



Faculty Senate Meeting Minutes  
September 25, 2019

I. Call to order

Larry Smith called to order the regular meeting of the Snow College Faculty Senate at 3:30 p.m. on September 25, 2019 in the Noyes, Academy Room.

II. Roll call

The following persons were present: Jonathan Bodrero, Erick Faatz, Matthew Gowans, Chad Price, Larry Smith, Milinda Weeks, Steve Hood, Diane Gardner (for Shawna Cole), Nick Marsing, Weston Jamison, Jacob Thomas, Renee Faatz, Jay Olsen, Shawna Cole, Fernando Montano, Andy Nogasky, Josh Hales, President Brad Cook

III. Opening

A. Welcome from Larry

IV. Approval of minutes

Minutes from the Faculty Senate meeting held September 11, 2019 were approved with a motion by Jonathan Bodrero; second by Jay Olsen; and unanimous Senate approval.

V. Good News

A. Steve mentioned that an oral report for the Business Department accreditation was very well done.

B. Weston announced the upcoming Model United Nations activity.

VI. Committee Reports

(The A & T Committee report was the only one made before President Cook and Steve Hood addressed the Faculty Senate which took most of the rest of the meeting.)

A. A & T Committee: Matt mentioned that he was asked about sabbaticals and had found that there has been a November 1 application deadline. It is unclear how Snow College is currently reviewing sabbatical requests. There is not a budget at this time, so applicants would have to find resources like adjuncts to cover classes, outside funding sources, or exchanges with other institutions. Legal council recommended removing sabbatical information from the A & T policy so that potential and current employees were not misled about sabbatical possibilities. (In previous policy, a tenured faculty member could receive full salary and benefits for a one-semester sabbatical, or sixty percent salary and full benefits for a full year.) Sabbaticals were handled by the A & T Committee in the recent past, but this protocol was not included in the new A & T Policy. There had been discussion about the Faculty Development Committee reviewing sabbatical

requests. Whatever entity makes decisions the A & T Committee needs to be informed for faculty reviews. Jacob indicated that because of other pressing issues, the Faculty Development Committee is not in a position to take on sabbatical reviews right now: It might be able to do so in the future. Sabbaticals will be an agenda item for the October 9, 2019 Senate meeting.

- B. Curriculum Committee: No report.
- C. Faculty Development Committee: No report.
- D. Global Engagement Committee: No report.
- E. Honors Committee: No report.
- F. Library Committee: No report.
- G. Professional Track Committee: No report.
- H. Service Learning Committee: No report.
- I. Teaching and Technology Committee: No report.
- J. Faculty Association: No report.
- K. Adjunct Information: No report.
- L. Student Information: No report.
- M. Ad Hoc/Other:

1. Fernando made it clear that Denise Tippets is very willing to work with faculty members for student athlete academic success.

## VII. Senate Business

### A. President Cook and Steve Hood

1. Higher education in Utah may be changing at the highest levels regarding USHE (Utah System of Higher Education), UTECH (Utah System of Technical Colleges), the Board of Regents and the Commissioner's Office. A consulting firm has made suggestions regarding several possible models.
2. The goal of sixty-six percent graduation/credential rates by 2020 is unrealistic because of a lack of steps to meet the goal.

### 3. Recommendation of creation of a Utah Post-Secondary Education Committee (UPEC) and three options for organization.

- a. USHE and UTECH would be overseen by UPEC. This model was not well received by Utah higher education representatives, nor highly recommended by the consulting firm. It would be another level of bureaucracy. UPEC would be made up of government selected, highly specialized committee members.
- b. USHE and UTECH would be done away with and UPEC would take over. (This model is similar to the California state university system.) Commissioners would be selected to run the schools. Chancellors would replace presidents.
- c. No chancellor nor commissioner, but a single UPEC system that would set broad guidelines. (This model is similar to the New York state university system.) Each school would have to ask for money from the legislature. Schools would have presidents.
- d. The consultants recommended some sort of hybrid model. It was recommended that both the Ephraim and Richfield campuses be community college campuses with academic and CTE programs at both locations.

