

# Strategic Plan 2025-2030



**North Idaho  
College**

# Kickoff Meeting

Collaborative Brain Trust  
and Strategic Planning and  
Steering Committee

November 2023



# Strategic Planning Steering Committee



- Rayelle Anderson, Director of Development/NIC Foundation Executive Director
- Julie Bailey, Senate Representative
- Katrina Bjorkman, Staff Assembly Representative
- Chris Brueher, Institutional Data Analyst
- Neil Doyle, Senate Representative
- Lloyd Duman, Interim Provost
- Sarah Garcia, Co-Chair, Vice President for Finance and Business Affairs
- Tom Greene, Interim Chief Communications and Government Relations Officer
- Michael Habermann, Associated Students of North Idaho College (ASNIC) Representative
- Tami Haft, Dean of Enrollment Services
- Alex Harris, Dean of Students
- Kristin Howard, Interim Executive Assistant to the NIC President
- Vicki Isakson, Dean of Instruction, Workforce Education
- Steve Kurtz, Accreditation Liaison Officer North Idaho College Strategic Plan
- Colby Mattila, Executive Director, Workforce and Economic Development
- Melanie McLean, Assistant Director, Human Resources
- Kathleen Miller Green, Faculty Assembly Representative
- Erlene Pickett, Dean of Instruction, Nursing and Health Professions
- Blake Sanchez, Associated Students of North Idaho College (ASNIC) Representative
- Sherry Simkins, Co-Chair, Dean of Instruction, Transfer and General Education
- Nick Swayne, President of NIC
- Colleen Ward, Staff Assembly Representative
- Ken Wardinsky, Chief Information Officer

## Data Collection and Analysis

- Environmental scan: National, state, regional, and NIC data trends
- Listening Sessions: 29 sessions, 251 participants
- Tours: Parker, Sandpoint, and Workforce Training Center

