

## **Institutional Policy & Planning Committee (IPPC) Annual Report 2025-2026**

The Institutional Policy & Planning Committee (IPPC) advises the President on a range of significant issues facing the College. In so doing, it serves as the central deliberative body for all-College governance. Although IPPC may advise the President on a range of policy issues, its primary responsibility is in areas beyond the purview of faculty governance (such as budget and financial planning, benefits, environmental issues, admissions and financial aid, student affairs, and advancement).

During Academic Year (AY) 2025-2026, the IPPC met thirteen times. The IPPC's subcommittees met to consider specific matters and brought them to the full committee. Full and detailed minutes for all IPPC meetings are available at the following link:  
<https://www.skidmore.edu/ippc/minutes/index.php>.

Major Items for the 2025-26 academic year:

### **Fall 2025 Semester Major Agenda Items**

- **IPPC's Multiple Roles in Policy and Governance** – Committee Workshop & Training with external facilitator Swarthmore College [Professor Lynne Steuerle Schofield](#). IPPC [meeting minutes from October 3, 2025](#) provide a description of further committee conversations regarding IPPC's multiple roles in policy and governance. One specific area of conversation was IPPC's role when other committees and college representatives develop policies (e.g., Parental Leave Policy from the Faculty Executive Committee—FEC) that although directed to IPPC may require IPPC to give deference to these respective committees and college representatives.
- **Skidmore College Policies on Policies** – President Conner and VP Joshua Woodfork reminded committee members of the IPPC's relationship to policy making, including circulating the “Skidmore College [Policy on College Policies](#).”
- **Financial Equilibrium: Huron Consulting Group (HCG) Overview** – Vice Presidents Dan Konstalid and Natalie Taylor provided their perspectives regarding how the HCG report and its findings might inform future decision-making at all levels of the college. IPPC Vice Chair Tim Harper provided his perspective as a member of the HCG Summer Working Group. The IPPC [meeting minutes from September 19, 2025](#) provide extensive details regarding this critical discussion.
- **Strategy into Action: [Strategic Action Agenda \(SAA\) 2025-2026](#)** – President Conner reviewed the goals of this year's SAA. The committee discussed various elements of the SAA including its feasibility and link to

campus climate. President Conner sought and garnered the committee's feedback and unanimous endorsement for the SAA goals.

- **Middle States Reaccreditation Self-Study Update** – Members of the reaccreditation team provided IPPC members information regarding the status and timeline of the reaccreditation process. The IPPC [meeting minutes from October 3, 2025](#) detail this conversation.
- **Artificial Intelligence**
  - Discussion with AI Working Group ([November 7, 2025](#) meeting minutes)
  - Discussion with AI Resistors ([November 21, 2025](#) meeting minutes)
  - Consideration of AI Policies (not related to classroom instruction – these policies and procedures should and will be addressed by the Committee on Educational Policies and Planning—CEPP)
  - Interim VP David Hargadon and VP Elizabeth Stauderman were charged with creating a baseline AI policy for future consideration by the IPPC
  - President Conner presented a draft framework for baseline AI policies on December 5, 2025 (refer to [the meeting minutes](#)). The committee recommended that the draft policy be brought back to the committee after it has been revised based on IPPC and community feedback.
- **Establishment of an Accessibility Subcommittee, Task Force, or Working Group** – The IPPC discussed the establishment of an accessibility subcommittee, task force, or working group. The formation of this type of group was suggested by the *Strategic Plan's* “Foundation 4: Building the Inclusive Community.” Moreover, community members, including members of the Committee on Intercultural and Global Understanding (CIGU), the Bias Response Group (BRG), and the Space Planning Working Group recommended that the IPPC and President's Cabinet create a body to review our accessibility efforts and to provide recommendations to improve accessibility across the campus (IPPC [meeting minutes December 5, 2025](#)).
- **Student Government Association Updates** – Highlights included student leader training, club fair, space renovations, SGA structures and budget, support for students, and information regarding a campus food pantry.
- **Parental Leave Policy** – IPPC reviewed the policy based on request from the Faculty Executive Committee (FEC). The IPPC referred the proposal back to FEC for faculty consideration after discussion and comments.

