

A REPORT FROM THE OFFICE OF THE PROVOST

SNTOW

C O L L E G E

Educating Students



Serving Our Community



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FOR OVER A CENTURY Snow College has been making a difference in the lives of students, in the communities of Central Utah, and throughout the world. People are drawn to Snow because of its reputation for academic excellence, but they stay because it's a place where we care about the future of individual students.



At Snow College, we are clear about our mission: to educate students, inspire them to love learning, and lead them to serve others. Accompanying this mission is a set of ten goals we take seriously, from creating a vibrant learning environment, to partnering with universities offering four-year programs that respond to 21st century needs.

As one of the fastest growing colleges in Utah, Snow continues to enjoy unprecedented support from our local communities and from citizens across the State of Utah. On behalf of President Benson and the Snow College family, I want to express our sincere appreciation to all who have made the Snow College experience a reality for students.

This publication is an attempt to account for the support we've received and measure progress toward the goals we have set for ourselves. While we continually strive to improve, I am proud of the evidence that demonstrates our strengths, accomplishments, and the unique qualities of our faculty, staff, and students.

Excellence is truly the hallmark of Snow College. Thank you for your interest as we build toward a second century of outstanding Snow College Badgers.

Sincerely,

Bradley A. Winn

PROVOST AND VICE PRESIDENT FOR ACADEMIC AFFAIRS



GOAL 1 

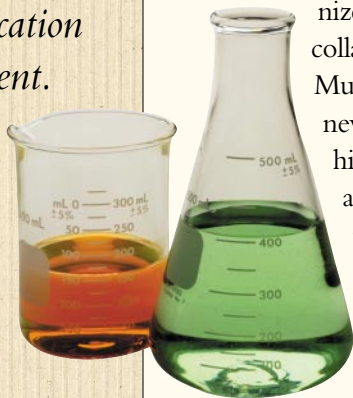
Create a vibrant learning environment that enlightens and enables students within the liberal arts and sciences, the professions, and applied technology education, and promotes seamless transfer to further education or employment.

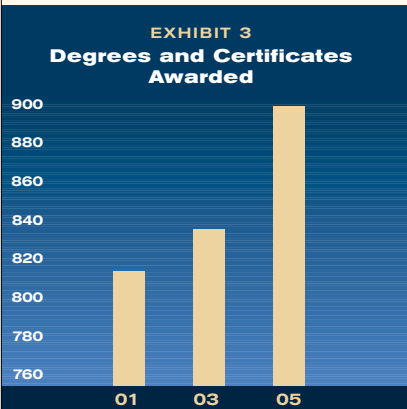
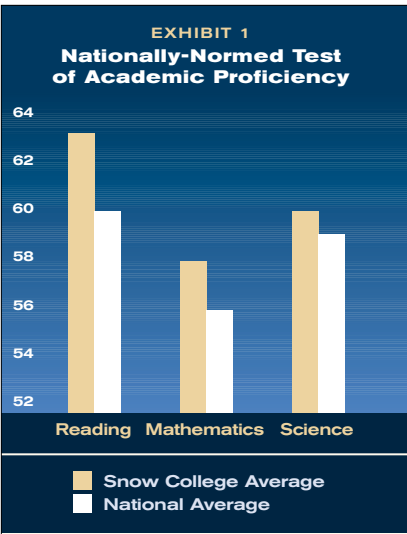
SNOW COLLEGE HAS ENJOYED a long-standing reputation of academic excellence within a supportive, personalized collegiate environment. The College exists to help students achieve their educational goals, whether these goals are to complete a two-year transfer degree, a technical career program, or selected courses for life-long learning. Snow offers high-quality, individualized instruction and is continually striving to better serve our students.

To enhance student learning, each faculty member has a course improvement plan in place where assessments are used to find ways of improving instruction. Additionally, each course syllabus has been recently redesigned allowing students to clearly see the learning outcomes and assessments for each course.

