

President's Commission on the Status of Women

**Annual Report
2007-2008**



Minnesota State University, Mankato

Respectfully submitted
by Susan Taylor and Dr. Rosemary Krawczyk
Commission Co-chairs

President's Commission on the Status of Women Annual Report 2007-2008

2007-2008 Members:

Susan Taylor	Co-chair (2 nd year)
Rosemary Krawczyk	Co-chair (1 st year)
Jane Earley	Administrative Liaison
Elizabeth Lindstrom	Graduate Assistant
Maria Bevacqua	Women's Studies
Deirdre Rosenfeld	Women's Center
Linda Duckett	Affirmative Action (fall)
Linda Hanson	Affirmative Action (spring)
Betty Young	IFO Representative
Julie Carlson	IFO Representative
Carol Endres	AFSCME Representative
Gail Abraham	AFSCME Representative
Margaret Frazee	MMA Representative
Carol Jensen	MMA Representative
Sara Granberg-Rademacker	ASF Representative
Kelly Meier	ASF Representative
Shannon Jeffries	MAPE Representative
Ludmila Lindahl	MAPE Representative
Denise Thompson	Excluded Administrator
Jackie Frederick	Graduate Student Representative
Sophia Kiwanuka	Undergraduate Student Representative
Jen Guyer-Wood	Bryn Mawr Participant

President's Commission on the Status of Women
Annual Report
2007-08

Executive Summary..... 4

Addressing Workplace Bullying 5

New Initiatives 5

 Mentoring Program

 Marketing Plan

Ongoing Projects and Events 6

 Fall Reception for New Women Employees

 Women of Courage and Vision Awards

 Professional Development and Research Grants

 Research Project of the Year Awards

 Bryn Mawr Leadership Institute

 Listening Panels

Campus Community Feedback7

 Listening Panel Feedback

 Web Contact Form Feedback

 Victim Assistance Issues

Salary Inequity Issues10

Membership 10

Graduate Assistantship.....10

Summary of New Recommendations.....11

Executive Summary

The President's Commission on the Status of Women was again quite active this year. Continued initiatives include the Workplace Bullying and Psychological Aggression Survey, selection of a Bryn Mawr HERS Institute participant, awarding research projects of the year and awarding professional development and research grants.

Continued events include the fall reception for new women employees, the spring Women of Courage and Vision awards reception, and two listening panel events.

New initiatives this year include launching a web page for female mentor connections and implementing a marketing plan.

Primary issues concerning the Commission at this time are salary inequities based on gender, addressing workplace bullying (pending recommendations), and the need for a central reporting office for victims.

The Commission commends the increased number of women in upper administration, the ongoing support for the workplace bullying survey project, the inclusion of Commission leaders in university-wide discussions, and increased budgetary support for implementing a marketing plan and for research and professional development awards.

The Workplace Bullying and Psychological Aggression Survey

The Commission continued to lead the work on the workplace bullying and psychological aggression survey with consultants Dr. Loreleigh Keashly (Wayne State University) and Dr. Joel Neuman (SUNY – New Paltz).

The steering committee co-chairs (Susan Taylor, Kelly Meier, Lori Lamb) remained in frequent contact with the project consultants through regular phone conferences this year. After much preparation and numerous “business case” presentations to stakeholder groups, the survey was sent to all employees electronically at the end of fall semester 2007. Paper and pencil versions were also made available with pre-addressed and stamped envelopes. On May 1-2, 2008 the consultants returned to campus to present initial findings to stakeholder groups and the campus community.

President Davenport has stated his commitment to this project and his willingness to support recommendations resulting from the survey.

New Initiatives

Mentoring

The Commission recognizes the need for women’s mentoring on our campus. Commission member Dr. Julie Carlson (department of educational leadership) developed a web project to bring university women together in mentoring relationships. She developed an online forum where volunteers can sign up as mentors, and mentees can find a mentor. Dr. Carlson will survey participants at the end of this first year to assess participation and satisfaction with this resource during its first year.

Marketing Plan

The university’s integrated marketing team developed a marketing plan for the Commission which was shared with the co-chairs at a meeting in January 2007. Part of the plan was to develop a consistent positive visual identity. This year, the Commission used a standard graphic image developed exclusively for our communications for all print pieces such as a “Who We Are” flyer, invitations to several events, and informational mailings to employees.

The Commission’s website is greatly improved in terms of content and organization based on the marketing team’s recommendations and the work of our graduate assistant Elizabeth Lindstrom. We also formed a Poster Series committee to develop positive informational messages about women for display on a poster series on campus, such as the percentage of female employees at Minnesota State Mankato.

The Commission and the president believe it is important for the campus community to identify those positive events and actions that result from Commission work. The continued use of a consistent identity will help our community members connect the Commission with its positive work and will improve the effectiveness of the Commission on campus.

Ongoing Projects and Events

Fall Reception for Women

The Commission and the Women's Studies Department sponsored this annual event on September 26, 2007. This long-standing reception is designed to welcome new women employees and develop networks for new and returning employees alike.

