

North Idaho College
BOARD OF TRUSTEES MEETING
Edminster Student Union Building
March 25, 2026
MINUTES

CALL TO ORDER

The Board of Trustees and President Swayne convened in the Hedlund (HED) Building at 5:00 p.m. Following a brief tour, Chair Tarie Zimmerman called the meeting to order at 5:12 p.m. and verified that a quorum was present.

ATTENDANCE

Trustees: Brad Corkill
Rick Durbin
Mary Havercroft
Eve Knudtsen (arrived at 5:15 p.m.)
Tarie Zimmerman

Also present: Nick Swayne, President

CONVENE EXECUTIVE SESSION

Discussion: Facilities Planning

Chair Zimmerman requested a motion to go into executive session pursuant to Idaho Code § 74-206(1)(c) Real Property. Discussion: Facilities Planning. Trustee Brad Corkill made the motion which was seconded by Trustee Mary Havercroft. The motion succeeded in obtaining the required two-thirds minimum votes with the following roll call vote results:

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

Trustee Eve Knudtsen arrived at 5:15 p.m. and joined the executive session in progress.

The executive session was adjourned at 6:00 p.m.

CALL TO ORDER

Chair Tarie Zimmerman reconvened the meeting at 6:14 p.m. in the Lake Coeur d’Alene Room, Edminster Student Union Building (SUB), 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 Zimmerman called for a motion to approve the agenda as presented. Trustee Mary Havercroft made the motion which was seconded by Trustee Eve Knudtsen. The Chair called for the vote. The motion passed unanimously with five votes in favor. Chair Zimmerman then led the Pledge of Allegiance.

MESSAGE FROM BOARD CHAIR

Chair Zimmerman reflected on the Board’s earlier tour of the Hedlund Building and NIC’s X-Lab, noting the innovative work taking place, particularly in the area of technology. The Chair also shared that she recently

attended an open house hosted by the Center for New Directions and credited the organization for its positive impact in the community.

PUBLIC COMMENT

There were no requests from the public to make comments.

CELEBRATING SUCCESS: NJCAA Wrestling

Athletics & Recreation Director Shawn Noël recognized the NIC wrestling team for their performance during the 2025–2026 season. He reported that the team had a successful season, with strong finishes both at the regional and national levels. The team qualified all ten wrestlers for the national tournament and earned multiple Academic All-American and NJCAA All-American honors. Mr. Noël introduced five student-athletes in attendance and acknowledged their individual accomplishments.

CONSTITUENT REPORTS

ASNIC

Student Senator Roger Griffin spoke on behalf of ASNIC President Blake Sanchez, who was not present. Mr. Griffin reported on student government elections, finalization of the 2026-2027 ASNIC budget, the nearly complete Student Survival Guide, and ASNIC's participation in the open forum for the new provost selection.

Faculty Assembly

Chair Jon Gardunia, DPT reported that the Faculty Assembly discussed Policy 3.02.34 (Teaching Focus) at their most recent meeting. The policy was referred back to the appropriate operatives for review and recommendations. Dr. Gardunia stated that elections of new officers for the upcoming year are in process.

Staff Assembly

Chair Dan Adams reported minimal activity over the past month. He stated that nominations and elections for Staff Assembly positions are underway and that several staff members have relocated to new workspaces, providing areas better suited to their needs.

Senate

Chair Matt Petersen, PhD reported that seven policies and procedures are currently under review by the Policy Review Subcommittee. He stated that as with the other constituencies, efforts are underway to recruit new leadership for the upcoming year.

PRESIDENT'S REPORT

President Swayne reported on accreditation, activity related to NIC's strategic plan goals, and other College and community updates.

Accreditation

NIC celebrated the successful conclusion of its sanctions period with a campus lunch attended by approximately 400 participants. The event was highlighted in the Coeur d'Alene Press and held in conjunction with Employee Appreciation Day.

The College recently submitted its Policies, Regulations, and Financial Report (PERFR) to the Northwest Commission on Colleges and Universities (NWCCU). The next accreditation step will be to submit the Evaluation of Institutional Effectiveness (EIE) report which is scheduled to be completed in the coming weeks.

The NWCCU recently approved revisions to the industrial robotics program. The College may now begin advertising the updated program, which includes changes to its name, location, and curriculum.

Goal 1: Student Success and Access

Overall enrollment increased 7.1% and academic transfer enrollment increased 5.2% over last spring. Career and Technical Education (CTE) enrollment decreased by 2% (nine students) which was attributed to the cohort-based structure of these programs that primarily begin in the fall term. Dual credit enrollment increased 13% to 1,785 students, non-degree seeking enrollment increased 4.2%, new student enrollment increased 9.9%, and continuing student enrollment increased 6.7%. Full-time enrollment totaled 1,557 students, an increase of nearly 11%. A portion of this increase was attributed to high school students enrolled full-time at the College, which increased 40% year-over-year to 359 students.

