



## Faculty Senate Meeting Minutes - DRAFT

April 11, 2024 | 3:15 p.m. | **ACW 136**

for those working remotely:

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

Attendance: Jenny Scott, Seth Long, Charles Bell, Eric Stoffregen, Gina Lott, Jenna Chambers, Jennifer Cromer, Jessica Savage, Katie Roberts, Kim Tuschhoff, Leif Hoffmann, Marti Reese, Lorinda Hughes, Suzanne Rousseau, Celeste Ellis, Neto Garcia Rosales, Billy Lemus, Kristy Gonder, Provost Chilson, Cristina Brando-Subis, , Lonny Gehring, Debra Lybyer, Polly Knutson, President Pemberton

Guests: Ryan Gill, Logan Fowler, Royal Toy

I. **Call to Order:** 3:15 pm by Jenny Scott with review of the agenda.

II. **Approval of Senate Meeting minutes from [March 14, 2024](#)**

*Call for any corrections to March 14<sup>th</sup>, 2024. Debra Lybyer identified her name as missing in the attendance on the March minutes.*

*Motion made by Leif Hoffmann to approve the minutes with the correction of adding Debra Lybyer to the attendance list. Motion seconded by Charles Bell. Call for vote – One abstention. Unanimous approval. Motion passes.*

III. **Announcements/Administrative Updates**

*President Pemberton Announcements:*

- A. *Shared Warrior Giving updates – Raised over \$300,000 presented that anyone on campus could put forward an item or idea that people can donate to Warrior Giving Day. President Pemberton wanted to make everyone aware of this policy and to present two points. The first point: Participation is important on our Warrior Giving Days, even with minimal donations per individual. President Pemberton mentioned over 1/3 of all employees gave support on Warrior Giving Day. She is proud of this support and is excited to present this data to the community. President Pemberton said she would like to see a goal of over ½ of all employees giving support on Warrior Giving Day. There isn't a limit to sharing and talking to people to encourage donations on these days as well. The second point is anyone can present an item or idea as an option for donation during Warrior Giving Day.*
- B. *Examples from this semester of ideas included a new freezer for Hospitality Management or a virtual healthcare immersion lab for nursing and pre-healthcare students. In addition, it was helpful to be able to offer grant matching to our donors. President Pemberton is encouraging all individuals to participate next year and bring forward ideas. Low barrier, high-value return.*

- C. *State is going to give employee raises. One percent across the board for all employees hired by an April date, regardless of evaluation. Now employees may get 1.5% to 2% merit based raised. State board meeting in Moscow will be voting to approve tuition increase. LC-State is going to ask for a 3% tuition increase. Why are operation budgets flat? State board mandated that we cannot ask for more. Originally we were going to ask for 5% increase, but we were not allowed to ask for that amount. We will still be less of a cost than other Idaho institutions. Most of the tuition needs to go to personnel costs.*
- *Question from Senator: With respect to CEC, will you be releasing the approved model to see who is receiving the raises?*
  - *Answer from President: We can try to release this if we have the scale approved and sent in a timely manner. There is a requirement by the state for professional staff to be paid a state-mandated minimum. All of this is also that no one is below 80% of their CUPA comparison.*
  - *Comment from Senator: Our division is wondering what will happen if NIC does not get accredited? The concern is: Can we be there for our students?*
  - *Answer from President: We have a close relationship with NIC. Both Fred Chilson and I are in touch with the administration of NIC. We will be there to assist with “teachouts” and options to partner with North Idaho in ways to serve students. Bottom line is we won’t know until the accreditors visit in the Fall and then we will act. We are aware and engaged.*
  - *Question from Senator: After three years the Governor has signed the library bill. Many of our dual credit students are under the age of 18. Are we supposed to create an under 18 section at the library? What do I do with dual credit students who are at high schools? How do we proceed with ensuring they get college level education?*
  - *Answer from President: An individual has to come forward with a complaint, then a library has 60 days to act... basically there is time to respond if something were to come forward. The library is informed and we will respond in compliance to the law if this situation does emerge. Idaho code is very specific with the definitions in the law.*
  - *Comment: Do we need to give an alternative assignment? Perhaps.*

*Report from Provost Chilson:*

*We spent about eight hours discussing the current policy about teaching and designations. We had a lot of support for having designations for certain institutions. One institution wants to do away with certain designations—this would not be good for LC-State. We have others that want to collaborate and be good stewards of our State’s resources. Seven of the eight institutions said we are the easiest institution to partner and work alongside each other. This is a strength of LC-State. I wanted to recognize some people at the faculty awards event.*

- *Commencement is quickly approaching, as well as many other activities. Please attend the events for the sake of the students.*