Class sizes average fewer than 20 students and additional courses are opened every semester to accommodate student interest. Many courses are available at multiple locations and on-line. Students can now select from among 50 different two-year programs, including business, nursing, education, engineering, pre-medicine, music, and honors programs.

The quality of these programs is widely recognized as exemplified in our new collaboration with the Julliard Music School of New York, our new one-of-a-kind degree in historic traditional building skills, and our new status as one of only five associate programs in the nation to be accredited by the National Accreditation for Schools of Theatre.



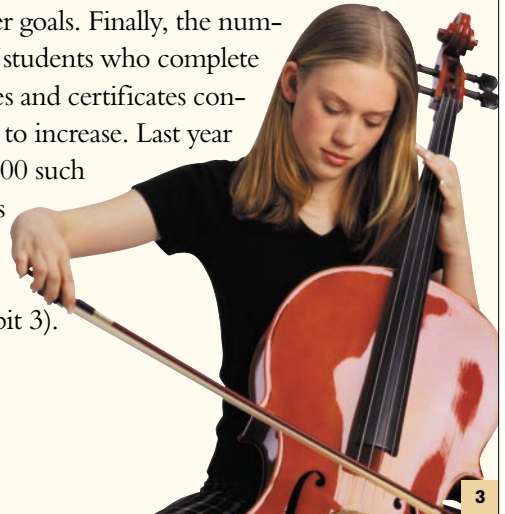


The physical environment of Snow College significantly affects the learning environment as well. Snow continues to make significant strides with the recent opening of the \$22 million Eccles Center for the Performing Arts, the \$23 million Sevier Valley Center Theatre and Arena, and is planning for a new state-of-the-art library at its main campus in Ephraim, Utah.

What are the results of the Snow College learning environment?

Snow students achieve above their peers academically, student satisfaction is high and increasing, graduates are completing in an efficient manner, and graduates are successfully transferring. This year graduating students were given a national test to measure their academic proficiency. In each category Snow students scored higher than the national average (Exhibit 1). Student evaluations show that 83% of students rate their courses as exceptionally good and these ratings are improving significantly (Exhibit 2). Students complete their programs efficiently (see goal 6) and over 75% of Snow's graduates report that they have successfully met their transfer goals. Finally, the number of students who complete degrees and certificates continues to increase. Last year over 900 such

awards were given (Exhibit 3).

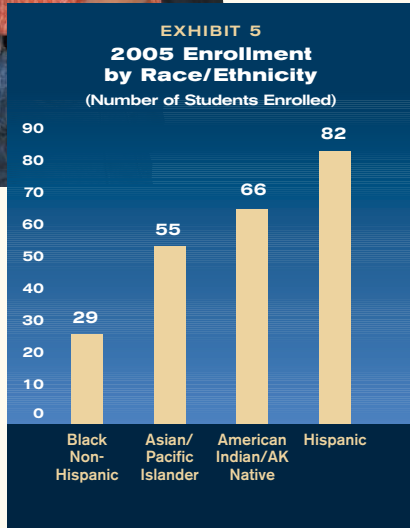
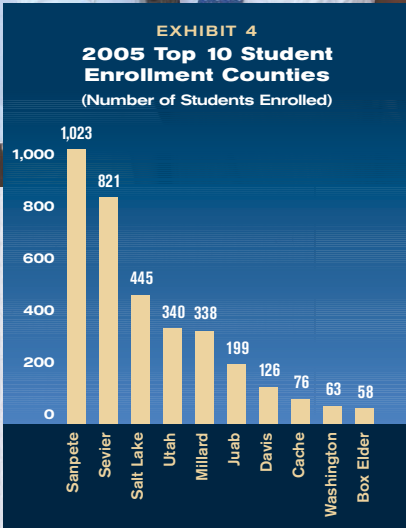
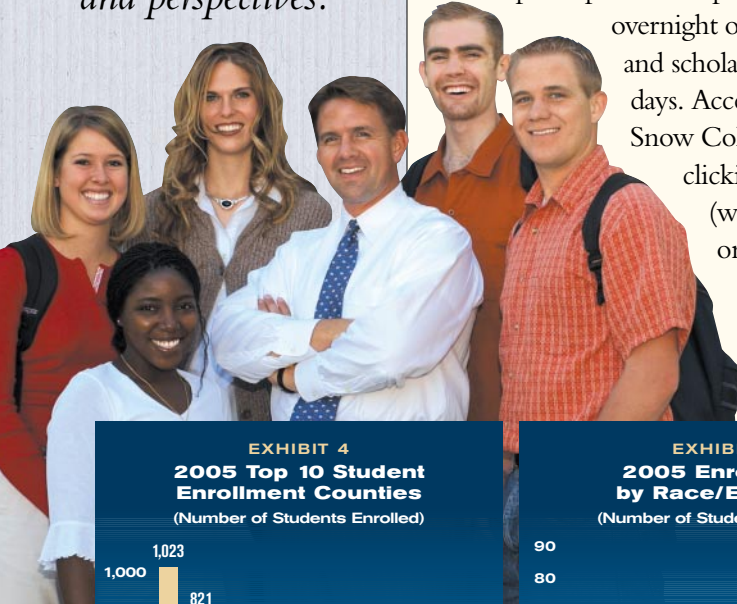


