

Monday Message

Feb. 8, 2021



President's Message: Dear all. Below I share another excerpt from last month's JFAC testimony. In this narrative I preemptively addressed questions asked the day prior when we four-year college/university presidents presented a shared overview of higher ed progress over the past year. The information about testing, which as you recall was a terrific success for our campus community during our back-to-campus January baseline testing, is particularly noteworthy as we map-out our plan to keep contagion at bay and our campus safe by engaging somewhat comprehensive testing monthly through this spring semester. Testing details appear in the announcements section of this message, and will be a key part of our relentlessly protocol-compliant path forward through the spring semester. We are experiencing success and cannot let up!

JFAC testimony:

Q1: *Why are higher education institutions asking to access their Higher Education Stabilization Fund (HESF) reserves when it seems there remains unspent money associated with the CARES Act #1 funds?* **A1:** The short answer is that because much of the world has been, and in many cases continues to be "ordering" the same equipment and supplies, backordering and lag-time have been more of a norm than an exception associated with CARES funds expenditures. This issue is exacerbated by funding expenditure restrictions associated with what the money can and cannot be used for. In LC's case, because we did not know for sure there would be a second round of federal relief funds, we intentionally held back sufficient funds to implement our January 2021 back-to-campus baseline testing program. At this point LC's CARES ACT #1 money has been fully allocated and largely spent.

Q2: *Given that a second round of federal relief money is now available, why are higher education institutions requesting access to their HESF reserves?* **A2:** HESF is not associated with appropriated funding and derives from interest earned on tuition collected by the institutions that is banked and invested by the state (we then bill back for banked tuition funds based on enrollment). Because neither the first or second round of federal relief funds allows institutions to recover costs associated with lost revenues between March 2020 and December 2020, these funds are needed to recoup some of the losses we have sustained. At LC State we have carefully itemized lost revenues associated with auxiliaries, fundraising, etc. during this time period (estimated at close to \$2M), and would plan to use these funds to address some of these losses. (LC State's HESF is about \$1.7M. We cannot access these monies without Legislative approval).

Finances have truly defined our days and many sleepless nights. Given a pre-existing structural budget deficit (approx. \$1M), followed by various rescissions and holdbacks, compounded by the pandemic, we have reduced and reorganized, intent on maximizing efficiencies and managing a debt-free balanced budget – which, when over 70 percent of the institution's budget is allocated to personnel, means we have had to make significant FTE reductions. We have also cut operations, reduced expenditures, eliminated non-essential travel, and imposed furloughs (scaled based on salary among employees earning over \$40,000/yr.). We have held positions vacant – supporting only minimal hiring, typically limited to instances associated with accreditation requirements.

These are conditions we instituted in response to, and can sustain in, a crisis, but not indefinitely. We are a people business. We are dedicated and committed to successfully serving our education mission, students and the State, and **we need to begin reinvesting in our people.**

Events

- **Feb. 9 – Tuesdays at Two** – President Pemberton's Tuesdays at Two will continue through Zoom (<https://lscs.zoom.us/j/861031866>). All are welcome to join the conversation. **Special guest:** Human Resource Services.

- **Feb. 11 – Ask & Answer** – Mark your calendar, President Pemberton will host Ask & Answer on Thursday, Feb. 11, from noon-1 p.m. on [Zoom – 915-3133-5166](https://lscsc.zoom.us/j/91531335166) (password: 936288).
 - **Feb. 15 – Leadership Series** – Leader Spotlight: President Pemberton to speak on “The Difference – Difference Makes Women in Leadership.” Monday, Feb. 15, at 3 p.m. Limited seating in SUB 143 or attend [online](#).
 - **April 9 – Faculty & Staff Recognition** – Mark your calendars for the Faculty & Staff Recognition Event on Friday, April 9, at 12:30 p.m. This year’s event will be held in the Silverthorne for the award recipients (contingent upon COVID-19 realities). The campus community will be invited to watch via live stream.
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Announcements

