



## Faculty Association Meeting

### Minutes

April 10, 2025 | 3:15 p.m. | Zoom

Zoom Meeting ID: 81517878531

**Attendance:** Jenna Chambers, April Niemela, Jennifer Uptmor, Jennifer Cromer, LaChelle Rosenbaum, Julie Bezzerides, Eric Stoffregen, Leif Hoffman, Michelle Pearson-Smith, Peter Remien, Martin Gibbs, Charles Bell, Louella Loudonback, Gina Lott, Heather Van Mullem, Teresa Nash, Jenny Scott, Chris Riggs, Fred Chilson, Rodney Farrington, Thomas Hill, Krista Harwick, Marcy Halpin, Brent Booth, Debra Lybyer, Amanda Van Lanen, Marlowe Daly-Galeano, Kylee Britzman, Suzanne Rousseau, Alicia Robertson, Joshua Rogers, Rachel Jameton, Laura Earles, Keegan Schmidt, Kelly FitzSimmons, Jennifer James, Hannah Uhlorn, Travis Myklebust, Christina Brando-Subis, Deena Rauch, Katie Roberts, Lloyd Mataka, Christine Deal, Ben Morton, Jessica Savage, Brian Kolstad, Kacey Diemert, Christa Davis, Jennifer Weeks

**Guests:** President Cynthia Pemberton, Provost/Senior Vice President Fred Chilson

**Quorum met with 48 voting members present. Needed 32 present members to meet quorum.**

I. **Call to Order/Approval** of Faculty Association minutes from [March 6, 2025](#)

*Welcome to the April Faculty Association meeting. Faculty Association Chair Peter Remien called meeting to order at 3:15 pm.*

*Motion to approve March 6<sup>th</sup>, 2025, Faculty Association meeting minutes by Leif Hoffman. Motion seconded by Jennifer Cromer. No further discussion. Unanimous approval. No opposition. No abstentions. Motion passes.*

II. **Treasury Report** as of April 8, 2025

A. Faculty Association local account balance = \$10,087.59

B. Faculty Benevolence Fund balance = \$2,198.30

*Numbers as of April 8<sup>th</sup> reported above by Faculty Association Chair. Faculty benevolence funds considerably down due to distribution of funds to people who could benefit from them. Reminder to faculty to consider contributing to the Faculty Benevolence fund through payroll deduction.*

III. **New Business**

C. Graduation List Approval

*Call for vote to approve the graduation list. Reminder that approval of the graduation list occurs via Faculty Association every spring. Faculty Association Chair Peter Remien distributed the list via email this past Tuesday, April 8<sup>th</sup> to all faculty for preview. Electronic poll distributed to the faculty for voting on approval of the graduation list.*

*The graduation list was approved by the Faculty Association. Forty votes “aye”. Zero “nay”. Two abstentions. Motion passes to approve graduation list.*

**D. Guest: President Pemberton**

- *CEC updates – Legislative members approved \$1.05 - \$1.50 an hour pay increase across all employee groups based on merit for the higher institutions. There is a 12-page document from Department of Human Resources (DHR) that outlines all the computation calculations we need to do to feed into the SBOE formula to calculate how the funding is distributed. Based on distribution via the merit scale, a score of 1 equals no raise with increases in amount distributed based on merit score up to a 4. There is no latitude at the state level based on the formula. As discussed before, when we look at the pie regarding amount of money that comes to us to support the institution, 59.1% is what we usually receive from the State of Idaho, which is why tuition and fees play into the equation. We only get a bucket of money regarding full-time position allocation. If you receive a 2-4 on merit, you will get a raise. There are special categories the state is giving extra money too (such as the police officers), however, that special category influence does not apply to LC State. Our ability to give these raises depends on SBOE regarding tuition and fees. We will not have enough money to support CEC if we are not allowed to raise our tuition. Further decisions will be made on this.*
- *Currently, we do not have a Vice President of Finance – which the role is held by the President until we hire a new Vice President of Finance.*
- *LC State also received another special appropriation of money (around \$400,000) due to salary deficit. Legislative language is very specific on how this money is disbursed. President Pemberton demonstrated a salary comparison graph, showing faculty data for average full-time instructional staff comparing LC State faculty with our sister institutions and average K-12 teacher salaries. The special appropriation LC State received is to help increase Instructor and Assistant Professor salaries closer to the K-12 average salary. If you are Instructor or Assistant Professor in rank, we will first apply the CEC formula, then will do as much as we can with the extra pot of money to close the gap for Instructors and Assistant Professors to the K-12 average. This is the only area where we can apply the appropriated money. This is the third time we have been able to receive additional that other institutions may not have received, which is great progress for our institution in closing the gap in faculty salaries and making our legislators and SBOE understand how big the gap is between LC State faculty and our sister institutions.*
- *Tuition and fees: President Pemberton showed the FY26 Comparative Scenarios for Tuition*
  - *We have around a one-million-dollar gap in costs to fill with tuition and fees if we want to fully implement CEC. This year, we not only have CEC to take cover*