Goal 2: Academic Programs and Pathways

Implementation of Coursedog software has been temporarily paused due to differences across departments in managing co-requisite courses. Standardization efforts are underway. The system is soon expected to be fully operational, providing improved visibility into course scheduling, enrollment, waitlists, and faculty workload.

Goal 3: Community Partnerships and Engagement

Remaining work on the American Indian Student Center includes installation of murals and final furnishings commissioned by the Coeur d'Alene Tribe. A grand opening is scheduled for May 27, 2026, with a student-focused event planned in September 2026.

NIC X-Labs recently hosted an Artificial Intelligence (AI) Hackathon which attracted 40–60 participants across multiple generations. The program is expected to grow, increasing opportunities for engagement between the college, community, and industry experts.

Goal 4: Institutional Systems and Integration

Efforts are underway to capture non-credit workforce training and translate it into credit-bearing pathways. Implementation of the new Journeys software platform will allow for learning and skill attainment tracking, reducing barriers for students pursuing CTE or transfer programs.

Goal 5: Operational Excellence and Infrastructure

In order to ensure the campus is prepared for future growth and strategic priorities, the Board reviewed facilities planning and infrastructure initiatives in an earlier executive session.

Financial and Operational Updates

The state enacted a 1% reduction to the general fund, totaling approximately \$160,000, which is expected to be managed through the fund balance. Cost-saving measures for FY27 include consolidating Sandpoint operations, reducing lease costs by more than 50%; partnering with local law enforcement for post-academy training at no cost, saving \$150,000 annually; and a retirement incentive program projected to save \$250,000.

Athletic, Campus, and Community Updates

NIC Softball will host Salt Lake Community College for two doubleheaders on March 27-28, 2026 at the Marimn Health Coeur Center in Worley, ID.

The NIC Wrestling team finished sixth at the national tournament. The program has returned to consistent top-10 national rankings over the past three years, with strong recruitment of local talent.

CTE students recently competed at the SkillsUSA event in Boise, ID, earning three gold medals. All gold medalists will advance to represent NIC at the national competition in June 2026 in Atlanta, GA.

Two recent open houses focused on dual credit programs and the Center for New Directions. Facilities staff reconfigured both spaces to better support student needs, resulting in improved functionality.

Installation of 25 NIC banners along Northwest Boulevard has been completed. The banners were installed at maximum allowable size and height, creating a strong visual presence. Dr. Swayne expressed appreciation to city partners for their support in facilitating the installation.

INFORMATION ITEMS

TRIO Update

Becky Cochran, Director – TRIO provided an overview the program, covering its history, services offered, and student success rates. She introduced student Ammon Morrison who shared his positive experiences as a TRIO mentor and tutor. Ms. Cochran's presentation is included as an addendum to these minutes.

Risk Assessment Update

Sarah Garcia, Vice President for Finance and Business Affairs presented a risk assessment report which focused on the top ten risks in higher education and mitigation tactics used by the College. Ms. Garcia's presentation is included as an addendum to these minutes.

CONSENT AGENDA

Tabs 1, 2 and 3: Approve Board Special Meeting Minutes for February 9, 2026, Approve Board Regular Meeting Minutes for February 25, 2026, and Approve Head Start Grant Renewal Application

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

NEW BUSINESS

Decision Arising from Executive Session Discussion

Chair Zimmerman explained that the Board would consider action on items discussed in an earlier executive session. She then asked for a motion to authorize the President to purchase the property discussed in executive session at appraised value. Trustee Rick Durbin made the motion which was seconded by Trustee Knudtsen. Chair Zimmerman called for the vote. The motion passed unanimously with five votes in favor.

Chair Zimmerman requested a motion to authorize up to \$750,000 for an athletic practice facility. Trustee Havercroft made the motion which was seconded by Trustee Corkill. Chair Zimmerman called for the vote. The motion passed unanimously with five votes in favor.

Direct the President to Engage a Third Party for Facilities Master Planning

Chair Zimmerman requested a motion to direct the President to engage a third party for facilities master planning. Trustee Knudtsen made the motion which was seconded by Trustee Durbin. Chair Zimmerman called for the vote. The motion passed unanimously with five votes in favor.

Tab 4: Sign Amended Annual Trustee Affirmation

Chair Zimmerman and President Swayne described changes made to the Annual Trustee Affirmation which were approved at the February 2026 regular Board of Trustees meeting. The Trustees then each signed the amended Annual Trustee Affirmation.

Tab 5: First Reading Policy 5.04 (Grading Policy)

Dr. Sherry Simkins Dean of Instruction, Transfer and General Education described the recent updates made to the policy. Chair Zimmerman requested a motion to approve Policy 5.04 (Grading Policy) with the proposed revisions as presented. Trustee Knudtsen made the motion which was seconded by Trustee Durbin. Chair Zimmerman called for the vote. The motion passed unanimously with five votes in favor.