**IV. Guest Presenter: Ryan Gill, Director, Early College Program**

*There are two of us working in Spalding Hall and working together. Please contact us if you have questions about dual credit. In Idaho this is typically where a high-school student is taking a college level course potentially taken from a high school instructor OR students can come on campus and take a course. These two groups historically were delineated but now they are not. How might this look? As a teacher or representative of a high school, there is an interest in offering a dual credit class at their high school. We have a discussion with them, then a teacher applies to us for teaching the course. That application goes to the division chair for review to see if the teacher is qualified to offer this course. It is up to the division to make the determination for competency. Then there is a collaboration between faculty and the high school teacher to discuss the course and course objectives. The dual credit program at LC-State partners predominantly with Region II but also a couple in Region I and Washington. There are about 100 teachers and 60 liaisons (faculty on campus). About 172 classes and 24 high schools and about generally about 1,500 dual enrolled students yearly. Once the state passed the Advanced Opportunities Bill which allowed students to spend \$4,000 per person for dual credit. This costs \$75 per credit. Washington students pay closer to \$95 per credit due. The idea is that we aren't getting students for a financial reason but hoping that they will choose us as their college of choice after graduation.*

*Question from Senator: Washington is going to start offering to pay for some of their own dual enrollment. How might this affect us? Answer from Ryan Gill—Asotin has given us a thumbs up while Clarkston high school is unsure how they will proceed at this time due to getting teachers approved to teach dual enrollment. There are probably 500-600 Washington students that do apply to our headcount.*

*Question from Senator: What do we know about converting dual-enrollment students to traditional/enrolled students?*

*Answer from President Pemberton: We have about a 23% conversion rate in dual-credit to LC-State enrollment. We do have the highest rate among our sister institutions. We would like to have a conversion rate of 50%.*

*Ryan Gill: We have been marketing more purposefully into our high schools. We visit high schools and give "swag" and are making connections in the schools. We have found that the more students we can get on campus, the more likely students choose to come to LC-State over the other Idaho schools. It's hard to know what your conversion rate should be, some note 30% is a good goal.*

*Question from Senator: Is the Washington based Advanced Opportunities Bill equivalent based on the county in which you reside?*

*Answer from President Pemberton: I do know you must graduate from an Idaho high school to using the LAUNCH program.*

*Question from Senator: Is the process of dual enrollment the same for CTE courses?*

*Answer from Ryan Gill: Yes, it is the same process where the school will contact us first.*

*Question from Senator: How do we ensure outcomes? Answer from Ryan Gill: We are an accredited program. We refer to our accrediting body. They recommend that the course in the high school should align with the college's outcomes and assessment types.*

*Question from Senator: The college is the grantor of the credit so we drive the assessments. Question: If the outcomes don't align then who is responsible for faculty training for new faculty liaisons? Answer from Ryan Gill: We have training materials and I'm responsible for over-seeing this process.*

## **V. Committee Reports**

A. Budget, Planning & Assessment (*Jenny Scott*) - no report

B. Curriculum (*Polly Knutson*) – no report. *Reminder, April 30<sup>th</sup> is the deadline for any new programs that need to go to the State Board. I think it is teacher education that has a Master's program to come forward. I know they are working on it, but nothing has come forward yet.*

*Response from Provost Chilson: Tuesday is a 3-year plan meeting. We should know at this time (next week) what our next steps should be.*

C. Faculty Affairs (*Jenny Scott, on behalf of Peter Remien*) – *Internal process of ranking and review of grant applications might be looked at again by the committee.*

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

## **VI. Old Business**

A. (*action/recommendation to Provost*) Remaining 1-6 credits be allowed in Fall (instead of summer only) following eligibility to walk in May ceremony. This is not "policy" but "practice"

- Recommended change drafted by Senator Jessica Savage:

Currently, as it is written, "LC State holds one Commencement ceremony each Spring. Students who graduate in the preceding Fall semester, or following Summer semester may choose to participate in the Commencement ceremony that Spring" (<http://catalog.lcsc.edu/student-affairs/registrar-records/#graduationtext>). Additionally, "Students have six weeks after end-of-term to complete all graduation requirements."

The current procedure is problematic in the following ways:

1. LC State course offerings are minimal in the Summer, many of which are entry level courses that do not meet the needs of students completing upper-level coursework.

2. Those LC State courses offered in the Summer are most often structured as 8 or 11-week deliveries.
3. Many students choose not to return the following Spring after degree completion the prior Fall due to other cohort members already participating in the ceremony, accepting a job, or relocating.

*Sometimes students choose to complete these courses at other institutions.*

Proposed Solution:

Allow those students who have 6 credits or less to complete within the **Fall term** to participate in the commencement ceremony held in May the same year.

