



Faculty Association Meeting  
Minutes  
March 10, 2022, 3:15pm  
Virtual Meeting

Present: Charles Addo-Quaye, Kerensa Allison, Grace Anderson, Karen Andrews, Ayo Arogundade, Bukola Arogundade, Charlie Bell, Julie Bezzerides, Seth Bradshaw, Christina Brando-Subis, Amy Canfield, Jenna Chambers, Fred Chilson, Lauren Connolly, Marlowe Daly-Galeano, Kacey Diemert, Michelle Doty, Celeste Ellis, Tirazheh Eslami, Randy Ericksen, Rodney Farrington, Kyle Ferguson, Tracy Flynn, Logan Fowler, Justene Garner, Debbie Goodwin, Kristy Gonder, Sarah Graham, Marcy Halpin, Andy Hanson, Krista Harwick, Sue Hasbrouck, Mark Haynal, Leif Hoffmann, Natalie Holman, Lorinda Hughes, Jennifer James, Rachel Jameton, Jill Thomas Jorgenson, Ella-Mae Keatts, Darcy Kincaid, J.R. Kok, Debbie Lemon, Samuel. Seth Long, Julie Magelky, Eric Martin, Rob McDonald, Amy Minervini, Ben Morton, Teresa Nash, Mike Owen, Michelle Pearson-Smith, Nina Peterson, Deena Rauch, Gary Reed, Peter Remien, Marc Riendeau, Alicia Robertson, Joshua Rogers, Bo Rose, LaChelle Rosenbaum, Suzanne Rousseau, Teri Rust, Jenny Scott, Eric Stoffregen, Gwen Sullivan, Royal Toy, Luke Thomas, Andy Tuschhoff, Amanda Van Lanen, Angela Wartel, Jennifer Weeks

I. Call to Order

II. Approval of Faculty Association minutes: January 13, 2022

*Motion to approve the minutes made by Eric Martin, 2<sup>nd</sup> by Ayodeji Arogundade, motion approved at 90% (66 potential respondents).*

III. Treasury Report as of February 28, 2022

a. Benevolence = \$6,374

b. Faculty Association Local Account = \$6,368

Thank You to everyone who continues to donate to these funds. Donations enable growth in the accounts and support to faculty in times of need.

IV. Faculty Association/Senate Business

a. Logan Fowler Policy Modification Proposals (Marketing Update Appendix A)

i. Campaign updates

1. Google Ad and analytics shared

a. Website traffic

i. Numbers are up



- ii. Program Finder is driving traffic
  - b. Out of State
    - i. Increase from Washington, California, and Oregon
    - ii. Due to rural campaign
  - c. Organic Search is down, Paid Search is up
  - d. February \$10.5K cost Conversion numbers shared 1K to our site
  - e. CTR – 8.32% in Google search, starting to align our targeting. Well above average
  - f. Keywords and Competition WGU is outbuying us and we need to compete in this space.
  - g. \$1M Statewide Campaign – great deal for us Ella-Mae Keatts’s ad is the best performing from this campaign.
- 2. Questions:
  - a. Rachel Jameton: What should our web copy look like?  
Answer (Logan): – Imagery, quick sentences, bulleted what do you want to accomplish... build a pathway, ease into important information. We are always open to help with web copy especially imagery for all.
  - b. Mike Owen: How are we spending money on CTE?  
Answer (Logan) What we see from the T&I side is an increase in application and website traffic. BTS is the second part of the process this Spring.
- b. VP Andy Hanson
  - i. Snapshot of our Fall 2022 Enrollment
    - 1. Where we are in the process...
      - a. We have received over 700 applications. This is due to application week.
      - b. We are showing gains for merit scholarship offers to incoming students (submitted by March 1). The President/Provost will make personal phone calls to many of those who received offers
      - c. New housing requests are up.
      - d. Non-resident applications have increased. This is due to a rural campaign. Notably we have an increase in applicants from WA, OR, CA, AK, HI, and other states.
    - 2. Weekly Application Reports –
      - a. This report data will be shared more frequently for all who are interested.



- b. We may be able to improve the returning student numbers through interested faculty. We are still at a point where we can influence numbers for next fall, especially with LHS and local schools. Here are ways for faculty to help:
  - i. Share program information with interested applicants.
  - ii. Call or mail a postcard/letter to those who have shown interest in your programs.

There is no better spokesperson than the faculty who are in those programs themselves.

We are the only program in the state where the applicants receive a direct phone call from the president and perhaps the professor themselves

- c. Priority deadline in one month. You can host an advising social, orientation funds can be used to fund the event.
- d. Next week student ambassadors will be trained and will make phone calls to applicants.

ii. Questions:

- 1. Is there a way we can continue to offer in-state tuition for current students when they move to a state that we don't have an in-state tuition agreement with?

Response (VP Hanson): We have non-resident waivers that may be applicable. This can also be handled on a case-by-case basis.

Leaving LCSC is not all or nothing prospect. Note that part-time students are not subject to out of state fees.

- 2. I have a student who is applying for refugee status is there anything we can do to help?