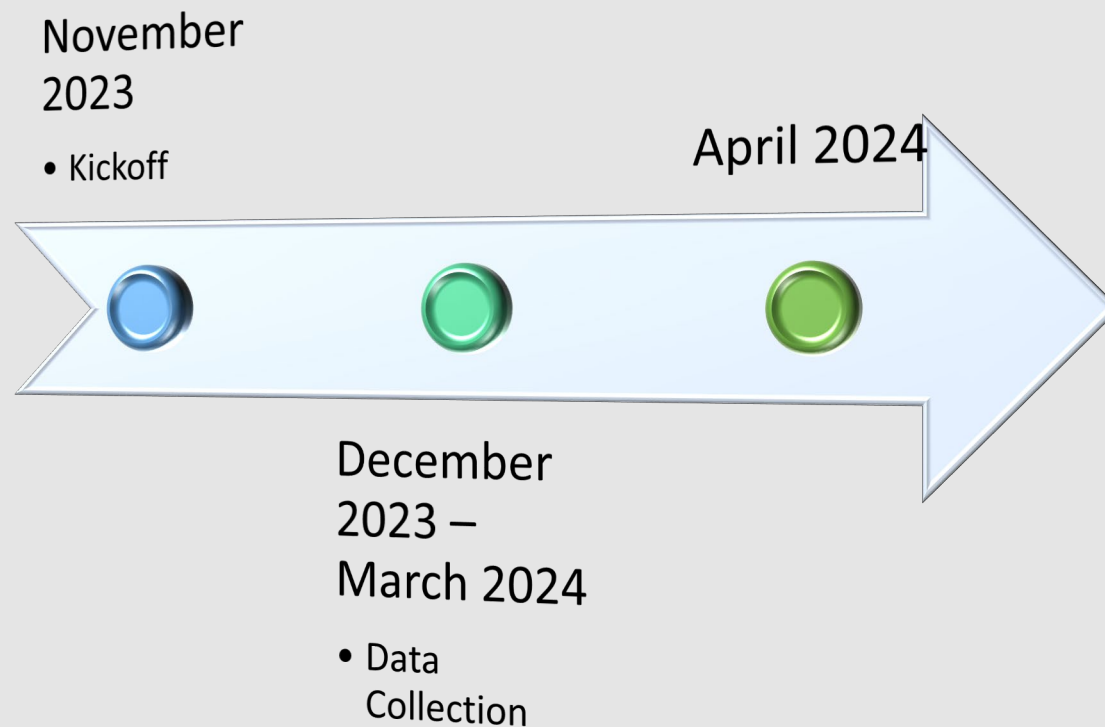
November 2023

- Kickoff

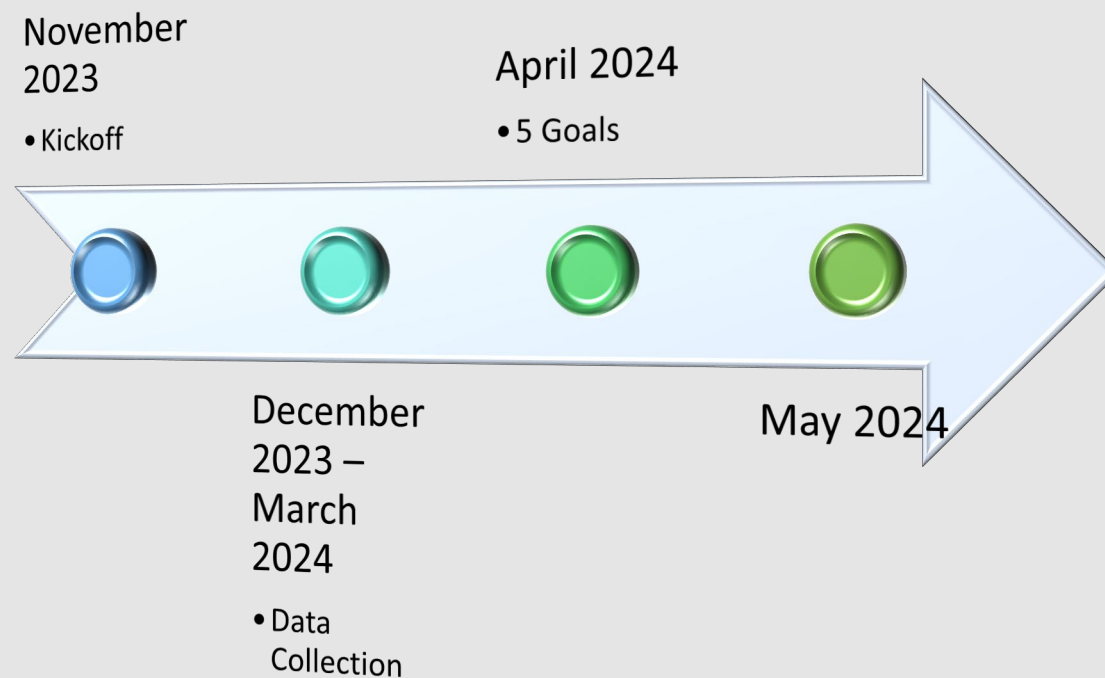


December 2023 –  
March 2024

# Steering Committee Developed 5 Goals



# The Board Adopted the 5 Strategic Goals



## Five-Year Goals



**Goal 1:** Enhance student access and support services to strengthen student success.



**Goal 2:** Provide streamlined, flexible pathways to success that empower students to reach their educational goals.



**Goal 3:** Expand and strengthen relationships with business, industry, educational, and community partners.



**Goal 4:** Create a unified educational system among the College and its centers.



**Goal 5:** Achieve organizational efficiency and effectiveness by fostering a dynamic college environment that invests in employees, facilities, and technologies to support student success.



# Collaborative Brain Trust Worked on Drafting the Document



# Steering Committee Established Objectives for Each Goal



# Students

## Goal 1: Enhance student access and support services to strengthen student success.

### Objective 1.1

Simplify the admission process and reduce barriers making it easier to enroll.

### Objective 1.2

Execute effective retention strategies ensuring students are engaged and supported in achieving their educational goals.

### Objective 1.3

Develop and implement targeted strategies that attract various student populations by promoting the benefits of attending and completing programs.

## Programs

# Goal 2: Provide streamlined, flexible pathways to success that empower students to reach their educational goals.

### Objective 2.1

Design and implement pathways for Transfer and Career and Technical Education (CTE) students that increase opportunities, ensuring alignment with business and industry needs, higher education partners, and academic standards.

### Objective 2.2

Enhance instructional support, including tutoring, advising, and other academic resources, tailored to individual learning needs.

### Objective 2.3

Ensure clarity and transparency by communicating information about educational pathways, expectations, outcomes, and career opportunities to students, empowering them to make informed decisions about their academic journey.

### Objective 2.4

Develop and strengthen dual credit partnerships by fostering seamless transitions to post-secondary education, ensuring continuity and alignment in educational pathways.

## Partners

# Goal 3: Expand and strengthen relationships with business, industry, educational, and community partners.

### Objective 3.1

Strengthen community awareness and engagement at all campus sites through regular, strategic communication and collaboration with stakeholders aligning goals and maximizing mutual benefits.

