



Faculty Association Meeting

Minutes

February 26th, 2026 | 3:15 p.m. | Teams

Present: Leif Hoffman, Bowie Rose, Dana Perlman Kylee Britzman, Jennifer Cromer, Megan Beck, Nikki Vandermeer, Rachele Genthôs, Kim Tuschoff, Jill Rossiter, Julee Moore, Eric Martin, Joshua Tyler, Jamie Newell, Faquddin Azam, Kacey Diemert, Lorinda Hughes, April Niemela, Debra Lybyer, Amy Canfield, Fredrick Chilson, Jennifer Uptmor, Rikki Ober, Marc Riendeau, Clete Ryan, Eric Stoffregen, Marcy Halpin, Suzanne Rousseau, Teri Rust, Bryce Kammers, Harold Crook, Kelsey Grafton, Peter Remien, Darcy Peterson, Marlowe Daly-Galeano, Emily Carstens Namie, Bill Davenport, Angela Wartel, Fatema Islam Meem, Thomas Hill, Joshua Rogers, Chelsea Cronin, Rachel Jameton, Stanley Gotshall, Scott Wimer, Gary Reed, John Morrison, Billy Lemus, Christina Brando-Subis, Ben Morton, Jennifer Alexander, President Cynthia Pemberton

- I. **Call to Order by Faculty Association Chair Charles Bell at 3:15 pm.**
- II. **Approval** of Faculty Association minutes from January 15th, 2025 (unanimously approved by voice vote as written with zero nays or abstentions.)
- III. **Treasury Report** as of February 19th, 2025
 - A. Faculty Benevolence Fund Balance= \$ XXX.XX
 - B. Faculty Association local account balance = \$ XXX.XX

Please consider donating to these efforts through payroll deduction—forms are available from HRS. Contact Benevolence Committee members if you know of someone in need.

Chair unable to report current numbers due to Colleague being offline on 2/26/2026. Will report at next Faculty Association Meeting.

IV. **Announcements & Old Business**

- A. Faculty Leadership position openings
 1. Faculty Association/Senate Chair-elect
 2. Faculty Association/Senate Secretary
- B. Chair's Report

Chair shared that elections for the open Faculty Leadership position openings will be held the next Faculty Association meeting in person on April 16th.

V. New Business

A. Provost Remarks

Provost Chilson expressed appreciation at all the work taking place on campus. Thank you to faculty for being diligent and teaching the students. We are doing great things.

Accreditation report: We received the final letter from NWCCU regarding our site visit in October. We came through well and do not have an ad hoc report do. We will just go through to our next cycle, the mid-cycle review. This is impressive because historically over the last several accreditation reviews, we have had to submit a follow-up ad hoc report. The items we are not considering under ad hoc review is the new Master of Science in Nursing, and addition of new prison education locations, which will undergo an ad hoc review in April.

Academic Reorganization Updates: Provost Chilson updated the group on the ongoing academic reorganization discussions with the Deans and Division Chairs, including the upcoming campus survey. An all-campus survey will be distributed, combining campus climate and reorganization questions based on feedback, to gather faculty and staff input on potential changes to academic structure. There will be 10 questions. The aim for reorganization is to create logical alignments of academic and career-technical programs, citing healthcare as an example where consolidating related programs under one unit could enhance student and faculty collaborations. We want to have a reorganizational model that will support longevity.

Faculty question: It was mentioned that with this potential reorganization that we want to make sure it was done right this time, can you speak about what issues you are seeing or what didn't go right the last time that we need to fix?

Provost response: The last reorganization resulted in some misalignments, and the current effort seeks to ensure that program groupings make sense and align with like-types of programming and support long-term institutional goals. I would like our institution to be thoughtful about where we are placing these programs to get the best synergy opportunities for students in addition to faculty collaboration opportunities.

Faculty question: Concerned we are going to have future issues if all travel opportunities are cut for faculty to participate in travel for student activities or professional development.

Provost response: We currently have a number of faculty and students who are participating in these opportunities right now, however, we cannot predict funding sources in the future. We need to be conscientious and prioritize funding needs, as it is more ideal not to travel for the year, then to cut personnel on campus. I recognize faculty needs these opportunities, especially to provide scholarship opportunities for promotion and tenure.

