



A meeting of the
Snow College
Board of Trustees

To be held
Friday, November 7, 2003
Public Meeting at 4:15 p.m.
Dinner at 5:30 p.m.

In the
Noyes Building at Snow College
Ephraim, Utah

This packet includes the agenda for the next meeting and minutes from the last meeting.
If you desire special accommodations in order to participate in this meeting,
please contact the Office of the President at (435) 283-7010.

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Agenda for the
Snow College Board of Trustees
November 7, 2003 • Ephraim, Utah
Public Meeting at 4:15 p.m.

Welcome Scott Wyatt

Action Item: Approval of Minutes from Last Meeting (Tab K) Scott Wyatt

Report from the Chair Scott Wyatt

Report from the Student Body President Jed Christensen

Report from the President Michael Benson

Action Item: Investment Report (Hand carried) Gary Arnoldson

Action Item: Snow College Mission and Roles (Included) Michael Benson/Brad Winn

This will be another busy day! At 5:30, you and your family are invited to dinner in Founders Hall. The dedication of the Eccles Center will begin at 7:00 p.m. I have a block of rooms held at the hotel, and we'd love to have you stay for Saturday's activities. The parade begins at 9:30, we'll rededicate the Rasmussen Bell Tower at 11:00, and the football game begins at 12:00. I will call to confirm your plans. Thanks!



**Official Minutes of the
Snow College Board of Trustees
October 10, 2003 Meeting
Richfield, Utah**

Members Present: Carl Albrecht, Doug Barton, Tim Blackham, Jed Christensen, Kay Greene, Jerold Johnson, Gwen McGarry, John Willmore, and Scott Wyatt

Members Excused: Tim Barney

College Personnel Present: Jannette Anderson, Boyd Beck, Michael Benson, Claudia Jarrett, Mitch Jenkins, Marci Larsen, Stan Nielson, Ted Olson, Larry Smith, Allen Thorsen, Leigh Ann Wheeler, Rick Wheeler, Rick White, and Brad Winn

Others Present: Sandra Beck

Call to Order/Welcome

Chairman Wyatt called the meeting to order and welcomed everyone.

Minutes

Chairman Wyatt entertained a motion to approve the minutes from the August 25 meeting. Carl Albrecht made a motion to approve the minutes. Kay Greene seconded the motion, and it passed unanimously.

Report from the Chair

Chairman Wyatt reported that this may be the shortest Board of Trustees meeting in history; he noted that the group had fifty minutes to meet before the Mormon Tabernacle Choir reception began.

Report from the Student Body President

Jed Christensen informed the group that the Student Body Officers had joined a state-wide competition to see which college/university could register the most organ donors. He reported that Snow College won the competition last year and that several schools wanted to challenge the Badgers. Jed gave sign-up sheets to the Trustees and asked them to consider being an organ donor. Chairman Wyatt commended Jed for undertaking this great project.

Report from the President

President Benson communicated his excitement for today's "Blue Ribbon Day for Snow College." He commended Rick White and his staff for their preparations for the Mormon Tabernacle Choir's concert. He also thanked Marci Larsen and the students on the President's Leadership Team for their work on the event. President Benson reported that today would be the first time the Choir had ever performed in Richfield, and he again expressed his excitement for the inaugural concert in the Sevier Valley Center.

The dedication of the George S. and Dolores Doré Eccles Center for the Performing Arts was the next item President Benson discussed. He reminded Trustees that the dedicatory service and performance would take place on Friday, November 7, at 7:00 p.m. He also invited Board members to spend the night in Ephraim and participate in the rededication of the Rasmussen Bell Tower and other Founders Day events on Saturday.

Campus happenings were the next items addressed by President Benson. He specifically mentioned enrollment, the library project, and employee updates. Speaking to the enrollment issue, President Benson indicated that Trustees may have read of Snow's significant increase in local papers. He explained that the College's headcount numbers increased when the College absorbed the noncredit students previously

enrolled in the Central Applied Technology Center. In regards to the joint-use library project, President Benson reported that Ephraim City was a little hesitant to commit support. He informed Trustees that he had met with Sanpete County Commissioners and that they were much more optimistic about a potential partnership. He noted that he would continue to pursue this path of combining efforts with the County while the City conducted its research. The Horne School of Music was the focus of employee updates. President Benson reported that Dr. Libor Ondras' visa request was recently denied by the INS and that the College had decided to post his position and conduct a nation-wide search. It was reported that Libor's absence, coupled with Vance Larsen's military activation last year and Judy Morgan's recent health problems, has affected the department. President Benson reported that College employees would continue to do what they could to help Libor.

President Benson concluded his report by thanking Trustees for contributing to his "Benson Blisters for Badgers" campaign. He reported that he survived the St. George marathon and that he had raised nearly \$47,000 for the school.

Personnel Policies

Claudia Jarrett referred Trustees to Tab B in their agendas and apologized for having to readdress Personnel Policy 13.1.9 – Alcohol/Drug Free Workplace. She indicated that the Board had amended the policy to reflect that alcohol and/or tobacco could not be "advertised, sold, distributed, consumed, or possessed" on campus. She pointed out that several students and some employees use tobacco on campus. Claudia asked if the intent was to ban smoking completely on campus. The Trustees had a short discussion, and Carl Albrecht made a motion to delete "possessed and consumed" from Number 11 under 13.1.9.3;. Thus, it would read, "No alcohol or tobacco products may be advertised, sold, or distributed on College property or at College sponsored activities." Tim Blackham seconded the motion, and it passed unanimously.

