

**Faculty Senate
Lewis-Clark State College**

Approved Minutes
February 21, 2019
3:15pm
SUB 143

Present: Jenni Light, Amanda Van Lanen, Leif Hoffmann, Lee Ann Wiggin, President Cynthia Pemberton, Christa Davis, Greg Harman, Lynne Bidwell, Andena Hibbard, Natalie Holman, Michelle Pearson-Smith, Mike Love, Nikol Roubidoux, Johanna Bjork-Guest, Julie Bezzerides, LaChelle Rosenbaum, Julee Moore, Spencer Payton, Bryce Kammers, Susan Steele, Grace Anderson, Julie Crea; zoom: Tracey Koch, Pete Van Mullen, Marti White.

- I. Call to order @ 3:15
- II. Introductions
- III. Consent Agenda
Motion to approve minutes from 1/31/2019 minutes by *Lynne Bidwell*, 2nd by *Greg Harman*, Approved unanimously
- IV. Remarks

Jenni Light

Asked for a small group of volunteers from Senate to work on updating the LCSC vision statement. Anyone interested should contact her.

On Wednesday Jenni, along with ASLCSC, PSO, and CSO met to discuss safety issues and concerns about decision to stay open on that day. Jenni, ASLCSC and CSO met with President Pemberton later that day to discuss these concerns and understand how they were made and why LC remained open when the local high schools closed. Jenni later invited the president to discuss this in the upcoming Senate meeting.

President Cynthia Pemberton

President Pemberton explained the procedures that go into making a decision on school closure, including the timeline, and data points. She discussed the timeline history that took place in making the decision on Wednesday and how she evaluated the options

Summary of President discussion: The night before (Tuesday) she was in communication with Bob Donaldson, the Superintendent of the Lewiston School district. He told her that they would delay the decision until the next morning and a decision would be made at 5:00am. She is familiar and aware that majority of LC valley citizens are not used to snow. At 4:55am the next morning Mr. Donaldson called to inform her that the opening of the schools would be delayed by 2 hours. She left her home at the time to go swimming. At this time the roads were plowed. When she finished her swim and went home, she received a text at 7:47am stating that Lewiston High School would be closed for the day. At this time she chose to issue a “use your best judgement” notice and keep the campus open because classes had already begun and she could see that there were students, faculty and staff already

showing up on campus. Throughout the day she had various one-on-ones and discussions about the decision and felt that the majority of people were okay with the decision and were making independent decisions to accommodate students. She also stated that the University of Idaho, Moscow schools, and Asotin schools chose not to close, which was an uneven response to the snow. She has also had a conversation with the president of Idaho State University to see what they do in these circumstances. Understanding that no matter what choice is made there will be upset people, she opted to provide the latitude to let faculty and staff make their own independent decisions and will learn from this decision herself.

One faculty member commented that he has worked in three states at three different institutions that had a variety of policies on the topic and that every decision is hard and is made for a variety of reasons. Other faculty expressed their appreciation that the e-mail she sent early in the day was clear in that faculty should do what is needed and use their own discretion. The President does understand that this creates inconsistency. Faculty asked if policy is to close when the Lewiston school district closes. Her sense is that this is generally a norm and very likely, but that there is also room for latitude in this decision. Other comments included a question on whether we are also consulting with the Washington School District because so many faculty staff live in Washington State and if it is possible to do late start times in the same way that the school district do. The President stated that she has yet to form a relationship with the Clarkston School district and that Mr. Donaldson communicates with them in making his own decision on this topic. She will go through all suggestions and considerations again in making this decision the next time that it happens. She stated that the notion of exercising judgement and making decisions on our own is preferable unless inconsistency becomes too troubling.

When taking other questions, the President was asked about the Title IX proposal and budget implications with respect to cost. The President said that there is a 3-5 yr. timeframe in which they hope to add close to 50 female student athletes and that hopefully the cost associated with the program will be evened out through this. If we choose to have student athletes, we have to comply with federal rules. There has also been a plan worked out to help grow enrollment, which will help cover the costs associated with the plan. A tuition increase will be asked for which will, over time, create enough money in the base to cover what is going on. Our student athletes are high achievers and graduate at higher rates than the regular student body. Therefore, we need to make all attempts to retain them. Forty percent of the athletic budget is covered through fundraising by the coaches at this point. She feels that we need to make this better and create a sustainable model at the same time.

V. Invited Reports/Institutional Committees

Budget “Sweet Spot” – Julie Crea

Julie Crea distributed and discussed handouts for each of the two “Sweet Spot” model scenarios. She presented and explained Scenario #1- Status Quo, which are short term goals. She also presented and explained Scenario #4 -Latitude, which are long term goals. A brief summary can be located at the bottom of the public facing page <http://www.lcsc.edu/budget/budget-resource-tools/>

A question was asked about whether faculty promotion has ever been covered by the state or has it always been a tuition piece. Promotion bumps have always come from

student tuition. When asked what the average is, she stated that it was a 2.27% increase. President Pemberton also stated that they looked at a 3-5 yr. average to plan ahead and that in the status quo model, if we are one million in the hole, there is no money to address positions, compressions, etc. These models will be used to help guide us.

