I. The meeting was called to order at 11:30 am. In attendance were Beth Bergfield, Sue Focke, Sue Myers, Ea Porter, and Paddy Satzer.

II. There were no announcements. We did not have a formal budget report, but we are doing well this year, and have an increased amount designated for the Kowalski awards in the spring. Sue M. passed out publicity materials from Green Dot (a program designed to reduce violence, including sexual violence, through bystander intervention).

III. We discussed our programming thus far this year. About 60 people attended the fall reception; there had been a smaller group of hires this year than usual. The room (Woulfe north) seemed large and the refreshment tables were far removed from the tables where we gathered. We reaffirmed our preference for McNeely 100. It might be helpful to alert supervisors in their invitations not only that they can introduce new employees or find someone else to do so, but also that they can send the UAWE an introductory message if no one will be there to introduce the new employee.

We also talked about our Women’s Leadership Skills meeting on Nov. 13 (Dr. Sullivan’s talk) for which we have received lots of positive feedback. For a major event like this in the future, we should plan to have the event taped and photographed (a photographer was present, but we did not request that). Approximately 120-130 people were in attendance (our largest event ever). This is surely due in large part to Dr. Sullivan’s participation, but also to the great publicity that Beth put out in advance. Sue regrets some aspects of her hosting, and forgot to mention some things. We agreed that McNeely 100 was, overall, a good venue for this event.

IV. The interest surveys from the fall reception revealed that the number one concern among attendees was “Women in Leadership” (so we anticipated that one well!), followed by “Work/Life Balance” and “Pay Equity.” Because we already have events in February, March, and April 2014, we decided to work on other programs, including another Women’s Leadership Skills panel, for fall of next year. We will begin planning them in the spring.

For the programs we have scheduled for spring, we’ll need more information in order to put the information on the website and begin publicity.

We discussed the possibility of honoring Sue Huber on the occasion of her retirement at our spring reception (perhaps with a bouquet of flowers), and inviting other retired female members of the UST community who have been in leadership or who have served women (perhaps providing them with a corsage). Sue F. will get a list of names and contact information from Karen Hennes.

We discussed a concern about having events on the Minneapolis campus. Sue will alert concerned individuals about events that are already taking place or scheduled for Mpls and we will try to see if we can schedule some things in Mpls in the future.
We will have a lunch meeting in January and discuss programming for the spring, and also begin to plan for fall of 2014. We tentatively set Friday, Jan. 3 for a lunch meeting, but that day does not seem to be available. Keep Jan. 10 open also. More information will be coming.

VII. The meeting adjourned at 12:50 p.m.

[I forgot to say: Of those who had the question about a UST anti-bullying statement on their surveys (not all surveys included it), fully 60% were in agreement that UST should develop one. Perhaps we should renew our commitment to working on this.]