Women of Courage and Vision Recognition Reception

The Commission on the Status of Women, in partnership with the Women's Center and Panhellenic Association hosted the 8th Annual Women of Courage and Vision recognition reception on March 26, 2008. This program invites university students and employees to nominate female students and employees for recognition as outstanding women. All nominees are honored and receive a certificate and souvenir. This year's program recognized 307 women. This event has become a highly recognized opportunity to reward and empower women for their contribution to the campus community.

Professional Development and Research Grants

This was the fifth year that the Commission on the Status of Women offered professional development and research grants to university community members. Stipends were available to students and employees to attend professional conferences concerned with the status of women, or conduct research in this area. Funding criteria are:

- 1) Relation of the activity to the status of women;
- 2) Applicant's financial need and access to other sources of funding;
- 3) Extent to which the activity benefits the applicant, campus or local community.

We offer the grants in two disbursement periods (fall and spring) and this year awarded a total of \$4494 in professional development and research grants. This was an increase from last year.

In fall we received 28 applications for funding. We awarded 8 (4 students, 4 faculty) grants ranging from \$200 to \$500 and had to deny funding to 20 applicants (14 faculty, 2 staff, 4 students). In spring we received 6 applications and awarded 6 (1 staff, 5 faculty) grants ranging from \$99 to \$465. These funds continue to be critical to the advancement of women and the demand for these funds is growing.

Research Project of the Year Awards

This is the sixth year that the Commission has recognized excellence in research work pertaining to women. Members of the university community are invited to submit projects in one of three categories: faculty, graduate student and undergraduate student. This year there were no undergraduate student submissions, so two faculty projects were selected. Each recipient was recognized at the Women of Courage and Vision reception, and received a \$350 award. This year's winners are:

Graduate Student Award: Tracey Hammell, Department of History, for her paper “Amelia Bowing and the One Thousand Acre Forest.”

Faculty Award: Dr. Rachel Droogsma, Department of Speech Communications, for her journal article “Redefining Hijab: American Muslim Women’s Standpoints on Veiling.”

Faculty Award: Dr. Susan Freeman, Department of Women’s Studies, for her book *Sex Goes to School* published by the University of Illinois Press.

Bryn Mawr Women’s Leadership Institute

Jennifer Guyer-Wood from the Career Development Center was chosen as the HERS Bryn Mawr participant for summer 2007. At the request of the Commission, Ms. Wood conducted a Bryn Mawr experience informational session on Professional Development Day in January 2008. She also gave a presentation about her experience to Commission members at a spring 2008 meeting.

Each year the Commission reviews the issue of the small number of applications we receive for the Bryn Mawr women’s leadership institute. The small number of applicants is primarily a reflection of the commitment required to attend the institute, a commitment that makes it professionally and personally difficult for many women.

This year the Commission again confirmed our belief that as long as we have even one qualified candidate wishing to advance her leadership skills through this nationally-recognized program, we should continue to support our employees’ participation. The Bryn Mawr committee suggests that we also add an opportunity to attend the alternatively scheduled HERS institute that takes place over several weekends in Colorado, to determine if this experience is more attractive to women from our campus.

Deb Jesseman was selected as the summer 2008 Bryn Mawr participant.

Listening Panels

This year the Commission held two listening panels, inviting students and employees to share their concerns related to women’s issues on this campus. The sessions were held on March 4, and March 5, 2008. See “Campus Community Feedback” for a summary of the concerns we heard in these two sessions.

Campus Community Feedback

Listening Panel Feedback

Participants identified the following main issues facing women students and employees at MSU:

- lack of resources to support targets of visible, long-standing bullying;
- lack of child care options;
- lack of part-time/job-share employment opportunities;

President’s Commission on the Status of Women FY 08 Annual Report

- absence of student parent support services;
- lack of paid parental leave including limited unpaid parental leave options;
- bias in the faculty tenure system (tenure clock doesn't stop for pregnancy/parental leave);
- gender pay inequity on campus specifically within AFSCME clerical positions;
- general work/life balance concerns related to employment and parenting.

When asked how we can help women thrive at MSU, participants suggested the following:

- address the concerns noted above;
- establish a leadership/empowerment model for women student employees;
- expand mentoring and networking opportunities that connect women students and employees - suggestions included discipline-specific mentoring within colleges or departments with support from administration and more campus speakers addressing decision-making, assertiveness, competition, ambition and negotiation;
- increase positive interventions to proactively cultivate a positive culture on campus;
- establish a job-share program on campus;
- increase student and employee support resources.

Web Contact Form Feedback

The President's Commission on the Status of Women website includes a link to an anonymous feedback form. Submissions through the website are automatically forwarded to the co-chairs. A summary of issues submitted through the web is as follows:

<u>From</u>	<u>Primary Issue</u>
Female Faculty (11-15 years)	We have a climate that supports sexual harassment Women's Center a wonderful resource.
Female Undergraduate	Women well represented in faculty; Appreciate parking lot lighting.
Female Graduate Student	Lack of mentors for female students; Need more lighting in parking lots.
Unidentified gender/classification	Lack of effective conflict resolution skills; Need more work/personal life balance resources.
Unidentified gender/classification	Females paid less than equivalent male faculty.
Unidentified gender/classification	University should make no distinction between genders.
Unidentified gender/classification	Racial discrimination is our primary problem.

