

# Monday Message

March 9, 2026



Dear all,

Last week we held our annual public [tuition and fee hearing](#), attended by students, faculty and staff. After introductions and a review of the published proposal notice, I informed those in attendance that I anticipated LC State's tuition and fees proposal would likely be in the 5-6% range (which could equate to around \$236/semester, or about \$15/week). As a reminder, tuition and fees must be approved by vote of the State Board of Education, with proposals considered during the Board's April meeting.

During the presentation, I reviewed how LC State is funded (sources of revenue) and the budget impact associated with actions and potential proposals put forth by the Governor and Idaho Legislature. I also reviewed the ways in which LC State is addressing budget constraints, working to minimize costs to students, and maintaining a steadfast focus on delivering our education Mission (helping students become successful leaders, engaged citizens and lifelong learners) by providing an accessible, affordable, high-quality, student-centered education experience.

As the hearing concluded, LC State student body president, Ms. Rayne Martinez, read a statement of support from the Associated Students of Lewis-Clark State College. Her statement is quoted, in part, as follows:

*"On behalf of the ASLCSC, I'd like to support the tuition and fee increases for this year ... We believe that these tuition and fee increases are minimal and will ultimately benefit the students ... We appreciate your dedication to keeping costs low and education good here at LC State."*

Thank you to all who attended the hearing and a special shoutout to Ms. Cindy Patterson, director for budget and financial planning, for her work preparing the proposal and hearing materials. As is characteristic of our campus community, the mutual trust, commitment and support evidenced during the hearing were nothing less than inspiring. **We Warrior on!**

Cynthia Pemberton, Ed.D.

President

P.S. Please take a moment to scan the announcements and note the launch of a broader campus conversation as we revisit our strategic plan. Regardless of whether our name change proposal is successful this year, our mission and student-centered focus as an accessible, affordable teaching institution will not change. Given that, as was announced during our January all-campus meeting, Dr. Grace Anderson will lead our strategic plan revisit initiative.

P.S.S. Please also note our holding pattern name change update, also under announcements.

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## **Announcements**

### **Construction:**

LC State continues to enjoy progress on construction at the Sam Glenn Complex in preparation for a significant expansion of its allied health programs including 2-year programs in physical therapist assistant, occupational therapy assistant, medical lab technology, and surgical technology/perioperative nursing. LC State also looks forward to welcoming Idaho State University to campus as the schools partner to offer paramedic science and physician assistant training. This is an exciting time to be on campus and, while construction may present some temporary disruptions and challenges, LC State students and the state of Idaho will be well-served for years to come with these new programs.

### **Employee Survey:**

All LC State employees are invited to participate in its triennial [Employee Survey](#). Your anonymous feedback on work experience, campus climate, leadership, organizational structure, and technology helps inform institutional improvements. The survey takes approximately 20 minutes to complete and will be open through March 13.

### **Mascot Initiative:**

President Cynthia Pemberton and Senior Vice President/Vice President for Student Affairs Andy Hanson would like to thank the students of LC State, especially student government, for their involvement in the [mascot initiative](#). From prompting renewed interest in adopting a physical mascot in 2024-25, to having three ASLCSC representatives participate on the mascot task force, to providing 142 responses to the January 2026 request for feedback and 173 responses to the February mascot poll, the student body voice has been an invaluable driving force behind the research and direction of the initiative. Student involvement was especially appreciated on the task force, a group that did considerable research and had numerous meetings over the span of four months. Task force input, web-based feedback, and final poll results have been reviewed. An announcement regarding the path forward will be coming soon. Stay tuned. Thank you again and go Warriors!

### **Microsoft Purview Sensitivity Labels:**

IT and the Data Working Group are partnering to roll out Microsoft Purview privacy sensitivity labels across LC State. These labels are tags that employees apply directly to documents and emails to indicate how widely the content should be shared and how much protection it requires — for example, marking a file as Public, Internal, Confidential, or Restricted — so that appropriate protections like access restrictions and

encryption can be applied automatically. This initiative is a key step in strengthening our data governance practices and enabling the responsible use of AI tools like Microsoft Copilot. In the weeks leading up to launch, training sessions will be held to help employees understand both the labeling tools and how to make the right classification decisions for their work. Four PDT sessions have been scheduled between March 9-20. [Find more information](#) and [register for the PDT](#) online.

### **Name Change:**

LC State is still in a holding pattern. The name change bill ([Senate Bill 1234](#)) remains with the House Education Committee chair awaiting agenda assignment for a hearing. While we remain hopeful, it is possible for the committee chair (Rep. Dale Hawkins) to keep the bill in the “drawer” and not allow a hearing. This would be a very disappointing outcome given how far we have traveled in this process. That said, we are not without hope. There are likely a few more weeks in this year’s Legislative Session, and we will keep the campus community informed as it progresses. For updates visit [www.lcsc.edu/university](http://www.lcsc.edu/university).

- If you did not see it when it ran in the Lewiston Tribune on Sunday, do read through LC State Chief Communications & Marketing/State & Local Affairs Officer Logan Fowler’s [response editorial](#) to a recent opinion piece. It is well written, clear, compelling and helps correct and clarify the misinformation presented. See also the spot-on [letter to the editor](#) from longtime LC employee, Brian Kolstad. Sharing positive sentiments and letting legislative decision-makers know the name change matters to our campus and community can only help our efforts.

