

President Glotzbach invited feedback on his presentation. Comments included the following:

- The context for these numbers is critically important.
- It was clarified that the figures have been adjusted to reflect certain structural changes that have occurred over the reporting period (e.g., transfers of a position from one division to another).
- When comparing employee staffing over this particular ten-year period, it is important to note that there have been tremendous changes that have affected all work places (e.g., changes in technology, increased federal reporting requirements, etc.).
- Faculty members of IPPC expressed their sense that the information is important and that it is worth the time to make this presentation to the faculty at the Faculty Meeting. It provides important context for the reductions in force that will come early in 2010.
- It was noted that there could be requests for comparisons between Skidmore and our peer institutions. It was noted that such comparisons can be difficult because of different organizational structures, different institutional commitments to outsourcing, etc.

It was noted that a recent media report about the College's anticipated reduction in force has heightened anxiety among at least some employees. It appears that there also are some misperceptions – e.g., that layoffs have already happened, that we are planning additional reductions after this round, etc. IPPC members recognize that employee morale is likely to be low when peoples' job status is uncertain. President Glotzbach ended by noting that delaying implementation of the RIF until early 2010 will mean that there will be fewer reductions (due, among other things, to the ERIP), but it also means that the campus has experienced more anxiety over a longer period of time.

3. Town Hall Meeting

The report of "raw data" from the campus Town Hall Meetings was distributed in advance of the meeting. President Glotzbach suggested that IPPC discuss next steps, including a timeline and possible charge to the subgroup that will work on synthesizing the material.

President Glotzbach reminded IPPC that the vision, values, and four major goals of the *Strategic Plan* will remain as previously articulated. He hopes that this process will help to identify major threads and themes that will suggest an appropriate focus over the next 4-5 years, building on synergies across units as well as capturing specific ideas. It also was noted that the report may reveal perceptions across campus that might not be accurate but could point to areas where improved communication is important.

President Glotzbach and Professor Zuerner will prepare a draft charge to the group. It was agreed that Barbara Krause will join the group and will coordinate an organizational meeting

