

 **North Idaho College**
BOARD OF TRUSTEES MEETING
Edminster Student Union Building
September 24, 2025
MINUTES

CALL TO ORDER

The Board of Trustees, President, and general counsel convened in the Driftwood Bay Room of the Edminster Student Union Building. Chair Brad Corkill called the meeting to order at 5:00 p.m. and verified that a quorum was present.

ATTENDANCE

Trustees: Brad Corkill
Rick Durbin
Mary Havercroft
Eve Knudtsen
Tarie Zimmerman

Also present: Nick Swayne, President
Jason MacKay, College Attorney

CONVENE EXECUTIVE SESSION

Discussion: Impact of Recent Social Media Posting on College Community

Trustee Tarie Zimmerman made the motion to enter into executive session pursuant to Idaho Code § 74-206(1)(b) Complaint to discuss the impact of recent social media posting on the College community. Trustee Eve Knudtsen seconded the motion, and Chair Corkill called for a roll call vote.

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

The public session of the meeting was recessed at 5:01 p.m.

The closed Executive Session was adjourned at 5:21 p.m.

CALL TO ORDER

Chair Corkill reconvened the public meeting at 6:00 p.m. in the Lake Coeur d'Alene Room, Edminster Student Union Building, 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 Corkill called for a motion to approve the agenda as presented. Trustee Eve Knudtsen made the motion which was seconded by Trustee Mary Havercroft. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

MESSAGE FROM BOARD CHAIR

Chair Corkill said that he did not prepare a formal message however he was pleased to report that the school year is off to a very good start, noting that the campus grounds look beautiful and that the College is entering this period on a positive note.

CELEBRATING SUCCESS: NIC COLOR FUN RUN

Interim Chief Communications and Government Relations Officer Tom Greene and Communications Coordinator Gerry McCray shared a slideshow and reported on the NIC Color Fun Run held August 23, 2025 on the College campus. The presentation is included as an addendum to these minutes.

PUBLIC COMMENT

Mike Gridley President's 2025-2026 Goals

CONSTITUENT REPORTS

ASNIC

President Blake Sanchez stated that ASNIC has been busy welcoming students, engaging with the NIC community, and preparing for the year ahead. Week of Welcome events included the Cardinal Cruise, Glow Tag, and the Officer Meet and Greet. Mr. Sanchez reported that the ASNIC student government is now at full capacity, positioning it to pursue projects and represent students effectively.

Faculty Assembly

Chair Jon Gardunia, DPT, reported on the recent Faculty Assembly meeting which included reports from GIZMO-CDA, and TRIO Student Support Services. Other discussion involved encouraging faculty to prepare students for the upcoming Survey of Entering Student Engagement (SENSE), and plans for the upcoming visit from the Northwest Commission on Colleges and Universities (NWCCU).

Staff Assembly

Chair Dan Adams reported on the first Staff Assembly meeting of the year which included presentations on the state's 3% funding reductions, the *2025 Great Colleges to Work for Climate Survey* results, and the *Culture of CARE* program. Other topics included new employee introductions, staff recognition, and a reminder from the NIC Foundation about upcoming grant opportunities.

Senate

Chair Matt Petersen, PhD, reported that all Senate seats have been filled with the exception of one staff seat which will be addressed soon. All elected positions have been filled, and the Policy Review Committee will begin assessing specific policies scheduled for review. The Senate has begun collecting and evaluating policies related to recent social media concerns in anticipation of potential updates or amendments.

PRESIDENT'S REPORT

Accreditation

President Swayne reported that the College submitted its final report to the NWCCU in August 2025. He shared the logistics of the evaluation team's upcoming visit on October 16-17, 2025, and stated that results are expected to be shared publicly and with the Board in November 2025.

Goal 1: Student Success and Access

This goal includes improving student retention which has increased by 7.5% over last year.

Goal 2: Academic Programs and Pathways

Efforts continue on developing pathways to connect Workforce Training, Career and Technical Education (CTE), and transfer programs, with significant progress underway. Work also continues

on the Cardinal Classical Academy, with a possible pilot in spring and full implementation anticipated in fall of 2026.

Goal 3: Community Partnerships and Engagement

Dr. Swayne said that this topic will be addressed in a report to be given later in the meeting.

Goal 4: Institutional Systems and Integration

The metrics for Goal 4 will be presented at the regular October Board of Trustees meeting. Objective 4.1 focuses on integrating academic programs, resources, and services, including technology and processes to support student pathways. Objective 4.2 addresses information sharing and marketing to improve data flow and help students track progress.

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, as well as facilities improvements, including ongoing renovations and campus enhancements.

General Updates

Overall enrollment increased 15.2% last year, including a 5.1% increase in core CTE and transfer programs. For the 2024-2025 school year, CTE and transfer enrollment is up an additional 2.7%. Dual credit enrollment processes have shifted to a roster based system, temporarily slowing registration, but overall enrollment is expected to exceed last year's totals.

At their well-attended open house event on September 13, 2025, the Coeur d'Alene Fire Department gifted NIC a 1999 retiring ladder truck for use in the fire service training program.