TRUSTEE REMARKS FOR THE GOOD OF THE ORDER

There were no Trustee remarks for the good of the order.

The meeting was adjourned at 7:19 p.m.

Respectfully Submitted,
Suzy Scura, Board Clerk

Addenda:

- 1) TRIO Presentation
- 2) Risk Assessment Presentation



Celebrating Success

2026 High School Bus Tour

Strengthening early connections across Region 1

Tami Haft
February 25, 2026

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Creating Meaningful Experiences

- First-time NIC experience for many Region 1 students
- Builds awareness of programs, campus life, and opportunities
- Helps students picture themselves as future Cardinals
- Strengthens early connection and interest in college pathways

Reach and Scale

- 17 Region 1 high schools represented
- 375 students participated
- 44 counselors and chaperones supported the tour

High-Impact Campus Experience

- Main Campus and Parker Center tours
- Hands-on activities and program demonstrations
- Interactive lunch with faculty, staff and programs
- Free NIC t-shirt reinforcing connection and belonging

A Look at The Day













Student Feedback

- First time on campus; learned something new
- Surprised by what NIC offers
- Great campus

Key Takeaways

- The High School Bus Tour aligns with NIC's Strategic Enrollment Goals
- It incorporates proven recruitment strategies by bringing students to campus
- It builds early connections and strengthen NIC's enrollment pipeline

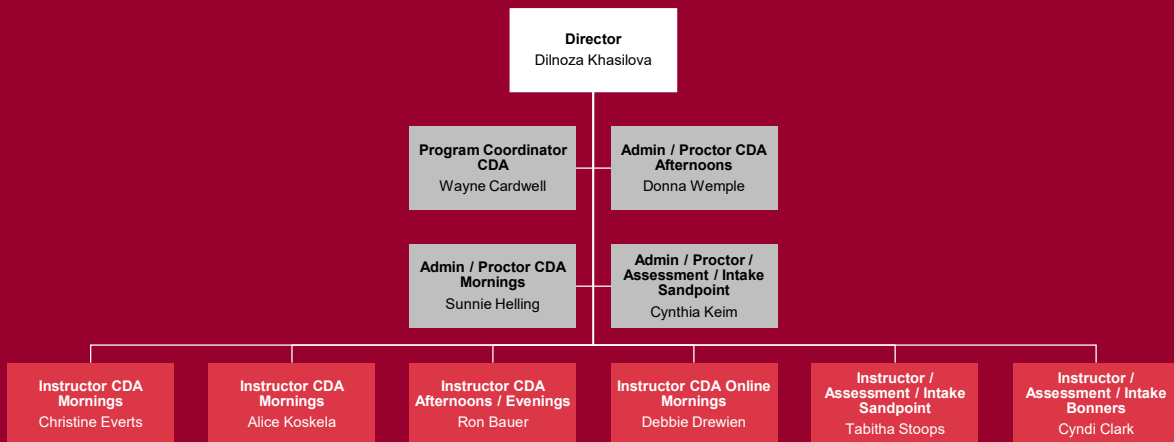
Why This Experience Matters

- To close, we want to share a short reflection from Gerard, a 2025 bus tour participant who is now an NIC student and Communication and Marketing intern. His experience captures why bringing students to campus matters.

FEB 2026

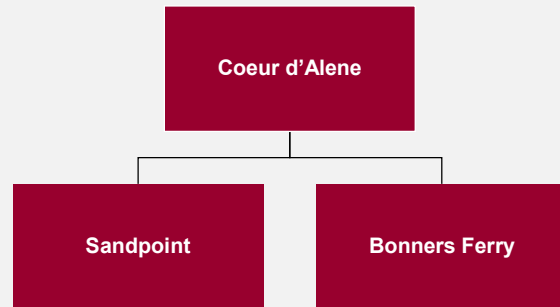
Adult Education Center (AEC)

Eleven Staff and Instructors



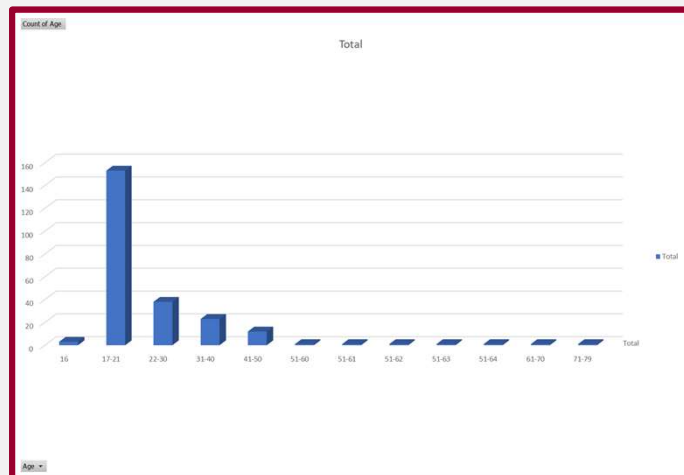
Individuals 16 and Older

- Prepare for the GED®
- Transition to college
- Improve skills for employment advancement



