

LCSC President's Council

2/1/2019

2:30-4:00 pm, ACC

Info Items & Updates -Announcements/Reminders/Air-time & Action Issues

-Ed Week & \$\$\$ implications

The President reported on the JFAC testimony and CEC presentation. Because no line items or specific funding requests were part of this year's session for higher education, the goal was to help legislators know who we are and what we're about; and then, to care about those things.

-Rethinking, reorganizing, deciding what stays on our plate and perhaps what comes off

Huron report and SBOE next steps

-Still in "pause and reflect" mode re: position vacancies. Vacancies belong to the College as a whole. Will determine best use of our dollars by considering if resources need to be redirected.

-State Board has authorized the hiring of a consultant to help institutions with the Huron analysis for Systemness. Each college will be charged on a pro-rated basis.

-Tuition and fees discussions have begun. LC is working through financial models to identify revenue needed to meet basic instruction and operational needs. CEC increases being only partially funded is the main driver of tuition increases.

T9 & Athletics: Because enrollment demographics shift over time, ongoing assessment of compliance is needed. LCSC has mapped out a plan to grow women's sport participation (see Appendix A – executive summary). Executing the plan will require a tuition increase.

Colored Cards (pick 2, 1 each color) – keeping you in suspense re: the "why" (end of meeting): In keeping with the mantra that leaders go first and model the way, Council members drew cards with names of undecided LC F2019 applicants to make contact with (postcard, email, phone, etc.) to encourage attending LC.

Provost Stinson

-Accreditation Plan (Vision, Mission, Core Themes, Accreditation Recs...weaving it together...)

Accreditation outcome was very favorable with more of a refinement on two recommendations rather than an overhaul. Appendix B is the final disposition letter from the NWCCU. Provost Stinson will lead our efforts to address continual improvement as per the recommendations. Kudos to LC faculty and staff for their good work in this regard.

-Connecting Learning to Life – Hallmark of LC Education "napkin idea" task force update:

Connecting Learning to Life will be woven in to our mission and strategic plan, with the goal being for every LC graduate (2- and 4-year) to have an experiential learning component to their education. Currently we estimate that 80-90% of LC students do have this experience. Provost Stinson, working with VP Hanson, is currently reviewing data to determine where gaps may exist re: experiential learning. From there conversations will

be engaged to instill connected/experiential learning into programs of study. An additional part of this initiative is to consider building upon our certificate program menu with an eye toward knitting together academic and CTE courses.

VP Hanson

-Enrollment update: As per the 10th day enrollment count, numbers for both enrollment and retention, while down, have improved. VP Hanson updated Council on the status of the Academic Coaching (retention) model implementation.

VP Kilburn

-\$ implications of Enrollment Status: VP Kilburn updated Council on the financial implications of our 2018-2019 enrollment. We estimate a shortfall of about \$563,000.

-VP Kilburn also updated Council on the status of the Director of Campus Security & Emergency Preparedness search, and noted that we have a strong applicant pool.

Round-robin sharing/dates, deadlines, calendar events & Items for the "Good of the Order" (BLUE = share info this meeting, we will rotate through each person across meetings)

Constituent Group and/or SBOE communication updates:

Mr. Sam Weeks, ASLCSC President

Feb. 21 – Student Activity Fee hearing;

Mar. 6 – Tuition and Fees hearing;

Election filing period open until 3/21 for student government positions;

Legacy project – digital display/reader board on campus.

Dr. Jenni Light, Faculty Senate President: *Arboretum committee has chosen the northeast corner of campus for landscape improvements. Could become a possible picture-taking area for students, grads, etc.*

Mr. Kevin Reynolds, PSO President

Feb. 4-15 – Nominations open for PSO member of the year;

Feb. 18-Mar. 1 – Nominations open for PSO Officers;

Feb. 11 – Next PSO meeting.

Ms. Kim Vogel, CSO President

Ms. Vogel shared an update of the meal card retention program instituted toward the end of the fall semester. As a reminder, unused student meals are donated by SODEXO for LC students in need. Cards are distributed to divisions and departments for use among students they may identify.

CSO challenges PSO to a Spring food drive. Winning is based on weight; if money is donated, \$1 = 1 pound.

Feb. 14 – Next CSO meeting.

Unit Leadership

Ms. Erika Allen, Director of College Advancement: *Ms. Allen updated Council on various Foundation and Alumni events.*

Alumni 101 for alumni and friends at Ampersand. Cooking with chocolate; go to the alumni website for more info.