### Objective 3.2

Strengthen partnerships with the Coeur d'Alene Tribe and other regional tribes by actively engaging in collaborative initiatives that respect and support tribal communities' educational and economic goals.

### Objective 3.3

Enhance work-based learning opportunities by deepening collaborations with businesses and industries to provide practicums, internships, apprenticeships, and hands-on training for students.

## **Systems**

# **Goal 4: Create a unified educational system among the College and its centers.**

### **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.

### **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.

## Infrastructure

**Goal 5: Achieve organizational efficiency and effectiveness by fostering a dynamic college environment that invests in employees, facilities, and technologies to support student success.**

### Objective 5.1

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

### Objective 5.2

Ensure effective and efficient resource allocation to support strategic plan objectives.

### Objective 5.3

Align common campus measures to the strategic plan objectives and action plans and improve data-reporting capabilities for the College.

# Goal 5: Continued

## **Objective 5.4**

Identify opportunities to modernize campus technology solutions that promote automation, process improvement, and integration.

## **Objective 5.5**

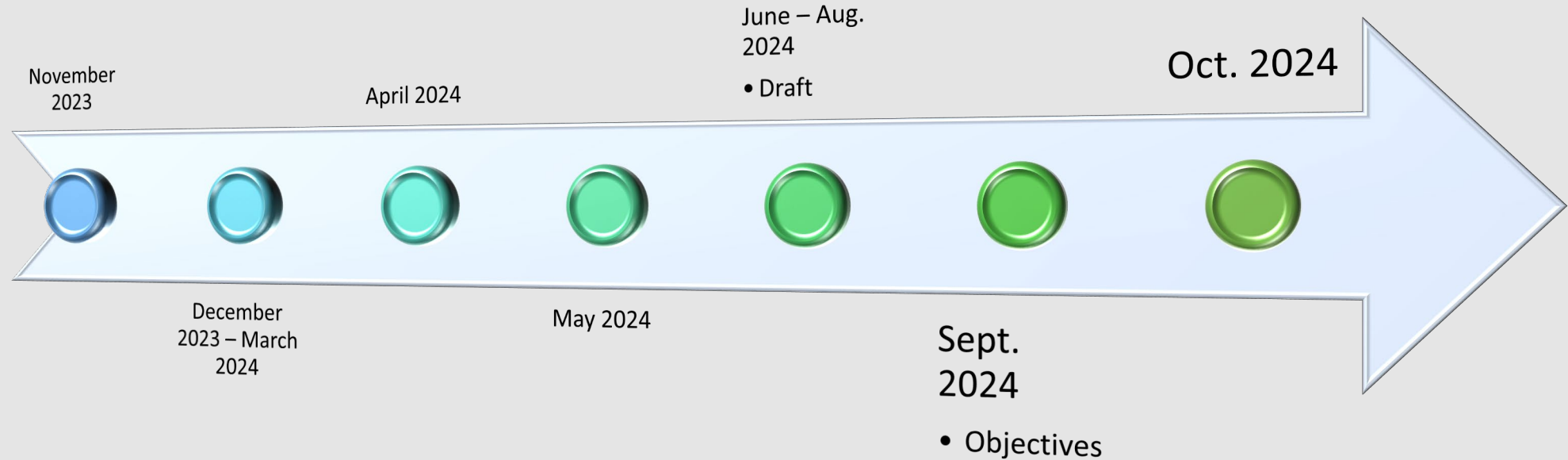
Ensure campus facilities support and encourage learning and collaboration.