GOAL **2**

Attract Students who will gain from and contribute to Snow College, including individuals with diverse backgrounds and perspectives.

AS ONE OF THE FASTEST growing colleges in Utah last fall, Snow is the college of choice for students from Central Utah, from across the state and nation, and from over 20 foreign countries. Our 4,108 students come from a variety of backgrounds (Exhibits 4 & 5) and within the next decade, the student body is expected to grow to over 5,000.

Prospective students are welcome to participate in campus tours, weekend-overnight orientation days, and scholarship advisement days. Accessing info about Snow College is as easy as clicking on our website (www.snow.edu) or calling the Snow College Welcome Center (435-283-7150).



GOAL **3**

Attract, retain, and develop faculty and staff who demonstrate excellence in teaching and professionalism, a love for learning, and service to humanity.

SNOW COLLEGE EMPLOYS 270 full-time faculty and staff members who are committed to the highest standards of professional excellence. Since 2002 the College has hired 56 new and replacement faculty and staff members.

Snow College is deeply committed to academic quality and the success of our students. Over half of the faculty members hired since 2002 have the highest degree offered in their field. New strategies are in place to find and reward qualified instructors who are dedicated to serving students and humanity. These strategies include new hiring questions that

focus on the college mission. Faculty members regularly participate in statewide and national training opportunities and new funding has been set aside for expanded professional development.

Snow College employees not only serve students, but have reached beyond the college in service of humanity. Just a few examples include organizing students to provide accounting services for the elderly, building homes for habitat, serving in the military, building water systems in Mexico, serving in the state legislature, volunteering in the public schools, participating in community clean up programs, leading drug and alcohol prevention programs, and on and on. Snow provides literally thousands of hours of community service each year.

Excellence in Teaching at Snow College is Exemplified by:

- *Student Transfer Success Rates (75%)*
- *Student Academic Achievement Scores (see Exhibit 1)*
- *Student Course Evaluation Results (see Exhibit 2)*
- *Full-time to Part-time Faculty Ratio (72%)*





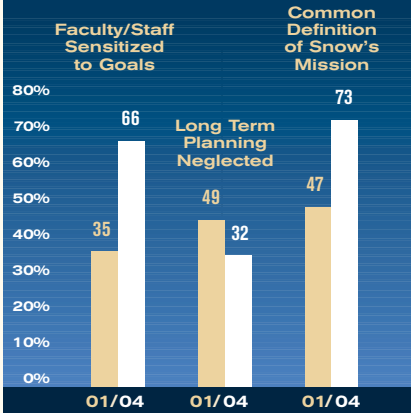
GOAL 4 
*Promote a
collaborative and
effective work
environment for
faculty and staff.*