Colby Mattila, Executive Director of Workforce & Economic Development and lead on the NASA Workforce Training Grant, secured \$25,000 in phase one funding. NIC is one of 15 schools to reach this stage. Mr. Mattila is currently in Cape Canaveral, FL advancing the College's proposal to build a dedicated facility for advanced manufacturing workforce training.

Discussions continue with the state budgeting office regarding a required 3% return of this year's state allocation and consideration of an additional 3% cut in 2026. The College is reviewing alternative budget models to address these requirements while supporting employee compensation and retention.

The NIC Booster Club hosted a cruise on September 4, 2025 with approximately 160 athletes and 100 boosters attending, making it the largest booster turnout in recent years.

The American Indian Studies Center is currently under construction on the second floor of the Edminster Student Union Building (SUB). The project fulfills NIC's remaining obligation under the 1997 nine-point agreement with the Coeur d'Alene Tribe.

Since May 2025, NIC has hired 76 new employees, representing a significant portion of the approximately 500 full-time staff, with training and culture building ongoing.

Upcoming Events

The Rathdrum Rumble Car Show will be held at the Parker Technical Education Center on September 27, 2025 from 9:00am until 2:00pm.

Men's and women's soccer home games will be held this week against Salt Lake City Community College (SLCC) and Colorado Northwestern Community College (CNCC).

NIC Volleyball will compete against the College of Southern Idaho (CSI) on Saturday, September 27, 2025 at CSI.

President Swayne will be a panelist at the Coeur d'Alene Chamber of Commerce Breakfast Connect taking place October 9, 2025 at the Coeur d'Alene Resort. Presidents from three of Idaho's higher education institutions will share insights, challenges, and ideas shaping the future of education.

The President and four Trustees will attend the Association of Community College Trustees (ACCT) Leadership Conference from October 21-25, 2025 in New Orleans, LA. President Swayne will be serving 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.

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.

The NIC Fall Chorale Invitational will be held on September 30, 2025 at 7:30pm. in Boswell Hall, Schuler Auditorium.

In response to Chair Corkill's request, President Swayne shared the logistics of the upcoming NWCCU site visit. He stated that the College is optimistic and looks forward to returning to good standing following the visit and the subsequent hearing scheduled for January 2016.

The College received positive press coverage highlighting the success of the nursing and health professions programs.

INFORMATION ITEMS

Engagement Survey Findings

Chief Human Resources Officer Meagan Snyder introduced ModernThink Senior Consultant Fredricka Joyner who joined the meeting via Zoom. Ms. Joyner shared the results of the *2025 Great Colleges to Work for Climate Survey* taken by faculty and staff in April 2025. Her presentation is included as an addendum to these minutes.

Human Resources Update

Meagan Snyder presented an overview of the Human Resources (HR) department, highlighting the College's recent recruiting and retention successes. Her presentation is included as an addendum to these minutes.

DSS & Health Counseling | Accessibility

Dean of Students Alex Harris provided a summary of the various counseling, disability, health and mental health services available to NIC students.

Strategic Plan: Goal 3 Metrics

President Swayne introduced Tom Greene and Vicki Isakson, Dean of Instruction – Workforce Education, who shared an overview of the metrics associated with Goal 3 of the College's strategic plan. Their presentation is included as an addendum to these minutes.

Institutional Insurance Update

Vice President for Finance and Business Affairs Sarah Garcia updated the Board regarding the College's status with current and future insurance providers.

Introduction: Angie Smith, EdD, Dean of Health Professions and Nursing

President Swayne introduced Dr. Angie Smith who was welcomed by the Board of Trustees. Dr. Smith has recently joined NIC as the new Dean of Health Professions and Nursing.

CONSENT AGENDA

Tab 1: Approve Amendment to Board Regular Meeting Minutes for June 25, 2025 and Tab 2: Approve Board Regular Meeting Minutes for August 20, 2025

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

NEW BUSINESS

Tab 3: Approve Head Start Grant

Following an explanation from Sarah Garcia, Chair Corkill requested a motion to approve the Head Start Grant as presented. Trustee Zimmerman made the motion which was seconded by Trustee Knudtsen. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

Tab 4: Approve on Second Reading President's Annual Goals

Chair Corkill requested a motion to approve the President's annual goals as presented. Trustee Havercroft made the motion which was seconded by Trustee Rick Durbin. Chair Corkill called for the vote. The motion passed unanimously with five votes in favor.

TRUSTEE REMARKS FOR THE GOOD OF THE ORDER

Trustee Zimmerman shared that she recently attended an NIC women's soccer game and was impressed by the team's skill, endurance, and strong defense. She encouraged others to attend upcoming games, with two scheduled for the following day, starting at 1:00 p.m.

Trustee Zimmerman recommended that President Swayne and the College senate consider developing a College policy on social media and conduct a review of Policy 3.05.01 (Professional Ethics).

The meeting was adjourned at 7:30 p.m.

Respectfully Submitted,
Suzy Scura, Board Clerk

Addenda:

- 1) NIC Color Fun Run Presentation
- 2) 2025 Great Colleges to Work for Climate Survey Results
- 3) Human Resources Presentation
- 4) DSS & Health Counseling | Accessibility Presentation
- 5) Strategic Plan Presentation: Goal 3 Metrics