

**NORTH IDAHO COLLEGE**

**SUBJECT**

Trustee Appointments

**APPLICABLE STATUTE, RULE, OR POLICY**

Idaho Code § 33-2106(2)

**BACKGROUND/DISCUSSION**

On January 12, 2022, Michael Barnes announced his resignation from the North Idaho College Board of Trustees, effective immediately. Barnes had represented Trustee Zone 5. On April 6, 2022, the Board of Trustees failed to select a new trustee to represent Zone 5. On April 8, 2022, Trustees Christie Wood and Ken Howard announced their intent to resign from the Board, effective May 3, 2022. These resignations occurred on May 3, as announced. Wood represented Trustee Zone 1 and Howard represented Trustee Zone 2.

With the resignation of three trustees, a majority of the positions on the North Idaho College Board of Trustees are vacant. Pursuant to Idaho Code § 33-2106(2), "if by reason of vacancies there remain on the [community college] board less than a majority of the required number of members, appointment to fill such vacancies shall be made by the state board of education."

On April 12, 2022, the Board issued a public call for candidates to serve on North Idaho College Board of Trustees for Zones 1, 2 and 5. Cover letters and résumés of interested applicants were collected through April 25, 2022. Thirty-seven individuals applied. The distribution of all applicants by vacant trustee zone was as follows:

Trustee Zone 1	12
Trustee Zone 2	12
Trustee Zone 5	13

The executive officers of the State Board, comprised of Board President Kurt Liebich, Vice President Dr. Linda Clark, and Secretary Dr. Dave Hill, formed a work group of the Board to review applicants' resumes, select finalists from each zone to be interviewed, and bring forward a recommendation to the full Board. The work group will conduct interviews of finalists at North Idaho College on May 5, 2022. The interviews will be streamed live for the public to observe. The work group will consider candidates based on three main criteria:

1. History of public service.
2. Ensuring that the membership of the Board of Trustees is representative of the community served by North Idaho College.
3. Links to regional business and industry.

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS**  
**MAY 6, 2022**

---

The recommendations of the work group will be provided to the Board following the May 5, 2022 interviews for consideration at the May 6, 2022 Special Board meeting.

**IMPACT**

Appointment to fill the current vacancies on the Board of Trustees will allow North Idaho College to address several critical issues, including hiring a new president and responding to accreditation requirements of the Northwest Commission on Colleges and Universities.

By law, appointed trustees “shall serve until the next trustee election, at which time [their] successor shall be elected for the unexpired term.” Thus, the three appointed trustees will serve until November 2022. The three appointed members may choose to run in the November election for the seats to which they are appointed.

**ATTACHMENTS**

Attachment 1 – Candidate List by Zone  
Attachment 2 – Trustee Zone 1 Finalists  
Attachment 3 – Trustee Zone 2 Finalists  
Attachment 4 – Trustee Zone 5 Finalists

**BOARD STAFF COMMENTS AND RECOMMENDATIONS**

A number of well qualified citizens applied to each of the three vacant trustee positions. In order to allow the community insight into the selection process, the interviews were streamed. The applicant names recommended by the work group will be presented to the Board after the conclusion of the May 5, 2022 work group interviews.

**BOARD ACTION**

I move to appoint [NAME] as the North Idaho College Trustee for Zone 1, effective immediately.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

I move to appoint [NAME] as the North Idaho College Trustee for Zone 2, effective immediately.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS**  
**MAY 6, 2022**

---

I move to appoint [NAME] as the North Idaho College Trustee for Zone 5, effective immediately.

Moved by \_\_\_\_\_ Seconded by \_\_\_\_\_ Carried Yes \_\_\_\_\_ No \_\_\_\_\_

**PLANNING, POLICY AND GOVERNMENTAL AFFAIRS  
MAY 6, 2022**

**ATTACHMENT 1**

**Candidate List by Zone**

NAME	ZONE
Albritton, Clark	1
Austin, John	1
Baker, Chris	1
Fansler, Spencer	1
Godwin, William H.	1
Irving, Matthew	1
Nonini, Robert	1
Richards, Bill D.	1
Stewart, Marc	1
Tiger, Julie	1
Wold, David	1
Zember, Jeff	1
Accursio, Joseph	2
Corkill, Brad	2
Dardis-Kunz, Megan	2
Goedde, John	2
Gridley, Michael	2
Haagenson, Dean	2
Lien, Katie	2
Meyer, Richard	2
Thorhaug, Mara	2
Washabaugh, Elizabeth	2
Wheelock, Amber	2
Wickham, Rachel	2

NAME	ZONE
Beesley, Nina	5
Blansfield, Robert	5
Broschet, Pete	5
Hardt, Ann	5
Kemna, Andrew	5
LaVine, Dan	5
Newman, Geoff	5
Patzer, Marlon B.	5
Plass, Tim	5
Shaner, Kimberly	5
Shanley, Eric	5
Sturm, Paul	5
Waggoner, Michael	5

WILLIAM H. "HAL" GODWIN

April 14, 2022

Mr. Mike Keckler  
Chief Communications and Legislative Affairs Officer  
Idaho State Board of Education  
P.O. Box 83720  
Boise, ID 83720

Re: North Idaho College Trustee Zone 1

Dear Mr. Keckler:

As a resident of Coeur d'Alene for over 20 years, I am submitting my resume to become an applicant for the **North Idaho College Board of Trustee** position representing **Zone 1**.

Members of the S.B.O.E. ad hoc screening committee will see that I have extensive experience in higher education in Idaho. Over the course of 31 years, serving as a Professor and Administrator at the University of Idaho, I was fortunate to be involved in and oversee many aspects of the institution, both internally and externally.

I have the depth of experience and knowledge required for this trustee position and I look forward to the opportunity to discuss my qualifications, along with the opportunities and challenges facing North Idaho College.

Sincerely,

W. Hal Godwin, Ph.D.

WILLIAM H. "HAL" GODWIN



**EDUCATION**

Ph.D. Clinical Psychology, Washington State University, 1975  
M.S. Clinical Psychology, Washington State University, 1972  
B.S. Psychology, California State University at Sonoma, 1970  
A.A. College of San Mateo, 1968

**PROFESSIONAL EXPERIENCE**

**Professor Emeritus**, University of Idaho, Moscow, Idaho, December 2006-present

**Director of Student Health Services**, University of Idaho, Moscow, Idaho, 2002-2006

**Professor of Guidance and Counseling**, University of Idaho, Coeur d'Alene, Idaho, 2002-2006

**Vice President for Student Affairs and Vice Provost**, Professor of Counseling, Guidance and Psychology, University of Idaho, Moscow, Idaho, October 1989-2002

The Vice President serves as a member of the executive council; sets the tone for the quality of student life on campus; provides direction and oversight for student services; supervises, leads, and manages student affairs functions and work closely with student government and intercollegiate athletics. Areas within the Division of Student Affairs include: Dean of Students, Greek Life, Residence Life, Student Disability Services, New Student Orientation, Judicial Services, National Student Exchange, Veterans' Services, Early Childcare Center, Women's Center, Office of Multicultural Affairs, Student Benefits, Health and Wellness Services, Student Counseling Center, New Student Services, Idaho Commons and Student Union Buildings, Golf Course, Campus Recreation, College Assistance Migrant Program (CAMP), and The Associated Students of the University of Idaho (ASUI).

**Vice President for Student Affairs and University Relations**, Professor of Counseling, Guidance and Psychology, University of Idaho, Moscow, Idaho, July 1994-September 1997

In addition to the departments in Student Affairs, the Vice President for Student Affairs and University Relations provided leadership for Alumni Relations, University Foundation and Development, and University Communications. Responsibilities included: developing and maintaining institutional programs for public relations and development; the effective functioning of the UI Boise/Southern Idaho development offices which are coordinated to support and enhance the university's mission of teaching, research, and service; formulating strategies for a comprehensive public relations program; and promoting fund-raising activities.

