

# INSTITUTIONAL POLICY AND PLANNING COMMITTEE

## MEETING MINUTES

April 4, 2014

**PRESENT:** Philip A. Glotzbach, Chair; Erica Bastress-Dukehart; Mary Lou Bates; Eric Beriguete '15; Joerg Bibow; Beau Breslin; Paul Calhoun, Michael Casey; Bill Duffy; Samuel Harris '15; David Karp; Wendy Kercull; Kathy Kinnin; Jackie Murray; Jeanne Sisson; Joseph Stankovich; Peter von Allmen; Michael West; Joshua C. Woodfork.

**ABSENT:** Rochelle Calhoun; Timothy Harper; Natalie Taylor, Vice Chair.

### 1. Approval of Minutes

Minutes of the February 28, 2014 meeting were approved.

### 2. Divestment Task Force Update

Joshua Woodfork updated the Committee on the formation of the Divestment Task Force and noted the membership:

#### **Faculty**

James Kennelly, Professor of Management and Business (Chair of the Task Force)

Pat Oles, Associate Professor of Social Work

Robert Turner, Associate Professor of Government

#### **Staff**

Kyle Bernard, Controller, Director of Financial Services and Associate Treasurer

Karen Kellogg, Associate Dean of the Faculty for Infrastructure, Sustainability and Civic Engagement

Levi Rogers, Sustainability Coordinator

#### **Students**

Jessica Aleman '15

Brian Fredericks '16

Madeleine Welsch '17

#### **Trustee**

Charles B. Buchanan

Dr. Woodfork noted that the first meeting is scheduled for Tuesday, April 8, from 4:30 – 5:30 p.m. Members of President's Cabinet are invited to this first meeting. The Task Force will receive a timeline of its work, and examples of work which were already done at other institutions, including Middlebury College, whose website will be used as a model.

### 3. Mellon Grant Update

Beau Breslin updated the IPPC on recent grants received from the Mellon Foundation:

- A \$750,000 grant for visual communication. There are three funding initiatives for this grant: the John D. Moore documentary studies collaborative; a visualization faculty development piece; and support for a new minor in film and media studies.
- A \$250,000 Presidential Leadership grant. The third Presidential grant invitation to be received by President Glotzbach from the Mellon Foundation during his presidency, this application focuses on building a Center for Leadership and Teaching Excellence, which also has an online learning component, and will consolidate existing faculty development opportunities.

Dr. Breslin thanked the many groups who worked on these grants, including CEPP, FEC, all chairs and program directors, and the Dean of the Faculty's office.

#### **4. Minimum Wage**

Sam Harris presented a resolution that was unanimously passed by the SGA Senate on April 2, to support raising the minimum wage in accordance with New York State for student workers at Skidmore College (copy attached).

In March 2013, the New York State legislature approved an increase in the state minimum wage from \$7.25 to \$8.00 per hour. The New York State minimum wage legislation went into effect on December 31, 2013 and the law dictates that the minimum wage shall increase to \$8.75 per hour on December 31, 2014 and shall increase to \$9.00 per hour on December 31, 2015.

Currently, Skidmore pays the Federal minimum wage of \$7.25. Mr. Harris noted that the SGA has spent two months researching this issue.

The IPPC discussed a number of issues regarding this matter, including:

- the number of different pay levels of work study jobs on campus with a range of \$7.25 to \$10.50, depending on the position (10 pay grades between these hourly wages);
- what other colleges are doing;
- the budget already being set for next year;
- comparison data (none available at this time);
- questions of how the overall financial aid package could change with a higher minimum wage and tax implications;
- some of the language in the resolution, for example, the terms “sub-poverty wage,” “deplorable mechanism of discrimination and oppression against students.”

After further discussion, it was suggested that Mr. Harris work with Beth Post-Lundquist and Lisa Lessard in the Financial Aid office to obtain comparison data and report back to the IPPC at its next meeting. Mr. Harris agreed to take on this work and report back.

#### **5. College Closing Policy**

This item was postponed until the next IPPC meeting when Rochelle Calhoun is in attendance.

Following these updates, the IPPC meeting was concluded and the Subcommittee on Strategic Planning met for its seventh meeting.

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