

INSTITUTIONAL POLICY AND PLANNING COMMITTEE

MEETING MINUTES

April 1, 2016

10:30 a.m.

PRESENT: Mary Lou Bates; Addison Bennett '16; Beau Breslin; Paul Calhoun; Gail Cummings-Danson; Philip A. Glotzbach, Tim Harper, Vice Chair; Chair; James Kennelly; Kathy Kinnin; Kris Leggiero; Ela Lepkowska-White; Eric Morser; Kelly Sheppard; Denise Smith; Joseph Stankovich; Charles Tetelman '16; Debra Townsend Peter von Allmen; Mike West; Joshua C. Woodfork.

ABSENT: Michael Casey; Bill Duffy; Levi Rogers.

1. Approval of Committee Minutes

IPPC **approved** the Minutes from the March 4, 2016 meeting.

2. President's Update

President Glotzbach began the meeting by paying tribute to community members Willem "Will" Golden '19, who passed away on March 19, 2016 and President Emeritus David H. Porter, who passed away on March 26, 2016. President Glotzbach acknowledged this sad moment on campus and asked for a moment of silence. President Glotzbach, Gail Cummings-Danson, Janet Casey, and Parker Diggory and two bus loads of students attended Will Golden's funeral in Massachusetts, and the College held a campus gathering and candlelight vigil for Will on March 22. It was noted that a memorial service for President Emeritus Porter will be held on Friday, April 8, at 3:00 p.m. in the Zankel Music Center.

President Glotzbach also noted the sentencing of Thomas Gorman, the driver in the senseless tragedy that killed Michael Hedges and seriously injured Toby Freeman '19 and Oban Galbraith '19 on October 31, 2016. Mr. Gorman received a sentence of five-to-15 years in prison for vehicular manslaughter and two-to-six years for vehicular assault, to be served concurrently. He will not be eligible for early release, and Judge Murphy recommended that he serve the entire sentence.

3. Committee on Intercultural and Global Understanding (CIGU)

Committee on Intercultural and Global Understanding (CIGU) Co-Chairs Ela Lepkowska-White and Joshua Woodfork presented the Recommendations and supporting documents dated March 29, 2016. CIGU representatives Margo Theobald, Dean Mendes, and Cindy Evans joined the meeting for this discussion.

Ela and Joshua reminded IPPC of the Spring 2014 CIGU Campus Climate Comprehensive Report and Recommendations, which included five themes and twenty-six recommendations. Discussion of this document led IPPC to ask CIGU to prioritize the recommendations and return

to the Committee for discussion during the 2014-2015 academic year. CIGU did so and brought forth one recommendation: the creation of a Chief Diversity Officer (which the President implemented) Ela and Joshua explained that CIGU's work this year has included reviewing prior recommendations and reports beginning with the Intercultural and Global Understanding Task force (IGUTF), various surveys, and exit interviews of students and staffs throughout the last few years. CIGU has again clarified, in coordination with the goals of the newly adopted *Strategic Plan: Creating Pathways to Excellence*, and presented the top four recommendations today. These recommendations, of which a version were included in our Middle States Self-Study, are:

- 📌 **Strengthen our curricular offerings:** “In order to help diversify the curriculum and bring the College up to speed with increasingly transnational teaching and scholarship, we strongly endorse a substantive reconfiguration of certain existing interdisciplinary programs, as well as the creation of a new one.” (*Assessing the Triad Report*, June 2011)

 - We support the General Education Requirement's curricular review with its focus around strengthening the Culture-Centered Inquiry requirement, shifting it to center on diversity, power, and justice.
 - We recommend developing stronger curricular and co-curricular programs in support of intercultural literacy and engagement, including support for our students studying abroad and our international students on campus, and the development of assessment mechanisms around intercultural competencies for all students.
 - “We recommend that appropriate faculty bodies research the possibility of converting Asian Studies to Asian and Asian American Studies (or Asian Diaspora Studies); likewise, we recommend a similar conversion for Latin American Studies to Latin American and Latino/a Studies.” *Assessing the Triad Report*
 - “We recommend the creation of an Africana Studies (or Black Diaspora Studies) program” or a Race and Ethnic Studies program. [The parts of this recommendation in parentheses are taken directly from the June 2011 *Assessing the Triad Report*, which is found in the appendices]

- 📌 **Create a Social Justice Center:** The Social Justice Center will serve as a vibrant and visible “hub” for the intellectual and social development of our community. The Center could be used for a variety of diversity and inclusion focused activities, such as conferences, pedagogical workshops, research talks, and formal and informal discussions. The Center would also serve as a gathering place for students of color, international students, historically underrepresented groups, and engage a variety of communities (e.g., Intergroup Relations, Opportunity Program, Office of Student Diversity Programs, and Civic Engagement).

- 📌 **Continue focus on the recruitment, retention, and quality of the experience of students, staff, faculty, and alumni of color and other underrepresented populations:** Human Resources, the President's Cabinet, and the Dean of Faculty's Office will develop substantive plans for each of these three areas, addressing the need to increase the pool of people of color candidates, decrease historical barriers in hiring and retention, and address issues of campus climate, including the reduction of bias incidents on campus and in the local area.

