 **North Idaho College**  
**BOARD OF TRUSTEES MEETING**  
**Edminster Student Union Building**  
**October 15, 2025**  
**MINUTES**

**CALL TO ORDER**

Chair Brad Corkill called the meeting to order at 6:00 p.m. and verified that a quorum was present with four Trustees in attendance.

**ATTENDANCE**

Trustees: Brad Corkill  
Rick Durbin  
Mary Havercroft  
Tarie Zimmerman

Also present: Nick Swayne, President

**APPROVE AGENDA**

Chair Corkill called for a motion to approve the agenda as presented. Trustee Tarie Zimmerman made the motion which was seconded by Trustee Rick Durbin. The Chair called for the vote. The motion passed unanimously with four votes in favor. Chair Corkill then led the Pledge of Allegiance.

**MESSAGE FROM BOARD CHAIR**

Chair Corkill reported that the Board will meet with the visiting team from the Northwest Commission on Colleges and Universities (NWCCU) on October 16, 2025. Subsequent meetings with the Chair, Vice Chair Zimmerman, and President Swayne are scheduled for October 17, 2025. Chair Corkill expressed optimism about the outcomes of these meetings.

The Chair also noted that four Trustees will attend the upcoming Association of Community College Trustees (ACCT) Leadership Congress in New Orleans, LA, describing it as a valuable and rewarding professional development opportunity.

**PUBLIC COMMENT**

There were no requests from the public to make comments.

**CELEBRATING SUCCESS: STUDENT LEARNING OUTCOMES ASSESSMENT (SLOA)**

Dr. Sherry Simkins, Dean of Instruction, Transfer and General Education; Dr. Laura Godfrey, Faculty Coordinator- Accreditation Assessment/Associate Professor; and Scott Estes, Professor - Spanish/Assistant Division Chair shared highlights of the College's SLOA program and related systems. Their presentation is included as an addendum to these minutes.

**CONSTITUENT REPORT**

ASNIC

President Blake Sanchez was not present at this meeting.

Faculty Assembly

Chair Jon Gardunia, DPT, reported that the recent Faculty Assembly meeting included regular reports as well as a presentation from the Math Department on how SLOA data was used to improve course designs and student outcomes. He said that faculty are engaging with students following midterms to connect them with campus resources, and are continuing efforts to strengthen engagement among campus communities. Dr. Gardunia concluded his report by announcing that St. Luke's Episcopal Church will sponsor an Oktoberfest event for faculty and staff on October 24, 2025.

### Staff Assembly

Chair Dan Adams reported on the recent Staff Assembly meeting which included presentations on NIC's X-Labs program and TRIO Student Support Services. Additional topics of discussion included NIC Foundation grant deadlines, Family Educational Rights and Privacy Act (FERPA) and Title IX compliance training, a planned food drive, and the need to fill two vacant Senate seats from Staff Assembly membership.

### Senate

Chair Matt Petersen, PhD, stated that the Senate has not met since the last regular Board of Trustees meeting and will meet next on October 26, 2025. He reported that Matthew Nolan, Program Director/Associate Professor RADT, and also a member of the Policy Review Subcommittee, will be leaving the College, and the Senate is working to fill that vacancy.

## **PRESIDENT'S REPORT**

### Accreditation

The NWCCU accreditation visit is set to begin on October 16, 2025. Most members of the evaluation team arrived in Coeur d'Alene earlier in the day and may be observing this meeting. The final report is expected to be completed by the first week of November and will be shared with the Board upon receipt. The next step in the accreditation process will be a presentation to the full commission in Seattle, WA during the last week of January 2026, with the exact session date to be determined.

### Goal 1: Student Success and Access

October 15, 2025 marked Census Day, representing the fifth consecutive term of enrollment growth. Core enrollment, including transfer and Career and Technical Education (CTE) programs, increased 3.1% over last year following a 5.1% increase the previous year. Dual credit enrollment rose an additional 1.2% this year, totaling a 37% increase over two years.

