



Faculty Senate Meeting

MINUTES

March 16, 2023

3:15 p.m. ACW 134

Attendance: Julie Bezzerides, Soo Lee Bruce-Smith, Jenna Chambers, Harold Crook, Celeste Ellis, Rachelle Genthos, Kristy Gonder, Andy Hanson, Sue Hasbrouck, Thomas Hill, Leif Hoffmann, Lorinda Hughes, Billy Lemus, Seth Long, Michelle Pearson-Smith, Cynthia Pemberton, Cecily Puckett, Suzanne Rousseau, Jenny Scott, Eric Stoffregen, Heather Van Mullem.

I. Meeting called to order at 3:15p.m.; motion by Leif Hoffmann (second by Michelle Pearson-Smith) to amend the minutes from the February 9, 2023 Faculty Senate meeting to include Charles Bell on list of attendees (approved unanimously). Additional motion by Leif Hoffmann (seconded by Julie Bezzerides) to approve the minutes from the February 9, 2023 meeting, as amended (unanimously approved).

II. Updates—President Pemberton

A. Legislative Session/Budget Update

The legislature's Joint Finance-Appropriations Committee (JFAC) has set the higher education budget for FY24 (SB 1176). The budget that JFAC put forward includes a Change in Employee Compensation (CEC) increase of up to \$1.20 per hour, to be allocated based on merit. This hourly increase amount will result in a proportionately higher increase for individuals on the low end of the pay scale, compared to higher-paid employees. The Governor's recommended CEC increase had been for a 4% increase, based on merit. For LC State, the dollars coming in under either option are virtually the same. The final compensation increase plan that the College develops will be dictated by the State Department of Human Resources and State Division of Financial Management.

The language in Section 6 of SB 1176 reads as follows: "USE OF APPROPRIATED FUNDS. The college and universities shall verify no state appropriated funds are used to support diversity, equity, inclusion, or social justice ideology as part of any student activities, clubs, events, or organizations on campus. Each college and university shall submit a written report of its expenditures related to these activities to the Joint Finance-Appropriations Committee no later than January 14, 2024."

Based on this language, state funds cannot be used in certain ways. Tuition is included in the definition of state funds. At this point, we don't know exactly which activities might be precluded, as there are many unknowns.

Senator: Our core education mission includes a diversity element (for example, in order to meet accreditation standards and requirements for federal funding). How will those be impacted?

President Pemberton: There are so many programs that might potentially be impacted by the inclusion of this language. For the Governors Recommendation, we were asked how we might benefit from any one-time moneys made available to support in-demand careers. Clearwater Hall reconstruction and the Living-Learning Center were ideas we put forward, along with remodel of the Sam-Glenn Complex. These were not included in the capital budget that came out of JFAC.

Regarding student fees: we are moving forward with a 5.6% to 8.2% increase in tuition and fees, to help pay for CEC, the legislature's prescribed increase in health insurance/benefits, and cybersecurity measures related to federal financial aid requirements.

Senator: We are currently in the middle of the Native American Week. Could this be the last?

President Pemberton: I hope not. Over time, we hope to diversify our revenue base so that other sources of funds (for example, indirect cost recovery from grants) will be available to sustain these types of activities.

Senator member: Might this bill be amended?

President Pemberton: At this point, it still needs to pass both chambers.

Senator: Given the ambiguity of the language, how would an institution even know if they are not in compliance?

President Pemberton: It will be an ongoing conversation with the State Board and legislature, to help understand/navigate/interpret the bill. I will keep you as informed as possible, as the faculty of this institution; however, please recognize that you are one of three employee groups. When decisions are made, we have to keep in mind all employees.

Senator: Is this an attack on inclusion and diversity or a misunderstanding of what is actually taught in higher education?

President Pemberton: A lot of education is taking place at the legislative level. Relationship building and education is my focus so that everyone understands the complexity of our funding. The goal this year was to establish relationships. Now we can build from this foundation and make headway.

B. CRC (Compensation Review Committee)

The President encouraged senators to review the Compensation Review Committee report and response (<https://www.lcsc.edu/crc/crc-documents>). This year's report response summarizes the compensation increases provided in the last five years.

