



## Agenda for the Board of Trustees

Tuesday, December 9, 2008 \* 2:00 p.m.  
Conference Call \* Call In 435-427-6338

- I. Welcome (3 minutes).....Eddie Cox
- II. Action Item: Approval Minutes, Attached (2 minutes).....Eddie Cox
- III. Budget Reduction Report (15 minutes) ..... Scott Wyatt
- IV. Early Retirement Requests (15 minutes) ..... Scott Wyatt
- V. TIAA-CREF Amendment (5 minutes) .....David Dyches

**SNOW**  
COLLEGE  
**Official Minutes of the**  
**Snow College Board of Trustees**  
**October 29, 2008 Meeting**  
**Noyes Building**

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**Members Present:** Theresa Alder, Dan Anderson, Tim Barney, Doug Barton, Tim Blackham, Eddie Cox, Mary Greathouse, Dan Jorgensen, Jessie Pace, John Willmore

**Members Excused:** None

**College Personnel Present:** Marvin Dodge, Jim Kittlesrud, Marci Larsen, Craig Mathie, Rick Wheeler, Brad Winn, Scott Wyatt

**Others Present:** Tom Anderson

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**Welcome**

Chair Cox welcomed the group and thanked everyone for their attendance.

**Approval of Minutes**

Chair Cox entertained a motion to approve the minutes from October 9, 2008, meeting. Trustee Greathouse made a motion to approve the minutes. Trustee Barney seconded the motion, and it passed unanimously.

**Report from the Chair**

Chair Cox thanked the administration for their hard work on the state-mandated budget cut. He noted that he had been involved in meetings and had received periodic updates from President Wyatt. He noted that the administration's work has been thoughtful and diligent.

**Report from the Student Body President**

Dan Anderson reported that it all is well with the students. He commented on the student/community involvement and noted that students, for the most part, are unaware of the budget challenges.

**Report from the President**

President Wyatt shared the following items before discussing the budget:

- He expressed sympathy to Chair Cox for the loss of his brother. Vice President Wheeler reported that Dr. Lamar Stewart, a dear friend of the College, had also passed away.
- He reported that Trustee Barton's son was returning today from serving an LDS mission.
- He showed the group the small Lorenzo and Erastus Snow statue Brad Taggart had created.

**Budget Discussion**

President Wyatt informed the group that the budget reduction process had been all-consuming for the last month and mentioned that he and members of his cabinet had spent nearly every day meeting for long, long hours reviewing every line item and position. He noted that he, his vice presidents, Chair Cox, and Vice Chair Alder had gone in pairs to meet with every department head to collect information, and he expressed appreciation to those who had participated in the process.

Yesterday, President Wyatt reported, he met with representatives from the Faculty Association, Faculty Senate, Staff Association, and Student Body Association to present the plan and solicit their input. He said the meeting lasted several hours, and he invited Jim Kittlesrud to comment on the meeting. Jim expressed appreciation for the meeting and said that he felt very good about the process and the people involved in the process. He concluded his remarks by saying that once employees get over the learning curve and changes the college will be stronger. He again commended the administration and said how proud he was to be a part of the school. Trustees thanked Jim for attending the meeting and for sharing his insights.

With that, Trustee Willmore made a motion to move into an executive session to discuss the character and fitness of employees. Vice Chair Alder seconded the motion, and it passed unanimously. Everyone in the room, with the exception of President Wyatt, Marvin Dodge (VP for Finance), Tom Anderson (Rep from Attorney General's Office), and Marci Larsen (Secretary to Board) was excused from the meeting. Provost Brad Winn participated in the first few minutes of the executive session.

At the conclusion of the executive session the meeting was again opened to the public. Vice Chair Alder made the following motion:

The Trustees have met at length with President Wyatt and key members of his staff to discuss what we believe is an emergency situation arising out of announced budget cuts directed by the Board of Regents. These cuts are for the current fiscal year and a mandated reduction in the College's base budget for the 2009-2010 fiscal year. It is clear from our discussions that President Wyatt and his senior staff have had very extensive deliberations on how to meet the required cuts while maintaining the excellence of the academic programs at Snow College and doing the least amount of harm to individual employees of the College. We have discussed qualifications and suitability of individual employees who may be adversely affected in this process.

I move that the Board of Trustees recognize the ongoing conscientious efforts of the administration to respond to this cut in funding, and that the Trustees specifically authorize and encourage President Wyatt to reorganize and adjust programs, to reduce staff where staff are not absolutely necessary to the operation of College programs, and to obtain consolidation and reduction of staff and faculty within the guidelines provided by statute and by the policies of the Board of Regents and Snow College. In support of this action we find specifically that an emergency situation has been created by the severe reduction mandated for the current year and for the 2009-2010 fiscal year.

Trustee Blackham seconded the motion, and it passed unanimously. He also thanked President Wyatt, Marv, and others involved for their work through this difficult process. All trustees voted in favor of the motion.