

## October PCOSW Meeting Minutes at the Valley Library on October 6<sup>th</sup>.

Facilitator Rorie Solburg

### Attendance

Beth Rietveld, Women's Center  
Dan Arp, Honors College  
Michele Kutzler, Animal Science  
Tuba Ozkan-Heller, COAS  
Diane Davis, Healthy Campus Initiatives  
Katelyn Banta, Botany (student)  
\*inBeth Wasylow, CAPS  
Stephanie Duckett, Healthy Campus Initiatives  
Susan Rodgers, English  
Belinda Batten, Mechanical Engineering  
Kimberly Hannaway – Leadership Team  
Brenda McComb - Forestry

### Retreat Recap

OSU's President's Commission on the Status of Women Retreat was held at Peavy Lodge on Wednesday August 25, 2010. Its four packed hours included background on the Commission itself; a brainstorm session on issues for the group to take on; establishment of goals; and formation of sub committees. The commission uses a two year cycle of motion for starting new projects and providing ample follow through time. Additionally, the group discussed President Ray's proposals for PCOSW.

1. For PCOSW to organize a President's diversity lecture series with two per quarter.
2. To hold a public forum for faculty and community members to voice concerns.
3. Quarterly lunch meeting assessments for tenure track faculty for establish best practices.

Members assessed how to use these goals as a mechanism to further the goals of PCOSW. Overall, people saw it as an opportunity to bring attention to those issues of inequity the commission is working against, and partner with other offices to grow our community.

### WAGE Retreat Report

Kimberly Hannaway represented PCOSW at the September 15th retreat for OSU's Women for the Advancement of Gender Equity Office.

*The mission of the office is create an environment that attracts women, that nurtures and sustains learning and working at OSU, and serves as a model around the world. We at the WAGE office strive to create a climate change that supports equality for faculty, staff and students. To accomplish this mission the office will:*

1. *provide professional development opportunities for the preparation and support of women on the OSU campus.*
2. *promote the visibility, recognition, and advancement of women qualified by education, experience, and personal characteristics for leadership position in higher education.*
3. *work to eliminate barriers to women's achievement in higher education.*

A WAGE office goal, and now one of PCOSW, is partnership. Decidedly more progress will be made with collaboration. Many WAGE focuses parallel those of PCOSW, including bullying and mentoring with a focus on tenure track assistant professors. Campus climate is big issue for the WAGE office, with BULLYING a big part of it. There is possibly a new climate survey in the works. They are looking to create a Toolkit for mentors/mentees of people on the tenure track. PCOSW can help by connecting the WAGE office with coaches and mentors. Beth brought up Paul Biwan from the Human Resources Coaching Program as a contact person.

### **Funding Requests**

PCOSW has an estimated \$3,500 available to fund women on campus in regards to professional development, and an estimated \$4,500 for co-sponsorship. The new process for awarding funds aims at transparency and involves accepting proposals on a rolling basis and voting at the following meeting. Awards are up to \$500 per request. Applicants for professional development funds must clearly communicate how their funding will help advance women's issues, and agree to present to the group afterwards.

1. Stephanie Bernell of Public Health has been accepted to speak at the Ted Conference –a nationwide event where researchers present the “talk of their lives” in 18 minutes to some of the world's most fascinating thinkers. [www.Ted.com](http://www.Ted.com) Presenters include individuals such as Bill Clinton and Bill Gates. Bernell's personal research links Poverty and Nutrition and examines social stratifications of gender, race and economics. Overall costs for attending are over \$6,000. She is receiving \$3000 from the Provost Office and has asked PCOSW for \$500. The Commission voted unanimously on awarding \$500 to Stephanie Bernell. It was suggested that she may be willing to speak as part of the Diversity Lecture Series.
2. Beth Rietveld proposed allocating funds to advertise for Donna Beagle's Presentation at the LaSells Stewart Center on October 19<sup>th</sup> and Poverty Workshop that follows on the 20<sup>th</sup>, and 21<sup>st</sup>. Donna Beagle is an inspirational woman who will speak on understanding generational poverty, ways to address it and change it, and about her own story of rising out of poverty. The contract for this presentation and two-day conference costs \$11,000. The 2-day workshop, which is regularly priced at \$250-\$350, is being offered for free to OSU students, faculty and community members. People from Portland State and the University of Oregon have registered, which indicates the broadness of community the event will reach. The Commission voted unanimously to award \$500 to advertise in the Gazette Times, Barometer etc.

## **Sub Committee Reports**

### **Work/Life Balance**

- Open Forum on Work/Life Balance – November, 2010  
*The goal is raise awareness of Work/Life Balance and talk about concerns and successes.*
- Weekly fun facts in OSU Today (with Lisa Hoogesteger)  
*The goal is to collaborate with Lisa Hoogesteger of Healthy Campus Initiatives whose 2010/2011 focuses are smoking cessation, healthy eating and being active.*
- Self-audit---will lead to website content (Lisa Hoogesteger and others)  
*This will indicate what OSU does well and potential areas for improvement.*
- Post Work/Life Balance Report on PCOSW website for public access
- Development of a Work/Life Balance Committee that operates as part of the Faculty Senate committees or part of the Faculty Economic Welfare Committee  
*The goal is to embed Work/Life Balance Focus into Human Resources and Healthy Campus Initiatives to move it to the landscape of the whole University.*

\*The group discussed posting the Work/Life Balance Report on the Commission's website. Rorie brought up past push back from Human Resources to keep in mind. Overall, meeting attendees supported posting the document to "err on the side of transparency," along with giving stakeholders a 'heads up' beforehand. The OSU Work/Life Balance Report is posted on the Commission's Blackboard site for members to review and offer comments on the discussion board. Beth shared that PCOSW's Work/Life Balance report is a national model and the importance of posting it on the website.

### **Mentoring**

Rorie Solberg updated the group on the Mentoring ad hoc committee. The group plans to research and model after mentoring programs that are already available on campus, and get together with the WAGE office on the matter. The committee's timeline to implement PCOSW supported mentoring programs is September 2011.

### **Bullying**

In light of recently reported suicide after an incident of internet bullying, the committee stressed the importance of focusing on Bullying here at OSU. The committee discussed that the definition of Bullying is unclear. What is it? How is it in work place? What does peer bullying look like? The group is coming along on the definition process, and brainstorming mechanisms for care. They are using the City of Portland's guide on Bullying in the workplace as a reference and reviewing policies and trainings to avoid a blind effort at reinventing the wheel. Their timeline of goals for this year: to define bullying and clarify that it will not be tolerated; procedure to handle incidences; how to care for victim; handling the perpetrators

The group made a proposal for the first of President's Lecture Series to center on Bullying. Projected dates are November 17<sup>th</sup>/19<sup>th</sup>. The budget is up to \$5000 per speaker, and expenses are organized from the Provost's office. The committee is in contact with a number of speakers. Members identified style options for the talk: one to explain policy; one to educate the crowd; get people emotionally "fired up". The idea is for the speaker to provide a pathway; a clear direction to send us on a trajectory. We discussed identifying the right speaker and then uniting the interest of many offices to join in on cost. The group discussed possible cosponsors, and LGBT as a potential partner. The group assessed the overall event, identified two stages - the President's lecture as inspirational, and a breakout session as having an interactive effect. Beth Reitveld mentioned David Bell of UCSF, who presented on Work Life Balance at last year's CUWFA conference, as a potential person to speak on bullying at a public forum.