C. Prison Education Program

The President reviewed the goals and history of the prison education program. We applied for this program initially under the Second Chance Pell Experimental Program. Twenty-three incarcerated individuals enrolled in fall semester and 35 in spring. The experimental program has ended, and we have reapplied to the permanent program that is now launching. There are certain requirements we will have to meet in order to receive approval (for example, accreditation site visits, State Board of Education approval, etc.). We will not charge students in this program fees for activities that they won't be able to take part in. We are now planning how to take this program statewide, including hire adjuncts. One-time monies will be used to launch the program, and no vacant positions funding will be used to fund it. If it can't become self-sustaining within two-years, we will not continue this program.

Senator: Will we hire adjuncts or will these students all be online?

President Pemberton: We will be live-in person for the first year of classes, but after that we may be able to implement virtual education.

Senator: Who do ask/talk to if we have questions on compliance with the Idaho Abortion law?

President Pemberton: If the subject in question is germane to the content of your courses, continue to teach it. If I hear otherwise, I will inform you.

Senator: What is the timeline for the student tuition increase?

President Pemberton: The State Board of Education meets in April to consider tuition and fee increases.

III. Old Business—Revised SCE Survey Instrument (Lorinda Hughes, Chair, Student Affairs)

The link to the revised SCE survey instrument was sent out to Faculty Senate via email and can be also be found in the Faculty Senate meeting folder in Teams. The version before Senate today represents a compromise between the Student Affairs committee's final recommendation and the feedback received from Faculty Senate at the February 9 meeting. Lorinda reviewed the changes for the Senate.

Senator 1: Questions 5 and 6 seem redundant; can we change question 6 to read "instructor is accessible to students" and leave off "during office hours"?

Lorinda: We will remove question 5 and also remove "during office hours." We have also separated out the three components (knowledge, skills, perspective) under "learning outcomes."

Senator 2: Teaching is defined as, "When one gains new knowledge, skills or ways of thinking," so combining these three would seem to capture learning.

Senator 3: If we place these three together we might still capture the correct info.

Senator 4: If combined, are they still measurable? Perspective seems like it might be less measurable.

Senator 5: I worry about separating out “perspectives” because someone might come to the course with a previous perspective and not necessarily change afterwards.

Lorinda: let’s combine and state as “new knowledge, skills, OR perspectives.”

Senator 6: We should monitor how successful/useful the individual comment boxes are and adjust them as necessary, moving forward.

Senator 7: Will we need to follow any new policy/procedures in launching these?

Senator 8: These are not paper forms that can be looked at any more.

Motion by Rachelle Genthos to change question #16 to: “In this course I have gained new knowledge, skills or perspectives;” remove question #5, keep question #6 but remove the words “outside of office hours.” Second by Jenna Chambers; approved unanimously.

IV. Committee Reports

A. Curriculum

Billy Lemus reported that the deadline for Curriculum proposals had been moved to October 1st. This change will increase the time for committee review. One Senator took exception to the proposed deadline, as he felt it did not allow enough time to complete curriculum proposals upon returning in the fall. Others pointed out that curriculum proposals for the coming year can still be submitted yet this spring.

B. Faculty Affairs

Jenny Scott reported that Faculty Affairs had met to rank faculty development grant applications received for spring. There were 25 applications submitted (\$22,000 requested), and the committee had only \$9,200 available to allocate for spring. We meet again after Spring Break to consider sabbatical policy revisions.

V. Good of the Order

- The Benevolence Committee will have an opening. Only people who donate to the benevolence fund can be nominated. The deadline for nominations by mid-April.
- Art of Giving Food Drive 3pm April 17th and 18th. Contact Leif Hoffmann if you would like to donate monetarily.
- Research Symposium will be May 4th and 5th. If you’re interested contact Peter Remien.
- Faculty staff recognition moved to April 7th, please attend.
- April 27th is the next senate meeting.

Motion to adjourn approx. 5 p.m. by Thomas Hill, second by Jenna Chambers.