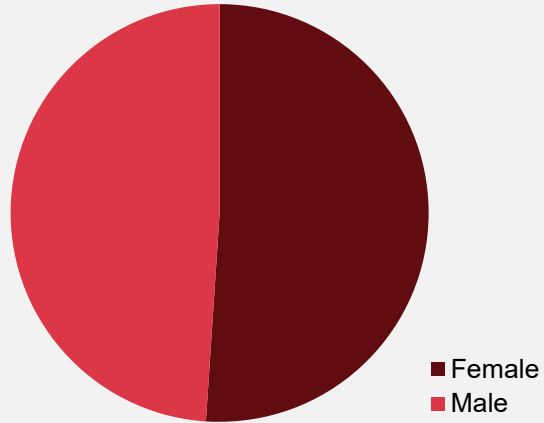
Demographics

- We serve ages 16+
- Ages 17 – 21 constitute majority of students



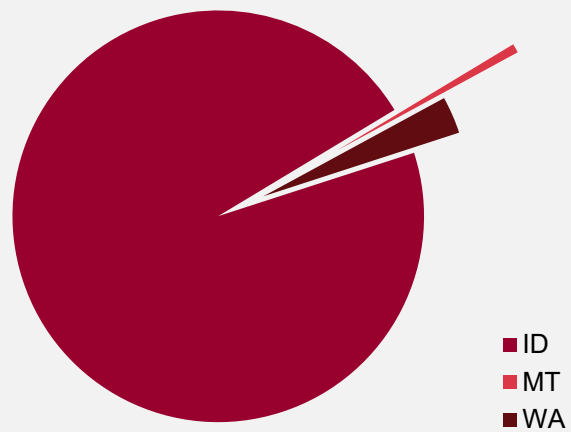
Demographics

- 51% Female
- 49% Male

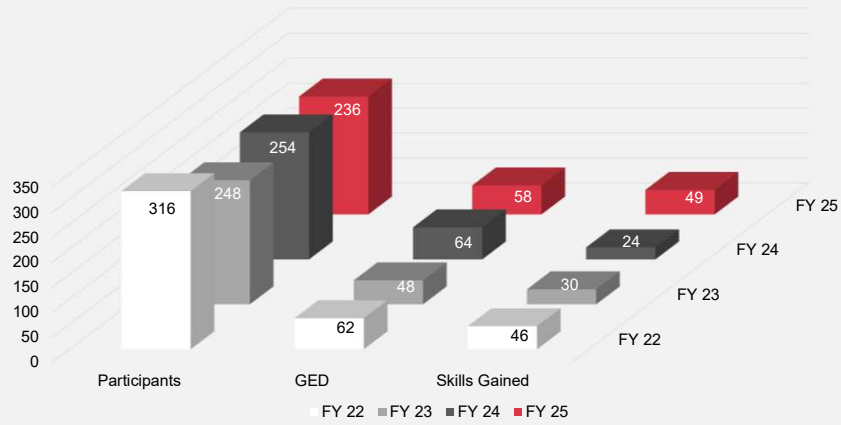


Demographics

Total from 72 different cities

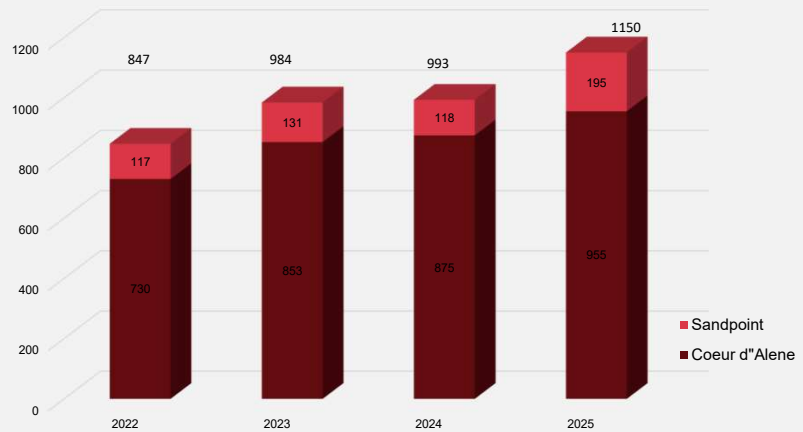


AEC Data 2022-2025



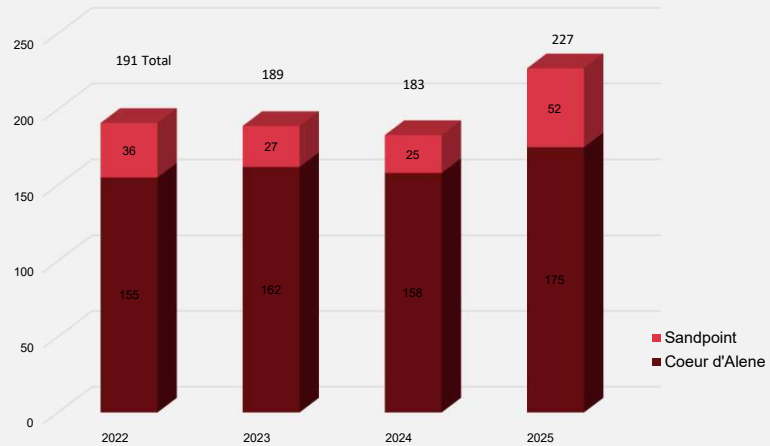
GED Testing Data 2022-2025

3,974 GED Proctored Exams
(Sandpoint – 561)



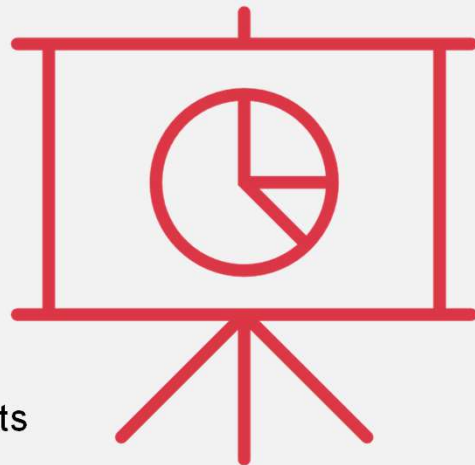
GED Testing Data 2022-2025

790 GEDs Earned
(Sandpoint 140)



Program Outcomes 2024-2025

- 419 Registered
- 236 Participants (>12 hours)
- 58 Graduated with GED
- 180 Gained Skills
- 8 NIC Scholarships
- 98 passed one or more GED subtests



Alumni Survey Results

2014 - 2025

Employment Status of Students

Employment Status	Count
Employed full-time	30
Employed part-time	8
Both full-time & part-time	2
Not currently employed / homemaker / homeschooling	3
Self-employed / freelance	4
Gig work while seeking employment	1
Student (not working)	2
Not currently employed but looking	3
Total	53

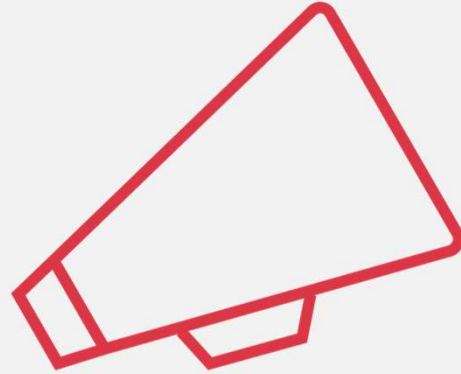
“Connections Are Everything” Model

- 30 Official Letters, 8 Responses
- COABE Scholarships
“Leadership Summit”
- GED Vouchers - Charity
Reimagined
- CDA Partners and
Organizations