Results

FACULTY AND STAFF have worked collaboratively to articulate plans and goals for achieving the mission of Snow College. In 2001 the National Center for Higher Education Management Systems (NCHEMS) Institutional Performance Survey was administered to the faculty and staff. Questions from the survey were again administered in 2004. The following assessment results show significant improvement in focusing on long-term planning and developing a widely understood institutional mission (Exhibit 6).

- In 2001, 35% of the respondents agreed that the “administration team sensitizes faculty and staff to the unique goals and mission of the college,” whereas in 2004,

EXHIBIT 6
Focus on Long-term Planning



66% agreed with the same statement, an increase of 84%.

- In 2001, 49% of the respondents agreed that “long-term planning is neglected,” whereas in 2004, fewer (32%) agreed with the same statement, an improvement of 34%.
- In 2001, 47% of the respondents agreed that “people associated with this institution share a common definition of its mission,” whereas in 2004, 73% agreed with the same statement, an increase of 57%.

Weekly professional development and information meetings are held for faculty members to communicate and coordinate on issues important to the academic enterprise. With the

merger of the Ephraim and Richfield campuses, Snow College has made a significant investment in two-way interactive audio and video technologies and has increased personal contact

between campuses through joint coordination meetings. Snow College has also expanded its faculty assemblies to include both the faculty and staff.

Snow’s non-retirement turnover rate is one of the lowest in the Utah System of Higher Education at 2.7% per year. Evidence that students benefit from the collaborative and effective work environment at Snow College can be found in the student satisfaction data (Exhibit 2) and nationally-normed testing results (Exhibit 1).



GOAL 5 

Partner with higher education institutions that offer baccalaureate and graduate programs in select disciplines.



SNOW COLLEGE IS COMMITTED to ensuring that citizens of Central Utah have access to the higher education they need to compete in the 21st century. This will increasingly require more than a two-year degree as society moves into an information-based, high-tech, and sophisticated-services economy. In response to this need, the College and the Utah State Board of Regents have recently approved a new role statement for Snow: to partner with universities offering high-demand, four-year and graduate programs in Central Utah.

Just this year, Snow College and Utah State University established a partnership program offering a live, four-year science education degree. Currently we are developing access to university partnership programs in business and nursing. Twenty three additional bachelor and graduate degrees can be earned from universities at Snow College.

