

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE  
MEETING MINUTES  
May 14, 2021**

**PRESENT:** Mary Lou Bates;

### **3. Return to Campus**

Vice President and Dean of Admissions and Financial Aid Mary Lou Bates reported that May 1 was the deposit deadline for the Class of 2025. Dean Bates was happy to report that Skidmore has slightly exceeded our enrollment goal by approximately 15 students. For incoming first-year students, the target is 708 students to begin September 2021. Although this is terrific news, Dean Bates cautioned that we must still deal with the uncertainties ahead including estimated at 90 students. Melt will occur through wait-list activity at other colleges, deferrals to fall of 2022, whether our enrolled international students (first-year and returning) will be able to get here and students requesting a gap year.

At this point, the class composition self-identifies as 43% men, 57% women, which compares 41% men and 59% women; 26% domestic students of color, up from 24%: 10% first generation students down from 13% last year; and 9% international students down from 10%. Dean Bates reported that we have 38 students enrolled in the Opportunity Program, just shy our goal of 40 students. Admissions anticipates that 52% of the class will be receiving financial aid. We project that our net tuition revenue will be on track. The acceptance rate was 31% which is consistent with last year, with a deferral request rate running ahead of last year with 26 students who have deferred compared to 15 students this time last year. For the first time, Skidmore has asked students to submit requests for deferral by June 1, quite possibly accounting for the increase in the deferral rate at this time.

Our admission achievements are directly tied to our collaborative efforts between Admissions and Financial Aid and our Communications and Marketing team with focus on virtually

revenue, but we will have an overall operating surplus of \$2.8M that includes below-the-line revenue. The capital budget is set at \$11M with no plans of withholding a portion of the funding Capital include new locks for the Northwoods buildings, annual computer deployment, and completion of Phase 3 of the Jonsson Tower project.

VP Ng briefly reviewed the Five-Year Financial Plan. The forecast calls for conservative revenue assumptions of increases in the comprehensive fee of 3.5% including , a 1% growth in the Skidmore fund, and a continuation of the discount rate at or around 44%. VP noted that the market equity adjustment will be subject to a comprehensive salary study in helping to determine where Skidmore stands in the market and in determining future adjustment plans. Expenditures have been estimated with a general salary adjustment (GSA) of 3.5% and 3% in the out years to address the impact of lack 21, and a return of the 1% reduction to the supplies and services budgets for slight

projections assume that we will

Ng stressed that all of these figures are for modeling purposes only and are subject to change. A presentation to the community on the financial plan will be held soon.

## 6. President's Report

President Conner

*Strategic Action*

*Agenda* (SAA) to the Board of Trustees at the upcoming May meeting. Skidmore will be entering the seventh year of the ten-year plan. The President commented on the challenges this past academic year has brought in regards to free speech and expression. He stated that many college campuses across the county are grappling with these challenges and called for future discussion and examination of our current free speech and expression policies.

President Conner remarked that the current searches for the Dean of Students and Vice President for Student Affairs and the Collyer Vice President for Advancement are on track and are in the final stages. Announcements to the community will be forthcoming shortly.

## 7. Other Business

At the April 30 Faculty Meeting discussion was held regarding the general salary adjustment (GSA). Following that meeting, President Conner and IPPC Vice Chair Joerg Bibow received an email requesting that related issues be brought to the attention of IPPC for discussion purposes. The faculty email focused on two main proposals: one concerning how GSA affects all employees, and the second directed at part-time non-tenure track faculty who are remunerated by the hour or credit hour per their contract. Faculty Executive Committee (FEC) Chair and Associate Professor of Psychology Casey Schofield supported the efforts by faculty in addressing concerns surrounding salary equity and encouraged feedback from IPPC.

Dean of the Faculty and Vice President for Academic Affairs Michael Orr commented that the College has had a long-standing total compensation framework that has maintained all of the various ranks and categories of employee market equity and benchmarking. Moving toward a single fixed amount compensation package with an annual GSA would result in the market equity of the traditional framework impossible to maintain. Retention of those individuals with

seniority could potentially become an issue. A conscious decision would need to be made of foregoing our market position for associates and full professors.

An IPPC member suggested that a mixed constituency committee be formed to ensure that all voices from across campus are heard with the committee seeking to examine the pros and cons of the proposal, as well as merits of other proposals. Institutions with similar compensation structures could be examined and data collected. An IPPC member remarked on the importance of viewing our current total compensation as a whole and not just the salary component and that the issues of diversity, equity, and inclusion would need to be closely examined in any salary structure modification discussions and proposals. President Conner remarked on the complexities of salary structures and the important role the slated compensation studies will play in these conversations.

### **8. Call for Agenda Items**

No new agenda items were raised.

### **9. Gratitude**

President Conner acknowledged his gratitude for outgoing IPPC members Carolyn Lundy, Casey Schofield, \_\_\_\_\_, and Melanie \_\_\_\_\_. He thanked depart7(m)7(bee0003145200550057700