Student Testimonies

- TBD

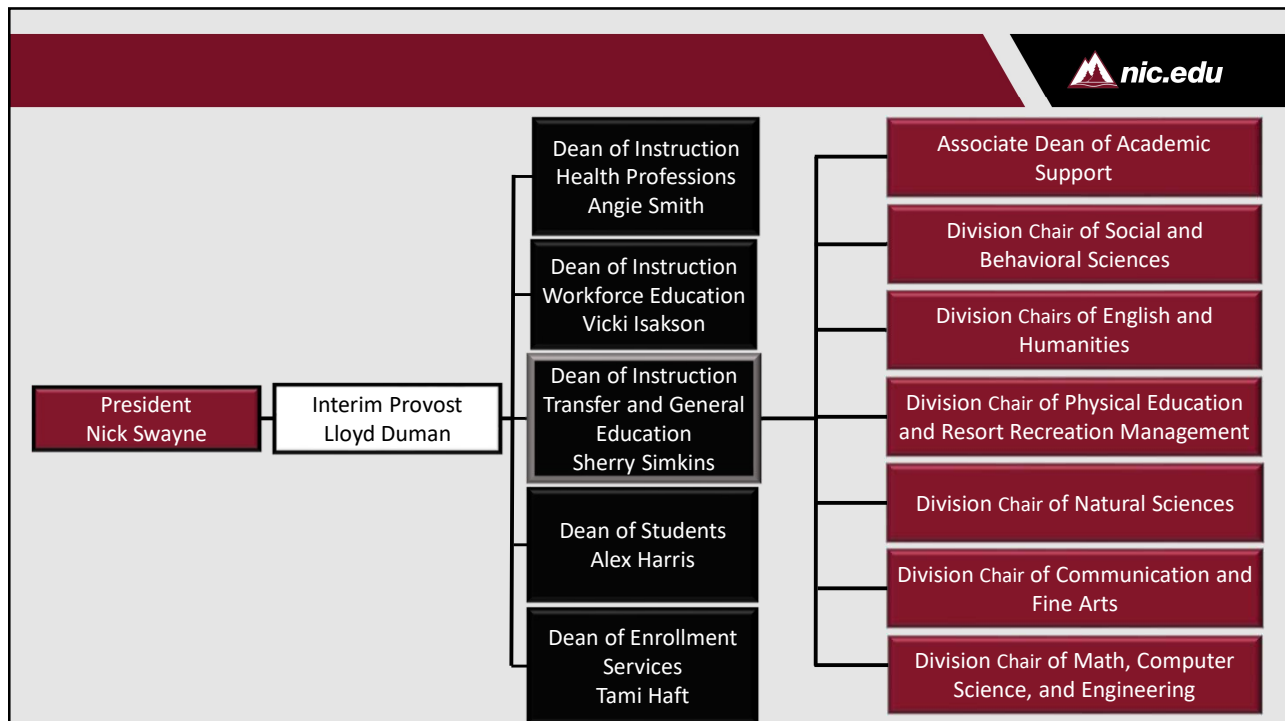




Transfer and General Education

Recurring Report – February, 2026

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Transfer Programs

- Anthropology
- Art
- Biology
- Business
- Chemistry
- Child Development
- Communication
- Computer Science
- Criminal Justice
- Education
- Engineering
- English
- Environmental Studies
- Natural Resources
- Geology
- General Studies
- History
- Humanities
- Interdisciplinary Studies
- Journalism
- Mathematics
- Music
- Nursing
- Philosophy
- Physical Education
- Physics
- Political Science and Pre-Law
- Pre-Medical
- Pre-Physical Therapy
- Pre-Nutrition
- Pre-Veterinary
- Psychology
- Social Work
- Sociology
- Theatre
- World Languages

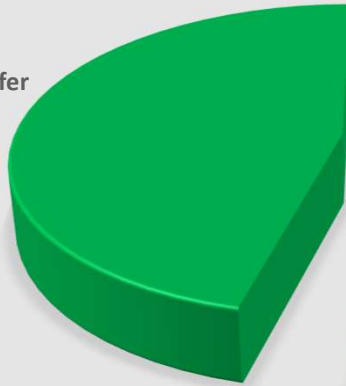
- Art
- Business
- Computer Science
- Education
- Engineering
- General Studies
- Nursing
- Pre-medical
- Psychology
- Social Work

Top 10 Transfer Programs

ENROLLMENT BY HEADCOUNT SPRING 2026

5.3% Increase Year Over Year

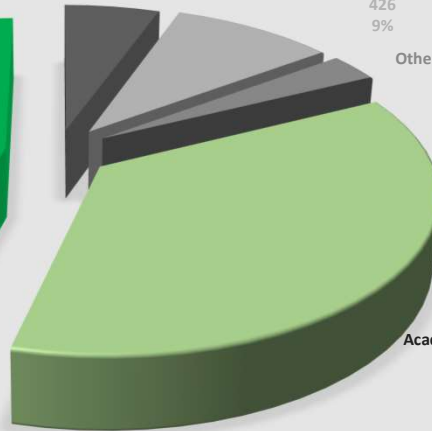
Academic Transfer
2097
46%



Non Degree
249
6%

Career and Technical Education
426
9%

Other Dual Enrollment
130
3%



Academic Transfer Dual Enrollment
1649
36%

Why is General Education Important?

Durable and Transferrable Skills

Critical Thinking



Communication



Analyze and Interpret Data



Leadership



Teamwork/Collaboration



Creativity



Curiosity for Lifelong Learning



Problem Solving



Professionalism



Technology/Digital Literacy



Fortitude



What Do Our Students Say About Us?

“ She illuminated a part of my mind I had never explored, like opening a door I didn't even know existed. Because of her encouragement I began believing I was capable of writing at a high academic level. She even recommended that I pursue higher education, something I never would have considered without her confidence in me. ”

- NIC Millwright Student

Where do our students go next?

