

INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
March 23, 2018
10:30 a.m.

PRESENT: Mary Lou Bates; Marta Brunner; Grace Burton; Sean Campbell; Paul Calhoun; Bill Duffy; Kira Geary '18; Greg Gerbi; Lisa Hobbs; Hèdi Jaouad; James Kennelly, Vice Chair; Kris Leggiero; Martin Mbugua; Crystal Moore; Eric Morser; Levi Rogers; Joseph Stankovich; Nicki Werner '18; Michael D. West; and Joshua C. Woodfork.

NOT PRESENT: Cerri A. Banks; Philip A. Glotzbach, Chair; and Tim Harper.

Guests: Barbara Beck.

With President Glotzbach traveling on College business, Vice Chair James Kennelly called the meeting to order at 10:30 a.m.

1. Approval of Meeting Minutes

IPPC **approved** the minutes from the February 16, 2018 meeting.

2. Anti-Harassment Training

As President Glotzbach announced at the beginning of the semester, the College is renewing its efforts around anti-harassment training and paying attention to recent national events and movements. Barbara Beck, Associate Vice President for Finance & Administration and Chief Human Resources Officer, informed the committee that the College has maintained an Anti-Harassment policy for at least 21 years, and most recently updated this policy on February 8, 2008. The major update was worked on by a working group of administrators and faculty beginning in August 2007, approved by many bodies including the College's attorney, IGUTF (now CIGU), the Academic Affairs Committee of the Board of Trustees, CAFR, CAPT, FEC, IPPC, the College Faculty, and incorporated into Part Six of the *Faculty Handbook*. She reported that all new employees are expected to participate in an "in person" training when they are hired—within three months of the hire date—and going forward receive updates electronic training modes. On April 16th, members of the President's Cabinet will, once again, go through the training, as they have previously done on at least two occasions.

Crystal Moore, Interim Dean of the Faculty and Vice President for Academic Affairs, thanked Barbara and the Human Resources staff for partnering with Academic Affairs to ensure that faculty is up to date on harassment training, particularly for providing many April dates for in person faculty training.

3. TED Talks

As the March 2, 2018 meeting was canceled because of inclement weather, there were two *TED Talks* this meeting.

E. Pariser, "Beware Online Filter Bubbles"

Marta Brunner noted that this *Talk* appealed to her as it relates to library instruction in that students are told to recognize filter bubbles when doing research. She pointed out that libraries curate a diverse perspective - not one perspective – and that open access in a library means the removal of filter bubbles. She also commented that Pariser's ideas speaks to the need for diverse teams, as we can create our own filter bubbles by surrounding ourselves with people just like us.

Eric Morser suggested that while he liked the *Talk*, he doesn't necessarily agree with the presenter's "history of journalism." Eric encourages his students to consider and discuss the impact of social media as a viable tool for creating social change today. He underscored the responsibility of faculty to be gatekeepers in their classrooms in terms of research tools. Members of the Committee found the overall theme of the talk concerning to know that companies are using personal information to present access to information in this way. Some noted the 2011 date of the *Talk* and wondered if things are now worse.

A. Duckworth, "Grit: The Power of Passion and Perseverance"

Crystal Moore chose this brief talk on grit as she was intrigued by the idea that tenacity and perseverance pays off in the end. Bill Duffy added that lots of people have ability and passion but do not possess not have the perseverance to see a goal through. Crystal suggested that sometimes it takes grit to quit, when you recognize that a goal is not achievable or no longer in your best interest to pursue.

Committee members commented on the mix of skills it takes to complete college or engage with other tasks, emphasizing that success is not always centered on intellect as Duckworth relays. Paul Calhoun explained that he teaches the related book in his Management and Business course with great success. Some noted that the word "grit" may appear harsh, but that other terms speak to the ability that Duckworth explains.

4. 2016-2017 Campus Sustainability Annual Report

Vice Chair Jim Kennelly introduced this presentation by noting that this is not the report of the Sustainability Office but instead the report of the accomplishments of many in the campus community who have worked to achieve sustainability goals. Jim expressed his appreciation for the collaboration of the many partners involved.

Levi Rogers explained that this sustainability report covers the 2017 fiscal year. He provided a review and update on the progress towards reaching the College's sustainability goals, as outlined in 10-year *Campus Sustainability Plan* developed in 2015. The five focus areas of the plan are:

- Focus Area 1: Energy
- Focus Area 2: Food
- Focus Area 3: Waste
- Focus Area 4: Lands & Grounds
- Focus Area 5: Engagement

Levi provided some examples of the challenges related to realistically achieving the ten-year goals. Committee members remarked on the positive progress made last year. Jim Kennelly suggested that we should be thinking about achieving a "sustainable mindset" and that every decision we make would reflect this mindset. He noted that ideally that this would occur organically without a "top down" mandate. Levi explained that the next step would be to hold an open community forum to present the update and to post it on the Sustainability website.

5. Communications & Marketing Website Redesign Preview

Martin Mbugua, Vice President for Communications and Marketing, presented a preview of the new website design. He reported that the official unveiling is planned for April 3rd. Martin explained the lengthy process of this project and thanked community members for the multiple

check-in and feedback moments over the last year. Key goals for the website update included: clear content, cleaner design, mobile first, ADA compliant, faster delivery of content, standardization of design & content, more video and social media delivery.

Martin referenced the recent statement from Mary Lou Bates, Vice President and Dean of Admissions and Financial Aid, regarding student protests and noted that this received an extraordinary number of hits/shares when it was posted. It remains the highest-ranking post within past six months.

6. Office of the President Updates

As the President was away, he will provide a report at the next meeting. Michael West, Vice President for Finance and Administration & Treasurer, noted that during the recent February Board of Trustees meeting the Board approved the key assumptions for the FY '19 budget and the FY'19 Capital Budget.

7. Other Business

Paul Calhoun, Dean of Special Programs, reported that the external review in Special Programs has been scheduled for April 16th and 17th. Some people will get invitations to participate with the external review team and he encouraged anyone else interested in participating to contact him.

8. Call for Agenda Items

Joshua Woodfork, Vice President for Strategic Planning and Institutional Diversity, reminded the Committee that there are only three meetings remaining during this academic year, and asked that members let him know if there are any future agenda items that are not currently listed which members hope to cover.

He invited all to attend a Community Check-In meeting on Thursday, April 5th to discuss the recent incident in Saratoga Springs regarding the distribution of KKK fliers.

The meeting adjourned at 11:42 a.m.

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