\*The Work/Life Balance report is posted on Blackboard. Please review and leave comments in the discussion board section in a timely fashion so it can be included on the PCOSW website.

\*The group looks forward to updates on sub-committee progress at each meeting.

\*PCOSW goals this year- increased transparency and visibility on campus. The November meeting is scheduled for the Women's Center on Tuesday November 2<sup>nd</sup> at 2pm.

## **November PCOSW Meeting Minutes at the Women's Center on November 2<sup>nd</sup>**

Caprice Rosato facilitated the Commission's November meeting with the following agenda.

- Introductions
- Ongoing work
- New Buisness
  - meeting with President Ray
  - collecting the voice
- Lecture Series

### **Members in Attendance**

Jana Zvibleman  
Susana Rivera-Mills  
Malinda Shell  
Susan Tornquist  
Deb Pence  
Mirabelle Fernandez-Paul  
Cheryl Lyons  
Belinda Batten  
Jan Spitzbergen  
Kimberly Hannaway  
Mamta Accapadi  
Linda Anderson  
Caprice Rosato  
Hillary Eгна  
Rorie Solberg  
Beth Reitveld  
Katelyn Banta

### **Ongoing Work- SubCommittee Reports**

#### **Work Life Balance**

Beth Rietveld spoke on behalf of the Work/Life Balance Sub-Committee. She found a group on campus that is focused on a survey about aspects of Work/Life Balance, and she has made contact with **Jeff McCubbin** to see how these efforts can merge. Perhaps the groups can also join with Lisa Hoogesteger of Healthy Campus Initiatives and collaborate. Beth plans to call a meeting to get the Work/Life Balance sub-committee together with Jeff and Lisa to share information and learn more about what needs to be done. Additionally, the sub-committee's longer term goal of moving a Work/Life Balance Committee into the Faculty Senate, has been proposed to Leslie Burns.

#### **Mentoring**

Rorie Solberg spoke regarding research she and Suzanna Rivera-Mills have done on OSU mentoring. Essentially they found nothing systematic, consistent or transparent. Rorie noted that staff members are offered few resources when they begin here, and stressed the need for implementation, since the University is hiring so many new people. The Mentoring sub-committee is connecting with WAGE who wants to support this effort, particularly with mentoring for tenure-track faculty. Mirabelle Fernandes-Paul, of both the WAGE office and PCOSW, has put together a tool kit for Mentors and Mentees that is in draft form. The committee plans to "get the ball rolling" this year for initiating a systematic approach to mentoring at OSU that includes all groups of people. It proposes that PCOSW take on the project and focus largely on Mentoring during the following academic year.

#### **Professional Development**

Caprice Rosato spoke about the Professional Development sub-committee's plans to hold a luncheon and round table discussion to allow OSU Professionals to share their success stories to inspire the development of others.

## **New Business**

### **Meeting With President Ray**

PCOSW, the WAGE office and its advisory board will meet with President Ed Ray Tuesday November 9<sup>th</sup> at 2 pm at the MU room 206. The meeting will focus on how PCOSW and WAGE align and can collaborate. The Commission discussed how President Ray will likely address the group with his view of this alignment and directions he hopes the two groups can go in the future. To follow, PCOSW and WAGE will have time to give progress reports and express group goals. Kimberly Hannaway initiated a brainstorming session to plan what the group will present to President Ray. Caprice noted the differences between PCOSW and WAGE in where we reside in the hierarchy of the University. The WAGE office focuses mostly on tenure track faculty and classified staff. PCOSW works on a grassroots level at "collecting the voices" of the OSU community. Both groups' vested interest in creating community brings us together. Mirabelle Fernandes-Paul stressed the groups' alignment by naming three WAGE focuses - Climate (which encompasses Work Life Balance and Bullying), Mentorship and Leadership. To share information and eliminate potential double efforts, a PCOSW member (Beth Rietveld, Diane Davis) have historically also served on the WAGE office advisory board. The group recognized the importance of this overlap and discussed selecting someone for this role in the future since the only people on both Boards are Mirabelle and Angelo Gomez.

Caprice brought up President Ray's proposals for PCOSW:

1. For PCOSW to organize a President's diversity lecture series with two lectures per term.
2. To hold a public forum for faculty and community members to voice concerns.
3. Quarterly lunch meeting conversations for tenure track faculty for establish best practices.

During the PCOSW this past August, members assessed how to use these goals as a mechanism to further Commission goals. Overall, people saw it as an opportunity to bring attention to those issues of inequity the commission is working against, and partner with other offices to grow our community. Members present at the November meeting recognized that this upcoming meeting with President Ray may be his opportunity to set in place some additional plans of his own. To this members stressed the importance of coming to the President's meeting with distinct goals and plans. Rorie outlined PCOSW's progress for this year so far. PCOSW had its retreat, has articulated its top areas of focus, is establishing execution plans, and is primarily focused on Work/Life Balance and Bullying. This year's Work/Life Balance initiative focuses on institutionalizing it into the University and Faculty Senate. Bullying is seen from many perspectives; it is a big part of campus climate, and also falls under the Professional Development umbrella, with the goal that people are mentored appropriately. The group concurred that concentrating on a couple of choice topics can help the group of PCOSW volunteers best focus its energy.

To close the conversation the group decided to continue these ideas through email. Caprice suggested the leadership team meet before Tuesday's meeting with President Ray to finalize PCOSW's presentation details.

### **President's Lecture Series**

PCOSW members discussed planning progress and politics of the upcoming President's Lecture Series. A recent email from the President's office outlined the budget and expectations for PCOSW's involvement in carrying out the lectures. The series is designed for five lectures with PCOSW selecting three speakers and partnering with two other offices for the others.

The available funds are as follows:  
up to \$2000 for travel, airfare, hotel and per diem;  
\$1000-2000 honorarium (with the funds being assigned depending if it's a lecture, lecture with breakouts, or lecture with workshops);  
\$100-500 for audio/visual, room, and any catering;  
\$100-500 for marketing and communication

The email additionally assigned responsibility to PCOSW to negotiate contracts with speakers, coordinate travel plans and advertise. Linda Anderson brought up the fact that the honorarium is low and suggested shifting or combining funds and having fewer speakers to possibly feature someone who charges more.

