

INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
November 18, 2022

Present: K. Aurelia Ball; Mary Lou Bates; Adrian Bautista; Marc Conner, Chair; Xiaoshuo Hou; Michelle Hubbs; Charles Ingram; Nathaniel Lowell '24; Michael Orr; Lori Parks; Beth Ann Post; Tarah Rowse; Rodrigo Schneider; Mahesh Shankar; Kurt Smemo, Vice Chair; Joseph Stankovich; Dwane Sterling; Smriti Tiwari; Amy Tweedy; Clair Wang '23; Leigh Wilton; and Carey Anne Zucca.

Absent: Jacqueline Conrad.

The meeting was called to order at 10:33 by Chair President Conner.

1. Approval of meeting minutes from November 4

A motion was made to approve the meeting minutes from November 4, 2022. With no proposed changes, **the minutes from the November 4, 2022 meeting were unanimously approved.**

2. President's Report

President Conner provided a report covering several strategic priorities:

a) Visions and Values: Last IPPC meeting we responded to a prompt of questions regarding Skidmore's qualities and history as an exploration of Visions and Values. President Conner asked us to continue to consider ways we may ask other constituency groups to weigh in, as well as ways we might document and share this information. Members again suggested doing this exercise with students, staff, faculty, and alumni and considering a survey.

b) Health and Wellness, Fitness, and Athletics Open Forum: Since our last IPPC meeting, the Health and Wellness, Fitness, and Athletics plans were shared during a Town Hall Meeting and at an SGA Senate meeting. Feedback from students included concern for accessibility and concern for privacy when combining mental health and wellness in the same building as athletics. President Conner explained that accessibility was one of the themes that emerged during our Campus Master Planning process and that our architectural firm for this project has been charged with ensuring that the building is accessible.

Director of Sustainability Programs and Assessment Tarah Rowse shared that she and Director of Facilities Dan Rodecker met with the design team as well as the construction group last week to discuss sustainability and have completed a pre-assessment. Many ideas and suggestions were made, including using rainwater in our system for toilets. They will be introducing the project to the Campus Sustainability Subcommittee this afternoon.

A campus-wide open forum on this project will be held November 30th from 3:30-4:30 pm in Gannett Auditorium. All are welcome to attend. The architects will present updated renderings of the plans and leaders will discuss the vision, needs, funding, and timeline. A website will be created to keep everyone informed on the progress of this project.

c) A Symposium on Speech and Expression on College Campuses: President Conner shared that he is organizing a symposium on speech and expression on college campuses which is scheduled for April 14 and 15, 2023. He hopes to bring together students, faculty, and staff to share ideas including possible speakers, to discuss what puts speech and expression under such duress on college campuses. One of our students, SGA VP for Inclusion and Outreach Melanie Nolan, is having an art exhibit on free speech and expression in Case Gallery next week.

d) Flexible work options for winter and summer break: Like last year, Human Resources will soon announce that the Flexible Work Arrangement Benefit will permit eligible staff to request to work up to two days per work remotely from December 12, 2022 through January 20, 2023. Employees should consult their supervisor. Not all employees are able to take advantage of this benefit because of job responsibilities or office needs. Members of IPPC expressed support for this news and noted that certain units cannot participate.

e) Three VP search updates: We brought three finalist candidates to campus for the Dean of the Faculty and VP for Academic Affairs search. We are in the process of sharing the feedback we received on the candidates with the search committee with the next stage of making an offer to the selected candidate. Each candidate commented on meeting with members of the Board of Trustees via Zoom and said they were impressed that Board members were included as part of the search process. Notably, for VP searches we have the Board chair, the member of the relevant committee, and the chair of the ad hoc DEI committee or their designee meet with the search consultants at the beginning of the process and then with the finalist candidates. The other two searches do not have any significant updates to report other than we are right on track with our timelines for these searches. These committees will meet the week after Thanksgiving break and the next step will be to create a list of candidates for Zoom/phone interviews. We then hope to narrow it down to some finalists for these positions by March. We are changing the title for the admissions position to Vice President of Enrollment and Dean of Admissions and Financial Aid. All information related to these searches has been updated [on the website](#).

3. Campus Master Planning: Next Steps:

Processes for Future Projects: How do we proceed with our projects, what are our priorities, and what repeatable processes can we put in place for capital projects? Moving forward with other projects, how can we implement processes again using previous best practices and sustainability so as not to have to start all over again with every project? Part of the challenge is that these projects cover all parts of the campus including residential life, facilities, students, staff, and faculty, and impact the whole community. We should determine how decisions are going to be made in the future. What sort of body or group do we need to convene or utilize?

Space Planning Working Group or Committee: Dean of the Faculty and VP for Academic Affairs Michael Orr noted that we currently have a Space Planning Working Group (SPWG), but lately much of its work has been covered by others, such as during the final planning stages of the Center for Integrated Sciences (CIS) and with campus master planning. Dean Orr pondered if we might use the SPWG or if we should shift a version of it into a subcommittee of IPPC to act

as a shared governance sounding board for suggestions and ideas. The *Campus Master Plan* raises the issue of needing to create space planning guidelines to determine space requirements for buildings such as academic, residential, and office spaces, which could be assigned to a shared governance group. One of the challenges to a space planning working group is that the working group does not fall under the faculty governance structure, meaning that service does not count towards that requirement. VP for Strategic Planning and Institutional Diversity Joshua Woodfork offered that this is the case with two other important bodies where faculty service is not recognized under the faculty governance system: the Safety Committee, and the Bias Response Group, which is a subcommittee of the Committee on Intercultural and Global Understanding, which is a subcommittee of IPPC. In the past, faculty members have stepped up to serve, but not recently. Faculty Executive Committee (FEC) Chair Xiaoshuo Hou shared that currently FEC barely has enough participants to fill all the committee slots and that faculty are undergoing a review of the governance system next academic year. Do we have a temporary solution? SGA President Nathaniel Lowell offered feedback that he has spoken to students about having a shared governance structure for students to answer their questions and concerns regarding the *Campus Master Plan* and concerns for accessibility. President Conner suggested that we return to this topic at our next meeting. He asked Dean Orr to provide more materials.

4. Support for City of Saratoga Springs Transportation Projects

Director Rowse shared that in 2014 the City of Saratoga Springs approved the Saratoga Greenbelt Trail plans to create connectivity around the city. In 2016, the Complete Streets companion effort emphasized the importance of safe and convenient mobility for all users. In 2021, the Saratoga Safe Cycling Coalition promoted safe cycling and advocated for more funding for infrastructure. This past spring, a task force for the City reached out looking for support regarding some potential projects that are adjacent to or on Skidmore property. The College is signing on to a letter of support for two projects which align with our strategic goals. The first project is the Glen Mitchell Trail which is currently in poor condition with safety and storm water management/erosion issues. The second is Clinton Street between the campus entrance and Daniels Road.

5. Call for Agenda Items

Vice Chair Smemo raised two items: A) Pets on Campus: for employees, what are our policies on bringing pets to work? Do we have leash policies? And if so, how are they enforced? B) Parking policy on campus: have the policy changes we implemented this fall been effective? Do we need further changes? And can we get data from Campus Safety relative to policy outcomes? President Conner said we would inquire with Campus Safety about the parking policy.

6. Other Business: No other business was brought forth.

The Meeting was adjourned at 11:48 a.m.

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