

Commission on the Status of Women
Meeting Minutes
October 10, 2005
10 AM, CSU 219A

Members present: Krysten Bachicha, Lisa Darvell, Suzie Dugan, Carol Endres, Margaret Frazee, Rosemary Krawczyk, Kelly Meier, Deirdre Rosenfeld, Susan Taylor, Denise Thompson, Shannon Villwock, Betty Young

Regrets: Maria Bevacqua, Julie Carlson, Jane Earley, Sarah McLaughlin, Kenneth White

1. Introductions

- Membership roster distributed. An updated copy is available on Mavdisk (see below).
- Krysten Bachicha is a Graduate Assistant who assists the Commission.

2. Brief history of the CSW

- Three-fold purpose (from csw homepage www.mnsu.edu/csw)
- FY 05 Year-End Report (copy distributed at meeting, can be found online and on Mavdisk)
- All CSW members have access to group files. On Mavdisk (Network drives on “My Computer” for PC users) open “Committees” folder to find “CSW” folder. This access is “read-only” to protect the files.

3. Discuss meeting time/recurrence pattern

- Preference expressed for meeting alternating weeks for 2 hours instead of weekly for one hour
- Meeting times for the remainder of the semester:
 - Tuesday Nov 1: 10:00-12:00; CSU 256
 - Tuesday Nov 15: 10:00-12:00; CSU 256
 - Tuesday Nov 29: 10:00-12:00; CSU 256

4. Women’s Leadership Project update

- Small group work has begun on a proposal for President Davenport on the women’s leadership program he referred to in his Convocation address. The President has requested that the Commission work with MSU’s Professional Development Committee.
- Small group members are: Krysten Bachicha, Maria Bevacqua, Carol Endres, Lori Lamb, Kelly Meier and Deirdre Rosenfeld.

5. Expectations

- Confidentiality – what is said in meetings stays in meetings; projects/actions should not be discussed unless they are made public
- Permission to disagree; group values safe and professional conflict
- Addressing bullying – frustrated the issue wasn’t addressed in last year’s Campus Climate Survey sponsored by the Diversity Commission – we need to stay on top of this issue and advocate that it be addressed

- Representing CSW with bargaining unit and sharing bargaining unit concerns with CSW.
 - Increasing the general visibility of the CSW – to have MSU people see us as a resource – raise our profile
 - Gaining knowledge to empower women in underrepresented fields.
 - Black women are represented in this group and others on campus.
 - Providing resources for and access to professional development for all women on campus
 - Taking advantage of our direct link to the President – we are doing important work that will make a difference
 - Focus on positive aspects – promote our current diversity statistics as a success item
 - Eager to be a member of the group and have an opportunity to share skills.
6. Where do we go with concerns about bullying?
- Is there a department on campus that provides services related to bullying?
 - Promote workplace environment policy and complaint procedure?
<http://www.mnsu.edu/acadaf/pdfs/WorkplaceEnvironmentPolicy2005.pdf>
http://www.mnsu.edu/acadaf/pdfs/EmployeeComplaintPolicy_Procedure2005.pdf
 - Are there different policies for students and employees?
 - How do Human Resources and Affirmative Action interact with this issue?
 - We'll discuss this at our next meeting.

Minutes submitted by Deirdre Rosenfeld