



Board of Trustees Meeting Minutes March 15, 2019 - Ephraim, Utah

Trustees Attending

Scott Bushnell, Chair
David Christensen
Randy Cox
Kerry Day
Jared Devey
Leslie Keisel, Vice Chair
Michael McLean
Rick Robinson
Karen Soper

Trustees Absent

Erma Kaye May

Others Attending

Holly Andrus, State Auditor
Morris Haggerty, Legal Counsel
Kimberly Henrie, USHE
Ryan Roberts, State Auditor

College Personnel Attending

Wayne Bushman, Internal Auditor
Gary Carlston, President
Janet Carlston, First Lady
Jacob Dettinger, Finance VP
Josh Hales, HR Director
Steve Hood, Academic VP
Melanie Jenkins, Academic Assistant VP
Marci Larsen, Board Secretary
Craig Mathie, Student Success VP
Rob Nielson, Athletic Director
Larry Smith, Faculty Senate President
Heidi Stringham, Asst. to Pres, Richfield

Welcome and Pledge of Allegiance

Chair Bushnell called the meeting to order and asked President Carlston to lead the group in the pledge of allegiance. He then welcomed the group and thanked Trustee Christensen for the candy he kindly provided for the meeting. He also thanked the administration for inviting the men's and women's basketball coaches and teams to a reception prior to the meeting. Trustees agreed these meetings with students and employees are highlights of their service on the board.

Minutes from the Previous Meeting

Chair Bushnell entertained a motion to approve the minutes from the January 2019 meeting. Trustee Soper so moved. Trustee Christensen seconded the motion, and it passed unanimously.

2019-2020 Tuition Proposal

President Carlston summarized the process of the tuition hearings, added that the hearing was broadly advertised, and asked Student Body President Devey to share his comments. Trustee Devey and President Carlston both said the conversation of value and the importance of being most affordable had been discussed with the various groups, and they reiterated that this was a critical concept in the tuition setting process. Vice President Dettinger shared a version of the PowerPoint presentation that had been used with the various groups and asked for questions. (Slides are archived with meeting minutes). The trustees had a robust, lengthy discussion and ultimately accepted the administration's recommendation to increase tuition by 2.5% and add a \$5/semester graduation processing fee. Trustee Robinson made the motion, which was seconded by Trustee Devey. All voted in favor.

College Highlight and Recognition

Trustees walked to the Graham Science Center and enjoyed a planetarium show while they had lunch. Chair Bushnell, President Carlston, and Vice President Hood thanked Dr. Larry Smith for his passion and commitment to the planetarium. It was noted that this particular set-up is one of the best in country and a significant addition to learning opportunities for students as well as community members and others who attend the regularly-scheduled shows.

Addition of E-sports

Rob Nielson, Athletic Director, was in attendance to discuss E-sports and was joined by Jason Springer via phone. The two of them shared data on the surge of E-sports at colleges and universities across the country and informed trustees of their research for Snow College specifically. Mr. Nielson said he is not a proponent of gaming but added he supports the addition of a collegiate team because it is what students want. Mr. Springer said the addition of a team fits nicely into the strategic enrollment management (SEM) plan and said the college is interested in being ahead of the game by using E-sports as a recruitment tool. Mr. Nielson and Mr. Springer explained that there will be three tiers of teams to involve as many students as possible, and they shared their excitement about potential connections to academic programs as well. Several trustees asked questions. After a lengthy discussion and the assurance that team members would have high expectations in terms of GPA, fitness/wellness, academic standards and gaming time limits,

the trustees agreed this is a huge focus of the under-30 demographic. President Carlston said ultimately the college wants to help students academically and prepare them to be successful in life, and this program can be a tool to get students to enroll in college. He expressed appreciation to Jason, Landon (Peterson), Rob, and the students who initiated this discussion. He said they have met with multiple groups throughout campus like the soccer program proponents did, and – based upon the research and feedback received – President Carlston recommended that the college formally adopt E-sports as a program in the Athletic Department. Trustee Devey made the motion to accept the president's recommendation and add the three tiers of E-sports. Trustee Christensen seconded the motion, and in a "breakthrough moment" as defined by Chair Bushnell, all voted in favor of adding E-sports to the college's offerings.

Report from the Finance and Facilities Committee

Committee Chair Robinson reported on the Finance and Facilities Committee meeting by taking the following action:

- He summarized the state auditors' presentation, noting two findings (reconciliation and resources). He said Vice President Dettinger and his staff have been responsive to the auditors and will continue to work with them. He made a motion to accept the Annual Audit of Financial Statements - Fiscal Year Ending June 30, 2018. Trustee Cox seconded the motion, and it passed unanimously.
- He reviewed the January 2019 investment report and made a motion to approve it. Trustee Keisel seconded the motion, and it passed unanimously.

For informational purposes, Chair Robinson noted that the committee had also discussed the audit annual report, the scholarship audit follow-up, and a consulting arrangement. Committee Chair Robinson thanked Wayne Bushman for his good work with internal audit.

