Sandpoint, main campus) as well as to NIHE school students
- Difference between HS (IDEA Act) & College (ADA & 504)



#### Health Education

#### Purpose:

- Provide health education promotion to students in compliance with state a federal requirements
- Contribute to overall campus wellbeing

#### How:

- Member of the Idaho College Health Coalition (ICHC)
- Grants, state-wide assessments & campaigns
- Campus wellness events
  - 20 events, 250 students attended
- Let's Talk- Wellness Series:
  - Tobacco and Vape Awareness
  - Alcohol & Substance use Prevention
  - Sleep Hygiene
  - Nutrition
  - Mental Health & Suicide Prevention



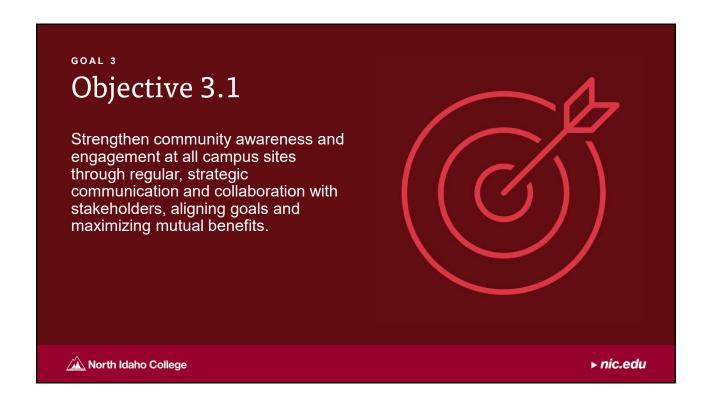
Strategic Plan Goal 3

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**OBJECTIVE 3.1** 

# Communication and Marketing Strategy

Bigger awareness campaigns balanced with small targeted campaigns

Increased focus on TV, streaming, and YouTube.

242K
Unique Social Accounts
Reached YTD
(Organic/Non-Paid Traffic)

180
Streaming and YouTube
Impressions YTD
(Organic/Non-Paid Traffic)

Conversions from Streaming YTD
(Website Revisits and Footfall on Campus)

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**OBJECTIVE 3.1** 

#### Host Regular Community Events

NIC Color Fun Run

**Community Conversations** 

Halloween Trick or Treat

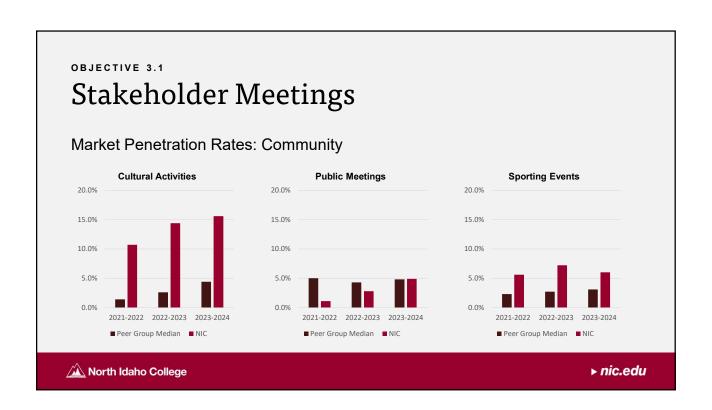
Rathdrum Rumble

Many others



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GOAL 3

#### Objective 3.2

**Tribal Liaison** 

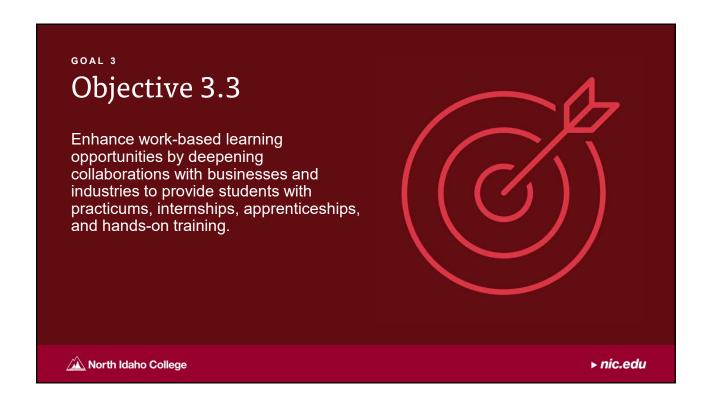
Collaborative initiatives

Regular engagement



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**OBJECTIVE 3.3** 

# Expanding Industry Collaborations

#### **Technical Advisory Committees**

Regular advisory committee meetings ensure education stays aligned with industry needs and workforce demands.

#### **Proactive Industry Engagement**

Institutions actively collaborate with existing and new business partners when developing new programs.

#### **Successful Grant Acquisition**

Leveraging the Tech Hub initiative, we secured NASA grant funding and will be collaborating with companies like Boeing, INL, Empire Airlines, Unitech Composites and many others.



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**OBJECTIVE 3.3** 

#### Work-based Learning Programs

#### **Sous Chef Apprenticeship**

The Sous Chef Apprenticeship provides hands-on kitchen training for culinary students preparing for food service careers.

#### Aviation Maintenance Program

Air Frame and Power Plant Mechanic programs teach technical expertise needed for aviation maintenance careers.

#### Cooperative Education in Technology

Machining and Automotive Technology integrate co-op experiences to enhance practical skills alongside classroom learning.

#### Healthcare Clinical Experiences

Health Professions and Nursing embed clinical experiences for direct exposure to patient care environments.



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**OBJECTIVE 3.3** 

# Supporting Student Success

#### Role of Instructors as Advisors

Instructors engage students in career planning conversations, providing personalized guidance throughout their educational journey.

#### **Student Success Navigators**

Navigators offer mentorship and support, helping students set goals and overcome academic and professional challenges.

#### Career Services Support

Career Services provide resume workshops, job placement assistance, and career counseling to help students prepare for the workforce.

#### Comprehensive Support Network

A combined support system empowers students academically and professionally to thrive in their chosen careers.





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