



Faculty Senate Meeting MINUTES

Feb. 22, 2024 | 3:15 p.m. | **ZOOM meeting**

Zoom Meeting ID: 911 863 9554 <https://lcsc.zoom.us/j/9118639554>

Attendance:

Jenny Scott (chair), Debra Lybyer, Thomas Hill, President Pemberton, Fred Chilson, Andrew Hanson, Billy Lemus, Charles Bell, Eric Stoffregen, Gina Lott, Jenna Chambers, Jennifer Cromer, Jessica Savage, Katie Roberts, Kim Tuschhoff, Kristy Gonder, Leif Hoffmann, Lonny Gehring, Lorinda Hughes, Marti Reese, Mike Owen, Neto Garcia Rosales, Peter Remien, Polly Knutson, Randy Eriksen, Suzanne Rousseau, Celeste Ellis
Guests: Greg Johnson (Multnomah Group), Vikki Swift-Raymond, Amanda Greco, Lindsey Hight

I. Call to Order

The meeting was called to order at: 3:17 p.m.

II. Approval of Senate Meeting minutes from Feb. 8, 2024

Motion to approve minutes with correction to amend Good of the Order to note “social sciences” event not “humanities”. Motion by Leif Hoffmann, second by Charles Bell. Unanimous approval.

III. Announcements/Updates

- Provost Chilson
Updates: We have fifteen active hiring searches at this time, we know this takes a lot of time and effort. If there is anything I can do to move these along please let me know.
- *Dr. Andrew Hanson and I have been working on advising protocols and how to improve practices to increase retention.*
- *We have also submitted our Prison Education Programs to the board of education and hoping to have this approved by Fall.*
- *I'll be in Boise all next week. We have our first Master's Degree for Science in Nursing on the table.*
- *Question: Why are we re-locating Pi'amkinwaas Center to the basement of Reid Centennial Hall?*
- *Answer (President Pemberton): The campus community is aware that for the past two consecutive years we have had 20-50 students in hotels based on housing limitations. When we put students in hotels we only charge them the same amount that we would have charged them for dorms. We need additional*

housing for students. The Pi'amkinwaas Center is needed for housing for students. In respect of your other concerns—there's no part of the tribal agreement that guarantees the house. It does not create capacity increase in any way. There was rearrangement of college advancement to free up housing space based on a cost analysis.

- *Additional comment from Dr. Hanson—there are fire code aspects that add to these decisions.*
- *Question from Senator: What is the timeline of the decision to moving the center? Was Senate bill 1357 a catalyst?*
[\(https://legislature.idaho.gov/sessioninfo/2024/legislation/S1357/\)](https://legislature.idaho.gov/sessioninfo/2024/legislation/S1357/)
- *Answer—for about two years we began to hunt for housing expansion for existing properties on campus.*
- *Question from Senator—there were two legislators wondering how we were addressing academic freedoms on campus. It was passed from Chilson to Dean Maddy and then to the chair of Teacher Education & Mathematics Division. We asked what information they requested. The question was sent up the chain but not sent back down the chain. Can we have more information for why these legislators are making this request?*
- *Answer (Provost Chilson)—They wanted to know how deep we went into course work. We have not received an answer yet. This is a public records request and we have to supply information that would be beneficial for them to review. They want to know that students have the ability to have academic freedom similarly to academic freedoms of faculty. They want to make sure students are not being chastised for their own ideas.*
- *Answer (President Pemberton)—Livestream links will be included for my presentation for house and sub-committees. Parameters are provided for presentations and questions/answers. Watching these will help you gain information on the climate on this evolving subject.*
- *Dr. Hanson—our fall enrollment numbers are down right now. Please be vigilant in your recruitment efforts.*
- *Dr. Pemberton—As soon as we know more about our budget from the legislature, we will be able to make more decisions. The thing we can directly influence our enrollment and that affects our financial well-being.*

- Chair Scott
 - *Share & Shout rotation schedule has been created for the remainder of this semester and next week's "invite" has been sent. 1-2 Academic Affairs offices/divisions and 2 staff offices will be invited each week to post to the Intranet.*
 - *The Compensation Review Committee report to the President was submitted last week. The common areas of focus shared by all three employee groups (faculty, CSO, PSO) were: employee turnover/retention issues, sustaining competitive salaries, and training needs. The faculty-specific section built upon these and emphasized starting salaries for Asst. Professor and Instructors (which are both well below peers), compression, and promotion funding.*

