



Dean Breslin noted that Romney & Associates held the fourth in a series of workshops on campus (“Just In Time” workshops) with eleven academic departments that have new hires this year.

#### **4. GSA Question**

President Glotzbach brought forward a question from a faculty member who asked that the administration take another look at the proposed budget parameters of the Compensation General Salary Increase of 2.5% and Compensation Market & Equity Pool of .5%, and instead to consider a 3% Compensation General Salary Increase with no Market & Equity Pool adjustment.

VP of Finance and Administration Mike West provided a detailed overview of such figures, including Skidmore’s rankings on certain salary and compensation data within its peer institutions as well as a GSA and CPI comparison. After a discussion on this issue, President Glotzbach thanked everyone for their input, but stated that he was not persuaded from this discussion to make changes to the original proposed budget parameters of 2.5%, .5%. He will present the budget figures as is to the Board of Trustees in May for final budget approval.

#### **5. Strategic Planning Process and Timeline**

President Glotzbach asked for Committee members’ thoughts on the process for the next Strategic Plan. Suggestions included:

- Create a website where anyone can provide comments;
- Coordinate with existing campus events to bring the conversation forward including faculty meetings, Reunion Weekend, Celebration Weekend, alumni events, Parents Council meetings, etc.;
- Consider all social media outlets;
- Discuss the Plan at the October faculty meeting and/or the fall academic summit;
- Create small ongoing group discussions with a specific topic; have an informal setting to think about a topic; small group get-togethers at Scribner House;
- Consider a hybrid version of what Colgate is doing;
- Hold joint dinners with various groups on campus to focus solely on the Strategic Plan.

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