## **Objective 5.6**

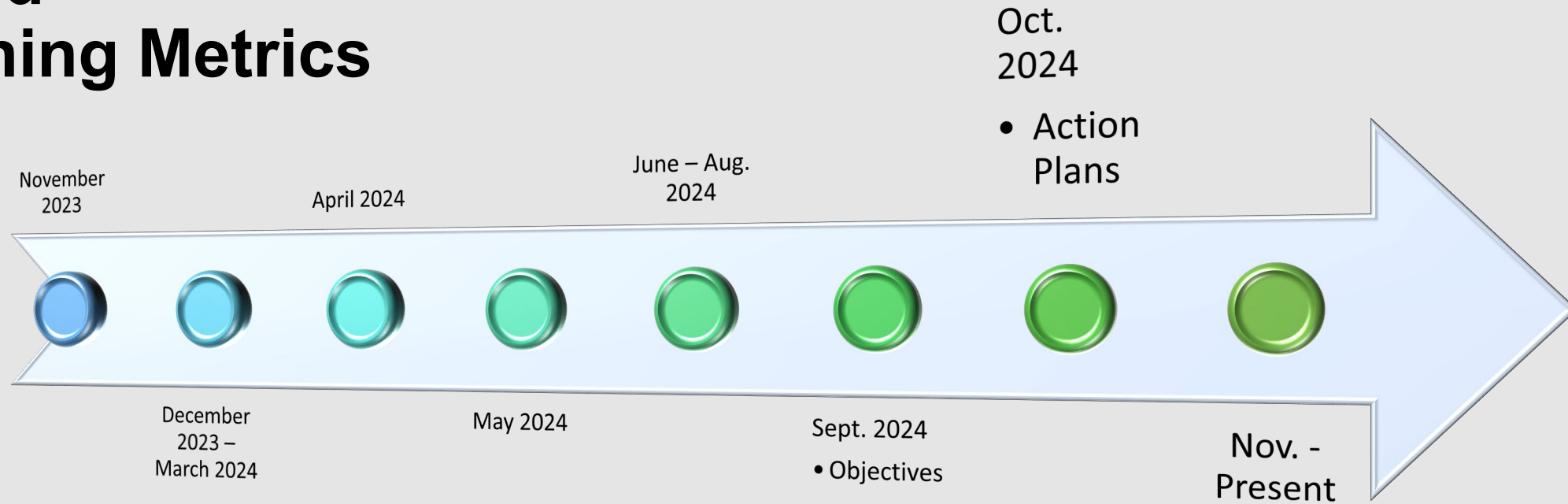
Expand access to housing and resources by working with community partners to address student needs for affordable housing, transportation, and other essential services and ensure they have the support necessary to succeed.



# Identified Goal and Objective Leads and Initial Action Plans Drafted



# Refining Action Plans and Determining Metrics



<https://www.nic.edu/strategic-planning/>

# Strategic Planning

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In November 2024, the college embarked on a process to draft a new strategic plan. This process involved months of qualitative and quantitative data collection and synthesis. It culminated in the development of five strategic goals, 16 objectives, action plans for achieving the goals and timelines. The plan will start in Fall 2025 and cover the next 5 years.

## Strategic Plan Goals

In May 2024, the Board of Trustees adopted the 5 strategic plan goals. The goals and objectives are listed below. Updates will continue to be provided as progress is made on each goal.

### IN THIS SECTION

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**Steering Committee**

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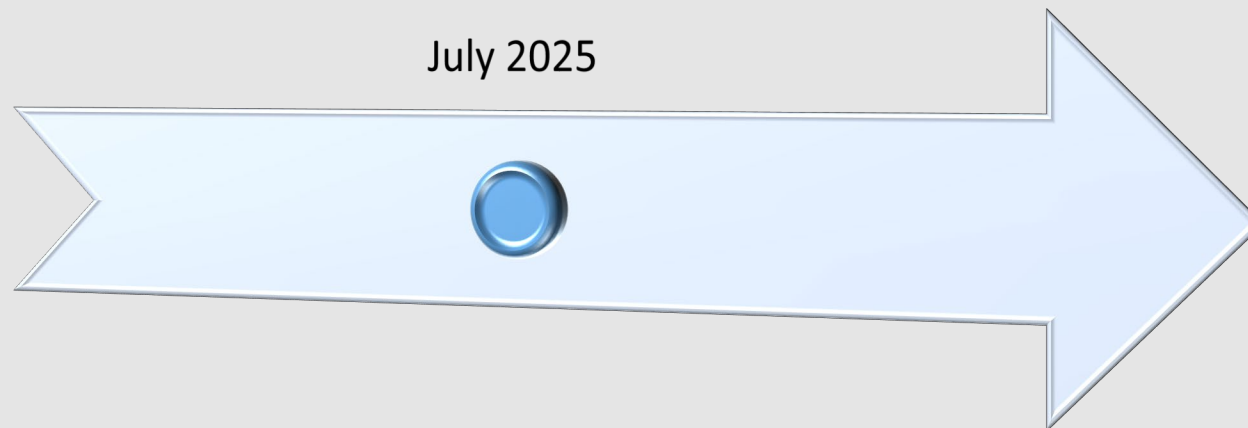
**Steering Committee Meetings**

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**STRATEGIC PLAN 2025-2030**

# Strategic Plan Launches

July 2025



# Implementation of the Action Plans

Annually evaluate and adjust the plan as needed.