Female Staff (6-10 years)	“Hire the right person...cut loose the dead beats.”
Female Faculty (2-5 years)	“Family leave does not suspend the tenure clock.”
Female Graduate Student	Being discriminated against by all-male faculty.
Female [Sodexo] employee	Being bullied by supervisor.
Female Graduate Student	Student Affairs leadership plans to move a white male to an open position without a search.
Female (unidentified class.)	Highly recommend Non-Violent Communication (NVC) training for all employees involved in bullying situations.

Victim Assistance Issues

This year we heard of several cases where victims of perceived harassment or discrimination seem to be falling through the cracks. For example, a female employee on our campus received a threatening e-mail from a male student in fall 2007. The threat was directed at all members of her protected class (sexual orientation). Because the threat occurred as a single incident and was not specific enough to be actionable, it was difficult for the notified offices to take satisfactory action (though several tried to help).

The primary issue concerning the Commission is that the victim had to be self-directive in discovering what resources and responses were available and appropriate at a time when she was clearly victimized and in distress. This victim is a professional employee who is often in an advocacy position with students. If even she felt confused, fearful and helpless, we are greatly concerned about how less-equipped employees and students feel in these situations.

Other victims include students and employees who believe they are being bullied by others in the campus community. These victims often fall through the cracks because the perpetrator’s behavior is not deemed as discriminatory in nature (though still harmful) or for other reasons the behavior does not meet the criteria required for action by our current system of resources. These victims must “figure it out” on their own – often reporting to several offices, and often becoming frustrated, angry and ultimately feel helpless.

The results of our Workplace Bullying and Psychological Aggression survey confirm the anecdotal reports heard by the Commission. Results showed that 84% of our employees are exposed to incidents of bullying or aggression. Of those being bullied, 88.9% “felt helpless to do anything” and 49% think about getting revenge.

The Commission continues to believe in the value of a central reporting office for victims of inappropriate or harmful behavior. This office would serve a coordinating and referring role versus a resolving function. The person in this role could facilitate communication between all resource offices on campus to ensure victims are not falling through the cracks.

Salary Inequities

In spring of this academic year, the Commission members reviewed salary statistics for our campus based on gender for FY08. The following statistics were of concern to the Commission:

Gender	Classification	Avg. Yrs. In Service	Avg. Salary	Summary
Female	Faculty	9	\$55,519	Males make about \$10,000 more with 3 yrs more service
Male	Faculty	12	\$65,100	
Female	MMA	17	\$49,933	Males make about \$11,700 more with 2 fewer yrs service
Male	MMA	15	\$61,715	
Female	Excluded	14	\$101,430	Males make about \$13,500 more with 1 yr more service
Male	Excluded	15	\$114,993	
Female	AFSCME (Craft)	28	\$41,196	Males make about \$5,300 more with 10 fewer yrs
Male	AFSCME (Craft)	18	\$46,496	
Female	All employees	11	\$49,588	Males make about \$10,000 more with same yrs service
Male	All employees	11	\$59,404	

Retrieved from www.its.mnscu.edu/reportanddataservices/managementreports/workreports.php on 3/5/2008.

Membership

In an effort to more effectively address concerns impacting women on campus, the Commission requests that the Director of Security and the immediate past recipient of the Bryn Mawr Women’s Leadership Institute be added as standing members. The addition of these members would enhance the integration of new ideas, thoughts and concerns.

Graduate Assistantship

The Commission’s graduate assistant position was invaluable to the group this year. Elizabeth Lindstrom worked as the behind-the-scenes organizer, collaborator, event-planner, web manager, and “other duties as assigned.” This was the first year the graduate assistant had a permanent “home”; the Women’s Center agreed to house our graduate assistant and archives to assist with space, record-keeping and continuity needs. Elizabeth has gained valuable experience in project management, workplace organization and empowerment of women.

Summary of New Recommendations

- Recommendation: The Commission on the Status of Women recommends that the Director of Security and the immediate past recipient of the Bryn Mawr scholarship be added as standing members.
- Recommendation: Continue to offer the HERS Institute summer women's leadership program at Bryn Mawr, and add the opportunity to send one woman to the multiple-weekend HERS Institute in Colorado.
- Recommendation: Increase funding for the research and professional development grants to keep up with the increasing number of requests we receive each year.
- Recommendation: The Commission requests a review of services available to victims on campus and a recommendation regarding the appropriate person or office to serve as the first contact for victims seeking assistance. The first contact would ideally direct victims to or through the appropriate offices or processes, somewhat like a case manager. To ensure victims do not fall through the cracks.
- Recommendation: The Commission requests a review of gender equity in salaries for FY09.