

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE**  
**MEETING MINUTES**  
**November 4, 2022**

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

**Absent:** Michael Orr and Rodrigo Schneider.

**1. Approval of meeting minutes from October 21, 2022.** There were two amendments to the meeting minutes, which members supported. After approving the two revisions, **the meeting minutes for October 21, 2022 were unanimously approved.**

**2. Visions and Values**

As part of this year's [Strategic Action Agenda](#) (SAA), a "Visions and Values" exploration was outlined as part of our strategic planning process. At the October Board of Trustees meeting, President Conner initiated a discussion with the Board about this topic and posed five questions, which were then also discussed with IPPC. They were:

- a. What are some of the distinctive features of Skidmore College? What are some of the elements of Skidmore that, if you took them away, would mean we were no longer Skidmore?
- b. How does Skidmore differ from other great liberal arts colleges? What do we have that other schools do not have?
- c. What are the defining values of Skidmore: In what do we believe?
- d. Are there elements of Skidmore's past that we have left behind? Why were we able to move beyond some of our earlier defining elements?
- e. What is it most essential that we retain as we move into our future?

A robust discussion ensued where committee members responded and provided examples. President Conner asked the IPPC committee to think of ways to bring our Visions and Values exploration to the broader community. Members suggested that we might cover these questions within constituency groups (staff, faculty, and students), create an event space with coffee and muffins to discuss, or utilize a survey.

**3. Three Vice President Search updates**

President Conner provided an update on the three vice president searches. He noted that [we have a website](#) that contains information on each of the searches, including timelines, updates, search committee membership, search firm consultants, and position profiles.

*The Vice President for Finance Administration and Treasurer (VPFA) search committee met twice in the month of October. The first meeting reviewed the committee's timeline and goals,*

emphasized the need for confidentiality, reviewed DEI practices in the search process, and covered the survey that was shared with community members. During the second meeting last week, the survey results were examined and the position profile was discussed. Over the next six to eight weeks, the search firm will be building a pool of candidates. The committee will have another meeting at the end of this month to discuss the progress and in mid-December the committee will meet to select the semi-finalist candidates that we hope to interview during the third week of January. From there, we hope to bring the finalists to campus and be in a position to announce the new VP in March of 2023.

*The Vice President and Dean of Admissions and Financial Aid* search committee is currently on the same track as the VPFA search. Both committees will be participating in a “Search Committee Diversity, Equity, and Inclusion (DEI) Considerations” workshop in the next couple of weeks with facilitators Vice President Joshua Woodfork and Human Resources Strategic Advisor Sarah Delany Vero.

*The Dean of the Faculty and Vice President for Academic Affairs* search committee is a bit ahead of its original timeline. This search has reached the finalist stage and will have three finalists for on campus interviews in the next two weeks. Candidates will visit campus for two-days, including a campus tour, meetings with a wide array of constituents such as student leaders, the Dean of the Faculty, the Appointments and Tenure Committee, the President’s Cabinet, leadership of the home academic department, chairs of all the governance committees, staff in the Dean of the Faculty’s office, Academic Affairs staff, and the Associate Deans. There will be an open forum where all members of the community are invited to attend and ask candidates questions. The Faculty Executive Committee (FEC) Chair Xiaoshuo Hou will moderate this forum. There will be a response form available for everyone to share their insights and opinions on the candidate.

#### **4. Call for Agenda Items**

No new agenda items were raised.

#### **5. Other Business**

No other business was brought forth.

The meeting was adjourned at 11:42 a.m.

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