

INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
September 17, 2021

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

ABSENT: Interim SGA President Issy Mejia '23; Vacant, SGA VP for Financial Affairs, Donna Ng, and Diane O'Connor.

The meeting was held via Zoom and called to order at 10:32 a.m. by Chair President Conner.

1. IPPC Membership and Bios

President Marc Conner encouraged everyone to read committee member supplied bios. Learning more about each other is helpful when working closely together. President Conner led a brief trivia quiz to encourage bio reading and a fun sense of community on the committee.

President Conner welcomed the new members to the IPPC committee, adding that the selection of student representatives for the committee is in progress. Dean of Students and Vice President for Student Affairs Adrian Bautista shared that the Interim Student Government Association President Issy Mejia will be stepping down from the role and that he is working with his team to determine when elections may be held to fill the SGA Executive Committee open slots, which includes the SGA VP for Financial Affairs, who also sits on IPPC. Dean Bautista concluded that this may also be a good opportunity to review our SGA structure and whether new concepts, such as compensation for student officers, might be appropriate.

VP Woodfork shared that we hope to have both the SGA President and Vice President for Financial Affairs in place soon, and pointed out that the SGA President co-chairs the IPPC Subcommittee on Student Affairs and the VP for Financial Affairs sits on the IPPC Subcommittee on Budget and Finance. President Conner responded that he is committed to shared governance, that student involvement on this and other committees is crucial, and that he is very open to conversations around the issues and questions that Dean Bautista raised.

2. What is your role on this Committee?

President Conner reflected back on last week's first committee meeting and the facilitation with Professor Lynne Steuerle Schofield, asking if there were any questions or thoughts that we didn't cover. He reminded the committee of the phrase "engaging voices and sharing space" that was included on the meeting agenda. IPPC has explored this theme in the past as we approach our shared work. Vice Chair Joerg Bibow inquired if we would receive Professor Schofield's notes from the session and it was affirmed they would be provided.

Committee members responded that they thought the session was excellent and that questions have since come to mind on a key topic discussed, when one might handle a situation differently, noting additional dialogue on the issue would be welcome. President Connor asked the

committee if there was an interest in bringing Professor Schofield back for another session mid-year and it was determined that this would be re-visited.

President Conner next addressed the role of committee members and how we each bring our roles and our constituencies with us to the IPPC, whether that be a faculty, staff, or student role, but that we also need to bring a perspective that is institutional as we think about our colleagues and fellow members of this community. VP Woodfork added that we value members' perspectives, viewing ourselves as members rather than representatives.

President Conner also expressed the importance of confidentiality and transparency and while it is sometimes necessary to maintain confidentiality as we work through an agenda item, we also need to maintain transparency, help our colleagues to understand the work that we're doing, and share decisions made with the community. Vice chair Bibow pointed out that often confidentiality comes first, during our deliberation phase, and then when decisions are approaching, we are able to be transparent.

A committee member commented that they find themselves in the position of being a dual voice as they sit on other committees, speaking on behalf of those positions, as well as that of IPPC. President Conner was in complete agreement, adding that we don't leave behind our other identities in the community, that it is all additive to what we bring to IPPC.

3. Policy on College Policies

President Conner began by saying his previous school did not have a written policy on how institutional decisions are made and that he finds it to be extremely helpful to have one here because it talks about how policy is generated and decided.

A committee member commented that as a new member they had not previously seen this policy and suggested it could be shared more widely with the community. And, if not too laborious, to also include an initial section of guiding principles. They felt it would reassure the community in understanding how decisions are made within IPPC and at the College and would also reflect back to the community our commitment to transparency.

Another committee member commented that they find this document very helpful in determining what is practice and what is actual policy, adding that it would be helpful to centralize where to access these types of policies on the website, as they are not easy to find.

President Conner suggested revisiting this topic in November either as a sidebar or as an agenda item.

4. Activating IPPC Subcommittees for 2021-2022

VP Woodfork spoke to the composition of the IPPC subcommittees. The subcommittees serve as resources for the IPPC with regard to any area of policy or planning as needed. We have recently been without a web developer, so unable to update our membership, including the subcommittees, but next week we should have the meeting dates, membership of IPPC, and the subcommittees posted online.