**Faculty Athletics Representative for National Collegiate Athletic Association and Big Sky Conference**, 1981-1996

Served as the primary liaison between intercollegiate athletics and the university administration; represented the university on NCAA business, including legislative and executive functions; interpreted NCAA rules; represented the university president within the Big Sky Conference Executive Council; served as chair of the Athletic Advisory Council; served with presidents of the University of Northern Arizona, Idaho State University, and Eastern Washington University in a successful effort to combine men's and women's athletic conferences.

**PROFESSIONAL EXPERIENCE** (cont.)

**Presidential Assistant for the Transition, August-October 1989**

Assisted the new president, Elisabeth A. Zinser, during her first three months in office; duties included background research for policy issues; represented president at meetings and on committees; served as liaison between new president, faculty, and administrators; responded to critical issues and questions raised by students, alumni, and parents.

**Centennial Coordinator, July 1988-July 1989**

Directed and administered the UI centennial celebration. During a twelve-month period, orchestrated and commissioned art exhibits and displays, an award-winning pictorial history and an academic history. The celebration supported and enhanced a successful forty-three-million-dollar capital campaign entitled, "A Second Century of Distinction." The duties of the centennial coordinator were broadened to include the identification and cultivation of prospective donors. Accepted primary responsibility for directing the capital campaign in Portland, San Francisco, and Los Angeles.

**Interim Director of Athletics, January 1988-July 1988**

Directed a department consisting of seven men's and seven women's sports with a staff of 60. Served as primary university spokesperson for athletics. Negotiated television and radio contracts, compiled the 1988-89 athletic budget, and directed the annual fund drive.

**Psychologist and Professor in the Student Counseling Center, July 1975-October 1989**

A staff psychologist alongside counseling and clinical psychologists. Provided individual and group counseling for single students, married students, and as appropriate, faculty and staff. Supervised graduate students and taught clinical practicum's in guidance and counseling and psychology.

**NATIONAL ADMINISTRATIVE EXPERIENCE**

Executive Council, National Association of State Universities and Land-Grant Colleges, Council for Student Affairs, 1992-1994

NCAA Postgraduate Scholarship Selection Committee, 1990-91

Member, Voting Committee, NCAA Annual Convention, 1987, 1988, 1989

**LICENSES AND CERTIFICATES**

Licensed Psychologist. State of Idaho #104, 1976

National Register of Health Service Providers in Psychology, 1978

**HONORS AND AWARDS**

Western United States Regional Finalist, The President's Commission on White House Fellowships, 1981  
Elected to Phi Kappa Phi, University of Idaho Chapter, 1981.

**PROFESSIONAL ORGANIZATIONS**

National Association of State Universities and Land-Grant Colleges, 1991-2006

National Association of Student Personnel Administrators, Inc., 1990-2002

The College Board, Institutional Representative, 1990

Northwest College Personnel Association, 1990

Idaho Psychological Association, 1975-2011

American Psychological Association, 1974- 2011

**UNIVERSITY AND COMMUNITY SERVICE**

Chair, Board of Directors, Gritman Medical Center, 2000  
Member, Board of Directors, Gritman Medical Center, 1998-2000  
Member, Board of Directors, Moscow Chamber of Commerce, 1991-98  
Member, Executive Director, Information, Research and Technology Search Committee, 1996  
Chair, Athletics Advisory Council, 1991-1996  
Member, Community Board of Directors, Rendezvous in Moscow, Inc., 1988-1993  
Chair, Screening Committee, Director of Athletics, 1992  
Member, Moscow Chief of Police Search Committee, 1992  
Chair, Screening Committee, Director of Development, 1991  
Chair, Screening Committee, Director of Special Projects, President's Office, 1990  
University Liaison, Idaho State Centennial Commission, 1988-89  
Member, Moscow Chamber of Commerce, Tourism Committee, 1988-89  
Member, Moscow Chamber of Commerce, Sports and Recreation Committee, 1988-89  
Chair, Committee to Study Drug Screening in Intercollegiate Athletics, 1986  
Chair, Committee to Study Intercollegiate Athletic Financing, 1985  
Member, Committee to Revise Faculty Constitution, 1985-86  
Chair, Faculty Affairs Committee (Faculty Council Steering Committee), 1983-85  
Faculty Representative, University of Idaho Alumni Board of Directors, 1980-83  
Chair, Search Committee for Head Football Coach, 1982 & 1985  
Chair, Search Committee for Head Basketball Coach, 1983 & 1985  
Consultant, Idaho Legislative Council, State House, Boise, Idaho, 1981  
Representative, Faculty Council for Faculty at Large (an elected position), 1978-81  
President, Latah County Board of Directors for Community Mental Health, 1978-80  
Chair, Search Committee for Assistant Dean of Students, 1979  
Chair, Search Committee for Psychologist, 1977  
Chair, Student Health Advisory Committee, 1976-77  
Member, Student Health Advisory Committee, 1975-77

**REFERENCES**

Upon Request



**From:** [REDACTED] Idaho State Board of Education  
**To:** [SBE Board](#)  
**Subject:** Idaho State Board of Education  
**Date:** Thursday, April 21, 2022 4:02:52 PM

---

My name is Dr. David Anton Wold, living [REDACTED] which is in Zone 1. I am a 50 year resident with a history of public service involvement, especially in the area of education. I am applying for the Zone 1 open position. I have children that have attended NIC and a granddaughter there at this time.

My passion for education has led to a deep commitment to the vision of NIC manifested by serving on the North Idaho College Foundation Board the past 15 years. This includes an active interest in the governance of the college with attendance at multiple Board meetings. I have had no active participation in any political party and firmly believe that the position should be non-partisan.

I am a retired ophthalmologist at North Idaho Eye Institute after 45 years in Coeur d'Alene with patients throughout the northern counties. Being retired, I have the time to commit to this position knowing that important issues need to be dealt with soon. I am not interested in running for the office in November but will accept all the board responsibilities in the interim.

I have considerable experience serving on boards and a good understanding of the workings and problems facing the college. After 50 years of involvement within the community, I am well aware of the character and needs of the community and realize the integral role that NIC plays in this community. NIC is a treasured asset for this area and not only a great educational resource but strong socio-economic driving force for North Idaho and thus is deserving of our enthusiastic and dedicated support.

Sincerely yours,

David Wold

**From:** [REDACTED]  
**To:** [SBE Board](#)  
**Subject:** RESUME FOR DAVID ANTON WOLD, MD  
**Date:** Thursday, April 21, 2022 4:02:15 PM

---

Sent from my iPad  
RESUME FOR DAVID ANTON WOLD, MD

Born [REDACTED] in Devils Lake, North Dakota- graduated high school in 1958

#### CURRICULUM VITAE

1958-59. U.S. Naval Academy  
1959-63. Pacific U (Ore). BS and OD  
1963-64. Seattle U. (Pre-med)  
1964-68. University of Washington. MD  
1968-69. Tampa General Hospital (Fla). Internship  
1969-72. University of Washington Training in Ophthalmology  
1972-17. Physician at North Idaho Eye Institute

#### PROFESSIONAL INVOLVEMENT

President Kootenai-Benewah Medical Society  
Chief of Staff Kootenai Memorial Hospital  
Board of Trustees Idaho Medical Association- 6 years  
Speaker of the Idaho Medical Association House of Delegates- 4 years  
Member Idaho Medical Association Peer Review Organization  
Member WAMI review board for Idaho student medical school applicants

#### COMMUNITY INVOLVEMENT

Past member, Past President Coeur d'Alene Kiwanis  
Current member, Past President Coeur d'Alene Rotary  
Coeur d'Alene School District 271 Board of Trustees. (1976-1986)  
Chairman 271 Board of Trustees 4 different times  
Member Coeur d'Alene Park and Rec Commission  
15 year board member NIC Foundation- present member, Past President  
6 year Board Member Orchard Ridge Senior living Coeur d'Alene

#### CHURCH INVOLVEMENT

Congregational council President- 2-2 year terms  
Diploma in Lay Ministry- Whitworth University

Sent from my iPad

Whiteman Lumber Company, Inc.

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

04/15/22

To the State Board of Education

My name is Brad Corkill and I am applying for the District 2 position on the NIC Board of Trustees. I have been a resident of Idaho since 1978 and I have been in the timber industry my entire adult life. As you can see from my resume I have been very involved in public service, both state and local.

