

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
September 23, 2011**

PRESENT: President Phil Glotzbach, Chair; Denise Smith, Vice Chair; Susan Kress, Michael Casey, Michael West, Mary Lou Bates (via telephone for discussion of Item 2), Beau Breslin, Paul Calhoun, Joshua Ness, Cori Filson, Mark Huibregtse, Joe Stankovich, Justin Sipher,

President Glotzbach then invited a review of CIGU's recommendations. Comments (still preliminary at this time) included the following:

- 1. Review of the "diversity triad" structure and the supporting role of CIGU:** President Glotzbach noted that the notion of a "triad" as a group in and of itself has evolved from his original intention. He noted that the triad was intended simply to designate the three individuals holding the three different positions with responsibility for diversity and inclusion in their areas. He also saw CIGU as an advisory group. President Glotzbach met with the members of the triad prior to Professor Grady-Willis's departure, and there will be a review of the role of the triad (individually and collectively) as well as a review of CIGU to determine whether these structures are functioning as well as possible to advance Goal II.
- 2. Support for institutionalization of the Intergroup Relations (IGR) program:** Vice President Kress reported that Professor Kristie Ford has been provided administrative support, that she will hold the director title and be a member of the Academic Staff, and that CEPP and the Curriculum Committee are in an ongoing discussion with Professor Ford regarding potential establishment of IGR as a program or as an academic minor. Vice President Kress also noted that the IGR program has two course releases and has received enhanced budgetary support.
- 3. Institutionalization of other programs to move the College forward with diversity priorities:** Among the programs fitting this description are the *Everyday Leadership* program sponsored by Student Affairs (interrupting bias), the impending visit of Francie Kendall, also supported by the Bias Response Group and for the purpose of interrupting bias, and hiring workshops for faculty and staff. CIGU had recommended mandatory faculty training regarding diversity and inclusion. The challenges of requiring such training were discussed. Ms. Filson noted that CIGU would like to be a part of work on best practices in this area. It was further noted that the CIGU website now contains a link to resources for faculty and others. Finally, the broad and consistent dissemination of data could help faculty to see the need for pedagogical development in this area.
- 4. Develop selected faculty lines dedicated to diversity related academic fields:** It was noted that this is a question of resources and is under ongoing consideration.
- 5. Provide tenure line target of opportunity hires for individuals from underrepresented groups:** Similarly, a question of resources and something that is under ongoing consideration. It was noted that the College has made such hires in the past. One idea might be to consider as a dedicated pool of new-initiative funds each year to support such hires. It also was noted that such hires should be considered in staff as well as faculty positions.
- 6. Reinstate the NYU Minority Dissertation Fellowship and Consortium for Faculty Diversity Initiatives:** These positions were frozen as part of budget cuts following the

- 7. Include a full day diversity training as part of the FYE program for both students and Scribner Seminar faculty:** It was noted that peer mentors do receive diversity training, although not a full day. The *Everyday Leadership* program offered this fall was a response, in part, to the fact that more dedicated training could not be offered through the FYE program. It was further noted that *Everyday Leadership*, which focused on returning students in leadership positions from all classes, reached a broader audience and therefore has a potentially more significant impact.
- 8. Review support for international faculty members and provide an appropriate support structure that addresses issues of attraction and retention, including a presence on the Skidmore website:** It was noted that the College has hired an individual who will report in Student Affairs but whose responsibility also includes visa support for international faculty.

In closing this discussion, President Glotzbach indicated that the primary message he wished to convey to CIGU is that the Cabinet and IPPC have heard the concerns that have been expressed. There are many ways in which the concerns already have been or are being addressed, other efforts will continue, and the Cabinet will issue a formal response.

Ms. Filson expressed appreciation for the information and emphasized that she and Professor Ennis-McMillan hope to create a culture among CIGU members in which all members see it as their responsibility to communicate information into the areas where they work. She reiterated that CIGU would appreciate a written response including a sense of the timeframe for accomplishing the various initiatives.

Finally, Ms. Filson noted that she had distributed CIGU's 2010-11 Annual Report to IPPC members via e-mail in advance of today's meeting. She explained that FEC had requested CIGU's Annual Report and that the Annual Report, as currently drafted, would include the recommendations that CIGU had distributed, to this point, only to Cabinet and IPPC. Ms. Filson asked if there were any objections or reservations from IPPC about including the recommendation in the Annual Report. President Glotzbach and IPPC members expressed full support for including the recommendations in CIGU's Annual Report. Appreciation was expressed to CIGU, once again, for its decision to offer the recommendations first to Cabinet and IPPC to allow an opportunity for response.

4. Shared Governance

President Glotzbach noted that, given the time, a full discussion of shared governance issues would not be accomplished today. He did note, however, that he would meet later that afternoon with chairs of various governance committees (FEC, IPPC, CEPP, Curriculum, CAPT, and CAFR) and various administrators to begin discussing improvements in shared governance.

