

Monday Message

Jan. 27, 2025



Dear all,

As you read this I will have already appeared before the Idaho Legislature Joint Finance-Appropriations Committee to advocate for LC State's budget needs and respond to questions. Tuesday morning I will present with my four-year colleagues to the House Education Committee and then on Wednesday to the Senate Education Committee. The primary goal of the Education Committee meetings will be to familiarize and solidify a shared recognition and understanding of the unique and special education role LC State plays in Idaho's education landscape. I will also be meeting throughout the week with legislators, donors and friends of LC. It will be a busy and I anticipate productive week. We have a great story to tell and as you are aware, I not only I enjoy telling it, but am anything but shy about doing so. It is an important week to be a Warrior!

Cynthia Pemberton, Ed.D.
President

Announcements

- **HR Updates:**
 - **Supplemental Retirement Account:** Human Resources Services (HRS) has received numerous inquiries regarding the process for setting up a supplemental retirement account (403b) with Fidelity. To do this, you must complete a "Life Event" in LUMA and follow [these steps](#). No form is required for this process. Should you have any questions, feel free to contact HRS at extension 2269.
 - **Fidelity Representatives:** If you haven't scheduled a meeting with our Fidelity representatives about the transition of your TIAA or Corebridge retirement account to Fidelity, here's your chance! They will be on campus Jan. 28 and 29, and they still have some appointments open. [Book a time](#) that works best for you. All meetings will be held on the second floor of the LC State Library.
- **LC State Name Change:** As we continue to vet the idea of changing LC State's moniker from college to university, the following webpage has been developed to share information and rationale: www.lcsc.edu/university. We also invite folks to communicate their feedback and sentiments via the [online survey](#).
- **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](#).
- **Mini Spirit Clinics:** The LC State dance and cheer program will host its Mini Spirit Clinic on March 29-30 at the P1FCU Activity Center. [Learn more and register online](#).
- **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](#).
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Events

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

- **Jan. 27 – WAA Academic Awards** – The [2025 WAA Academic Awards](#) will be held Monday at 5:30 p.m. at the Hells Canyon Grand Hotel Seaport Room. The Warrior Athletics event will honor LC State staff members Kristina Keener and Tim Cole for their efforts in assisting student-athletes.
 - **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](#).
 - **Jan. 29-Feb. 1 – IMEA conference** – LC State will host the Idaho [Music Educators Association \(IMEA\) Conference](#) for the first time on Jan. 29 to Feb. 1. The conference, which gathers Idaho’s top music students and educators, will have over 500 high school students in attendance.
 - **Jan. 31-Feb. 1 – Home Athletic Events** – The Warrior women’s and men’s basketball teams play Warner Pacific on Friday at 5 p.m. and 7 p.m., respectively, and Multnomah at 4 p.m. and 6 p.m. on Saturday at the P1FCU Activity Center. The women’s tennis team will host the University of Montana at noon on Friday at the Tennis Center. To learn more visit www.lcwarriors.com.
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News & Features

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

- [U.S. Army names LC State nursing among preferred programs](#)
 - [Byrd Grabs 500th Rebound as No. 19 Warriors Cruise Past Geoducks](#)
 - [Collins and Zywina Excel at McCluskey Open](#)
 - [Parsells Punches National Ticket in 800m](#)
 - [Strong Second Half Pushes Warrior Men’s Basketball Past Eagles](#)
 - [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: "[I'm a Believer](#)" by The Monkees