#### **Others:**

- ✓ Ground Rules/Community Norms

- ✓ [“Diversity and Inclusion at Skidmore College”](#) Statement – The IPPC unanimously reaffirmed the statement
- ✓ October Board of Trustees Meeting Preview & Recap
- ✓ HR: Benefits and Open Enrollment Annual Update – Details can be found in the IPPC [meeting minutes of October 24, 2025](#)
- ✓ AAC&U & Phi Beta Kappa statement in response to the federal government’s “Compact for Academic Excellence in Higher Education.” The committee strongly recommended that Skidmore be a signatory on the October 17, 2025 AAC&U and Phi Beta Kappa Statement [“Higher Education’s Compact with America: Shared Principles for the Common Good.”](#) The IPPC [meeting minutes from October 24, 2025](#) capture this discussion
- ✓ Assessment & Intuitional Effectiveness Annual Report
- ✓ Updates on Sustainability Dashboard.

### **Spring 2026 Semester Major Agenda Items**

- [Creative Futures](#): The Skidmore College Strategic Plan, 2025-2030 – IPPC performed a check-in related to each of the *Strategic Plan*’s six foundations.
- **Middle States Reaccreditation** – Institutional Effectiveness Specialist Amy Tweedy provided a report regarding the upcoming reaccreditation process with the evaluation team to visit Skidmore Sunday, March 29 through Wednesday, April 1. She explained the three distinct types of feedback in the context of current academic institutions’ accreditation efforts. ([March 20, 2026 meeting minutes](#))

Subsequently, we were thrilled to receive positive feedback regarding the visit of the reaccreditation team. President Conner noted the gleaming review earned by Skidmore. We recognized Skidmore’s steering committee, including Kelly Sheppard, Amy Tweedy, Natalie Taylor, Joseph Stankovich, Beau Breslin, Julia Routbort Baskin, and Joshua Woodfork along with the members of the various working groups. The group then discussed next steps in recognition that the process is not yet complete ([April 3, 2026 meeting minutes](#)).

- Budget Update – VP Dan Konstalid presented a budget update during the May 8, 2026 IPPC meeting. He discussed tentative results of the Fiscal Year (FY) 2026 budget. He further discussed the budget parameters and assumptions for FY 2027. He reminded the attendees of steps that would be necessary to balance the FY 2027 budget. These steps included the

elimination of a significant number of vacant faculty and staff positions, continued capital spending reductions, and further reductions in divisions' and departments' supplies and expenses lines. He reiterated the pervasive role that reductions in the compensation line would need to play to balance future budgets.

- **Artificial Intelligence** – Interim VP Hargadon and VP Stauderman presented a revised draft of the Skidmore Institutional Guidelines and Policy on the Usage of AI. The four broad areas of the draft as well as the committee's key concerns are captured in the IPPC [meeting minutes of March 20, 2026](#).

Interim VP Hargadon and VP Stauderman presented an updated draft of the AI policy on April 3, 2026. Key revisions are noted in IPPC [meeting minutes from April 3, 2026](#). The committee acknowledged the substantial improvement of the policy and commended the VPs for incorporating the feedback of the committee and community members in the revised document, including the AI resisters who met with the AI working group and with IPPC to share their concerns and suggestions. The committee noted the document will have to be updated frequently as well as the existence of tension that will always exist around AI policies that govern community usage versus specific policies related to teaching which rest under the scope of CEPP.

The IPPC reviewed and endorsed the last version of the Skidmore Institutional Guidelines and Policy on the Usage of AI on May 8, 2026.