My reason for applying is to help in returning NIC to what it used to be, a community college whose sole purpose is to offer the students an opportunity to better themselves. NIC should not be a battleground for conflicting political or ideological ideas. Also, the classroom is not the forum for promoting anything other than the stated curriculum.

I have a daughter in Coeur d'Alene, a physician, who is raising two daughters. I want NIC to be a respectable, accredited institution that the girls can be proud to attend. Incidentally, her husband is a professor at NIC. I have a son who will soon retire as a fighter pilot and who will be returning here to take over my sawmill. I want the same for his two young children.

If I am appointed I will run in the November election.

Thank you for your consideration.



Brad Corkill

D. BRADLEY CORKILL

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

PROFESSIONAL EXPERIENCE:

Whiteman Lumber Company, Inc.  
Owner and President

Cataldo, Idaho  
August 1988 to  
Present

- > We manufacture high quality timbers for both residential and commercial buildings.
- > We also supply underground mines with the timbers necessary for their operation.
- > Our operation has the diversified manufacturing and marketing potential to utilize all the commercial timber species in North Idaho.

Regulus Stud Mills  
General Manager

St. Maries, Idaho  
March 1983 to August  
1988

- > Responsible for all facets of operation including Production, Sales, Financial Management and Log Procurement.
- > Annual production of 48,000 BF on two shift basis.
- > Gross annual sales of approximately \$9 million.
- > Initiated and supervised the conversion of the sawmill from a circle saw system to a six foot double cut bandmill with a computerized carriage.
- > Initiated and supervised an employee production incentive program.
- > Initiated installation of a computer system for payroll calculation, sales analysis, and general record keeping. > Installed a second dry kiln to facilitate expanding production shifts from one to two.

Potlatch Corporation  
Timber Buyer

Saint Maries, Idaho  
April 1980 to March  
1983

Logging Foreman

August 1978 to April  
1980

- > Conducted appraisals of potential land acquisitions using Breakeven Analysis, Discounted Cash Flow Return on Investment and Computer Growth Modeling.
- > Negotiated timber and land acquisitions.
- > Provided forest management and resource planning assistance for private landowners.
- > Supervised company and contract logging crews on State, Federal, and Company owned land.
- > Participated actively in programming of an HP 9845 A for use in the forestry, logging, and accounting departments.

Weathershed, Inc.  
Raw Materials Manager

Lincoln City, Oregon  
January 1977 to August 1978

- > Supervised helicopter logging on salvage sales on the Oregon coast.
- > Negotiated and purchased salvage logging contracts from large timber corporations.

U.S. Peace Corps

Malaysia

Forest Engineer

January 1976 to December 1976

- > General Engineering including land surveys, logging supervisor, road design and construction, and bridge design and construction.

EDUCATION:

Oregon State University

December 1975

Bachelor of Science

Degree

PROFESSIONAL and COMMUNITY AFFILIATIONS:

Forest Engineering

D. BRADLEY CORKILL

Resume

St. Maries School District 63-Board of Trustees

Kellogg School District 391 - Board of Trustees

Board Chairman

Shoshone Medical Center Foundation

Foundation President

CASA Volunteer

Idaho Public Charter School Commissioner

Idaho Board of Scaling Practices

Board Member 1st Judicial CASA

Fish and Game Commissioner

3 Years

1 1 Years

6 Years

6 Years

2 Years

May 2007 to June 2013 July 2012

to June 2013

August 2012 June 2013

June 2013 to August 2021

John W Goedde

[REDACTED]

[REDACTED]

4/12/2002

State Board of Education

c/o Mike Keckler

Dear State Board Members

Please accept this letter which expresses my interest in an appointment to the North Idaho College Board of Trustees.

NIC is a vital institution to our community which has been imperiled by the leadership of the current Board. While I have no interest in seeking the seat in November, I believe I have the qualifications and the interest to provide the leadership necessary to direct a path forward toward full accreditation.

There are four immediate challenges facing the college: addressing the Northwest Community Colleges and Universities (NWCCU) recommendations, setting tuition, adopting a budget, and hiring a president. While the current four trustees may be able to reach agreement on tuition and budget, they have proven incapable of working through the NWCCU issues and the presidential search process has been deliberately delayed.

Please refer to the attached resume which illustrates my work in my industry, my community, and my legislative work on education issues. Additionally, you should know that I am a part of Save NIC, a 501c4, formed to make Kootenai County aware of the importance of community college accreditation. I have read NIC's board policy and feel that I can operate within its framework.

I spent 18 years on the North Idaho College Foundation and am a Legacy Donor. It pains me to see Foundation endowments withdrawn and scholarships unfunded due to the current board upheaval. I believe I can bring some balance to the board which will reassure donors of the benefit of their investment in education.

I am a proponent of dual credit and have contributed for many years to the Wayne Meyer Dual Enrollment Scholarship Fund, providing high school students the opportunity to experience college while in high school. Now state funding is available for this opportunity, but students may hesitate to enroll at NIC due to the accreditation issues and instability related to the board's governance.

The address above is my physical address and I reside in Zone 2.

Respectfully submitted,

John W Goedde



John W. Goedde  


**Educational Summary**

Insurance - Certified Risk Manager Designation, 2003  
- Graduate - ICRMP Risk Management Program  
- Certified Insurance Counselor designation, 1987  
- Travelers Ins. Co. - Home Office Agents School, 1980  
College - Washington State University, 1972 graduate  
BA-Hotel & Restaurant Administration  
High School - Chelan High School, 1967 graduate  
Honor Society, wrestling and football letters

**Insurance Experience**

Property/Casualty Insurance Sales - Insurance Northwest, 2013-present  
Property/Casualty Insurance ownership - Panhandle Insurance Agency, Inc.,  
1983-2010, producer, 2010-2013  
Property/Casualty Insurance Sales-Panhandle Insurance & Realty, 1979-1983  
New York Life Field Underwriter, 1979

**Community Involvement**

IGEM Council member, 2013- 2015  
  
Job's Plus Board of Directors, 2009-2015  
  
Idaho Suicide Prevention Council, 2006-2016  
  
North Idaho College Foundation Board member, 2003 - 2021  
  
Pacific Northwest Economic Region Transportation Task Force Co Chairman, 2007-2009,  
Tourism Co Chair, 2009-2010  
  
National Conference of State Legislators Executive Committee, 2013-2014  
  
Common Core Standards Task Force, 2013  
  
ICRMP Agents Advisory Board, 2012 - 2019  
  
NCSL Digital Education Advisory Board, 2011 to 2015  
NCSL Teacher Effectiveness Partnership, 2011  
NCSL Task Force on Federal Education Policy, 2008  
NCSL Education Committee Vice Chairman, 2007-2010, Co-chairman, 2011-2012  
  
Education Commission of the States - Idaho Commissioner, 2001 - 2015,  
Steering Committee member, 2012-2013  
Inland Pacific Hub - Idaho Cochairman, 2006-2012

State Insurance Fund Board of Directors, 2001-2015

State Insurance Fund Agent's Advisory Committee, 1994-2001

Kootenai Perspectives – board member, 1999-2005

School District #271 - past member of the Long Range Facilities Planning  
Committee; Board of Trustees, 1997 to 2000

Coeur d Alene Sunrise Rotary, 1996-2007 - charter member, club Secretary, 1996-1998

Kootenai Charities, Inc. - founding member & current President

North Idaho Chamber of Commerce - Kootenai County Vice President, 1995-1998,  
First Vice President, 1997, President, 1998

Wishing Star Foundation - board member, 1995-1998

Independent Insurance Agents of Idaho - regional director, 1992-1999, executive  
Committeeman, 1999, legislative committee member, 1991 to 2002,  
legislative committee co-chair, 1997-1999, president, 2002

Coeur d Alene Chamber of Commerce - Chairman of the Board, 1993; Vice Chair,  
1990-1992; Board member, 1987-1994; Legislative Committee chair, 1990;  
Commodore, 1989 to 2020; member of Legislative, Local  
Government and Transportation Committees (chairman, 1997-1999)