### 4. President Cook

- a. Serving the six counties is a priority for Snow College but there are not enough students to continue long term. We can't do very many four-year degrees only certificate level credentials. We should try to serve rural Utah as a whole and invite any others to come. We will probably need to use technology to grow.
- b. We are having difficulties funding buildings because of the allocation formula that is used. We will find creative ways to fund a Social Science and Classroom building.
- c. How can we maintain our strengths yet restructure for success?
- d. A new administration model with a provost, assistant vice president of Academic Affairs and assistant vice president of Student Success is probably the best model. (See Addendum 1 and related online organizational charts.) There would be more interaction between the Student Success office and Academic Affairs office. Deans would report to the provost.
- e. Snow needs to grow carefully and strategically.

f. The Faculty Senate role has not changed. It is an advisory body to the president for issues and programs related to the faculty. All issues must go through the administrative organization.

g. Two consultants are coming to look at Snow. Gary Wixom will review CTE (Richfield) and Roger Lamarca will look at technology and instructional design.

h. A 3+1 years of study might be a model that Snow can pursue with four-year school partners. Students will be surveyed about interest.

B. Theater Student Expectations and Procedures: Andrew Nogasky explained that theater students are encouraged to make sure that academics come first. The department is proactively using majors seminars to help students deal with the pressures of school and performance. If students are struggling feel free to contact theater professors. The department has reached out to high school theater departments to let students know that college and high school expectations are different. Grade checks are happening during try outs. Cast lists will be sent to all faculty.

C. Honors Committee Bylaws Review: Senators approved the bylaws with a motion from Jonathan B., second by Nick M. and majority approval vote.

#### Adjournment

Larry adjourned the meeting at 5:06 p.m. The next meeting will be 3:30 p.m., Wednesday, October 9, 2019.

Minutes submitted by Erick Faatz  
Revised 10/9/2019  
Final minutes approved 10/9/2019

#### Addendum 1

Email message from Snow President, subject "New Organizational Structure,"  
September 30, 2019

Student success has long been the top priority of Snow College. To help us focus more intently on this, we are happy to announce a modified organizational structure. Effective October 1, 2019, Dr. Steve Hood will become the Snow College provost. He will be assisted by Melanie Jenkins as Associate Provost for Academic Affairs and by Jason Springer as the Interim Associate Provost for Student Affairs.

As provost, Dr. Hood will continue to be responsible for the creation and implementation of the academic priorities for the institution as well as ensuring the quality of our educational programs. With a closer link between curricular and co-

curricular activities and services, we believe this change will help us hone our retention efforts and the overall student experience. Our faculty will work more closely with their staff colleagues to define our academic programs and to support students in navigating them. Melanie will have primary responsibility for the daily operation of Academic Affairs, and Jason will continue to plan, implement, and coordinate effective support programs for students. Dr. Hood, Melanie, and Jason will continue to serve as members of the President's Cabinet in these redefined roles, and we will do a national search before making an appointment for the permanent Associate Provost of Student Affairs position.

The second change that will take effect is the appointment of a new Vice President for Finance and Administrative Services (VPFA). Jake Dettinger has resigned from this position, and we wish him well as he pursues new opportunities. [Dr. Carson Howell](#) will join our administrative team beginning on November 4. Dr. Howell comes to Snow with a wealth of experience, having served in the Governor's Budget Office, the Utah System of Higher Education, and most recently the Idaho State Board of Education. Until Dr. Howell arrives, please continue to send documents needing VPFA consideration to the President's Suite. Staff there will assist and distribute as needed.

Higher education is undergoing significant transformation, and as an institution, we must be prepared to thrive and survive in this changing environment. We are excited about moving forward as we do all we can to help our students succeed. For those who are interested in the details of these changes, you can [click here](#) to see updated organizational charts for administrators.

Note: There is an org chart for President Cook's direct reports and their full-time direct reports. Other duties carried out by committees or part-time employees are listed as functions rather than personnel.