

Monday Message

March 30, 2026



Dear all,

This is a two-part message. Part one will address the name change status and part two will share an overview of the budgetary impact (this year and next) associated with the legislative session outcomes. Please note, because this is coming to your inbox over spring break, a link will be provided in the P.S. of the April message so folks who may have missed it have access.

Name Change Update

We are incredibly grateful for the strong support our name change proposal and bill (S1234) received — beginning with unanimous approval from the Idaho State Board of Education in April 2025, and continuing through the Senate Education Committee and Senate floor, where it passed 34-0 (with one absence). Given this success, I have been asked many times what I know about why the bill did not move forward. While the expressed rationale varied, concerns included: persistent misperceptions limiting the idea of a "university" to only large research institutions; worry that LC State would lose focus on its mission as a small, teaching-focused institution; questions about the breadth of constituent support; verification of the estimated one-time costs; and a general sense of "We understand the rationale, but..." As a result, despite our best efforts, the bill remained in the House Education Committee "drawer."

While this outcome is disappointing, our advocacy journey gave us the opportunity to connect with legislators, stakeholders, and community members locally, regionally and across the state — sharing LC State's value proposition and the purpose and vision behind the proposal. One thing was clear in every conversation: there is a strong foundation of support for LC State and the important role we play in serving students, our communities, and Idaho's workforce. I also believe the dialogue this session helped build greater awareness and understanding that this proposal is rooted in preserving and strengthening our mission — not changing it.

So, where do we go from here? We stay focused on our mission, delivering for our students in support of their educational goals. We continue our all-in, all-out recruitment and retention efforts, celebrating the growing success we are having ([Spring enrollment increases 8%](#)). And we take a breath. We extend a sincere thanks to the legislators and community members who engaged with this conversation and supported the proposal — Sen. Cindy Carlson and Reps. Lori McCann and Barb Ehardt were true Warriors. Then we Warrior-Up, knowing that a pause in this important process is just that: a pause. We remain committed, are encouraged by the progress made, and will prepare for next steps.

Budget Update: FY2026 Holdbacks and FY2027 Reductions

I want to share a clear recap of our budget situation and its impact, given that we now have a full picture of where things stand.

Where We Are: Like most state agencies, LC State faces a 4% budget holdback for FY2026 and a permanent 5% reduction in state appropriations — roughly \$1.2 million — beginning in FY2027. When combined with the loss of an expected \$830,700 EWA enrollment gain that was removed during the budget process, our effective funding reduction reaches 8.3%, or approximately \$2 million.

How We Got Here: LC State has navigated serious fiscal pressure before. The 2020/2021 period was particularly challenging: on top of an inherited structural deficit of approximately \$1 million, the institution faced mandated tuition freezes, a 1% rescission in FY2020, a 2% base reduction in FY2021, and further state-mandated constraints in the pandemic era including an additional 1% reduction and a 5% planned holdback. Between FY2019 and FY2022, these cuts combined with enrollment declines produced projected losses of approximately \$5 million. Our response was significant. Beginning in 2020, we restructured operations institution-wide, eliminating and reorganizing academic and administrative units, resulting in a reduction of 53 FTE. These actions, while stressful and painful, established a sustainable financial baseline. Paused hiring and reductions in operating and capital expenses provided further relief. And, in 2024-25, Academic Affairs continued this work by consolidating or eliminating 78 low-enrolled or duplicative programs, alongside ongoing administrative efforts associated with workflow automation and systems integration.

What We're Doing Now: Scenario planning for the current reductions began in summer 2025. Steps already underway include reductions to adjunct faculty funding – resulting in less class sections and larger class sizes, elimination of the faculty professional development fund, and cuts to travel and delayed hire positions. Effective FY2027, specific delayed hire positions in IT, business operations, grants support, and instructional roles in English, social sciences, and physical life sciences have been eliminated. These decisions were difficult, and their impact on operations and educational effectiveness is real. That said, every choice has been guided by one priority: preserving the staffing and services essential to our core instructional mission — especially important as we celebrated record enrollment of over 4,000 students this past fall.

Looking Ahead: Since 1893, LC State has persevered through great challenges to help Idaho meet some of its greatest needs. We won't be deterred – it's not the Warrior Way. Students need us. Idaho and Idaho's workforce needs us; and so we Warrior on.

Cynthia Pemberton, Ed.D.

President

Announcements

Hydroseeding:

The Physical Plant landscape crew is hydroseeding areas around campus this spring to help thicken up the lawns. Please watch for the light green areas and avoid walking on these areas until the grass gets established. Some locations will have temporary fencing in place.

Idaho Listens:

Boise State University will present its Idaho Listens program on Tuesday, April 14, at 6 p.m. at the Lewis Clark Hotel. A limited number of free tickets are available on a first-come, first-served basis for LC State faculty, staff, and students. The event includes speaker stories and dinner. An RSVP is required using your LC State email address. For questions, email specialevents@boisestate.edu.

Microsoft Purview Sensitivity Labels:

On Tuesday, April 7, IT and the Data Working Group will launch Microsoft Purview sensitivity labels campuswide. These labels let employees classify documents and emails as Public, Internal, Confidential, or Restricted, supporting appropriate future protections like access controls and encryption. Labeling options will appear in Outlook, Word, Excel, and PowerPoint. Please note that it may take up to 48 hours for labels to become visible to all users. Please visit this website for more information.