Dept. of Insurance Continuing Education Advisory Committee, 1991-2003

Coeur d Alene Insurance Agents Association, president 1985

Coeur d Alene Junior Miss Chairman 1985; stage manager, 1985-1989; fund  
raiser, 1982-1993; committee member, 1982 to 2003

Jaycees - past member of Hayden Lake and Lake City Jaycees, treasurer of the  
Idaho Jaycees 1979, JCI Senator 1987, president - Idaho JCI Senate,  
1994-1996

Idaho Highway Coalition – founding member

Boy Scout Troop #226 & Cub Scout Pack #3 - former adult volunteer & past leader

North Idaho Alzheimer's Association - past board member & treasurer

FOCUS - past board member - Fair, Objective, Credible, and Unbiased Study on Taxes

**Political**

Idaho State Senate, 2000 to 2015

Chairman – Senate Education Committee, 2004 to 2015

Legislative Special Committees:

State Board of Education committee in Education Reform, 2014  
Interim Committee on k-12 Education – Co Chair, 2013  
Governor’s Task Force on Education Improvement, 2013  
Governor’s Task Force on Health Exchanges, 2013  
State Board of Education Accountability Oversight Committee, 2013-2019  
Task Force on Administrator Evaluations, 2011  
IPRAC committee, 2010  
IDLA task force 2010  
Task Force on Teacher Evaluations 2008  
Teacher Salary Task Force, 2007  
Economic Outlook and Revenue Assessment Committee, 2001-2012  
Health Care Task Force, 2003  
Community College Interim Committee, 2006  
Property Tax Interim Committee, 2005

Kootenai County Rep. Party - former precinct committeeman, past State Committeeman,  
Co-chairman State Convention Resolutions committee, 1996

North Idaho Republican Forum - former board member

**Awards**

2014 Idaho Association of School Administrators Distinguished Service Award

2007 Mountain Plains Adult Education Association Legislator of the Year

2000 Agent of the Year – Idaho Insurance Underwriters Association

1996 Ed Abbott Award winner - Coeur d Alene Area Chamber of Commerce  
volunteer award

Insurance Leader of the Year - Insurance Women of North Idaho, 1993

Jaycee International Senator #41174, 1987

Eagle Scout

**Personal**

Age 72, married to Terri with 1 child living and 1 step son

Hobbies include pickleball, hiking, camping, golf, hunting, water sports, gardening,  
woodworking, & reading

---

Rachel Wickham

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

April 25, 2022

**Idaho State Board of Education**

PO Box 83720

Boise, ID 83720-0037

Dear Members of the Idaho State Board of Education,

This letter is to inform you that I am interested in filling the North Idaho College Board of Trustees, Zone 2 vacancy. I live at [REDACTED].

North Idaho College (NIC) is one of the most valuable resources in our area and it is imperative to the community. It allows for the opportunity of growth and career advancement to members of the community and helps to supply businesses with an educated workforce. Having been involved in over 1000 interviews for hiring new staff at Kootenai Health, I always look for NIC graduates because I know the quality of education they've received. The current sanction of a Warning from the NWCCU, is a serious issue and actions need to be taken quickly to mitigate, and change, the current trajectory course for NIC.

My passion for higher education, combined with my previous board experience and being able to solve complex problems and implement solutions while building teams, makes me an excellent candidate. I have a talent for drawing on other's strengths, as well as my own, to implement solutions that improve outcomes. As I've developed my leadership skills, I have learned the value of strengthening my soft skills to be able to excel in communication, emotional intelligence, and conflict management. This skill set has allowed me to be an integral part of a leadership team that has successfully transformed a toxic work environment into one of the best places to work. I hope to discuss this with you further and to have the opportunity to lead NIC through this critical time in a positive way.

Thank you for your time and consideration. I look forward to hearing from you.

Sincerely,

Rachel Wickham, BSN, BA, RN, CNOR

Rachel A. Wickham, BSN, BA, RN, CNOR

[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

**Goal:** To represent Zone 2 on the North Idaho College Board of Trustees

**Academic Background:**

- Bachelor of Science in Nursing. Lewis Clark State College. 2008. Lewiston, Idaho
- Bachelor of Arts in Mathematics. Whitworth College. 2002 Spokane, Washington
- Associates of Science in Nursing. North Idaho College. 2007. Coeur d'Alene, Idaho
- Associates of Arts. Spokane Community College. 2000. Spokane, Washington.

**Previous Board Experience:**

**Eastside Fire Protection District (ESFPD). Fire Commissioner- President of the Board.** 2006-2009.

Harrison, Idaho.

- Responsible for all legal and financial aspects of Eastside Fire Protection District. Implemented a capital improvement line item for long term planning and purchased 4 new fire trucks.
- Represented the District at Public Hearings for developments and discussed mitigation fees and structures within the developments that were needed to ensure community safety
- Started emergency medical quick response unit in 2008
- Met with other regional Fire Commissioners to discuss interagency planning and development

**Idaho State Fire Commissioners Association. Region 1 Director.** 2008. Idaho.

- Worked with other Regional Directors on Idaho State-wide issues
- Assisted in successfully rewriting and lobbying to change Idaho State Statutes to expand Fire Services and improve Idahoian's safety
- Arranged meetings and training topics for Region 1 Fire Commissioners

**North Idaho AIDS Coalition (NIAC).** 2008. Coeur d'Alene, Idaho.

- Worked with the Board to develop policies and budgets to improve the quality of life of people living in North Idaho with HIV/AIDS through care management, testing, and education
- Vice chair of the NIAC Wine Tasting Event and Fundraising Committee and exceeded expectations for money raised

**Partial List Professional Development:**

- Gallup. Clifton Strengths Assessment and Coaching. 2020. Personal strengths are: Ideation, Strategic, Relator, Individualization, Achiever,

- Leadership Training Series- Achieve Global. 2016-19. Kootenai Health. Leadership at the Foundation, Resolving Conflict, Shaping a Motivated Workplace, Hallmarks of Supervisory Success
- Emotional Intelligence Appraisal. 2017 - earned high scores for personal and social emotional intelligence
- Crucial Conversations and No Ego- How Leaders Can Cut the Cost of Workplace Drama, End Entitlement, and Drive Big Results study group. 2017, Kootenai Health
- Peri-Op 101. 2013. 41.7 hours Perioperative training. Association of Operating Room Nurses
- Sexual Assault Nurse Examiner (SANE) training course. 2010. 40 hour classroom learning, plus additional time training with law enforcement, legal services, and Gyn Clinicals

**Partial list of Volunteer Work**

**Haiti Endowment Fund (HEF). RN. 2009-2012. Hinche, Haiti.**

- Team Leader January 2011. Coordinated, planned, supervised and executed all components of the trip and itinerary to Hinche, Haiti. Organized medical teams and supplies for “bush style” clinics to screen for major medical conditions and identify and treat chronic illnesses. Designed, organized, and set-up permanent procedural rooms at the HEF facilities
- Crutches Drive. August 2010. Delivered Crutches, Canes, & Walkers to Hinche Haiti after we collected over 500 pieces of orthopedic equipment from the Coeur d'Alene area. Worked with the United States Navy and United Nations to transport equipment to final destination
- Member of January 2010 Earthquake Relief Team. January 2010. Worked with Mike Ettner, MD to arrange medical supplies, logistics of team placements while in Haiti. Responsible for inventory of supplies. Ran the HEF Clinic. Managed the flow of patients, and assigned medical teams to duties. Worked at the Hinche Government Hospital with medical teams from Princeton, Duke, and Loma Linda to provide sedation, pain management, and dressing changes for orthopedic and burn related surgeries
- Medical Team Member. March 2009, November 2009. Hinche, Haiti and surrounding villages. Performed clinic assessments and treatments, minor surgeries, wound closures, and participated in long term planning surrounding medical and agrarian improvement within the Central Plateau

**Harrison Community Ambulance Association. Emergency Medical Technician. 2000-2014. Harrison, Idaho.**

- Triage, assess, and provide interventions for all aspects of patient care at the EMT-A level
- Idaho State EMT Instructor 2001-2015 consistently higher than average Idaho state pass rates
- Training Officer- scheduled and designed department training for continuing education and worked with staff to ensure certification requirements were met

- Assisted with writing protocols, and bylaw including Robert's Rules of Order
- Responsible for Quality Improvement evaluation and improvement to increase the quality of service provided by HCAA

**Employment:**

**Kootenai Health. Perioperative -Operating Room. Clinical Coordinator/Dedicated Charge Nurse (RN).**

2013- Current. Coeur d'Alene, ID.