Institution	2024 -2025
UNIVERSITY OF IDAHO	205
LEWIS-CLARK STATE COLLEGE	133
BOISE STATE UNIVERSITY	82
GRAND CANYON UNIVERSITY	22
WESTERN GOVERNORS UNIVERSITY	16



Project Z Degree

Total Estimated Student Savings

\$971,443

Total Impacted Students

12,990



What's new:

- Classical Pathway
- NIC Philosophy to University of Idaho Law 2+1+3
- NIC PE to UI Sport & Recreation Management Program 2+2
- Launching Professional Writing Certificate in Fall 2026
- New courses:
 - Intro to Robotics
 - FYE for Dual Credit
 - Writing with AI
 - Intro to Screenwriting
 - Pickleball (pending Spring 2027)

What's new:

- UI strategic plan funding for NIC computer science students
- Environmental Science infused with tribal perspectives
- Evaluating potential for a small Black Box Theatre space
- Enrolled first cohort of Treasure Valley YMCA staff in Child Development Program

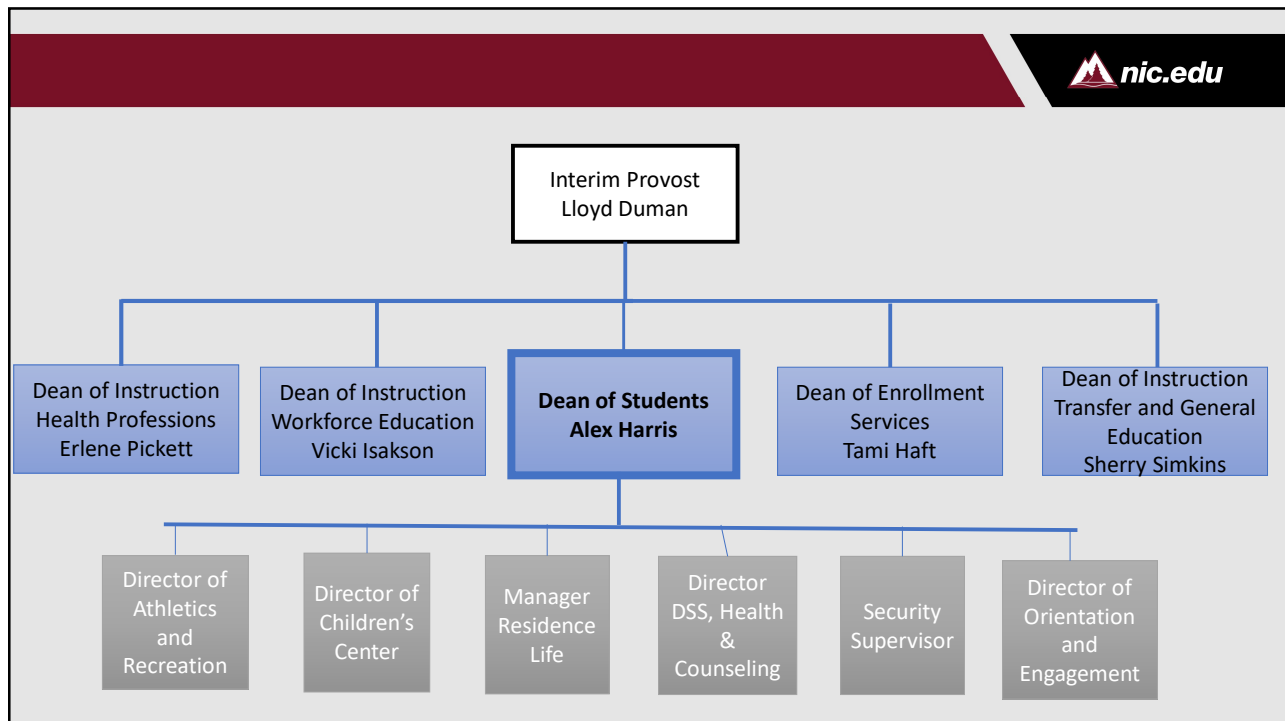




Trending NIC Student Needs

Dean of Students
Wednesday, February 24th 2026

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CARE Team



- The CARE Team is a dedicated initiative within the Dean of Students Office at North Idaho College. Our mission is to foster a safe, inclusive, and supportive campus environment that values the well-being and success of every student and relies on the participation of the entire campus community.
- We strive to identify and mitigate potential crisis and basic needs concerns through early intervention, emphasizing a collaborative and multidisciplinary approach.
- The primary goals of the CARE Team are to (1) empower students with the tools and support necessary to navigate challenges and promote personal growth, and (2) to cultivate a campus culture that prioritizes health and safety of all.

CARE Team



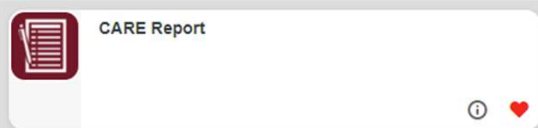
- The CARE Team is made up of individuals within the Dean of Students Office, Counseling, Disability Support Services, and Residence Life.
- Interactions with our CARE Team can result in referrals to services provided by North Idaho College and community organizations:
 - Counseling, Center for New Directions, Advising, TRIO, Cardinal Learning Commons, SRO, Safe Passage, Northern Idaho Crisis Center, and many others.