P1FCU Activity Center

The gym spaces will be offline April 9-17 due to floor refinishing.

Professional Development & Wellness:

Human Resource Services has several Professional Development opportunities this month. Visit www.lcsc.edu/hr/pdt to sign up for these trainings. Looking to sharpen your skills or pick up a few new tools for the workplace? The Idaho Division of Human Resources offers a wide variety of engaging [training opportunities](#) designed for supervisors, faculty and staff. Whether you prefer on-demand learning, virtual sessions, or in-person workshops, there's something for everyone. Take a look and see what sparks your interest!

Spring Downtown Lewiston Artwalk

Spring Downtown Lewiston Artwalk is May 1-2. This free, communitywide event features local artists, including Lewis-Clark State College students, along with live music and creative experiences for all ages. The weekend will also highlight the LC State Center for Arts & History, which will host an artist reception on Friday evening in celebration of its spring exhibit. Activities start on Friday at 5-9 p.m. with a First Friday-style art walk through downtown businesses, and continue on Saturday at 11 a.m.-2 p.m. for a day of interactive art, performances, and demonstrations.

Volunteer for the World Series:

The 2026 Avista NAIA World Series is May 22-30 and volunteers are needed to take tickets, sell programs, and help in the concession stands. With supervisor approval, LC State employees can volunteer for up to eight hours, for a maximum of two shifts, during designated work hours, or a supervisor can approve comp time if shifts are worked after hours. For more information visit www.naiaworldseries.com/volunteer.

Warrior Giving Day

Warrior Giving Day was a fantastic success as LC State surpassed its goal of 500 donors, reaching 571 individual donors and raising \$152,183. To review fast facts and stats and to see how much each area raised in support of programs and students, visit the [WGD website](#).

Website Accessibility:

LC State's web coordination office has been working hard to ensure the institution's website (www.lcsc.edu) is in compliance with federal Web Content Accessibility Guidelines (WCAG). Steps that have been taken so far include the transition to a consolidated web editor model and extensive changes to the overall architecture of the site. In addition, the web office has remediated over 500 website documents. But, as has been discussed directly with departments, there is much work to be done in this area, and your help is needed:

Deadline: All documents (e.g., PDFs) on the website must be accessible by **April 24, 2026**.

- **New Documents:** Any new documents that need to be added should first be sent to the web office ([Hailey Denton](#), [Cathy Rowland](#)) for remediation. Please be sure to carefully evaluate whether the document actually needs to be on the public-facing website (e.g., perhaps it is better suited for the intranet or a shared drive, or it could simply be a webpage).
 - **Old Documents:** Please work with your department's web editor (if applicable) or the web office to eliminate documents that no longer need to be in the website media folder (e.g., meeting minutes, reports, and other documents that are outdated or not linked to any pages). Documents that remain must be remediated.
 - **Update Forms:** Documents that are forms on the website need to have fillable form fields and be in PDF format. The best practice would be to utilize a web form on the website instead.
 - **Review Your Webpages:** Please check your webpages for outdated content that might have related documents that can be removed.
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Events

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

April 3-5 – Athletics Home Events:

The Warrior baseball team hosts a four-game series against the University of British Columbia with a 6 p.m. game on Thursday, a noon doubleheader on Saturday, and an 11 a.m. game on Sunday at Harris Field. Learn more at www.lcwarriors.com.

April 17-19 – Art Under the Elms:

[Art Under the Elms](#) is back and bigger than ever! This year's event will feature 100 artisan vendors, more food truck vendors than ever before, and a full lineup of live entertainment. Enjoy performances from local favorites along with a special guest group traveling from Nashville. It's shaping up to be an exciting and vibrant weekend on campus that you won't want to miss. Faculty and staff volunteers are needed to help support the event. President Pemberton has approved, with supervisor approval, LC State employees to volunteer for up to two hours during designated work hours. Supervisors may also approve comp time if volunteer shifts are worked after hours. [View available shifts and sign up here](#). Please contact the [Center for Arts & History](#) for any questions or additional information.

April 20-25 – Homecoming:

The theme this year is "Glow Up" and, like previous years in the fall, will feature many student events early in the week, with alumni, friends, and community programming increasing on the weekend. The Warrior baseball team will host Warner Pacific for four games on April 24-26 at Harris Field. The Clearwater River Casino & Resort is the title sponsor of this year's event. More information about Homecoming will become available at www.lcsc.edu/homecoming.

Dodgeball:

Calling all LC State employees! Faculty and staff will need to bring their Warrior spirit to take back the trophy from the students. Please take a moment to [sign up](#) by Friday, April 10, to help us with event planning. The match is scheduled for Friday, April 24, at 1 p.m. in the P1FCU Activity Center West Auxiliary Gym.

News & Features

Stay current on [LC State news](#)

- [10 LC State employees honored at awards ceremony](#)
- [LC State visiting writer Tara Karr Roberts to present April 10](#)
- [Art Under the Elms returns April 17-19](#)
- [Spring enrollment increases 8% at LC State](#)

Song for the Week: "[I Won't Back Down](#)" by Tom Petty