*for all our employees, health insurance increased up to \$1100 per FTE, which is an increased cost to the institution.*

- *The chart shown demonstrates broad categories with increased expenses based on different percentages of tuition increase that will be shown to the SBOE.*
  - *With a 1% tuition increase, we can cover \$258,100 of the CEC gap.*
  - *With a 2% increase, we can cover \$410,000 of the CEC gap.*
  - *With a 3% tuition increase, we can cover CEC and part of the cost associated with increased health insurance.*
  - *With a 4% tuition increase, we can cover CEC, fund shift, health insurance and EWA.*
  - *What LC State is proposing is a 5% increase to ensure we cover CEC, health insurance, EWA, and enrollment workload adjustment. We will lose \$102,000 to base with enrollment workload adjustment. We also need to adjust inflationary budget adjustments.*
- *President Pemberton will be presenting SBOE the different scenarios and conversations when addressing tuition and fees. Our priority has been to take care of the individuals we have here – CEC, cover health insurance benefits, gap in the budget.*
- *The other piece that is relevant is to address what will occur with faculty promotions. In the past, we have handled faculty promotion salary increases by cannibalizing vacant faculty positions. Promotions will be around \$150-160,000 this coming year, which is around 2 FTE positions, so we can support promotion. LC State's priority is to take care of the people we have by covering CEC, increasing health insurance costs and EWA.*
  - *The presidential plan is to apply an increase in fees to all positions based on merit.*
  - *The plan to fully implement CEC depends on the ability to have an increase in tuition and fees.*
  - *Plan is to fund faculty promotions through vacant positions.*
  - *Plan is to be transparent of what we are doing with this money and what our priorities are. Faculty need to be aware of what is happening and why.*
- *Tuition costs versus inflation – chart shown by President demonstrates tuition and fees over 2019-2025 to show inflation changes over a certain time-period. What the chart reflects is buying power. Right now, if LC State wanted to have buying power with equal inflation, we would need to increase tuition and fees at \$8,751. We are not asking for this much of an increase through the SBOE.*
- *Everyone has done a great job being efficient and effective with the dollars we have and providing resources to support projects that are important.*
- *President Pemberton is proud of how well LC State has done with SBOE and legislature. Her goal is to keep the faculty updated. It is very possible we may not have a resolution to CEC until May, as we may not know all the outcomes to SBOE actions until May or June regarding timeline.*
- *Call for questions:*

- *Question from Faculty Association member: Since the raise is calculated at an hourly rate, how many hours will they be using for calculating the CEC raise for 9-month contract members, especially since we are paid over 12 months.*
- *President Pemberton response: This is a great question that all higher institutions are asking. DHR is not set up for the difference between salary and hourly. Even though you are paid over 12 months, the reality is that we should be able to apply the raise over the whole spectrum of the year. We do not have a full resolution or answer regarding this question, but this is on President Pemberton's radar to follow up.*
- *Question from Faculty Association member: On the topic of VP of Finance, any updates on VP search. Are we looking for internal and external candidates? Are there any updates regarding laws that have been passed in the legislature that might affect teaching, offices, and how we conduct business?*
- *President Pemberton response: Provost Chilson is chairing our VP search. We are conducting a national search.*
- *Provost Chilson response: Announced the search committee is starting Zoom interviews tomorrow with 6 candidates. The committee will complete preliminary interviews and will narrow down to the top 3 candidates to bring to campus.*
- *President Pemberton response: Goal is to bring the top 3 candidates to campus while everyone is still on campus. We have prioritized getting someone hired with the expertise to help us.*
- *Provost Chilson response: I would like to address Senate bill 1.98 as well. This bill has been a big topic of discussion at the division level. Provost Chilson will go to SBOE meeting in Moscow next week along with leadership to discuss impact. He has also been checking that LC State is in compliance. Once the Provost has that information, he will come back and update the faculty.*
- *President Pemberton response: We do have legal counsel on retainer to guide us in how the changing laws impact us. A reminder that we are a public institution and are choosing to be an employee of a public institution. We operate on public property, which includes our offices. This is not our personal space. It belongs to the State of Idaho, and I (the faculty member) choose to occupy it. Having that framework in our contextual understanding will help provide some clarity in feeling comfortable and being able to complete the work we need to do, but also not hinder the parameters.*
- *No further questions.*

#### E. Nominee for Chair-Elect: April Niemela (TEAM)

*April Niemela has been nominated for the role of Chair-Elect for the upcoming year. April is an Associate Professor in TEAMS.*

- *April Niemela response: She is deeply humbled by this nomination and is excited to learn a great deal in this role these next few years. She welcomes advice and grace from her colleagues as she serves in this role.*
- *Electronic poll launched by Faculty Association Chair Peter Remien to elect April*

*Niemela as Faculty Association/Faculty Senate Chair-Elect:*

- 46 “Aye” votes; 3 abstentions; 0 “Nay” votes. Motion passes with majority vote. Congrats to April Niemela, who has been elected as the next Chair-Elect for the next academic year.

