



Faculty Association Meeting Minutes

April 22, 2021, 3:15pm
Virtual Meeting

Present: Leif Hoffmann, Nina Peterson, Suzanne Rousseau, Jesse Snyder, Polly Knutson, Charles Bell, Charles Addo-Quaye, Casey Blamires, Rhett Diessner, Beverly Kloepfer, Lauren Connolly, Brian Kolstad, Eric Martin, Kacey Diemert, Jay Kimble, J.R. Kok, Andy Kuther, Bill Frei, Lorinda Hughes, Tracy Flynn, Bo Rose, Jenna Chambers, Bryce Kammers, Eric Stoffregen, Jennifer Cromer, Jill Thomas-Jorgenson, Jennifer Weeks, Teresa Nash, Marlowe Daly-Galeano, Amy Canfield, Christina Brando-Subis, Julee Moore, Natalie Holman, Kerensa Allison, Chelsea Cronin, Katie Roberts, Luella Loudenback, Lonny Gehring, Sarah Graham, Guarina Grullon, Sam Coulter, Renee Harris, Ayodeji Arogundade, Kylee Britzman, LaChelle Rosenbaum, Mike Owne, Luther Maddy, Nikki Vandermeer, Debbie Goodwin, Darcy Kincaid, Luke Thomas, Sue Hasbrouck, Mary Lou Robinson, Alicia Robertson, Mark Haynal, Lori Stinson, Elizabeth Martin, Samantha Franklin, Bukola Arogundade, Joshua Rogers, Rachel Jameton, Harold Crook, Gary Mayton, Leanne Parker, Rob McDonald, Peter Remien, Teresa Carmack, Teri Rust, Tracey Koch, Rodney Farrington, Heather Van Mullem, Keegan Schmidt, Tessa Jilot, Susan Steele, Laura Earles, Jenni Light, Debbie Lemon, Grace Anderson, Amanda Van Lanen, Nancy Johnston, Michelle Pearson-Smith, Seth Bradshaw, Marc Riendeau, Elizabeth Scarano, Krista Harwick, Debbie Kolstad, Michele D'Arcy-Evans, Erick Cummings, Mark Smith, Andy Tuschhoff, Billy Lemus, Melinda Tompkins, Sterling Hiebert, Susan Hansen Barber, Kevin Reynolds, Pete Van Mullem, Pete Van Mullem, Michele D'Arcy-Evans, Royal Toy

I. Call to Order @ 3:15pm

II. Approval of Faculty Association minutes from March 18, 2021

Motion to approve minutes made by Harold Crook, 2nd by Lauren Connolly, minutes approved. (60 yes, 7 abstentions).

III. Treasury Report as of March 31, 2021

- i. Benevolence = \$5,741
- ii. Local = \$6,212

Consider donating to Faculty Association, Benevolence Fund, etc.

Contact any member of the benevolence committee or division chair to convey any need that a faculty member might have.