- Part of the OR Leadership Team which includes all aspects of personnel management including hiring, mentoring, coaching, and other disciplinary actions if needed; writing and reviewing policies and procedures, quality and process improvements, as well as managing small groups and committees in a shared governance model
- Created, implemented, and succeeded with a plan to improve the work culture within the Operating Room and raise our Gallup Satisfaction Scores statistically above the National average. This was done through increased transparency, shared governance when appropriate, increasing personal accountability of all members of the department, rebuilding trust, and strengthening relationships
- Yearly staff evaluations for approximately 20 staff, and Quarterly Check-ins that allow one-on-one time to discuss goals, performance, and ways to develop soft skills to improve relationships and teamwork within the department.
- Participate in accountability and disciplinary actions when needed including having crucial conversations to address issues. Help to resolve and manage conflicts within the department and with other departments.
- Create staffing plan and schedules for 80 staff including permanent and travelers
- Manage the daily operations of the Main OR
- Circulate, set-up rooms, and back tables when needed for all service lines
- Subject Matter Expert for the Optime module of the Epic electronic health record build and implementation that including working with KH staff, Multicare Hospital System, and Epic
- Corporate team members to create a new EHR for perioperative services
- ORM (Operating Room Management) Meditech Facilitator for Electronic Health Record.
- Committees and Projects
- 2015-2020. Chair of ORM Region Committee. Worked with other perioperative hospital leaders within the region using Medtech for system-wide changes to the ERH for
  - Perioperative Services
  - 2018-2019. OR Scheduling Committee. Redesign of OR scheduling process to include policies about templates, variable positions, holidays, call sign-ups, and time-off requests
- 2018-2019. Elevating Pediatric Care Hospital Committee. Worked to build pediatric anesthesia carts, raise the level of care provided to pediatric patients
- 2015-2018. Review all Surgical Site Infections and evaluate for patterns or breaks in the Surgical Site Infection Bundle
- 2016-2018. Construction design and implementation team for Operating Rooms. Change from 8 rooms to 11 including a

hybrid room. Developed and built exchange supply carts system, lead OR contact in absence of manager for 4 months, anesthesia core design, initial testing of new technology systems

- 2017. Removal of formalin from the ORs and Lean project to ensure Breast tissue is placed in formalin within one hour under the correct hood system to increase the safety of the OR Staff and quality patient outcomes
- Assisted in setting up and training OB during the East Expansion Operating Room Project for the EHR and Operating Room procedures
- Unit Practice Council- assist in literature review and evidence based practice changes for skin preps, RN tourniquet applications, and SWITCH communication tool. Also work to design better in room communication to increase patient safety during timeouts.
- Nursing Sub Council representative Meditech to review requests for charting changes and look at policy

**Perioperative Services PreOp and PACU Staff RN. 2011-2013. Staff RN.**

- Responsible for all aspects of patient care to prepare and recover patients for surgery

**Emergency Department Staff/Relief Charge. Kootenai Medical Center, Coeur d'Alene Idaho. 2007-2011.**

- Responsible for triage, assessment and interventions for all ages and acuity levels. Code nurse
- Relief Charge Nurse on evenings and Nights. Precept new hires and student nurses
- Sexual Assault Nurse Examiner

**Border's Books, Music & Video. Seller/Café. Coeur d'Alene, Idaho. 2005-2007.** ○ Performed all aspects of customer service in books and the cafe. Employee of the month twice

**Sullivan Learning Center. Lead Math Teacher. Coeur d'Alene, Idaho. 2003-**

- 2004 ○ Created curriculum plans for all math students at the center.
- Tutored all subjects. Can write upside down.

**Professional license. Registered Nurse-Idaho certification # N-36688**

**Certifications:**

- Certified Nurse Operating Room (CNOR). 2019
- Certified Emergency Nurse, (CEN) 2010
- American Heart Association, Advanced Life Support (ACLS) Instructor, Pediatric Advanced Life Support (PALS) Instructor, and Basic Life Support (BLS) Instructor

**Partial list of Recognition:**

- 2022 Diamond Award for Epic Implementation work across multiple departments
- 2018 and 2019 Star Garnet Level Award for Engagement KH
- 2017, 2022 Department Employee of the



Month ○ 2014. Kootenai Health Employee of the month system wide ○ 2013 Top 30 under 40 in North Idaho. North Idaho Business Journal ○ 2011. Nurse of the Year -for promoting Community and World Health. Kootenai Health

April 13, 2022

Idaho State Board of Education  
650 W. State Street, Room 307  
Boise, ID 83702

Re: Zone 5 North Idaho College Trustee Seat

I ask that you consider me for the open Zone 5 Trustee position on the North Idaho College Board of Trustees. I feel that North Idaho College is an asset to the area, and I want to serve as a Trustee to help guide this great institution through the turbulent times it is facing.

By way of a brief introduction, I am the Director of Human Resources for Empire Airlines. Prior to Empire Airlines, I held senior level Human Resources positions for several local companies. Throughout my professional experience, I routinely work with the same significant business matters that the Board of Trustees face daily. I am a graduate of Eastern Washington University with a Bachelor of Business Administration, Human Resource Management.

My practical, no-nonsense approach to business and risk management, will assist North Idaho College with the issues that they are facing. Throughout my career, I have learned to consider all sides of an issue before forming an opinion and making non-biased decisions that is best for the organization.

I have lived in the Hauser Lake area (Zone 5) since 2015. I am looking to serve as a Trustee not only for the short term, but for as many terms as the community will re-elect me.

Sincerely,

*Pete M. Broschet*

Pete M. Broschet

[REDACTED]

[REDACTED]

An accomplished Human Resource professional with proven experience in policy and procedure, recruiting and hiring practices, personnel development, retention approaches, legal compliance issues, managerial support, employee supervision, labor relations and negotiations.

- ◆ Benefit Programs    ◆ Policy Development    ◆ Policy Administration
- ◆ Employee Relations    ◆ Workers Compensation    ◆ Complaint Resolution

**Related Experience:**

**Director of Human Resources**

Empire Airlines, Hayden, ID.

8/2016 – Current

- Leading the development and execution of the Human Resources strategic plan and shortterm plans and initiatives to support the business strategies and promote a unified company culture.
- Translate the business needs into Human Resource strategic and operational plans establishing key metrics and performance tracking processes.
- Lead Workforce Planning and Talent Management processes to identify and address competency, knowledge and talent gaps Areas of activities to include staffing, talent development and succession planning programs.
- Develop, provide, and oversee human factors training programs that meet the needs of the organization, management, and employees.
- Ensure compliance by maintaining a thorough knowledge in such areas as EEO, Fair Labor Standards, Wage and Hour, FMLA, and other regulatory requirements.
- Advises management in appropriate resolution of employee relations issues.
- Contact person for employee benefits programs such as 401k retirement plan, medical, dental, short and long-term disability, and Life insurance; I also work with various vendors/brokers for COBRA and Section 125 plan administration.
- Develop, administer, and maintain company policies and procedures.
- Represent the organization at all personnel related hearings and investigations.
- Work with various insurance brokers for business insurance: EPL, General Liability, Company Vehicle, and Building.
- Participate in and conduct both exempt and nonexempt salary surveys to ensure compensation objectives are achieved.

**Vice President of Human Resources, Americas**

International Aerospace Coatings, Spokane, WA.

