

# Monday Message

Jan. 29, 2024



Dear all,

Last week you noticed some new additions to the Monday Message. Of course, we are all excited about our one-stop [campus calendar](#) (hooray!) and ready to engage the campus community connection challenge; but you also may have already started in on our intranet-embedded [shared reading assignment for January](#), and are looking forward to the January reading quiz which will appear in the Feb. 5 Message. And, you might have clicked-in to see [where the Warrior recruiters are](#). Each week, at least through our priority admissions deadline of March 1, you'll be able to see where Warriors are traveling to recruit. As you know from past and recent All-Campus meetings, not only have and are we ALL engaged in recruitment and retention activities, but the resources we have directed toward marketing and promotion, as well as expanded name buys and admissions recruitment travel are allowing us to build brand awareness and increase potential student prospect contacts. These efforts are not only exciting, but are making a positive difference!

As we move through the spring we'll increasingly host on-campus visitations, Warrior preview and discovery days, as well as the interpersonal outreach we are now known for. Whether it is a phone call, text, email, letter, or high school presentation, this outreach is not only critical to converting potential student contacts into enrollees, but demonstrates the ways we live the value-add of a small college experience.

Go Warriors!

Cynthia Pemberton, Ed.D.  
President

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## Events

Keep up on events and activities through the new [Campus Calendar](#).

- **Feb. 2-3 – Athletics Home Events** – The Warrior women's and men's basketball teams will face in-state rival College of Idaho on Friday at 5 p.m. and 7 p.m., and Eastern Oregon University on Saturday at 4 p.m. and 6 p.m., respectively, at the P1FCU Activity Center. The Warrior men's tennis team will face Whitman College at noon on Saturday at the LC State Tennis Center. For more info visit [www.lcwarriors.com](http://www.lcwarriors.com).
- **Feb. 13 – Tuesday @ Two** – President Pemberton will host Tuesday @ Two on the dates and locations listed below. Stop by and join the conversation.
  - Feb. 13, Sacajawea Hall, Room 144
  - March 5, Mechanical Technical Building, Room 203
  - April 2, College Place first floor lounge area
  - April 30, Schweitzer Career & Technical Education Center, Room 302

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## Announcements

- **Health Insurance:** The State of Idaho will be transitioning health insurance coverage from Blue Cross of Idaho to Regence Blue Shield of Idaho effective July 1, 2024. Dental coverage will remain with Blue Cross of Idaho. At this time, Human Resource Services (HRS) has limited details about the specifics of the change and awaits additional information from the Idaho Office of Group Insurance. HRS will closely monitor updates and will communicate details as they become available. HRS appreciates the patience of employees as we wait for more information.

- **Information Technology:** Power BI is a powerful tool that enables users to create visual reports using data connections to Colleague. Through the use of Power BI Workspaces, reports will be accessible to share within divisions, departments, and the organization allowing for near real-time analytics and data-driven decision-making. Read more about LC State's Power BI rollout on the [IT Intranet](#) page and join the [Power BI Teams](#) for access to guides and training material.
- **Institutional Development Grant:** Applications are now available for the Spring 2024 Institutional Development Grant awarding cycle. Visit the [Institutional Development Grant webpage](#) for more information or access the [application](#) directly. The deadline to apply for grant funds is Feb. 2. Please reach out to [studentaffairs@lcsc.edu](mailto:studentaffairs@lcsc.edu) with any questions.
- **Key Audits:** Public Safety is doing periodic key audits to ensure staff and faculty have the access they need for their positions. All employees who receive an email from Public Safety regarding a key audit are asked to schedule an appointment with Laura Wilson by utilizing this [online form](#).
- **KinderCollege Fundraiser:** KinderCollege is running a Valentine's Fundraiser. You can purchase a valentine made by KinderCollege students to be delivered to a friend on campus or to pick up and deliver yourself. Prices will be \$3 for one or \$5 for two. Please send an email to [kindercollege@lcsc.edu](mailto:kindercollege@lcsc.edu) to order or find us at Warrior Wednesday from 10 a.m.-noon inside in the SUB/CSL Solarium. Donations can be made via cash (sent/brought to KinderCollege) or online at [www.givecampus.com/an6qu3](http://www.givecampus.com/an6qu3).
- **Outgoing Mail:** LC State's local FedEx Express (not Ground) is changing the deadline for calling in an outgoing pickup scheduled for that day. The deadline is now before noon. Consequently, if you want a shipment to go out that day, you will need to have it to the Campus Mailroom by 11:30 a.m. for a pickup to be scheduled, and sooner if any packaging or processing needs to be done. Pickups scheduled later will most likely not go out until the next business day. Please call the Mailroom (2214) if you have any questions. Thank you.
- **Peer Mentor Applications:** The First Year Experience Program is currently seeking peer mentor recommendations for the fall 2024 semester. A peer mentor is a current student who has successfully completed at least one semester at LC and helps new freshmen build a foundation for personal success at LC State. Peer mentors are friendly, reliable, supportive, and are able to demonstrate leadership qualities inside and outside the classroom. Mentors serve roughly 25 mentees 5-6 hours a week during orientation class, support programs (Orientation Day, Discovery Day, Homecoming, study nights, etc.), outreach and in-person meetings. Please email your student recommendation(s) (full name and email if possible) for peer mentoring to [fye@lcsc.edu](mailto:fye@lcsc.edu) by Friday, Feb. 2.
- **Performance Evaluations:** You can find the Performance Evaluation forms for Professional and Classified staff on the [HR Website](#). A few reminders:
  - All **Performance Evaluations are due Jan. 31**. If you have any questions about completing evaluations, please contact HRS. If you are going to put an employee on a Performance Improvement Plan, please contact HR first.
  - Completed evaluations must be emailed to HRS by Jan. 31.
- **Retirement Plan Changes:** The Idaho State Board of Education Retirement Plan Committee has recently completed a multi-year, comprehensive review of the Idaho Optional Retirement Plan (ORP). ORP is comprised of TIAA-CREF and Corebridge (Valic). As a result of that plan review, it was recommended and approved at the Dec. 13, 2023, State Board of Education meeting, that Fidelity will become the sole provider of the administrative services for the ORP effective in December 2024. More information will be provided by the Office of the State Board of Education as we transition, along with important dates, next steps, and other relevant details. A set of frequently asked questions has been posted to the [State Board of Education website](#). These

FAQs will be updated throughout this transition. Additionally, it is anticipated that all faculty and staff enrolled in either TIAA-CREF or Corebridge (Valic) will receive a direct communication coordinated by the Idaho State Board of Education regarding this change towards the end of January. We will provide additional information as it is received. In the meantime, please contact HRS with any questions.

- **Sodexo and Jitterz are Open:** Sodexo Food Service will temporarily serve food in the WCC while SUB/CSL building repair is underway. Additional seating is available in the SUB/CSL. Jitterz Coffee shop, game rooms, solarium seating, and campus bookstore are available for use in the lower level of the SUB/CSL. The south half of the upper level of the SUB/CSL is open and available. All building services (FYE, Career & Employment Services, Information Desk/Campus Card Services) have been temporarily relocated/condensed to the upper level area that was not affected. If you have questions, please contact the Information Desk at 208-792-2716.
- **Where are the Warriors?** Every week, LC State recruiters are traveling to high schools, junior colleges, fairs, corrections facilities, etc., spreading the word about all LC State has to offer. Here's a quick look at [Where the Warriors are this Week](#).
- **Song for the Week:** "[Diamond Girl](#)" by Seals and Crofts