Answer (VP Hanson): We can connect them to services like; International Programs, Immigration, etc. Dealing with these issues is also done on a case-by-case basis.

c. Vote on Nominations Faculty Association/Senate:

i. Secretary Nominations

- 1. Celeste Ellis – Introduction shared, Assistant Professor in Nursing and Health Sciences,

*Motion to nominate Celeste Ellis as Secretary made by Leif Hoffmann, 2<sup>nd</sup> by Ella-Mae Keatts, motion passed (96% in favor, 4% abstention), no option for opposition noted.*

ii. Chair-Elect Nominations



1. Jenny Scott – Introduction shared, Associate Professor in Business & Computer Science,

*Motion to nominate Jenny Scott as Chair-Elect made by Sue Hasbrouck, 2<sup>nd</sup> by Michelle Pearson-Smith, motion passed (93% in favor, 7% abstention), no option for opposition noted.*

Emeritus Nominations (see Appendix B: Emeritus Presentations):

- iii. Debbie Goodwin (BCS) *Randy Eriksen*
- iv. Elizabeth Scarano (NHS) *Ella-Mae Keatts*
- v. Jill Thomas-Jorgenson (BCS) *Karen Andrews*
- vi. Tracy Flynn (NHS) *Michelle Pearson-Smith*
- vii. Michelle Doty –(TEAM) *Julie Magelky*
- viii. Erick Cummings—(CTE) *Marc Riendeau*
- ix. Chris Norden (HUM) *Pete Remien*
- x. Bill Hayne – (TEAM) *Heather VanMullem*

*Motion to award those presented as faculty-emeriti made by Leif Hoffmann/Royal Toy, 2<sup>nd</sup> by Sarah Graham, motion passed (98 % Yes, 0 no, 2 abstentions) 58 possible votes.*

V. Remarks:

VI. Good of the Order:

- a. Provost search update
  - i. Remind Faculty of the website/the days and times of the campus presentations and subsequent open forum, and
  - ii. That feedback can either be shared anonymously and/or with faculty leaders and faculty representation on the search committee.
- b. Provost search – feedback to faculty leadership, Sarah Graham, or Leif Hoffmann, the website is open for 4 days after the interview. Please listen to the candidates' presentations
- c. Canvas page for General Education Amanda Van Lanen – available to those that teach General Education courses.

*Motion to adjourn the meeting was made by Sue Hasbrouck, 2<sup>nd</sup> by Jenny Scott, motion passed by visual vote.*



Marketing Update Appendix A

LC State Communications & Marketing  
**Marketing Update**

Google Ads & Analytics

February 2022

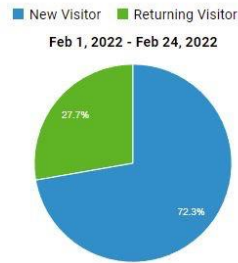


**Marketing Update**

Website Traffic  
Out-of-State Numbers  
Marketing Conversions  
Click Through Rates  
Competition



## Website Traffic



Where do they go on our website?

Page	Pageviews	% Pageviews
1. /		
Feb 1, 2022 - Feb 24, 2022	32,531	17.66%
Feb 1, 2021 - Feb 24, 2021	41,650	19.47%
<b>% Change</b>	<b>-21.89%</b>	<b>-9.31%</b>
2. /program-finder		
Feb 1, 2022 - Feb 24, 2022	19,072	10.35%
Feb 1, 2021 - Feb 24, 2021	1,763	0.82%
<b>% Change</b>	<b>981.79%</b>	<b>1,156.08%</b>
3. /admissions/apply		
Feb 1, 2022 - Feb 24, 2022	3,169	1.72%
Feb 1, 2021 - Feb 24, 2021	1,552	0.73%
<b>% Change</b>	<b>104.19%</b>	<b>137.08%</b>
4. /library		
Feb 1, 2022 - Feb 24, 2022	2,977	1.62%
Feb 1, 2021 - Feb 24, 2021	4,189	1.96%
<b>% Change</b>	<b>-28.93%</b>	<b>-17.48%</b>
5. /registrar/academic-instructional-calendars		
Feb 1, 2022 - Feb 24, 2022	2,282	1.24%
Feb 1, 2021 - Feb 24, 2021	626	0.29%
<b>% Change</b>	<b>264.54%</b>	<b>323.27%</b>
6. /financial-aid/types-of-aid/scholarships-and-waivers		
Feb 1, 2022 - Feb 24, 2022	2,054	1.11%
Feb 1, 2021 - Feb 24, 2021	705	0.33%
<b>% Change</b>	<b>191.35%</b>	<b>238.29%</b>





### Analytics

Where do they go on our website?

Page ?	Pageviews ?	Unique Pageviews ?
	<b>31,828</b> % of Total: 15.02% (211,974)	<b>27,108</b> % of Total: 15.70% (172,628)
1. /program-finder	<b>21,319</b> (66.98%)	<b>19,029</b> (70.20%)
2. /program-finder/nursing	<b>949</b> (2.98%)	<b>740</b> (2.73%)
3. /program-finder/radiographic-science	<b>426</b> (1.34%)	<b>296</b> (1.09%)
4. /program-finder/social-work	<b>385</b> (1.21%)	<b>335</b> (1.24%)
5. /program-finder/business-administration	<b>330</b> (1.04%)	<b>250</b> (0.92%)
6. /program-finder/cybersecurity	<b>275</b> (0.86%)	<b>195</b> (0.72%)
7. /program-finder/elementary-education	<b>268</b> (0.84%)	<b>221</b> (0.82%)
8. /program-finder/computer-science	<b>237</b> (0.74%)	<b>184</b> (0.68%)
9. /program-finder/business-management	<b>232</b> (0.73%)	<b>185</b> (0.68%)
10. /program-finder/kinesiology	<b>220</b> (0.69%)	<b>137</b> (0.51%)
11. /program-finder/justice-studies	<b>207</b> (0.65%)	<b>153</b> (0.56%)
12. /program-finder/engineering-technology	<b>200</b> (0.63%)	<b>156</b> (0.58%)
13. /program-finder/psychology	<b>193</b> (0.61%)	<b>148</b> (0.55%)
14. /program-finder/auto-mechanics-technology	<b>188</b> (0.59%)	<b>145</b> (0.53%)
15. /program-finder/accounting	<b>182</b> (0.57%)	<b>136</b> (0.50%)
16. /program-finder/welding-technology	<b>166</b> (0.52%)	<b>108</b> (0.40%)