Members were both for and opposed to taking on these programming responsibilities. The concern was brought up that PCOSW is a volunteer group that acts to advise the President, not a paid programming board. Beth informed the group that a \$25,000 fund for the convocations and lecture series programs was cut from student fees four years ago, and reassigning such responsibilities to PCOSW would be reinstating something that existed before. Rorie suggested that during the meeting with President Ray, PCOSW presents its mission and bylaws, with the idea that revisiting or changing these documents to add responsibilities would require an allocation of more resources.

Others saw the opportunity to plan these events as the mechanism to further the Commission's goals, and entirely feasible. Putting a PCOSW task force on the job would eliminate micro managing, allow us to tailor it to our priorities, and give us more control of the budget. Kimberly Hannaway pointed out that with this autonomy, taking on planning tasks would not dilute our mission. Members pointed out that by taking on such responsibilities, departments can get used to awarding PCOSW funding, and it would retain flexibility. To close the conversation Caprice suggested the leadership team meet before Tuesday's meeting with President Ray to finalize PCOSW's presentation details.

### **Bullying- (as part of the President's Lecture Series)**

With politics put to the side, the Commission discussed its progress in planning the President's Speaker Series. Over the past few months, the group has wanted to address the following topics to the OSU community through these events: Women of Color, Bullying, Mentoring, Professional Development. Kimberly Hannaway presented the Bullying sub-Committee's efforts to schedule Dr. Gary Namie of Bellingham, WA for early January, potentially the second week of Winter Term. The cost for him to speak at OSU is \$2500, which is a "massive cost reduction" compared to his usual costs. Members can refer to [www.workplacebullying.org](http://www.workplacebullying.org) for further information about Dr. Namie. With Bullying such a hot topic lately, other departments have ideas and are interested in combining efforts. Larry Roper is currently scheduling a speaker P.M. Forni from Johns Hopkins, an expert on "civility" <http://krieger.jhu.edu/civility>. The group decided for Kimberly to go ahead and book Gary Namie with consideration in coordinating efforts, and strategically timing events with Larry Roper and other departments.

Beth suggested two additional presenters for the President's Lecture Series. For Leadership and Professional Development- Virginia Valian of Hunter College who wrote *Why So Slow?* about women advancing in higher education, and Nancy Hopkins from MIT.

Rorie brought up a lack of transparency and consistency in the tenure track process; specifically barriers to women's promotions from associate to full professor. She suggested the lack of mentoring and chance to move up as a form of institutionalized bullying; the "you're not ready" as a way of silencing women. To initiate dialogue on the matter, Rorie envisioned a forum/luncheon with administration and other members of the OSU community to find out how the process is done.

### **Additional Comments**

The commission discussed the Oregon Women in Higher Education Conference, which is to be held January 28th, 2011 at the Governor Hotel in Portland. To advance the status of women, PCOSW has provided a scholarship for students and faculty that covers the \$100 registration fee (\$50 for students) for the past six to ten years. The conference provides a great opportunity for University communities and professionals to update each other on their current efforts so we can all learn. Though PCOSW's budget has had many of last year's bill paid out of this year's funding, the group discussed sending 5-10 people. Caprice mentioned sending out an email to gather interest, so we could move the issue forward by our December meeting.

\*\*PCOSW, the WAGE office and its advisory board will meet with President Ed Ray Tuesday, November 9<sup>th</sup> at 2 pm at the MU room 206. All members are invited!

\*\*December's commission meeting will be held December 1st at 3 PM.



## **December PCOSW Meeting Minutes at the Women's Center on December 3rd**

PCOSW's December meeting was facilitated by Caprice Rosato.

### **Attendance**

Katelyn Banta  
Leonara Rianda  
Kimberly Hannaway  
Jennifer Almquist  
Jana Zvibleman  
Dan Arp  
Susana Rivera-Mills  
Amy Davila-Klautzsch  
Susan Rodgers  
Rorie Solberg  
Caprice Rosato  
Stephanie Duckett  
Michelle Kutzler  
Hillary Egna  
Deb Pence  
Brenda McComb

### **Review of PCOSW meeting with WAGE and President Ray**

Overall members were delighted about President Ray's conversational approach, capability to engage in dialogue, and willingness to practice active listening during the meeting. A 'check-in' meeting was discussed to follow up with how WAGE, President Ray and PCOSW are making progress, and projected for April, 2011. The group discussed its continued concern for making measurable progress on equity and campus climate issues and commended Beth for speaking out to express this concern at the meeting. Jan Spitzbergen reminded the group how there is a critical mass of women filling professional roles, and that changes have and will continue to occur. The President had used the phrase "increase in issues" as an indicator that something must be done. PCOSW members agreed, and do not want to ignore such issues until they increase. The group also noticed the tendency to deal with "bullying" as an individual case by case issue, rather than as an overarching problem, deeply embedded within the institution. Rorie Solberg used the phrase, "let's look at the whole forest, not just a leaf". Beth Rietveld related society's unawareness about the prevalence of bullying to how society responded to sexual harassment in the 1970s; people don't see it as a larger issue until it happens to them. Following the recent conversation, President Ray sent out an email to the PCOSW Leadership Team expressing concern that people are unaware of how OSU is addressing these issues on campus; it seemed to respond to Beth's 'what is being done' question.

### **Subcommittee Meeting Reports**

#### **Mentoring**

PCOSW's approach to mentorship is becoming similar to that of its efforts on work life balance – examining what is available in this community; exploring best practices of other campuses; and tailoring these findings to OSU. Rorie Solberg spoke to the Commission on the mentoring subcommittee's

progress. There has been a notice sent out to stakeholders on mentoring, and a doodle pole sent out to gather interest for a meeting with little response. The group is currently taking a systematic approach to researching what mentor programs exist in the OSU community, and hoping to provide mentorship to all groups represented on campus. WAGE is working with tenure track faculty. There are lots of mentoring options available for students; the College of Business and College of Engineering students have the opportunity to be mentored by professionals in the community; the Women's Center has a Sister Scholars program; there is a cross cultural mentoring program being started by Malinda Shell and Gustavo Martinez-Padilla. There is little available for associate to full professors, and almost nothing available for post doc's and staff. When a complete list of available OSU mentorship programs has been compiled, the group will start assessing their effectiveness.

## **Work Life Balance**

The committee welcomed Jeff McCubbin who has been working with a small group to develop a survey on faculty/staff wellness. He was given the Work/Life Balance Report with the attached survey from UC-Berkeley. Jeff and Beth will meet with Virginia Lesser at the Survey Research Center on December 16 to talk about administering a survey that would incorporate wellness/life balance/workplace flexibility issues.

Tuba is interested in getting together a group of women faculty to begin exploring the option of an NSF ADVANCE grant. (Belinda Batten is also interested). Successful grants are available on the NSF website to help guide our process.