*Are there questions about this or other considerations?*

*Provost Chilson- one caveat to this. Be sure that our rotations are set up appropriately. It's so much easier to eliminate these occasions from happening on the front end, this is best.*

*Question from Senator: When working with non-traditional students, could we expand this to 7 credits? Would it be okay to expand this to a 7 because of a lab & lecture combo? Provost Chilson says: Please just let me know and we can address this on a case-by-case basis.*

*Comment from Kim: We currently charge a late fee. I would need to work with IT to have an option to fill this out on the graduation application. We would then need to be sure to know when graduates are intending to walk.*

*Comment: Generally speaking, I think there was a misunderstanding with faculty. There is a commencement ceremony which is different from actually graduating with your degree.*

*Would you like to make a motion to provide this recommendation to the Provost?*

*Leif Hoffmann moves to allow those students who have 6 credits or less to complete courses within the **Fall term** to participate in the commencement ceremony held in May the same year. Charles Bell seconds this motion. One abstention. No Nays. Unanimous approval. Motion passes.*

## **VII. New Business**

- A. *(presentation/discussion) Dr. Royal Toy & Logan Fowler:  
Institutional name change research and feedback*

*There have been many focus groups to discuss institutional name change. Today is for informational purposes.*

*In December a small group of faculty members (about 20 members) discussed the option of switching our name to Lewis Clark State University. We are usually grouped*

*or viewed as community college. Basically, the over-arching voice from Faculty was that “this makes sense.”*

*We then talked to student government. Response: “We don’t want to do it; we might lose who we are. It might make us seem bigger than we are.” There was a mixed response. We then went and talked to athletics. This could be beneficial in recruiting athletes.*

*Some faculty thought that perhaps if we were a university, perhaps faculty should receive university pay. Faculty concerns are about the progression of the institution. Would workload change? Answer-no. This is simply a name change at this time. There are many unknowns. The new name could be Lewis Clark State University.*

*Each year we print new marketing material. Prohibitive costs are minimal. The gym floor would need to be repainted eventually.*

*Question from Senator: We have been down-playing the “College” in LC-State. Would we then want to emphasize “university” if we switch? Answer from Royal Toy and Logan Fowler: We will likely use the name LC-State University. We have a history of changing our names. This change is based on changing what we offer as an institution. This helps us to communicate that our offerings are changing. The evolution of the market that we are in has changed. In the 1960s and 70s we were still being called a “normal school” and we are getting left out of what we are actually offering. We are not in the 2-year college space. We are now offering more so we need to market this.*

*Provost Chilson comments that we have talked to other institutions that have gone through transitions like this. Usually this is a pretty seamless transition. Our peer institutions as designated by the state board of education (13 others) we are the only “state college” name left. We are not a research school. Our focus will always be teaching. We are a regional comprehensive institution.*

*Comment from Senator: We had a discussion at one of our last division meetings, is this countering our message on “small college, big results” marketing? Could this make us more of an offensive member in legislation since we would move toward a university?*

*Comment from Logan Fowler: I think we are safe in our legislature because of our President’s connections and work in the legislature. I think we will include more audiences.*

*Comment: What are negatives of this name change?*

*Comment from Provost Chilson: This will help to differentiate our institution. I don’t see many negatives.*

*Question from Jenny Scott: What are the next steps in this process and timeline?*

*Comment from President Pemberton: This idea was presented to a subcommittee of the State Board of Education. They asked questions. They want a conversation with*

*the executive committee of the board via Zoom May 2<sup>nd</sup>. Then they will decide whether or not to put this on the agenda for June (probably). This would be a legislative change put forth from the State Board of Education. Then a state statute will be amended. The state process will then begin next year within the legislative session next year in 2025. But the first steps are a campus conversation to discuss pros and cons.*

*Comment from Senator: If the governor approves this, will there be a rollout process?  
Answer from President Pemberton: Yes, we would be able to roll-out as we see fit. We will build this re-branding and re-naming into updates we need to do anyway.*

### **VIII. Good of the Order**

- Next/final *Faculty Association* meeting: April 18
- Next *Senate* meeting: April 25 – **only if needed**
- Teaching & Learning With Generative AI Alliance: April 19 discussion  
[Higher Ed GenAI Community 2](#)
- Commencement reminder (two ceremonies with lunch in-between)
  - 10:00 AM -- SPS
  - LUNCH provided for each Division
  - 2:00 PM – LAS & CTE
- Other:  
Senator Hoffmann: Art of Giving Food Drive- Monday 15<sup>th</sup> and Tuesday 16<sup>th</sup> - 3 pm Sam Glenn; and Thank you for your service Jenny.  
And THANK YOU Lorinda for serving for 5 years!

*Motion to adjourn by Katie Roberts. Seconded by Jenna Chambers. Unanimous approval.  
Meeting adjourned 5:05pm.*