



Board of Trustees Meeting Minutes September 28, 2012

Individuals in Attendance

Trustees: Theressa Alder, Doug Barton, Scott Bushnell, Eddie Cox, DeVere Day, Mary Greathouse, Dan Jorgensen, Jim Shank
College Personnel: Marvin Dodge, Marci Larsen, Craig Mathie, Rob Nielson, Ted Olson, Gary Smith, Brandon Wright, Scott Wyatt
Others: Bob Prince, Marlon Snow

Welcome

Chair Alder called the meeting to order and thanked the group for making time to meet. She acknowledged Regent Bob Prince and Regent Marlon Snow and asked those in attendance to give a brief introduction.

Approval of Minutes

Chair Alder entertained a motion to approve the minutes from the July 20, 2012 board meeting and the September 12, 2012 conference call. Trustee Cox noted an omission (Trustee Jorgensen making the motion prior to Trustee Barton seconding it) in the September minutes and then moved approval of both sets of minutes. Trustee Shank seconded the motion, and it passed unanimously.

Investment Report

Vice President Dodge referred the Trustees to Tab N and reviewed the investment activity through June 2012. He asked if there were questions, and hearing none, Trustee Greathouse made a motion to accept and approve the report. Trustee Cox seconded the motion, and it passed unanimously.

Academic Affairs Report

Vice President Smith gave a brief update on happenings in the Academic Affairs Office. He said the programs recently approved by the Trustees and Regents would be forwarded to the Northwest Association for accreditation purposes. He also said there are five to seven new programs in the works and reiterated his commitment to finding programs to meet CTE needs. Chair Alder thanked Dr. Smith for his efforts; he praised Heather Boren in his office for her behind-the-scene work.

Title IX Conference Report

Athletic Director Rob Nielson was asked to follow up on the Title IX Conference he attended. He gave a brief overview and reported the College is in compliance. He suggested doing a survey every few years to ensure the College is in good standing. Vice President Mathie said he and a team of administrators will take care of all Title IX issues and details. Chair Alder expressed appreciation for the report and commended the administration for being proactive in this area.

Early Retirement Philosophy

President Wyatt reviewed the history of early retirement practices at the College and summarized two philosophies – one based on a feeling of employee entitlement and one recognizing the program as a management tool. When budget cuts started a few years ago, he said interested employees were invited to apply for early retirement. A few employees accepted the invitation and agreements were made, he said, and it became clear to employees the early retirement program would be used as a management tool and not granted in all situations. Because a few employees have recently expressed interest in the program, President Wyatt asked the group to share their philosophies on early retirement. A discussion ensued, and Trustee Day asked if the College considered a phased retirement benefit for employees. President Wyatt said a few employees have been given the option, after approval of the Board. Faculty Association President Ted Olson shared his perspective on early retirement, noting the program started about 30 years ago as a generous offering. Because of salary compression, he said, it is now difficult financially for the College but expressed his support for having the program as a benefit and/or tool. Chair Alder asked if the administration would

find out what other schools are doing and look at specific scenarios; Trustee Bushnell also suggested putting an opinion statement in writing. President Wyatt agreed to gather data and report at a future meeting.

Prayers at Commencement

As this topic was introduced, Trustee Day said a few people asked him after the 2012 commencement ceremony why there were no prayers. President Wyatt said historically prayers had been included in the program but were changed to “expressions of choice” more than ten years ago. He said the expressions were awkward because people don’t know how they should respond, and the decision was made to forego the prayer last year. He asked the Trustees and Regents in attendance for their opinions, and the group felt prayers should be included in the commencement ceremonies. Regent Snow noted many students choose Snow College because of the spiritual influence and community and encouraged the group to let that reflect in the graduation service. Trustee Bushnell urged the administration to be sensitive to community and tradition and suggested asking the students what they want. Regent Prince concurred with the suggestion and was supportive of including prayers during Commencement if that is what students wanted to do. President Wyatt acknowledged the group’s consensus and agreed to see what other schools are doing, ask the student body officers to share their opinions, and report back to the Board.

College Governance Structure

President Wyatt mentioned a recent, focused emphasis on College governance. He reminded the group of the 40+ member strategic planning committee (10 percent of all employees) who met often during the months of intense budget cuts and reported a few faculty were interested in revamping the College Council. He noted the Council had met several times and would continue to meet and serve as an advisory board to him. He said the group is initially focusing on policy development and governance structure and said he would keep the Trustees updated as their work progressed.

Fall Assembly Report and Presentation

President Wyatt asked Brandon Wright, newly hired Admissions Director, to introduce himself. He talked about the enrollment campaign and plan for the upcoming year and then shared the presentation he had given to employees during Fall Assembly in August.

Report from the Alumni Association

Trustee Day shared three items of report with the Board. He said two new Board members, Brittany Maxfield and Jeff Olson had been appointed to serve on the Alumni Board. He gave a brief biographical sketch of both and expressed appreciation for their willingness to serve. Next, he shared recent Alumni Association happenings, including the Bees game. To conclude, he referred the Trustees to the Snow College Magazine and talked about this year’s distinguished alumni, Yvonne Whitmore and Gordon Christensen. Trustee Day said this recognition is most important to the Alumni Association and is what the group does best.

Regent Prince shared his thoughts on alumni associations, mentioning they are one of the biggest untapped resources colleges have. Trustee Day said it is difficult to determine loyalty because Snow College alums usually have a four-year alma mater too, and Regent Prince suggested using the school’s size – and the impact of a smaller donation going further – to its advantage. Regent Snow encouraged everyone to find ways to help get children and grandchildren to attend local schools, rather than leave the State for their education. Everyone agreed on the critical role of alumni, and Chair Alder thanked Trustee Day for his leadership with the Association.

Report from the Chair

Chair Alder said she and Trustee Greathouse have been working with the other schools’ chairs and vice chairs on a variety of issues. She reported the Commissioner’s Office and Board of Regents are conducting a survey on presidential compensation and said she will share more information as it becomes available. She also reminded the Trustees to plan to meet with the visiting accreditation team on Monday.

Adjournment

The meeting adjourned to allow guests to attend the Homecoming Spectacular, a concert celebrating the College’s first ever bachelor degree.