The committee would like to be able to suggest a speaker to PCOSW/President's Office on the subject of Work/Life Balance. Beth will contact Randi Shapiro at University of Washington for some ideas.

Beth asked about writing a "white paper" on Work/Life Balance for wide distribution. This method of getting information out is not well used, and perhaps an article in Life@OSU would be a better avenue for getting the word out about our work. Beth will pursue this with Theresa Hogue.

Beth mentioned that President Ray responded to our updated Work/Life Balance Strategic Plan with a request for updates as to what we might need from him. This committee will make a request when we have one that is well crafted.

In looking at back-up child care options, Jeff McCubbin suggested talking with Karen Swanger at KidSpirit for information related to sliding fees and subsidies that might aid staff and faculty (and students) in using their programs on school in-service days or for back-up care needs. Beth will contact Karen.

The committee would like to have an Open Forum on work/life balance, in Winter Term, but it was suggested that we might hold this a little closer to the time when we might have a speaker coming.

The committee also talked about coming up with some documents/brochures for new faculty on the topic of work/life balance or career flexibility. Tuba received a document when she interviewed at the University of Michigan...so we should see this as a faculty recruitment tool. This potential brochure should probably happen in conjunction with the Toolkit for Supervisors that will come out of Becky Warner's Office and Human Resources, however our committee can advise this work. Leslie Burns has volunteered to head up the "toolkit" project starting in February. This committee will look at other documents/brochures that might need to be created that will demonstrate that OSU is a family-friendly place to work.

The committee will also be looking to talk with Faculty Senate Executive Committee at some point to see if we can imbed work/life balance into the committee structure (though extending this beyond faculty to staff and students is an imperative).

A new website for "Be Well" at OSU will be up and running in January, 2011!

## **Bullying and Civility**

Before presenting on the groups' progress, committee members discussed a preference for changing its name to include "civility". If there are any questions or comments on this particular change, commission members should feel free to bring them up at the next commission meeting.

The Bullying and Civility committee is growing and much is underway. Commission members are encouraged to offer input to upcoming plans. Efforts are concentrating around the two speakers scheduled for Winter Term on the topic. Larry Roper will fund Dr. P.M. Forni to speak January 17<sup>th</sup>/18<sup>th</sup>, and PCOSW is planning to bring Dr. Namee during the end of January or early February. It was said that the combination of speakers will "add more punch" to bullying at OSU.

The group discussed a global lack of policy statements on bullying. Researchers from the committee have identified more clear bullying policy statements in Australia, and have not found many in the United States. PCOSW's efforts in "creating our own path" in the realm of bullying and civility and "leading the way" in situation amelioration could be a very good thing.

Sub-committee members addressed increasing complexities as research is being done. The more the group meets, the more intricacies are uncovered. There are many viewpoints simmering on the matter. Members look forward to the promised Ombudsperson position being filled, while continually addressing what can be done in the meantime. What is the kind of campus we want to support?

With the existence of many subtle types of bullying, the commission discussed a community forum a few times with the purpose of defining and recognizing it.

The group considered ways to "gather the voices" of people in the form of "herstories" to find out how bullying affects the OSU community. The group tossed back and forth questions designed to draw out anecdotal evidence about the existence of bullying at OSU, and Caprice Rosato committed to define this series of questions and circulate them to the group for member activism. Despite PCOSW's goals to "gather the voices" of the people, members also expressed concern in regards to "opening up a can of worms" with no formal system in place to deal with the repercussions of bullying.

Commission members also discussed the preparation of a toolkit for leaders to handle bullying situations. Many leaders do not realize what their responsibility is in these cases, and underestimate their influence altogether. Training must begin somewhere to create safe working environments.

## **New Business**

### **A. Funding Requests**

The Commission discussed two funding requests. The first request was to help cover Mirabelle Fernandez-Paul's expenses when attending the American Anthropological Association conference November 17th-21st, 2010 in New Orleans. The conference can be found on the web at:

<http://www.aaanet.org/meetings/index.cfm> Her statement on the work she presented is as follows:

*I was invited to present my research work on the oppression on account of the intersection of race, ethnicity, gender, language, nationality and health status (pregnancy) at the AAA conference. My research is on immigrant obstetrics-how immigrant women make sense of giving birth in the U.S. I will be presenting along with a panel of researchers from all over the country. It is of great honor for me that my research has been appreciated and valued and that my colleagues want to learn more about it.*

A statement on how her work benefits the OSU community is as follows:

*I have presented my research on immigrant obstetrics at several campus events including 3 different classes (Gender and Science, International Women's Health and Feminist Theory) and at the Northwest Women Studies' conference 2010. I would be honored to present it again as well as important lessons that I will learn at the conference.*

Please review this request prior to the meeting in January so that you will be prepared to discuss and vote on this request.

The second funding request is for a \$1000 scholarship fund to send members of OSU community to the 31<sup>st</sup> annual Oregon Women in Higher Education conference held in Portland on January 28<sup>th</sup> 2011. PCOSW has funded a group of attendees in the past, sent a group up in a van, and OSU has historically had a strong presence at the conference. Requests can be made to attendees to return and report to PCOSW on the conference. Presentations that directly relate to PCOSW's work are as follows: *Transparency and Trust for a Healthier Campus Community*; *Woman to Woman: The Power of Mentoring*; *Work/Life Balance: How to Measure It and How to Improve It Institutionally*- Beth Rietveld, Stephanie Duckett, & Diane Davis, Oregon State University; *A Question of Balance: A Cross-Generational Exposé of Women and Work*.

*Please be prepared to discuss this funding request at January's meeting also.*

#### **B. HW**

PCOSW members brainstormed a series of questions to take back to the workplace to get feedback on bullying. Caprice Rosato finalized these questions and distributed them in the following email: (the questions themselves are bolded)

*President Ray relies on us to identify issues and barriers to women at OSU (all levels) and takes into consideration recommendations we put forward. PCOSW is strongly committed to the values of Transparency and Consistency with respect to the conditions we face on campus, knowing that many issues we face are not unique to women. Transparency is to determine what is actually experienced, even or especially when it involves overturning rocks and taking flashlights into dark corners. Once an issue is discovered and investigated (the actual situation is made transparent), the task of determining the best practices is invoked. Best Practices are gathered in a grass-roots effort to learn how incidents are handled in an effective manner to overcome the issue being reviewed. PCOSW uses these best practices to draft recommendations for an institutional change, to adopt Consistency in line with these best practices.*

*Regarding the commission's work this year to address bullying we need to discover the actual situation at OSU and determine what best practices are being used. From our meeting there are several questions we can take to our constituents and gather the voices from campus. Please consider having a conversation around this topic and learn what others can contribute to our fact gathering project.*

- Have you experienced or witnessed - Persistent, offensive, or intimidating behavior that made the recipient feel upset, threatened, humiliated, punished, or vulnerable and which may have caused the recipient to suffer stress?**
- Was the problem addressed? If so, how was the problem addressed?**
- What were the results for all involved?**
- How long did the situation last?**

***- Have you experienced or witnessed efforts to reduce such behavior on campus? If so, what practices worked well?***

**January Meeting**

PCOSW's January meeting will be held Friday January 14<sup>th</sup> 2011 from 1-2 pm at the Women's Center. Come prepared to exchange feedback received from bullying questions and sub-committee reports, and discuss authorizing funding Mirabelle's American Anthropology Association attendance, and sponsoring attendees to the Women in Higher Education.

