INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
February 7, 2025

Present: Marc Conner (Chair), Eriko Fujita, Tim Harper, Masako Inamoto, Nick Junkerman, Bradley Kadets ’27, Dan Konstalid, Josh Maxwell ’26, Dorothy Mosby, Amy Oh, Beth Post, Jess Ricker, Tarah Rowse, Rodrigo Schneider (Vice Chair), Joseph Stankovich, Elizabeth Stauderman, Dwane Sterling, Dominique Vuvan, Joshua Woodfork, Carey Anne Zucca.

Absent: Michelle Hubbs, Amy Tweedy, Sarah Vero.

Guests: Former IPPC Vice Chair Smriti Tiwari.

The meeting was called to order at 10:31 a.m.

1) **Approval of May 10, 2024, November 22, 2024 and December 6, 2024 meeting minutes.** There was one suggested revision that was accepted for the December 6 minutes. With no other proposed changes, **the minutes from the May 10, November 22, and December 6, 2024 meetings were unanimously approved**.

2) **Non-Tenure-Track Faculty Negotiations update continued**

Dean of the Faculty and VP for Academic Affairs Dorothy Mosby provided an update on our non-tenure-track faculty union negotiations, reporting that significant progress on negotiating a first contract between the College and the union representing non-tenure-track faculty had been made. The union presented their first non-economic proposals in April of 2023. As of now, the College and the union have agreed to 23 articles. At a late fall IPPC meeting, General Counsel and VP of Human Resources Sarah Vero presented in detail on the tentative agreement that has been reached on collective bargaining items. Since then, the union and the College have reached a tentative agreement on additional significant articles of observations, evaluations, and promotions, and professional development and benefits. This contract will include three ranks of non-tenure-track faculty instead of two that the College had proposed. We will still have terminal contracts for truly short-term needs, replacements for sabbaticals, and other leaves of absences, retirements, unexpected enrollment trends, etc. We have not reached agreement on the duration of the terminal contract, titles of part-time, non-tenure-track faculty, and final agreement on observations, evaluations, and promotions. These are outstanding items that we hope to resolve in the coming days. The College and the union have agreed to a third tier of promotion for full-time, non-tenure-track faculty and the College has worked with the union to determine which tier each individual non-tenure-track faculty member will be at the conclusion of our negotiations. The slotting was done based on years of service. We have signaled a tentative agreement on benefits, which maintains current benefits and improves our family leave policy. We have tentatively agreed to provide both full and part-time bargaining unit members with professional development funds in a manner that closely aligns with current practices. While we do not have a signed tentative agreement on this item, the parties largely agree with respect to compensation. Our goal is to negotiate these few outstanding items and arrive at a tentative agreement over the next weeks with both sides eager to reach an agreement for the faculty and the Board of Trustees to review. We understand that educating our community, particularly our chairs and program directors, will be essential upon implementation of the new collective bargaining agreement. VP Vero is working to schedule a weekly Zoom meeting with all of our chairs and program directors which will be recorded for those who are unable to attend. Dean Mosby stated that once the College reaches an agreement with the union, the union will take it to its membership for ratification. In turn, the College will take it to the Board of Trustees for their review. Once it is ratified, everything will fall under the Collective Bargaining Agreement, on an agreed upon date.

3) Draft of the next *Strategic Plan* Review

President Conner reminded the committee that the working groups/content experts shared their recommendations with VP Woodfork, vice chair of strategic planning Smriti Tiwari, and President Conner in December. Since December 13, President Conner has been writing the *Plan* and a draft of the next *Strategic Plan* has now been shared with the community. It is the fourth full revision since drafting began. Great feedback has been received from President's Cabinet, Extended Cabinet, and the Committee on Intercultural and Global Understanding. Next week, there is an open forum for community feedback, and office hours the following week. We are also working on setting up feedback meetings with the Middle States Steering Group, Department Chairs and Program Directors, and with student leaders. In the coming weeks, the next version will be shared with the Board of Trustees, so they can review the draft Plan at their upcoming meetings near the end of February. The Board is the approving body of the *Strategic Plan* so they will also make recommendations. We will share another updated draft with the community in March. The rough goal is to have a finished version on the first of April to present to the Board. Hopefully the Board will approve the *Strategic Plan* at the May Board of Trustees meeting. The plan will take effect beginning June 1, 2025 at the start of the next fiscal year.

President Conner assigned members to groups and asked the following three questions:
1) Does it [the draft *Strategic Plan*] sound like Skidmore?
2) Does it respond to the challenges of the present and those of the future?
3) What seems especially exciting to you, and what do you think could be strengthened?

Vice Chair Rodrigo Schneider's group shared that they want the *Strategic Plan* to connect the workers at Skidmore and especially from colleagues who have been here for many years. It does sounds like a plan from a liberal arts college, but discussing the hierarchy of pillars is important as resources are constrained. Dean Mosby shared that her group saw a possible tension between the things that we want to do and our financial resources and financial sustainability. They also suggested leading off with the student experience foundation as students are at our core. FEC Chair Dominique Vuvan stated that her group talked about trying to understand the relationship between the different foundations. Member Amy Oh's group talked about the consideration of the order in which the foundations are being presented. There is a continuity with goals that the College has set forth in the past.

Overall, members expressed that the draft is responsive to some of the challenges the community has expressed. Other items like the importance of student spaces, the residence hall renovations, and the need for social spaces were brought up as critical parts of the *Plan*. The tension between the *Pla*n and our resources to carry out the Plan as outlined for the next five years continued to emerge. Vice chair of strategic planning Smriti Tiwari thanked the content experts for all their recommendations. She commented on the importance of having alignment with the IPPC subcommittees and the Foundations of the *Plan*. Finally, she asked about the shift in the feedback stage from input on Diversity, Equity, and Inclusion (DEI) to the 3P model focusing on a commitment to people, practices, and programs. VP of Strategic Planning and Institutional Diversity Woodfork shared that we have tried to use a broad umbrella of terminology because terms shift even within a five-year period. For example, the 2005 to 2015 Plan framed the work as “intercultural and global understanding” and the discourse then was around “intercultural excellence.” For 2015-2025, we centered on “well-being.” Currently, we talk about a community of trust and a community of care. We want to focus on what matters and to support our people—students, faculty, staff, alums. What are the programs that support people? And how do we measure progress in our practices? We also notice the shifting landscape and are trying to effectively navigate without retreat from our mission and values.

4) Call for Agenda Items

No new agenda items were brought forth.

5) Other Business

No new business was brought forth.

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

Please inform the President’s Office of any suggested changes to the meeting minutes.