



Mission

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.

Vision

As a comprehensive community college, North Idaho College strives to provide accessible, affordable, quality learning opportunities. North Idaho College endeavors to be an innovative, flexible leader recognized as a center of educational, cultural, economic, and civic activities by the communities it serves.

Accreditation Core Themes

The college mission is reflected in its five accreditation core themes:

- Student Success
- Educational Excellence
- Community Engagement
- Stewardship
- Diversity

Key External Factors

- Changes in the economic environment
- Changes in local, state, or federal funding levels
- Changes in local, state, or national educational priorities
- Changes in education market (competitive environment)

Values

North Idaho College is dedicated to these core values which guide its decisions and actions.

Goal 1 – Student Success: A vibrant, lifelong learning environment that engages students as partners in achieving educational goals to enhance their quality of life

Objectives

- 1) Provide innovative, progressive, and student-centered programs and services.
- 2) Engage and empower students to take personal responsibility and to actively participate in their educational experience.
- 3) Promote programs and services to enhance access and successful student transitions.

Performance Measures

- Percentage of full-time, first-time and new transfer-in students who a) were awarded a degree or certificate, b) transferred without an award to a 2- or 4-year institution, c) are still enrolled, and d) left the institution within six years.
Benchmark: Expectation will be defined after 3 years of data is gathered
- Total number of employers (out of total respondents) who indicate satisfaction with overall preparation of completers
Benchmark: 80% of employers indicate satisfaction with preparation of completers
- Career Program Completers, percent employed in related field
Benchmark: 65% employed
- Fall to Spring Persistence Rate, credit students
Benchmark: 84% persist
- First-time, full-time, student retention rates
Benchmark: 63%
- First-time, part-time, student retention rates
Benchmark: 45%

Goal 2 - Educational Excellence: High academic standards, passionate and skillful instruction, professional development, and innovative programming while continuously improving all services and outcomes

Objectives

- 1) Evaluate, create and adapt programs that respond to the educational and training needs of the region.
- 2) Engage students in critical and creative thinking through disciplinary and interdisciplinary teaching and learning.
- 3) Strengthen institutional effectiveness, teaching excellence and student learning through challenging and relevant course content, and continuous assessment and improvement.
- 4) Recognize and expand faculty and staff scholarship through professional development.

Performance Measures

- Student Learning Outcomes Assessment goals achieved in general education
Benchmark: 80% percent or more of annual assessment goals are consistently met over 3-year plan
- Full-time to Part-time faculty ratio
Benchmark: Maintain above average ratio
- NIC is responsive to faculty and staff professional development needs
Benchmark: Maintain or increase funding levels available for professional development
- Licensure pass rates at or above national pass rates
Benchmark: Maintain or improve current pass rates

- Dual Credit students who enroll at NIC as degree-seeking postsecondary students as a percentage of total headcount
Benchmark: Sustain or increase
- All instructional programs submit annual summary reports documenting program improvements
Benchmark: 20% of total programs per year over five years until fully implemented

Goal 3 - Community Engagement: Collaborative partnerships with businesses, organizations, community members, and educational institutions to identify and address changing educational needs

Objectives

- 1) Advance and nurture relationships throughout our service region to enhance the lives of the citizens and students we serve.
- 2) Demonstrate commitment to the economic/business development of the region.
- 3) Promote North Idaho College in the communities we serve.
- 4) Enhance community access to college facilities.

Performance Measures

- Distance Learning proportion of credit hours
Benchmark: Increase by 2% annually for a total of 25%
- Dual Credit annual credit hours in the high schools
Benchmark: Increase by 5% annually
- Dual Credit annual credit hours taught via distance delivery
Benchmark: Increase by 5% annually
- Market Penetration (Credit Students): Unduplicated headcount of credit students as a percentage of NIC's total service area population
Benchmark: 3.6%
- Market Penetration (Non-Credit Students): Unduplicated headcount of non-credit students as a percentage of NIC's total service area population
Benchmark: 3.0%
- Percentage of student evaluations of community education courses reflect a satisfaction rating of above average
Benchmark: 85% of total number score a satisfaction rating of above average

Goal 4 – Diversity: A learning environment that celebrates the uniqueness of all individuals and encourages cultural competency

Objectives

- 1) Foster a culture of inclusion.
- 2) Promote a safe and respectful environment.
- 3) Develop culturally competent faculty, staff and students.

Performance Measures

- Number of students enrolled from diverse populations
Benchmark: Maintain a diverse, or more diverse population than the population within NIC's service region
- Participation in sponsored events that promote diversity awareness
Benchmark: To be defined in 2016

- Number of course outcomes related to multiculturalism, pluralism, equity, and diversity
Benchmark: To be defined in 2016
- Students who respond “quite a bit or very much” to CCSSE survey question: “Does the college encourage contact among students from different economic, social and racial or ethnic backgrounds?”
Benchmark: Increase by 2% annually until the national average is met or exceeded

Goal 5 – Stewardship: Economic and environmental sustainability through leadership, awareness, and responsiveness to changing community resources

Objectives

- 1) Exhibit trustworthy stewardship of resources.
- 2) Demonstrate commitment to an inclusive and integrated planning environment.
- 3) Explore, adopt, and promote initiatives that help sustain the environment.