- 📌 **Assess current diversity training efforts for students, staff and faculty:** Based on this assessment develop training programs that best suit our needs and effectively address the challenges that we currently face with regard to diversity and inclusion on our campus.

Consider how this training fits within existing structures, including pedagogical workshops, Orientation Programs, and the First-Year Experience.

The discussion focused on the following topics: improving hiring practices, which should include being intentional on increasing diversity in staff hires; seeking assistance from the new Assistant Director for Equal Employment Opportunity and Workforce Diversity (ADEWD) for improving the diversity of staff and administrative hiring; working with students to implement changes to the Discovery Tour Program (done); continuing faculty development initiatives and resources; and implementing intercultural competency within the new General Education curriculum.

Since CIGU is a subcommittee of IPPC, it must be decided which areas of the College or who at the College will “own” or take the lead to implement these recommendations. Beau Breslin suggested that CIGU provide a “roadmap” for Academic Affairs and other areas of the College, as these recommendations will require a good deal of work to be successfully implemented. There was some discussion regarding the need to consider trade-offs as these initiatives are pursued.

President’s Cabinet will review the recommendations and will bring the discussion back to IPPC before IPPC provides a formal response to CIGU. The discussion and response will help strategize the roles and responsibilities of various campus committees or positions in order to move the recommendations forward.

On behalf of IPPC, President Glotzbach thanked the members of CIGU for continuing this important work.

4. Subcommittee on Student Affairs: Smoking Policy and Living Tobacco-Free Initiative of Glens Falls Hospital

Gail Cummings-Danson began this discussion by introducing representatives from the Glens Falls Hospital Living Tobacco Free Initiative. Each representative spoke about the various components of the program and how the group can assist the Skidmore community.

The IPPC discussed reviewing and understanding the current policy that went into effect in fall 2014. This policy states that Skidmore College will re-evaluate this policy in spring 2017, with the intention of going smoke-free in fall 2017. For this plan to be successful, some additional initiatives need to be put into place. The team from Glens Falls Hospital is offering their assistance through their current grant to review such issues as communicating and enforcing the policy on campus.

Gail requested that the IPPC Subcommittee on Student Affairs receive assistance from other members of campus, possibly including someone from Human Resources, Counseling Center, Health Promotion, the new Wellness Group, and Communications, in addition to Glens Falls Hospital to begin implementing next steps. These should include reviewing the current policy and timeline and surveying the campus. There was a discussion of employing a representative

group of persons from key committees in order to avoid issues related to workload and the need for additional committee assignments.

5. Enrollment Management Group's Report on Standardized Testing

As a follow up to the discussion at the March 4, 2016, IPPC meeting, email communications announcing this proposal, and an open forum to discuss this in person, Mary Lou Bates brought back the Enrollment Management Group's Standardized Testing Policy Report to ask for endorsement of this Policy change to move to standardized testing optional, though submission of test scores for a few populations would still be required. The Committee briefly discussed the motion, and Mary Lou reported that she received only one communication from someone who is opposed to the recommendation of the College moving to standardized testing optional, but overall, she has received positive feedback from the campus community.

Joe Stankovich noted that the Report detailed how standardized testing is redundant under our current admissions practices, which review multiple components of prospective students' academic achievements. President Glotzbach suggested that standardized tests offer little predictive value given all the other information that Admissions collects and uses.

Upon a motion's being made and seconded, IPPC **approved** the Policy that Skidmore College adopt a test-optional policy beginning with the Class of 2021 and institute additional pathways to admission that allow students to emphasize their creativity.

Mary Lou expressed her appreciation to Sue Layden, Joe Stankovich, and Corey Freeman-Gallant for their efforts throughout this process and for writing the Report with input from the Enrollment Management Group.

6. Title IX Coordinator Update

During the February 19, 2016 IPPC meeting, IPPC endorsed separating the Dean of Students and Vice President of Student Affairs position and the Title IX Coordinator role. The question on where the Title IX Coordinator role would report was left open for further discussion. After consulting with many community members, committees, and President's Cabinet, President Glotzbach has decided that the Title IX Coordinator position will report directly to him (the President). He also announced that the Title IX Coordinator search will move forward now, which will include creating a search committee and deciding whether to engage the expertise of a search firm. Since the search for the Dean of Students and Vice President is currently underway and will now be joined by the Title IX Coordinator search, the search for a new Vice President for Communications and Marketing will be put on hold until the start of our next academic year. Debra Townsend, Interim Vice President for Communications and Marketing, will remain in the position until the search concludes. President Glotzbach spoke with the Chairs of both the Committee on Appointments, Promotion, and Tenure (CAPT) and the Faculty Executive Committee (FEC), and both Committees have endorsed this revised plan. President Glotzbach will announce this news at the Faculty Meeting the upcoming Community Meetings.

7. Other Agenda Items

Because of time limitations, the Middle States Accreditation Update and the Honorary Degree Policy discussion will be postponed until the next IPPC meeting, which will be held Friday, April 15 in Zankel Music Center, Room 215.

The meeting adjourned at 12:00 noon.

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