Student retention improved by 8% over the prior year, due in part to the work of the SLOA Committee and initiatives such as the First-Year Experience (FYE) and NIC CARE programs. Ongoing efforts to strengthen faculty-student relationships are a key factor in improving retention and student success.

The College is launching a new, comprehensive orientation program for incoming students. A pilot will begin in the spring, with full implementation planned for the fall term. The program is designed to improve student success by familiarizing new students with available campus resources and engagement opportunities. NIC has not had a robust orientation program in recent years, and this initiative is expected to make a significant positive impact.

### Goal 2: Academic Programs and Pathways

Interim Provost Dr. Lloyd Duman and Dr. Sherry Simpkins are overseeing the Cardinal Classical pathway, on track for a fall launch, with a dedicated website under development.

Dual credit growth remains a strategic enrollment priority. Following a 36–37% increase, efforts are focused on converting these students into matriculated “dual freshmen” through informational packets and support to encourage completion of their associate's degrees. Earning an associate's degree at NIC provides cost savings and allows students to transfer as juniors to Idaho four-year institutions.

### Goal 3: Community Partnerships and Engagement

Dr. Swayne reported that efforts continue to keep the community informed, and that Tom Greene, Interim Chief Communications and Government Relations Officer will present the newly released NIC Community Report later in the meeting.

Prior to the meeting, the Trustees toured the American Indian Student Center which is progressing well and will provide an important resource for students. Its completion fulfills the final point of the 1997 nine-point agreement with the Coeur d'Alene Tribe.

#### Goal 4: Institutional Systems and Integration

Sarah Garcia is the lead on this goal which focuses on creating a unified educational system among the College and its various centers. Ms. Garcia will present the Goal 4 metrics later in the meeting.

#### 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, technology enhancements, ongoing renovations and campus improvements.

#### General Updates

The College may nominate up to four students annually for the All-USA Academic Team Scholarship Program through the Phi Theta Kappa (PTK) Honor Society. Several NIC students have received national awards, including the Coca-Cola Scholars recognition. Amber Hasz, Assistant to the Dean, Office of Instruction, and NIC PTK Advisor, will hold an informational meeting for interested students on October 23, 2025 from 12:00 p.m. – 1:00 p.m. in the Edminster Student Union Building (SUB) Driftwood Bay Room.

NIC's Theatre program is presenting their fall play, *Night Sky* beginning October 16, 2025. Evening performances will run October 16-17, and October 23-24, 2025 at 7:00 p.m. Matinees will be presented on October 18 and 25, 2025 at 2:00 p.m.

A proposed Regional Technology and Innovation Hub (Tech Hub) center in the Spokane-Coeur d'Alene region received designation from the US Economic Development Administration (EDA) two years ago, however the initial proposals were not funded. The EDA has re-announced an open Notice of Funding Opportunity (NOFO) for the program and NIC is preparing a proposal for submission. A successful award would have a significant positive impact on the region's economy through the advancement of aerospace manufacturing initiatives.

President Swayne recognized Amber Hasz for her leadership in updating the furniture in the Molstead Library. The newly installed furniture has modernized the space and created new study areas for students. The additions include enclosed "quiet spaces" designed for individual study, Zoom meetings and interviews. The updated furnishings are being well used by students and have significantly enhanced the environment.

#### Upcoming Events

The President and four Trustees will attend the Association of Community College Trustees (ACCT) Leadership Congress from October 21-25, 2025 in New Orleans, LA. President Swayne will act 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. She and Trustee Mary Havercroft, along with ACCT consultant Dr. Debbie DiThomas, have been invited to present on Board policy development and maintenance. This invitation highlights the Board's progress over the past several years and reflects positively on NIC's governance efforts.

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.

President Swayne recognized the NIC men's soccer team for their 4-1 victory over the College of Southern Idaho (CSI).

#### **INFORMATION ITEMS**

##### Area Agency on Aging

Sarah Garcia, Vice President for Finance and Business Affairs, introduced Sage Stoddard, Director – Aging and Adult Services. Ms. Stoddard described the various support services provided to eligible members of the community by the Area Agency on Aging of North Idaho.