### **P1FCU Activity Center**

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

### **Professional Development & Wellness:**

Human Resource Services has several **Emburse Travel** training sessions scheduled this week. In addition, it’s offering an “**Excel Pivot Tables**” session for anyone interested in expanding their skills and learning more about how to use pivot tables effectively. Sign up at [www.lcsc.edu/hr/pdt](http://www.lcsc.edu/hr/pdt). Keep your eyes open for a new Wellness Challenge beginning Monday, March 9.

### **Revisiting Our Strategic Plan:**

It's time for a deeper dive into who we are and where we're going as we revisit and rewrite our strategic plan. Regardless of what our institution is called in the future, our mission and vision will remain unchanged – Lewis-Clark State is, and will continue to be, an accessible, affordable, teaching-focused institution. As announced at our January all-campus meeting, Dr. Grace Anderson will lead this initiative, reaffirming our identity as a small, student-centered institution and revisiting the cornerstones by which we measure our success. We invite the campus community to be part of this, with participation opportunities beginning in late March and continuing into early April – focused on reviewing a plan draft, including key quantitative metrics, built from the

Idaho State Board of Education template. To get involved, please sign up using this form as we shape our path forward together.

### **Teams Phone Quarterly Billing:**

Teams Phone billing has transitioned to a quarterly cycle. The billing for January-March is now available for review. Charges are \$15 a month per line per phone number. To ensure charges are applied correctly, we've posted a list of the phone numbers assigned to each department on the [Intranet](#). Please review your department's assigned numbers and confirm that the listed account number is accurate. If you notice any discrepancies or if updates are needed, please contact the IT Help Desk at [helpdesk@lcsc.edu](mailto:helpdesk@lcsc.edu) by end of day, March 12. Thank you for helping keep the records accurate.

### **Work Scholars:**

Applications for the fall 2026 LC Work Scholars program are now open for both students and interested worksites. The Work Scholar program is designed to help students secure financial security by providing a full tuition scholarship and biweekly stipend, while also providing them with valuable real world work experience at 10 hours of work a week. Interested students must be an Idaho resident, maintain full-time student status while in the program, maintain a 3.0 cumulative GPA or higher, and show financial need from their FAFSA (Pell eligible). Students can apply on Handshake and find more information on the [Work Scholars students](#) page. Worksites can benefit from having a Work Scholar as they receive motivated student employees providing 150 hours of work throughout the semester without breaking the budget. Visit the [Work Scholars worksite](#) page to access more information as well as the application to become a worksite. The deadline for both work scholars and worksites is March 13.

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## **Events**

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

### **March 3-12 – Women's History Month:**

America's 250th birthday will take center stage at this year's [Women's History Month](#) celebrations. The events, which are open to all, are scheduled for March 3-12 under the theme "Rebels with a Cause" and will look at the roles women have played in history, especially the American Revolution.

### **March 10-20 – Native American Awareness Week:**

LC State will celebrate its 39th annual [Native American Awareness Week](#) on March 10-20 with a variety of speakers, events, a banquet, and powwows. This year's theme is "Reflections of Culture & Environment." All events are free and open to the public.

### **March 13-15 – Athletics Home Events:**

The Warrior women's basketball team hosts Hope International University at 5:30 p.m.

on Friday in the First Round of the NAIA national championship at the P1FCU Activity Center. Regardless of the outcome on Friday, LC State will host basketball on Saturday. Games on Friday will be 5:30 p.m. and 7:30 p.m., and 5:30 p.m. on Saturday. Faculty/staff passes are not valid for the national tournament games. The women's tennis team will host Idaho State University on Saturday at 10 a.m., while the men's tennis team will host Sacramento State at 3 p.m. on Saturday and Idaho State at 10 a.m. on Sunday at the Tennis Center. Learn more at [www.lcwarriors.com](http://www.lcwarriors.com).

### **March 17-18 – Warrior Giving Day:**

Wear Green. Give Green. *Lucky to be a Warrior*. Warrior Giving Day 2026 is just around the corner! This year, LC State is leaning into the St. Patrick's Day spirit with a theme that says it all — "Lucky to be a Warrior." Giving kicks off at 9 a.m. on Tuesday, March 17, with exciting incentives to make your gift go even further. Visit [www.lcsc.edu/warriorgivingday](http://www.lcsc.edu/warriorgivingday) to learn more and save the date. Want to help spread the word? Check out the Warrior Giving Day [toolkit](#) and swap your social media profile picture on Monday afternoon – let's turn our feeds green! Share the campaign, become an advocate, and encourage your network to make a gift. Then join us on Wednesday, March 18, at the Center for Arts & History to celebrate a successful Warrior Giving Day at an open house from 3:30-6 p.m. Snacks and a no-host bar included.

### **March 26 – Employee Recognition Event:**

Please join us for this year's Employee Recognition Event on **Thursday, March 26, from 2-4 p.m.** at the **Center for Arts & History**. This year's celebration will have an art show theme, recognizing award recipients in a creative and engaging way. We hope you will come celebrate the outstanding contributions of your colleagues and enjoy light refreshments. Please [RSVP](#) by end of day, Monday, March 23, so we can ensure we have an accurate food count. We look forward to celebrating together!

### **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.

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## **News & Features**

Stay current on [LC State news](#)

- [From political exile to Grammy nomination, the story of a Warrior](#)

- [39th annual Native American Awareness Week will take place March 10-20](#)
- [LC State Warrior Giving Day returns March 17-18](#)
- [LC State to host Women's History Month presentations in March](#)
- [LC State hosts Veteran Education Partner Summit March 10-12](#)

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**Song for the Week:** "[Don't Give Up](#)" by Peter Gabriel

