

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE**  
**MEETING MINUTES**  
**March 24, 2017**  
**10:30 a.m.**

**PRESENT:** Mary Lou Bates; Beau Breslin; Paul Calhoun; Bill Duffy; Julia Elstein; Cynthia Evans; Philip A. Glotzbach, Chair; Tim Harper, Vice Chair; Lisa Hobbs; Mark Hofmann; James Kennelly; Kris Leggiero; Eric Morser; Dorothy Parsons; Levi Rogers; Denise Smith; Joseph Stankovich; Michael D. West and Joshua C. Woodfork.

**ABSENT:** Cerri A. Banks; Erica Bastress-Dukehart; Debra Townsend; and Kim Verstandig.

Called to order at 10:30 AM.

**1. Approval of Meeting Minutes**

IPPC **approved** the minutes from the March 3, 2017 meeting.

**2. Admissions and Financial Aid Update**

Vice President for Admissions and Financial Aid Mary Lou Bates distributed and reviewed the current admissions and financial aid overview report. She noted that decisions were sent out on Wednesday (3/22/17), and Admissions welcomed a second group of high school juniors today. As previously reported, the College received a record number of applications this year of just over 10,000, which is up from just under 9,200 last year. She reported that this year the class size was 714, with 37 students in London. For next year, we are looking at a smaller class size of 658, with 25 in London.

Mary Lou also reported that the College has seen a 32% increase in early decision (ED) applications, which means that 50% of the class again will be admitted ED. While this trend is great, it also represents an increase in financial aid requests.

Q: How does financial aid work with ED?

A: Applicants/students are bound to the financial package determined at time of ED offer, if for whatever reason they cannot make this package work, then they are released from ED.

Mary Lou noted that this is the first round of applications under the new test-optional policy. 74% of applicants submitted their test scores this year. For course placement purposes, after a student is enrolled, the College will ask for the scores. We then will report the final percentage to *US News*.

Mary Lou reviewed the financial aid overview and noted that she provided data from various years, 1996 to present. She indicated that before 1996 the College was not need-sensitive, we were need-blind, but with limited resources. During that time, the College used to have “admit/denies,” which were students who needed aid but had to be wait-listed to see if the College could meet their need requirements. After 1996, the College decided to become need-sensitive - but meet the demonstrated need of all accepted candidates who matriculate.

Q: When will Admissions have the final number of accepted students?

A: In early May.

We should think about how we follow up with students who leave the College after a semester abroad to see why they leave. It may be helpful to poll other students who traveled in the same semester but stayed, to get their input on why they think their classmate left the College.

Mary Lou reported that approximately 150 admitted students from underrepresented backgrounds (race, gender, socio-economic, etc.) have been invited to participate in the Discovery Tour.

Mike West pointed out that while the number of applications submitted is terrific, we should recognize the increase demand on Admissions staff in reading all of the applications and reminded the committee that each application is read by two staff.

The committee acknowledged Mary Lou and her staff for this great undertaking on behalf of the College.

### **3. CIGU Social Justice Space Update**

Professor Cindy Evans, co-chair of the Committee on Intercultural and Global Understanding (CIGU) distributed a copy of the charge originally brought to the IPPC on 11/4/16, regarding the plans for a Social Justice Center, and noted the new motion for IPPC consideration regarding a request for designated space.

She reported that since November, CIGU held an open meeting, led by Vice President for Strategic Planning and Institutional Diversity Joshua Woodfork and Dean of Students and Vice President for Student Affairs Cerri Banks (because of Cindy's absence), for anyone in the campus community who was interested in helping plan for a center. Approximately 75 people (students, staff, and faculty) attended, and the committee has extensive notes from the discussion. CIGU has engaged Lori Patton Davis, an expert in culture centers, for her advice and has used excerpts from her edited book *Culture Centers in Higher Education: Perspectives on Identity, Theory, and Practice* (2010) for further reference. They also have commissioned local architect John Muse for assistance in planning the space. John designed the language resource center and the anthropology space on campus, as well as many notable local projects.

Last month, members of CIGU looked at space in the Case Center (both the Communications and Marketing space—formerly the Faculty and Staff Club and student game room, the Intercultural Center, and the Intercultural Lounge), for potential space for the Center. They conducted two virtual meetings with Chief Diversity Officers (CDO) from Providence College, where they are still in planning phase, and Connecticut College, where the CDO came on board after the creation of the center. Cindy noted that it was interesting to see the contrast of both institutions. Members of CIGU agreed that it would be a challenge to find balance when considering the role the center will have in meeting the needs of all of its constituencies.