April 26 – Family Weekend.

Late Spring – Groundbreaking for CTE building (exact date still tbd).

Successful meet-n-greet in Boise during Ed Week; will try to host more of these in areas where the President is traveling and there are alumni living there.

Received large donation from Rogers Motors for shop in CTE bldg.; excited about partnership opportunities, e.g. internships, employment.

Dr. Grace Anderson, Director of Institutional Research & Effectiveness

Mr. Ryan Bircher, Internal Audit

Ms. Soo Lee Bruce-Smith, Director of Admissions: *Ms. Bruce-Smith reported on the successes of the Saturday orientation events, and noted that offering weekend events is proving to be a popular format.*

Dr. Fred Chilson, Dean School of Professional Studies

Dr. Julie Crea, Senior Budget Director – Sweet Spot Tutorial: *Provided two scenarios to demonstrate the impact of enrollment on our budget: what the shortfall would be if enrollment remains at the status quo (2,880 FTE), and what the increase would be if enrollment grew to 4500 FTE. This information was consistent with and elaborated on the slide shared during the January all-campus meeting.*

Ms. Ashley Edwards, Title IX Coordinator

Ms. Mary Flores, Dean Liberal Arts and Sciences

Mr. Logan Fowler, Director of Communication and Marketing/Interim Director Community and Government Relations

Mr. Tom Garrison, Physical Plant Director: *Mr. Garrison reported that the Spalding Hall heating & ventilation system issues have been resolved. He noted there yet remained a few items left on the punch list, but that the building is occupied and operational. Bid packages for the CTE building are ready to go; just waiting on the review of the plan and word from the State.*

Ms. Justene Garner, Director of Student Services, CDA: *The new NICE building is on track to be finished in late-April to mid-May with a move-in target of mid-June. Will house LCSC, UI, and NIC. Ms. Garner shared information about ongoing discussions with NIC to house LC CDA students in their dorms, based on space; this would give the students more of the “college experience”.*

Faculty are helping students with interview skills. The Business Division is involved in Career Week, targeted at 18-22 year-olds. Talking about establishing a Career Closet where students could rent professional/business attire to go on interviews.

Ms. Brooke Henze, Director of Athletics (she was absent; sent proxy)

Ms. Debra Lybyer, Sr. Director of Advising

Dr. Jeff Ober, Dean for Career and Technical Education

Mr. Allen Schmoock, Director of Information Technology

Ms. Vikki Swift-Raymond, Director of Human Resource Services

Spring Semester Meeting Schedule: 2:30-4:00 Fridays (dates: 3/1, 4/5, 5/3 – reschedule?)

Shared Reading – igen: Cabinet members each have a copy of the book: IGen: Why today's Super-Connected Kids are Growing Up Less Rebellious. More Tolerant, Less Happy-and Completely Unprepared for Adulthood, by Jean M. Twenge. The goal is for this to be a pass along read, sharing broadly among faculty and staff.

The 5/3 meeting will be rescheduled on an as needed basis.

Appendix A – LCSC Title IX Plan “proposal”

INTRODUCTION: TITLE IX ‘101’

In 1972, a Federal civil rights statute, Title IX, was enacted as part of the United States Education Amendments. Title IX was designed to broadly address issues of education equity (i.e., admission and recruitment policies and practice, educational programs and activities, etc.). Title IX states that, “No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.” **The thirteen Title IX compliance components fall into three areas. These are (a) the accommodation of interest and abilities, (b) financial aid, and (c) equitable opportunities and accommodations regarding other program areas.**

The accommodation of interest and abilities. This compliance area is assessed in one of three ways. The three prongs can be reviewed independent of each other, and a finding of compliance in any one of the three satisfies the interest and abilities area of Title IX compliance. The first part of the three-prong interest and abilities test involves the assessment of **substantially proportionate participation opportunities**. This means that athletic participation opportunities for women/girls and men/boys must be substantially proportionate to the female/male student body undergraduate enrollment rates at a particular institution. The second prong addresses what is called a **history and continuing practice of program expansion for the underrepresented sex**. Specifically, it asks whether or not an institution can show a history and continuing practice of program expansion that is demonstrably responsive to the developing interest and abilities of the numerically underrepresented sex. The third prong asks whether or not an institution can demonstrate that the interests and abilities of the under-represented sex have been, and/or are being, fully and effectively accommodated by the present program.

