



**SNOW
COLLEGE**

PRESIDENTIAL LEADERSHIP PROFILE





PRESIDENTIAL SEARCH

The Utah Board of Higher Education invites nominations and applications for the position of President of Snow College, one of 16 institutions within the Utah System of Higher Education.

Founded in 1888, Snow College is located in scenic central Utah and is the degree-granting institution and technical college for the region. It serves over 5,000 students from throughout Utah, 36 states, and 42 countries. Snow College has campuses in Ephraim and Richfield and a learning center in Nephi, with 33 buildings on over 140 acres. Snow College is the educational, artistic, cultural, musical, and athletics center of the region, and is a key driver of economic development. It has been named a “Best Value College” and is a top option for Utah students because of its combination of high academic quality and low cost. Snow College is unique in the region as its state-directed mission is to be both a degree-granting and technical education institution.

Encouraged by Snow College’s dedication to the pursuit of knowledge, many graduates go on to earn additional degrees at universities throughout the country, while others graduate fully prepared for employment in a wide variety of fields. Students earn associate degrees focusing on general education and many areas of study, as well as bachelor’s degrees in software engineering and music. Snow College also offers numerous career and technical education certificates and awards. Students enjoy small classes and a highly personalized learning environment with world-class, diverse faculty.

The president is appointed by and serves at the pleasure of the Utah Board of Higher Education and—with oversight from the college’s Board of Trustees—is responsible for the overall administration of the college. The president, as executive officer, owes a responsibility first to the System of Higher Education and then to the college, which is part of the System.

The ideal candidate should demonstrate an understanding of Snow College and its mission and be willing to commit to Snow College long-term. The ideal candidate should also have demonstrated leadership and higher education experience

and show a commitment to, and understanding of, both academic and technical education. The ideal candidate will understand delivery of education in a rural setting and local communities’ desires for access to full academic opportunities. The ideal candidate must also have the ability to effectively communicate and build relationships with students, faculty, staff, donors, local and state elected officials, and industry and K-16 education partners. The ideal candidate will also oversee the college’s participation in the K-16 alliance and will establish and fortify CTE pathways into Snow College’s academic and technical programs. The ideal candidate will be expected to prioritize student success while working with faculty and staff in shared governance to further the college’s mission. The ideal candidate will demonstrate a commitment to equity, diversity, and inclusion for all of Snow College’s students, staff, and faculty. The ideal candidate will have demonstrated fundraising experience. The ideal candidate will also commit to establishing a presence at Snow College’s two campuses and the Nephi Learning Center and strengthening/strategically growing all three physical locations.

A master’s degree is required, and a terminal degree is preferred. Interested parties are encouraged to submit a current CV and a detailed letter addressing how the candidate’s experience matches the position requirements and articulating the candidate’s vision for the institution and its mission moving forward. Applications should be submitted by March 10, 2023. Please direct confidential inquiries, nominations, and application materials to:

snowpresidentsearch@ushe.edu

For more information about Snow College, visit snow.edu/presidential-search. To learn more about the Utah System of Higher Education, visit ushe.edu.

Snow College is an Equal Opportunity/Affirmative Action employer and educator. The College strongly encourages individuals from underrepresented groups, women, veterans, and those with disabilities to apply.

OPPORTUNITIES AND EXPECTATIONS



First and foremost, the president will be excited to make a long-term commitment to, and develop a long-term vision for, Snow College. The president of Snow College should also place particular emphasis on the following short-term initiatives and longer-term strategic priorities:

Vision and strategic planning

The president will develop a long-term vision for Snow College and develop a strategic plan that includes all Snow College campuses and goals that align with Snow College's mission, builds on its strengths, and meets the strategic priorities (system leadership, access, affordability, completion, and workforce alignment) of the Board of Higher Education.

The president will guide faculty and staff across the college to develop milestones in support of the strategic plan.

Understand the unique demographics of Snow College's current and potential students

Snow College consists of underrepresented, transfer, low-income, non-traditional, rural, international, and first-generation students. The president should understand the unique needs and challenges of Snow College's students and potential students and will be actively engaged in student life. The president will find ways to support each and every student in their success, whether they are on the technical education or academic degree track.





Support Snow College's dual mission of technical education and degree-granting

The new president will recognize the importance of both academic and technical education. They will work to meet the needs of transfer students and to prepare all students for successful futures through degrees, certificates, and short-term workforce entry via work based-learning opportunities.

Develop relationships with and seek support from strategic partners

The president will leverage Snow College's reputation to advocate for and seek support for the college from strategic partners. The president will develop relationships of trust with the Board of Higher Education, the Legislature, alumni, and donors to seek support for Snow College's needs, including funding.

Effective and transparent communication

The president will develop a culture of feedback. The president will communicate transparently and effectively with the faculty, staff, students, and all stakeholders.

Build partnerships

The president is expected to maintain and foster partnerships including with local city and county leaders, as well as K-16.

This person will prioritize building relationships with industry partners to ensure that Snow College's programs continue to develop to meet workforce demands.

Develop pathways

The president will work with K-16 partners to develop pathways for students into Snow College's academic degree and technical education programs and will work with degree-granting partners across the state to expand opportunities, including scholarships, for transfer students. The president will work with industry partners to establish pathways into the workforce.

Maintain affordability while ensuring quality

The president will be innovative and adaptive in their approach to continuing Snow College's legacy of providing quality, yet affordable instruction in both academic and technical education.

Oversee growth

The president will oversee the growth and expansion of academic and technical education programs and certificates to meet industry demand and students' desires, including at Snow College's Richfield campus and the Nephi Learning Center.



