

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
April 4, 2008**

PRESENT: President Philip Glotzbach, Chair; Professor Mark Huibregtse, Vice Chair; Michael Casey, Deb Hall, Ann Henderson, Susan Kress, Muriel Poston, Jeff Segrave, Justin Sipher, Sue VanHook, Michael West; Mehmet Odekon, Barbara McDonough; Mary Cogan, Sue Bender, Jonathan Brestoff, Rob Hill; Barbara Krause (Secretary).

4. Retiree Health Care

Vice President West reviewed the status of discussions related to possible changes in retiree health care benefits. He reviewed the proposed meeting schedule for the Budget and Finance Subcommittee (B&F), indicating that B&F hopes to bring forward a recommendation at the next IPPC meeting on April 18th.

Mr. West began by acknowledging the significant time commitment and the good work of B&F. B&F has focused recently on two options, both of which are more favorable to employees than options considered earlier. Although B&F has not yet made any formal recommendation, Mr. West described the two options, focusing in particular on one option that would result in changes only to

faculty at the April 25 faculty meeting for discussion and vote on May 14. She noted that Jim Kennelly, Interim Director of UWW, had expressed concerns about the process timing. Vice President Kress and Dean Segrave have consistently indicated that they will respect whatever process the faculty, as advised by FEC and CEPP, decide is appropriate. CEPP, as the “host” of the proposed recommendation, would decide when to hold community meetings. At least one faculty information meeting is required; a community meeting (open to faculty, staff, students, and alumni) would also be desirable. UWW students and alumni have been assured an open forum to air their views. Deb Hall, Chair of CEEP, noted that one concern in prolonging the conversation was that Professor Kennelly would step down as Interim Director as of May 31st.

SGA President Jon Brestoff noted that SGA does not “represent” UWW students and therefore does not expect to take a position. He did note that while students recognize some tangential benefit of having UWW students in the classroom, and while there has not been a great deal of conversation among students, the general student sentiment he has heard seems to support the closure recommendation.

IPPC member and UWW staff person Mary Cogan reiterated the concern of UWW staff members that the timeframe calling for a faculty decision by the end of the semester was viewed as hasty. She indicated support for Professor Kennelly’s request that the UWW staff be allowed

Approval of this committee will require an update to IPPC's Operating Code. Vice Chair Mark Huibregtse offered to make the necessary changes.

With the forgoing understandings, IPPC approved the charge. There is no need for this matter to come back to IPPC except to be informed, as a point of information, whether the additional Student Affairs representative will be added.

7. Student Employee Handbook

SGA President Jon Brestoff presented the *Student Employee Handbook*, which was distributed with the agenda materials. He noted that this document was the result of a student-led initiative, which started with complaints about conditions for student workers in the Dining Hall. While SGA concluded that many of the original student "demands" were non-issues (or had been previously addressed), SGA did support the general concerns related to student safety training, student-supervisor communication, and inconsistent discipline.

To address these concerns, a working group was constituted that included students, representatives from Human Resources, and other appropriate constituencies. The student body will decide as part of its elections today whether to support the *Student Employee Handbook*. Upon Mr. Brestoff's recommendation, IPPC will take the matter under advisement, hear a report on the student vote, and vote on approval at the next IPPC meeting.

8. Other Business

President Glotzbach noted that Accepted Candidates Days would be held in the coming weeks. He noted that these are very important opportunities for the Skidmore community to encourage students who have been admitted to Skidmore to enroll. He further noted that the McCormack Residency with Sir Jonathan Miller is underway, and that a symposium on Science, Politics and Society also is scheduled for the coming days.

Minutes prepared by Barbara Krause, Secretary. Please notify of any changes.