Development Department

Rayelle Anderson, Director - Development/Executive Director NIC Foundation provided an overview of the Development Department and their role in coordinating institutional fundraising and grant procurement efforts. Her presentation is included as an addendum to these minutes.

Strategic Plan: Goal 4 Metrics

Sarah Garcia and Tom Greene shared an overview of the metrics associated with Goal 4 of the College's strategic plan. Their presentation is included as an addendum to these minutes.

Accreditation Update

Dr. Swayne stated that, prior to this meeting, the Trustees met to review the schedule and flow of events for the upcoming NWCCU site visit. Accreditation Liaison Officer Dr. Steve Kurtz provided a brief operational update and outlined the next steps in the process.

Compensation Study Update

Chief Human Resources (HR) Officer Meagan Snyder presented an overview of the HR department's ongoing initiatives, focusing specifically on retention and compensation strategies. Her presentation is included as an addendum to these minutes.

Accessibility Compliance

President Swayne explained that recent updates to federal accessibility requirements posed significant challenges for compliance. Chief Information Officer Ken Wardinsky was able to identify and implement YuJa, an accessibility tool that significantly improved compliance levels in a short period of time. Mr. Wardinsky presented an overview of the project's progress, complete with a live demonstration.

**CONSENT AGENDA**

Tab 1: Approve Board Executive Session Minutes for September 15, 2025 and Tab 2: Approve Board Executive Session and Regular Meeting Minutes for September 24, 2025

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

**TRUSTEE REMARKS FOR THE GOOD OF THE ORDER**

President Swayne stated that on September 23, 2025, the Coeur d'Alene Fire Department donated a ladder truck to the College. The donation received local media coverage and will significantly enhance the College's ability to train future firefighters.

Dr. Swayne also commended the women's soccer team for their recent win over Pacific Northwest Christian College. Under a new league rule ending games when a team leads by eight goals after 70 minutes, the NIC women's team secured a decisive victory – an outstanding accomplishment within league play.

Trustee Zimmerman shared that she attended the Rathdrum Rumble car show held at the Parker Technical Education Center on September 27, 2025. She noted that the event was well attended and featured a variety of creative car displays, including a Volkswagen bug decorated in a Barbie theme.

The meeting was adjourned at 7:34 p.m.

Respectfully Submitted,  
Suzy Scura, Board Clerk

Addenda:

- 1) SLOA Presentation
- 2) Development Department Presentation
- 3) Strategic Plan Presentation: Goal 4 Metrics
- 4) Compensation Study Update

# HIGHLIGHTS of NIC Program and GEM Assessment:

- ▶ **Dual Credit:**  
Addressed first-gen student achievement gaps; created new advising and registration resources.
- ▶ **Residence Hall Survey**  
SLOA-initiated; expanded campus-wide response to GEM achievement gaps.
- ▶ **International Student Athletes (NIC)**  
Dashboards revealed GEM 1 (written communication) gaps; Summer Bridge program developed collaboratively by English faculty and Athletics.
- ▶ **GEM 4 (Natural Sciences)**  
Meyer Science Tutoring Center usage increased; dashboards document upward trends in student success.
- ▶ **GEM 7 (FYE)**  
Faculty identified first-gen and low-SES student achievement gaps; currently planning targeted resource connections and community-building opportunities.
- ▶ **World Languages Program (23-24 Program Review)**  
Student success improved to 94.7%; dashboards allowed visualization of impact of eLearning Canvas tutorials.



# Development Department

## NIC President's Goals

1. Student Success & Access
2. Academic Programs & Pathways
3. Community Partnerships & Engagement

October 15, 2025

North  
Idaho  
College

► [nic.edu](http://nic.edu)



## Development Department

The Development Department works alongside administration, faculty, and staff to support and coordinate institutional fundraising and grant procurement efforts consistent with college policies 7.03 and 7.03.01.

### Why?

To elevate student access and success and enhance educational excellence throughout North Idaho College.