F. Nominee for Secretary: Jenna Chambers (NHS)

*Jenna Chambers, Associate Professor in the NHS division, has agreed to serve once again as secretary. Secretary is a one-year term and needs to be voted on each year.*

- *Electronic poll launched by Faculty Association Chair Peter Remien to elect Jenna Chambers as Faculty Association/Faculty Senate secretary.:*
  - 49 “Aye” votes; 1 abstention; 0 “Nay” votes. Motion passes with majority vote. Congrats to Jenna Chambers, who has been elected as secretary for the next academic year.

G. Committee Positions

**1. Standing Tenure and Promotion Review Committee (STPRC) [3 positions & chair]:**

- Chair: Matthew Johnston (PLMSS)
  - *Faculty association elects the chair for STPRC committee. Electronic poll launched for STPRC Chair voting. Only one nominee, Matthew Johnston, for this position.*
  - 48 “Aye” votes; 0 “Nay” votes; 1 Abstentions; Motion passes with majority vote.
- Members: Michelle Pearson-Smith (NHS), Elizabeth Martin (PLMSS), & Eric Martin (Social Sciences)
  - *Electronic poll was sent out to nominate the 3 open positions for STPRC. We have 3 positions and 3 nominees.*
  - *Aye; Abstentions; Nay*
  - *All three nominees have been elected. 46 “Aye” votes for Michelle Pearson-Smith; 48 “Aye” votes for Eric Martin; 48 “Aye” votes for Elizabeth Martin; 4 abstentions; Motion passes with majority vote for all three candidates.*

**2. Standing Promotion Review Committee (SPRC) [2 positions, open rank & assistant professor]:**

- Sam Coulter (Humanities, Assistant Professor & Andy Tuschhoff (Humanities, Associate Professor)
- *Two open positions. Electronic poll sent out to faculty to vote for two nominees for the two open positions.*
- *Both nominees have been elected. 37 “Aye” votes for Sam Coulter; 48 “Aye” votes for Andy Tuschhoff; 6 abstentions. Motion passes with majority vote.*

**3. General Education Committee [2 positions]**

- Marcy Halpin (Humanities) & Kylee Britzman (Social Sciences)
  - *Two open positions. Electronic poll sent out to vote for the two nominees for the two open positions.*

- Both nominees have been elected. 47 “Aye” votes Marci Halpin; 46 “Aye” votes Kylee Britzman; 3 abstentions. Motion passes with majority vote.

**4. Hearing Board [1 position]**

- Beverly Kloepfer (NHS) & Matthew Johnston (PLMSS)
  - *Electronic poll sent out to nominate one individual for the hearing board. Two nominations available.*
  - Motion passes with a majority vote (25 votes) for the appointment of Beverly Kloepfer (NHS) to the Hearing Board.

**5. e-Learning Advisory Committee [1 position]**

- Jennifer Uptmor (BUCS), Tracy Adkins (NHS), Collin Fehr (PLMSS), & Jill Rossiter (Humanities)
  - Four nominees and one position available. Electronic poll was sent out to faculty. Motion passes with majority vote (19 votes) for the appointment of Jennifer Uptmor (BUCS) from BUCS to the e-Learning Advisory Committee.

**6. Student Petitions Committee [1 position from CTE]**

- Bill Frei (T&I) & Megan Goforth (BUCS)
  - Electronic poll sent to faculty one position for Student Petitions Committee. Two nominee choices presented. Motion passes with majority vote (18 votes) for the appointment of Megan Goforth (BUCs) to the Student Petitions Committee.

**II. Good of the Order**

*Faculty Association Chair Peter Remien extended thanks for allowing him to serve in the role as Faculty Association/Faculty Senate Chair. He demonstrated he enjoyed serving in this role and serving the institution and working with all of you! Many thank yous from faculty were extended to Peter for serving in this role!*

- Reminder there is the 13<sup>th</sup> annual Art of Giving food drive being held in the SGC parking lot this upcoming Tuesday, April 15 and Wednesday, April 16<sup>th</sup>. If anyone would like to help or give money to the drive, all donations will be distributed to the food banks.
- No further items for the good of the order.

***Motion to adjourn by Chris Riggs. Motion seconded by Michelle Pearson-Smith. All in favor. No opposition or abstentions. Motion passes. Meeting adjourned at 4:01 p.m.***