**Members in Attendance**

Katelyn Banta  
Leonara Rianda  
Kimberly Hannaway  
Jennifer Almquist  
Jana Zvibleman  
Dan Arp  
Susana Rivera-Mills  
Amy Davila-Klautzsch  
Susan Rodgers  
Rorie Solberg  
Caprice Rosato  
Stephanie Duckett  
Michelle Kutzler  
Hillary Eгна  
Deb Pence  
Brenda McComb  
Beth Rietveld  
Jan Spitzbergen

## January PCOSW Meeting Minutes at the Women's Center on January 14<sup>th</sup>.

PCOSW's January meeting was facilitated by Caprice Rosato.

### Attendance

Katelyn Banta	Beth Rietveld
Linda Anderson	Caprice Rosato
Angelo Gomez	Michelle Kutzler
Kimberly Hannaway	Sarah Hulse
Brenda McComb	Malinda Shell
Mamta Accapadi	Cheryl Lyons
Kate Peterson	Jan Spitzberger
Jana Zvibleman	

### Greeting and Announcements

The meeting began with introductions and Mamta Accapadi was welcomed onto the PCOSW Leadership Team as co-director (Rorie and Caprice are co-leaders).

Next, last month's meeting minutes were revised. The minutes included the following statement, *Come prepared to exchange feedback about... sponsoring attendees to the Women in Higher Education*. To correct that information: during the end of PCOSW's December meeting, the Commission agreed to sponsor OSU women in attending the conference. Notice was sent out via the OSU women's network, numerous candidates applied and 10 scholarship winners were chosen by a lottery to attend the conference for \$100 each. (Correction initiated by Michelle Kutzler.)

### Budget Discussion

There has been some uncertainty about this year's budget so far. Several receipts from 2009/2010 were turned in late, and those charges have now been subtracted from this year's PCOSW's expected \$20,000 budget. The commission has set \$1000 set aside for OWHE conference scholarships. Additionally, PCOSW will send Kimberly Hannaway and Mirabelle Fernandez-Paul to the CUFA conference this year with expenses totaling \$3000. With these anticipated expenses taken into account, PCOSW currently has a working budget of roughly \$3000.

The group reviewed the process that people of the OSU community go through to apply for financial support from POCSW. Members expressed the importance of keeping this process fair, and agreed to straighten out the budget before granting funding after this meeting.

### Funding Requests

Commission members came prepared to the January meeting to discuss Mirabelle Fernandez-Paul's request for help with expenses when attending the American Anthropological Association conference November 17th-21st, 2010 in New Orleans. Details of her request are as follows:

The conference can be found on the web at: <http://www.aaanet.org/meetings/index.cfm>

Her statement on the work she presented is as follows:

*I was invited to present my research work on the oppression on account of the intersection of race, ethnicity, gender, language, nationality and health status (pregnancy) at the AAA conference. My research is on immigrant obstetrics-how immigrant women make sense of giving birth in the U.S. I will be presenting along with a panel of researchers from all over the country. It is of great honor for me that my research has been appreciated and valued and that my colleagues want to learn more about it.*

A statement on how her work benefits the OSU community is as follows:

*I have presented my research on immigrant obstetrics at several campus events including 3 different classes (Gender and Science, International Women's Health and Feminist Theory) and at the Northwest Women Studies' conference 2010. I would be honored to present it again as well as important lessons that I will learn at the conference.*

Her expenses totaled \$2909.80. The WAGE office and Becky Warner's office have covered \$1865.70 of it, and by PCOSW's January meeting, she had \$1044.10 remaining of out-of-pocket expenses. A motion was made to grant Mirabelle Fernandez-Paul the full amount allowed of \$500. The motion was seconded, and PCOSW members voted unanimously to fund Mirabelle's request.

### **Meetings**

PCOSW is invited to participate in a dialogue with Larry Roper and Mary Zinkin to review Equity and Inclusion Programs at OSU. These programs include the Office of Affirmative Action and Equal Opportunity; the Office of Community and Diversity; and the Office of Women's Advancement and Gender Equity (WAGE). Commission members should be prepared to: *"assess and evaluate the focus of each unit; assess their perceived effectiveness; determine the degree to which the work of the three units is (or should be) aligned; offer possibilities to increase the aggregate effectiveness, alignment and impact of the three units in the future in order to broaden and increase the seamlessness of our inclusion and equity efforts; and offer recommendations for future success, innovation and adoption of best practices."* The conversation will be held Tuesday, January 25th, 2:15-3:15 in the President's Conference Room on the 6th floor of Kerr.

There was an announcement made about Dr. Fornie's open lecture January 18<sup>th</sup>, and Civility Workshop. Jana Zvibleman will attend this closed lecture and represent PCOSW.

Wednesday April 6<sup>th</sup>, PCOSW, the WAGE office and President Ed Ray will meet for a follow up dialogue to the Fall Term conversation. Please mark your calendars.

### **Discuss "Voice Gathering" / Bullying Questions**

At the December meeting, commission members brainstormed ways to 'gather the voices' of the OSU community about bullying incidents within various departments. Caprice Rosato emailed out the following questions for members to work from:

- *Have you experienced or witnessed - Persistent, offensive, or intimidating behavior that made the recipient feel upset, threatened, humiliated, punished, or vulnerable and which may have caused the recipient to suffer stress?*
- *Was the problem addressed? If so, how was the problem addressed?*
- *What were the results for all involved?*
- *How long did the situation last?*

*- Have you experienced or witnessed efforts to reduce such behavior on campus? If so, what practices worked well?*

January's meeting included a sharing session about findings.

Michelle Kutzler sent out an email with these questions and received responses from four people – one male and three females. The male reported observing no kinds of bullying on campus. A female graduate student was happy to report no bullying experiences. The second female, in the 28 years of working here, had only seen chauvinistic incidents in the 80's, but not in the last twenty years. She reported that those men were long gone. The third female was a professor who is aware of a bullying situation that persists unresolved due to procedural limitations.

Jan Spitzberger informally polled people in her labs after not receiving a response to her request to do formal polling throughout the department. Overall she noticed that this type of bullying behavior is common in that lab and seen as a 'managerial prerogative'. The technical staff at Human Resources has not been able to help on the matter. She hopes we can change this culture and end such chronic bullying.

