Annual Report 2011-2012

Who We Are

Established in the 1992-93 academic year to address the concerns of CSBU women. The Civil Service Bargaining Unit Women’s Action Network (CSBU-WAN) consists of approximately 15 members representing diverse roles and departments at the University of Minnesota who meet to discuss and take action on CSBU women’s issues and to increase our professional development.

Our Mission

The Civil Service Bargaining Unit Women’s Action Network (CSBU-WAN) provides leadership to improve and enrich the professional environment for CSBU women at the University of Minnesota. We support the mission by providing programs and educational tools that improve the climate, increase the respect, and offer networking opportunities for CSBU women.

Our Structure

Our goals are accomplished by way of our committees. Annual goals are set at our retreat, as well as taken from suggestions and feedback from all members of Civil Service and Bargaining Unit. Currently we have three sub committees: Marketing/Events; Membership; and Respect.

Marketing - Events Sub Committee

The marketing/events committee organizes our key events, activities and communications. This currently includes an annual speaker event for all Civil Service and Bargaining Unit women, an annual planning retreat, an annual half day retreat, maintaining website content and related marketing efforts (e.g. CSBU-WAN informational bookmark).

Respect Sub Committee

- The Respect works to improve the working environment for CS/BU women and men through education (bookmark, poster, pins, post—it note response gathering) and collaborations across campus. Several members attended the Summit for Women’s Equity Leaders May 2011 to increase connections. Our chair for FY 13 plans to make progress in this area as the respect campaign is the emphasis for her final project in the Innovative Studies Certificate.

Membership Sub Committee

This committee works on new member recruitment and retention. Their responsibilities include: creating and executing a new member recruitment plan, sending new member orientation emails, coordinating a mentor program for new members, as well as updating and maintaining by-laws.

Accomplishments

themselves in the workplace, ways to reduce indirect aggression among women, and about the importance of mentors and sponsors. 120 attended.

- Civil Service Bargaining Unit Women's Action Network sponsored Laura Barclay June 23, 2011. Laura Barclay, co-author of *The Power of Civility* and President and Founder of the Minneapolis Civility and Etiquette Centre presented: *Respect & Civility at Work: It’s Your Choice*. The speaker provided a pre-session survey to send to employees along with the invitation to the event. The survey provides valuable information on attitudes and behaviors regarding respect on campus and will be utilized by the Respect Committee. 107 attended.

- Farmers Market: We staffed Informational table on July 20th and August 10th from 11:00-1:00. We gathered names for our listserv and collected “What Respect Means to Me” responses, handed out Respect buttons and bookmarks.

- Created a CSBU WAN bookmark with committee membership information for advertising and recruitment.

- CSBU Women’s Action Network Program Planning/Visioning Retreat. January 6, 2012. The retreat included a professional development training session. Dave Dorman, from Organizational Effectiveness presented an interactive session on “Influencing without Authority.” A recap of the Strategic Planning and Goals from the session is included as an Appendix.

- CSBU-WAN transitioned to a fiscal year, rather than a calendar year structure. To facilitate that structure a mid-year mini retreat is planned for June 8, 2012. Going forward, the annual retreat will be held late spring or early summer rather than in January.

- Met with VP of HR, Kathy Brown and Women’s Center Director to share our accomplishments and gain insights, possible funding.

**How to Contact Us**

CSBU website: [http://www1.umn.edu/women/csbu.html](http://www1.umn.edu/women/csbu.html)

Email: CSBU-WAN@lists.umn.edu

Facebook: CSBU Women’s Action Network

Chair: Nan Nelson, nelso789@umn.edu

Chair Elect: Bonnie Marten, marte004@umn.edu

Past Chair: Joli Roehl, j-roeh@umn.edu