VI. New Business

Joanna Bjork

The coffee maker from Starbucks is now working in the library. It is located in the library Rm. 100. The machine takes credit/debit cards but not WarriorBucks from the WarriorOne Card.

VII. Old Business: None

VIII. Reports from Divisions

DONSAM: The internal job opening for a new DONSAM division chair is now posted on the internet.

Nursing: They now have a centralized system for applicants to apply to their program. They have 108 new accounts. The applications close on Saturday to students. There is a student committee, and these students have expressed their willingness to go around the state to recruit if needed.

BTS: Joni Mina is retiring and a search committee has been formed. Two faculty members previously went to a meeting in Arizona.

Humanities: Keep an eye out for Women's History Month activities which can be found on their website as well as the Social Sciences Division Upcoming Events website. As a follow up on the topic of inclusive syllabi, there will be a meeting on April 15th from 12:00-1:00 at CTL for anyone interested.

Library: Rock the Midterm will take place in the library next week on February 27th from 6:00-8:30pm. There will be peer tutors, snacks, and prizes available.

MaSS: Hosting a Leadership Conference in April. Students just attended a coaching seminar in Coeur d'Alene last weekend. Students going to NW ACSM Conference in Bend in April, 5 student attending the National SHAPE conference, Healthy Steps program beginning this month, Rock the Walk will take place in April. Nursing and MaSS both did a recent Health Professions Day

Business: Teaching business students.

Wellness Committee: Fresh Check Day moved to April 10th.

IX. Standing Committee Reports

- a. Budget, Planning and Assessment: Jenni Light – chair – FAC review; Representatives have been meeting the last couple of weeks. No further report.
- b. Curriculum: No report

- c. Faculty Affairs: Leif Hoffmann-Will be meeting March 4th. The deadline for Faculty Grant submissions is March 1st for activity to be completed by December 31st, 2019.
- d. General Education: No report
- e. Student Affairs: Amanda Van Lanen- The plan for the new “academic coaching model” are currently out for review with division chairs and details are still being worked out between chairs.
- f. President’s Council – *See Appendix A*. Please share with division.

X. Good of the Order

Amanda Van Lanen: Faculty Association elections coming up. There are openings for Faculty Association chair, STPRC, and Gen Ed committee. Please speak to Amanda or Jenni if anyone has questions.

Submit any names for Faculty Emeritus by March 14th.

Nikol Roubidoux: New course numbers for Gen Ed classes will come out this week, and catalog updates are going on now. STAR registration going on next week. New adult learning program being developed. This is a new program chaired by Dawn Taylor and compromised of individuals from both Student Affairs and Academic Programs. The program is funded through a grant from the state in coordination with CCA mandates. The program will hopefully be implemented in the upcoming Fall semester. There are also new marketing practices being looked at and implementation will start late summer of 2019.

Leif Hoffmann: Professor from the Ruhr-University Bochum in Germany will be presenting on the topic “Experiences with Race and Racism: Teachers and Teacher Trainees with a Migratory Background” in the CTL at 12:00pm on Monday 25th.

Motion to adjourn by *Andena Hibbard*, 2nd by *Mike Love*, *unanimously approved*.

** Supplemental information for this meeting included on next page.

Appendix A

President's Council Summary – President's philosophy is that we need to take care of current employees and work to increase compensation. When finances are down which is what the coming year or two appears to be, then the "pause and reflect" idea facilitates salary allocation among those remaining. Regarding increased workload, she suggest looking for things that can be done later and putting those activities on hold and prioritize tasks.

We appear to be on the verge of being out of compliance with title 9. Idea is to have women soccer team.

Attachments from President's Council are attached below.

FAC Summary – All FACs were observed by representatives from Faculty Senate, Classified Staff Organization, and Professional Staff Organization. The FACs were:

Administrative Services – Jenni Light/Leif Hoffmann

Career-Technical – Cara Thompson

Academic Affairs – Renee Harris

Liberal Arts and Sciences – Jenni Light

Professional Programs – Greg Harmon/Ernest Zarra

Student Affairs – Collin Fehr

Direct Reporting – Jennifer Cromer

A summary of the observations will be forthcoming at the next Senate meeting.

From President's Council:

[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.

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

\$ needed Compliance Plan Part 1 (ongoing)

\$1,322,247.00

Compliance Plan Part 2 Women's Sport Addition – Soccer

One-time Start-up Costs

| | | |
|-----------|---------------------------|---------------|
| 2,200,000 | Est. Facilities* | \$1,800,000 - |
| \$500,000 | Est. Facilities Equipment | |

2,700,000

\$2,300,000 -

Sport addition (ongoing)

Personnel, Operating, Scholarships **\$451,601.00**

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

SBOE Policy - Athletics Budget Limit parameters
Million

\$2.7-2.8*

Appendix B-NWCCU Notification



8060 165th Avenue N.E., Suite 100
Redmond, WA 98052-3981
425 558-4224
Fax: 425 376 0596
www.nwccu.org

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 Peer Evaluation 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 Peer Evaluation 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