When Jana Zvibleman spoke with individuals, there was not a positive response. Many people had experienced bullying, but preferred to keep quiet about it. "It's in the past," they would say. In response to poor treatment, individuals have quit, or left in various ways. Jana suggested capturing bullying incidents through anonymous exit interviews.

Brenda McComb spoke about reservations graduate students had about speaking up about bullying incidents or pursuing it further. These individuals expressed a fear of retribution that it would affect their professional future; that the person who bullied them may write a poor letter of recommendation. Brenda worked to organize a meeting on civility for Larry Roper to give a power point presentation to her colleagues. Unfortunately department members misperceived the situation and Brenda was told she was a bully for making everyone attend the meeting. She concluded that smaller meetings may work better.

The group discussed how to spread the information on this power point throughout the OSU community. Jana wondered if we could post it on our website with Larry Roper's permission. Michelle suggested incorporating it into a department meeting. Commission members noticed that the presentation was geared towards raising awareness of issues for colleagues. Members also brainstormed ways to motivate people to speak up about bullying incidents rather than letting it go.

Angelo Gomez noted that cases of bullying over the years have been wielding institutional power. Often the experience was not intended to be experienced as bullying. Many times the supervisor was even surprised that the person experienced bullying from their interaction. Often nothing can be done if it's not a violation of policy. He wanted it to be known to the hierarchy that this is a problem. There is not a common understanding about what bullying is and how to recognize it. There are no mechanisms in place to handle these cases.

Caprice Rosato spoke with three people. One had not seen incidents of bullying at all. The other two people had. In those cases, the problem was not fully addressed, communication was restricted and there were bad feelings. They wanted other mechanisms. People continued experiencing the bullying until they left the university.



## **Peer/Aspirational Institutions**

PCOSW began discussing Bullying/Civility during Fall Term. Research to identify programs that ameliorate Bullying situations or support victims has been done. At this meeting, Caprice Rosato set PCOSW out to locate these programs at universities nationwide. The idea is to search websites for any Bullying/Civility policies, report back to the group, and use this information as a measure of what's out there, and what can be done. Caprice will send out an email indicating what to look for. The sign up list can be found below to reference. Please bring findings to February meeting for discussion.

**Colorado State** -*Brenda McComb*

**Cornell** -*Jan Spitzberger*

**ISU**- *Brenda McComb*

**MSU**-*Michelle Kutzler*

**North Car State**- *Melinda Shell*

**Ohio State**- *Sarah Hulse*

**Penn State**- *Kimberly Hannaway*

**Purdue**- *Linda Anderson*

**Texas A & M**- *Sarah Hulse*

**U of AZ**- *Kate Peterson*

**Ucal Davis**- *Angelo Gomez*

**U of IL**- *Linda Anderson*

**U of WI**-*Jana Zvibleman*

**Boise State**- *Kate Peterson*

**Cal Berkeley**- *Angelo Gomez*

**U of MI**- *Brenda McComb*

**U of WA**- *Michelle Kutzler*

## **February Meeting**

PCOSW's February meeting will be held from 1 to 2 pm on Friday the 11<sup>th</sup> at the Women's Center. Please be prepared to share progress from sub-committees.

### **Members in Attendance**

Katelyn Banta  
Linda Anderson  
Angelo Gomez  
Kimberly Hannaway  
Brenda McComb  
Mamta Accapadi  
Kate Peterson  
Jana Zvibleman

Beth Rietveld  
Caprice Rosato  
Michelle Kutzler  
Sarah Hulse  
Malinda Shell  
Cheryl Lyons  
Jan Spitzberger

## **February PCOSW Meeting Minutes at the Women's Center on February 11<sup>th</sup>.**

PCOSW's February meeting was facilitated by Caprice Rosato and Rorie Solberg.

### Introductions

The meeting began with introductions, and acceptance of last month's meeting minutes.

### Grace Grinager – funding recipient

Grace Grinager, a graduate student completing her Master's Thesis in Medical Anthropology, thanked PCOSW for helping fund her research. Included below is a statement from Grace.

*'Thank you, PCOSW, for funding my master's research. Specifically, the grant you gave me allowed me to set up two focus group discussions and to buy field recording equipment. My fieldwork included interviewing 21 homebirth mothers in the state of Illinois, where most homebirth midwifery is illegal, about how they made choices about their maternity care.*

*I have finished writing my thesis and will be defending on Wednesday, March 9th at 1 pm in Waldo 240. My presentation will be called, "The Political Economy of Birth Choice: Mothers' Experiences Seeking Homebirth Care in an Illegal State." You are all more than welcome to attend.'*

### Awards

PCOSW sent ten women to the **Oregon Women in Higher Education conference** on January 28<sup>th</sup>. These women enjoyed talks on Professional Development, Mentoring and Work Life Balance. Their testimonials can be found on the website.

PCOSW's **University Professional Development Award** '*recognizes any classified, professional faculty, or faculty member who excels in supporting and encouraging OSU employees to participate in professional and/or educational development opportunities.*' The award is \$500 and is presented at University Day. Nominations are currently being accepted.

### Review

PCOSW commission members discussed the 'Aspirational and Peer Reviews,' set out to examine how other institutions within the university system handle Bullying/Civility issues. The commission wants to emulate the ongoing research that was done in creating the Work/Life Balance document. Findings will be used to create a matrix of widespread solutions and best practices to share with President Ray and stakeholders.

## **Subcommittee Reports**

### **Bullying/Civility**

The ‘*Choosing Civility*’: workshop and lecture series by Dr Pier Forni took place on January 18th. PCOSW members noted that the workshop addressed civility as a whole, not necessarily bullying, and reported that it was good training overall to create civility leaders in the OSU community.

Dr. Gary Namie is founder and spokesperson for the U.S. Workplace Bullying movement. He is a national researcher, consultant and activist on the issue of adult-to-adult bullying. His ‘*Bullying in the Workplace and in Academe*’: workshops and lecture series will take place Tuesday, March 8, 2011 from 9:00 AM - 11:00 AM and 1:00 PM - 3:00 PM.

Dr. Namie has informed the event organizers that often people who have experienced bullying ‘come out of the woodwork’ after this series. PCOSW plans to inform people of their resources on campus for whom they can talk to with the disclaimer that the system is still a work in progress.

The group discussed potential controversial elements of Dr. Namie’s talk. It was mentioned that he informs people not to go to Human Resources to solve issues, then clarified that this advice is meant for the business world, not necessarily the academic world. Members, who have had success with HR at OSU, did not feel comfortable dissuading people from utilizing this resource. Overall, members anticipated that these potentially controversial topics would bring up much needed discussions throughout the OSU community about bullying/civility, and hopefully lead to brainstorming solutions. Individuals looked forward to tying together information from both talks, and discussed following up the event with an open forum to brainstorm solutions. Members planned to encourage community members informally to supplement advertising.

