

**To:** President Glotzbach  
**From:** CIGU  
**Date:** November 25, 2014  
**Ref.:** Recommendation for IPPC

**Preface**

Over the years, multiple stakeholders at Skidmore College have engaged in discussion and generated numerous reports regarding the changes needed to address challenges to diversity and inclusion at the institution. The goals set in these documents are well defined and ambitious, as is evident, for example, in Goal II of the Strategic Plan: Intercultural and Global Understanding. One of the priority initiatives for this goal states that the College must:

- renew the conversation about diversity both within the Skidmore faculty and broadly across the campus community; building upon the work of

## **Recommendation**

After much consideration and the review of many past and current reports (see Appendix), CIGU can confidently and unanimously present one final recommendation to IPPC: the creation of the position of Chief Diversity Officer (CDO).

## **Rationale**

### ***Progress in Diversity Recruitment and Current Challenges***

CIGU recognizes that Skidmore has made considerable progress in faculty recruitment, especially through efforts of the Dean of the Faculty's Office related to hiring and retention (inclusive hiring workshops, for example, have proven to be effective). Unfortunately, the retention portion of this important initiative has not been as successful, as the data from the past eight years demonstrates  
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There are also some significant external benefits to the creation of the position. For example, the creation of the CDO position will enable Skidmore to join the Liberal Arts Diversity Officers (LADO), a national consortium of liberal arts institutions that is at the forefront of diversity and inclusion initiatives. The organization's goal is to

. . .facilitate systematic and systemic change to promote diversity, equity, and inclusion, in support of academic excellence and learning across all constituencies, at colleges and universities with a core commitment to liberal arts education. We aim to work together to address the unique challenges and opportunities in liberal arts communities around issues of diversity and equity, in recognition of the significant potential of liberal arts graduates and institutions to engage in research and service that will contribute to transforming society.

While our admission to LADO would not be guaranteed, Skidmore would be in a strong position for admission. Because one of the external responsibilities of a CDO would be to stay abreast of changes in the field, s/he would be able to implement best practices across the College and advance this part of the agenda in an organic and consistent manner.

We have made significant progress in many areas, and it is now the time to build upon this progress. Skidmore is now embarking on a new strategic planning phase, is completing its Middle States ten year self-