IV. Remarks:

- i. President Pemberton

- i. Thank you for writing down concerns into a document. I did not understand the ire I was feeling from everyone.
 1. Statement 1 about Provost. I like and value Lori
 2. Restructuring interim VP of academic affairs will be held and all are retained with the exception of one item. In the absence of the president decisions will go to VP Andy Hansen.
 3. I included instructional deans as cabinet members, which has been in place last year.
 4. The next two are appointments that were made. Lori provided recommendations and I supported those. I also attended the presentation for the CTE.
 5. Policies: I appreciate that Leif spent time with me, especially about the policy regarding instructors and tenure. Curriculum (I did not at the time know that this existed) The genesis for this is the program prioritization process. I don't like the process, but it is required.
 6. Questions: Mary Lou I am sure you are aware that morale is low, and individuals are anxious. Have you considered how you will address this?
 - When intelligent people are better informed, they will be more comfortable. When I came our degrees of freedom were tapped out due to factors that were beyond our control. I did not impose any models or ideas, rather I accepted what was presented. WE are financially stable right now. I know this mathematically to be true. The whole college runs on less than the Boise State Athletic amounts. WE will work on communication, work as a team to rebuild in strategic ways, we will leverage the possibilities.
 - I was asked if there is a place for LC State in the future. Will LC State survive? My response was that we are unique we are Idaho's only small college experience. We serve those who are our demographic. The other anchor is our diversified student service training. We are dipping our toe into appropriate graduate programs.
 - ii. We will reinstitute promotions for next year.
 - iii. Sabbaticals we will need to put these on pause. This is in order to put our priorities in order and funds in the best places.
 - iv. With the tuition freeze it means that the CEC will only cover about half of what we need. JFAC tomorrow. We will get as much money to you as we can.
 - v. We are in the last lap of an incredibly challenging year. WE have had a total of 3 positive positive cases of COVID on campus. On the 14th we will have three different commencement ceremonies live. Take heart, be proud, we have done what many other schools have not tried to do.
 - vi. Question: Harold Crook – Many have good morale right now. What are the chances for getting rid of masks for the Fall?
 1. Follow the course through commencement. Give me a chance to breathe, then VP Hansen and I will review CDC guidelines... by the end of May we may have an understanding for summer, and then at the end of summer for fall. Don't throw masks away, it is possible... yes, is it likely... unknown. We will follow best practices.
 - vii. Vaccines: The Governor has stated that we cannot require these. Let us urge people to get vaccines to get out of this sooner.
 - viii. There is a range of opinions and feelings about teaching w/wo masks.
- V. Faculty Emerita/Emeritus Status nominations:
- a. Jim Bowen – Luther Maddy CTE

*Motion to approve made by Royal Toy, 2nd by Brian Kolstad, motion approved.
(76 yes, 1 no, 6 abstentions)*

VI. Approval of Spring 20201 Graduation List:

- i. <https://www.lcsc.edu/graduation/applicant-list>

*Motion to approve made by Leanne Parker, Alicia Robertson 2nd, motion approved.
(74 yes, 3 abstentions)*

VII. Voting on proposed change to Policy 1.102 Operational Guidelines for Faculty Governance

- i. Hearing Board – Change one word under Section 4.3 (page 10) by replacing the current word “shall” with “should” to read as follows:
“No more than three (3) new board members should join the board in any given year.”
This will allow for more flexibility when faculty members plan to retire, become ill, change institution, etc.

*Motion to approve made by Royal Toy, 2nd by Amanda Van Lanen, motion approved.
(73 yes, 1 no, 6 abstentions)*

VIII. Elections

- i. General Education Committee – Three-year term (2021 – 2024)

- i. Humanities position: Sarah Graham

*Motion to approve made by Amanda Van Lanen 2nd by Renee Harris, motion approved.
(74 yes, 6 abstentions)*

- ii. STPRC

- i. Education/TEAM: Suzanne Rousseau (2021-2024)

- ii. Nursing: Michele D'Arcy-Evans (2021-2024)

- iii. STPRC Chair: Tracy Flynn (2021 – 2022)

*Motion to approve by slate made by Eric Martin, 2nd by Laura Earles, motion approved.
(68 yes, 8 abstentions)*

- iii. SPRC

- i. Chair position – BTS - Casey Blamires (Associate Professor, 2021 – 2022)

- ii. Full professor position – T & I - Rob McDonald – (Professor, 2021 – 2022)

- iii. Associate professor position – BTS – Rebecca Snider (Associate Professor, 2021 – 2024)

- iv. Assistant professor position – T & I - David Irish (Assistant professor, 2021 – 2022)

- v. Member at any rank – T & I - Erick Cummings (Professor, 2021 – 2022)

*Motion to approve by slate made by Laura Earles 2nd by John Kok, motion approved.
(76 yes, 3 abstentions)*

- iv. Hearing Board

- i. Leif Hoffmann (2021 – 2024)

*Motion to approve made by Michelle Pearson-Smith, 2nd Laura Earles, motion approved.
(76 yes, 1 no, 4 abstentions)*

- v. e-Learning Advisory Committee

- vi. During the inaugural year, faculty will be appointed on to 1-year, 2-year, or 3-year terms, to assure experienced members remain on the Committee from year to year.