- **Coronavirus Updates & Risk Level:** For the latest coronavirus updates and information visit www.lcsc.edu/coronavirus. The page will continue to be updated with resources and FAQs. In accordance with its [Operational Levels](#), LC State’s current risk level is: Minimal.
 - **Cases Update:** Currently there are **no** active cases and **no** students in isolation in campus housing. The college has had **19** confirmed cases this spring. For the latest numbers visit the coronavirus webpage.
 - **Testing:** The next COVID-19 testing clinic will be on Friday, Feb. 19, from 2-6 p.m. in the Williams Conference Center. Students living in campus residences must sign up for a test time and will use the Aura app to do so. This is the same app used for January testing. All other students, faculty, or staff who wish to take advantage of this testing opportunity should contact Nicole Meyer, assistant director of Residence Life, at nimeyer@lcsc.edu for assistance with the registration process. There is no out-of-pocket cost for these tests. Subsequent testing is scheduled in the Williams Conference Center on March 19 and April 16.
 - **Events & Conferences:** The [Events & Conferences Guidelines](#) have been updated per Idaho’s move to Stage 3.
- **Feb. 15** – The campus is open on Feb. 15, President’s Day; offices will be open and classes will be in session. In trade, there will be no classes on March 10. The campus will be open on March 10 but will be minimally staffed. Supervisors will need to plan accordingly to be open on both Feb. 15 and March 10.
- **Spotlight Chef:** President Pemberton will participate in the LC Leadership Series serving as the Spotlight Chef on Tuesday, Feb. 9, from 11 a.m. to 1 p.m. in the SUB, featuring a super-spinach chef salad with toasted garlic cheese bread.
- **Schweitzer CTE Center Tours:** Want to check out LC State’s Schweitzer Career & Technical Education Center? Stop by anytime during business hours and pick up a self-guided tour flyer at the main lobby desk.
- **Faculty Survey Results:** Thank you to the faculty respondents of our Instructional Delivery Methods Faculty Survey. Results are now posted on the Intranet: <http://intranet.lcsc.edu/ir/IRintranet/Survey/Survey.html>. Two surveys were conducted to gauge how comfortable and prepared faculty felt teaching each instructional delivery method amid the novel coronavirus (COVID-19) pandemic. The first survey was administered before fall

2020 classes began, and the second survey was conducted as the instructional delivery methods transitioned over the semester.

- **Deferred Maintenance Study:** LC State has contracted with McKinstry Co. to perform a campus wide Deferred Maintenance Study. Representatives will be on-site, beginning today, to perform inventory and condition assessments. You may see them entering buildings, including mechanical rooms, across campus over the course of several weeks. They will most likely be accompanied by Physical Plant personnel, but not always.
- **Student Leadership Opportunities:** The success of LC State student programs is dependent on quality student leaders. Please share these great learning and leading opportunities with your students.
 - **ASLCSC (student government)** – Over eight available positions (senate/judicial/executive). Intent to run application due to ASLCSC by Feb. 12.
 - **Explorers** – 10-plus available positions (campus tour guides/ambassadors). [Contact Rachel Peasley](#) for more info.
 - **KLCZ (student radio)** – Two available positions (manager/assistant manager). [See Handshake](#).
 - **Peer Mentors** – 17 available positions. App review begins Feb. 12. [See applications online](#).
 - **Resident Directors & Assistants** – 10-plus positions. [Contact Res Life](#) for more information. Applications due Feb. 12.
 - **Warrior Entertainment Board** – Five available positions. Applications open on Feb. 10, due Mar. 10. [See Handshake](#).
 - **Work Scholars** – 15 available positions. Applications open on [Handshake](#), Feb. 26 to March 12. [Email/visit Work Scholars](#) for eligibility requirements.
- **New Mental Health Resource:** Therapy Assisted Online (TAO) includes over 150 brief, effective, self-help educational sessions covering over 50 common topics and skills related to mental health, wellness, and substance use issues. TAO includes interactive sessions, mindfulness exercises and practice tools all aimed at helping you achieve your goals. [Learn more and register for an account online](#). Contact the Student Counseling Center at counseling@lcsc.edu or 208-792-2211 if you have questions. The resource is available for all LC State students, faculty and staff.
- **Women’s Leadership Conference:** The Women’s Leadership Conference (a faculty, staff and student volunteer event) is accepting nominations now through Feb. 10, 2021, for the 4th annual Women in Leadership Awards. [Submit nomination](#). Recipients will be announced at the completely virtual Women’s Leadership Conference, March 5, 2021. [Register for event](#).
- **HR Updates:** For Warrior Wellness and Professional Development opportunities [view this week’s flyer](#). **Upcoming Cybersecurity Training:** Tuesday, Feb. 16, all employees will receive an email from cybertraining@dhr.idaho.gov to complete an updated Cybersecurity Training. Please do not discard this email as spam, this is a legitimate email and action will need to be taken as this training completion is due March 31, 2021.