VP Woodfork next asked each of the Subcommittee representatives to weigh in on the following:

- a) if all members are in place
- b) if you have a meeting schedule, noting frequency of meetings
- c) do you have any agenda items forthcoming to IPPC?

IPPC Subcommittee on Budget & Finance (B&F): In VP Donna Ng's absence, VP Woodfork indicated that this committee has not met yet, the faculty member who will sit on the committee has been finalized, the student member who will serve as the SGA VP for Financial Affairs will be selected pending SGA elections, and the two staff members have been selected. The committee will begin meeting next week.

Campus Sustainability (CSS): Committee member Rik Scarce reported that the committee is missing a Director and does not have all members in place. The student representatives will be selected from the Environmental Action Club and the Sustainability Commission.

IPPC Subcommittee on Student Affairs (SA): VP Woodfork indicated that the committee is missing the SGA President and other student representatives, faculty members are in place, and that the meeting schedule will be developed after the SGA President is elected.

Committee on Intercultural and Global Understanding (CIGU): Co-Chair Marta Brunner reported that the committee had their first meeting today. We have full membership. We have an agenda set and prioritized and some priorities that will be brought to IPPC.

IPPC Subcommittee on Responsible Citizenship (SRC): Co-Chair Michelle Hubbs reported that the committee has faculty representatives in place. Hoping to have a decision on the Benefaction student representative later today and the appointment of the SGA representative in place and are planning bi-weekly meetings.

IPPC Subcommittee on Institutional Effectiveness (SIE): Committee co-chair Amy Tweedy reported the committee needs a student representative and is waiting on SGA elections for leadership to send out willingness to serve requests. The first meeting has been scheduled.

Space Planning Working Group (SPWG): This committee is not an official IPPC subcommittee; however, it is a group charged by IPPC. VP Woodfork indicated that the focus on space last year was on campus master planning and that this will likely be the same this year. Joshua will check in with Co-Chair Dan Rodecker to learn if that group needs to meet.

A committee member asked a question in regard to the Bias Response Group (BRG), which is a subcommittee of CIGU, as the website indicates that a faculty member may need to be appointed in collaboration with the President and FEC and has that position been filled? VP Woodfork responded that this has been an on-going issue as this position doesn't count as service under the services cycle for faculty. Joshua added that he would welcome further conversation and recognizes that we don't have enough available faculty to fill all of our required committee membership.

5. Agenda Setting for 2021-2022: Call for Items

President Conner reminded the committee that much of the agenda is populated by the subcommittees and items from President's Cabinet and within our community. If there are agenda items that you think this committee should address, please send them to Joerg or to President Conner. President Conner then provided a recap of items that IPPC has been and continues to work on: the operating and capital budgets; the strategic action agenda; the racial justice initiative; free speech and expression; the racial climate survey; an external report on Campus Safety; the campus master planning, and talk about sustainability.

6. Call for Agenda Items

No new agenda items were raised.

7. Other Business

VP Woodfork updated the committee on transphobia demands that were emailed to administrators on September 1 with a demonstration taking place on September 10. Some students did an email campaign of the demands to a few administrators and also issued a call for a boycott of classes on Friday. Student concerns include use of "deadnames" instead of their preferred names, availability of all-gender restrooms, library holdings, training on gender identity and racial identity, queer and people of color representation, and Title IX. Students have asked the administration to be attentive. We are taking these demands seriously, will offer to meet with students to learn more about these concerns, and we will compile responses to these specific concerns.

Prompted by a committee member's question, VP Woodfork further explained that students are finding their deadnames coming up when they access certain digital services. We are looking at all the different systems and why they are not integrating with each other. VP Woodfork remarked that this is a high priority issue that needs to be addressed with whatever resources it takes. We promote Skidmore as a LGBTQ+ friendly school and this is a fundamental issue involving how people feel welcomed and included in our community that causes harm when unaddressed.

President Conner thanked VP Woodfork for bringing this important issue to the committee's attention, acknowledging the frustration that students must feel when they are getting misidentified and believing the College is not sympathetic to their identity, concluding that we as a committee have been alerted to this issue and will address it.

Meeting adjourned at 11:49 a.m.

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