

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE**  
**MEETING MINUTES**  
**September 6, 2019**

**PRESENT:** Cerri A. Banks; Mary Lou Bates; Grace Burton, Vice Chair; Sean Campbell; Abby Ciccarone '22; Gregory Gerbi; Philip A. Glotzbach, Chair; Stephen Ives; Carolyn Lundy; Martin Mbugua (via phone); Kendrah Murphy; Donna Ng; Michael Orr; Jennifer Mueller; Joseph Porter; David Robakidze '20; Levi Rogers; Joseph Stankovich; Dwane Sterling; Amy Tweedy; Joshua C. Woodfork.

**ABSENT:** Michelle Hubbs.

The meeting was called to order at 10:32 a.m. by President Glotzbach

**1. Welcome and Introductions**

President Glotzbach welcomed the committee and asked to go around the room with introductions, since there are new committee members. He thanked Grace Burton for serving as Vice Chair and everyone for serving on the committee.

President Glotzbach encouraged all members to fully participate. Some committee members are electe)

Committee members were reminded that meeting dates and locations were previously shared over the summer, including some extended time meetings. The exact meeting times for those days will be confirmed as the dates draw near. These extended meetings (sometimes in the forms of retreats) are useful for more in-depth conversations.

**What is Your Role on this Committee?**

President Glotzbach discussed the role of IPPC in planning and policy making. The power of the committee is representation from across campus, and the work accomplished is significant and important. The committee, at times, may discuss sensitive information that requires confidentiality. Although meeting minutes are published, at certain times we ask that the committee keep information confidential while we explore different options until we are ready to share the information more broadly. If you have questions, all are encouraged to bring those forward in committee meetings or offline to President Glotzbach, Vice Chair Grace Burton, or JP Woodfork.

**“Diversity and Inclusion at Skidmore College” Statement Co44Woodf Co44Weo44W 646odTT3 1 T3m Tfdy #4od**

before being posted on Skidmore's Human Resources and diversity webpages. For the last three academic years, VP Woodfork has asked IPPC to reaffirm the Statement. The committee was asked to discuss and reflect upon the Statement and what it means for our community. Dean of Students and Vice President for Student Affairs Banks and VP Woodfork read it to the group.

President Glotzbach called on the Committee to consider signaling reaffirmation. Dean of the Faculty and Vice President for Academic Affairs Michael Orr made a motion to affirm and Institutional Effectiveness Specialist Amy Tweedy seconded the motion. **IPPC unanimously reaffirmed the Diversity and Inclusion at Skidmore College Statement.**

#### **4. Admissions and Financial Aid Update**

Vice President and Dean of Admissions and Financial Aid Mary Lou Bates reported on the Class of 2024's 742 students. After acceptances in the Spring, we had projected 737 first-year students, but "summer melt" was slightly less than expected. Dean Bates noted that some peer institutions have had difficulties with much large summer melts than they typically experience. Our original target was 711 first-year students. 32 of the 742 students are in London, they came onto campus for three days. 415 students attended pre-orientation programs (five offered on-campus and ten off-campus). The growth in pre-orientation programming has been outstanding.



system. We have worked with IT, taken steps to notify those who were affected, and are working to ensure that we have appropriate security measures in place going forward.

VP Ng also provided an update on healthcare premiums. She explained that last year IPPC and President's Cabinet agreed to cap any employee cost-sharing for premium rate increases at 10%. It appears that our premium rates will see a 15% increase; however, we will honor the 10% cap for employee deduction increases. Still, we will need to continue to review this benefit for next year, and the subcommittee we constituted will do so. Open enrollment will begin sometime between November 6-19, 2019.

President Glotzbach looked to confirm membership of IPPC's subcommittees. VP Woodfork will reach out for a more formal check-in to address any committee's membership needs, verify subcommittees are scheduled to meet, and to ask for any IPPC agenda items.