- i. Liberal Arts & Sciences (2021 – 2024):

1. Heidee McMillan

- ii. Professional Studies (2021 – 2023):

1. Royal Toy
- iii. Career & Technical Education (2021 – 2022):
 1. Brady Claussen

*Motion to approve as a slate made by Laura Earles, 2nd by Brian Kolstad, motion approved.
(70 yes, 7 abstentions)*

- vii. Faculty Association/Senate Secretary (2021 – 2022)
 - i. Royal Toy

*Motion to approve made by Harold Crook, 2nd made by Brian Kolstad, motion approved.
(66 yes, 1 no, 7 abstentions)*

- IX. Vote on 500USD stipend each for
 - i. FA/Senate Secretary Royal Toy
 - ii. Webmaster Michelle D. Pearson-Smith

*Motion to approve as slate made by Gary Mayton, 2nd Laura Earles, motion approved.
(69, 3 no, 4 abstentions)*

X. Good of the Order

- i. Call for a (self-)nomination for a volunteer on the benevolence committee. Thanks to Tracy Flynn for her years of volunteering. Please send nominations to the point of contact (Leif Hoffmann) by Wednesday, May 5. So far, we have one nominee: Robert McDonald from T&I. Nominees have to be contributing members of the benevolence funds. An anonymous voting poll will be created once the nomination deadline is passed with voting to close on May 14 (last day of finals week/commencement day).
- ii. Student Affairs committee has been over the last couple of months reviewing, collecting comments, and rewriting a draft policy initially developed by IR & E (Institutional Research & Effectiveness) and request comments from the general college community on the next revision. The latest draft will be distributed probably tomorrow. Please provide feedback to Jenni Light, Student Affairs chairs, and/or your senators by May 5 so that any comments can be summarized, reported back and discussed at the May 6 Senate meeting.
- iii. Volunteers for commencement are still needed. Consider volunteering for the commencement ceremonies of one (or both) schools you are not part of. Contact Caroline Hatfield in the provost office if you are available to volunteer.
- iv. Thanks for Art of Giving donations. Can still donate monetarily by going <https://125.lcsc.edu/donate>. Then click on LCSC Fund & enter Art of Giving in comment box on the next screen.
- v. Lorinda Hughes: I want to THANK LEIF for all his WORK. I will be in contact with all of you through email later this semester. I look forward to being in person next semester. Leif makes Zoom look easy!
- vi. Gary Mayton: Thank you to Leif and the members of Senate for another year of strong leadership and representation.
- vii. Note of thanks: Lori Stinson – To thank her for years of service I would like to share some of the words/statements
 - i. One of the finest administrators I have ever worked with.
 - ii. Compassionate
 - iii. She has been very helpful with my personal struggles
 - iv. Lori models excellent work ethic...
 - v. Professionalism
 - vi. Thank you for your work on our behalf.

- viii. Lori Stinson – I have enjoyed it. The best thing in my career, I will do my best and work with integrity
- ix. Thank dean Chilson to serve at this time, he has a heart for this institution, please support him
- x. I do not have enough words for Leif Hoffmann he took many risks and a number of punches within and without the institution
- xi. Lorinda as you and Sue are coming on I wish you all the success when your terms come forward.
- xii. Note of Thanks Jenni Light for 4 years as tireless advocacy for faculty and mentoring me as she is beginning her new position as CTE faculty
- xiii. As I step down thank to all of you for sticking in there. Particularly for being there for the students. I am grateful to be your colleague.
- xiv. As most importantly for supporting each other to cheer each other on. It will help keep morale up.
- xv. I ask you to support Lorinda and Sue as they move forward.

*Motion to adjourn the meeting made by Ayodeji Arogundade 2nd by Peter Remien, motion passed.
(67 yes, 3 no, 1 abstention)*

Please use the following link to fill out your attendance for today's meeting:

https://docs.google.com/forms/d/e/1FAIpQLSfCDMiYw6hctWjX0Bu8wEj4n0yz7C4y1YcOturTYGRnYXe-ag/viewform?usp=sf_link