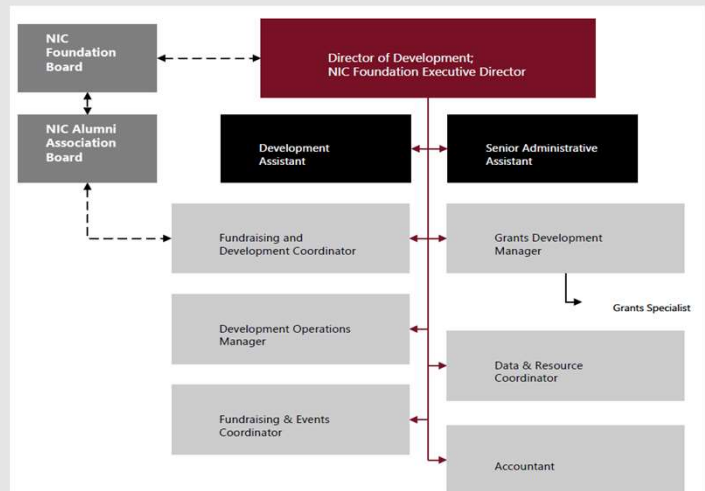
## Development Department

The Development Department includes:

- Grants Development
- Alumni Relations

And facilitates partnerships with:

- NIC Alumni Association
- NIC Foundation, Inc.



## Development Department

In support of NIC's Strategic Plan and Presidential goals and priorities, our department goals center around:

- Cultivating relationships to build awareness and elevate engagement in and support for NIC
- Increasing total dollars made available for student scholarships and program enrichment
- Securing resources for priority needs and projects
- Stewarding relationships and resources effectively

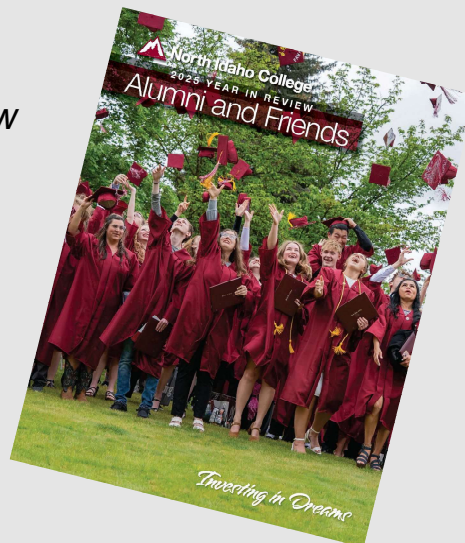
## Development Department Grants Development

	Average 5 yr		#	FY25
	#	FY21-FY25		
Grant Applications Submitted	17	\$2,782,577	11	\$5,012,852
New Grants Awarded	11	\$1,121,921	6	\$229,685
Pending Grants			3	\$1,867,476

*Does not include federal and state program funding for Pell Grants, ABE, CTE Programs, Workforce Training Contracts, Head Start or AAA.*

## Development Department Alumni Relations

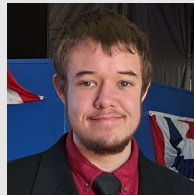
- *Alumni and Friends Year in Review* to 19,500 homes
- 3,608 members
- Commencement
  - Ceremony
  - Receptions
  - Alumni Association pins to graduates
- Retiree outreach



## Development Department

NIC Foundation granted over \$1.6 million to NIC in 2024-25:

- Nearly \$1.4 million distributed in 1,574 scholarship awards
- Over \$239,000 for program enrichment



NIC Foundation has already granted over \$1.5 million in scholarship support for academic year 2025-26, an all-time record.

## Development Department

### What's Next?

- Increase student scholarship support
- Secure resources to advance NIC's strategic priorities
- Elevate stakeholder engagement
- Increase number of donors and grant funders

## Development Department



**Helping to change  
lives...one student  
at a time.**

2025 - 2030

# Strategic Plan Goal 4

## Goal 4 - Systems

Create a unified educational system  
among the College and its centers.



