



investment holdings, most of the money and participants use a handful of investments. Despite having two vendors and over 60 investment options across the program, over 70% of the assets are concentrated in a handful of funds. The disadvantage of using two vendors includes pricing fees, spreading things out across two vendors, requiring service from two vendors, and doing everything twice. A couple of years ago we added all the investment options that are available in Vanguard today that people are using on the TIAA platform to see if people would gravitate to TIAA. The Vanguard that people have already exists on the TIAA platform, but we could not do it the other way because there are some products that TIAA offers that are not available on the Vanguard platform. The fees and pricing summary and administrative fees that participants pay for TIAA is about \$120,000 and for Vanguard is about \$73,000. All total, the administrative costs are about \$190,000 to \$200,000 across the plan.

## 2. Margolis Healy's "Re-Imagining Campus Safety at Skidmore College," April 30, 2021

HR Strategic Advisor Sarah Delaney Vero provided background for this agenda item, which was discussed in the Spring of 2021, which included an overview of the report. Finance and Administration hired the external consulting firm Margolis Healy to conduct a review and produce a report, which was finished on April 30, 2021. The report, "Re-Imagining Campus Safety at Skidmore College," included 64 recommendations, four major themes emerged from the report: 1) to improve transparency of campus safety services, policies, and training to provide a framework for positive relationships, and to build policy and implementation of technology in practices that will lead to accountability and improved transparency; 2) to adopt an alternative response program as there was a discomfort with Campus Safety handling lock outs, Covid-19 policy violations, noise complaints, student well-being, and mental health concerns; 3) to improve written directive system and critical policies, examining our formal policies to provide direction, structure, and process; 4) to address campus safety climate issues, how campus safety officers feel valued and how they are perceived.

In the fall of 2021, the report was reviewed with the IPPC Subcommittee on Student Affairs and the Committee on Intercultural and Global Understanding (CIGU). CIGU suggested that the compositional representation of the workforce needed attention. This spring 2023, Campus Safety Director Tim Munro returned to the IPPC subcommittees to review progress. He outlined recruitment and retention for Campus Safety staff, explaining the turnover because of the pandemic, which created an opportunity to hire. During the hiring process, they removed a systemic barrier in requiring a license and decided to eliminate it and instead provide new hires with basic training that NYS requires and train them as a Skidmore security guard. In doing this, we identified a number of individuals that have turned out to be excellent campus safety officers, and in turn, now have a more

laundry rooms in response to an incident. We also put in place license plate readers on the three entrances.