Joshua Woodfork, co-chair of CIGU, reported that the co-chairs of the Space Planning Working Group, Crystal Moore and Dan Rodecker, have been working with CIGU on these plans and supports CIGU's recommendation to use the ICC and Marketing and Communications department space at Case Center for the social justice center. They will likely ask John Muse to consider three versions of the space: connecting all three spaces in some way, connecting two spaces with no allotment for office space, and connecting two spaces with the inclusion of office space.

CIGU is still considering all of the ways that the space might be used and how the design will need to accommodate various purposes. For example, potential use includes office space to accommodate staff/faculty of a Black Studies department, a Kosher kitchen, Muslim prayer space, etc. Or do we use Wilson chapel for some of these purposes? In addition, they are considering how the Center will work in concert with or in supplement to existing spaces, including related Student Affairs offices.

Q: In regards to a Black Studies and other potential new programs, is there any consideration for how the Center for Integrated Sciences (CIS) might impact space? For example, will space on campus become available as departments/programs vacate their current space and move into the CIS?

A: Joshua noted that regarding timing, CIGU plans to come back to the IPPC in April with plans for the space and would like to have the center open sometime next semester.

Q: Will there be a bathroom in new space? If one goal is to create a space where students feel safe, they shouldn't have to leave that space to find a bathroom.

A: If this space is considered an "assembly space" the College will be required to include a certain number of "fixtures." If restrooms are included, we will seek for them to be gender-neutral.

Hearing no further discussion, President Glotzbach called for a vote. By motion made and seconded, the IPPC unanimously approved the following motion:

**After review of current campus space, CIGU requests that IPPC (on behalf of the College) designate the current space occupied by the division of Marketing and Communications (formerly the student game room and the faculty/staff club) as the Social Justice Center (official name to be determined).**

#### 4. President's Report

President Glotzbach reported that he was recently in New York City for the Campaign Executive Committee. The campaign is currently at \$133 million and the CIS fundraising at \$38 million. In addition, the College just received an undesignated bequest for \$800,000 that will go toward the CIS. Advancement will be launching the Emerson Challenge, with a video featuring trustees (and science alumni) Josh Boyce and Diana Perry. The Emerson grant and matching grant will total \$500,000 and is aimed at science and nursing graduates.

Phil reported that Storbeck/Pimentel & Associates has been retained for the three active VP/Cabinet searches: Marketing & Communications, Advancement, and Academic Affairs. They are drafting position specification documents and are working with faculty advisor groups to finalize each search committee. The goal is to fill the Advancement and the Marketing & Communications positions by this summer and Academic Affairs by this fall.

Q: Faculty have noted concern with the timing. Has there been consideration for getting candidates on campus while faculty is still here?

A: Yes, and it is noted that while we are running tight on time, the search committee will do their best to accommodate the faculty summer schedule. Phil noted that the faculty has a more central role in the VPAA search than in the other two, and that search is scheduled to conclude next fall, during the semester, when there will be many opportunities for people to meet the finalist candidates.

**Announcements:**

Joshua reported that the dates/times have been announced for the screening of *Hidden Figures*. He asked members of IPPC to encourage their departments/divisions, peer groups, etc. to attend a screening. He noted that additional programming to follow-up the screening will be announced shortly.

Joshua also announced that as a part of the *In It* programming (a suite of diversity and inclusion programs in mid-April), Scott Page from the University of Michigan will speak at Zankel on April 21<sup>st</sup>. Page is author of the book, *The Difference: How the Power of Diversity Creates Better Groups, Firms, Schools, and Societies* (2007). His talk will focus on “The Diversity Bonus” and how institutions work smarter and better with diverse groups. Joshua is working with the Inclusion Liaisons, CIGU, and other groups on a suite of activities that will take place that week in April.

Phil announced the Harder Lecture on Monday at 5:00 p.m. will feature Tom Caulfield of Global Foundries.

**5. Call for Agenda Items**

Mike West indicated that he will provide an update on key budget assumptions and the operating budget at a future meeting.

**6. Other**

As no other business was brought forth, the meeting concluded at 11:40 AM.

*Please inform the President's Office of any changes to these minutes.*