

December 19, 2022

North Idaho College Trustees,

The Northwest Commission on Colleges and Universities (NWCCU) has been monitoring NIC's progress since issuing a Warning sanction in April 2022. Based on recent actions by NIC's Board, the NWCCU has taken an unusual step of sending a letter dated December 17, 2022 asking that NIC show how it is still in compliance with several NWCCU Eligibility Requirements and Standards and giving NIC a specific timeline with which to reply. The letter states:

*While NIC has submitted monitoring reports as required since that time, hired a new president, and has a fully constituted Board with five Trustees, recent and subsequent public actions of the NIC Board of Trustees appear to place the institution at significant risk of being out of compliance with a number of NWCCU Eligibility Requirements and Standards.*

To avoid receiving a sanction of "Show Cause" (the status immediately preceding loss of accreditation), NIC must respond to the NWCCU by January 4, 2023, provide evidence of compliance, and demonstrate it is meeting all NWCCU Standards and Eligibility Requirements.

The NWCCU lists several Eligibility Requirements, which are Operational Focus and Independence, Institutional Integrity, Governing Board, Chief Executive Officer, and Administration; each has corresponding Standards.

We strongly recommend the following actions be adopted immediately and in full in order to sufficiently demonstrate compliance with NWCCU standards, thereby avoiding a show-cause determination.

The Board of Trustees must:

1. Rescind resolutions 2022-03 and 2022-04 and reinstate all policies suspended in these resolutions (Eligibility Requirements 2, 11 & 22, Standards 2.D.2, 2.F.1 & 2.F.3).
2. Immediately reinstate the President/CEO. (Eligibility Requirements 2, 10 & 22, Standards 2.D.2, 2.F.1 & 2.F.3)
3. Support the administration in initiating an RFQ for qualified legal services (Eligibility Requirements 2, 8 & 22, Standards 2.D.2, & 2.D.3).
4. Refrain from behavior that circumvents the President/CEO or college policy and procedure, including engaging with others, such as an attorney, volunteer, or consultant, to usurp the authority of the President/CEO, disrupt participatory governance and/or bypass college policy and procedure (Eligibility Requirements 2, 8, 10, & 22, Standards 2.A.1-4, 2.D.2, & Standard 2 Preamble).
5. Permit the President/CEO to fill all vacant senior administrative positions immediately. (Eligibility Requirements 2, 10, 11, & 22, Standard 2 Preamble, Standards 2.F.1 & 2.F.3).

6. Adhere to Board Member General Conduct Policy 2.01.10: *“The Board expects its members to demonstrate ethical and businesslike conduct. This commitment includes proper use of authority and respect in group and individual behavior when acting as Board members.”* (Eligibility Requirements 8 & 22, Standards 2.D.2 & 2.D.3).
7. Adhere to Idaho open meeting law statutes and college Policy 2.01.03, Meetings (Eligibility Requirements 8 & 22, Standards 2.D.2 & 2.D.3, & Standard 2 Preamble).
8. Collaborate with President/CEO and all trustees in establishing agenda items in advance of meetings. Provide President/CEO and all trustees all of the materials to be referenced in meetings (Eligibility Requirements 8 & 22, Standards 2.D.2 & 2.D.3).

Respectfully,

Lloyd Duman, Co-Acting President/CEO

Sarah Garcia, Co-Acting President/CEO

President’s Cabinet