INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
March 21, 2025

Present: Marc Conner (Chair), Eriko Fujita, Tim Harper, Masako Inamoto, 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, Amy Tweedy, Sarah Vero, Dominique Vuvan, Joshua Woodfork, Carey Anne Zucca.

Absent: Tim Harper, Elizabeth Stauderman.

Guest: Former IPPC Vice Chair and current Vice Chair of Strategic Planning Smriti Tiwari.

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

1) **Approval of February 21, 2025 Meeting Minutes**

The meeting **minutes from February 21, 2025 meeting were unanimously approved**.

2) **Update on Process and Progress of *Strategic Plan* Draft**

President Conner provided an update on the feedback received since the draft of the next *Strategic Plan* was released at the end of January. He detailed the many different groups who discussed the *Plan* and provided feedback, including department chairs and program directors, the Committee on Intercultural and Global Understanding, the full Student Government Association Senate, the associate deans of the faculty, the Alumni Board, the President’s Leadership Council, Extended Cabinet, former Board of Trustees Chairs, and the Board of Trustees. Feedback included adding more on the student athletic experience, strengthening the accessibility commitments and accessibility language, questions about the language and descriptions and how it fits with our current political climate, calls to strength the commitment to diversity and inclusion language, additional emphasis on affordability and downsizing, increased details on career preparation, pointing out the connection to alumni, emphasizing academic freedom, an interest in liberal arts and the importance of tenure-track-faculty, and adding attention to the College’s location in Saratoga Springs.

The Board of Trustees’ feedback was that the *Plan* sounded like Skidmore. Some said the *Plan* was not audacious and bold enough. Board members asked if the *Plan* is affordable. It would take another year to cost out the *Plan* and we are doing this year by year. They did ask for more emphasis on freedom of speech and expression. The Board also thought a focus on adaptability would be good to introduce. President Conner stated that the document is currently nine pages long and suggested a format that has the biggest ideas bolded to stand out. It may be worth it to use a separate page or paragraph that talks about the execution steps at least into the first year.

Taking all of this into consideration and responding to the feedback, President Conner has made another comprehensive revision of the whole *Plan*. There will be a version to share with our community around the first week of April. It is important to find out what our community thinks of it before the *Plan* is presented to the Board around April 15, so they can have a month to review it and make any last suggestions. At the May Board meeting, we want Trustees to know exactly what they are seeing as they consider approval. IPPC member Eriko Fujita asked about the non-tenure-track faculty's representation in the *Plan*. President Conner responded that the whole first foundation is support of all faculty. President Conner asked VP Woodfork to speak about the process for strategic planning ten years ago. VP Woodfork responded that this time we included outreach seeking feedback from many groups on the draft *Plan*. It was great to see over 50+ emails come in from individuals and from groups weighing-in and students attending office hours. IPPC member Beth Post asked how we will execute the *Plan*. President Conner responded that he would like to have implementation ready to begin on June 1 and will use the Strategic Action Agenda (SAA) to plan next year's implementation.

Vice Chair of Strategic Planning Smriti Tiwari pointed out that the last *Plan* was a 10-year plan versus this 5-year plan. In two years, we are going to have to think about another plan. Should there be a collective discussion on this process? It may be good to get feedback from the community on how it worked and if they have any suggestions on how to make the process better. President Conner thanked the committee, VP Woodfork, and Vice Chair Tiwari.

3) Review of IPPC Operating Code: Next Steps

Returning to the IPPC reflection that was compiled by former IPPC Vice Chair Tiwari based on feedback from some of the current and previous members of IPPC, there were six main items that emerged. Vice Chair Schneider explained that we started to analyze the first three items in December. These included; 1) accurately reflecting the function of the committee to represent what we do; 2) potentially expanding IPPC's advisory role from the President to the President's Cabinet; 3) sufficient time with meeting materials for people to be able to be better prepared for our meetings. Last month in our previous meeting, 4) whether we should make the process for subcommittees more standardized, which we spent the most time discussing. We also discussed whether the vice chair should always be a faculty member. 5) Providing clarity on who writes the committee's annual report. Should we impose a deadline? FEC Chair Dominique Vuvan strongly advocated for a deadline before June 1 because FEC distributes the annual reports from all of our governance committees before the end of the academic year, suggesting that mid-May would be a good time to receive this information. We talked about timing and the importance of including information about the final May IPPC meeting. 6) Clarity on whether there is voting or endorsement and on what matters? Do we need framing language on each agenda item? We try to set this stage with the recent use of an outside facilitator to help us consider the committee's work and scope. President Conner pointed out that IPPC acts in many ways, including consultative, brainstorming, and endorsing. Former Vice Chair Smriti suggested that maybe identifying what level of content would require endorsement so we have an established understanding of things that require endorsement from this group, while others are more consulting discussion issues. CEPP Chair Nick Junkerman stated that he believes for the Operating Code, we should have a concise statement of the various kinds of conversations we have so it is understood what we do in this committee. President Conner thanked Smriti Tiwari for all the extra time that she has given us this whole academic year. Having last year's vice chair be the vice chair of strategic planning helps cement the link for IPPC with strategic planning, which has been enormously helpful.

4) Title VI

President Conner suggested we return to the discussion of the College's engagement with the federal executive orders and the dear colleague letter, including the proposed dismantling of the Department of Education and how all of this is impacting our community. President Conner thanked VP Vero, Dean Mosby, VP Woodfork, and Dean Bautista who spoke at the "Navigating Uncertainty Together" March 20th forum. VP Vero shared that over the past few months we have provided a lot of programming across the campus for students and faculty, and in particular, our international community members. We have hosted immigration experts on campus to help answer questions. Staff are regularly connecting with our international students to guide them. Some international faculty are concerned about the courses they are planning to teach next year. We have put together an informal working group to help gather information. The group members include: VP Vero, VP Woodfork, Dean Bautista, Director Joel Aure, Director Mariel Martin, Director Hillary Montague-Asp, and Associate Dean Janet Casey. We are reviewing programs, scholarships, titles, and groups/organizations across campus that could potentially fall within the loose guidance we have received from the federal government. Ultimately, if we find anything that might need attention, we will make suggestions to the President's Cabinet.
Dean Bautista suggested that we be clear with our international students about risks, and noted that we are already thinking about Summer housing and other needs (meals, work, etc.), as we did with Spring Break. Director of Financial Aid Beth Post shared that the Financial Aid Office is taking appeals from admitted students who are appealing for more assistance. She explained that sone families are worried about the continuation of federal financial aid and others are worried about their own shifting finances. FEC Chair Vuvan asked President Conner to speak about his communication with New York 6 schools and other college leaders and the levels of organizing around solidarity within our sector. President Conner said that he is regularly speaking with other college leaders, and it seems too soon to start issuing statements when issues are in flux. We are finding ways to reaffirm our principles. We will look for appropriate moments for solidarity. We are seeking to protect everyone in our community, especially those who are most vulnerable to the actions from the federal government.

5) Call for agenda items

No new agenda items were brought forth.

6) Other Business

No new business was brought forth.

The meeting was adjourned at 11:53 a.m.

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