# Human Resources

North Idaho College

► [nic.edu](http://nic.edu)

## Retention Plan

### Compensation



### Talent Acquisition



### Total Rewards



### Leadership



 [nic.edu](http://nic.edu)



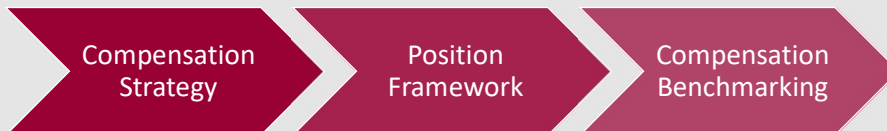
# Total Compensation

5.1 Review and update NIC's compensation to ensure competitiveness, and alignment with industry standards while incentivizing and encouraging employee development.



# Total Compensation Study

Phase One: FY26 → FY27





## Compensation Strategy

- **Request for Proposal (RFP) will be Launched in November**
- Request & Review Data/Materials
- Gather Stakeholder Input
- Develop and Refresh Compensation Strategy



## Essential Elements for Success

- **Leadership and Stakeholder Buy-In**
- **Comprehensive Data and Market Analysis**
- **Clear Strategic Alignment**
- **Transparent Communication Plan**



## Talent Acquisition (Recruitment)

15 New  
Faculty

68  
Positions  
Filled  
FY26

102  
Positions  
Filled in  
FY25

82  
Departures  
in FY25  
(92 in FY24)

17.5  
Average  
Applicants  
FY25

 nic.edu



 nic.edu

GOAL 4

## Objective 4.1

Provide seamless integration of academic programs, resources, and services among the college campus and its centers to ensure a consistent, cohesive, and streamlined educational experience for all students.



GOAL 4

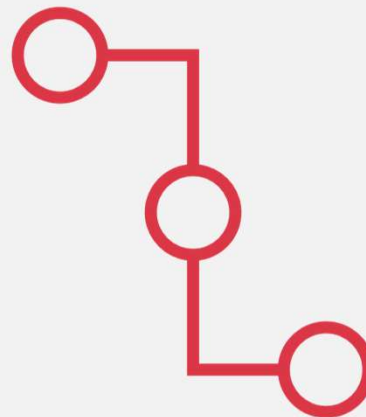
## Objective 4.1

4.1.1 Integrated pathways exist across all centers.

*Multiple pathways currently being discussed and worked on.*

4.1.2 Student support services are provided at all centers.

*Still in pre-planning*



GOAL 4

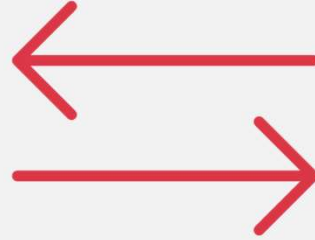
## Objective 4.1

4.1.3 Lumens patch/module (system) for student data transfer from non-credit to credit purchased, deployed, and used by students.

Currently exploring software solutions

4.1.4 Process developed to move courses from non-credit to credit.

Currently under discussion



GOAL 4

## Objective 4.2

Strengthen information-sharing networks between the main campus and its centers, and marketing to the NIC service region, to develop clear and consistent messaging.



GOAL 4

## Objective 4.2

4.2.1 Establish communication information structure.

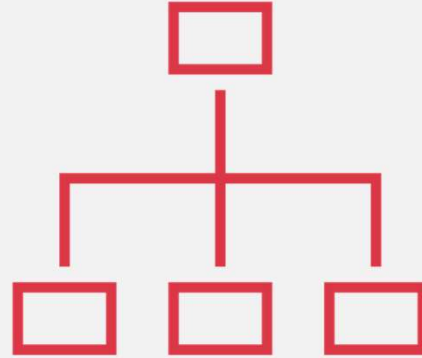
Currently reviewing policies, procedures, and guidelines for various social media policies.

4.2.2 Identify and implement a communication technology solution.

Element 451 will be coming online this January.

4.2.3 Develop communication hierarchy plan across all campus sites.

Reviewing and updating all Crisis Communication plans that affect all sites and establish communication hierarchies during emergencies.



GOAL 4

## Objective 4.2

4.2.4 Integrate marketing plans for all centers

