

INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
October 4, 2019

PRESENT: Cerri A. Banks; Joerg Bibow; Grace Burton, Vice Chair; Sean Campbell; Abby Ciccarone '22; Greg Gerbi; Philip A. Glotzbach, Chair; Michelle Hubbs; Stephen Ives; Carolyn Lundy; Martin Mbugua; Jennifer Mueller; Kendrah Murphy; Donna Ng; Michael Orr; Joseph Porter; David Robakidze '20; Levi Rogers; Joseph Stankovich; Dwane Sterling, Amy Tweedy; and Joshua C. Woodfork.

ABSENT: Mary Lou Bates.

The meeting was called to order at 10:32 a.m. by Chair President Glotzbach.

1. Approval of Meeting Minutes from the September 20, 2019 Meeting

There being no changes, the minutes from the September 20, 2019 meeting were approved.

2. President's Report

President Glotzbach referenced four items related to the landscape surrounding admissions and financial aid:

a) a September 10, 2019 *New York Times Magazine* piece entitled, "[What College Admissions Offices Really Want](#)," regarding admissions, tuition revenue, financial aid, and access. The article prominently features Skidmore alum Ángel Pérez '98, Vice President of Enrollment and Student Success at Trinity College.

b) The ruling in the Harvard University lawsuit regarding Asian-Americans and admissions. The judge has ruled in favor of Harvard; however, the plaintiffs have stated that they will appeal.

c) a September 24, 2019 *Inside Higher Ed* article entitled, "[The 2018 Survey of Admissions Leaders: The Pressure Grows](#)," which outlines the mounting pressure institutions face in enrolling students. We met our admission goals by July 1, and we would categorize ourselves as moderately concerned about meeting our admissions goals.

d) The President also discussed recent activity published by the National Association of College Admission Counseling (NACAC). NACAC reported on ongoing activity in the federal Justice Department focusing on the how schools treat early admissions students, the offering of incentives to apply early decision, and restrictions on recruiting students who already have committed to another institution. For example, the previous guidelines stated that once students accept their early decision offer, colleges cannot then go back and add additional incentives to these students such as special housing or special athletic scholarships nor can incentives be offered to entice students to apply early decision. They also prevented schools from contacting students they accepted in a previous year but who chose to go elsewhere to see if those students might want to transfer. We do not yet know the implications of these admission policy decisions, but we need to keep an eye on these policies as we could face some future challenges.

President Glotzbach called upon three President's Cabinet members to provide other updates:

- Vice President for Finance and Administration & Treasurer Donna Ng:
Center for Integrated Sciences (CIS) construction: is on schedule. The North Wing is slated to open in time for the start of the 2020-2021 academic year, and the entire project is set for completion in 2024. All members were invited to tour the CIS construction site on Thursday, Oct. 17, from 3:00 to 3:45 p.m. Details will be shared via the *Skidmore Weekly Bulletin*. The new greenhouse, which is essentially ready for use, can be accessed from the parking lot on the west side of North Hall. Staff will be on hand to direct attendees and take questions.

The Annex: construction is on schedule. The trees have generated a multitude of wood chips (which will be used for the wood-fired boiler), mulch, and logs (which were donated to a local agency that makes furniture for homeless shelters). In addition, the rocks excavated during the Annex construction will be crushed and reused on campus walkways.

- Dean of Students and Vice President for Student Affairs Cerri Banks:
Smoking Policy: stated that we are continuing to work on the final steps of implementing the smoking policy. The policy will be placed in the *Employee and Student Handbooks* shortly. The smoking policy will not be placed in the *Faculty Handbook*, as faculty are also governed by the Employee Handbook. We will continue communicating the specifics of the policy to the community at large. We hope that the policy guidelines will be sent out by the end of the month and then in the Spring we will look at assessing the policy implementation.
- Vice President for Strategic Planning and Institutional Diversity Joshua Woodfork:
In It 4: presented an overview of the *In It 4* program, occurring on Thursday, October 10 and Friday, October 11. It includes workshops, speakers, lunch events, and films. The website can be viewed [here](#). Although the series always takes an intersectional approach, this year's events center on faith, religion, and spirituality. All were encouraged to participate.

Presidential Search: VP Woodfork read an update from the Presidential search co-chairs. The update was shared with the campus via the *Skidmore Weekly Bulletin* and posted on the [Presidential search website](#).

3. Athletics Facilities Update Continued

Discussion of the new Athletics Facilities continued from last meeting. The Proposed Resolution for the Board of Trustees October 2019 Meeting was shared with the committee:

“That the Budget, Finance and Infrastructure Committee recommends to the full Board of Trustees approval of the project that includes facilities for fitness, tennis and ice rink for hockey and other activities.

That the Budget, Finance, and Infrastructure Committee recommends to the full Board of Trustees approval of the construction of new outdoor tennis, indoor tennis and fitness facilities, which are already partially funded with gifts, in an amount not to exceed \$16.2 million.