IV. Guest Speaker: Vikki Swift-Raymond, Director of Human Resources and Greg Johnson of the Multnomah Group

- Updates on changes to Health plan:
 - *Medical insurance through Blue Cross of Idaho is changing to Regence Blue Shield. This is ONLY for medical insurance. Dental insurance is staying with Blue Cross of Idaho and Vision will stay how it currently is.*
 - *Any prescriptions will automatically transfer, no action on your part.*
 - *Most have the PPO with \$20 copay. This will stay the same. There will still be a traditional plan and high-deductible plan.*
 - *Deductibles will not change.*
 - *Starting July 1st we will go back to ComPsych for our EAP provider.*
 - *New ID cards will be available for each member covered. You will also receive a dental only card.*
 - *You will have to re-enroll in the FSA each year.*
 - *Open enrollment April 22nd to May 10th. If you want to stay in the PPO plan, you won't have to make a change if you want to continue this PPO with the new provider.*
 - *The enrollment will be done in LUMA.*
 - *Specific questions can be answered by Regence Blue Shield even before you are enrolled.*
 - *Question from Senator: This is at least the third switch. Why is this? Just a bid occurs every so often and there never seems to be any issue.*
 - *Question—the Blue Cross of Idaho is suing the State of Idaho. Is this something we need to be concerned about?*
 - *Answer—no nothing to worry about. Please reach out if any other questions arise.*

- Updates on changes to Retirement plans:
 - *The SBOE has made the decision that Fidelity will be the sole provider of retirement plans now. This will be effective December of 2024.*
 - *Greg Johnson—I have been in this field for 25-30 years. I believe this has been the most thoughtful committee process. First—this only applies to the 401-A plan and may extend to 403-b plan. They were discussing this RFP for almost four years. Before doing this, we prepared a survey to each campus. The multi-vendor option revealed some confusion. The concept of multiple vendors is also becoming outdated. We also looked to improve efficiencies. The committee also was concerned about participant experience. They had another meeting, inviting TIAA and Fidelity. They invited them to discuss how they would service this plan. Admittedly TIAA service levels were lower than what the campus expected. TIAA does not have a service team in Idaho. Following this meeting we had the RFP finalist presentations; we hoped the decision would be made quickly. They knew that moving to a single record keeper would be impactful. I think*

the committee members wanted to select Fidelity. A unanimous vote resulted after one week and selected Fidelity.

- *Vikki Swift-Raymond: We kept experiencing frustrations with TIAA. TIAA turnover of representatives and lack of campus present led to this frustration.*
- *Greg Johnson—There may be some questions about the timing. This is a huge conversion. In my experience, there are only two good times to make a change. Typically, a change like this takes about 6 months. If we started right away, we would have finished sometime mid-summer which is never ideal. We will prepare communication for everyone sometime in April to keep everyone informed about the transition.*
- *Chair—I'll open the floor for questions.*
- *Question from Senator: Is there anything we will have to do at our end?*
- *Answer—Five or six years ago the fund line-up available was an assortment. All the mutual fund options available today are available in the Fidelity Platform. There is one exception to this: TIAA does not allow each other to carry each other's propriety funds. There are three "socially responsible" funds that will be moved into Fidelity products. The "guaranteed TIAA" product will move to one similar in Fidelity.*
- *What do you need to do? The assets available to move will do that and your current investment selections should stay the same.*
- *Explanation—Valic became Corebridge. All new 401-a plan money will go into Fidelity.*
- *Question: Implementation happens in December of 2024. Will this impact dividends?*
- *Answer: This will not impact dividends. Also, this decision has no impact on the 403-b plan.*
- *Question/explanation: If we have our own 403-b plan? You will you have to move this over to Fidelity if you want everything with one company.*
- *Question: I get regular updates from Valic about what my benefits and payout will be since I am close to retirement. Will this continue?*
- *Answer: You may need to work with TIAA for some legacy steps. You may have to work with both companies.*
- *When we come back to campus next fall, a full transition guide will be available.*

V. Committee Reports

A. Budget, Planning & Assessment (Jenny Scott)

- FAC Summary Report by all observers (BPAC members) was presented by Chair Scott to the Executive Cabinet yesterday, Feb. 21. Select one-time purchases requested by various offices around campus were highlighted as being directly supported by faculty where there would be a direct or indirect impact to teaching and learning. Additionally, on-going resource requests (personnel costs/increases/additions) were also supported where it would directly impact faculty and/or teaching and learning efforts. *How can we increase retention? Also,*

our starting professor and instructor positions are not competitive with our sister institutions.

B. Curriculum (*Polly Knutson*)

-No new information—next meeting March 6th.

C. Faculty Affairs (*Peter Remien*) – *Reminder Faculty development grants due March 1st. Please remind faculty to apply. Eligible activities will occur now through Dec 31st.*

D. Student Affairs (*Lorinda Hughes*) – *No new report.*

VI. Old Business

A. CTE/BTS Senate/Committee representation due to restructure (continued discussion)

- Chair Scott displayed options again that were presented at the last meeting:

1. Increase # of CTE/BTS positions on Senate/committees
2. Require all academic divisions that now have BTS faculty to designate 1 of the 2 Senate positions as a BTS faculty
3. CTE "white collar" programs have 2 "at large" positions
4. Create 1 "at large" Senate position for a BTS faculty member (and look at committees, too, where this would be appropriate)
5. Other ideas?