B. President's Remarks

President Pemberton provided updates on policy operations including further budget holdbacks and university name change legislative updates.

Budget Holdbacks and Financial Strategies: *President Pemberton provided a comprehensive overview of the institution's approach to mandated budget cuts, detailing the rationale for centralizing vacant positions, the specific roles being forfeited and the impact on travel funding, with input from faculty regarding the implications for faculty and student opportunities.*

Mandated Budget Reductions: *President Pemberton explained that the Joint Finance Appropriations Committee (JFAC) is mandating an additional 2% ongoing budget cut on top*

of previous reductions of 3% holdbacks, resulting in a total of 5% cuts for fiscal year 2027. This year, they are requesting an additional 1% holdback for the remaining fiscal year 2026. The institution is addressing these cuts by centralizing and forfeiting delayed hire or vacant positions, which include roles such as a business process analyst in IR&E, social science instructor, associate director – grant writing, associate professor focused on teaching general education courses such as English, and a full professor in kinesiology.

The process for determining which delayed hire positions to forfeit was based on immediate needs, salary value and enrollment trends. Positions in areas with declining enrollment as demonstrated with our enrollment dashboards were prioritized for cuts, and high-value positions were selected to meet the required dollar threshold for reductions and identify a bigger bucket of dollars. With these position cuts, we were able to come up with just under \$400,000 (around \$381,476).

To address the remaining budget shortfall, President Pemberton announced an additional \$100,000 cut from travel, specifically targeting non-compliance related travel. Non-compliance being defined as travel related to personal or professional enrichment or professional development. Required travel for state meetings will still be funded, but professional development and enrichment travel will be limited, with remaining funds allocated based on necessity. These cuts were identified to prioritize and protect the people with positions on campus. This is the game plan on how we will be navigating these financial circumstances based on JFAC recommendations and the rationale of why we are making the choices we are making. Goal is to continue to recruit and retain our students, and the most important variable on campus is relationships with faculty.

Faculty expressed concern about the impact of travel funding cuts on faculty and student participation in academic competitions and professional development as we move forward. It is important to realize if we want to maintain the quality of education we have, it is important to not continuously cut faculty professional development as it not just impacts faculty, but the service we deliver to the students as well.

Administration response: The concerns were acknowledged, emphasizing the need for team input on prioritizing travel and the importance of retaining staff over travel opportunities, while noting that some travel funds remain for the current year.

Tuition and Fee Increase Planning: President Pemberton outlined the upcoming tuition and fee hearing, indicating a likely increase of 5-6%, and discussed the balancing act between rising costs, reduced state student aid, and the need to maintain affordability for students, referencing comparative increases at peer institutions. Our request for 5-6% tuition increase will be lower than the 5-7.5% increase anticipated at peer institutions. The final decision will require State Board approval. More information is expected by April. We continue to evaluate all the data to ensure we do not price ourselves out of the students and to maximize student's potential ability to remain at our institution.

Student Financial Aid and Financial Aid Advising Initiatives: President Pemberton highlighted that state-provided launch funds and opportunity grants may decrease, and new regulations on student loans and Pell Grants could further constrain student resources, increasing the pressure to balance tuition increases with affordability.

Faculty advisors are encouraged to attend financial aid advising workshops which are listed in the Monday Message to better guide students through changes in the aid processes. President Pemberton emphasized the importance of holding conversations with your students and helping students access scholarships and meet deadlines, such as the March 1st priority deadline for the scholarship portal.

University Name Change Legislative Update: President Pemberton provided an update on the university name change bill, describing that it has passed the Senate and is now held in

the House Education Committee, where the committee chair has the authority to release or hold the bill indefinitely. Advocacy efforts are ongoing to encourage its advancement. The name change aims to clarify the institution's comprehensive offerings and improve public perception with our community, healthcare partners, and to the LC Valley, supporting enrollment stability. Reminder it will not change our excellent program offerings, that we are a small school, or student-teacher ratios. In conversations with legislators, she provided examples to illustrate the value of the institution's two-year to four-year pathways. Further updates will be shared via the Monday Message.

Faculty question: What are the reasons for potential opposition for the name change?