The next policy addressed was Personnel Policy 13.5.5 – Early Retirement Program. Chairman Wyatt reminded Trustees that after a lengthy discussion on this topic during the August meeting, Board members felt like they needed more information and a stronger recommendation from the administration. He opened the meeting for discussion, and President Benson asked that Claudia Jarrett and Boyd Beck be given an opportunity to present their committee's proposal.

Claudia reviewed the history of the early retirement policy and reported that employees had become alarmed and concerned when they learned that modifications to the policy were being discussed by the Board. She again referred the Board to Tab B and summarized the Campus Policies Committee's recommendation. She then introduced Dr. Boyd Beck, a member of the committee. Dr. Beck thanked the Trustees for their time. He reported that several College groups had met to discuss this issue, and he asked Trustees to seriously consider the recommendations of the committee. In his presentation, Dr. Beck reviewed the dangers of being dramatically different from other State institutions and the dangers of comparing faculty and staff to employees in the private sector. He also addressed the financial implications of the Early Retirement Policy and shared actual data for both campuses. Dr. Beck concluded his presentation by sharing his personal story and again asked the Trustees to seriously consider the issues presented – and the message changing the policy (i.e., reduced morale) would send to employees – before making a decision. (A copy of the presentation made to the Trustees is on file with the archived materials for the Board of Trustees.)

Chairman Wyatt asked Claudia to share her opinion on the matter, and she recommended that the policy be approved as originally presented at the August Board meeting. Tim Blackham noted that the Board's intent is not to make Snow College drastically different from like-institutions, and John Willmore reported that during the last meeting he was given the impression that the College lost significant amounts of money because of the current policy/practice. President Benson stated that the Board asked for a recommendation from the administration during the last meeting, and he asked the Trustees to consider

approving the policy as recommended by Claudia and the Policies Committee. Gwen McGarry so moved. Jerold Johnson seconded the motion, and Chairman Wyatt asked if there were additional questions/comments.

Carl Albrecht asked about setting the minimum age at 57 and allowing benefits to be available for a maximum of five years. Ted Olson stated that changing the compensation package – which this change to the Early Retirement policy could do – usually meant an increase in student tuition, and he voiced the Faculty Association's support for the original Early Retirement Policy. Mitch Jenkins, Staff Association President, communicated the staff's support for the original policy; Jed Christensen spoke against a tuition increase and, therefore, asked that the policy not be changed. Tim Blackham made a motion to amend the original motion (made by Gwen) to reflect a minimum age of 57 and a maximum of six years for benefits eligibility. Jerold Johnson seconded the motion, and it passed unanimously.

Chairman Wyatt noted that when the policy was originally presented there was some concern regarding the years of service conversion. He reminded the group that Rick White requested that employees in Richfield be treated as employees in Ephraim. Chairman Wyatt also pointed out that Carl Albrecht had made a motion to convert the Richfield employees' service at a one year for one year "rate," but that the discussion was tabled. Kay Greene made a motion that the conversions be made as suggested by Rick and Carl – one year for one year. Carl Albrecht seconded the motion, and it passed unanimously.

Central Valley Medical Center Proposal

President Benson asked if he could address this issue before he had to meet with the Choir and other guests. No one objected to this change on the agenda. President Benson reported that Mark Stoddard had approached him and asked about building a health center on Ephraim's campus for students, employees, and the community. Brad Winn explained that many institutions are feeling pressure to create their own health centers and stated that due to costs and liability he preferred to stay out of the health care business. He voiced his support for a partnership with a hospital, noting that the College would save money and serve students better.

Doug Barton asked if IHC has expressed an interest in doing something similar on campus. President Benson reported that he had not had any contact with IHC officials until early this week when the hospital administration from Mt. Pleasant called and asked for an appointment. He noted that he was scheduled to meet with him within the next few days. President Benson commented that he has only had preliminary discussions with Mark and wanted to see how the Board felt about this idea. Chairman Wyatt entertained a motion encouraging President Benson to pursue discussions with both hospitals and bring a proposal to the Board for further review. Carl Albrecht so moved. Tim Blackham seconded the motion, and it passed unanimously.

Joint Use Agreement Addendum Follow Up and Richfield Property Transaction

Due to time constraints, Carl Albrecht made a motion to approve the final two agenda items. He stated that he had read the materials carefully and that both items had been discussed by the Board in previous settings. Jerold Johnson seconded the motion, and all Trustees voted in favor of the motion.

Jerold Johnson asked about the status of the Mel Lowe property, and Rick White reported that the appraisal priced the land at \$30,000/acre. He reminded the group that the family had asked for nearly \$50,000/acre. Jerold stated that the College needed to continue to pursue this land purchase, and Rick explained that he and his colleagues are working on the project.

Adjournment

Tim Blackham made a motion to adjourn the meeting. John Willmore seconded the motion, and it passed unanimously.

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