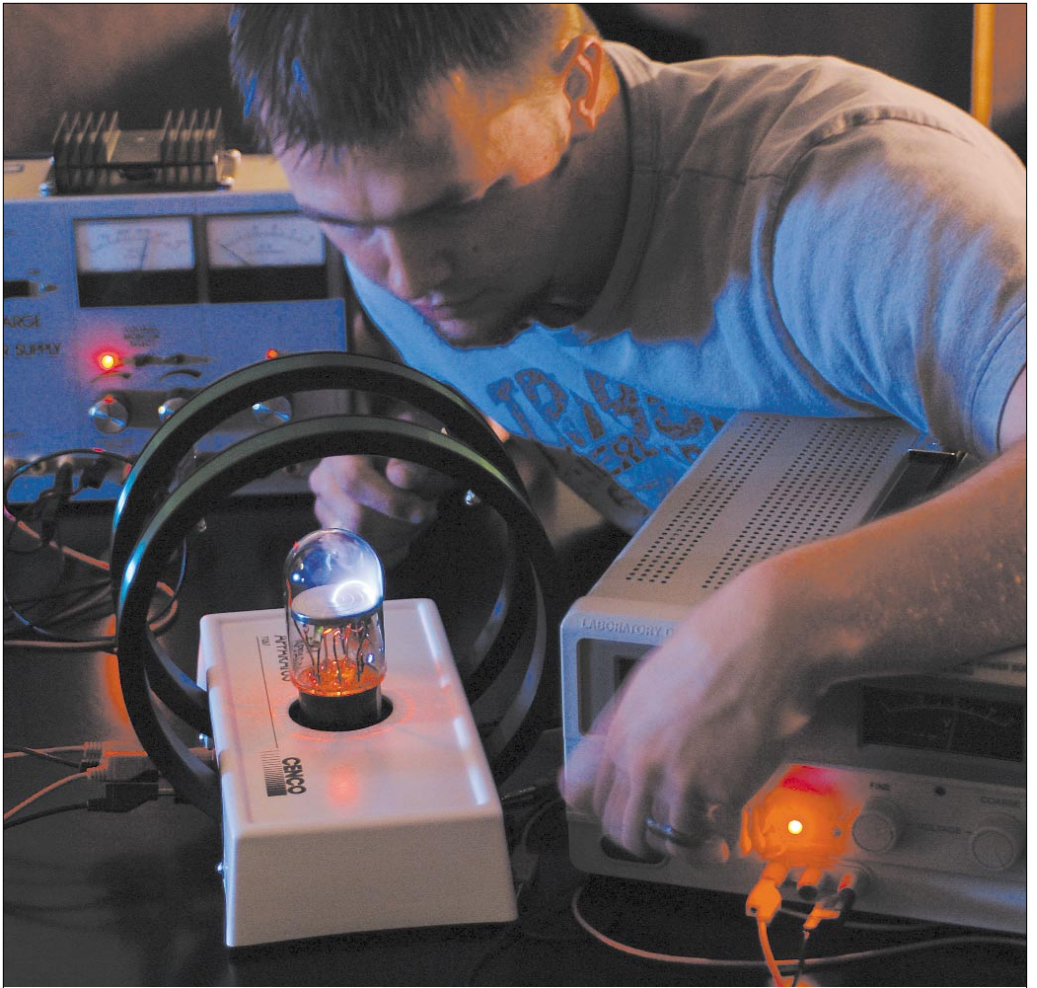
Bachelor and Graduate Degrees Offered on Snow College Campuses:

Bachelor Degrees

- Accounting
- Agribusiness
- Business Administration
- Business Information Systems
- Computer Science
- Criminal Justice
- Elementary Education
- Psychology

Graduate Degrees

- Agricultural Science & Technology Education
- Business Information Systems & Education
- Computer Science
- Elementary/Secondary Education
- Education
- English in Technical Writing
- Family and Consumer Sciences Education and Ext.
- Human Resource Management
- Human Environment (Home Economics)
- Instructional Technology in Education
- Psychology: School Counseling
- Social Science (Emphasis in PA)
- Administration (Fall 2006)
- Family Human Development (Fall 2006)
- Doctorate in Education (Fall 2006)





GOAL 6

Promote student success and retention through supportive student services, library and learning resources, and targeted supplemental and developmental education programs.

Results

SNOW COLLEGE IS COMMITTED to helping students succeed and offers an array of supportive services to help students complete their educational programs. Library resources and supplemental programs, such as tutoring, continue to grow each year. Student participation in college success courses and orientation activities also increases annually.

Two key indicators of student success are retention and graduation efficiency. The percentage of students returning to Snow for a second year has increased dramatically since 1999 (Exhibit 7).

Snow students complete their degrees in an efficient manner. Exhibit 8 shows the graduation efficiency rating, which compares the number of credits required for the degree to the number of credits actually taken by graduates. A 1.00 rating indicates that students do not take any extra courses for their degrees. As shown, Snow College has a rating of 1.14, the most efficient in the Utah System of Higher Education.

