

Strategic Planning Task Force Meeting

October 8, 2013

Participants: D. Allred, K. Arnoldsen, C. Avery, L. Barnhurst, J. Cox, M. Dodge, S. Golding, B. Gridley, S. Hill, B. Hermansen, M. Jenkins, D. Larsen, T. Lund, M. Medley, L. Smith, B. Taggart, N. Visger and G. Wright.

Melanie opened the meeting reviewing a discussion she and Marv had with the Science and Math faculty at their noon department meeting. They met to provide an update on the strategic planning effort and to seek additional feedback since their May department meeting was poorly attended. Their discussion focused on salary and wage concerns, salary compression when hiring new employees, and the impact low salary levels have on hiring and retaining faculty members. An additional discussion was held on Snow being affordable but not necessarily cheap. The primary question asked is whether Snow's low tuition is being borne on the backs of faculty and staff. Do we need to retain the lowest tuition rate of Utah's colleges? Should we increase tuition to resolve low wage concerns? Are tuition increases the only source of additional salary dollars? If salaries are not addressed will Snow lose their best faculty members? Will we be able to attract quality replacements? Marv discussed the differential tuition model implemented with the Bachelor in Commercial Music program which assesses a 20% premium in addition to regular tuition charges. As additional four-year programs are developed this model will aid in providing additional financial resources to the college.

There was discussion on the future of enrollment at Snow and mission based funding vs. performance based funding. No one is quite sure what standard the legislature will hold Snow to. There will need to be a decision on what size (enrollment) Snow should strive to become. Snow should also focus on its niche – preparing individuals who are not always ready for college to succeed here and beyond. Snow should also focus on quality delivery methods.

The next portion of the meeting was devoted to reviewing the vision statement draft as well as the list of goals prepared by Melanie. The vision statement was prepared and addresses all five white papers as well as the faculty, staff and students of the college and its mission. Members of the Task Force should send additional comments and suggestions directly to Melanie before the next meeting. The final version of our Vision Statement will be posted on-line once finalized.

The goals were then reviewed in preparation for the goals conference, scheduled for October 25th. There is a general heading for each of the white papers and under each we need to identify at least five separate goals to accomplish the task outlined in each white paper.

Participants at the goals conference will discuss and prioritize these goals identifying the top one or two that can be accomplished under each of the five white papers within the next two years. Once the goals are prioritized, goal conference participants will identify specific action items to be implemented in order to accomplish the strategic vision. Edits or additional suggestions to the goals document should be submitted to Melanie in preparation for finalizing the document at our October 15th meeting.

The next meeting of the Task Force will be Tuesday, October 15, 2013 in the Academy Conference Room from 3:00 pm to 5:00 pm. Videoconferencing will be available for those from Richfield who are unable to attend.