



February 24, 2025

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 January 28-31, 2025, concerning the Fall 2024 Special Report of North Idaho College.

Accreditation

Accept the Report, reduce Sanction of Show Cause to Probation; Grant a one-year extension for good cause to come into compliance with the remaining three non-compliant Recommendations

Status of Previous Recommendations Addressed in this Evaluation

- Recommendation 2: Spring 2022 Special Report - Continued as Non-Compliant
- Recommendation 1: Fall 2023 Special Report – Fulfilled
- Recommendation 2: Fall 2023 Special Report - Fulfilled
- Recommendation 1: Spring 2023 Special Report - Fulfilled
- Recommendation 2: Spring 2023 Special Report - Continued as Non-Compliant and revised to Recommendation 1: Fall 2024 Special Report
- Recommendation 3: Spring 2023 Special Report - Continued as Needs Improvement and revised to Recommendation 2: Fall 2024 Special Report
- Recommendation 5: Spring 2023 Special Report - Fulfilled
- Recommendation 6: Spring 2023 Special Report - Fulfilled
- Recommendation 7: Spring 2023 Special Report - Continued as Non-Compliant
- Recommendation 10: Spring 2023 Special Report - Fulfilled
- Recommendation 11: Spring 2023 Special Report - Continued as Needs Improvement and revised to Recommendation 3: Fall 2024 Special Report

Recommendations Substantially in Compliance but in Need of Improvement

The Commission recommends that North Idaho College:

- Recommendation 2: Fall 2024 Special Report - The institution must take action to improve retention of existing employees and maintain adequate staffing to ensure the integrity and continuity of its academic programs. (2020 Standard(s) 2.F.3)
- Recommendation 3: Fall 2024 Special Report - The college president and leadership, with the support of the Board of Trustees and stakeholders, adjust their business model to ensure long-term financial sustainability consistent with institutional priorities. (2020 Standard(s) 2.E.2)

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.

The Commission recommends that North Idaho College:

- Recommendation 1: Fall 2024 Special Report - The Board of Trustees must resolve the issues underpinning all "No Confidence" resolutions and provide evidence of a willingness to work with and

support faculty, staff, and students when their concerns are communicated. (2020 Standard(s) 2.D.2)

- Recommendation 2: Spring 2022 Special Report - The Board of Trustees adheres to institutional and Board policies, particularly those pertaining to appropriate roles and responsibilities, expectations, professional conduct and ethics, and grievance procedures. (2020 Standard(s) 2.A.1; 2.D.2; ER 9)
- 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 Standards: Std. 2-Preamble)

In accordance with Federal Regulation 34 CFR § 602.20(a)(3) and NWCCU's Accreditation Action Policy, granting an extension for good cause to come into compliance with the Standards and Eligibility Requirements requires that there is demonstrated evidence that the institution has made significant progress and demonstrates the potential for resolving the remaining issues during the timeline of the extension, which is not to exceed one year. Through the evidence provided by the institution during the evaluation process, the Commission notes the significant progress in the past seven months as demonstrated by fulfilling six Recommendations and moving two additional Recommendations out of non-compliance.

Specifically, the Commission notes the institution meets the following criteria for granting a one-year extension:

- The evidence suggests that student learning is not compromised;
- The institution has provided teach-out plans and agreements in accordance with Commission policy and timelines;
- The institution has demonstrated improvement on the majority of non-compliant issues during the past seven months; and
- Through its established policies, robust Board training, and application of improved Board practices in recent meetings, the institution has demonstrated a reasonable plan for coming into compliance with all Standards and Eligibility Requirements in the timeframe.

These factors demonstrate the institution is positioned to remedy the remaining non-compliant issues within the established timeframe of the extension.

NWCCU has previously delayed the regularly scheduled Mid-Cycle Report and Visit for North Idaho College by two years as the institution's accreditation efforts have focused on the sanction and issues of non-compliance. As shown below, NIC will address the remaining non-compliant recommendations through a Mid-Cycle Report and Visit in Fall 2025 along with the previously scheduled recommendations for the Mid-Cycle visit.

Future Evaluations

- Mid-Cycle Review Fall 2025
 - Recommendation 1: Spring 2020 Mission Fulfillment and Sustainability
 - Recommendation 2: Spring 2020 Mission Fulfillment and Sustainability
 - Recommendation 2: Spring 2022 Special Report
 - Recommendation 3: Spring 2022 Special Report
 - Recommendation 1: Fall 2024 Special Report
 - Recommendation 7: Spring 2023 Special Report
- Year 6 - Standard 2 - Policies, Regulations, and Financial Review Spring 2026

- Year 7 - Evaluation of Institutional Effectiveness Spring 2027
 - Recommendation 2: Fall 2024 Special Report
 - Recommendation 3: Fall 2024 Special Report

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. Ed Harri, at eharri@nwccu.org.

Sincerely,



Jeff Fox
Interim President

cc: Dr. Steven Kurtz, Accreditation Liaison Officer
Mr. Brad Corkill, Chair
Dr. Jeff Wagnitz, Special Assistant to the President, Bates Technical College
Mr. Joshua Whitworth, Executive Director, Idaho State Board of Education