Performance Measures

- Dollars secured through the Development Department via private donations and grants
Benchmark: \$2,000,000
- College-wide replacement schedule for personal computers
Benchmark: 100% of the computers are replaced within the 42 month window
- Efficiency measures and energy upgrades result in dollars saved
Benchmark: Sustain or Increase
- Tuition and Fees for full-time, in-district students (full academic year)
Benchmark: Maintain rank in the lowest 40% against comparator institutions



North Idaho College Strategic Plan

Strategic Plan Supplement

2016-2020

Student Success Performance Measures

- Percentage of full-time, first-time and new transfer-in students who a) were awarded a degree or certificate, b) transferred without an award to a 2- or 4-year institution, c) are still enrolled, and d) left the institution within six years.
Benchmark: Expectation will be defined after 3 years of data is gathered
Status: a) 25.8% b) 26.3% c) 5.3% d) 42.6%
- Total number of employers (out of total respondents) who indicate satisfaction with overall preparation of completers
Benchmark: 80% of employers indicate satisfaction with preparation of completers
Status: 97%
- Career Program Completers, percent employed in related field
Benchmark: 65% employed
Status: 50.3%
- Fall to Spring Persistence Rate, credit students
Benchmark: 84% persist
Status: 83.5%
- First-time, full-time, student retention rates
Benchmark: 63%
Status: 55%
- First-time, part-time, student retention rates
Benchmark: 45%
Status: 35%

Educational Excellence Performance Measures

- Student Learning Outcomes Assessment goals achieved in general education
Benchmark: 80% percent or more of annual assessment goals are consistently met over 3-yr plan
Status: 72%
- Full-time to Part-time faculty ratio
Benchmark: Maintain above average ratio
Status: 0.8:1.0 (164 full-time and 204 part-time)
- NIC is responsive to faculty and staff professional development needs
Benchmark: Maintain or increase funding levels available for professional development
Status: \$78,000 in current funding
- Licensure pass rates at or above national pass rates
Benchmark: Maintain or improve current pass rates
Status: 98% or above for all programs for which data is available
- Dual Credit students who enroll at NIC as degree-seeking postsecondary students as a percentage of total headcount
Benchmark: Sustain or Increase
Status: 4.3%

- All instructional programs submit annual summary reports documenting program improvements
Benchmark: 20% of total programs per year over five years until fully implemented
Status: This is a new measure; no status available

Community Engagement Performance Measures

- Distance Learning proportion of credit hours
Benchmark: Increase by 2% annually for a total of 25%
Status: 25.1%
- Dual Credit annual credit hours in the high schools
Benchmark: Increase by 5% annually
Status: 2,399
- Dual Credit annual credit hours taught via distance delivery
Benchmark: Increase by 5% annually
Status: 3,407
- Market Penetration (Credit Students): Unduplicated headcount of credit students as a percentage of NIC's total service area population
Benchmark: 3.6%
Status: 3.6%
- Market Penetration (Non-Credit Students): Unduplicated headcount of non-credit students as a percentage of NIC's total service area population
Benchmark: 3.0%
Status: 2.2%
- Percentage of student evaluations of community education courses reflect a satisfaction rating of above average
Benchmark: 85% of total number score a satisfaction rating of above average
Status: 93%

Diversity Performance Measures

- Number of students enrolled from diverse populations
Benchmark: Maintain a diverse, or more diverse population than the population within NIC's service region
Status: 81% White, 9% Other; 10% Unknown
- Participation in sponsored events that promote diversity awareness
Benchmark: To be defined in 2016
Status: This is a new measure; no status available
- Number of course outcomes related to multiculturalism, pluralism, equity, and diversity
Benchmark: To be defined in 2016
Status: This is a new measure; no status available
- Students who respond "quite a bit or very much" to CCSSE survey question: "Does the college encourage contact among students from different economic, social and racial or ethnic backgrounds?"
Benchmark: Increase by 2% annually until the national average is met or exceeded
Status: 37.7% (compared to national average of 52.7%)

Stewardship Performance Measures

- Dollars secured through the Development Department via private donations and grants
Benchmark: \$2,000,000

- Status:* \$5,240,105
- College-wide replacement schedule for personal computers
 - Benchmark:* 100% of the computers are replaced within the 42 month window
 - Status:* 94.5%
- Efficiency measures and energy upgrades result in dollars saved
 - Benchmark:* Sustain or Increase
 - Status:* 11% overall decrease (over 7 year period) in utilities expenditures
- Tuition and Fees for full-time, in-district students (full academic year)
 - Benchmark:* Maintain rank in the lowest 40% against comparator institutions
 - Status:* \$2,974

Idaho State Board of Education System-Wide Performance Measures

- Degree Production – Degree and certificate production and headcount of recipients
 - Benchmark:* Maintain graduation rate at or above the median for IPEDS peer group
 - Status:* 998 awards / 930 headcount
- Degree Production - Unduplicated headcount of graduates over rolling 3-year average degree seeking FTE
 - Benchmark:* Compare favorably against Idaho peer group
 - Status:* 22.8%
- Retention Rate - Percent of full-time new and transfer degree-seeking students that are retained or graduate the following year
 - Benchmark:* To be defined after three years of VFA data is collected
 - Status:* 51% (new); 56% (transfer)
- Undergraduate cost per credit
 - Benchmark:* Compare favorably against Idaho peer group
 - Status:* \$270.79
- Graduates per \$100k – Graduates per \$100,000 of education and related spending by institutions
 - Benchmark:* Maintain rank at or above the median for IPEDS peer group
 - Status:* 2.04
- Remediation - Number and percentage of first-time freshmen who graduated from an Idaho high school in the previous year requiring remedial education as determined by institutional benchmarks.
 - Benchmark:* This measure is an input from the K-12 system and is not benchmarkable, per ISBOE
 - Status:* 66.5%
- Dual Credit – Total annual credit hours
 - Benchmark:* This measure is an input from the K-12 system and is not benchmarkable, per ISBOE
 - Status:* 9,884
- Dual Credit – Unduplicated Annual Headcount
 - Benchmark:* This measure is an input from the K-12 system and is not benchmarkable, per ISBOE
 - Status:* 921