1. Idaho	
Feb 1, 2022 - Feb 24, 2022	<b>13,390</b> (41.91%)
Feb 1, 2021 - Feb 24, 2021	<b>14,328</b> (51.59%)
<b>% Change</b>	<b>-6.55%</b>
2. Washington	
Feb 1, 2022 - Feb 24, 2022	<b>8,221</b> (25.73%)
Feb 1, 2021 - Feb 24, 2021	<b>6,049</b> (21.78%)
<b>% Change</b>	<b>35.91%</b>
3. California	
Feb 1, 2022 - Feb 24, 2022	<b>1,636</b> (5.12%)
Feb 1, 2021 - Feb 24, 2021	<b>1,271</b> (4.58%)
<b>% Change</b>	<b>28.72%</b>
4. Oregon	
Feb 1, 2022 - Feb 24, 2022	<b>1,269</b> (3.97%)
Feb 1, 2021 - Feb 24, 2021	<b>649</b> (2.34%)
<b>% Change</b>	<b>95.53%</b>

6. Utah	
Feb 1, 2022 - Feb 24, 2022	<b>669</b> (2.09%)
Feb 1, 2021 - Feb 24, 2021	<b>447</b> (1.61%)
<b>% Change</b>	<b>49.66%</b>
7. Montana	
Feb 1, 2022 - Feb 24, 2022	<b>476</b> (1.49%)
Feb 1, 2021 - Feb 24, 2021	<b>151</b> (0.54%)
<b>% Change</b>	<b>215.23%</b>
8. New York	
Feb 1, 2022 - Feb 24, 2022	<b>421</b> (1.32%)
Feb 1, 2021 - Feb 24, 2021	<b>257</b> (0.93%)
<b>% Change</b>	<b>63.81%</b>
9. Nevada	
Feb 1, 2022 - Feb 24, 2022	<b>298</b> (0.93%)
Feb 1, 2021 - Feb 24, 2021	<b>122</b> (0.44%)
<b>% Change</b>	<b>144.26%</b>

The increase is from out-of-state

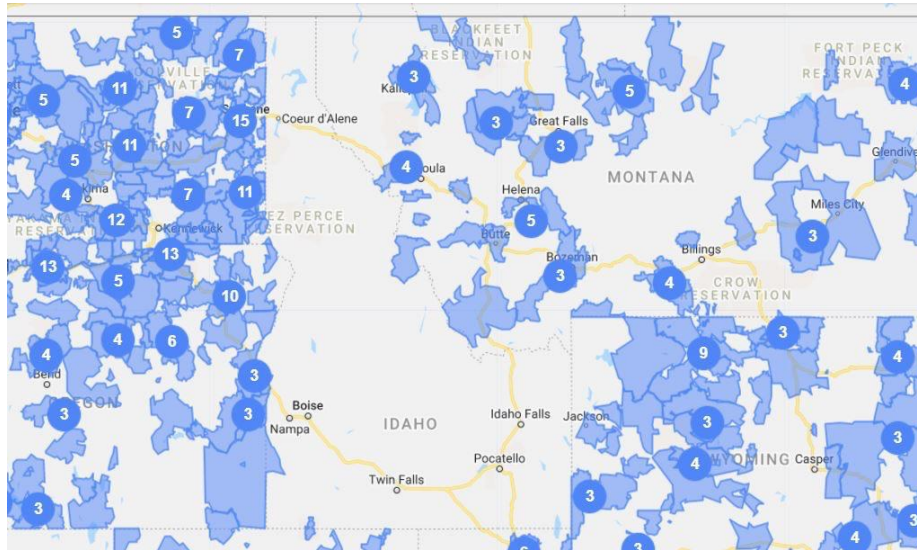
15. Hawaii	
Feb 1, 2022 - Feb 24, 2022	<b>260</b> (0.81%)
Feb 1, 2021 - Feb 24, 2021	<b>87</b> (0.31%)
<b>% Change</b>	<b>198.85%</b>







## Out-of-State Rural Campaign



### Analytics

The increase is due, in large part, to Google Ads

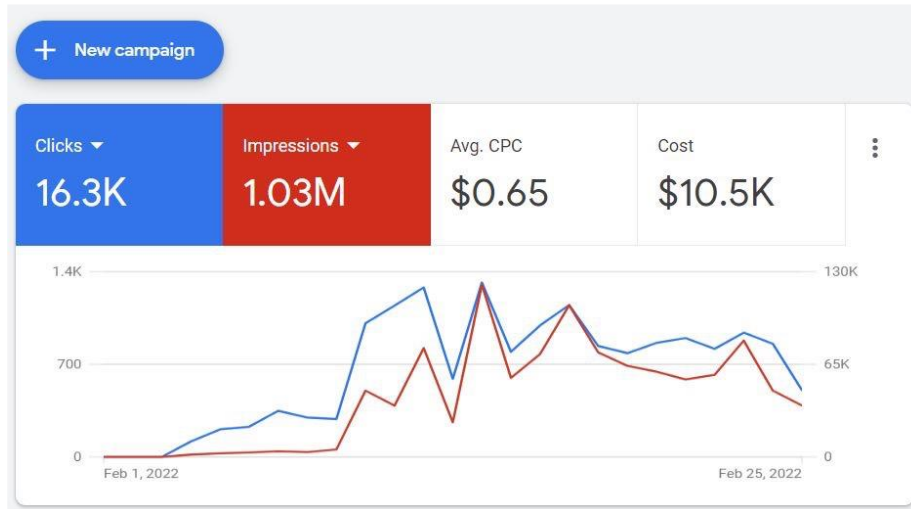
Acquisition		
	Users	New Users
	12.62% <span style="color: green;">▲</span>	20.19% <span style="color: green;">▲</span>
1 Organic Search	13.09% <span style="color: red;">▼</span>	
2 Paid Search	100.00% <span style="color: green;">▲</span>	
3 Direct	35.27% <span style="color: red;">▼</span>	
4 Display	100.00% <span style="color: green;">▲</span>	
5 Social	80.88% <span style="color: green;">▲</span>	
6 Referral	13.27% <span style="color: green;">▲</span>	
7 (Other)	100.00% <span style="color: green;">▲</span>	
8 Email	100.00% <span style="color: green;">▲</span>	







