

INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
September 10, 2021

PRESENT: Mary Lou Bates; Adrian Bautista; Joerg Bibow, Vice Chair; Marta Brunner; Marc Conner, Chair; Michelle Hubbs; Jina Mao; Donna Ng; Diane O'Connor; Jason Ohlberg Michael Orr; Lori Parks; Joe Porter; Rik Scarce; Kurt Smemo; Joseph Stankovich; Dwane Sterling; Smriti Tiwari; Amy Tweedy; Joshua Woodfork; and Carey Anne Zucca.

ABSENT: Interim SGA President Issy Mejia '23; and Vacant, SGA VP for Financial Affairs.

GUESTS: Associate Professor of Statistics and former Associate Dean of Faculty for Diversity, Recruitment, and Retention Lynne Steuerle Schofield, Swarthmore College.

The meeting was held via Zoom and called to order at 10:31 a.m. by Chair President Conner.

1. President's Report

President Conner welcomed all returning and new members of the IPPC. He stressed the importance of the committee and he discussed its role in planning and policy-making. The power of IPPC is its representation across campus constituencies, and the work it accomplishes is significant. Some committee members are elected, while others serve by way of their particular role on campus.

President Conner described IPPC as the central deliberative body for College shared governance, and emphasized the importance of the advisory and counseling role the committee plays in guiding the President and President's Cabinet in the crucial work of the College. Agenda items are presented for informational purposes, consultation, advice, or for endorsement. He encouraged all members to fully participate and stressed the significance of including a variety of voices and perspectives. He thanked IPPC for their key role in assisting in decision-making and guiding the College through an enormously complicated academic year. President Connor stated he is extremely grateful for the time and effort IPPC members have put forth. Vice Chair Joerg Bibow echoed these remarks and stated that he looks forward to collaborating with all members this academic year in bringing all voices to the table, yielding a wide range of diverse perspectives.

2. Admissions Update

Vice President and Dean of Admissions and Financial Aid Mary Lou Bates reported on the Class of 2025's 728 students. Our original target was 708 first-year students. 26 of the 728 students chose to begin their Skidmore education in our first-year London program, 20 are transfer students who are joining the sophomore or junior classes, and 410 students attended pre-orientation programs.

The class was chosen from a record 11,200 applications. The members of the class originate from 39 states, 56% attended public or charter schools, 44% attended private or parochial schools, 56% are female self-identified students and 44% are male self-identified students. We understand and recognize that some students do not identify as male or female, but government

regulations mandate us to report gender as female/male binary. 49% were enrolled early decision, 26% self-reported as domestic students of color, 10% are first-generation, and 11% come with former family ties to the College.

The class composition includes 8% international students, hailing from 24 countries. The 1%, or even higher, decline in international students from previous years is speculated to be the result of the global COVID-19 pandemic, as well as the political and racial climate in the U.S. 54% of the class are receiving Skidmore grant assistance and 12% are Pell Grant eligible. We are approximately \$500k over the allocation for the first-year class, but we project that we will be approximately \$750k under budget for the sophomore through senior classes. Net tuition revenue is projected to be approximately \$500k over budget for the first-year class.

3. Diversity and Inclusion at Skidmore College Statement

Vice President for Strategic Planning and Institutional Diversity Joshua Woodfork presented the [Diversity and Inclusion at Skidmore College](#) statement. He explained that the statement was developed by the Committee on Intercultural and Global Understanding (CIGU) during the 2011-2012 academic year, and then discussed by IPPC during the 2012-2013 academic year, culminating in IPPC voting unanimously to express support for the statement at its December 14, 2012 meeting. At that time, IPPC encouraged wide distribution of the statement, including sharing with students and posting on Skidmore webpages.

VP Woodfork called on Co-Chair and College Librarian Marta Brunner to read the statement to the committee. He asked the committee to consider the statement a “living document” and invited community members to consider ways to utilize it in meaningful ways, including discussing and debating it within units, departments, clubs, and peer groups. He also noted that reaffirming the statement allows us to return to it when we believe we have drifted from its concepts and commitments.

President Conner thanked CIGU for, once again, bringing this statement and its ideals to IPPC for reaffirmation and **asked each member of IPPC to orally affirm the statement and to remember to return to the statement throughout the year. Committee members affirmed.**

4. IPPC Foundations, Purpose, Goals, & Next Steps with Lynne Steuerle Schofield, Swarthmore College

President Conner remarked that our first meeting is dedicated to considering our common purpose and how we work together through potentially tough conversations and challenging issues throughout the year. Accordingly, he and Vice Chair Bibow arranged for an outside facilitator to join the meeting, Swarthmore College’s Associate Professor of Statistics and former Associate Dean of Faculty for Diversity, Recruitment, and Retention [Lynne Steuerle Schofield](#). On behalf of the College and the committee, President Conner welcomed Associate Professor Steuerle Schofield.

Associate Professor Schofield facilitated an interactive discussion that centered on the committee’s work. She focused on the group’s guiding principles, development of ground rules for members that lead to productive committee work, ways that we can support, contribute, and learn, including our agreements, assumptions, and expectations. She also asked us to consider

what individual committee members bring to this work in terms of identity and constituency membership, how we partner with other bodies, and how we internally and externally communicate. She focused on the mechanics of active listening. Associate Professor Schofield noted that we each operate with multiple identity markers and how these may shift and can influence the extent to which we engage in discussions and perceive the climate of a shared space.

President Conner thanked Associate Professor Schofield for joining the group and VP Woodfork for suggesting this guest facilitation. He expressed that this interactive facilitation was an excellent way to kick off the committee's work together for this academic year. Vice Chair Bibow thanked Associate Professor Schofield and added that her presentation was extremely helpful, noting that the material covered will help IPPC to be a more effective committee.

5. Call for Agenda Items

No new agenda items were raised.

6. Other Business

No other business was brought forth.

Meeting adjourned at 12:04 p.m.

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