

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE
MEETING MINUTES
September 7, 2018**

PRESENT: Mary Lou Bates; Kyle Bernard; Marta Brunner; Grace Burton;

academic year, culminating on a December 14, 2012 vote by IPPC to express support for the statement and encourage its use in appropriate ways. It was subsequently shared with students and faculty.

Joshua said he hoped that community members viewed the statement as a “living document” that could be a helpful catalyst for discussion, an expression of our community values, and a reference point when flare ups occur. He asked that IPPC, CIGU, the faculty, the Staff Advisory Group, and the Student Government Association (SGA) Senate consider re-affirming the statement each year.

The IPPC unanimously re-affirmed the statement on Diversity and Inclusion at Skidmore College.

5. Admissions and Financial Aid Update

Mary Lou Bates, Vice President and Dean of Admissions and Financial Aid, reported that the college welcomed the class of 2022 in three waves: London students arrived in mid-August, followed by pre-orientation students, and finally all first-year students. She noted the following statistics in the first year class:

- 11% International (down from 13% last year)
- 14% first generation
- 17% Pell-eligible
- 11% former family ties (up from last year)

Mary Lou reminded the committee that, as of last May, the projected class fell short of the target, and Admissions looked to the wait list. We ended up spending an additional \$1.2 million (over budget) on aid for the first-year class. 47% of the first-year class is receiving institutional aid.

She also noted that a higher-than-usual number of students deferred, resulting in future aid commitments of approximately \$450,000.

Mary Lou reported that 36% of the first-year class self-identifies as male, which is down and remains a concern. In recent history, the College typically has a gender-balance of 60/40% female to male.

6. President’s Report

Phil asked Kyle Bernard and Kelley Patton-Ostrander to provide budget and Center for Integrated Science (CIS) updates. Kyle reported that CIS construction is well underway for the 60,000 sq. ft. building comprising the first phase of the CIS. He noted that blasting is mostly complete, as is the majority of underground and storm water retention work. The steel structure will begin to take shape this fall. The project remains on budget and slightly ahead of schedule with a target completion date of August 2020.

Phil reported that the college is approximately \$25 million short in funding for phase two.

Kyle reported that the College's

financial sustainability with the pressures the College faces while striving to continue academic excellence.

Members of the committee inquired about the continued challenge in gender balance in incoming classes and discussed what implications might follow from this number, as well as strategies that might be implemented to achieve parity in the future.

Joshua indicated that work remains to be done in the ordering of the strategic agenda items, indicating which year items are going to be completed, and detailing a sense of who is responsible for the item's achievement.

As we consider our strategic planning processes and documents, a final comment involved the issue of archiving. The use of social media and other electronic modes of communication make appropriate archiving more difficult to archive than in the past, when we depended more on paper communications. Many of our efforts involving alumni and past College events, rely on yearbooks, student newspaper articles, alumni newsletter, and the like. If these pieces only exist electronically going forward or do not include reference information such as dates, it is challenging to search and archive. This change will affect our ability to access data in the future. College Librarian Marta Brunner explained some efforts library staff are undertaking to address this issue.

Phil asked Marta Brunner and Michael Orr to consider working together on this issue and bring it forward on a future IPPC agenda.

8. Policy on College Policies

Phil presented the Policy on College Policies noting that it reflects the work of many constituencies during the Fall 2012 semester. In short, "This Policy applies to the development, adoption, and amendment of College policies. For purposes of this document, "College policies" are those that are intended to apply College-wide or that will have significant institutional implications." It maps out a vehicle for presenting changes to existing policies or for discussion and adoption of new College policies. se fsknowioh

- x Selecting and sharing articles from the *Chronicle of Higher Education* for discussion;
- x Presenting “what’s happening in your world?” or “what’s bothering you?”;
- x Members to sit in a different seat each meeting;

Phil, Tim, and Joshua will consider these suggestions and will come back with feedback/thoughts at the next meeting.

11. Other Business

No other business was brought forward.

Meeting adjourned at 12:00 noon.

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

Appendix

Diversity and Inclusion at Skidmore College

Skidmore College is committed to fostering a diverse and inclusive community in which members develop their abilities to *live in a complex and interconnected world*. Consistent with our educational mission, we strive to be a community that respects individual identities based on varying sociocultural characteristics, such as race, ethnicity, gender identity and expression, sexual orientation, national origin, first language, religious and spiritual tradition, age, ability, socioeconomic status, and learning style. We aspire to help create a socially just world that honors the dignity and worth of each individual, and we seek to build a community centered on mutual respect and openness to ideas—one in which individuals value cultural and intellectual diversity and share the responsibility for creating a welcoming, safe, and inclusive environment. We recognize that our community is at its best when all members participate fully in the spirited and challenging conversations that are at the center of the College’s educational mission.