## February Campaign



## February Campaign

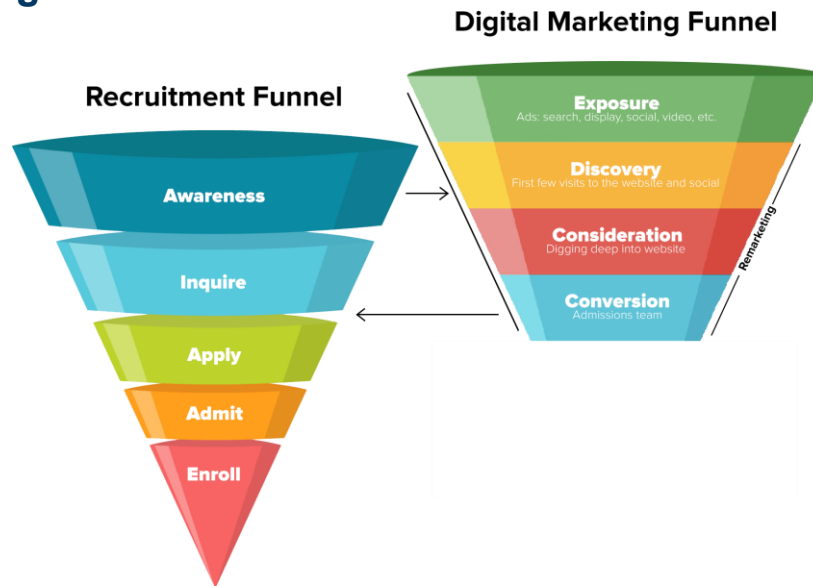
Campaigns

	Cost ▾	Clicks ▾	Conversio... ▾
● Spring 2022 - Search	\$5,216.40	6,138	1,012.10
● Spring 2022	\$4,620.01	8,267	32.99
● Spring 2022 (Rural Campaign)	\$744.27	1,920	16.01

All campaigns < 1 / 1 >

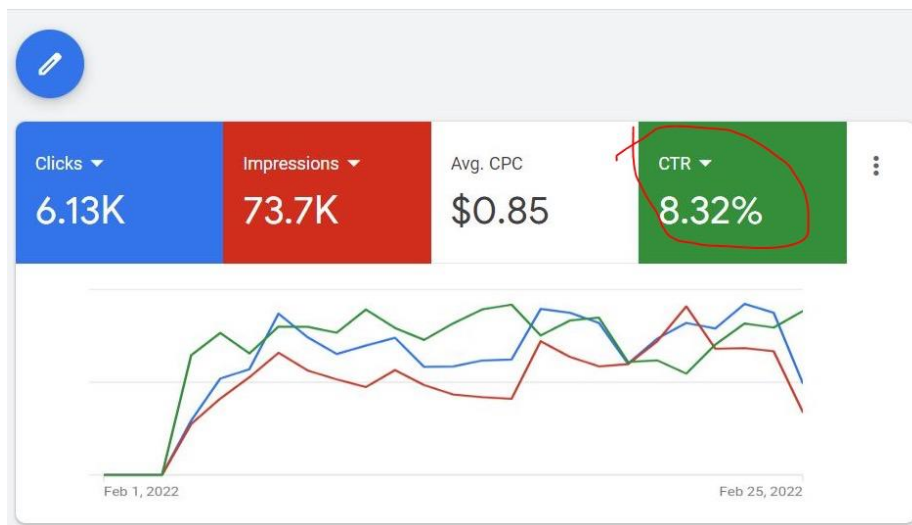


## Marketing Conversions



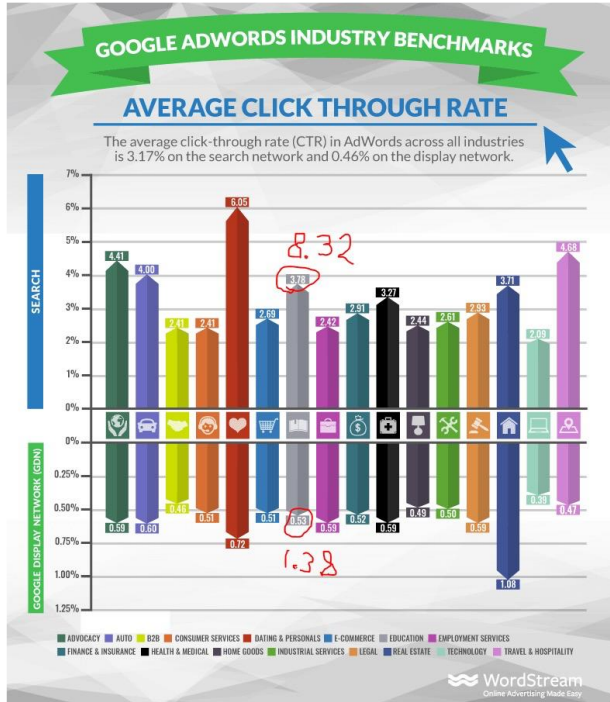
## Click Through Rates (CTR)