- “Committee on Intercultural and Global Understanding (CIGU) **Land Acknowledgement Motion** to IPPC – Was unanimously [endorsed by IPPC on April 17, 2026](#). Prior to the unanimous vote, IPPC asked that relevant committee members explain all voices and sides of the Land Acknowledgment position to allow committee members to have full understanding of the matter before voting.
- **IPPC Subcommittee Alignment with the Strategic Plan** – The IPPC considered two formal actions and one item for future consideration ([April 17, 2026, meeting minutes](#)).
  - Formal Action: Subcommittee on Responsible Citizenship (SRC) proposed to move away from being a subcommittee of IPPC and instead be reconstituted as a civic engagement committee. This shift would allow the SRC to garner broad participation from members of the Skidmore community. The justification is that the work of the SRC has evolved beyond the scope of IPPC and needs broader representation to fulfill its mission.
  - Formal Action: Proposed Creation of Enrollment Opportunity Working Group – VP Jess Ricker proposed the creation of this working group whose work will focus on challenges around and

communication about enrollments, net tuition revenue, financial aid, and other key factors related to enrollment and financial aid decision-making.

- Item for Future Consideration: Composition of the IPPC Campus Sustainability Committee.

IPPC unanimously endorsed both action steps ([April 17, 2026 meeting minutes](#)).

- Title VI Updates – General Counsel and VP for Human Resources Sarah Vero reported that a federal requirement for a designated Title VI Coordinator took effect in February. Skidmore was already ahead of this requirement, having assembled an Equal Opportunity (EO) Team during the prior fall semester in anticipation of shifting federal guidance. Title VI covers race, color, national origin, and shared ancestry. “The goal is to have a revised policy in place before students return in the fall, with an interim policy implemented over the summer to meet federal compliance requirements,” per the [IPPC meeting minutes for April 3, 2026](#).
- **Skidmore College Mission Statement** – President Conner opened an initial discussion around revising Skidmore’s mission statement. President Conner discussed sample mission statements, elements of effective mission statements, and ideas for action steps with the committee. Recommended action steps included surveying community members regarding their thoughts on the mission statement and hosting a campus forum to gather community input regarding the mission statement. A consensus developed around the idea that this could be used to assist the President’s Cabinet in creating 2 or 3 drafts of the mission statement for further consideration ([February 20, 2026](#) & [April 3, 2026 meeting minutes](#)).
- Next, President Conner proposed a mission statement review process and timeline for spring and summer of 2026. The proposed review process drew upon previous recommendations offered by IPPC. The committee expressed support for the proposed process and timeline. The process included a community forum on May 6, 2026 and a community survey ([March 20, 2026 meeting minutes](#)).
- **Follow-up regarding Proposed Creation of an Accessibility Subcommittee, Task Force, or Working Group** – The committee’s discussion focused on the charge, membership, leadership, timeline, and best practices. The leaders selected for the proposed group, Dean of Students Adrian Bautista, Associate Dean of the Faculty Oscar Perez Hernandez, and student Elise Hinrichs ’28, are in the process of making decisions related to the formation and composition of the committee or task force ([February 20, 2026, meeting minutes](#)). The tri-chairs stated that community input will be sought early and often in the process.

During the IPPC meeting of April 3, 2026, Dean Bautista reported that a willingness to serve call for the Accessibility Task Force was distributed to the community. As promised, mechanisms to allow community members to provide input regarding short- and long-term recommendations regarding accessibility issues at Skidmore are in the development stage ([April 3, 2026 meeting minutes](#)).

- **Skidmore Event Publicity and Poster Policy** – The IPPC reviewed and endorsed the Skidmore Event Publicity and Poster Policy on May 8, 2026. This policy had previously been subject to scrutiny from the broad Skidmore community and went through several iterations prior to this last version.
- **Student Government Association Update on Elections** – SGA leaders updated the committee on student leader election results for the 2026-2027 academic year ([April 17, 2026 meeting minutes](#)).

#### **Other Items:**

- ✓ Search Updates (Collyer VP for Advancement, Director of Athletics, and Dean of the Faculty and VP for Academic Affairs)
- ✓ February Board of Trustees Meeting Preview ([February 20, 2026 meeting minutes](#)) & Recap ([March 20, 2026 meeting minutes](#))
- ✓ President's Perspective: context in higher ed, spring top priorities – report and discussion
- ✓ Inclusive Community Updates: all-gender restrooms, name policy, employee resource groups, Lovefest 2026.