INSTITUTIONAL OVERVIEW

Overview

As the second oldest institution in Utah's System of Higher Education, Snow College has become the educational, artistic, musical, and sports center of central Utah. Encouraged by Snow's high academic standards and dedication to the pursuit of knowledge, thousands of graduates have gone on to earn higher degrees at colleges and universities throughout the country. Thousands more have graduated from Snow fully prepared to find employment in a wide variety of fields.

Mission

Snow College continues a tradition of excellence, encourages a culture of innovation, and cultivates an atmosphere of engagement to advance students in the achievement of their educational goals.

- Tradition of Excellence: Provide a vibrant learning environment that empowers students to achieve their educational goals.
- Culture of Innovation: Encourage and support innovative initiatives that create dynamic learning experiences for the college community.
- Atmosphere of Engagement: Create learning and service opportunities, locally and globally, to engage students, faculty, staff, and surrounding communities.

Vision

The Board of Trustees has adopted the following aspirational statement:

"Students graduate debt-free, gain work experience, and develop a plan for the future. Those who find Snow College will find themselves."

Goals/Themes

Snow College is committed to the principles of quality, accessibility, and affordability. These guiding principles are woven throughout the strategies in the strategic plan. The strategic plan directs the affairs of the college. Current priorities include supporting employees, managing enrollment strategically, securing facilities, helping students succeed, and sharing the institutional story.



Governance

Snow College is one of 16 public colleges and universities—including eight technical colleges—governed by the Utah Board of Higher Education within the Utah System of Higher Education. The 18-member Board is appointed by the governor for six-year terms. Additionally, there are two student Board members—one from a degree-granting public institution and the other from a technical college—who each serve a one-year term.

The Board's major responsibilities include selecting and evaluating institutional presidents, setting policy, reviewing programs and degrees, approving institutional missions, and submitting a unified higher education budget request to the governor and state legislature.



Snow College's Board of Trustees facilitates communication between the institution and community, assists in high-level strategic planning, advises on various college-level issues, approves programs and degrees, strengthens alumni and community relationships, and assists in the planning and implementation of fundraising and development projects. The Board consists of 10 people, eight appointed by the governor with the consent of the Senate. The President of the Snow College Alumni Association and the Student Body President serve as the other two members.

Snow College values transparency and a shared governance structure. The president is supported by an exceptional six-person Cabinet who oversee the operations on campus:

- Provost/VP of Academic Affairs
- VP of Technical Education and Workforce Development
- VP of Student Affairs and Enrollment Management
- VP of Finance and Administrative Services
- VP of External Affairs
- Chief of Staff

Program Offerings

With a student body of just over 5,000 students, Snow College is a small school with a big impact. At Snow, we pride ourselves on the fact that our students aren't just another face in a crowded lecture hall. The small class sizes mean that professors actually know each student's name and can provide individualized help and attention.

Snow College serves as one of the nation's finest two-year transfer institutions with a focus on general education and technical education. Students may earn an A.A., A.S., A.A.S., or choose from two bachelor's degrees or dozens of technical certificates.

Snow College is proud to be Utah's only degree-granting institution that also serves as the regional school for technical education. Because of this dual designation, students can receive college credit for their tech-ed classes, giving students more options for their education. The college also offers micro-credentials and short-term training options.

Access & Affordability

The school strives to make a Snow College education available to all who desire it. Snow is not only the most affordable in the state, but also has worked to provide more need-based scholarship opportunities.



Snow College is also expanding its access by increasing the number of online offerings and developing competency-based courses, allowing students more flexibility in their classwork.

Additionally, Snow has partnered with regional stakeholders to take critical technical certificates, such as EMT and CNA, into their rural communities. By bringing these programs to the community, Snow provides opportunities to place-bound students. They are given the opportunity to earn these certifications, providing upward mobility for the student and important skills to local communities.

There is increased emphasis on serving under-represented populations and building programs for all student success, which is an institutional priority.

Student Success

Every survey conducted among Snow College faculty and staff shows that all employees have a unified goal: student success. To this end, the school has invested in tools to assist students throughout their Snow College journey.

- Professors at Snow College know their students by name. They get to know the students and are able to provide extra help, making it harder for students to simply fall off the grid.
- Food insecurity is a growing problem in our student population. Knowing that students can't be fully successful when they are worried about where their next meal will come from, Buster's Party was established. Students can visit to obtain food and toiletries, no questions asked.
- Snow College has partnered with TimelyCare for 24/7 access to mental health professionals for our students. The therapists at TimelyCare coordinate with our on-campus Wellness Center to ensure student's mental health needs are being addressed.
- On-campus tutoring and labs are available for most subjects. The school has also partnered with Tutor.com to provide online tutoring, 24/7.



Athletics

Snow College has a thriving athletics program, with teams that regularly hold top spaces in the national rankings for NJCAA. Snow is proud to have the following teams:

Men's

Basketball
Football
Rodeo
Soccer
Wrestling

Women's

Basketball
Badgerettes
Cheer
Soccer
Wrestling
Volleyball
Softball



Service Region

Snow College's service region encompasses six counties, all located in rural central Utah. The college is the economic driver for this part of the state and works closely with local government agencies to better the lives of residents. The college also has an important relationship with local educators, including an active K-16 Alliance, as well as many business and industry partners. Over 250 volunteers also serve as advisory board members.

Economic Development

Snow College is pleased to be part of the Utah Small Business Development Center (SBDC) network. The SBDC at Snow College operates on both the Ephraim and Richfield campuses, serving our six-county service region. The SBDC achieves its mission by helping small businesses make significant contributions to the economic prosperity of communities throughout Utah. With support from the U.S. Small Business Administration, the State of Utah, and Snow College, the SBDC is pleased to provide professional business counseling at no cost to participants.

Alumni

A strong network of alumni support Snow College and are eager to share their experiences and advocacy.