Ad group status: All; Campaign: Spring 2022 - Search Add filter



# LEWIS CLARK STATE COLLEGE

Well above industry CTR standards



## Keywords & Competition

Keyword	Match type	Ad group	Status	↓ Conversions	Cost / conv.	Final URL	Clicks	Impr.	CTR	Avg. CPC	Cost
removed keywords				1,012.00	\$5.15		6,127	73,682	8.32%	\$0.85	\$5,208.14
university colleges	Broad match	Lewis-Clark State College	Eligible	82.00	\$6.33	-	473	11,502	4.11%	\$1.10	\$519.17
washington state university	Broad match	Lewis-Clark State College	Eligible	54.00	\$4.16	-	203	4,202	4.83%	\$1.11	\$224.41
university of idaho	Broad match	Lewis-Clark State College	Eligible	48.83	\$5.31	-	375	4,373	8.58%	\$0.69	\$259.41
colleges and universities	Broad match	Lewis-Clark State College	Eligible	31.50	\$5.31	-	140	2,876	4.87%	\$1.20	\$167.33
social work courses	Broad match	Social Work	Eligible	27.67	\$3.18	-	100	515	19.42%	\$0.88	\$87.97
colleges near	Broad match	Lewis-Clark State College	Eligible	26.00	\$9.03	-	200	3,808	5.25%	\$1.17	\$234.83
byu idaho	Broad match	Lewis-Clark State College	Eligible	22.00	\$6.37	-	159	3,006	5.29%	\$0.88	\$140.23

### Auction insights

Add filter

Display URL domain
You
wgu.edu



Position above rate	Top of page rate
-	88.61%
75.35%	89.37%





## FOR US.

**A higher return on investment.**

Graduates from Idaho's institutions of higher learning have made immeasurable contributions to our state and local communities, including more than \$4 billion a year to our state's economy. Those with post-secondary education are more likely to be employed and more likely to save our government money by relying less on government to pay for health care and other safety-net programs.

**\$1M Statewide Campaign**  
Partnership with Idaho Sisters

Best performing ad? **Ella-Mae**



# Questions?





## Appendix B: Emeritus Presentations

### *Debbie Goodwin (BCS) Randy Eriksen*

The Business & Computer Science Division unanimously nominates Debbie Goodwin for the title of Professor Emeritus. Debbie began teaching for the Business Division in 2002. Prior to that she worked as an HRM professional in the private sector for over 20 years. Debbie's primary teaching assignments have included HRM, Management and Leadership, and her students regularly describe her as one of their favorite professors—so much so that they nominated her for a National Society of Leadership and Success award. Debbie's service to the College includes serving on Hearing Board, Student Leadership Advisory Board, the BUCS accreditation team, and various individual search and promotion/tenure committees. She is a mentor not only to her students but also to other faculty and staff at the College. She is a prior recipient of the Annice Edmundson Faculty Excellence Award, the President's Award for Outstanding Teaching, the CAMP Professor Award, and Business Faculty of the Year award. Debbie has devoted twenty years of her career to LCSC, and she will be missed greatly by her colleagues. The faculty of the Business & Computer Science Division unequivocally, unreservedly, and unanimously nominate Debbie Goodwin for emeritus status.

### *Elizabeth Scarano (NHS) Ella-Mae Keatts*

It is with a great amount of sadness that I am writing this letter. The end of an era is about to close. One of our cherished faculty members has decided to end her chapter with Lewis-Clark State College. It is my honor to nominate Liz Scarano to the status of faculty emeritus on behalf of the Nursing and Health Sciences Division. Liz Scarano has been a valued faculty member since 2007. She was assigned to teach pharmacology that very first year. Liz has taught a variety of different nursing classes over the course of her time at LCSC. A class that she has consistently taught since day one is pharmacology. I have had the great pleasure of teaching this class with Liz for approximately 15 years. Liz graduated from nursing school in 1977. She has devoted over 45 years of her life to the profession of nursing. Her legacy and contributions to LCSC will be felt for generations to come. She truly is an exceptional colleague and human.

Liz has enriched student and faculty experiences by her amazing ability to teach complex subjects in a very understandable and simplified way. She treats students with the utmost respect. On most days you will find Liz in her office helping students on an individual basis. She is beyond devoted. She is approachable and friendly. Students seek Liz out because of her ability to make them feel worthy. She is a natural at building people up. Whether it's another faculty member or a student. When you leave her presence, you can't help but feel better. She is a person that demonstrates her ability to love people through her actions. It's hard to quantify just how impactful Liz has been here at LCSC. Literally hundreds of students have been impacted by



her teaching. In turn, thousands of patients have been touched as well through her capacity to influence students in the most positive ways. Her student evaluations are outstanding. I constantly hear comments about how Liz is so knowledgeable, and skilled. My favorite comment from students is how they aspire to be like her. She really is an amazing role model, for students and faculty.

Another trait that can describe Liz is fun! It doesn't matter what the task might be, if Liz is involved it will bring joy. She has a positive attitude that is contagious. She is motivated and goal oriented. In the teaching environment, it's odd not to see her students laughing. She uses humor as an important tool to engage students learning. The students find some of her examples and stories told in class unforgettable.

Liz is the consummate team player. She is collaborative, flexible and is willing to take on just about any challenge. Liz has been a nurse in mostly rural settings. This means that she has worked on every kind of patient imaginable. She is truly a jack of all trades, from pediatrics, obstetrics, medical-surgical, emergency room to whatever 'walked' through the door. Liz was there and had the experience to handle the situation. She used every bit of this life experience to enhance learning for her students. Liz holds back on nothing! She gives it her all. I can't think of another faculty member that has been so flexible regarding her teaching workloads. If there is a need in the division, Liz is one of the first to offer help. She really can teach just about anything. She has been published in several nursing journals as well. She wrote articles for *Bariatric Nursing and Surgical Patient Care*. She has contributed to text books by writing national licensure questions. Liz has enjoyed giving presentations to the community as well.