Respectfully submitted,

Timothy Harper, Vice Chair, Academic Year 2025-2026

On behalf of Chair Marc Conner and the Institutional Policy and Planning Committee

## **IPPC Membership, Academic Year 2025-2026**

**Chair** Marc C. Conner, President

**Vice Chair** Timothy Harper, Department of Management and Business, Faculty Member

### **Members by Position**

- Natalie F. Taylor, Interim Dean of the Faculty & Vice President for Academic Affairs
- Daniel Konstalid, Vice President for Finance and Administration & Treasurer
- David Hargadon, Interim Co-Vice President for Advancement, Executive Director, Operations and Prospect Development
- Jessica Ricker, Vice President for Enrollment and Dean of Admissions & Financial Aid
- Adrian Bautista, Dean of Students and Vice President for Student Affairs
- Elizabeth Stauderman, Vice President for Communications and Marketing
- Joseph Stankovich, Director of Institutional Research
- TBD, Chief Technology Officer
- Ting Li, Chair, Faculty Executive Committee (FEC)
- Amy Frappier, Chair, Committee on Educational Policies and Planning (CEPP)
- Aiwu Zhao, Co-Chair, Committee on Intercultural and Global Understanding (CIGU)
- Michelle Hubbs, Co-Chair, Subcommittee on Responsible Citizenship (SRC)
- Tarah Rowse, Chair, Campus Sustainability Subcommittee (CSS)
- Amy Tweedy, Co-Chair, Subcommittee on Institutional Effectiveness (SIE)
- Samantha Majiedt '27, Student Government Association (SGA) President
- Claudette Castillo '28, SGA Vice President for Financial Affairs
- Joshua C. Woodfork, Vice President for Strategic Planning and Institutional Diversity
- Yueqi Li, Department of Management and Business, Faculty Member
- Kerry L. Nelson, Institutional Research, Non-Exempt Staff Member
- Murat Yildiz, Department of History, Faculty Member
- Zhenelle LeBel, Zankel Music Center, Exempt Staff Member

## **IPPC Membership, Academic Year 2026-2027**

**Chair** Marc C. Conner, President

**Vice Chair** Murat Yildiz, History Department, Faculty Member, Fall 2026  
Marta Brunner, Lucy Scribner Library, College Librarian, Spring 2027

### **Members by Position**

- Natalie F. Taylor, Interim Dean of the Faculty & Vice President for Academic Affairs
- Daniel Konstalid, Vice President for Finance and Administration & Treasurer
- Melissa Komora, Collyer Vice President for Advancement
- Jessica Ricker, Vice President for Enrollment and Dean of Admissions & Financial Aid

- Adrian Bautista, Dean of Students and Vice President for Student Affairs
- Elizabeth Stauderman, Vice President for Communications and Marketing
- Joseph Stankovich, Director of Institutional Research
- Patricia Hilleren, Chair, Faculty Executive Committee (FEC)
- Ryan Overbey, Chair, Committee on Educational Policies and Planning (CEPP)
- Aiwu Zhao, Co-Chair, Committee on Intercultural and Global Understanding (CIGU), Fall 2026
- Oscar Perez Hernandez, Co-Chair, CIGU, Spring 2027
- Tarah Rowse, Chair, Campus Sustainability Subcommittee (CSS)
- Amy Tweedy, Co-Chair, Subcommittee on Institutional Effectiveness (SIE)
- Dylan Kostbar '28, Student Government Association (SGA) President
- Raahim Latif Khan '28, SGA Vice President for Financial Affairs
- Joshua C. Woodfork, Vice President for Strategic Planning and Institutional Diversity
- Silvia Carli, Philosophy Department, Faculty Member
- Feryaz Ocakli, Political Science Department, Faculty Member
- Kerry L. Nelson, Institutional Research, Non-Exempt Staff Member
- Zhenelle LeBel, Zankel Music Center, Exempt Staff Member