## 6. Policy on College Policies

As the IPPC oriented itself to committee work, President Glotzbach asked that the committee review the College's [Policy on College Policies](#), which was endorsed by IPPC in December 2012. President Glotzbach explained the Policy, with its framework and guidelines, outlines an orderly process that individuals and committees may follow to discuss and contribute to college-wide policies.

## 7. FY '19 Budget Results and Update of FY '20

VP Ng reviewed the FY '19 Budget Results and the Operating Budget FY '20. She walked the committee through the relevant financial documents, discussed debt service repayment, Operating Budget numbers, Capital Budget estimates, and the significance of our practice of locating certain funds "below" and "above the line." For example, when we have student over-enrollment, we sequester the resulting additional net tuition revenue "below" the line of the regular budget, reserving them for one-time uses.

VP Ng highlighted the fact that our operating cash is invested in (safe and liquid) accounts that have recently yielded 2% returns. In addition, she explained that we have an approved budget, updated quarterly reports with projections, and then at the actual close of the fiscal year, we review the projected versus actual budget. This year (FY '19), we closed with a \$4.7 million budget surplus. This surplus is the

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VP Ng explained that we are on-track with this year's budget overall, with expected over enrollment "below" the line. But we are still early in the fiscal year.

Questions and clarifications were made regarding over-enrollment's impact on student support, annual giving, unrestricted gifts, and state funding, tracking student numbers, and employee compensation as the largest part of the budget.

### **8. Agenda Setting for 2019-2020: Call for Items**

VP Woodfork called for IPPC agenda items for the academic year. He provided a recap of items that were not completed last year and asked if members wish to take them up this year, including: revisiting Skidmore's Peer and Aspirant Group, free expression protocols, a digital assets management plan, and preparing for committee work. If committee members wish any of these items to return to our agenda this year, please reach out to VP Woodfork.

Discussion over the potential review of the College's Peer and Aspirant group ensued, particularly in relation to the New York 6 cohort and the ways that other schools may have shifted since the Peer and Aspirant group was identified. The question remains, does this committee have an appetite to do this work and, if so, is it during this academic year?

Committee members requested (who are noted in parentheses) to have the following items added to this year's IPPC agenda:

- x The Strategic Action Agenda (SAA): a draft will be provided during an upcoming meeting (President Glotzbach).
- x Student Wages: with understanding the Federal minimum wage and New York State minimum wages raising we want to discuss how this impacts Skidmore's approach (Dean Banks, VP NG, Dean Bates).
- x Proposed new Title IX Regulations: when and how they will come through, because new regulations will have a major impact on both our process and resources (Dean Banks).
- x Student Retention: reviewing past reports and recent recommendations (Dean Banks).
- x Health insurance benefit: discussions continuing from last year (Associate Professor and Chair of Physics Greg Gerbi).
- x Ensuring that strategic goals are reflected in our decision-making (for example, sustainability, diversity and inclusion, etc.)—how we integrate them into our processes and communicate the results (Professor Gerbi).
- x Athletic Facilities: as some may remember, two years ago we presented to IPPC a plan with phased options for new athletics facilities, and we are ready to update (Dean Banks).
- x Information Technology Updates: with the arrival of new Chief Technology Officer Dwane Sterling, an opportunity to present his vision (VP Ng).
- x The Center: updates on the social justice space in Case Center, which has been a joint venture (VP Woodfork, Dean Banks, VP Ng, CIGU).
- x HEDS Diversity and Equity Campus Climate Survey: the community completed the survey last Spring. We will receive survey results this fall, mirror them back to the community, and then CIGU will develop recommendations (VP Woodfork, CIGU).

## **9. Engaging Voices and Sharing Space**

President Glotzbach commented that in previous years we thought about ways to build community within the committee. For example, at one time, we had committee members pair up and select TED Talks which we would screen and discuss. At another time, we asked committee members to select articles to share with the group. The goals were two-fold: to create a shared experience for the committee, as well as to allow for all committee members to more fully engage and share the space. He asked the committee to give some thought as to ways we can hear from more voices. Dean Banks indicated