



Human Resources

Recurring Report – September 2024

President's Goals

#3

#10

**North
Idaho
College**

► ***nic.edu***

Human Resources Quote

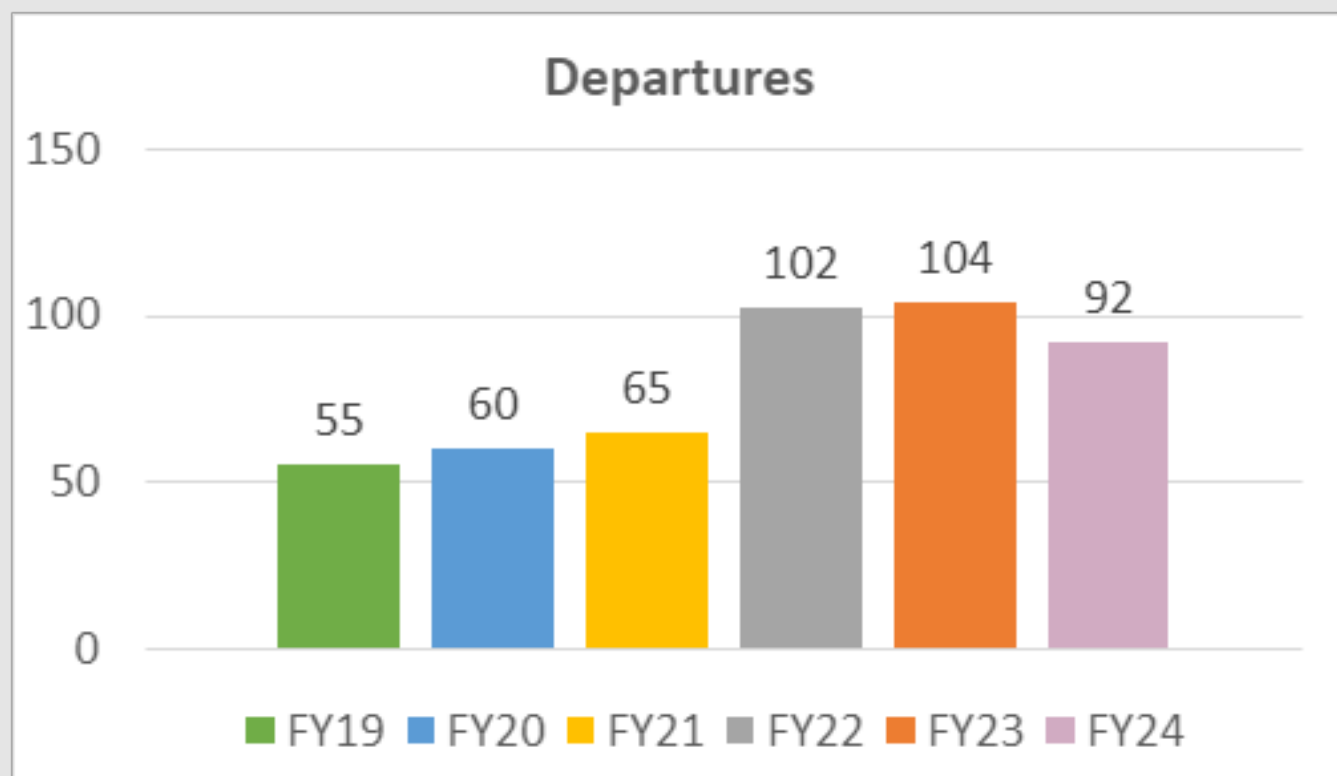
HR provides professional assistance to recruit, retain, and engage our most valuable asset - our employees. We are dedicated to clear communication, progressive thinking, and resourceful solutions in support of the mission of NIC.

Employee Headcount: 5 year comparison

Headcount as reported to IPEDS* (Nov)	FY20	FY24	Change
Faculty			
Full time	158	114	-28%
Adjunct	209	168	-20%
Staff			
Full time	366	347	-5%
Part time (Students and work-study not incl.)	289	240	-17%
Total	1,022	869	-15%

*IPEDS – Integrated Postsecondary Education Data System

Employee Departures



- Departures include voluntary (resignations, retirements) and involuntary departures
- FY20 (8) & FY21(6) include a total of 14 employees who accepted early retirement

Exit Survey

- Exit surveys completed by 40 benefits-eligible employees in FY24
- “Employees with a New Job: Reasons to Leave NIC” (N=23)

Top Reasons to Leave		Responses*
1	Better work life balance	48%
2	Better opportunity for career growth	44%
3	More flexible or better work schedule	35%
	Better company reputation	35%

*Multiple responses allowed

Employee Retention in FY24

- Flexibility for employees
- Professional development and training opportunities
- Compensation Study
- Wellness



Employee Engagement



Initiatives for FY25

- Continued focus on employee retention
- Ongoing evaluation of HR Policies
- Identification of HR-related activities to align with the Strategic Plan

