



Human Resources Strategic Advisor Sarah Vero noted that the doctors at Saratoga Hospital explained that,

this new language. **The updated policy was unanimously passed by the**

moving towards summer. President Conner noted the risk that we are taking knowing this information. He explained that the risk is two-fold. Because we are not fulfilling our fiduciary duty we might be putting ourselves at risk for a lawsuit, and the other risk is the very reason for the lawsuit because we are charging more than our employees should be paying for this service which might be seen as a violation of our fiduciary responsibility.

A discussion ensued regarding how and when to best make this announcement to the Skidmore community. Committee members raised concerns that we have not communicated to Vanguard our intention to switch to TIAA, that we have not presented this information to union members or retirees. Director Delay explained that we would work with the unions. A few committee members expressed concern with making the announcement over the summer. After the two thorough IPPC discussions, President Conner stated that he would be uncomfortable asking IPPC for an endorsement at this stage. He suggested we stop here on this topic and add this information to the meeting minutes and return to this item in the fall.

### **7. Name Policy: From the Committee on Intercultural and Global Understanding (CIGU)**

On September 9, 2021 a group of students called The Black Trans Abolitionists came forward and presented a series of demands to the administration, including the need to update class rosters and s chosen names rather than their dead names. Skidmore has a eferred Name policy that is not effectively working as our systems are not communicating to make updates. CIGU worked with the then VP of Finance and Administration Donna Ng to convene a working group of 30 different stakeholders from across the campus who came together several times to develop a policy and a system so community members would only have to update their information, including adding pronouns, in one place and a second place if they wanted to change their email. Working group members and student leaders provided helpful feedback on the draft policy and important elements of a website.

VP Woodfork stated that CIGU unanimously endorsed the Name policy on May 9. He explained work over the summer to get these systems in place. The procedures will be listed on the accompanying website, which will be linked to the diversity, HR, s, and include FAQs. As this comes to IPPC from a subcommittee it arrives as a motion that does not require a second. The agenda item was moved. **The policy was unanimously passed by the committee.**

### **8. Transphobia Demands Update**

The Black Trans Abolitionists students and CIGU student members were instrumental in working with CIGU agenda. For example, CIGU had previously worked on all-gender restrooms. This year, we were able to expand offerings to include two multi-stall all-gender restrooms in Bolton Hall. We also updated a campus map to indicate all-gender restrooms across campus. Unfortunately, committee time did not permit discussion of other updates, including Title IX processes, Scribner library holdings, etc.

## **9. Admissions Report Class of 2027**

President Conner

the College. We project an entering class that is 35 students higher than we were aiming for which was 705 students with a projection now at 740 students. Last year melt was more than what we had predicted. More students are saying yes to our admissions offer. This leads to the capacity challenge which means a larger entering class. The upcoming Supreme Court decisions on affirmative action challenges might make it difficult to create a diverse population for future classes so we are watching that and considering how it might impact us.

## **10. 2023-2024 Strategic Action Agenda (SAA)**

In September next year IPPC will receive a draft of the SAA for next academic year where we set out over-arching strategic goals. This year, the goals include the Racial Justice Initiative (RJI), The Speech and Expression Project, the Visions and Values Project, the major capital projects emerging from campus master planning, and the Vice-Presidential leadership transitions. The Wyckoff Center had over 100 events over the past year for RJI and continuing this will be one of our strategic goals for next year. Speech and Expression had many events throughout the year including our symposium in April. Visions and Values had discussions with every constituency this year including the Board of Trustees, IPPC, staff meetings, faculty forums, SGA, Cabinet, and a campus-wide survey. We will work over the summer to put together this information. Capital projects are moving along well, including remodeling our outdoor tennis courts, which should be ready for varsity play in September. We have hired four VPs and the search for the General Counsel and VP of HR has about 65 applications and we will bring the three finalists to campus in two weeks. Hopefully, we will have the new