

A note from Dr. Gary Smith

I have had the opportunity to meet with several employees to discuss our work on accreditation at Snow College and related administrative assignment changes. These changes reflect the need to adjust our administrative assignments to align more effectively with the tasks ahead of us for the next 18 months. I thought a College-wide announcement and a few more thoughts and details would be helpful.

During this last semester, Dr. Rick White has been serving as both CTE Dean *and* our leader for accreditation and assessment. As we worked together during the fall, it began to look like the duties of both of these assignments were significantly greater than what we could reasonably expect of one person to accomplish. To assess this situation, I asked Dr. White to conduct an audit of the current and anticipated expectations of roles and duties for both the CTE Division leadership and the ramping-up of our college-wide accreditation preparations. He prepared the analysis and we discussed it at length, over several weeks. The administrative assignments announced recently reflected our college's need to place our best prepared folks in a leadership alignment commensurate with the tasks we face.

As I hope all are beginning to understand, the accreditation process now in place at the Northwest Commission on Colleges and Universities is significantly different than that which we have known in the past (and, better, in my perspective). It requires that we integrate the elements of assessment and continuous quality improvement into all we do at Snow College--on a regular and rigorous basis. We face, also, an accelerated process, wherein we address Standard One by September, 2011, and all the remaining standards by September 2012--in preparation for a site visit from the Commission. In short, we have much to do to be fully prepared for these expectations. Dr. White's long experience with accreditation, and especially with the Northwest Commission, lead me to see him as the best person for the job--particularly since the timeframe is NOW, and the work to be accomplished significant--requiring a leader with experience and expertise to guide the process at Snow.

That assignment left me with needing to assure that the operations of the CTE programs also have continuing and strong leadership as we move forward. I have asked Mr. Leon Stewart to step into that role for at least the remainder of the Spring Semester so that momentum is maintained and tasks are accomplished. Mr. Stewart has accepted that role. He will be the "look to" person for day-to-day operations, including such duties as budget oversight, P-card sign-off, approval of absences, class scheduling and program planning, travel authorizations, payroll action forms, and approval of expenditures. Additionally, he will be working very closely with my office as we continue to enhance the career-readiness options and opportunities for our students at Snow College.

These two changes are implemented to make sure Snow College is well positioned administratively to continue to meet the learning and training needs of our students, serve the citizens of our six-county district, and comply with all expectations of accreditation. I ask your assistance in working with these two leaders of learning at Snow College in the months as we adjust to these changes--and look to a very dynamic future for the College. Thank you.