

Monday Message

June 23, 2025



Dear all,

By now most of you have received your FY26 contracts. I am incredibly proud and appreciative of the Change in Employee Compensation (CEC) (up to \$1.55/hour variable based on merit), payline and professional staff minimum increases, allocating the special legislative appropriation we received to bring instructor and assistant professors up to the K-12 median, implementing the additional 4.5% IT increase consistent with the statewide initiative, and continuing to support faculty promotions and sabbaticals.

We know that compensation is a key part of what it takes to feel valued and supported, likewise a sense of campus community also matters, as such we remain committed to creating an environment where every employee can thrive. Our priority has been and remains taking care of our people. Thank you for what you do and what your good work makes possible.

Thank you for your tireless commitment to our teaching-focused, student-centered mission – helping students move forward in life as successful leaders, lifelong learners and engaged citizens. Go Warriors!

Cynthia Pemberton, Ed.D.
President

Announcements

- **AD Search Listening Sessions:** As announced in the June 16 Monday Message, listening sessions have begun in support of the athletic director search. Many internal and external constituent groups will be holding separate listening sessions in July and will be communicated to directly. A general listening session will also be held through [Teams](#) that is open to all of campus (faculty, staff and students) on **Tuesday, July 8, at 10-11 a.m.** Attendees are welcome to come and go during the session as needed. For any questions, or to provide feedback via email, please email ljfowler@lcsc.edu.
- **Employment Contracts:** FY26 employment contracts will be emailed to employees in June. This year, the process will be slightly different. Human Resource Services (HRS) has been working closely with IT to streamline the experience and make it more efficient. As a result, contracts will be distributed through LC State Workflow. If you have any questions about the process or if you run into any issues accessing workflow, reach out to HRS. Here is what to expect:
 - You'll get an email notification in your LC State inbox once your contract is ready.
 - The email will include a link to the workflow system where you can review and sign your contract electronically.
 - Please make sure to check your inbox regularly so you don't miss it.
- **Freeze on Employment Changes:** To prepare for annual CEC increases, the state is placing a temporary freeze on employment changes in Luma from June 1-July 11. This includes promotions, demotions, transfers, and pay rate changes for benefit-eligible employees. This pause is necessary because the state will be uploading a file that updates pay raises and promotions. If any changes are made in Luma to benefit-eligible employees during this time, they will be overwritten by the state's upload. Please plan accordingly.
- **IT Software/System Approval Process:** To enhance compliance and streamline processes, we've introduced a new software approval process. All new software acquisitions and renewals now require submission of the [Software & System Request Form](#). The IT leadership team reviews submissions weekly, focusing on data security, system compatibility, and risk assessment. Software/systems that contain confidential and restricted data will require an annual security

review. For detailed information and to access the request form, please visit the [Implementing Systems/Purchasing Software](#) page.

- **Outdoor Adventures & Rentals Updates:**
 - **Open at Hells Gate State Park:** Summer's here and so are beach rentals at Hells Gate State Park! Outdoor Adventures offers hourly paddleboard, kayak, and float tube rentals every Friday-Sunday from 11:30 a.m. to 5:30 p.m. through Aug. 3. Come cool off, relax, and explore the river – no reservation needed! Call 208-792-2670 or email outdooradventures@lcsc.edu for more information.
 - **Float n' Tote Rentals – Gear Up for Summer:** Outdoor Adventures has rafts, kayaks, paddleboards, camping gear, and more – everything you need for your next weekend getaway or outdoor adventure. It's open all summer long, with weekend rentals available. Rentals are open to everyone in the LC Valley including students, staff, faculty, and community members alike. Call 208-792-2670 or email outdooradventures@lcsc.edu to start your reservation today.
 - **Parking Permits:** 2025-2026 parking permits will be available for purchase on July 1. [Register and pay online](#). Permits must be picked up at the Department of Public Safety office.
 - Annual Permit - \$95
 - Semester Permit - \$65
 - Additional Permit - \$25
 - **Fund 65000: Effective immediately**, anyone using Fund 65000 for their timecards should go back to using Fund 10000. For questions, contact Jane Johnson at x2204 or Debie Blanco at x2079
 - **University Name Change:** For frequently asked questions, information, and ongoing updates regarding the initiative to evolve LC State's moniker to "Lewis-Clark State University" visit www.lcsc.edu/university. Also, please share this webpage with others who want to learn more.
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Events

Keep up on events and activities through the [Campus Calendar](#) and the [Do More App](#)

- **July 9, Aug. 7 – Employee Appreciation & Summer Concert Series:** To recognize your hard work and contributions, LC State is holding employee appreciation festivities via a Summer Concert Series on July 9, and Aug. 7. Mark your calendars and get ready for great music, exquisite food, and a well-deserved celebration.
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News & Features

Stay current on LC State news at www.lcsc.edu/news

- [Van Mullem selected as 2025 SHAPE Idaho Collegiate Educator of the Year](#)
 - [Royal Toy to serve on Professional Standards Commission](#)
 - [Guelcher recognized as Idaho SBDC State Star](#)
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Song for the Week: ["Twist and Shout"](#) by the Beatles

