

**The President's Commission on the Status of Women**  
**Thursday, October 5, 2006**  
**9:00 AM, CSU 203**  
**Minutes**

**Attendance:** Maria Bevacqua, Katie Boone, Julie Carlson, Carol Endres, Margaret Frazee, Kristeen Giese, Sara Granberg-Rademacker, Rosemary Krawczyk, Sarah McLaughlin, Kelly Meier, Deirdre Rosenfeld, Susan Taylor, Denise Thompson, Betty Young, Suzanne Dugan

**Regrets:** Shannon Villwock, Kenneth White, Jane Earley

**Absent:** Lisa Darvell

**CSW Membership**

CSW Binders: Susan Taylor discussed that we are creating informational binders for commission members. Commission members will be responsible for keeping their binders up to date. Binders will be hand delivered before the next meeting.

CSW Charge: Kelly discussed the cards that identify the Commission's three-fold purpose as it pertains to women's concerns and issues: 1) To identify and define issues and make recommendations to the University on how these issues should be addressed. 2) To review progress on these recommendations. 3) To provide advice and guidance to the President as the University implements new policies and programs to improve the status of women at the University.

Discussion of the CSW Charge brought up questions about the current status of the Women's Leadership Institute Proposal that was given to the President in April last year. Over the summer we inquired about the status of the proposal. An email was sent to Lori Lamb and the Professional Development office. It looks like they'll be the ones spearheading this endeavor. Lori hasn't heard anything since. This proposal will be available in your binder.

CSW Website: We will be posting everything to the CSW website. This will make it easier for members to keep their binders updated. Susan talked about the Commission's communication plan: binders, website, and monthly meetings with Scott Olson or the President. The website address is: <http://www.mnsu.edu/csw/>

Meeting Change: November 2<sup>nd</sup> meeting got moved to Nov 9<sup>th</sup> in room CSU 219a

**CSW Issues:**

Final Report 2005-2006: Kelly mentioned the Commission's successes from last year such as the FT Sexual Violence Education Coordinator position, Listening Panel, receiving money for bullying survey.

Workplace Bullying: The Commission received \$20,000 to conduct a study on campus. Susan has looked into three possibilities for professional consultants to come in and do the study. She mentioned each one and that there are pros and cons to all of them. The money will need to be spent by 6/30/2007. The goal is for the Commission to file a report for the President to address issues and make recommendations to the University.

Comments that followed: Julie Carlson had suggested that we look into the possibility of hiring two consultants to cover different areas so that faculty will also be covered in the study. Kristeen Giese was concerned that student bullying wasn't being addressed. This is not going to be covered by the survey since it has employee focus, but a suggestion was made that student government look into funding a study that looks at student bullying.

**New Business:**

ACE Network Representative: The Commission is seeking a representative that can serve on the American Council on Education. The Commission would like to have a representative who would be able to attend the bi-annual meetings and events primarily in the twin cities. Susan will send out more information to Commission members via e-mail.

CSW Online Newsletter: Kelly wanted to get feedback on whether we should pursue developing an online newsletter that would allow for the CSW to be more visible, and include CSW-specific news items and information on upcoming events and opportunities with the CSW. The first issue could include asking people to serve as mentors, promote the website, Professional Dev. and Research Grant application process changes, increase overall visibility. Members agreed to this idea and we will look into how it goes and reevaluate the process at a later date.

Mentoring Project: The CSW is not a programming body. But we can provide an opportunity for women to sign-up to serve as mentors on our website and connect women who are interested in having a mentor with a comprehensive list of mentors available.

Comments that followed: have description of what to do as a mentor, provide ideas for things to do, mentors should provide a paragraph about themselves, benefits to choosing to be or to have a mentor, list of responsibilities and the importance of following up. It would be nice to have this available before the Fall Welcoming Reception... the CSW could work on sending a welcoming email to new employees, we could integrate CSW and mentoring opportunities during online orientation as well. Following up with people who request mentors is crucial; we wouldn't want anyone to be left out. After the first year of this we will conduct a survey and reevaluate this system.

Marketing the CSW: The CSW would like to improve visibility and communication. We will seek the help of the campus Integrated Marketing Team. The first-session questions were discussed by the full Commission. Notes are available upon request. Chairs and graduate assistant will be meeting with the marketing team to discuss how to better market the Commission.

**Ongoing Projects and Events:**

Bryn Mawr: Katie is looking into planning a campus-wide informational session. Perhaps Jean Haar can present on her experience at the BMSI last summer. Committee Members: Rosemary Krawczyk and Julie Carlson

Professional Development and Research Grants: Changes have been made to the process for this year. We are opening up the application process to be year round (Fall and Spring semester). Committee people will be meeting monthly or on an as needed basis to review applications. Committee Members: Denise Thompson, Sara Granberg-Rademaker, and Deirdre Rosenfeld.

Women of Courage and Vision: Opportunity to recognize the rich and diverse contributions that women make to our university. Committee members: Kristeen Giese, Betty Young, Deirdre Rosenfeld and she will be pulling in other interested people.

Meeting Adjourned.

Minutes by: Katie Boone