



Vice President for Administration and Finance and Treasurer Donna Ng presented a summary of the proposed healthcare changes. She said the calculation was revised to show no change in the out-of-pocket maximum, in response to IPPC members' concerns about the out-of-pocket maximum costs. The Subcommittee on Budget and Finance asked IPPC to endorse its recommendation to include deductibles and co-insurance in consideration and to calculate the premium rate. HR will calculate actual employee deductions and present specifics of rates, deductions, etc., sometime in August or September. Per our carrier, MVP, early September is the deadline for changes to the overall health care plan. She suggested holding an IPPC meeting in late August to review the findings. Extensive discussion, summarized below, followed VP Ng's presentation.

Associate Professor and Chair of Physics Greg Gerbi said that, while still a major expense, lower out-of-pocket is better, and he thanked VP Ng for working on it.

Departments of Physics and Neuroscience Academic Administrative Assistant Carolyn Lundy expressed her perception that the process is being rushed without allowing time for employees to have input, noting concern about how this would be perceived. President Glotzbach agreed that more time for input from the community is needed.

Several committee members asked for further details of possible plan design changes to spousal rates, especially those affecting married Skidmore employees, and questioned the legality of tying benefits to the employment status of spouses who are not employees of Skidmore. VP Ng replied that the subcommittee is just beginning to explore how costs can be brought down, and will take all comments and ideas into consideration.

Professor Gerbi asked if a third model of rates could be developed, removing the co-insurance. While understanding the goal is to reduce rate increases overall and shift more of the payment share to employees, he expressed concern that people would not have time to absorb it given other pending changes to healthcare plans in the near future. He suggested presenting all options at once, but waiting a year before introducing any changes. Vice Chair Harper agreed, saying he would rather see 10% increases over five years than 50% in one year.

VP Ng replied that there are different ways to address the concerns, once we know the level of claims, but that it is necessary to introduce concepts like co-insurance for the sake of both the employees and the College. Academic Administrative Assistant Lundy pointed out that most employees don't understand that Skidmore has been subsidizing health insurance costs, and that it is important to explain that—another reason to hold public forums.

Associate Professor and Director, Media and Film Studies Program Katie Hauser asked whether best practices or research had been sought on implementing changes of this kind,

Summer. He expressed concern that the two meetings in May are not sufficient, and said that all constituencies should have the same opportunity to consider and give feedback similar to IPPC's role; but at the same time, emphasized that employees should not be given false hope that voicing their concerns would materially influence the committee's course of action. He said that a stronger "game plan" for moving ahead is needed. Institutional Effectiveness Specialist Amy Tweedy noted that she had never been involved in decisions regarding healthcare at any previous institution, and that it is important to be clear about where people can and cannot have input. She added that it is the Chief Financial Officer's job to explore these changes and make decisions. She also stated that responses to these decisions should not be personalized.

Based on all comments, President Glotzbach proposed that VP Ng working collaboratively with the Subcommittee and President's Cabinet to produce a document / roadmap showing healthcare cost projections, solutions under consideration, long- and short-term issues, steps for community input, and a summary for those not able to attend forums or community meetings. VP Ng also stated that the Subcommittee would produce a summary and FAQs posted on a website, and will hold another open meeting in September before discussing rates.

There was further discussion about possibilities for anonymous feedback via the HR website, or a survey or focus groups to ascertain feedback either of specific plan options or a more global, "how much do you value this versus that" in terms of benefits.

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- 6% reduction in Supplies & Services (“Really good”).
- Full debt service funding for the Center for Integrated Sciences (CIS), \$2.3M.
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Q: Will the programming between this space and the InterCultural Center (ICC) be coordinated?

A: Yes; this will also shift how the ICC and InterCultural Lounge (ICL) spaces work. We are envisioning all three as part of a broader approach to cultural space and community engagement.

Q: Is there a ballpark figure on the cost?

A: Maybe \$1M total for the three spaces; we are looking at whether College will front funding to allow plans to move ahead, as we seek donors.

Q: There seems to be no visibility from the outside. Can the entryway be expanded?

A: Yes, but we want to be careful not to create a “fishbowl” or “magnifying glass” effect; accordingly, we are trying to honor feedback received from students, while making the space accessible and welcoming.

President Glotzbach commented that there should be significant progress on the Social Justice space over the next year, and that one challenge has been that so many people want access to it and their accompanying priorities reflected, so narrowing its purpose and vision is wise.

VP Mbugua introduced Director of Marketing and Engagement Lucas Meyers, who gave a brief presentation on Skidmore branding. He showed a group of rogue logos (“rogos”) from 2016 as an example of how fragmentation among publications from different areas had been undermining the core identity of the college. In response, the Division of Communications and Marketing (C&M) started work on a \_\_\_\_\_, based on Skidmore heritage colors and appearances. He noted that after VP Mbugua was hired last year, C&M rolled out a new branding website and published a \_\_\_\_\_. They continue to work with partners across campus to develop identifying marks using \_\_\_\_\_.



VP Woodfork asked that the committee members see upcoming agenda items