

Commission on the Status of Women  
Meeting Minutes  
November 1, 2005  
10 AM, CSU 256

**Members present:** Krysten Bachicha, Maria Bevacqua, Julie Carlson, Lisa Darvell, Suzie Dugan, Jane Earley, Carol Endres, Kristeen Giese, Rosemary Krawczyk, Kelly Meier, Deirdre Rosenfeld, Susan Taylor, Denise Thompson, Shannon Villwock

**Regrets:** Margaret Frazee, Sarah McLaughlin, Kenneth White, Betty Young

1. Introductions

2. Women's Leadership Project update

- The working group is drafting promotional materials for the Bryn Mawr Summer Institute. Publicity will be reviewed by the President and distributed in mid-November.
- Bryn Mawr is a summer institute that encourages the development of women who have served in institutional leadership roles (departmental chairperson, director, dean, etc.).
- The Bryn Mawr institute will be one part of an expansive leadership development program for all women employees at MSU. This program will be submitted to the President during Spring Semester for implementation in Fall of 2006.
- Bryn Mawr is a great opportunity but may limit participation of women with personal considerations that are not congruent with a four week stay (away from home). Other smaller scale/shorter duration events should be offered for more inclusivity and accessibility. It is also important to impact more than one woman per year to effectively change the culture and climate of our campus.
- A goal for our Commission could be to offer a leadership seminar for women for the MNSCU system. MSU could rise up as a leader in the development of women.
- The working group for the women's leadership program is: Krysten Bachicha, Maria Bevacqua, Carol Endres, Lori Lamb, Kelly Meier and Deirdre Rosenfeld. This group was formed based upon representation of a variety of bargaining units and on short notice to accommodate a quick turnaround on publicity for the Bryn Mawr Institute. Other Commission Members who are interested in participating are welcome.

3. Workplace Bullying

- Are supervisors trained as to what to do when approached about a situation involving bullying? Broad based training for supervisors is needed. Is there a supervisory class offered on campus? The Invisible Line program was used several years ago for all employees.
- It would be helpful to have a training session on bullying offered during Professional Development Day. Some skeletal work was done on a proposal outline to implement this idea.
- Who owns the bullying complaint process?
- What can be done when it appears that nothing can be done or an employee is advised that nothing will be done? What is the potential liability for supervisors?

- It is important to define “bullying” or what constitutes a violation of the workplace environment policy.
- Funding/resources were not allocated to conduct a workplace bullying survey on our campus. This is something that needs to be done.
- Bullying work should include: assessment, training/education, student impact, and centralized web resources on bullying/harassment
- Student Government is working on the Student Bill of Rights. This document will focus on student/faculty relationships.

#### ACTION STEPS:

- Invite Lori Lamb to attend a Commission on the Status of Women Meeting to discuss the issues outlined above.
- The Commission will continue to help with the implementation of a Professional Development Day session on bullying.

#### Next Meeting:

- Need to look at past projects and consider what we will continue and what our agenda will be for the year.

Minutes submitted by Kelly S. Meier