

**CWI MISSION**

**The College of Western Idaho is committed to empowering students to succeed by providing affordable and accessible education to advance the local and global workforce**

**CWI Nampa Campus Academic Building  
Room 122  
3:00PM**

**ATTENDANCE:**

Jim Reames, Chair  
Nicole Bradshaw, Vice Chair  
Molly Lentz, Secretary/Treasurer  
David Bishop, Trustee

**I. CALL TO ORDER**

Chair Reames called the meeting to order. The Pledge of Allegiance was recited. Trustee Bishop recited the CWI mission statement. No visitor introductions were made, and no public comments were received.

**II. CONSENT AGENDA**

- A. August 14, 2025 Minutes,
- B. Treasurer's Report,
- C. Capital Projects Budget to Actuals Report

**MS (Bishop / Lentz): To approve the consent agenda as presented. The motion carried.**

**III. PRESIDENT'S REPORT**

President Jones provided updates on the recent ribbon-cutting ceremonies for the new Health Science and Simplot Agricultural buildings. These facilities will strengthen CWI's connections with local employers and offer state-of-the-art teaching spaces. He also shared that CWI is awaiting the City of Nampa's decision regarding the future of the Ford Idaho Center—whether the city will retain ownership, transfer it to CWI, or pursue a sale. Each option presents unique opportunities for academic expansion, potentially adding 95 acres to the Nampa Campus.

President Jones spoke about his recent classroom visits, where he engaged with students and learned more about their programs. He then introduced Jillana Finnegan, a member of the AI Committee, to discuss CWI's approach to artificial intelligence on campus.

Jillana Finnegan highlighted CWI's commitment to integrating AI tools into education, emphasizing the importance of digital literacy and its potential to increase student earning potential. She outlined efforts to improve access and understanding of AI among faculty, staff,



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and students, and presented a timeline of AI adoption at CWI. To address concerns and foster innovation, CWI has formed subcommittees focused on student outcomes, faculty development, operational applications, infrastructure, and sustainable funding. This year, departments can receive Provost-funded stipends to designate engagement leads who will explore AI applications within their areas. Additionally, CWI is partnering with the Idaho Tech Council to host employer panels aimed at identifying AI training needs for future graduates.

President Jones concluded by thanking those involved in advancing AI initiatives, especially Jillana Finnegan, for her leadership. He shared his own experience participating in AI training and reflected on the technology's potential and implications for education.

Chair Reames - Question: What challenges have you run into it, and how can we help or support that?

Jillana Finnegan - Answer: AI will impact all disciplines, and the biggest challenge will be addressing external funding and the time it will take for faculty to integrate it into their current curriculum or create new curriculum to become fully automated. Professional development will assist said faculty in managing their time. Jillana noted that there are fears that AI will replace faculty somehow, but she believes that there will always be significant value on the in-person faculty as a mentor and a guide, even as the tools used to teach change.

#### **IV. CWI EMPLOYEE CULTURE AND DEVELOPMENT** Presented by BestDay HR Shawn Miller and Kelcey Stewart

Human Resource representatives Shawn Miller and Kelcey Stewart presented an overview of their work on Employee Culture and Development over the past 18 months. They identified five key attributes driving success in this effort: leadership, vision, perseverance, humility, and a willingness to challenge the status quo.

It was reported that following a campuswide survey last year, a Culture Initiative Workgroup was formed and met in multiple sessions to identify the most pressing issues for employees. The top three priorities were:

- Enhancing pay equity and transparency
- Increasing overall pay competitiveness
- Improving direct communication and reducing bureaucratic barriers

The workgroup developed solution options and submitted recommendations to leadership. These were then incorporated into a "Next Steps" plan for HR to implement.

The Trustees expressed appreciation for the work and progress that was put into this initiative to set the bar at CWI. They also thanked Miller and Stewart for sharing their stories on this process and the interactions they have had with CWI employees.



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Chair Reames - Question: How many of these projects have you done?

Shawn Miller - Answer: A couple dozen.

Chair Reames - Question: How many have you done where pay wasn't a part of the top three?

Shawn Miller - Answer: Transparency and Money have been always at the top.

#### **V. PRESIDENT'S EMPLOYMENT AGREEMENT**

General Counsel Fontaine presented an amendment to the existing employment agreement to better align with the institution's fiscal year cycle (July 1–June 30), rather than the current calendar year cycle. She noted that the change is intended to improve administrative efficiency, budgeting, and alignment with the academic calendar.

##### **Key Points:**

- The original contract began in January 2022 and followed a calendar year cycle
- To transition to a fiscal year cycle, the proposal includes a six-month extension to the current term, resulting in a five-and-a-half-year initial term
- All future contract terms and administrative actions will then align with the fiscal year
- This change supports better planning for professional engagements and budget management
- In addition to the term extension, seven other paragraphs in the agreement require minor, non-substantive edits to reflect the fiscal year alignment
- The proposed edits do not alter the substance of the agreement. If they did, individual board member approval would be required. The changes are administrative in nature but expected to have a meaningful operational impact.
- The board is being asked to:
  1. Approve the six-month contract extension
  2. Delegate authority to the board chair to review and approve the minor paragraph changes

**MS (Bishop / Bradshaw): I move to extend the President's initial term of the contract by 6 months and to delegate authority to the Board Chair to approve and sign an amendment memorializing that extension as well as aligning other terms with fiscal year instead of the calendar year. The motion carried.**

- **Chair Reames - Aye**
- **Vice Chair Bradshaw - Aye**
- **Secretary/Treasurer Lenty - Aye**
- **Trustee Bishop - Aye**

#### **VI. CHAIR'S REPORT**



**BOARD OF TRUSTEES  
REGULAR MEETING  
September 11, 2025  
Minutes**

**Board of Trustees**  
Jim Reames, Chair  
Nicole Bradshaw, Vice Chair  
Molly Lenty, Sec/Treas  
Cherie Buckner-Webb  
David Bishop

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Chair Reames shared his recent travels to the Governor's Cup which gave him the opportunity to be around legislators and hear their support for CWI. He noted that we are also still waiting to see what the City of Nampa does in the months to come regarding the Ford Idaho Center with more information to come to future board meetings.

**VII. ADJOURNMENT**

The meeting adjourned at 3:50pm.

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Molly Lenty

Board Secretary

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