Joint Review Committee on Education in Radiologic Technology
20 N. Wacker Drive, Suite 2850
Chicago, IL 60606-3182
312.704.5300
www.jrcert.org

March 14, 2023

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

RE: Program #0555

Dear Dr. Swayne:

The Northwest Commission on Colleges and Universities (NWCCU) has placed North Idaho College, the sponsoring institution of the radiography program, on a Sanction of Show Cause; therefore, the Joint Review Committee on Education in Radiologic Technology (JRCERT) conducted an unannounced site visit February 27-28, 2023. The JRCERT must assure that the concerns identified by NWCCU are not compromising the educational quality of the radiography program.

The site visit was consistent with JRCERT Policy 11.600, Site Visit of the Program, and performed by Executive Associate Director Traci Lang, Ed.S., R.T.(R)(T) and Assistant Director Jennifer Michael, Ed.D., R.T.(R). The program was evaluated using the JRCERT **Standards for an Accredited Educational Program in Radiography (2021)**.

The program's current accreditation status is Eight Years. The program is scheduled for consideration by the JRCERT at the next scheduled Committee meeting following receipt of the program's required response to the unannounced site visit. The program is responsible for the expenses of the unannounced site visit, as well as a consultation fee of $2,500.00. An invoice will be provided in the near future.

The following clinical settings were visited:

Kootenai Health - Coeur d'Alene, ID
Northwest Specialty Hospital - Post Falls, ID

Standard One - Accountability, Fair Practices, and Public Information

The sponsoring institution and program promote accountability and fair practices in relation to students, faculty, and the public. Policies and procedures of the sponsoring institution and program must support the rights of students and faculty, be well-defined, written, and readily available.

The site visit team reported the following findings:

It is noted that NWCCU determined that the sponsoring institution lacks integrity in representing itself clearly and accurately through announcements and publications, establishes and adheres to high ethical standards in all of its academic programs, operations, and relationships, and does not have a functioning governing board responsible for the quality and integrity of the institution. The site visit team found that the institution does not appear to have a Board of Trustees that make decisions reflective of the educational needs of its constituents. Additionally, faculty have voted no confidence in the Board of Trustees and administration numerous times over the past two years. The repeated votes of no confidence continue to go unanswered by the Board of Trustees and administration. The president of the sponsoring institution states that the votes of no confidence

Standard One - Accountability, Fair Practices, and Public Information (cont'd)

were addressed at their most recent meeting; however, the radiography program has not been apprised of the action(s), if any, taken **(Objective 1.7**).

The program provides students, faculty, and the public with policies, procedures, and relevant information. The program's policies and procedures are fair, equitably applied, and readily available. The radiography program has an articulation agreement which is disclosed through publications but is not posted on the program's website. The program is advised to identify on its website academic institution(s) with which it has articulation agreement(s).

The program's student recruitment and admission practices are nondiscriminatory and consistent with published policies. The program assures that students and faculty are made aware of the JRCERT **Standards** and the avenue to pursue allegations of noncompliance with the **Standards**.

Consistent with JRCERT Policy 11.400, sponsors of radiologic sciences educational programs must be accredited by an agency recognized by the United States Department of Education or the Council for Higher Education Accreditation or equivalent (**Objective 1.7**). It is noted that NWCCU will conduct a comprehensive evaluation of the sponsoring institution April 17-18, 2023, and the NWCCU Board will take action. The JRCERT requests the outcome of the visit no later than **September 1, 2023**.

Summary for Standard One:

Based on the documentation submitted by the program and the findings of the site visit team, the program appears to be in substantial compliance, at the time of the site visit, with **Objectives 1.1, 1.2, 1.3, 1.4, 1.5,** and **1.6**.

The program is not in compliance with the following Objective:

> **Objective 1.7** - The sponsoring institution and program comply with the requirements to achieve and maintain JRCERT accreditation.

Additionally, the program must provide documentation that currently enrolled and accepted radiography students are cognizant of the Sanction of Show Cause action taken by NWCCU.

Standard Two - Institutional Commitment and Resources

The sponsoring institution demonstrates a sound financial commitment to the program by assuring sufficient academic, fiscal, personnel, and physical resources to achieve the program's mission.

The site visit team reported the following findings:

The program has the financial means and ongoing funding to operate effectively; however, the sponsoring institution's Board of Trustees' actions have potentially compromised the institution's accreditation status, indicating a lack of support for the program at the institutional level (**Objective 2.1**).

The sponsoring institution provides the program with the physical resources needed to support the achievement of the program's mission, including but not limited to an energized laboratory that contains digital radiography (DR), and positioning phantoms for imaging/experimental purposes.

It is noted that NWCCU has concerns regarding numerous leadership changes at the sponsoring institution. The sponsoring institution has had significant key leadership changes, such as, president, provost, deans, and division chairs. The JRCERT, at the time of the site visit, concluded that although there have been numerous leadership and administrative changes at the sponsoring institution, the radiography program has appropriate administrative support.

The program benefits from a Clinical Placement Coordinator that assures program compliance with student clinical documentation requirements, such as background checks, immunizations, and facility orientation.

Standard Two - Institutional Commitment and Resources (cont'd)

Summary for Standard Two:

Based on the documentation submitted by the program and the findings of the site visit team, the program appears to be in substantial compliance, at the time of the site visit, with **Objectives 2.2** and **2.3**. (**Objective 2.4** does not apply to this program).

The program is not in compliance with the following Objective:

> **Objective 2.1 -** The sponsoring institution provides appropriate administrative support and demonstrates a sound financial commitment to the program.

Standard Three - Faculty and Staff

The sponsoring institution provides the program adequate and qualified faculty that enable the program to meet its mission and promote student learning.