Athletic financial assistance (meaning athletic scholarships). It must be allocated in proportion to existing female/male athletic participation numbers.

Equitable opportunities and accommodations/other program areas. This compliance area addresses equipment and supplies, scheduling of games and practice, travel and per diem allowance, tutors, coaches, locker rooms, practice and competition facilities, medical and training facilities, housing and dining facilities, publicity, recruitment of student/athletes, and support services.

LCSC ATHLETICS TITLE IX COMPLIANCE PLAN EXECUTIVE SUMMARY

Lewis-Clark State College (LCSC) is affiliated with the National Association for Intercollegiate Athletics (NAIA) and a member of the Frontier Conference. The role and mission of the NAIA is to “...position member institutions to maximize “return on athletics” (e.g., enrollment, retention, student-athlete success, etc.) and optimize the student-athlete experience.” Within this framework the Conference mission emphasizes “promoting academic & athletic excellence.” The key in both instances is word order emphasizing *student* over *athlete* and *academic* over *athletic*. LCSC’s athletic affiliations (NAIA and Conference) align with and support its educational mission, emphasizing opportunity, success and partnerships to “...prepare students to become successful leaders, engaged citizens, and lifelong learners” (LCSC Mission Statement).

A review of EADA data and reports reveals that Lewis-Clark State College (LCSC) needs to address issues of equity associated with athletic participation/Title IX compliance (See Table 1). This proposal outlines a 2-part plan and the funding needed to implement it.

NOTE: compliance is a moving target – shifts in LCSC enrollment demographics (over time) necessitate re-visiting Title IX compliance.

Table 1: Title IX/Athletics & LCSC - EADA Report most recent 2 years

2017-2018 EADA report: #/%				2016-2017 EADA report: #/%			
Enrollment		Student-Athlete Participants		Enrollment		Student-Athlete Participants	
<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>	<i>M</i>	<i>F</i>
862/39%	1337/61%	157/57%	120/43%	914/40%	1349/60%	162/58%	118/42%

Part 1 involves maximizing current women’s sport roster capacities over a 3-year implementation timeline. Currently, LCSC Athletics is supported at just under a million dollars/year through appropriated funds. **Appropriated funding needed to support Part 1 of the plan = \$2,232,247.00.** **Gap between current funding and needed funding = \$1,322,247.00.** (01% tuition/fees = approx. 60.00/student/yr). Pages 5-9 (Tables 2-5) detail budget

categories (personnel, operating and scholarships) and calculations associated with the funding gap determination.

Part 1: Rationale Key-Points

- Nearly 40% of LCSC athletics’ budget (i.e., “bread & butter/meat & potatoes” budget needs [e.g., coaching, operating expenses and student-athlete scholarships]) is dependent upon fundraising. This is not an athletics budget-model norm, places LCSC at a distinct disadvantage in terms of community resources and broader/College fundraising efforts, and makes the notion of adding sports (i.e., one more horse lined up to drink from an already limited trough) untenable.
- Historically LCSC has not been party to appropriated allocations/caps specific to gender equity (funding options in place in Idaho’s other 4-year schools for over a decade).
- LCSC boasts the highest relative enrollment percentage of student-athletes and Idaho resident student-athletes of Idaho’s 4-year schools (data derived from EADA reports).

School	% of Student Athletes	% of Student-Athletes from Idaho
LCSC	12.4	32.20
UI	5.7	17.26
ISU	5.5	29.77
BSU	4.2	14.10

Part 2 involves the addition of a women’s sport. Funding needed to add women’s soccer includes one-time monies (facilities renovation and equipment = 2.3-2.7 million \$), and **ongoing/appropriated monies of \$451,601.00: personnel, operating expenses and scholarships.** Details appear on pages 10-11.

Summary

Relative to Title IX compliance, given LCSC’s athletics history and tradition, prong 1 of the 3-prong interest and abilities Title IX compliance assessment category is the focus of this proposal. Part 1 emphasizes growth in women’s sports participation while holding men’s sport participation constant. **This results in a net gain of 24 women’s sport participants, which translates to 45% women’s sport participation (this proposal suggests a 3- to 5-year implementation timeline). Part 2 includes the addition of women’s soccer. The initial roster size is estimated at 20 participants, with a potential to grow to 28 participants within 3 years of sport launch. This sport addition would translate to 50% - 52% women’s sport participation.** Re-evaluation of substantial proportionality, which is a moving target pending enrollment trends, will need to be ongoing and will dictate next steps (e.g., plan part 3?).