EXHIBIT 7
Snow College Retention Rates
(Students Returning to Snow)

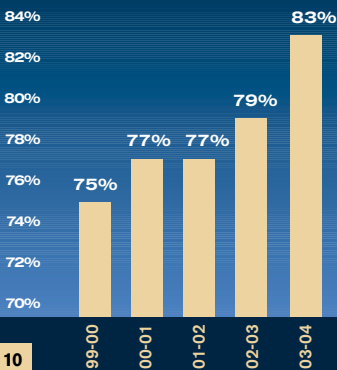
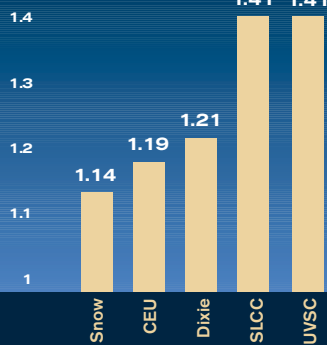


EXHIBIT 8
Graduation Efficiency Ratings for Associate Degrees
(1.0 = No Extra Courses)



GOAL **7** 

Promote the development of the whole student through wide-ranging student life activities and experiences.



A STUDENT'S ACADEMIC SUCCESS is affected by many factors, including his or her social, physical, and emotional well-being. Snow College offers experiences and services designed to enhance the quality of the student's life outside the classroom.

- Snow College is home to more than 40 active clubs, including Badgers Against Alcohol and Drugs (BAAD club), which is the largest active drug and alcohol prevention club in Utah. This club shows students how to have fun without drugs.
- Student Government, President's Leadership Team, Snow College Ambassadors, the Varsity Experience Team, and academic clubs are examples of opportunities that students have to develop personal and professional leadership skills.
- The Snow College Wellness Center offers counseling and other services including tobacco cessation programs.
- Snow College's surrounding communities provide religious support for students' spiritual and emotional needs.
- Motivational speakers from around the country offer students new ways of succeeding in college and in life.
- Students have increased opportunities to get involved at Snow. Students can join or start a club, write for the newspaper, participate in intramural sports, or participate in numerous other socially-oriented activities.



GOAL **8** 

Enrich our communities through service learning, volunteer service, civic engagement, cultural and athletic events, community education, and outreach services.

Results

SNOW COLLEGE ENRICHES community life in Central Utah through cultural, athletic, and volunteer service activities, as well as community education and outreach services. These events are our way of giving back to our communities and add to the unique qualities of Snow College.

- We recently established the Center for Service and Learning to promote student volunteerism and service-learning projects. Through the Center, not only did the number of student volunteers and hours of service double, but the quality of service rendered also improved. A new “Service Scholar Distinction Award” is now in place to recognize exemplary service-oriented



students, and 50 community partnerships have been identified.

- A coordinated effort with Ephraim City to secure adequate lighting for the Snow College/Ephraim Sports Complex was successfully completed. Snow secured \$230,000 through the Eccles Foundation, while the community was able to contribute \$80,000. It has proven to be a great partnership and an enhancement to the community of Ephraim.
- The allocation of funds has begun for the development of a comprehensive library outreach program in Sanpete County. An agreement has been reached to partner on the development of the new library which will enhance and serve both the college and the county.
- The interest in community education courses has increased over the past year by 54%. Snow College also supports the Boy Scouts of America. Participation in merit badge courses has increased by 26%.
- Nursing programs are now available in Richfield and Ephraim, plus CNA (Certified Nursing Assistant) courses are being taught in Nephi, opening the opportunity to deliver higher education to Juab County. Additional classes delivered through

distance education began Fall Semester, 2005.

- Snow has designed a language program for Hispanic Adults within Sanpete County through the new Adult Literacy Office, established in 2004.
- The Ephraim campus hosted 35 community events between January and April of 2005 alone. Additionally, the number of college sponsored cultural events on the Richfield campus increased by 80%.



- Snow College was the host to many high school and college athletic events including the state 2A semi-final basketball playoffs, multiple sports camps, swimming and yoga classes, as well as season ticket offerings to those in the community.