Liz is a service-oriented person. She believes that the highest service is helping others. She makes herself available. Liz is one of the most genuine and caring people I have ever met. She constantly makes others a priority. She is intentional in her goals to help bring students to a level that they never knew they could be. She opens opportunities for her students by helping them to understand their true potential.

Words that describe Liz Scarano are: integrity, devotion, excellence, determined, caring, approachable, respected, professional, positive, motivated, fun loving, easy going and generous. Those are just a few! Liz Scarano had made a huge difference at Lewis-Clark State College. She has been a valued colleague, mentor and friend. Again, it is my pleasure to nominate Liz to the status of faculty emeritus.

With the utmost respect,

Ella-Mae Keatts





***Jill Thomas-Jorgenson (BCS) Randy Eriksen***

The Business & Computer Science Division unanimously nominates Jill Thomas-Jorgenson for the title of Associate Professor Emeritus. Jill began teaching as adjunct for the Business Division in fall 2002, in conjunction with her full-time responsibilities as Director of the Region II Idaho SBDC, giving 23 years to LCSC. As adjunct faculty, she taught over 35 courses or the equivalent of four full-time academic years from 2002 through the spring of 2011, then joined the Business Division as a full-time Assistant Professor in the fall of that year. She has provided extensive service to the College, including coordinating the Entrepreneurial Challenge and Sr. Capstone course, and she has served on numerous committees. Jill's students and colleagues love her. Many remember Jill for her positivity, upbeat attitude, and the perpetual sunshine that she always brings to class and work. It is with great pride, gratefulness, and respect that the faculty of the Business & Computer Science Division unequivocally, unreservedly, and unanimously nominate Jill Thomas-Jorgenson for emeritus status.

***Tracy Flynn (NHS) Michelle Pearson-Smith***

It is with honor that I, Michelle Pearson-Smith nominate Dr. Tracy Flynn to the status of faculty emeritus on behalf of the Nursing and Health Sciences (NHS) Division. Tracy has been an essential team member, sound mentor, generous friend, and esteemed colleague.

Dr. Flynn's diverse career initially began with a Bachelor of Science in Public Administration from New York University where she was an Honors Scholar. This degree landed her a job with the Children's Television Workshop, where she fondly recalls "negotiating contracts with Big Bird" as a Financial Analyst, Business Manager. Additionally, she spent time working as a Certified Public Accountant and founded a cooperative for women-owned businesses in Seattle, WA, before moving back to the area where she obtained the first of several degrees in nursing here at Lewis-Clark State College.

Tracy's nursing experience in acute care involved medical/oncology, labor/delivery, and maternal/newborn care before obtaining her BSN and accepting a position as a Public Health Nurse and Health Promotion Coordinator at the North Central District Health Department in Lewiston. She began her tenure here at Lewis-Clark State College (LCSC) in 1999 as an adjunct faculty member and the skills lab coordinator. Dr. Flynn has served in many roles within the NHS Division; clinical faculty, BSN Basic track coordinator, RN to BSN track coordinator, and Idaho Student Nurses Association faculty advisor to name a few. As she progressed in roles, she also obtained an MSN from Idaho State University and a PhD in Organizational Leadership and Social Justice from Gonzaga as she obtained tenure and advanced to Professor in 2013.





Many of the notable accomplishments in Dr. Flynn's career occurred simultaneously, as she seems to defy time. Her final degree was a Post-Master's Family Nurse Practitioner Certificate in 2014; which I believe is a degree that fuels her passion of serving others. She holds professional nursing licenses in Idaho, Oregon, and Washington, and Family Nurse Practitioner licenses in Idaho and Oregon. Tracy has been working in the clinical setting with this final degree since 2015 when she started at NiMiiPuu Health. She has also worked here on campus at Student Health Services, and at "free clinics" both in Lewiston and in Salem, Oregon in this role serving the community and our students.

Dr. Flynn is undoubtedly the most energetic contributor to the NHS division, and has always been willing to create new courses, program tracks, academic partnerships, certificates, and curricula. Her creativity and collegiality allowed Idaho to be one of three innovative states to develop concurrent enrollment programs. These programs allow students in Associate degree nursing programs to simultaneously complete a Bachelor's Degree in nursing. This pathway has promoted the presence of LC State's BSN degree within the State and nearly accomplished the National Academy of Medicine's goal to have 80% of nurses within Idaho practicing with a BSN by the year 2020.

Courses developed and taught include traditional and online sections of topics which include healthcare policy and economics, healthcare finance, management and leadership, community health theory and practicums in several different specialties. Her latest accomplishments include creating a Certificate in Nursing Management and Leadership and Master's level courses in healthcare economics and policy. Dr. Flynn holds certifications as a Clinical Nurse Educator and Nurse Educator.

In one conversation with Dr. Flynn, I made mention of the incredible contributions I happened upon by her, and she humbly responded that it was her pleasure to do so. She described it as an enjoyable obligation founded in her abundance. Based on her contributions, it would appear that Tracy holds treasure beyond measure. Her passion for service to diverse and underserved populations is astonishing. This service began in New York with gay men and those diagnosed with AIDS. Assuredly, there is not a population that hasn't benefited from Dr. Flynn, but the short list includes the homeless and underserved, those with HIV, breast cancer, and those with chemical addictions. Her passion for healthcare equality and social justice has her serving in free clinics, engaging in a mobile health team for homeless outreach, and advocating for LGBTQ+ equality. Until the pandemic she was also serving internationally on mission trips to Peru, Haiti, Uganda, Rwanda, Sierra Leone, Nicaragua, India, and Honduras. While traveling she has provided primary medical care, leadership and management training, continuing education for nurses and doctors, designed community health curriculum for creches, and done other humanitarian work.