Total Costs:

Compliance Plan Part 1 Maximizing Roster Capacities (ongoing)	
Operating/Equity – appropriated funds	
Personnel	\$194,800.00
Operating	\$857,109.00
Scholarships	\$1,180,338.00
	<u>\$2,232,247.00</u>
2018-2019 LCSC Appropriated \$	\$910,000.00
<u>\$ needed Compliance Plan Part 1 (ongoing)</u>	<u>\$1,322,247.00</u>
Compliance Plan Part 2 Women’s Sport Addition – Soccer	
<i>One-time Start-up Costs</i>	
Est. Facilities*	\$1,800,000 - 2,200,000
Est. Facilities Equipment	\$500,000
	<u>\$2,300,000 – 2,700,000</u>
Sport addition (ongoing)	
Personnel, Operating, Scholarships	<u>\$451,601.00</u>

*Ongoing facilities/maintenance costs have not been estimated at this time

SBOE Policy - Athletics Budget Limit parameters **\$2.7-2.8* Million**

Appendix B-NWCCU Notification Letter



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January 22, 2019

Dr. Cynthia Pemberton
President
Lewis-Clark State College
500 8th Avenue
Lewiston, ID 83501

Dear President Pemberton:

This letter serves as formal notification and official record of action taken by the Northwest Commission on Colleges and Universities (NWCCU) at its meeting on January 9-11, 2019, concerning the Fall 2018 Mission Fulfillment and Sustainability Peer-Evaluation of Lewis-Clark State College. This action was taken after consideration of evidence, including the institution's Self-Evaluation Report, the Peer Evaluation Report, the Institutional Response to the Peer-Evaluation Report, and information received as part of the institutional representative meeting with Commissioners.

Accreditation

- Reaffirm Accreditation. Rescind Recommendation 1 of the Fall 2018 Mission Fulfillment and Sustainability Peer-Evaluation Report.

Commendations

The Commission commends Lewis-Clark State College for:

1. Creating an inclusive culture of caring, respect, approachability and professionalism in a climate that promotes student success.
2. Its robust Professional Development & Training program that offers numerous programs that are responsive to the needs of its staff.
3. The beautiful, welcoming, well maintained campus with a strong feeling of private academia. The universal care of the grounds and buildings is a reflection on the strong sense and love of place demonstrated by the Lewis-Clark State College staff.
4. The development of responsive student scholarships to provide access, mentoring, experience, and completion through the innovative Work Scholars Program, the Opportunity Scholarship, Foundation Scholars, and the Senior Fund in partnership with the Idaho State Board of Education and the Lewis-Clark State College Foundation.

Renumbered Recommendations for Areas Substantially in Compliance but in Need of Improvement The Commission recommends that Lewis-Clark State College:

1. Define mission fulfillment to provide sufficient exemplification of its purpose, characteristics and expectations to demonstrate institutional outcomes as acceptable extent of mission fulfillment (Standard 1.A.2).
2. Establish objectives for each core theme and identify meaningful, assessable, and verifiable direct and indirect measures (indicators) of achievement that form the basis for evaluating accomplishment of the objectives of the core themes (Standard 1.B.2).

Required Follow-Up

- Address Recommendations 1 and 2 of the Fall 2018 Mission Fulfillment and Sustainability PeerEvaluation Report as an addendum to the Fall 2021 Mid-Cycle Self-Evaluation Report.

Future Evaluations

- Mission and Core Themes Report in Spring 2020.
- Mid-Cycle Evaluation and visit in Fall 2021 to include an addendum to address Recommendations 1 and 2 of the Fall 2018 Mission Fulfillment and Sustainability PeerEvaluation Report.
- Mission Fulfillment and Sustainability Evaluation and visit in Fall 2025.

NWCCU is committed to an accreditation process that adds value to institutions while contributing to public accountability, and we thank you for your continued support of this process. If you have questions about any of the information in this letter, please contact your staff liaison, Vice President Valerie Martinez.

Sincerely,



Sonny Ramaswamy
President

SR:rb

cc: Dr. Lori Stinson, Accreditation Liaison Officer
Dr. Linda Clark, President, Idaho State Board of Education
Dr. Rex Fuller, Fall 2018 Mission Fulfillment and Sustainability Peer-Evaluation Committee Chair