

INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
September 23, 2016
10:30 a.m.

PRESENT: Cerri A. Banks; April Bernard; Beau Breslin; Paul Calhoun; Bill Duffy; Julia Elstein; Cynthia Evans; Philip A. Glotzbach, Chair (by phone); Tim Harper, Vice Chair; Lisa Hobbs; Mark Hofmann; James Kennelly; Kris Leggiero; Eric Morser; Dorothy Parsons; Levi Rogers; Denise Smith; Joseph Stankovich; Joshua C. Woodfork.

ABSENT: Mary Lou Bates; Michael Casey; Debra Townsend; Mike West.

Called to order at 10:33 AM.

1. Approval of Meeting Minutes, September 9, 2016

IPPC **approved** the Minutes from the September 9, 2016 meeting.

2. The National Collegiate Athletic Association (NCAA) Presidential Pledge

Joshua C. Woodfork, Vice President for Strategic Planning and Institutional Diversity, announced that the College has received a request from the President of the NCAA to join other NCAA institutions in signing a Presidential Pledge.

By motion made and seconded, the IPPC **unanimously approved** endorsement of the following pledge:

The Pledge and Commitment to Promoting Diversity and Gender Equity in Intercollegiate Athletics: Consistent with our mission and values, our institution, a member of the National Collegiate Athletic Association, pledges to specifically commit to establishing initiatives for achieving ethnic and racial diversity, gender equity and inclusion, with a focus and emphasis on hiring practices in intercollegiate athletics, to reflect the diversity of our membership and our nation.

We recognize and value the experiences individuals from diverse backgrounds bring to intercollegiate athletics. To that end, we will strive to identify, recruit and interview individuals from diverse backgrounds in an effort to increase their representation and retention as commissioners, athletics directors, coaches and other leaders in athletics. As part of this commitment, we will also engage in a regular diversity, inclusion and equity review to inform campus policy and diversity initiatives.

We understand this to be a collective responsibility we owe to student-athletes, staff, our athletics programs and the entire campus community.

President Glotzbach will consult with the Chair of the Board of Trustees and sign the pledge on behalf of the College.

3. SGA Action Agenda 2017-2017

Dorothy Parsons, President, Student Government Association (SGA), shared a one-page document that outlines the SGA goals and initiatives for the year, and which will be used as a means for reporting SGA activities to the students.

Dorothy and Julia Elstein, SGA Vice President for Financial Affairs, reviewed some of the on-going activities in which SGA will participate such as the “It’s on Us” and “It’s Happening Here” campaigns to raise awareness of and decrease sexual assault. SGA will also consider space on campus, including the potential for a social justice center and an increase in gender neutral bathrooms. Other SGA initiatives include: 1) starting a first generation mentoring program; 2) working on reducing the minimum balance requirements on Skid cards; 3) expanding relationships with both diversity and athletics and 4) increasing student involvement in community service – both to the Skidmore and Saratoga communities.

4. Strategic Action Agenda (SAA) 2016-2018

President Glotzbach presented a draft of a two-year Strategic Action Agenda (SAA) for IPPC review and comment. He indicated that the document seems more detailed than in previous years, and stated the goal is to keep the focus on items that are strategic. He asked that the IPPC keep in mind that divisions and offices across the campus are doing very important work that may not be reflected in SAA because it may not have a direct tie to an initiative of the *Plan*, and/or may be on-going work rather than a new initiative.

Regarding the process, Joshua Woodfork indicated that members of President’s Cabinet submitted goals for their areas, based on the *Plan*, and now will discuss the document as a group to address duplication of efforts or activities and consider what can be achieved in a two-year window. He asked that after review and an initial discussion the IPPC might consider if there is anything missing from the document that would be a “game changer” – something that could significantly increase the momentum of the *Plan*.

Julia Elstein mentioned that overall the format of the document is very reader friendly for students.

Committee Vice Chair, Tim Harper, suggested that there be more specifics regarding faculty development in general and specifically addressing concerns and needs for mid-career faculty (increased satisfaction).

Denise Smith, Chair, Faculty Executive Committee, asked if there would be further development of section one, in the form of enumerated bullets to specifically address close student and faculty engagement. She indicated that she doesn’t want to lose sight of the *Plan*’s really important language reflecting the great work that comes from students and faculty working closely together.

Cerri Banks, Dean of Students and Vice President for Student Affairs, reported that in the final document, section one, item 3, will include more specific details.

Joshua Woodfork explained that this document is intended to show goals that have been prioritized, including short-term initiatives that can be accomplished over the next two years;

therefore, the SAA will not address the entire *Plan*. He suggested that each goal will probably not include sub-bullets. He offered that the IPPC will be provided updates in conjunction with the meetings of the Strategic Planning Committee of the Board of Trustees, which reviews progress of institutional initiatives.

Tim Harper asked for clarification about the definition of “centers” and whether or not the planned centers will compete for resources. He also pointed out that the entrepreneurship center doesn’t appear in the document.

Beau Breslin agreed that the term “center” is currently used loosely and the same definition does not apply to all “centers” in the *Plan*. For example, the Center for Integrated Sciences (CIS) is an actual center/building, while another center may look more like a lab.

Eric Morser called attention to the efforts on campus regarding civic engagement and indicated while there is a lot going on, it is not currently recognized in the SAA.

April Bernard, Chair, Committee on Education Policies and Planning, asked about past requests for an African American Studies/Africana/Ethnic Studies Department, and specifically if that would be noted in the document or within Academic Affairs.

Dean of Faculty and Vice President for Academic Affairs, Beau Breslin suggested that such a Department or Program could be included if recommended by the IPPC and further suggested that discussion on the fundamentals of creating this effort, such as conversations within CEPP, current faculty, related programs, and hiring senior faculty, etc., would be good discussion for year one of the SAA.

Members of the IPPC continued discussion regarding the need to distinguish on-going versus strategic activities for the purpose of keeping the SAA consistent and concise. It was suggested that the College consider mechanisms for improved communication; getting out the word on all of the good work achieved, and doing it in a manner that resonates with all constituencies in a meaningful way.

Juila mentioned that section three, under “well-being” did not include sexual misconduct. Cerri agreed that this would be added.

President Glotzbach thanked the IPPC for this helpful conversation, and indicated that President’s Cabinet would consider these suggestions.

5. Call for Agenda Items

Tim Harper called for future agenda topics and the following two items were suggested by committee members:

- Cerri Banks, Beau Breslin, and Mike West would like some time to talk about housing and residential life on campus;
- Discussion of Americans with Disabilities (ADA) compliance.

6. Other

Joshua Woodfork announced an upcoming campus opportunity to continue efforts surrounding campus climate and dialogue: *HaMapah/The Map* presented by DNAWORKS, which focuses on dialogue and healing through the arts. This residency program will include several events and opportunities for discussion including a performance, class visits, a faculty to faculty discussion, and a campus-wide discussion. Joshua asked members of the IPPC to please take advantage of these opportunity and also to assist in spreading the word.

Meeting adjourned at 11:25 AM.

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