

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE (IPPC)**  
**MEETING MINUTES**  
**October 7, 2022**

**Present:** K. Aurelia Ball; Adrian Bautista; Marc Conner, Chair; Jacqueline Conrad; Xiaoshuo Hou; Michelle Hubbs; Nathaniel Lowell      Donna Ng; Michael T. Orr; Lori Parks; Beth Ann Post; Tara Rowse; Rodrigo Schneider; Mahesh Shankar; Kurt Smemo, Vice Chair; Joseph Stankovich; Dwane Sterling; Smriti Tiwari; Amy Tweedy; Claire Wang      ; Joshua C. Woodfork; Carey Anne Zucca.

**Absent:** None.

**Guests:** Associate Professor of Statistics Lynne Steuerle Schofield, Swathmore College.

**The meeting was held via Zoom** and called to order at 10:31 by Chair President Conner.

**1. Strategic Action Agenda (SAA) 2022-2023**

At the last committee meeting, President Conner presented the draft SAA and received lots of helpful feedback. He explained that the next draft incorporated feedback and that today he is seeking more input with hope to have an endorsement of the document prior to bringing it to the Bo

## 2. Health, Wellness, Fitness, Athletics

The Health, Wellness, Fitness and Athletics project is moving on for Board of Trustees consideration next week at its October meeting. As we discussed at our last meeting, part of our important next steps include: a community forum and communication steps to our whole community. The larger question moving forward is how to plan the projects emerging from the *Campus Master Plan*? Particularly emphasizing that these projects are several years away from beginning to completion. It will take a lot of collaboration, communication and sharing of ideas to get to the end result.

## 3. Non-Tenure-Track Faculty

Regarding the non-tenure-track faculty union item, we had the votes regarding the union, which concluded in favor of unionization. We support our non-tenure-track faculty and unionization is their decision and the College will respect and abide by this decision. Ultimately, there were 102 faculty votes in favor of unionization and 54 votes against unionization. We need to work together to include everyone now that this vote has taken place.

Dean of the Faculty and VP for Academic Affairs Michael Orr explained that since the election, he has reached out to the leadership of the organizing committee and the C to bargaining in good faith and this process should begin shortly. The first contracts for unionization typically take a long time to negotiate and make take a year or longer. We are obligated to maintain the status quo in regard to policies and procedures that affect non-tenure-track faculty and that were in place prior to the election. While current policies and procedures continue to apply during this interim period, we are constrained from making any changes to policies and procedures without first bargaining with the union. For example, if the faculty were to vote to make changes during the current year to the *Faculty Handbook* pertaining to non-tenured faculty, they apply it to non-tenure-track faculty pending the outcome of collective bargaining. At the same time, the College is able to conduct business provided we follow existing policies and practices. The College fully expects to move forward this year with open enrollment for health benefits and GSA adjustments subject to negotiation as needed until such time that a collective bargaining agreement has been reached. We will continue to move forward to reach mutually agreed upon terms of employment.

## 4. October Board of Trustees Preview

The Board of Trustees meeting is next week and members will be coming to campus. Three of the committee meetings happen this week virtually. The Academic Affairs committee had a great presentation from three Skidmore faculty on what makes Skidmore unique. The Board will have a lunch presentation on the Visions and Values project. The B Diversity, Equity and Inclusion (DEI) committee met and reviewed the Association of Governing Bo5 17.F2 12 Tp8odF2 12 Tfp47(t)7

