



July 7, 2023

Dr. Nick Swayne
President
North Idaho College
1000 West Garden Avenue
Coeur d'Alene, ID 83814

Dear President Swayne:

This letter serves as formal notification and official record of action taken by the Northwest Commission on Colleges and Universities (NWCCU) at its meeting on June 21-23, 2023, concerning the Spring 2023 Special Show Cause Report of North Idaho College.

Accreditation

Accept the Special Report, Continue *Sanction of Show Cause*

Recommendations Substantially in Compliance but in Need of Improvement

The Commission recommends that North Idaho College:

- Recommendation 4: Spring 2023 Special Report - Procedures for Presidential evaluation and policies for retention of Presidential evaluation records need to be developed and executed. (2020 Standard 2.F.4)
- Recommendation 9: Spring 2023 Special Report - The Board must understand, embrace, and adhere to existing shared governance structures in place at North Idaho College and comply with them. (2020 Standard 2.A.4)
- Recommendation 12: Spring 2023 Special Report - The college must ensure transparency regarding financial resources by ensuring that processes to inform faculty and staff are consistent from year to year and processes to inform Board members regarding financial decisions are applied equitably. (2020 Standard 2.E.3)

Recommendations Out of Compliance

The Commission finds that the following Recommendations are areas where North Idaho College is out of compliance with the NWCCU Standards for Accreditation. According to U.S. Department of Education Regulation 34 CFR 602.20 and Commission Policy, the Commission requires that North Idaho College take appropriate action to ensure these Recommendations are addressed and resolved within the prescribed three-year period, which began on April 1, 2022.

The Commission recommends that North Idaho College:

- Recommendation 1: Spring 2023 Special Report - The Board and College President should continue training and development activities to improve governance, ensure that policies on ethics and general conduct are followed, and demonstrate a sustained commitment to the requirements and standards of NWCCU member institutions manifested through concrete actions over time. (2020 Standards ER 2; ER 8; ER 22)
- Recommendation 2: Spring 2023 Special Report - The Board must resolve the issues underpinning all "No Confidence" resolutions and demonstrate a willingness to work with and support faculty, staff, and students when their concerns are communicated. (2020 Standards 2.D.2; ER 7)

- Recommendation 3: Spring 2023 Special Report - The college and its Board must take action to resolve the uncertainties regarding both the leadership and accreditation status of the institution in order to improve retention of existing employees and fill current vacancies. (2020 Standard 2.F.3)
- Recommendation 5: Spring 2023 Special Report - The Board must advance specific policies, procedures, and take timely and definitive action to mitigate or eliminate the risks identified in the NWCCU Show Cause letter, dated February 9, 2023. (2020 Standard ER 9)
- Recommendation 6: Spring 2023 Special Report - Through its governance system, North Idaho College should work to achieve consensus between the Board and college leadership to identify internal and external strategic initiatives and to jointly create and execute plans to address them. (2020 Standard 1.B.4)
- Recommendation 7: Spring 2023 Special Report - The Board and College President should ensure that they adhere to the inclusivity articulated in the college's planning and decision-making processes. The Board and College President should demonstrate a commitment to an environment respectful of meaningful discourse, in their official capacities and when interacting with each other. (2020 Standard: Std. 2-Preamble)
- Recommendation 8: Spring 2023 Special Report - As per North Idaho College policy, the President should create a strong new board member on-boarding program as well as ongoing development related to board governance, roles and responsibilities, effective participation, conflict of interest identification and ethics. (2020 Standards 2.A.1; 2.D.3)
- Recommendation 10: Spring 2023 Special Report - The Board must act to unequivocally identify one CEO/President for the institution and ensure that individual has a valid contract and ensure that the President has a clear understanding of their conditions of employment, rights, responsibilities, and criteria and procedures for evaluation, retention, and termination. (2020 Standards 2.A.3; 2.F.1; ER 10)
- Recommendation 11: Spring 2023 Special Report - The college should resolve current litigation, governance, and accreditation issues that have had a current and immediate impact on actual, current, and budgeted expenditures and which, if unresolved, will impact long-term financial stability of the institution. (2020 Standards 2.E.2; ER 19)

Future Evaluations

- Special Report with a Visit Fall 2023
 - Recommendation 1: Spring 2022 Special Report
 - Recommendation 2: Spring 2022 Special Report
 - Recommendation 3: Spring 2022 Special Report
 - Recommendation 2: Spring 2023 Special Report
 - Recommendation 4: Spring 2023 Special Report
 - Recommendation 5: Spring 2023 Special Report
 - Recommendation 6: Spring 2023 Special Report
 - Recommendation 7: Spring 2023 Special Report
 - Recommendation 12: Spring 2023 Special Report
- Special Report with a Visit Spring 2024
 - Recommendation 1: Spring 2023 Special Report
 - Recommendation 3: Spring 2023 Special Report
 - Recommendation 8: Spring 2023 Special Report
 - Recommendation 9: Spring 2023 Special Report
 - Recommendation 10: Spring 2023 Special Report
 - Recommendation 11: Spring 2023 Special Report
- Mid-Cycle Review Fall 2024
 - Recommendation 1: Spring 2020 Mission Fulfillment and Sustainability
 - Recommendation 2: Spring 2020 Mission Fulfillment and Sustainability
- Year 6 - Standard 2 - Policies, Regulations, and Financial Review Spring 2026

- Year 7 - Evaluation of Institutional Effectiveness Spring 2027

Heightened Monitoring

In addition to the above, at the time financial information is provided to the Board of Trustees the same should be provided to NWCCU within ten (10) business days. Although North Idaho College may discontinue ad hoc reports after each Board Meeting, enrollment reports must continue to be provided to NWCCU each term.

NWCCU is committed to an accreditation process that adds value to institutions while contributing to public accountability, and we thank you for your continued support of this process. If you have questions about any of the information in this letter, please contact your staff liaison, Dr. Ron Larsen, at rlarsen@nwccu.org.

Sincerely,



Sonny Ramaswamy
President

cc: Dr. Steven Kurtz, Director of Planning, Strategy and Effectiveness/Accreditation Liaison Officer
Mr. Gregory McKenzie, Chair of Board of Trustees
Dr. Renee Coffman, President, Roseman University of Health Sciences
Mr. Matt Freeman, Executive Director, Idaho State Board of Education