

Monday Message

Sept. 15, 2025



Dear all,

Over the years, I have purposefully refrained from commenting on sometimes even shocking events. However, as I reflected on last week I felt compelled to refocus this message. Whether you agree, disagree, or fall somewhere in the middle relative to the perspectives of the late Mr. Charlie Kirk, the tragedy of violence, seemingly becoming all too common, cannot be accepted or excused. We must be free to discuss, debate, and express our views, without threat or fear of violence.

I am deeply saddened by the taking of a person's life on a college campus. We all should be, and I offer my deepest condolences to all those impacted.

At LC State even through incredibly difficult times and challenges, our norm has been one of kindness and grace. Let us continue in that vein, being good to each other, showing respect, compassion, and dignity, even when – perhaps especially when – we don't agree.

Cynthia Pemberton, Ed.D.

President

Announcements

- **Campus Deliveries:** Just a reminder from Physical Plant, if you have a large order of furniture or equipment that will be delivered directly to a building, please reach out to Physical Plant sooner than later. There are logistics involved with getting semi-trucks and trailers on campus which often involves getting Public Safety or the City involved for parking lot or street closures. An additional reminder: if a new purchase means you need existing items removed or discarded, the process is to fill out a surplus form and attach it to the work order for Physical Plant to remove the items. Please be considerate and communicate your order details with Physical Plant at the earliest juncture possible. Call x2247 or email [Physical Plant](#) with the details.
- Center for Arts & History:
 - **Oct. 3-Dec. 13 – Radiant Realms Exhibit:** Radiant Realms, a vibrant new exhibit featuring five artists, opens on Oct. 3 and will be on display until Dec. 13. [News release.](#)
 - **Oct. 10 – Grape & Grain:** The Center for Arts & History will hold its annual Grape & Grain event on Oct. 10 from 6-9 p.m. [News release.](#)
- **Do More App:** Recently, a technical issue in Do More caused some events to be removed from the platform. Student Involvement is working with CampusGroups to resolve the problem. In the meantime, you can still find upcoming events and activities on the campus calendar or on ASLCSC (@theASLCSC) and WEB's (@Warrior_E_Board) social media. If you have questions, please contact [Kristin Myers](#) in Student Involvement.
- Human Resource Services (HRS):
 - **Insurance Change Notification:** The State of Idaho Office of Group Insurance (OGI) is committed to providing high-quality, affordable health benefits for all enrolled employees and their families. However, after a recent analysis of its plan's increasing pharmacy

spend, OGI has been forced to make a difficult decision. Effective Nov. 1, 2025, coverage for weight loss medications, including GLP-1's for weight loss, (e.g. Wegovy, Zepbound, and Saxenda) will be discontinued. This change does not impact GLP-1 coverage for diabetes. The high cost and increasing utilization of these medications has not demonstrated an offsetting cost reduction in related health conditions. As you are likely aware, healthcare costs go up almost every year. Since these weight loss medications were added to our plan a few years ago, their cost has become unsustainable. If nothing is done to mitigate the cost of these drugs, the added expense will most likely result in higher cost-sharing and plan design changes that will impact all employees and employers. See the [full memo](#) for more details.

