

FACULTY MEETING

May 1, 2026

Revision of the Review of Senior Administrative Officers

Summary

ATC and the President have agreed on revisions to the current Faculty Handbook process for the Review of Senior Administrative Officers (Part Five, X.). The revisions aim to establish a comprehensive and efficient approach to regularly assessing the leadership of Cabinet members who report to the President of Skidmore College. This process will incorporate input from selected faculty members, as identified by ATC, as well as other key constituents.

Rationale

The existing review process has been in place since 1986 (with only minor modifications since then). The President and ATC worked this year to review the process and ensure that it coheres with best practices and ensures transparency of the process. ATC, the President, and the Chief Human Resources Officer met several times to revise the process so that it is now an explicitly 360-degree review that provides Cabinet officers with valuable feedback and opportunities for continued improvement. We also propose increasing the frequency of reviews from every six years to every five years.

Among ATC's goals in reviewing the process were to ensure the following:

- Assess senior administrative officers on how their work connects with the educational mission of the college so that the educational mission is central.
- Connect faculty/staff to the work of administrators, fostering integration and a stronger sense of shared responsibility.
- Create a standardized process that aligns with the leadership expectations of the institution and which helps reduce the possibility of bias.
- Increase transparency by giving faculty/staff direct visibility into how administrators are evaluated.

The assessment survey to be distributed for the Cabinet review will include standardized and open-ended items aimed at assessing various areas of leadership, for example vision, judgment, communication, ethics/integrity, strategic thinking, mentorship, and problem solving.

Below is a schedule of Cabinet-level reviews, adjusted for the new review schedule:

STRATEGIC PLANNING AND INSTITUTIONAL DIVERSITY

Joshua C. Woodfork, Vice President for Strategic Planning and Institutional Diversity

Original appointment to Executive Director of the Office of the President, September 3, 2013

TRANSITIONED TO "CDO"/VP FALL 2015

REVIEW AY 26-27 (overdue, but will reset the review cycle starting from this year)

STUDENT AFFAIRS

Adrian Bautista, Dean of Students and Vice President for Student Affairs

STARTED AUGUST 16, 2021

REVIEW AY 26-27

COMMUNICATIONS & MARKETING

Elizabeth Stauderman, VP for Communications and Marketing

STARTED JUNE 1, 2023

REVIEW AY 27-28¹

ADMISSIONS

Jess Ricker, VP for Enrollment and Dean of Admission and Financial Aid

STARTED JUNE 5, 2023

REVIEW AY 27-28

FINANCE AND ADMINISTRATION

Daniel Konstalid, Vice President for Finance and Administration and Treasurer

STARTED JUNE 15, 2023

REVIEW AY 27-28

GENERAL COUNSEL AND HUMAN RESOURCES

Sarah Delaney Vero, General Counsel and Vice President for Human Resources

STARTED JULY 10, 2023

REVIEW AY 27-28

ADVANCEMENT

Melissa Komora, Collyer Vice President for Advancement

STARTING JULY 1, 2026

REVIEW AY 30-31

ACADEMIC AFFAIRS

Natalie Taylor, Interim Dean of the Faculty and VP for AA

New DOF WILL START AY 27-28

REVIEW AY 31-32

¹ There are four Cabinet members slated for review in 2027-28. ATC and the President have discussed spreading these four reviews over two years.