2/2015 – 8/2016

- Managed the processes and day-to-day operations of the Human Resources department, including both corporate Human Resources functions and deployed Human Resources support at other locations throughout the US.
- Administers performance review & salary administration programs to ensure effectiveness, compliance, and equity within organization.
- Administer and oversee recruitment and selection processes (requisition approval, tracking applicants, interviews, assessments, reference checks, extending offers)

International Aerospace Coatings – continued:

- Provide leadership and supply organizational capability and effectiveness while ensuring a strong focus on internal and external customer satisfaction.
- Advises management in appropriate resolution of employee relations issues.
- Ensure compliance by maintaining a thorough knowledge in such areas as EEO, Fair Labor Standards, Wage and Hour, FMLA, and other regulatory requirements.
- Plans and conducts new employee orientation to foster positive attitude toward company goals.

**Vice President of Human Resources / Safety Manager**

Jensen Distribution Services, Spokane, WA.

4/2005 – 2/2015

- Provide all company Human Resource and safety functions for ten states including California and Hawaii.
- Plan Administrator for Self-Funded medical plan.
- Contact person for employee benefits programs such as 401k retirement plan, medical, dental, short and long-term disability, and Life insurance; I also work with various vendors/brokers for COBRA and Section 125 plan administration.
- Develop, administer, and maintain company policies and procedures.
- Represent the organization at all personnel related hearings and investigations.
- Participate in the strategic planning and development of the organizational “roadmap” of needs.
- Prepare and submit all Human Resource related federal requirements, i.e. AA and EEO.
- Participate in and conduct both exempt and nonexempt salary surveys to ensure compensation objectives are achieved.
- Develop and present human resource related training, i.e. civil rights, sexual harassment, interviewing techniques, diversity, FMLA, and Washington St. Family Care laws.
- Investigate and recommend appropriate solutions for employee relation problems.
- Work with local and national media agencies to recruit a diverse workforce.
- Keep apprised of federal, state, and local laws and regulations in order to ensure Company Compliance.
- Review and respond to workers compensation and unemployment claims.
- Reduced workers compensation costs by lowering the company’s experience rating from 1.81 to under 1.0.
- Conduct safety inspections, equipment safety inspections, and general property safety inspections.
- Contact person for various outside vendors relating to building maintenance and employee safety/protection.
- Work with various insurance brokers for business insurance: EPL, General Liability, Company Vehicle, and Building.

**Human Resources Consultant**

Various Companies, Spokane, WA.

4/2005 – 2/2015

- Worked with Human Resource Director, Board of Directors, CEO's, CFO's, and program Directors on a variety of projects including budgeting of new program personnel, analysis of current personnel, and administering an Reduction in Force.
- Established benchmarks for comparing and implementing compensation programs.
- Develop total rewards program: employee rewards, incentive programs, and talent acquisition.
- Employee communications including surveying employee attitudes, satisfaction, engagement, and other employee behaviors
- Power person for HRIS systems.
- Conducted needs assessments for various areas including training, safety, and general employment practices.

**Compensation/Assessment Specialist**

Spokane Mental Health, Spokane, WA.

11/2002 – 4/2005

- Power person for HRIS system with Employee Self Service and ADP payroll link.
- Work with local and national media agencies to recruit a diverse workforce.
- Coordinate annual Benefits Fair for open enrollment periods.
- Review and amend job descriptions for current and new positions.
- Work with CFO and service area Directors on a variety of projects including budgeting of new program personnel, analysis of current personnel, and tracking of center wide FTE.
- Prepare, distribute and monitor quarterly performance evaluations.
- Maintain personal records for all staff in accordance with Licensing Standards, WACs and EEO requirements and JCAHO and CARF accrediting standards, including overseeing audits and licensure.
- Answer phone and written inquiries regarding the status of current and past employees.
- Conduct Criminal Background checks, State License and Degree verifications.
- Participate in and conduct both exempt and nonexempt salary surveys to ensure compensation objectives are achieved.
- Conduct screening interviews and reference checks on qualified applicants.

**Education:**

**Professional in Human Resource Management (PHR), May 2003**

Society for Human Resource Management (SHRM)

**Bachelor of Arts Business Administration, Human Resource Management**

Eastern Washington University 2001

**Computer Skills:**

Microsoft Office Products, SureTrack, HRIS (CBiz, Paylocity, HROffice, PeopleTrak, and ABRA, NovaTime), and Time and Attendance Software (NovaTime, Kronos, and E-Time)

Date: April 21, 2022

Re: NIC Trustee Letter of Interest

Name: Marlon B (Brad) Patzer

NIC Trustee Zone: 5

To: President Liebich, Vice President Hill and Secretary Dr. Clark,

As a long time resident of Kootenai County, and a strong supporter of education at every level, I would like to be considered for the interim District 5 NIC Board of Trustee position currently vacant.

I believe I would be a dispassionate voice of reason concerned for the well-being of the college and of our community which is vitally needed from now until the next election when voters will have the opportunity to choose their District 5 NIC Board representative.

Attached is my vitae. I have been a professional educator for 30 years – having taught at nearly every grade level. I presently serve as the District Services Manager for Idaho Digital Learning Alliance. My wife and I both had the privilege of attending North Idaho College and fully appreciate its value in Idaho's educational system.

We also own Amaris Behavioral Health, a business that specializes in serving patients that require intensive outpatient behavioral health services. We serve adolescents and adults throughout northern Idaho in our Coeur d' alene facility. Over the years we have been actively involved in our community serving on various boards, as foster parents, park and recreation coaches, ABE/GED instructors, etc.

The mission statement of NIC is:

*North Idaho College meets the diverse educational needs of students, employers, and the northern Idaho communities it serves through a commitment to student success, educational excellence, community engagement, and lifelong learning.*

I fully support this mission and would be pleased to represent Zone 5 if so chosen.

Respectfully Submitted,

M. Brad Patzer

*M. Brad Patzer*

# M. BRAD PATZER

## *Professional Vitae*



### AWARDS

2009 Distinguished Service Award – Professional Standards Commission, State  
Department of Education, Idaho

2004 Fulcrum Investments - Community Leadership Award

2003 National Educator Award - Milken Family Foundation, Idaho Recipient

2002-2003 Lakeland School District Secondary Teacher of the Year

1997-1998 Falls Christian Academy Educator of the Year

### CERTIFICATIONS

Idaho Education Credential, *Administrator Certificate*, Expiration 9/1/2020  
Endorsements: Superintendent  
School Principal (Pre-k – 12)

Idaho Education Credential, *Standard Secondary*, Expiration, 9/01/2020  
Endorsements: 6 - 12 Social Studies  
6 - 12 History  
6 - 12 Political Science  
6 - 12 American Government  
6 - 12 Mathematics

Washington Residency *Administrator Certificate*, Issued 3/24/2020

Washington Residency *Teacher Certificate*, Issued 3/24/2020  
Endorsements: 4 - 12 History  
4 - 12 Social Studies

### EDUCATION

Ed. S. – Education Specialist Degree, Superintendent Endorsement 06/2012  
**University of Idaho, Moscow, Idaho**

Administrative Certificate, Pre-K -K12 Principal Endorsement 05/2008  
**University of Idaho, Moscow, Idaho**

M.S. Economics Ed, Idaho Council on Economics Education Fellowship Program 12/2002  
**Boise State University, Boise, Idaho**



M.Ed. Secondary Education 12/1998  
**University of Idaho, Moscow, Idaho**

B.A. Ed. Social Science Education 08/1988  
**Eastern Washington University, Cheney, Washington**

A.A. General Studies 05/1986  
**North Idaho College, Coeur d'Alene, Idaho**

**EMPLOYMENT HISTORY**

*District Services Manager/Principal/Regional Coordinator/Teacher* 10/2003- present  
**Idaho Digital Learning Alliance (IDLA), Boise, Idaho**

- I have served on IDLA's leadership team since 2008 and have had the opportunity to shape Idaho's public education system as it has moved into the realm of online education.
- In my various roles with IDLA, I have been responsible for providing instructional leadership and supervision to our teachers and principals.
- Presently, I am responsible for coordinating professional development efforts to districts as they prepare to integrate remote and blended instructional practices.
- I am IDLA's liaison to the schools located in Idaho's ten northern counties.
- I have developed several courses and have had the opportunity to be a presenter and trainer at state and national education conferences throughout my tenure.

