

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE**  
**MEETING MINUTES**  
**February 28, 2020**

**PRESENT:** Joerg Bibow; Grace Burton, Vice Chair; Sean Campbell; Abby Ciccarone '22; Greg Gerbi; Philip A. Glotzbach, Chair; Michelle Hubbs; Carolyn Lundy; Martin Mbugua; Kendrah Murphy; Donna Ng; Michael Orr; Joe Porter; David Robakidze '20; Levi Rogers; Joseph Stankovich; Dwane Sterling; Amy Tweedy; Peter von Allmen; and Joshua C. Woodfork.

**ABSENT:** Cerri Banks; and Jennifer Mueller.

The meeting was called to order at 10:31 a.m. by Chair President Glotzbach.

**1. Approval of Meeting Minutes from the February 14, 2020 Meeting**

With no proposed changes, the minutes from the February 14, 2020 meeting were approved.

**2. IPPC Healthcare Working Group Follow Up**

Co-Chair Donna Ng thanked the IPPC Healthcare Working Group (HWG) for their diligent work since the last IPPC meeting on February 14, 2020. As IPPC had first reviewed the proposed specialty drug pre-approval process at the February 14 meeting, it had asked the HWG to return to the next IPPC meeting for further discussion of the proposal and to present a tentative roadmap for a communication plan and a process for community input.

The HWG members reported that they are working under a strong conviction of the importance of healthcare to the Skidmore Community, with a spirit of advocacy and empathy, and in the context of institutional good and strategic and operational trade-offs. The HWG provided a draft presentation to be shown to the 2/28/20 Faculty Meeting and 3/3/20 Community Meetings. The presentation included an analysis by Co-Chair Ng of the current premium rates (actual College charge to employees) versus the true premium (actual health care costs to the College), an outline of the proposed specialty drug pre-approval process, and a revised structure for employees' cost share of healthcare premiums based on salary bands. The revised salary bands are intended to address perceived inequities between the lowest and highest bands without adversely impacting employees at the lowest salary bands.

VP Ng reminded IPPC that the figures presented have been calculated on a monthly cost structure and are not reflective of the 2021 premium costs, which will be determined in Fall 2020. VP Ng stated that the HWG was not seeking approval from IPPC, but rather planned to present the elements of the plan design, such as deductible, coinsurance, copays, out-of-pocket maximums, pre-approval for "specialty" drugs," as well as spousal coordination. The HWG would like to share design elements with the community, develop a website for updates and FAQ's, work with IPPC and Cambridge Hill Partners (CHP) to develop a process for gathering community input, and then return to IPPC with a recommendation for approval.

President Glotzbach thanked the HWG for their time and effort in working on this complicated and critical matter that is unique to each Skidmore employee and their family. On behalf of all the members of the HWG Co-Chair Tim Harper thanked President Glotzbach and IPPC Vice Chair Grace Burton for allowing them to do this important and sensitive work. Co-Chair Harper thanked Co-Chair Ng for her leadership and expertise, the working group members for offering insightful analysis as well as a high level of dedication and commitment, and Brett Last, Laura Goodwin, and Nancy Bruno from the Office of Human Resources for their support and many contributions to the efforts of the HWG.

### **3. Board of Trustees Meeting Update**





President Glotzbach indicated that we are continuing to research sustainability issues, review

