



related to assessment. He noted that there will be additional changes, but that the document is nearing final form. He added that although his name will be on the document, it reflects the

### 3. Town Hall Meetings

President Glotzbach referred IPPC members to the revised Campus Town Hall Meeting proposal distributed with the agenda materials and invited feedback from the committee. Comments included the following:

- In response to a question about the distinction between Town Hall Meeting moderators and table facilitators, it was explained that the meeting moderators will lead the full group meetings (expected to be approximately 50 people per meeting), while the facilitators will lead discussions at each table.
- IPPC members may be asked to serve as Town Hall Meeting moderators, as table facilitators, or on the ad hoc group that will summarize the work of the collective Town Hall Meetings. **IPPC members should send nominations of individuals who might serve as moderators or facilitators to Barbara Krause by October 9, 2009.**
- President Glotzbach asked SGA President Raina Bretan to work with the SGA Senate to identify a date for the SGA Senate Town Hall Meeting.
- It was suggested that some forum be provided for community members to ask questions about the Strategic Action Agenda preamble in order to better understand the framework for the Town Hall Meetings. One possibility would be for President Glotzbach to invite questions along those lines at the Community Meetings to be scheduled in early November. In addition to this, Cabinet members will work within their units to encourage individuals to attend and will help provide context for the conversations.
- It was suggested that discussions at the Town Hall Meetings might most appropriately focus at the level of strategic initiatives. President Glotzbach agreed but clarified that the conversations could also include more specific suggestions of things to do (or not to do) in order to advance strategic initiatives or the larger goals of the *Strategic Plan*.
- It was suggested that it might be helpful to frame the dialogue along the lines of: what should we do and what should we not do *and still maintain the integrity of our educational program?*
- It was noted that some campuses which already have completed reductions in force have

President Glotzbach noted that the conversation about work to be eliminated will be difficult, because virtually all of the activity at the College adds value

*CIGU Diversity Assessment Document*

Professor Grady-Willis then asked IPPC members to consider the Diversity Assessment document. He explained that this document incorporates aspects of several previous College documents on this same topic, including the Middle States Accreditation Review, the *Strategic Plan*, and others. The group working on the assessment document has included Professor Winston Grady-Willis (Director of Intercultural Studies and Chair of CIGU), Rochelle Calhoun (Dean of Student Affairs), Herb Crossman (Assistant Director for EEO and Workforce Diversity), and Mariel Martin (Director of Student Diversity Programs). That group has worked closely with Sarah Goodwin, Faculty Assessment Coordinator, to develop the assessment goals.

In addition to the documents distributed with the meeting materials, Professor Grady-Willis also distributed a document in grid form, *Diversity and Inclusion at Skidmore College*, indicating assessment goals, a responsible office, and timetable (the latter column was left blank). Comments and question on the document included the following:

- Examples of types of support for faculty could include things like the Dean of the Faculty hiring workshop, pedagogy workshops that were included in the New Faculty Orientation program, the Intergroup Relations program, and others.
- academic departments and programs.
- It was acknowledged that there are no funds to support costs associated with the assessment initiatives. It also is difficult to determine what the costs might be in each area, and some work might require time rather than money.
- Certain items, e.g. all-College requirements, would need to be worked through with CEPP.

In light of the fact that the document listing responsible officers had not been reviewed by Cabinet members prior to the meeting, it was agreed that the assessment document would return to IPPC in a month. In the meantime, Professor Grady-Willis will provide the document electronically, and Cabinet members or other appropriate administrators will provide feedback to Professor Grady-Willis.

*Other recommendations*

-Willis

mentioned two in particular. First, with respect to the campus climate for international faculty, staff, and students, he referred IPPC members to the CIGU minutes of March 30, 2009 (available on the CIGU website), summarizing an important presentation from Professor Pushi Prasad. It was noted that offices which do not necessarily have expertise in helping international students to become acclimated could use guidance in that regard.