That because there currently is no funding in place for the ice rink, the Budget, Finance, and Infrastructure Committee recommends to the Board of Trustees that the College move forward with discussions with the City of Saratoga Springs for the construction of an addition to the City Rink for the benefit of the Skidmore hockey team with a project cost not to exceed \$1.5 million, as an interim measure until a funding plan for the ice rink envisioned by the project design is approved.”

There was considerable discussion regarding the proposed resolution. Questions included:

Q: Regarding the preliminary operating costs that were brought forth are they still accurate?

A: At this time, we are on budget.

Q: Would there be regular additional maintenance annual costs?

A: The budget would be budget neutral for the tennis and fitness facility.

Q: How much funding are we proposing for the ice rink? What is our current situation?

A: We currently rent time at the City rink; however, we negotiate this time, locker room space, and also the condition of the rink. At this time, we do not have the funds for an ice rink on campus. The agreement with the City and the hockey rink seems to be the best possible scenario, as we continue to explore funding options for on an on-campus rink.

Q: What could we do with the funds dedicated to the City rink if we chose not to do the upgrades on that facility?

A: In the absence of an on-campus facility, we really have no choice but to invest in the City rink.

Q: Please detail the funds we currently have in hand for the tennis courts and the fitness center.

A: We have a gift for the tennis facility and the fitness center for \$7 million. Construction of an expanded fitness space will allow space for campus members as well as space to be used exclusively for varsity teams. Phase 1 calls for the start of construction on the relocation of the outdoor courts during Spring 2020 because, as of November 2021, our lease with the YMCA will expire. Completion of the project is scheduled for 2021.

Q: A question was raised regarding the project's potential impact on the Greenberg Child Care Center in terms of noise, safety, and disruption. Is it possible to move the Center, and if so, where would we put it?

A: We will talk with the leadership of the Greenberg Center and will have community conversations about this. We will share the design and timeline for the Athletics Facilities, if the Board of Trustees approve us moving ahead.

Q: Since we have established sustainability goals, how does this project impact our progress?

A: We all care about sustainability and are paying attention to it. The architect is working to include sustainable features and keeping a list of the project's sustainable features. We recognized that this expanded footprint will affect our progress. We wish we had more funds to expand our sustainability efforts with this project, but the financing is very constrained.

Q: Were all sustainability stakeholders such as the Campus Sustainability Subcommittee (CSS) or the Sustainability Office consulted on this project? How do we make sustainability plans around our overall planning?

A: We have a 2007 *Campus Master Plan* that is now dated, and we should look at it again in the future to ensure that it aligns with our institutional goals. Moving forward, we need to consider how we can be very intentional regarding sustainability and perhaps make some changes as to when we want to bring people in.

After a thorough discussion, IPPC did not seek a formal request for endorsement of the Athletics Facilities plans [none is formally required for the project]. Committee members, however, raised concerns regarding sustainability input and the processes from the initial phases of the proposed development, and the impact of construction on other buildings on campus, specifically the Greenburg Childcare Center. President Glotzbach explained that if the Board of Trustees approves the planning, we will work hold an open forum and update the community as to next steps, timeline, and return to the concerns raised.

4. The Center (social justice space; official name to be determined; in Case Center)

On behalf of the Committee on Intercultural and Global Understanding (CIGU), a subcommittee of IPPC, VP Woodfork provided a presentation on the Center. The presentation included a history of cultural spaces on the former and current campus, calls from students and others for expanded cultural space, the proposal to create space in Case Center, moments of community input on the project (including focus groups, an open forum, and regular updates to IPPC, and the Board of Trustees), as well as shared governance moments (including IPPC's receiving a recommendation in April 2016 and IPPC's charge to plan for a space in November 2016).

VP Woodfork explained that the project is a collaborative effort among CIGU, Student Affairs, Finance and Administration, Facilities, and Advancement. He thanked all involved. Utilizing photos and renderings, he walked the committee through the plans, which include two phases. We are hoping to have Phase 1 (renovation of the former Faculty and Staff club, SGA game room space, and temporary home of Communications & Marketing) completed by May 1, 2020 and Phase 2 (the current Intercultural Center, InterCultural Lounge, and adjacent offices) by August 15, 2020, so that the space will be fully functional by the start of the fall 2020 semester. The project budget is projected to be \$1.5 million. We are working on fundraising and will use surplus funds to cover any temporary shortfall. We will search for a Center director, in parallel with the search for a new Director of the Office of Student Diversity Programs (OSDP). Decisions need to be made regarding furniture, Center colors, art, and stained-glass windows. We will be asking for community input, as we move forward on these interior elements of the space.

5. 2019-2020 Strategic Action Agenda (SAA)

Because of meeting time constraints, the SAA was not discussed. Please email VP Woodfork or President Glotzbach with any questions or comments related to the document. We will review this document with the Strategic Planning Committee of the Board of Trustees during its October meeting and then share it with the community.

6. Call for Agenda Items

Please send any forward.

7. Other Business

No other business was brought forward.

Meeting adjourned at 12:01 p.m.

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