Report from the Academic and Student Affairs Committee

Trustee Day chaired the committee meeting in Trustee May's absence. He made the following motions:

- He moved approval of the Advancement and Tenure policy, which he said had been a work-in-progress for a long time. Trustee McLean seconded the motion, and it carried unanimously. President Carlston said this important document has been a multiple-year journey, and he thanked Dr. Hood for his leadership. Chair Bushnell led the group in a celebratory round of applause
- He moved approval of the proposed 2019 Candidates for graduation. Trustee Soper seconded the motion, and it passed unanimously.
- He moved approval of the proposed changes in graduation requirements, noting that the work that goes into each document presented to the trustees cannot be understated. This change, he reported, reduces the number of credits required for graduation. Trustee Robinson seconded the motion, and all voted in favor.
- As a response to industry needs, he moved approval of the proposed changes to the Computer Information Systems program. The motion was seconded by Trustee Cox and passed unanimously.
- A motion to approve the three personnel policies – Employee Grievance, Probationary Period, and Corrective Action – was seconded by Trustee Soper and passed unanimously. Josh Hales and Morris Haggerty were thanked for their work on the personnel policies.

As an information item, Committee Chair Day said the committee was updated on enrollment and the staff's efforts and tactics to increase yield. Chair Bushnell thanked those who have worked behind the scenes to bring these action items to the board.

Commencement Speaker

President Carlston reminded the trustees that during a previous meeting they authorized him to invite commencement speakers. He reported that Vice President Mathie will address the Richfield graduates and commented that this is a tremendous honor and a nice, fitting recognition of him, the campus, and the college. He reported that Natalie Gochnour, who he believes to be the best economist in the state, had accepted the invitation to speak during the Ephraim ceremony. He did not recommend an honorary degree recipient at this time and asked trustees for a vote of support on the announced speakers. Trustee Robinson made a motion to accept the recommendation to have Craig Mathie and Natalie Gochnour address graduates this year. Trustee Keisel seconded the motion, and it passed unanimously.

Economic Development Report

Vice President Hood said Russ Tanner, the new entrepreneurship director, is beginning his work and noted that Derrin Owens, the economic development director, has been at the legislature for the past few months and is a great advocate for Snow there as well as with his economic development work. He commended both for their efforts to make a difference in the community as well as for students.

Legislative Report

President Carlston said the legislative session ended last night and promised to share additional details as they become available. He provided handouts which summarized this year's bills and said performance funding was emphasized this year. The college's heaviest needs, President Carlston said, is Information Technology, Human Resources, Campus Safety, and faculty members for bottleneck courses. He said the request was on-target and modest, and added that he was optimistic that the college would receive full funding for the requested needs. President Carlston thanked local legislators as well as others who have significantly helped Snow College in recent years.

Report from the Alumni Association

Trustee Day gave his final report as the Alumni Association President and expressed his thanks for the opportunity to get to know the trustees and rub shoulders with them. It said the experience has been a personal privilege for him, and he wished Kay Christensen, the new Alumni President, the best as he begins his service. Chair Bushnell said he thought he loved Snow the most, but kindly noted that Trustee Day's long-time dedicated service speaks volumes to his commitment to his alma mater.

Report from the Student Body President

Trustee Devey thanked President Carlston for supporting the students and shared his gratitude for the experiences he has had as the student body president. Chair Bushnell thanked Jared for his leadership style and congratulated him on a job well done this year.

Report from the President

President Carlston echoed Chair Bushnell's thanks to Trustee Day and Trustee Devey. He said alumni are an important part of Snow College, and added that Kerry has done a great job strengthening the alumni board and tying current students to former students. He noted that Jared has always been available and diligent in his role as student body president and said he hopes he always looks back at this time at Snow with fondness. President Carlston then highlighted a few areas for his report.

- He shared the Snow Promise Scholarship post card and reminded trustees of the college's desire to help students who may not be able to come to college without the award. He relayed one of the numerous touching stories the administration has heard and said he was grateful for the positive impact this scholarship was having with local students.
- He informed the board of a meeting he and Trustee Robinson had with the Sevier County commissioners to talk about Richfield projects and clear up a misunderstanding on the college's bonding capacity. He said it may be beneficial to have a follow-up meeting with additional trustees and asked Marci to follow up as needed. Trustee Robinson praised President Carlston for his dedication to Richfield and his gracious approach in difficult situations.

Report from the Chair

Because this was President Carlston's last scheduled meeting with the Board of Trustees, Chair Bushnell presented the Carlstons with a small gift and took a moment to express his appreciation. He thanked Janet for putting her whole heart and soul into Snow College and for spending a life-time teaching young and old students while supporting President Carlston. He thanked President Carlston for showing everyone by his actions how to be a genuinely good person. He said he would love the opportunity to meet their parents and tell them how proud they should be of them. Chair Bushnell then invited board members to share their thoughts.

- Trustee Kiesel thanked the Carlstons for working together as a team and for their willingness to share their love and respect for each other with others
- Trustee Cox thanked the Carlstons for leaving Snow College better than they found it
- Trustee Soper commented on the Carlstons' ability to relate with people
- Trustee Day said both of the Carlstons embody these ideals – true leadership, doing the right thing, and seeing that things are done right
- Trustee Robinson said it was difficult to articulate the impact the Carlstons have made on the college and communities and added that he and Trustee Christensen have discussed how much they have gained from their relationship with the Carlstons
- Trustee Christensen expressed his love for the Carlstons
- Trustee McLean sang an original song that reminded them – and everyone – that the Carlstons "will be the real heroes" for their love, service, and selflessness as they will "always live in our hearts forever." The song was a perfect ending to the emotional, heartfelt feelings shared amongst those in attendance.

Adjournment

The meeting adjourned at 3:55.



Marci Larsen, Board Secretary

Approved: June 28, 2019