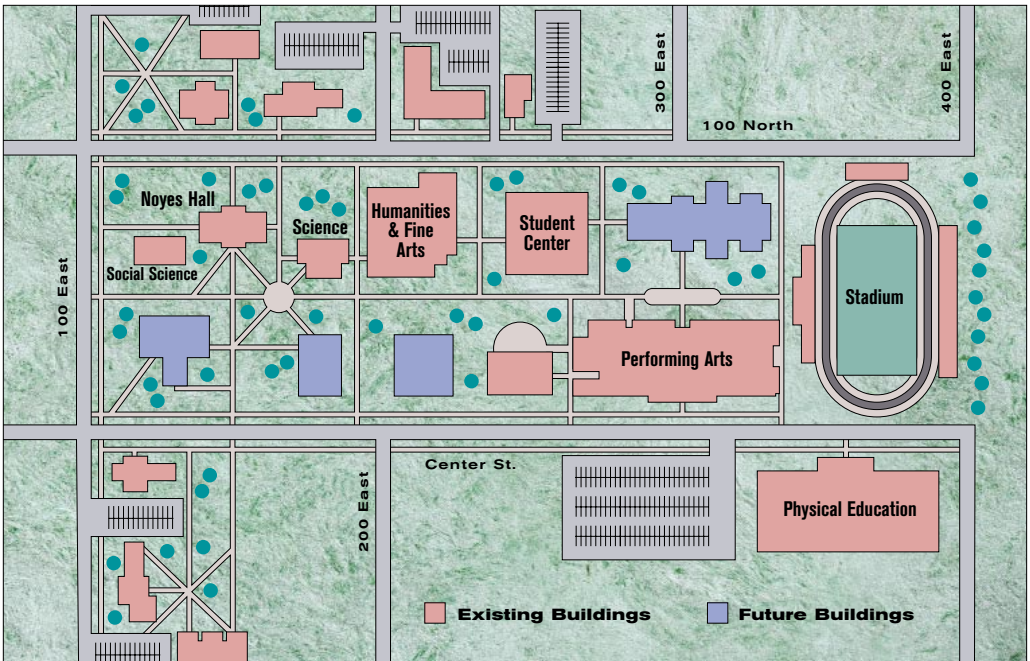
GOAL 9

Enhance and efficiently utilize human, financial, facility, equipment and technological resources.

Results

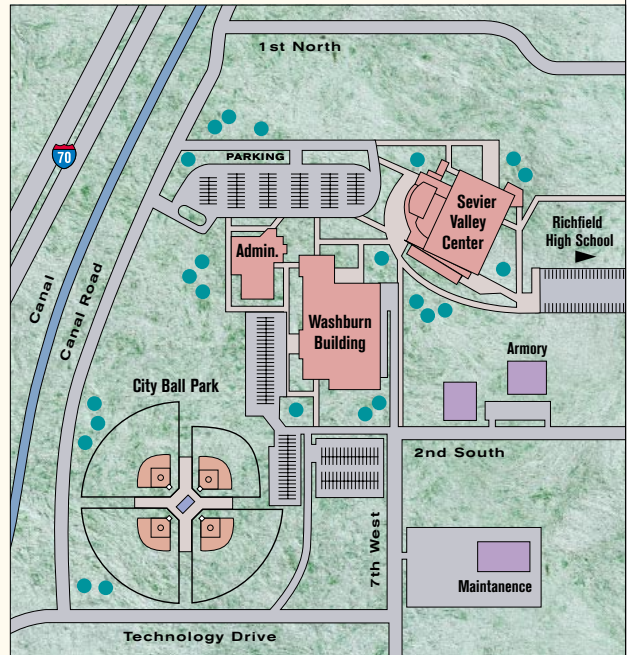
SNOW COLLEGE IS ABLE to serve a large number of students on a limited budget. Noel-Levitz, a nationally-known education consulting firm, commented during a site visit to Ephraim that Snow College is an exceptionally “lean” institution that makes the most of available financial and human resources. Yet as the student body grows, Snow College continues to find ways to offer new programs and services.

