

INSTITUTIONAL POLICY AND PLANNING COMMITTEE

MEETING MINUTES

February 19, 2016

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IPPC requested that Julia and the IPPC Subcommittee on Student Affairs contact the Faculty Executive Committee (FEC) to request the appointment of faculty to serve on her working group and contact the Student Government Association to request the appointment of students. Moreover, IPPC asked Julia to contact Barbara Beck regarding her working group on health and wellness. Julia envisions the working group consisting of staff, administrators, faculty, and students. She envisions the four-year timeline beginning to gather and submit data during the fall 2016 semester.

3. Merging Bands and Aligning Benefits

Director of Human Resources Barbara Beck joined IPPC to discuss the proposed merger of bands for support and administrative staff positions and the alignment of benefits to coincide with such a merger. She provided a handout of current and proposed salary ranges for exempt/non-exempt employees and a proposed new point factor distribution for staff. Barbara explained that the 2014 staff survey once again highlighted the perceived stigma around the divide between what we used to call administrative/professional versus support staff categorizations. The College now refers to these groups as exempt/non-exempt.

Barbara also explained that along with the above changes, there will be changes to benefits for non-exempt staff—instead of earning the benefit based on time of service all will now begin employment with four weeks vacation, plus three personal days, and short-term disability will now be the same for exempt and non-exempt.

Barbara noted that she has previously shared this information with the pilot Staff Advisory Group and President's Cabinet and that both groups reacted positively. Barbara's staff will begin meeting with various offices across campus to roll out this information in time for the June 1 general salary adjustment, and Human Resources will postpone all PQ reviews until June, once this new system is in place.

Upon a motion made and seconded, the Committee **unanimously approved** and affirmed the merger of the bands and alignment of the benefits.

4. Title IX Coordinator and Sexual and Gender-Based Misconduct

Assistant Director for Equal Employment Opportunity and Workforce Diversity Herbert Crossman, Associate Dean of Student Affairs and Interim Deputy Title IX Coordinator Mariel Martin, Associate Dean of the Faculty for Diversity and Faculty Affairs Crystal Moore, and Associate Professor of Government and Vice Chair of the Dean of Students and Vice President for Student Affairs Natalie Taylor joined IPPC to discuss the Title IX Coordinator position. Currently this position is combined with the Dean of Students and Vice President for Student Affairs post. As we search for a new Dean/VP Student Affairs, the question is whether the Title IX Coordinator should remain as part of the Dean of Students and Vice President for Student Affairs position or be separated as a stand alone post, or combined with another leadership position on campus. The College's search consultant for the Dean/VP Student Affairs position has crafted the search advertisement and is asking what language to include regarding Title IX.

Barbara Beck distr