President Pemberton Response: Some legislators fear the institution will become a large research university, altering faculty workload and student-faculty relations. The mission of this institution will remain teaching-focused, supported by intent language in the bill. Our mission won't change and is approved by our accreditation and the State Board of Education. Oregon has great examples of what it looks like to be a small school and be a university, such as Southern Oregon, Eastern Oregon, etc. Regarding questions from legislatures and the community on costs of the name change, one-time costs are estimated at \$50,000, which will be covered by reserves and integrated into regular renewal cycles for materials and signage, minimizing financial impact. We are not a school that wastes money. We have a full document that itemizes costs, which includes costs in changing highway billboards, etc. We have been careful and thorough in trying to assess what it means for us cost-wise.

Faculty question: It sounds like we have several legislatures who are on the side of higher education, but what about friends of higher education down in that area.

Response: President Pemberton acknowledged ongoing challenges but noted that the institution retains allies of LC and generally avoids controversy due to its practical, teaching-focused reputation.

No further questions.

C. SPRC Policy update (voting item) 1.102 Section 6

This was mentioned in the January 15th meeting regarding a requested change to Policy 1.102 Section 6 Standing Promotion Review Committee for Career and Technical Faculty. Reminder that new hires in CTE are no longer hired on a promotable track. The language strikes are in areas that are no longer relevant to these faculty members and revamp the structure of the committee. All of the language is modeled to mirror that of the Standard Tenure Promotion and Review Committee (STPRC), but because they are two different committees, there are two different sections of policy. This is administration's policy but would still need a motion to approve edits to the policy.

Items that have been edited in the policy include:

- Remove 6.A.iii – meet with new hires and discuss promotion process (rationale is new hires no longer hired on a promotable track).*
- Remove 6.A.vi – plan annual recognition for newly promotable faculty (no longer a responsibility of the committee)*
- Edit 6.B – Edit committee make-up to state 4 faculty members from at least 3 different CTE program areas and at least half (50%) will serve at a full professor rank. The chair shall be a full professor in rank.*
- Edit 6.C – Edit to terms of service are everyone serves a three-year term, and the committee chair serves a one-year term.*

Motion made to approve the edits to Policy 1.102 Section 6 as presented by Angela Wartel. Motion seconded by Clete Ryan. No further discussion. 43 votes in favor (86%). 0 opposed (0%). 9 abstentions (14%). Motion passes.

VI. Good of the Order

A. Faculty and Staff Appreciation Event

Reminder of the Faculty and Staff Appreciation Event you saw in the Monday Message, which will take place on Thursday, March 26th between 2 pm and 4 pm. Faculty are highly encouraged to attend, with the rationale that it is a drop in event, and faculty are able to come during that time frame and work it around their classes that afternoon. Please attend and support those faculty and staff members who have received awards.

B. March Faculty Association Meeting

The next Faculty Association meeting will be held live. Faculty Association Chair will send out the calendar invite with the specific date and location. Goal during this meeting is to hear nomination letters and support our faculty emeriti.

C. Registrar's Office Updates from Interim Registrar Kim Tuschhoff

Graduation Regalia Changes: Regalia is changing for spring commencement. The website to order regalia went live on the website today. Casey, our Associate Registrar, will be sending out information to our division chairs to be distributed to faculty so we can better inform students regarding the changes and provide the website link. This link is also located on the graduation web page. The biggest change is students will need to order from the bookstore due to changes in the color of the gown and addition of embroidery. Our new Masters regalia is linked to the webpage as well for graduate program graduates.

Encourage Attendance to Advising PDTs: Encourage faculty to attend the Advising PDTs this semester that are held by The Advising Center. There are great advising updates and information in the hour-long session. Examples of recent topics in the Advising PDT were updates to the Conditions of Registration and addition of Emergency contacts, which includes the opportunity for students to list a missing person contact who lives locally. Students still need to complete Conditions of Registration prior to registering this semester, as it is an annual requirement. Instructions on registration were updated on the Registrar's website detailing access to the updated Conditions of Registration and emergency contact process.

VII. Adjournment

Motion to adjourn by Kim Tuschhoff. Motion seconded by Peter Remien. No further discussion. Call for vote. Unanimous approval. No abstentions. Motion carries. Meeting adjourned at 4:07 pm.