*Superintendent and Principal Internships* 2012 & 2008 (respectively)  
**St. Maries & Kootenai School Districts**

- As part of these internships, I had opportunity to lead district wide professional development on integrating mathematics into all discipline areas, as well as to perform typical administrative building functions.

*Classroom Teacher (High School and Community Education Center)* 8/2006- 6/2008  
**St. Maries School District, St. Maries, Idaho**

- As Classroom Teacher I taught students grades 7-12 in both the alternative and regular high school setting.
- The courses I taught included Mathematics, Science, History, and Economics

*Student Improvement Team Coordinator* 7/2005- 7/2006  
*Director of Student Support*  
*Classroom Teacher*

**Caney Valley Middle/High School, Caney, Kansas**

- In my role as Student Improvement Team Coordinator I was responsible for identifying struggling students and placing effective interventions in place to ensure learning.
- As Director of Student Support Services I was responsible for the school's credit recovery program and preparation of students and staff for the Kansas State Assessments.
- As Classroom Teacher I taught 7th grade students Pre-Algebra.

*Learning Plan Advisor/Consultant*

3/2005-12/2005

**American Board for the Certification of Teacher Excellence (ABCTE), Washington, DC**

In this position I served as provider of counseling and guidance to candidates seeking teacher certification through the ABCTE process.

*Classroom Teacher and Drop-Out Prevention Coordinator*

7/1998-6/2005

*Student Council Advisor*

*Social Studies Department Chair*

**Mountain View Alternative High School, Rathdrum, Idaho**

- As classroom teacher I had opportunity to teach Economics, Algebra, Pre-Algebra, U.S. History, and U.S. Government to Alternative Education students grades 9-12.
- In 2004 I had the privilege of preparing the students from our Government class to participate for the first time in the state level We The People mock congressional hearing.
- I developed and implemented an after-hours class aimed at reaching high school dropouts and also served as an Idaho Technology Exam Proctor for fellow educators
- While at Mountain View I was nominated by District Administration and was a recipient of the Milken Family Foundation Educator of the Year award.

*Adult Basic Education Instructor at the Kootenai County Jail*

11/98-05/02

**North Idaho College, Coeur d' Alene, Idaho**

- As an ABE/GED instructor, I was responsible for preparing referred inmates to successfully complete the required GED exam(s).
- Further, I collaborated with community agencies in an effort to procure funding on behalf of students for testing costs.

*Classroom Teacher*

08/96 – 06/98

**Falls Christian Academy, Post Falls, Idaho**

- I taught high school students Physical Science I, Algebra II, and Pre-Calculus.
- In 1998 I was Student Council Advisor.

*Administrator and Program Director*

01/93 – 03/94

**King's Kids Daycare, Veradale, Washington**

- In my role as Administrator and Director of King's Kids I was responsible for the overall management of the center.
- My duties included financial management, public relations, program development, and all aspects of employee supervision.

*Men's Resident Leadership Coordinator*

07/91 – 12/92

**Oklahoma Wesleyan University, Bartlesville, Oklahoma**

- In this capacity, I was responsible to the Dean of Student Development for coordination of student-life activities.
- Additionally, I was the men's housing coordinator, a freshman orientation advisor, Resident Assistant supervisor, and Summer Housing Coordinator.

*Substitute Teacher*

*08/90 – 05/91*

**Spokane, Washington, & Post Falls, Idaho**

- I served as a substitute teacher for all grade levels in the Spokane Valley and in North Idaho. In this role I taught a variety of subjects.

*Classroom Teacher*

*08/88 – 06/90*

**C.S. Lewis School, Newberg, Oregon**

- As teacher at C.S. Lewis School I taught middle school students Math and Social Studies.
- I also taught physical education to all students grades K-8.

**MEMBERSHIPS:**

- Idaho Association of School Administrators (2008 – present)
- Idaho Educational Technology Association (2008 – present)
- Northwest Professional Educators Association (2003 – 2019)
- Global Association of Teachers of Economics (2003 – present)

**RECENT PROFESSIONAL ACTIVITIES**

*National Presentations:*

- *Oct 2019 - National Rural Education Conference, contributor, Louisville, KY*
- *Oct 2010, 2011, 2012 – INACOL Glendale, AZ, Indianapolis, IN, New Orleans, LA*  
*Eg., "Be Careful! What you Measure is What You Get" Performance Pay and Evaluation System for Online Teachers"*
- *Spring 2011 - Winter Edufest 2011, Gifted and Talented Conference. "Blending Online and Face to Face Learning through the I-Search Research Process."*
- *Fall 2004 - Co-Presenter "Virtual Concurrent Credit in Economics: Issues in Online Concurrent Credit Courses." National Alliance for Concurrent Enrollment Partnerships; Boise, Idaho*

*2017 – present - Idaho State Board of Education Principal Evaluation Reviewer*

*2016 – 2018 - Board member, Northwest Education Association*

*June - Aug 2011 - Member: Idaho State Board of Education, Online Learning Subcommittee*

*June - December 2011 - Member: State of Idaho, Technology Task Force*

*Fall 2010 - Chairman, State Department of Education Ethics Hearing Panel on behalf of the Certification and Professional Standards Division*

*Summer 2010* - Content Specialist: Idaho State Department of Education Curricular Materials Selection Committee

*Summer 2009* - Member: Social Studies Standards Review & Revision Committee for the State Department of Education, Idaho

*2007-2009* - Member: Professional Standards Commission (PSC) for the State of Idaho. The PSC makes recommendations to the State Board of Education and renders decisions that provide Idaho with competent, qualified, ethical educators dedicated to rigorous standards, preK-12 student achievement, and improved professional practice. Currently I am Co-Chairman of the Professional Development and Alternative Authorizations Committees.

*2007–2008* - Member: Idaho Department of Education Special Committee on State Assessments.

*2007-present* - Member and Chairman of Board: St. Maries Public Library Board of Directors

*Spring 2003 and fall 2004*- Reviewer of Manuscripts: Corwin Press

- Posamentier & Jaye: *What Successful Math Teachers Do, Grades 6-12: Research-Based Strategies for the Standards-Based Classroom.*
- *How Great High School Teachers Handle Classroom Behavior: 50 Real-World Dilemmas With Practical Solutions*

#### **PUBLISHED ARTICLES:**

*"The Professional Standards Commission... A Voice for Rural Schools?" IASA Perspectives, Vol. XXXI, 2008, p. 14-15*

#### **REFERENCES**

Dr. Laural Nelson, Regional Coordinator/Principal, previous Director of District Services, Idaho Digital Learning Alliance, [REDACTED]

Dr. Sherawn Reberry, Principal, Virtual Schoolhouse, Boise School District  
[REDACTED]

Mr. John Klingaman, Principal/Lead Teacher, Mountain View High School (retired),  
[REDACTED].

Dr. Christina Linder, Alternate Authorization Program Director, College of Southern Idaho  
[REDACTED]

Mr. John Cordell, Superintendent, Tekoa, WA School District,  
[REDACTED].

Paul R Sturm  
[REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

April 13, 2022

Office of State Board of Education  
650 W State Street, Room 307  
Boise, ID 83702

Subject: NIC Zone 5 Trustee Application  
Delivered via email to: [board@osbe.idaho.gov](mailto:board@osbe.idaho.gov)

Dear Mike Keckler and NIC Trustee Interview Committee:

I am offering myself as an applicant to serve as a North Idaho College trustee for zone 5.

Please find my resume included with this communication. I believe that my education and professional experience can be of value to the college and the State as NIC addresses the recommendations and actions put forth in the external peer panel's final report (March 2, 2022) and Letter of Warning (April 1, 2022).

I have a particular interest in NIC for two main reasons. First, I am a product of a community college from which I gained my footing and a foundation to pursue further educational, career and life opportunities. Second, I live in Kootenai County. I have an understanding of how important NIC is for student opportunities and for the economic wellbeing of the North Idaho region and the State in general.

