

Monday Message

Jan. 20, 2025



Dear all,

“Be a bush if you can’t be a tree. If you can’t be a highway, just be a trail. If you can’t be a sun, be a star. For it isn’t by size that you win or fail. Be the best of whatever you are.”

Dr. Martin Luther King, Jr.



Cynthia Pemberton, Ed.D.
President

Announcements

- **Microsoft Teams Phone:** Information Technology Services is excited to announce that LC State is transitioning to Microsoft Teams Phone for voice communication. This change will modernize our phone system and integrate seamlessly with the Teams platform. For more information about headset options, transition timeline, and documentation, please visit [this page](#).
- **Parking Permits:** Spring semester parking permits are available for \$60 and can be purchased at www.lcsc.edu/public-safety/parking-services. Ticketing will begin Jan. 21.
- **Peer Mentor Applications:** The First Year Experience Program is seeking peer mentor recommendations for the fall 2025 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. 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 by Friday, Jan 31.

- **Performance Evaluations:**
 - **Forms** – This year's Employee Performance Evaluation forms for Classified and Professional staff have been released and can be found on the [HR Website](#).
 - **Job Description & Resume** – This year, an updated job description (using the updated [job description template](#)), and C.V. or resume are required to be sent with evaluation forms for Classified and Professional staff. Evaluations and job descriptions should be emailed to the HR office no later than Jan. 31. For questions email hr@lcsc.edu.
 - **CUPA Comparators** – A dashboard is available on the Intranet under Quick Links – CUPA Comparators – for supervisors and employees to view their current CUPA comparators, as these are part of the job descriptions. As job descriptions are received in HRS, the comparators will be reviewed and confirmed. If there are any changes, they will be updated, and a copy will be sent back to the supervisor and employee.
 - **Ratings** –The “Exceeds” evaluation rating was updated on the evaluation forms to “Solid Sustained Performance” to align with the terminology used by the state (DHR and Luma). This change can be found on the [Performance Management](#) website under the Performance Expectation Ratings section.
 - **Student Employment & Career Readiness Center Updates:**
 - **Expanding Our Reach** –In addition to our regular office hours and Tuesday evening hours, we now have a student staff member available in the Student Success Center on Mondays and Wednesdays from 3-5 p.m.
 - **Help Us Spread the Word** – This semester, we're offering an exciting lineup of events to connect students with employers and provide workshops focused on building Career Readiness. Event details are available via: the Campus Calendar, Handshake, Do More app, and on our [main website](#).
 - **WarriorWear:** Spring semester course materials are available at LCStateBookstore.com. Please encourage students to order as soon as possible to avoid potential shipping delays due to weather. Free shipping is available when you select “Pickup” at WarriorWear. Check the website for details. For questions, email lewisclarkbookstore@textbookbrokers.com.
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Events

Keep up on events and activities through the [Campus Calendar](#) and the [Do More App](#)

- **Jan. 20 – Martin Luther King Jr. / Idaho Human Rights Day** – Campus closed.
 - **Jan. 24-25 – Home Athletic Events** – The Warrior women's and men's basketball teams will play Evergreen State at 5 p.m. and 7 p.m., respectively, on Friday, and Northwest University at 4 p.m. and 6 p.m. on Saturday at the P1FCU Activity Center. Friday's games feature a Warrior Food Pantry Drive and anyone who brings two or more non-perishable food items will receive a voucher for a free bag of popcorn from the concession stands. To learn more visit www.lcwarriors.com.
 - **Jan. 25 – Warrior Preview Day** – LC State welcomes prospective students and their families for this [Signature Event](#) to explore campus from 9:30 a.m.-1 p.m. [Learn more](#).
 - **Jan. 28 – Blood Drive** – LC State nursing students and the tennis team are co-sponsoring a blood drive with the American Red Cross from 9 a.m.-4 p.m. at the college's Williams Conference Center. [Learn more](#).
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News & Features

Stay current on LC State news at www.lcsc.edu/news

- [Center for Arts & History to welcome pop-up film exhibit Jan. 21](#)
 - [Blood drive to be held at LC State Jan. 28](#)
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Song for the Week: "[Shed a Little Light](#)" by James Taylor