Chair Scott reported that the 1 (one) at-large position has been the most popular in follow-up conversations she has had since the last Senate meeting. *I don't believe it's time to take action today. A formal recommendation from senate taken to faculty association would be beneficial.*

Also—consider Kristy Gonder who is the rep for the CDA campus. This could be similar to having 1 at-large BTS senator as it would represent a specific group outside of full divisions. She is also a member of NHS. Does this bulk up NHS's voice? And this would be the same scenario when her term is up as the CDA representative, and it could be any other faculty member there from any other division. Just giving this some thought.

What has been the feedback from your divisions?

Comment from senator (Social Sciences): Our division meeting was Wednesday. BTS member's input: I do not see a need to create an additional spot. I would like to see T & I keep theirs. Yes at-large. The entire division: "No change" option should be an option. There is no need for change since BTS does not exist anymore. Example—BTS has been integrated and so may actually increase their voice. Example—social work does not have a specific voice. This also might lead to a false illusion that we would "pretend" that BTS would continue to exist. Summary: No changes to representation. BTS member in our division strongly recommends that there is representation.

Comment from TEAM: "What are we fighting for?" I believe we are integrated into our divisions. There are conversations about the "at large positions" and if we are truly integration what are we representing? T & I is still its' own division. Are we changing our representation or just how we define it?

Comment from BUCS Senator: We have had a smooth transition of the BTS members that came to BUCS in the last few years. We have had a comfortable fit and feel part of the family.

Comment from BUCS Senator: the transition went well. We feel we still have a say, but there is a difference between CTE and academic side of things. We just want to be sure the differences are understood by leadership.

Question from Senator: With re-organization and push toward "career clusters" if BTS is to be CTE specific, would they not have a voice at the senate level? Senate policy decisions would directly impact them.

Comment from BTS Senator: This may be true about CTE but not the voice of BTS. There is a difference between pedagogy and andragogy. Discussion on the differences of CTE fundamental differences and how there will have a trickle-down effect. This will build a foundation for a lack of voice. There is a risk of losing funding. CTE voice matters. We need a voice or we will disappear. Many unintended consequences will ensue. We need better advertising. We are funded by graduates, not by headcount.

Provost Chilson: We are mandated to perform program prioritization (mandated by SBOE). We wanted to be intentional. We don't want to discontinue programs. We need to work toward solutions.

Comment from Senator (Social Sciences): I had a strong outreach attempt [to recruit senators] within my own division. The response I received was that she (BTS faculty member in division) will be in overload. We have a variation of intellectual differences but we try to encapsulate this representation. In regards to students—would we not be capable of evaluating the work a student in a separate specialty? My division believes we need to continue integration.

Senator from TEAM invites Senators to attend any division meetings.

Comment from BTS Senator: I believe we should maintain the status quo.

Chair: clarification: "status quo" is not the same thing as "no change" suggested by Social Sciences. "No change" means do not modify the current structure of Senate.

Comment: Would we be able to fill or continue to fill these senate positions?

Comment from BTS Senator: There would be to be two representatives from the former CTE. Maintain 2 senators—2 senators to represent on every committee.

Chair: How would you like to proceed? Please focus on these options in ongoing conversations within the divisions: either the "at large" ideas or the "no change" idea.

VII. New Business (*will need nominations in the coming weeks*)

- A. Hearing Board upcoming vacancy (Senate-appointed)
- Division Chair Alternate: Jennifer Weeks' term expires SP24

No action today. Please have some people nominated, hopefully by first meeting in April.

- B. Student Petitions Committee upcoming vacancy (Senate-appointed):
- Faculty member, Academic Programs: Leanne Parker's term expires SP24

Two positions are from social sciences, so perhaps nominations can come from other divisions.

VIII. Good of the Order

- Officer nominations for AY24-25
 - Secretary: Jenna Chambers, NHS
 - *I've enjoyed learning from other divisions. I've been adjunct here since 2013 and fulltime 2014*
 - Chair-Elect: Charles Bell, T&I
 - *Excited about the opportunity. I've been a faculty member since 2019 and enjoy committee work.*
 - Election will take place at March 7 Faculty Association meeting
- Emeritus nominations due to Chairs by tomorrow, Friday, Feb. 23
- Next Faculty Association meeting: March 7. This is scheduled to be a Zoom meeting, but may change it to a live meeting. Watch for calendar invite next week.
- Next Senate meeting: March 14, ACW 136
- *Comment from Senator: I have support for Charles in his pursuit of this leadership opportunity.*
- *12th annual food drive taking place April 15th and 16th. Food goes to Warrior Food Pantry and other food banks in our community.*

IX. Adjourn

Motion to adjourn: Motion by Randy Eriksen. Second by Jennifer Cromer.
Unanimous approval. Meeting adjourned at 5:07 p.m.