The site visit team reported the following findings:

NWCCU has concerns that faculty, staff, and administrators are not apprised of their conditions of employment, work assignments, rights and responsibilities, and criteria and procedures for retention, promotion, and termination. Additionally, NWCCU noted a lack of assurance that faculty, staff, and administrators are evaluated regularly, and the evaluations are based on written criteria that are published and easily accessible. The site visit team found that the sponsoring institution provides the program with an adequate number of faculty to meet all educational, accreditation, and administrative requirements. The sponsoring institution and program assure the responsibilities of faculty and clinical staff are delineated and performed. The sponsoring institution and program assure program faculty performance is evaluated and results are shared regularly to assure responsibilities are performed.

The sponsoring institution and program assure that all faculty and staff possess the academic and professional qualifications appropriate for their assignments. The sponsoring institution and/or program provide faculty with opportunities for continued professional development.

Summary for Standard Three:

Based on the documentation submitted by the program and the findings of the site visit team, the program appears to be in substantial compliance, at the time of the site visit, with **Standard Three**.

Standard Four - Curriculum and Academic Practices

The program's curriculum and academic practices prepare students for professional practice.

The site visit team reported the following findings:

The program has a mission statement that defines its purpose. The program provides a well-structured curriculum that prepares students to practice in the professional discipline. All clinical settings are recognized by the JRCERT. Clinical preceptors are very supportive of the program. The program provides clinical preceptors extensive training to assure appropriate application of program policies, procedures, and forms. Students benefit from timely and appropriate clinical experiences and appreciate the valuable learning experience. There is sufficient access to an adequate variety and volume of radiographic procedures for all students. The student to radiography clinical staff ratio is maintained at 1:1. The program provides learning opportunities in advanced imaging and/or therapeutic technologies. The program assures an appropriate relationship between program length and the subject matter taught for the terminal award offered. The program measures didactic, laboratory, and clinical courses in credit hours through the use of a consistent formula. The program provides timely and supportive academic and clinical advisement to students enrolled in the program.

Standard Four - Curriculum and Academic Practices (cont'd)

Summary for Standard Four:

Based on the documentation submitted by the program and the findings of the site visit team, the program appears to be in substantial compliance, at the time of the site visit, with **Standard Four**. (**Objective 4.9** does not apply to this program).

Standard Five - Health and Safety

The sponsoring institution and program have policies and procedures that promote the health, safety, and optimal use of radiation for students, patients, and the public.

The site visit team reported the following findings:

The program assures the radiation safety of students through the implementation of published policies and procedures. The program assures the energized laboratory is in compliance with applicable state and/or federal radiation safety laws. The program assures that students employ proper safety practices. The program assures that medical imaging procedures are performed under the appropriate supervision of a qualified radiographer. The sponsoring institution and program have policies and procedures that safeguard the health and safety of students.

Summary for Standard Five:

Based on the documentation submitted by the program and the findings of the site visit team, the program appears to be in substantial compliance, at the time of the site visit, with **Standard Five**.

Standard Six - Programmatic Effectiveness and Assessment: Using Data for Sustained Improvement

The extent of a program's effectiveness is linked to the ability to meet its mission, goals, and student learning outcomes. A systematic, ongoing assessment process provides credible evidence that enables analysis and critical discussions to foster ongoing program improvement.

The site visit team reported the following findings:

The program has excellent program effectiveness data. The program has a five-year Job Placement Rate and a Certification Examination Rate of 100%.

Although the program performs analysis and sharing of student learning outcome data with communities of interest, the program has a two-year assessment cycle over one cohort; therefore, there is limited opportunity for the program to perform comprehensive analysis of the data on an annual basis which has resulted in a limited documentation of analysis biannually. Additionally, the sharing of data/analysis occurs over Zoom sessions. Meeting minutes are well documented; however, the program is encouraged to reference the exhibits shown during these sessions in its meeting minutes.

The program is advised to document a thorough review of the individual components of the assessment plan (e.g., goals, student learning outcomes, measurement tools, benchmarks, etc.) to determine appropriateness. The assessment plan would benefit from further refinement; therefore, program faculty are encouraged to attend an outcomes assessment workshop.

Summary for Standard Six:

Based on the findings of the site visit team, the program appears to be in substantial compliance, at the time of the site visit, with **Standard Six**.

Responding to the Report of Findings

A response to this report of findings, including the signature of the Chief Executive Officer of the sponsoring institution, is required prior to Committee consideration, and must be submitted no later than **April 25, 2023**, to mail@jrcert.org. The institution and program are encouraged to share this report of findings and the response with program faculty, as well as institutional and departmental officials at the program's clinical settings.

Responding to the Report of Findings (cont'd)

The response must include a concise rationale and documentation to support program compliance with each citation. The program must assure that it has developed and implemented appropriate practices that will demonstrate **Standards** compliance. Assurance of development can be demonstrated by providing to the JRCERT necessary documents that support the program's compliance with the citations. When forms are provided as evidence, a representative sampling of completed forms must be submitted to assure that the practice or procedure is implemented. The response may also include comments on the site visit, site visitors, or the accreditation process.

The program is advised that based on a review of information submitted in support of the program's response to the report of findings, the Committee has the right to add citations not included in the original report of findings.

The Joint Review Committee on Education in Radiologic Technology Directors and staff appreciate the cooperation of North Idaho College in participating in this unannounced site visit.

If I can provide additional information or clarification regarding this report, do not hesitate to contact me.

Sincerely,

Leslie F. Winter

Ms. Leslie F. Winter, M.S., R.T.(R)
Chief Executive Officer

LFW/am

copy: Erlene Pickett, M.N., R.N.
Matthew A. Nolan, M.Ed., R.T.(R)(N)
United States Department of Education
Northwest Commission on Colleges and Universities