In her free time Dr. Flynn has pursued interests which included performing public policy workforce audits, leading legislative conferences, being a staff writer for LiveStrong.com, serving as an editor for RN Idaho and a contributor for the Lewiston Morning Tribune *House Call*.

Dr. Flynn is a motivating, fascinating, and exceptional human, who will be fondly remembered within the NHS Division. Her enthusiasm for learning and curiosity has been contagious and certainly improved day-to-day activities for both students and faculty. Her contributions overall are so much more important than this list; and her dedication to LCSC, the NHS Division, and the BSN program are awe-inspiring.

Respectfully submitted,

Michelle D. Pearson-Smith

*Michelle Doty (TEAM) Julie Magelky*

Dear Faculty Association,

It is an honor to speak in support of the Teacher Education and Mathematics Division's recommendation of Dr. Michelle Doty for the rank of professor emeritus.

Dr. Doty has spent the last 17 years designing curriculum, guiding students, mentoring interns, and strengthening the area of Special Education in Idaho through her state, regional, and national leadership. In fact, this type of leadership is highlighted through a quote by the late Senator Paul Wellstone, "The truest definition of leadership is to build people. To be able to nurture and encourage and support people speaking for themselves, to build confidence in people, to call on them to be their own best selves." ....and that is what Dr. Doty does. She provides the learning opportunities that will strengthen each individual student to be the very best they can be within their profession. She does this through her personal approach to leadership and scholarship at all academic levels.

I want to share with you just a few of Dr. Doty's accomplishments:

- Throughout her career Dr. Doty has designed, developed and taught 12 courses for LC State and 14 for both University of Idaho and Washington State University. Our Special Education pre-service teachers leave her program well-prepared for the public-school setting. In addition, Dr. Doty consistently earns high praise from her students for her willingness to provide significant amount of meaningful feedback on their assignments, encouraging them to think critically, and showing enthusiasm for the courses she teaches.



- In addition, as a national Council for Exceptional Children (CEC) member when Dr. Doty arrived at LC State she understood the importance of providing a local CEC club for our pre-service teachers. Once the local club was established, students were able to travel to national CEC conferences in Boston, San Antonio, Washington DC, and more. On the years the club did not go to national conferences they were able to attend the state conference which hosted professional development opportunities and networking with other special educators around the state.
- Another area that Dr. Doty was able to build includes meaningful experiences for our students. The Student and Professionals Accessing Resources in the Community or SPARC Program is a postsecondary 18-21 transition program that began as a dream of Dr. Doty to provide life skills education to those high school students taking special education classes. Because of Dr. Doty's vision, the SPARC program now has an apartment off campus in which high school students practice skills they will need to live on their own. LC State pre-service teachers who are fulfilling practicum hours are given an opportunity to teach and support SPARC students. As she states it, the situation is "a perfect win-win".
- Another accomplishment that was originated by Dr. Doty is The Tools for Life Conference held annually in Idaho. This is another example of how she created opportunities for students in high school special education courses across the state to learn life skills. She coordinated and participated in the conference for 17 years and brought LC State pre-service teachers to the conference as mentors for the high school students.
- As an author, Dr. Doty has written a chapter in the *Introduction to Special Education* entitled, Introduction to Assistive Technology, with her coauthor Rodran Grimes. Her professional writing also includes grants and quarterly articles for the DCDT.
- A strong testament to Dr. Doty's effectiveness as a teacher is that the first-time pass rate for LC State students taking the Praxis 5543 exam required for their special education endorsement is quite high. Since 2012, 138 students have taken the exam; 135 of whom passed on their first attempt.

The diversity of Dr. Doty's involvement with her academic content from conferences, to writing and personally connecting with her students, highlights her dedication to her profession. Dr. Doty's proudest point is that she has mentored and taught multi-generations of students. There have been more than a few times she has had both parent and child go through her program. She commented that knowing she has impacted so many teachers and helped them along the way in the best is feeling of all.



I hope you will join me in voting Dr. Michelle Doty to the status of Professor Emeritus.

Dr. Julie Magelky

*Erick Cummings (CTE) Marc Riendeau*

Nomination for Erick Cummings to Emeritus

Erick started his teaching career in the Auto Mechanics Program in 1999. Erick came to the LCSC with years of experience with Chevrolet and from the independent transmission service and repair industry. I would like to share with you some of Erick's contributions and accomplishments during his time at Lewis-Clark State College:

- Erick took an active role in the student's Auto Club as leader and mentor.
- Erick participated with students in the SkillsUSA competitions.
- Erick played a major role in getting and maintaining the ASE/NATEF program accreditation for the Automotive Technology program.
- Erick has actively served on numerous campus committees.
- Erick has played an important role in several search committees for candidates for T&I positions.
- Erick played a key role in consulting on the design for the Automotive portion of the new CTE building and was instrumental in orchestrating the move of the Automotive Department from the old MTB building to the new CTE building.
- Erick has actively been involved in community programs and events such as annual parades, the Dogwood Festivals, event parking, and numerous other community activities.
- Erick has led and participated in several fundraisers.
- Erick has formed many community partnerships in the Lewiston valley plus has outreached and created working relationships with businesses on the Palouse, the Prairie and the St. Marie's area.



- Erick has been able to help and advise many, many students over the past 23 years and has formed lasting relationships that continue to reciprocate goodwill to the LCSC family.
- Erick has strived to keep current with curriculum and accreditation requirements by using his personal time in returning to industry, being an active ATRA member, and maintaining his ASE Master Technician certifications.