### **Work/Life Balance**

The committee has been putting together a survey on Wellness and Work Life Balance. It is currently being reviewed, and details will be finalized in April, along with an open forum on Work Life Balance related issues. Rorie Solberg suggested PCOSW invite Oregon Women in Higher Education conference attendees to the forum.

Beth Rietveld requested PCOSW’s approval for funds from the President’s Speaker Series for an upcoming speaker scheduled to come to OSU this Spring Term. Jean Kilbourne will present at the LaSells Stewart Center on April 19<sup>th</sup>.

“The topic of her public lecture will be *Deadly Persuasion: Advertising and the Corruption of Relationships* which will examine how women are depicted in the media and how addiction related to alcohol, tobacco, food and thinness are manipulated by the media. The New York

Times Magazine named Jean Kilbourne one of the top three most popular speakers on college campuses.”

She is the keynote speaker at the Confidence Conference, a gathering organized by undergraduate students centering around professional development, and directly correlates with Healthy Campus initiatives.

Commission members expressed concern that PCOSW should use money from the Provost’s office for a topic more directly related to Work Life Balance, and for a program presented in the manner set out by President Ed Ray with a talk followed by an open forum. Members reviewed PCOSW’s intentions behind engaging with the speaker series; to use the opportunity to put forth issues of equality and present on topics that are dear to commission members. Others asserted that there is not time to schedule other speakers for Spring Term, and the money allotted from the Provost’s office for PCOSW inspired speakers will go to waste, so we should support Jean Kilbourne’s visit. Members decided to revisit a decision to fund the speaker. Rorie Solberg posted a small explanation of the situation on blackboard, requesting that members email her to vote on using PCOSW funds or not.

### **New Award**

The leadership team proposed a new award that recognizes role models throughout the OSU community. It is a small award involving a small gift card/certificate and/or symbolic item, and could be given out as often as twice a month. The intention is to bolster campus moral, offer positive reinforcement, and offer recognition to those who work hard at creating a cohesive OSU community. It would show people that PCOSW is listening and appreciates their efforts.

Members brainstormed ideas for this award; how to let people know; how to announce the award; how to discern who wins etc. Cheryl brought up the Professional Faculty Leadership Association’s ‘Our Heros Award’ to use as a model. This award is, *‘a token of appreciation to an extraordinary person or group on campus or within OSU state wide thanking them for their efforts’*, yet does not receive enough nominations. Members suggested partnering with them to reach more people with appreciation. Another suggestion was to clearly design criteria for nominations to benefit future PCOSW members and their ability to carry on the tradition of this award.

### **March Commission Meeting**

The PCOSW March meeting will be held Thursday, March 10, 1-2 pm at the Women’s Center.

## **March 2011 PCOSW Meeting at the Women's Center on March 10**

Called to order at 1:04 pm and ended at 2:06 pm

### Introductions

In attendance: Caprice R., Michelle K., Jana Z, Jan S, Jennifer A., Hilary E., Mirabelle F., Stephanie D., Beth R., Deb P., Rorie S.

### Announcements

Michelle asked members to please complete the doodle polls for the Spring term meetings before March 17, 2011.

### Minutes

Correction to the minutes: delete last sentence just before "New Award", sentence "Ultimately, members voted it down." The minutes were approved with that amended change.

### PCOSW Scribe

Katelyn has been skipping her Biology class to attend our meeting and take minutes and could not be here today because it is her review session before finals. Katelyn would like some clarification from the leadership team regarding her role for PCOSW before the next (April) meeting.

### Dr. Namie's Visit

The majority of the members in attendance came to at least one of Dr. Namie's lectures. Feedback from Dr. Namie: Bullying subcommittee meeting on Monday to do "damage control"

- Jana Z. summarized the attendance in general was low (about 50, 30, and 50).
- Some people were offended by the delivery of his message, especially his representation of deans.
- If you have concerns about his lectures, please send your concerns to Jana Z. or Donna C.
- Mirabelle explained that there is a meeting on March 15 from 11:30-1 pm MU 206 (Donna and Angelo will moderate this forum)
- Beth suggested an anonymous collection of stories (e.g. note cards)—e-mail is not anonymous
- Table on the back of flyer summarizing bullying services at OSU
- Deb P. is working on a writing a summary of bullying services that will be on HR web-site

### Review of Peer & Inspirational Institutions

Caprice passed out the table generated from the members who had completed their review of their assigned peer and inspirational institutions. Because of other commitments, there were five institutions that had been previously assigned that were unable to be completed. Rorie signed to do Purdue and Iowa State University. Michelle will send out an email to the members to each select one of the following institutions (Colorado State University, University of Michigan, North Carolina State University)

to complete the review prior to the end of spring break. Caprice also passed out two documents from peer and inspirational institutions (NCSU and Iowa). Hilary E. recommended that the Ombudsperson's office be funded by other than state funds so that they are not beholden to the state and can keep the office more independent.

### Chocolate Bar Award

Rorie explained the costs for developing a chocolate bar award. The starting cost for a custom mold is \$250.00 up to \$750 for a more elaborate or 3-dimensional molds. The price for a custom wrapper will be anywhere from \$1.00 for a 2" by 2" square to how every large you want the bar to be. Jennifer asked if it was okay for PCOSW to use their budget to fund recognition items (e.g. the chocolate bar award) and recommended that the leadership team check with Carolyn Babcock, who is in the business center who works for the President's office.

### Subcommittee Reports

*WLB:* Developed a survey that was given to Becky Warner who will be administered throughout the entire OUS system.

*WOC:* Nothing to report

*Mentoring:* Nothing to report. WAGE and Terry's office is working on mentoring issues. Women's Center has been approved to hire an Americorp person who will be working 40 hours a week on mentoring.

### New Business

1. Jean Kilborn is coming here on April 19 at 7 pm in the LaSelle's Stewart Center in the Austin Auditorium. She is the kick-off speaker for the Student Confidence Conference. Beth believes that Jean will fill the auditorium because of interests from U of O students, area high school students, other members within the community, etc. Beth submitted a funding request to Caprice for \$500 from PCOSW to pay for the speaker. Beth noted that the funding she requested for the speaker last fall was not used because the funding was not approved to far after the speaker came. The members in attendance voted unanimously to support this proposal.

2. Post Doc Professional Development discussion postponed to the next meeting.

## **April 2011 PCOSW Meeting Minutes at the Women's Center on April 12**

Meeting Facilitator: Caprice Rosato

Minute Taker: Katelyn Banta

### Introductions

In attendance: Caprice Rosato, Michelle Kutzler, Katelyn Banta, Angelo Gomez, Sarah Hulse, Sue Tornquist, Jennifer Almquist, Brenda McComb, Cheryl Lyons, Jan Spitzberger, Patti Duncan

### Announcement

#### Meeting with President Ray

The meetings, scheduled with President Ed Ray and the whole commission, are postponed until the fall term. The Leadership team meets with him May 23<sup>rd</sup> for the annual update. A report for that meeting will be put together and distributed through email. Please look that over and make any changes!

