

## DRAFT Steering Committee Minutes

Wednesday, May 13, 2020.

Attendees: Caroline Sehon, Charles Ashbach, Ana Barroso, Sue Cebulko, Jane Garbose, Anna Innes, Michael Kaufman, Karen Mohatt, Steve Morris, Patrizia Pallaro, Lorrie Peters, Jim Poulton, Michele Reed, David Scharff, Suzanne St. John, Mike Stadter, Coleen Sandor, Carla Trusty-Smith.

Minutes of last meeting: April 8, 2020 approved.

1. Executive administrator report by Anna Innes: She didn't have a report since she has been working on the organization of the Summer Institute and on the evaluations from other courses.
2. The director reported that there are continuing reverberations from ongoing transitions in the institution as a whole. The programs are growing so it's necessary to update the financial and administrative structures that have lagged behind what our institution requires given its complexity now.
3. The director has been talking with Anna and other members of the Board in order to have greater access to information to inform decision-making.
4. There is a disentangling process occurring so that IPI's financial and administrative operations become independent of the co-founders David and Jill Scharff.
5. Anna is working out of their home due to the Covid-19 pandemic. The plan is to relocate the IPI headquarters outside of the Scharff's home office.
6. Angela Morman informed Caroline that she had relocated to Delaware; she is no longer an employee of IPI.
7. Three Board members resigned.
8. Caroline mentioned that there has been a diversity of views at the Board about the relative autonomy of decision-making of the director. The current Board Chair, Rich Zeitner, wishes for the Board to be less Board centric and for the director to have greater autonomy.
9. Karen Mohatt was invited to say something else in relation to the last Board meeting, her answer was she is committed to the health and the continuing growth of IPI, there is a difficult transitional process.
10. Patrizia has asked to have the names of the Board members placed in the web site. She said she is confused about what the issues are, and suggested an external consultant.
11. Sue expressed her anxiety because of the unknown.
12. Colleen expressed her concern about the secrecy that she says is extremely anxiety provoking. She pointed out that the spirit of the IPI has been we could discuss openly whatever is going on and now that is not happening.
13. Charles expressed his concern about we as faculty have been treated as toddlers and invited to have an open discussion.
14. Caroline said Anna is fully employed by IPI, and that her work is not at risk.
15. Jim questioned why the Board is blocking the transparency, since we are the Steering Committee, he suggested have a wide conversation with the Board.
16. Suzanne expressed she didn't know how the Board is operating.
17. Karen Mohatt clarified that she wasn't against sharing the information, it was simply the Board hasn't had a meeting since January, and she needed to have more information prior

to a Steering Committee meeting, because of the transition and disentanglement. She pointed out because of the delicate nature of the information, it is not safe to share it right now.

18. Patrizia addressed that we are paying to be faculty so we need to be treated in a different way. The relation between the Board and the steering committee and staff need to be discussed. We must have an understanding about the Board does.
19. Steve answered where the Board comes from, and if we share the same ethic principles.
20. Suzanne suggested we have access to the bio of the Board members. Karen is going to ask to the Board if they agree.
21. Mike Stadter pointed out that its very disturbing that we don't know what is going on.
22. Lorrie said we have 5 applications for the Core. She pointed out she wants to be here because of the students.

Ana M. Barroso