- **Compliance Training:** Annual compliance training is now available for all faculty and staff. You should be receiving an email from VectorSolutions with your training link. Didn't see it? Check your junk folder, or go directly to the [VectorSolutions website](#) and log in with your username. **The deadline to complete all trainings is Oct. 31.** For any questions or issues, contact Human Resource Services (HRS). Let's check this off early and keep LC State in compliance!
- **Org Chart:** Human Resource Services is excited to share that the LC State Organizational Chart is now available on WarriorHub! The chart updates automatically in real time – no more manual updates needed. To access, go to WarriorHub and log in and click on the tile labeled "Internal Organizational Chart." This tool makes it easy to view the most current structure for your area or across the college at any time.
- **September PDT:** To sign up for any of the following Professional Development Trainings (PDT), please email [HRS](#) with the ones you would like to attend.
 - **Excel Part 1:** Tuesday, Sept. 16, at 10 a.m., SGC 215
 - **Excel Part 2:** Tuesday, Sept. 23, at 10 a.m., SGC 215
 - **Jaggaer Frequently Asked Questions:** Tuesday, Sept. 30, at 10 a.m., RCH 202
- **Institutional Development Grant:** Faculty and staff are invited to submit applications for Institutional Development Grants for the fall 2025 awarding cycle. Institutional Development Grants are funded out of student fees and used to augment select educational activities for students. The grant application window opens today (Sept. 15) and closes Oct. 3. More information about guidelines and the link to the application can be found on the [Institutional Development Grant website](#). Questions may be directed to [Kristin Myers](#) or [Andrea Baldus](#).
- **Plein Air Paint-out:** Join Art Club for the Second Annual Plein Air Paint-out in the LC State Learning Garden from 9 a.m. to Sunset on Monday, Sept. 15. All are welcome. Supplies are provided or bring your own.
- **See Tell Now:** Join Public Safety for a live demonstration of the new See Tell Now app on Thursday, Sept. 18, at 2:30 p.m. in Reid Centennial Hall, Room 202. The session will show how to use the app effectively and explain why it's so important for everyone in our campus community to have it downloaded. Don't miss this opportunity to learn how we can all play a role in keeping our campus safe. All are welcome to attend.
- Student Employment & Career Readiness:
 - **Oct. 9 Career & Internship Fair:** Students, alumni, staff, and faculty are invited to connect with employers offering jobs and internships across a variety of industries from 10 a.m.-2 p.m. at the P1FCU Activity Center. This year's fair features 10+ first-time attendees, including Alpine Aviation, Idaho Bankers Association, Hilina Engineering, and U.S. Courts District of Idaho. View the full list of employers [here](#) (updated weekly).
 - **Career & Internship Fair Prep Events:** To help students make the most of the fair, prep events are scheduled featuring resume reviews, professional clothing closet shopping, and elevator pitch practice:

- Sept. 23: 11 a.m.-1 p.m., SUB 202
- Oct. 1: 3-5 p.m., SUB 202
- Oct. 7: 12-4 p.m., SUB 202
- **Travel Desk:** Debbie Stellyes has decided to retire after many years of dedicated service to LC State. LC State is truly grateful for her commitment and the hard work she devoted to managing campus travel needs. Please continue to direct travel requests and inquiries to the [travel email](#). It will continue to be monitored by Calahan McAlister and Amanda Taylor as we transition the new responsibilities to Amanda who will handle all travel-related questions and processes. Thank you for your support and cooperation during this time of change.
- **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.
- **Web Content Updates:** As the overseers and experts of your content areas, it is your responsibility to ensure your unit's webpages are up to date. Please communicate any edits necessary to your current unit web editor, if applicable, or to the web office via [Hailey Denton](#), lead web coordinator, and [Cathy Rowland](#), a newly hired web coordinator. Thank you for helping keep our website current.

Events

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

- **Sept. 22-28 – Fall Frenzy/Family Weekend:** Learn more about and register for this [Signature Event](#) at the [Fall Frenzy & Family Weekend website](#).
- **Sept. 23 – Tuesday @ Two:** President Pemberton will host Tuesday @ Two on Sept. 23, Oct. 28, and Nov. 18 from 2-3 p.m. at her office in the Administration Building, Room 207. Everyone is welcome. Stop by and join the conversation.
- **Oct. 1 – AD Welcome Event:** LC State is set to host a welcome event for newly hired Athletic Director Jim Klemann on Oct. 1 from 5-7 p.m. at the P1FCU Activity Center West Mezzanine. It will be a drop-in style event, with Klemann sharing remarks. Appetizers will be provided, and each attendee's first beverage will be free of charge. Those attending are encouraged to [RSVP online](#). The event is free and open to the public.
- **Oct. 4 – Saturday Visits:** LC State hosts its first [Saturday visitation program](#) of the semester for prospective students and their families on Oct. 4. [Discovery Day](#) events are also coming up on Nov. 7 and Nov. 15. Please note the schedule for these visitation programs and plan to stop by and say hello.

News & Features

Stay current on [LC State news](#)

- [LC State again ranked Best Value in Idaho](#)

- [Klemann named LC State athletic director](#)
 - [Fall Frenzy & Family Weekend to take place Sept. 22-28](#)
 - [LC State to host panel discussion Sept. 17 for Constitution Day](#)
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Song for the Week: "[Bridge Over Troubled Water](#)" by Simon & Garfunkel