#### WAGE event

The WAGE office will hold a two-day professional development event and is looking for speakers on advancement in the workplace. Topics may include: post docs into tenure track and guidelines for different tracks; interviews, grant writing. WAGE has requested PCOSW choosing a speaker for the event, and including it as the next presentation of the Provost lecture series.

-Commission members brainstormed potential topics/ speakers.

The group noted barriers for in advancement:

- issues specific to focusing on women/ work/life balance
- isolation of research/need mentoring and networking/ no established community
- Are there social barriers?
- Someone who's studied the phenomenon of post doc to tenure track to tenure position; can speak to differential paths; can point out what structurally we may consider to deal with this phenomenon?
- Should the speaker be a role model?

Some speaker names/leads were suggested: Barbara Bond, Gail McGuire, Steinprice – research on gender and tenure track positions U of Michigan; contacting the Post Doc office at University of WA; Anna Agathangelou- 'Women of Color in non tenure-track Positions'; looking into a study in the UC students obstacles based on gender to advancement; work life balance

Members agreed to look into individual communities to find speakers and email findings to Caprice Rosato by April 20<sup>th</sup>.

#### Work-Life Balance

Commission members discussed continuing with the work that's been done for work/life balance and excellence in workplace flexibility by applying for a SLOAN grant.

The group discussed feasibility of is idea with the fast approaching May 27<sup>th</sup> deadline.

- Members discussed utilizing the commission's research on work/life balance at a 3 day potential grant workshop to make it into an acceptable, fundable proposal.
- Brainstormed potential administrative-level grant support; Possibly Becky Warner?

### Ombudsperson

The Ombudsman position should be announced soon; job description is being finalized.



## May 2011 PCOSW Meeting Minutes at the Women's Center on May 9<sup>th</sup>

### Announcements

#### Funding request

Andrea Doyle requests funding to attend the International Conference on Motherhood Activism. Funds are requested for travel /registration/ ground transport. PCOSW awards funds up to \$500 and motioned and voted to award \$300 to Andrea.

#### Chocolate awards

The PCOSW's effort to create an award to recognize best practices across the OSU campus was furthered by the efforts of Deb Pence whose students will create the mold for a chocolate apple award. The mold will have PCOSW on one side and 'thank you' on the other. Patrick McGhee at Burst's Chocolate will pour the chocolate on demand once the mold is created.

### Annual report (working on a draft)

The annual report is being created. The bullying committee will add current progress on the development of a bullying policy draft. Stakeholders will receive the document by May 12<sup>th</sup> and will be able to provide input before the May 23<sup>rd</sup> meeting with President Ray.

There was concern with the ombudsperson reporting to the president based on the interests of the university/ power dynamic going on with reporting to the person who hired them. There was a recommendation to ensure the position has independence renewal by committee etc.

It was noted that one of the four pillars of an ambudz person is independence.

Recommendation for the report to carry the spirit of PCOSW concerns to reinforce independency of position and uphold the perception of the position as confidential and unbiased by administration. It was noted that people see affirmative action as protecting the institution from lawsuit.

It is said that this model is preferred over reporting to HR- getting caught up in the bureaucratic world. Is there a clear reporting line/ hiring and firing of the individual? There was also a concern with things at OUS taking a long time to be resolved..

Rorie will put together these pieces of the report for commission members to review.

Any comments should be sent to the leadership team.

### Bullying committee

A list was passed around concerning the bullying committee's next steps.

Thank you's were given to the following for their work in PCOSW.

Beth Rietveld (retiring from OSU in December 2011. Caprice Rosato is rotating off the commission after 3 years of service. They both have been of great help to the efforts of PCOSW>

### Reminders

#### Retreat

The retreat for PCOSW will be planned for mid September before school starts.

There is a Post doc event – executive director of the national post doc commission will be speaking on campus. Check out the WAGE Office for details.

## **June PCOSW Meeting at the Women's Center on June 7<sup>th</sup>**

**Facilitator: Rorie Solberg (co-chair)**

### **Introductions**

**In attendance: Rorie Solberg (Leadership Team co-leader)**

**Michelle Kutzler (Leadership Team), Kimberly Hannaway Japhet (Leadership Team), Jana Zvibleman, Jan Spitzberger, Andrea Doyle, Tina Baker, Beth Rietveld, Susan Rodgers, Malinda Shell, Katelyn Banta**

### **Minutes**

The minutes for May 2011 were approved.

#### **Meeting with President Ray**

PCOSW's recent annual report/progress assessment meeting with President Ray went well. He was pleased with the collaborative progress made this year and supports continuing on the current path. He will follow up with the Bullying and Civility subcommittee in the efforts to create a policy to address bullying. Meeting attendees and President Ray agreed to keep tabs on work life balance, while turning the focus to mentoring in the upcoming year.

#### **Funding Results (Report from Andrea Doyle)**

Last month, PCOSW funded Andrea Doyle (MAIS program in Women's Studies ) \$500 to attend the International Conference on Motherhood Activism. She attended the June meeting to report back to the group about the conference and offer many thanks for the support. The conference highlighted the 21<sup>st</sup> century motherhood movement, and made connections between the feminist and motherhood movements. Andrea told the commission that the motherhood movement involves work life balance, body politics, birthing practices and choices. Feminism underlies the movement ideologically and enables it to acknowledge that mothers are inadequately supported in institutions. Highlights of the conference for Andrea were connection to the community and the academy; the space created to talk about mothering and feminism; her presentation on a short chapter she wrote of reproductive justice research. Also, Sidney Sheean inspired folks to unite for a 'Seneca falls' style protest at the capital for feminists moms on a future Mothers day. Commission members asked Andrea to keep communication open on struggles for mothers at this institution for PCOSW to fulfill its role as the 'eyes and ears' of equality issues at OSU, and we can work together for change.

#### **Bullying/Civility Update**

Kimberly Hannaway updated the group on recent progress on the Bullying/Civility component of PCOSW's annual report. It was clear from the meeting with President Ray that there is momentum for pushing forward a bullying/civility policy. The bullying committee has researched policies at other institutions (UC Davis has the best one), and will review the material to include a strong element of education in OSU's policy. Everything up to the bullying section of the final report is complete and it is on its way to completion.

#### **Next Year's Budget**

The leadership team is putting together a larger budget for next year's commission. There is a need to increase visibility with broader marketing, and to create a position to build the structure into the University for PCOSW to maintain the work it has done- someone skilled with website function.

### **Thanks**

A lot of work was done this year. Work Life Balance efforts continued; a bullying/civility policy is in the works and mentoring plans are set up for next year. Great thanks is extended to Caprice Rosato who served as co-chair this past year and is now cycling off the commission. If anyone is interested in serving on the leadership team next year please let the members know.