

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE**  
**MEETING MINUTES**  
**April 20, 2007**

PRESENT: President Philip Glotzbach, Chair; Professor Mark Huibregtse, Vice Chair; Susan Kress, Muriel Poston, Jeff Segrave, Michael West, Michael Casey, Pat Oles, Ann Henderson, Beau Breslin, Mehmet Odekon, William Lewis, John Chaplin, Barbara McDonough; Justin Sipher (regular guest); and Barbara Krause (Secretary).

ABSENT: Mary Lou Bates, Dan Moran, Kelly Carr, and Sue Van Hook.

**1. Review of minutes**

Minutes of the April 6, 2007, meeting were **approved** as distributed.

**2. Virginia Tech Tragedy**

President Glotzbach opened the meeting with a moment of silence recognizing the shootings that occurred on the campus of Virginia Polytechnic Institute on Monday, April 16, 2007. The President expressed appreciation to the Student Government Association for the moving candlelight vigil organized by SGA on April 17<sup>th</sup>. He also noted that an open community meeting would be held later that day (April 20<sup>th</sup>) to provide support for those on our campus who might be affected and to respond to community concerns about safety issues.

**3. Retiree Health Care Benefits**

Vice President Michael West reported that he and his staff are continuing to work on the difficult issue of retiree health care costs. He anticipates receiving within days an analysis from outside consultants assessing the financial implications for various options. His staff also is working to finalize comparisons with peer institutions. Vice President West noted that, based on current information, it appears likely that all employees hired prior to April 1, 1999, would be grandfathered with respect to all major provisions. Prior to that date, Skidmore did not include "reservation of rights" language in its plan summary, and there is some evidence that at least some employees may have been promised health care benefits as retirees. Vice President West noted that the decision of how the College proceeds will not be strictly a financial decision. A revision of health care benefits could have a significant impact on many departments within the College. It is possible that the grandfathering date will be even more recent than April 1, 1999 (i.e., that even more employees will be protected).

Mr. West then outlined the timetable for making a decision on this difficult issue. He will continue discussions with the Budget and Finance Subcommittee of IPPC and with IPPC in the coming weeks. He will update the Board of Trustees at its May meetings, and discussions will continue on campus during the fall of 2007. These conversations will include open meetings on campus. At this point, he expects that the Board of Trustees will make a decision in October 2007.

In response to concerns raised by the Faculty Executive Committee, and at the suggestion of Vice President for Academic Affairs Susan Kress, Vice President West agreed to provide background and general information on this issue to the Faculty Meeting on May 16.

#### **4. Faculty Salaries**

Vice President West reported that the AAUP data on faculty salaries has been released. Skidmore has made progress in all sectors of the faculty (full, associate, and assistant professorships) in both ordinal rank and percentage of the median. He noted that the AAUP salary information does not include benefits packages. With a 4% general salary adjustment for 2007-2008 plus the pool of money identified for additional market adjustments, Mr. West believes that Skidmore will hold its own in the rankings again next year.

#### **5. Capital Budget**

Mr. West distributed a confidential working draft of the proposed Capital Projects Budget for Fiscal Year 2008. This document will be discussed in greater detail at the IPPC meeting on May 4, 2007.

President Glotzbach noted the good work that has been done by IPPC's Finance and Budget Subcommittee as well as by the Cabinet in preparing the proposed Capital Budget. He suggested that the appropriate role for IPPC is to look at the Capital Budget from the "big picture" perspective – for example, to consider whether it is the appropriate strategic decision to renovate one residence hall per year. Ultimately, approval of the Capital Budget rests with the Board of Trustees.

#### **6. Preliminary Report on Case Center**

Dean Pat Oles reported that the Student Affairs Subcommittee has been working through several surveys and numerous conversations related to the utilization of Case Center. The report describing the work of that group is not yet complete. One likely conclusion, however, is that there is too much space in Case devoted to Dining Services operations that are open for a limited time, serving a limited population. The subcommittee