WHEN TO FILE A CARE REPORT

- Reports filed for students struggling with personal, academic, or emotional issues impacting their ability to succeed.
- You have observed the student's distress or the student has shared his or her concerns to you.
- Examples: Mental health issues, academic difficulties, financial problems, family concerns, and housing or food insecurity.

WHY FILE A CARE REPORT

- Connects students with appropriate resources and support services
- Enhances student retention and success
- Provides a safety net for students facing significant challenges
- Demonstrates care and concern for student well-being
- Allows the college to track areas where students need additional support and resources



FALL 2025 SEMESTER TO DATE

178 REPORTS

**AVERAGING ALMOST 9 REPORTS PER
WEEK**

- Mental Health
- Concerning Behaviors
- Financial Issues
- Family Crisis
- Food Insecurity
- Housing Insecurity

Questions?



February 2026 Athletic Information Updates

Wednesday, February 25, 2026

President's Goal: Develop a competitive and comprehensive intercollegiate athletics program.

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Men's Soccer

- 13 win season
- Appeared as high as #14 NJCAA Rankings
- Qualified for the SWAC Post Season
- 8 All Region Team Members
 - First Team
 - 3 members
 - Second Team
 - 3 members
 - Third Team
 - 2 members



Women's Soccer

- 3 All Region Team Members
 - First Team
 - 1 member
 - Third Team
 - 2 members



Women's Volleyball

- 15 win season
- 1 All Region Team Member
 - First Team
 - 1 member



Men's Basketball

- Final Week of Regular Season
 - HOME
 - Tomorrow, 2/26 > 7pm
 - Saturday, 2/28 > 3pm
- Will qualify for post season



Women's Basketball

- Final Week of Regular Season
 - HOME
 - Tomorrow, 2/26 > 5pm
 - Saturday, 2/28 > 1pm
- Looking to finalize their playoff spot



Men's Wrestling

- Region 18/West District Championships
 - Region/District Runner-Up
- Qualified for National Championship
 - All 10 weight classes
 - March 6-7 @Council Bluffs, IA



Fall 2025 GPA's 6 SA Graduated in the Fall

Team	Final GPA	Midterm GPA	Difference
Women's Soccer	3.74	3.77	- 0.03
Softball	3.40	3.19	+ 0.21
Men's Basketball	3.38	3.26	+ 0.12
Men's Soccer	3.33	3.49	- 0.16
Volleyball	3.25	3.29	- 0.04
Women's Basketball	3.21	3.25	- 0.04
Wrestling	2.93	2.99	- 0.06
All Student-Athletes	3.30	3.32	- 0.02

5 Year Historic Fall GPA's

Team	Fall 2025	Fall 2024	Fall 2023	Fall 2022	Fall 2021
Women's Soccer	3.74	3.71	3.45	3.29	3.61
Softball	3.40	2.87	3.19	3.09	3.16
Men's Basketball	3.38	2.86	2.90	3.09	2.81
Men's Soccer	3.33	3.51	2.79	3.07	3.12
Women's Volleyball	3.25	3.44	3.49	3.30	3.42
Women's Basketball	3.21	3.18	3.14	3.43	3.06
Men's Wrestling	2.93	2.57	2.53	2.74	2.88
All Student-Athletes	3.30	3.17	3.04	3.06	3.07

North Idaho College Booster Club

- Meetings are the Second Thursday of each month
- Join the NIC Booster Club nicboosters.org
- Cardinal Classic Golf Tournament - Fri, May 8th



Any Questions?

nicathletics.com

February		March 2026					April
SUNDAY	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY	SATURDAY	
1	2	3	4 Softball at Blue Mountain Community College 1:00 PM Softball at Blue Mountain Community College 3:00 PM	5	6 Men's Basketball vs Region 15 Tournament % @ B TSD TSA Women's Basketball vs Region 15 Tournament % @ B TSD TSA Wrestling North State College at NJCAA National Championship % TSA Softball vs Snow College * 1:00 PM Softball vs Snow College * 3:00 PM	7 Softball vs Snow College * 12:00 PM Softball vs Snow College * 2:00 PM	
8	9	10	11 Softball at Okeana College 10:00 AM Softball at Okeana College 12:00 PM	12 Softball at Okeana College 9:00 AM Softball at Okeana College 11:00 AM	13	14	
15	16	17	18	19	20 Softball at Utah State Eastern * 1:00 PM Softball at Utah State Eastern * 3:00 PM	21 Softball at Utah State Eastern * 12:00 PM Softball at Utah State Eastern * 2:00 PM	
22 Men's Basketball vs NJCAA National Championship % @ B TSD TSA	23	24 Women's Basketball vs NJCAA National Championship % @ B TSD TSA	25	26	27 Softball vs Salt Lake Community College * 1:00 PM Softball vs Salt Lake Community College	28 Softball vs Salt Lake Community College * 12:00 PM Softball vs Salt Lake Community College	