

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
April 30, 2021**

PRESENT: Mary Lou Bates; Joerg Bibow, Vice Chair; Marta Brunner; Marc C. Conner, Chair; Michelle Hubbs; Carolyn Lundy; Donna Ng; Diane O' Connor; Michael Orr; Feryaz Ocakli; Joe Porter; Mark Rye; Casey Schofield; Kurt Smemo; Joseph Stankovich; Dwane Sterling; Amy Tweedy; Joshua C. Woodfork; and Mark Youndt.

ABSENT: Cerri Banks; ; and Melanie Nolan '23;

GUESTS: Director of Financial Aid Beth Post.

The meeting was held via Zoom and called to order at 10:32 a.m. by Chair President Conner.

1. Approval of Meeting Minutes from the April 9, 2021 Meeting.

A motion was made to approve the meeting minutes of April 9, 2021. With no proposed changes, **the minutes from the April 9, 2021 meeting were unanimously approved.**

2. Student Employment Program Proposal

Vice President and Dean of Admissions and Financial Aid Mary Lou Bates and Director of Financial Aid and Student Employment Working Group Chair Beth Post presented an overview and update of the Student Employment Program Proposal that was initially discussed by IPPC during the August 19, 2020 meeting. VP Bates explained that the Student Employment Working Group was formed in response to student push for the College to reevaluate the student wage structure for greater

Co-Chair Tweedy reviewed the assessment process and cited numerous examples of assessment that have recently occurred across the campus. The Faculty Director of Assessment and Institutional Effectiveness Specialist Tweedy will continue to work collaboratively with the Subcommittee on Institutional Effectiveness, the P , and monitor pan-institutional assessment projects. The revised Plan works to ensure that assessment projects across all areas are documented, creating a narrative around the work that Skidmore is accomplishing in striving to meet the strategic mission of the institution and engage in continuous improvement.

The revised *Institutional Effectiveness Plan* proposes campus-wide engagement in assessment on an ongoing basis. Under the Plan, Divisions have the flexibility to determine projects that are specific to their operations, while being expected to document progress on an annual basis. The Subcommittee on Institutional Effectiveness will engage with Departments on a collaborative and consultative basis. In addition, the Plan documents the assessment of the General Education curriculum as well as the maintenance of surveys that are all-college in scope. Co-Chair Tweedy emphasized that the revised Plan seeks flexibility to allow for meaningful and useful assessment.

An IPPC member asked for clarification surrounding academic assessments and the resulting potential changes to a Department. Co-chair Tweedy responded that these are the types of assessments that need to be looked at thematically, and connected across departments to assess patterns and outcomes to increase efficiencies, create policy-level change or inform decision-making. President Conner thanked the Subcommittee for their efforts in updating the Plan.

A motion was made tC q0.00000912 0 62 792 reW*nBT/F4 12 Tf1 0 0 1 72.025 744.72 /F2ge[s m7ee