- All budget allocations are tied to the college Mission and Goals.
- Snow’s 300 employees regularly participate in performance reviews and professional development training that leads to continuous improvement.



Snow College Ephraim Campus Master Plan

- Senator Bob Bennett succeeded in procuring a \$200,000 grant for Snow College to invest in its information technology infrastructure and develop its distance education offerings.
- The College continues to update its master facilities plan for future buildings and activity space.



Snow College Richfield Campus Master Plan



SNOW COLLEGE IS COMMITTED to the highest standards of educational excellence and works to continually improve the quality of its academic and student service programs through measuring those things that matter most. We have adopted a comprehensive college-wide assessment and improvement strategy (see Exhibit 12) that focuses on who we are and where we're headed. It also helps us find ways to measure whether or not we're getting closer or further away from our goals so we can make changes and improvements based on facts.

- Graduating students take the College Assessment of Academic Proficiency Test (CAAP) which indicates their academic achievements compared to their peers across the country (Exhibit 2).
- The college follows up on all graduates to find out whether they have successfully transferred to a university.
- The college conducts a formal review of budgeting to determine that adequate resources are allocated to achieve our college goals.
- As part of his or her annual review, every faculty member presents an individual course assessment and improvement plan for each course that addresses learning goals, measures of success, and plans for improvement.

GOAL 10

Engage in continual and meaningful evaluation of all Snow College programs to provide evidence that the highest standards of excellence are maintained and the changing needs of our students, community, and state are addressed.

- Students are surveyed to determine their satisfaction with their individual courses and with the overall Snow College experience (see Exhibit 1). Information gathered from these surveys is used to improve courses and college-wide programs and activities.
- The College conducts annual Executive Planning Council meetings where the future directions and key assessments are reviewed using the Snow College improvement strategy.

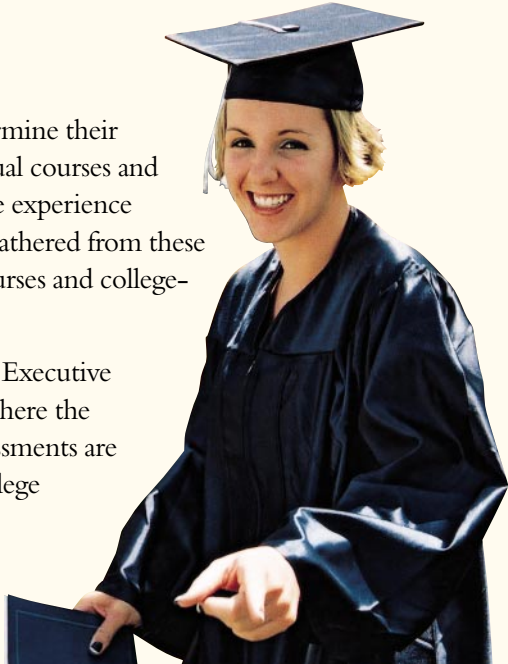


EXHIBIT 12

Snow College Improvement Strategy

*Assessment results lead to improvements in goals for student success

	Goals	Assessment* Measures	Assessment* Results	Improvements
Student Learning <ul style="list-style-type: none"> ■ Course Level ■ Department Level ■ Degrees and Certificates 	<i>What are the learning goals?</i>	<i>How is success measured?</i>	<i>Did students achieve learning goals?</i>	<i>What improvements are needed?</i>
Student Support <ul style="list-style-type: none"> ■ Administrative Departments ■ College-wide Goals 	<i>What are the department and college goals?</i>	<i>How is success measured?</i>	<i>Did the department and college achieve their goals?</i>	<i>What improvements are needed?</i>



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