Monday Message

Oct. 19, 2026

Dear all,

First, I want to give a shoutout of thanks to all who helped make last week's Idaho State Board of Education (SBOE) meeting a success. The Williams Conference Center was set up perfectly to address meeting needs. The SUB patio reception was simply delightful with good food and outstanding venue ambiance (patio lights, heaters, music…). Thank you and thank you to Events & Conferences, Physical Plant, IT, Communications & Marketing, our Sodexo partners, Kyle Schwartz and Vicki Cooper, and the students, staff, and faculty who participated in conversations, attended events, and staffed info tables and the healthcare mobile simulation lab for SBOE attendees. You and your good work were shining stars of Warrior excellence.

Second, as you are likely aware based on the SBOE meeting and enrollment census report, enrollment is down (3.4%), nevertheless, we have good reason to believe in and actively pursue our existing and new strategies to ensure that LC State continues to connect with students, serve them well, and meet Idaho's vital workforce needs. We're proud to serve 3,908 students this fall (our fourth highest total in school history –

news release), and we're poised to make an impact on the following areas that made a difference:

Dual Credit Enrollment:

LC State has long partnered with the Idaho Digital Learning Alliance (IDLA) to extend dual credit to high school students across the state. IDLA served as a centralized host, allowing students from anywhere in Idaho to enroll in an LC State course regardless of location or local offerings. Dual credit enrollment through IDLA declined this year as a result in reduced IDLA funding. This reduction resulted in a scaling back of IDLA partnerships with institutions, including LC State, with fewer courses offered through this platform. LC State remains committed to dual credit as the front door to our education pathways, including career and technical programs. As such we are: (a) working to expand direct and on-site delivery with partner high schools; and (b) strengthening relationships with districts in our region and throughout the state in an effort to expand dual credit education access, especially across the rural districts LC State serves and serves well.

CTE Enrollment:

A review of the enrollment dashboard reveals small enrollment losses across many CTE programs. This, combined with program shifts in response to business/industry partner needs to move some credit-pathways to workforce training (e.g., medical assisting and medical administrative assistant), resulted in a decline in overall CTE enrollment. In

response, we are working to extend CTE dual credit pathways across programs, building out our CTE+ adult learner program focus, streamlining workforce training to CTE program pathways, and continuing to invest heavily in targeted CTE marketing and communication campaigns. We have outstanding CTE programs that serve as workforce development pipelines, supporting and sustaining the workforce needs of our region and state.

Strategic Enrollment Initiatives & *All Hands In* outreach and sustained connection:

Our newly adopted and approved strategic plan cornerstones along with our academically aligned reorganization will serve to enhance and support education outcomes and enrollment sustainability. LC State Elevate represents efforts to modernize and energize our initiatives employing creative solutions and opportunities designed to address the learning needs, styles and schedules of adult learners. Prison education allows LC to serve the needs of incarcerated adult learners in profoundly positive ways, changing lives and empowering workforce potential. Our ongoing build-out of allied healthcare education programs, some stand-alone, some through partnerships and consortia with Idaho sister institutions, will allow LC State to support Idaho's healthcare workforce needs by providing comprehensive healthcare education from workforce training certificate programs through two-year, four-year, and graduate programs.

These efforts, combined with *all hands in* recruitment and retention outreach and sustained interpersonal connection, position LC State to navigate what will be an increasingly competitive and challenging enrollment environment. We, together, have done an outstanding job establishing LC State's recognized identity as Idaho's college of choice for a small public school experience. We proudly maintain this important education niche, providing a high-quality, student-centered, accessible, affordable education opportunity. As both Vice President Andy Hanson and Provost Fred Chilson described during our SBOE institutional update, we have the tools, expertise, and above all, a relentless Warrior spirit to ensure that LC State continues to serve a unique and vital education role, preparing workforce-ready graduates *as lifelong learners, engaged citizens and successful leaders*. As has been shared many times in the past, we need all of us, every day, engaging explicit actions to recruit, retain, educate and mentor our Warriors.

Cynthia Pemberton, Ed.D.

President

Announcements

CTE Interim Dean:

Workforce Training Director Doug Cruthirds has been selected as interim dean of the LC State School of Career & Technical Education. Cruthirds, who was among three candidates to be interviewed on campus for the position in September, has served as director of Workforce Training since 2021. He has also filled the role of CTE assistant dean for operations and external relations since May. See news release for more details.

Feedback:

If you have a workplace concern, a question about where to turn, a compliment you'd like to pass along, or just something that's on your mind, the HR office has developed a new webpage: www.lcsc.edu/hr/employee-concerns. The page lays out all the reporting options available to you, including ways to reach out confidentially or completely anonymously if you prefer. It also includes reporting options through the State of Idaho, so everything is in one spot and easy to find. As always, you're also welcome to reach out to anyone in the HR office directly.

Harris Field:

Last week, the Idaho State Board of Education gave LC State authorization to conduct a study regarding the feasibility of artificial turf at Harris Field. While this study is being conducted, LC State will continue to gather feedback from the campus and community, including alumni, on this topic. Information regarding a forthcoming survey and campus conversations will be shared in future Monday Messages.

KinderCollege will be trick-or-treating through the SUB at 10 a.m. on Oct. 30, and would love to see you there. Please note that KinderCollege is nut-free and will have about 22 children.