Being retired, I have time to devote to the challenges facing the NIC board. I am not interested in promoting any particular political or religious perspective. Instead, my interest rests in assuring that faculty and students are able to pursue their educational interests according to applicable laws and policies and without intrusive interference by the board.

The challenges facing NIC are urgent and daunting. Retaining accreditation is essential. I believe these challenges can be addressed with a board committed to focused action toward the directives and recommendations outlined by the NWCCU.

Thank you for your consideration.

Sincerely,

Paul R Sturm, EdD

Paul R Sturm, Ed.D.




---

Education

---

<b>Ed.D. Educational Leadership, Washington State University, Pullman WA</b>	<i>2009</i>
Dissertation: Understanding Teacher Leadership in Context: A Qualitative Heuristic Study	
<b>M.A. Educational Administration, Whitworth College (University), Spokane, WA</b>	<i>1990</i>
<b>B.S. Biology Major, Chemistry Minor, cum laude, Eastern Washington State College, (University), Cheney, WA</b>	<i>1977</i>
<b>A.A. Liberal Arts, Spokane Falls Community College, Spokane, WA</b>	<i>1974</i>

**Professional Experience**

**Superintendent, Pullman Public Schools, District # 267, Pullman, WA**

*2006 - 2016*

- Recommend policy and budgets
- Lead levy and bond informational campaigns, 2008 first ever four-year levy at 77% approval; 2012 M&O levy received 79% approval, tech levy at 81% approval; current \$53.5 M bond proposal (February 2013)
- Induct new board members, encourage board development, and promote active involvement in state association and legislative and policy advocacy, adopt a board member by each school
- Lead transparent and collaborative budgeting and resource allocation
- Lead collective bargaining with certificated and classified employee groups
- Cultivate collaborative culture among central office staff and among district principals
- Lead strategic planning with representatives from community, parents, school board, classified and certificated employees, and administrators
- Strategic plan establishes a district-wide common focus on teaching and learning
- Collaborate with assistant superintendent regarding curriculum and instruction and learning achievement
- Collaborate with Information Technology Director, establish a vision for and development of robust district-wide digital network system
- Lead Teacher and Principal Evaluation Pilot and Implementation (Danielson/AWSP Leadership Frameworks)
- Participate with leadership team in two-year Washington State Leadership Academy
- Work with state representative to introduce college in the high school legislation to the house education committee
- Collaborate with County and City to provide fiber optic network among major agency facilities, including all district facilities
- Annual “state of the district” presentations to School Board, Chamber of Commerce, City Council, Lions Club, Rotary Club, Kiwanis Club
- Hosted Nishinomiya, Japan, Department of Education Delegation
- Community volunteer with Chamber of Commerce
- Encourage leadership development among staff and administrators

**Professional Experience (continued) Assist. Superintendent, Pullman Public Schools, District #267,**

*Pullman, WA 2002 – 2006*

- Assist with a middle school new construction project
- Direct district-wide curriculum, instruction, assessment, special programs, including special education, Title, LAP, HiCap
- Manage State Assessments
- Lead district professional development
- District Compliance Officer: Investigate and resolve complaints and personnel misconduct; assist principals and other supervisors with staff performance concerns

- Review, develop, and update district policy and procedures
- Developed and implement curriculum review and materials adoption process and timelines
- Implement special education transition program
- Created county-wide transition council
- Coordinate WSU College of Education teacher development programs in the schools
- Promote focused job embedded professional development
- Assist superintendent and board in strategic planning
- Assist in the leadership and supervision of specialized staff and administrators
- Compliance officer for the district
- Active involvement with parent, community, business groups, and agencies

**Principal, Central Valley High School, Veradale, WA**

1994 - 2002

- Provided school level leadership for educational specifications, design, and on-site construction of new high school
- Led selection of staff for transition from 10-12 to 9-12 high school
- Led and managed site based transparent decision making, budgeting, and resource management
- Partnership with Hewlett-Packard, later Agilent Technologies
- Allocated resources toward planning development and installation of the school's first school-wide computer network system
- Continued development of career pathway program
- Led the implementation of block schedule
- Led the development and implementation of student advisory for each student
- Led all aspects of personnel supervision
- Conducted an on-site interagency crisis simulation
- Member of Eastern Washington University administrative Professional Educational Advisory Board (PEAB)
- Leadership and support for award winning arts and activities programs
- Maintained collaborative and supportive leadership team
- Participated in district classified and certificated collaborative bargaining
- Participated and collaborated with parent and community groups

**Professional Experience (continued) Vice Principal, Central Valley High School, Veradale, WA**

1990 -

1994

- 
- Administered curriculum, instruction, assessment, master schedule, staff development
  - Supervised curriculum, staff development, assessments
  - Supervised and manage school-wide student behavior and attendance
  - Supervised events and activities
  - Developed alternative program
  - Initiated new district employee assistance program
  - Implemented Career Pathways Program



- Assist in the supervision of instructional and non-instructional staff
- Participated in district-level classified and certificated collaborative bargaining

**Teacher, Central Valley High School, *Veradale, WA***

- Teacher of mathematics, biology, chemistry *1982 - 1990*
- Department curriculum coordinator
- Coordinated science laboratory remodel project
- District assessment committee (Student Learning Objective Assessments)
- SADD advisor
- Academic teams coach/advisor (Odyssey of the Mind; Technology, Science, Math, and Engineering TEAMS)
- District curriculum and assessment committees

**Other Leadership Experience**

---

- Leadership Coach, Washington State Leadership Academy (2016-2018)
- Adjunct Professor, Washington State University, College of Education, *Pullman, WA* (2014-2016)
- Association of School Administrators, President-elect and President (2011-2013)
- Washington Association of School Administrators, Northeast Region vice president and president (2008-2010)
- Washington Association of School Administrators, special education, superintendent component chairperson (2002-2008)
- WSU College of Education Dean Search Committee (2009)
- Pullman Education Foundation, Ex Officio Board Member (2002 – 2016)
- Pullman Chamber of Commerce, Board Member (2004 – 2016)
- WSU/Nishinomiya Partnership: Delegate to the Nishinomiya, Japan; Presented paper on special education in the United States (2007)
- WSU College of Education, Chair of Teaching and Learning Search Committee (2003-2004)
- Washington State ASCD Board of Directors (2005– 2008)
- Pullman Chamber of Commerce, Artisans Committee chairperson (2003-2004)
- Washington State University, Teacher Professional Education Advisory Board (2004 – 2006)
- Eastern Washington University Administrator Professional Education Advisory Board (1992 – 1997)
- Whitman County Developmental Disabilities, Member Board of Directors (2002 – 2006)
- Whitman County Superintendents - Secretary (2004), Chair (2005)
- NEWESD 101 math advisory committee (2006)
- NEWESD 101 Laser advisory committee (2004)
- Interplayer's Theatre Ensemble Board of Trustees, Spokane, WA (1992-1994)
- Spokane Area Science Teachers Association, secretary and president (1988-1990)

**Recent Memberships and Associations**

---

- Spirit Lake Idaho Property Owner's Association Board – Vice President
- Spirit Lake Idaho Historical Society Board – Treasurer
- Washington Association of Supervision and Curriculum Development
- Washington Association of School Administrators
- Washington State School Directors Association
- Association of Supervision and Curriculum Development
- American Association of School Administrators
- National School Board Association
- Pullman Chamber of Commerce
- Kiwanis Club of Pullman
- Lions Club of Pullman

**Recent Awards, Recognitions & Publications**

---

- Washington Association of School Administrators Regional Award of Merit, 2013
- Curriculum in Context, *The Art of Teacher and Principal Evaluations*. Washington State ASCD, Spring 2012
- Hotline, 2012 -2013, various newsletter submissions, Washington Association of School Administrators
- Pullman Community Update (an interagency community publication), various newsletter submissions, 2006/2016
- Washington Association of School Administrators Regional Award of Merit, 2009
- Pullman Chamber of Commerce Hall of Fame Modern Category (awarded to Nadine and Paul Sturm, 2007)
- Washington Association of School Principals, Regional Principal of the Year Award, 2001