Erick has been a mentor, leader, and friend to many in T&I. He will be greatly missed!

*Chris Norden (HUM) Pete Remien*

I am speaking to nominate Professor Chris Norden for emeritus status. Chris has taught at Lewis-Clark State College for 30 years, in which time he has undoubtedly shaped the institution for the better, championing causes of social and environmental justice in his teaching, advising, service, curriculum development, and research, and working in particular to facilitate collaborative relationships between the college and the surrounding Indigenous communities.

After graduating with a BA and an MA in English from the University of Virginia, Chris received his Ph.D. in English from the University of Wisconsin-Madison. Chris was hired by Lewis-Clark State College in 1992 to teach classes in modern literature, writing, and environmental studies. In his 30 years at LCSC, Chris has served on every major college-wide committee and has developed many popular classes such as International Literature, Modernism, and Ethics and Ecology. Chris was the cofounder and first president of LCSC faculty union (American Federation of Teachers), founder of the Uncommon Reads reading group, and founding faculty sponsor of KLCZ-FM campus radio station.

In addition to his teaching at LCSC, Chris has traveled the world, utilizing sabbaticals to serve as Visiting Professor in China and Taiwan, as well as Visiting Scholar in Alicante, Spain. Chris taught a graduate seminar on American Environmental Literature and Philosophy at Huafan University in Taiwan and gave the keynote address at an international ecocriticism conference hosted there.

Chris is known for the capaciousness of his intellect and his near encyclopedic knowledge of contemporary international literature and culture. Chris' long-time colleague Okey Goode remarked:

Chris knows more literature and ideas about literature than anyone I've known except one MacArthur Foundation "Genius" Award winner. His students learned how reading and writing matter in the world and that the world should matter to them. He was a dependable colleague and



friend I relied on for thirty years and my rock music bro. The most common question I get from alumni I meet is, "How's Norden?"

Recently, Chris has organized a series of Institutional Development Grant-funded workshops to develop Indigenous ways of knowing and ecological values curriculum, in collaboration with various Nez Perce elders and teachers. In 2019, he facilitated the panel discussion "Nez Perce Women Defending Mother Earth," and he is currently organizing a panel titled "Missing Sisters: Nez Perce Women & the Missing and Murdered Indigenous Women Movement," which includes a number of LC tribal alumni.

Chris has been a wonderful teacher, colleague, and intellectual companion, and he will be missed by his students and colleagues alike. I hope that you will join me in supporting Professor Chris Norden's nomination for emeritus status.

***Bill Hayne – (Team) Heather VanMullem***

Good afternoon, colleagues. My name is Heather Van Mullem. I am a faculty member in the Kinesiology program. I am honored to nominate Bill Hayne for faculty emeritus status. A faculty member in teacher education, Bill has given 28 years of excellent service to the college.

Bill is a fantastic educator. His classes are engaging and fun. Students love to learn from him. This semester my office is just down the hall from several of his classes. There have been many days where I can hear laughter and joy. In addition to the positive impact he has in the classroom, his efforts are also evident in the schools. All of my kids have had one of Bill's interns as a student-teacher at some point. This semester it's my 12 year old son's turn. My son loves his student-teacher. He talks about him every day after school. He told me that his classroom teacher shared that he only takes Bill's interns. My son's response was "makes sense. Mr. Hayne is a pretty cool guy." He's a smart kid. Bill's relationships with our community school partners have been instrumental to the positive relationship we have with the schools.

As you can see, Bill has been recognized on multiple occasions for his knowledge, expertise, and excellence. He has been awarded:

- The ASLCSC award for excellence in academic diversity
- The President's award for excellence in diversity and cross-cultural understanding
- and, the Warrior athletic association academic faculty/staff award



Bill's expertise in diversity and inclusive education is highly sought after. He is a long-time member of the LC State President's Commission on Diversity and the Idaho Indian Education Committee.

Additionally, as you can see, he is a respected and accomplished speaker having presented at the:

- LC State Native American Awareness Week
- The National Indian Education Association Conference
- The Montana and Washington State Indian Education Conferences
- The LC State Leadership Series
- The Lapwai School District boys basketball team building event
- The Lapwai School District young men's honors/leadership conference
- The Native American/Minority Student Services leadership retreat
- And many, many local professional development activities and trainings

Bill also secured the American Indian Students in Leadership and Education Grant in the amount of \$1.2 million dollars. This grant continues to touch students and teachers. For example, grant dollars:

- Established Pi'amkinwaas on campus
- A number of student scholarships
- Technical assistance and professional development for Pacific Northwest tribal schools
- Summer institutes for teachers from across the western united states
- Diversity field trips for teacher preparation students to Seattle, Tacoma, Portland and Tillicum Village
- And diversity training events on campus and throughout the valley

Bill has also served the LC State athletics department in a number of ways including:

- As the opening convocation speaker for the NAIA World Series Banquet
- As a speaker at Coach Cheff's Hall of Fame induction ceremony
- As an honorary coach for the LC State women's basketball team
- And, as the emcee for the Athletic Hall of fame event

People like Bill Hayne are impossible to replace. His care for students, teachers, and colleagues has made LC State a special place for many, many people. His commitment to preparing teachers who value diversity and inclusion will continue to touch countless student's lives. Bill is the best of the best. I know I am a better person because he is in my life. He is my friend, a mentor, and a colleague. He has made LC State a better place to work and learn.





Please vote to award emeritus status to Bill Hayne. And, after you do, please seek him out and shake his hand, or I guess give him the COVID elbow bump, and tell him thank you for his 28 years of outstanding service to LC State.