Light Up Campus – Adopt-a-Lamppost:

The week of Oct. 26-30, groups can volunteer to help set up lights for the Light Up Campus display, to be lit Oct. 30. This is done early so that students can enjoy the lights ahead of departing for winter break. All lights and ladders will be provided, and it will take each group about 30-45 minutes to complete. After the winter season, a week will be designated to take down the same lights you installed. Adopting a lamppost will allow our lighted display to grow this season. To volunteer a group, please email the day and time you would like to volunteer to Debbie at dqkolstad@lcsc.edu.

Margaret Stout:

The LC State community is invited to celebrate the life of Margaret "Marge" J. Stout at 11 a.m. Saturday, Oct. 24, at the Silverthorne Theatre. Stout worked at LC State from 1969-1999, where she held the roles of professor; faculty chair; interim division chair with the divisions of Vocational Business, Office & Business Technology, and Technology & Industrial Technologies; assistant to the provost; and more. She was

named the LC State outstanding Vocational Teacher of the Year twice, and in 2002 she was honored with the Aletha Pabst Alumni Award. Stout died Sept. 25 at the age of 92. Find her obituary at www.merchantmemorialgroup.com.

SBOE Meeting:

If you were unable to attend or tune-in live, you can watch LC State's institutional update here.

Timesheet Holiday Coding:

This coding is to be entered for Columbus Day (Oct. 12) to accrue hours to be used the day after Thanksgiving. Note: employees who work 10-hour days can only code 8 hours of holiday.

- **Classified employees** who are eligible for time and a half will earn compensatory time (CPT) to be taken at a later date. They are to code 8 HOL on the first line, and 8 HOA (these are the actual hours worked on the holiday) on the second line to receive "Comp time" at the time and a half rate.
- **Professional staff** if they **did not** work on the holiday should code 8 HOL on the first line, and the rest of the week accordingly.
- **Professional staff** if they **did** work the holiday should code 8 ANC or ACT (the time worked code you use), and the rest of the week accordingly.

Vector Solutions Training:

The annual Vector Solutions compliance training is available and must be completed by Oct. 30. Employees were sent a notification when the training became available. We encourage you to complete your assigned courses before the deadline to help ensure our institution remains compliant. If you have any questions about the training requirements or accessing the platform, please contact Human Resource Services.

Volunteers needed for Winter Spirit light setup:

The LC State community is invited to assist electronics engineering technology instructor Tony Kuphaldt with the installation of lighted signage at the annual Winter Spirit light display at Lewiston's Locomotive Park. Kuphaldt will be at the park at 10 a.m. Saturday, Nov. 7, to set up the display, and he is seeking a team of six or more people to assist; the setup typically takes about two hours. A hot lunch will be provided around noon by the Winter Spirit committee. Volunteers will also be needed for take-down on Saturday, Jan. 9; Kuphaldt expects to be at the park around 10 a.m. Contact Kuphaldt at arkuphaldt@lcsc.edu for more information and to volunteer.

Warrior Giving Day 2027 Prep:

If your program/school/division is interested in participating/raising money during Warrior Giving Day 2027, please complete the intake form by Nov. 27.

Events

Keep up on events and activities through the Campus Calendar and the Do More App

Oct. 20, 24 – Home Athletic Events:

LC State volleyball hosts Walla Walla University at 6 p.m. Tuesday and Warner Pacific University at 2 p.m. Saturday at the P1FCU Activity Center. Also on Saturday is Trunk-or-Treat from 12-3 p.m. in the parking lot adjacent to the President's Residence. Faculty and staff are asked to move their vehicles out of this parking lot by 10 a.m. on Saturday. Learn more at www.lcwarriors.com.

Oct. 21 – Prescription Drug Take-Back Day:

LC State's fall prescription drug take-back event is scheduled for 10 a.m.-2 p.m. Wednesday, Oct. 21, in the Library parking lot. Unused or expired prescription medication will be accepted for safe, anonymous disposal, no questions asked. Labels should not be removed, but any personal information should be crossed out. Liquids, inhalers, needles, and syringes will not be accepted. Direct questions to counseling@lcsc.edu.

Oct. 29 – Annual Pumpkin Carving & Decorating Contest:

The Seventh Annual Pumpkin Carving & Decorating Contest will take place on Thursday, Oct. 29. Entries will be displayed in the SUB/CSL through the afternoon. This year, student clubs will join campus offices in the competition. Sign-ups are open through noon on Oct. 28. Contest guidelines and registration information.

Oct. 30 – Halloween Campus Tree Tour:

Join the LC State Arboretum Committee at 2 p.m. Friday, Oct. 30, for a Halloween-themed walking tour of campus trees. The tour, which is expected to last about an hour, will begin at the fountain in the center of campus. Participants will learn about the strange and spooky side of trees that call campus home, including trees with poisonous seeds, ancient "living fossils," trees that survive fire, connections to folklore and legends, and more. Costumes are welcome but not required. Sign up here.

News & Features

Stay current on LC State news

- LC State Workforce Training director selected as interim CTE dean
- LC State fall enrollment is fourth highest in school history
- LC State HVACR program again receives six-year accreditation
- NAIA, LC State agree to historic Avista NAIA World Series extension

- LC State, Bettis Foundation establish second-largest single scholarship in school history
- LC State climbs to No. 6 in U.S. News & World Report rankings

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Song for the Week: "Need You Now" by Lady Antebellum