

**INSTITUTIONAL POLICY AND PLANNING COMMITTEE  
MEETING MINUTES  
April 26, 2019 (Extended Meeting)**

**PRESENT:** Cerri A. Banks

answer questions. She reported that the subcommittee has met four times, reviewed

that premiums for next year could be developed, and that by adding deductible and co

Lengthy discussion followed, with committee members expressing concerns and opinions on various aspects of the presentation. These included:

- Skidmore is attractive because of the benefits, and the working environment; any change to healthcare will greatly impact people in the lower salary bands.
- It must be made clear to employees that whatever changes are made for January 2020 are not the end; more changes are likely coming next year that will raise costs for employees.
- Users bearing more costs than non-users makes sense in one way, but can we think more communally and more ethically? A person can have not been a user of healthcare benefits, then suddenly they are. For some, the maximum out-of-pockets are devastating. Let's be as visionary as possible and create structures that support greatest number of people.
- Collection of health-related info from employees is a privacy issue. To hear people discussing very personal medical info in a public forum is especially jarring.
- Healthy living incentives should be part of larger picture in next phase; on the other hand, a recent Harvard study said that wellness initiatives don't affect healthcare costs substantially.
- Regarding the summary of recommendations, timeline, and potential budget impacts, what is our goal? The practices that have the most harmful impact are delayed for further review, the short-term goals have least amount of damage. Employee cost is thus a later implementation. Every decision has a major trade-off.
- FSAs can be used to pre-save the amount of the deductible being taken out. High-deductible plan also has some of the same concept of pre-saving the deductible, but unlike an FSA, you don't have to use it within a year; it rolls over, and you can take it with you if you leave Skidmore.

VP Woodfork asked when is the deadline for these changes to be made. CHROges 1 ( t)-6 (h).4 ( b)-4bIHRo a2



Q: Will the membership remain the same? Are there term limits or rotations in membership?

A: I'm flexible on this point.

VP Woodfork commented that the PQ committee, like some other HR groups, does not fall under Skidmore's typical shared governance model and, as such, is not as transparent as our other processes with clear rotating terms, selection, and functions. Dean of the Faculty and Vice President for Academic Affairs Michael Orr suggested that changes in the role of the Assistant Director for Employment, Compliance, and Workforce Diversity (ADEWD)'s handling of faculty matters are outlined in the *Faculty Handbook* so should remain consistent in structure or brought forward. College Librarian Marta Brunner expressed enthusiasm for a simplified PQ form, as the existing one is very cumbersome.

Q: Will existing position descriptions be revised?

A: Yes; all will be reviewed with the employee. Shouldn't result in shifts of people across bands on a large scale, unless not updated in many years.

As an additional note, Associate Professor and Director, Media and Film Studies Program Katie Hauser called attention to the fact that that both presentations today (on healthcare and HR) used green and red written text for emphasis, and said that since color-blind people cannot distinguish between green and red that this be altered in public presentations for greater accessibility.

## **6. Special Programs Update**

Dean Orr explained that Special Programs has been under review for some time, since former Dean Paul Calhoun announced his retirement more than 18 months ago. The review initially involved a self-study, a visiting team of external reviewers, and a response from the unit. When Dean Calhoun retired in August 2018, Auden Thomas, Managing Director of Academic Programs, Residencies, Institutes, and Community Programs was appointed as Interim Executive Director. Dean Orr reported that, during the past year, he and VP Ng had been reviewing the operational structure of Special Programs, including the necessity for a Dean of Special Programs. Dean Orr and VP Ng worked closely with Auden Thomas and Managing Director of Operations and Conferences Wendy LeBlanc to better understand the operations. Dean Orr distributed an Org Chart for Special Programs, noting that Zankel reports to Special Programs

