All University Committee on the Status of Women  
January 10, 2012  
12:30 - 1:30 p.m.  
V.J. and Angela Skutt Student Center, Room 105

Minutes


Absent (excused): R. Cerutis, L. Durako, K. Flynn, M. Lloyd, C. Mahern, K. Pitts, C. Stoy, T. Young

Absent: J. Pierce, D. Ward, A. Westhoff

I. Approval of minutes for the December 6, 2011 meeting – Michele Starzyk
   a. Motion to approve. Seconded. Approved.

II. Treasurer report – Cindy Fendrick
   a. Current balance in Banner is $17,027.72
      i. $38.10 was deducted for the December lunch and learn
      ii. Approximately $6000 unallocated for future use

III. Eileen B. Lieben Center for Women Report – Allison Taylor
   a. Women’s History Month is March; please email Lori if you have ideas or programs already planned that you would like added to the calendar.
   b. Blanket making event in December was great; they made approximately 40 blankets for the Juan Diego Center.
   c. They will be doing a book club again this semester.
   d. Four students are working as interns in the Center this semester.
   e. Starzyk reminded the committee that a goal of our Way of Proceeding was for CSW members to support the Lieben Center by attending at least one event each year. Please try to do so.

IV. Russell Child Development Center Report – Katie Miller
   a. They had a “facelift” over the holiday break, including painting many of the rooms that have not been painted in years. They are also working on the environments they set up, which is part of their learning curriculum for the children.
      i. The Center is looking for artists to create murals on some of their walls. A few names were given to Miller.

V. WIMS Report – Roselyn Cerutis (absent)
   a. In place of Cerutis, Starzyk announced the WIMS meeting on Thursday, January 12 with Fr. Lannon. He will discuss the role of women faculty at Creighton and is the first in their speaker series this semester.

VI. Old Business
   a. Paid Parental Leave – Mary Duda and Work/Life Subcommittee
      i. Updates on committee visits
         1. They will visit Staff Advisory Council (SAC) on Thursday, January 12
         2. They have WIMS support and Rose is on their subcommittee; WIMS will give CSW a letter of support.
      ii. Vote on the subcommittee proposal
         1. We need to vote as a committee so we are in agreement of what the proposal should be.
2. Subcommittee recommends listing three options in the proposal. This is also consistent with what was presented to the Benefits Committee.

3. Discussion
   a. Question: Do we know the cost of each option?
      i. Answer: No, but all three options would probably cost the same.
   b. A member stated that we need some costs idea and then we can focus on selling the value associated with that cost.
   c. Subcommittee member asked if we need to know the cost before we can vote.
   d. Starzyk replied that yes, the rest of the committee needs to endorse what the subcommittee has worked on.
   e. Another member stated we need to move forward sooner rather than later. A vote is more about strategy as well. The committee needs to decide if we want three or one option presented.
   f. Question: Do we need to vote if the subcommittee has already decided on one vs. three options?
      i. Answer: We probably need the cost before we can vote.
   g. Starzyk asked the committee if we have enough information to vote.
   h. Member asked if we can discuss more before a vote is taken.
   i. Another member asked if we are arguing against ourselves if we offer three options. Should we stand firm on one option or endorse or recommend one specific option?
   j. Another member stated the Cabinet could deny all three options. Are we making it better if we only offer one?
   k. Member asked if there has been any discussion regarding the policy proposal from two years ago. It had been approved, but not funded by the Cabinet—or rather they were supportive, but had no funds.
   l. Member stated the message from Cabinet at the time was that it was bad timing.
   m. Question: Did the Benefits Committee include parental leave in their Strategic Program Prioritization document?
      i. Answer: We don’t think so.
   n. Member shared that in a recent proposal for paid days off to do community service that the Cabinet tabled the proposal because they asked for too many days and did not have other options. We should have the three options listed so we do not get tabled.
   o. Member pointed out that the fiscal year 2014 budget process will not start until October so we have a little bit of time.
   p. Member stated we have a good chance that something will get approved, based on what he knows, but we should definitely recommend one of the three options.
   q. Member asked that if we frame this as a social justice issue, there is really only one thing to do, which is choose the best option, but should we be flexible?
   r. Note: the best option would be four weeks of parental leave for birth mothers, fathers, and adoptive parents.
   s. Member stated the current proposal is respectful of what happened last time.
   t. Member agreed that it is a social justice issue and asked how we should balance that with the reality of our current budget climate.
   u. Member stated that we need something. It would be great to have more than four weeks, but we have got to start some where and improve later.

4. Voting
   a. Starzyk concluded discussion and asked the group to vote.
      i. The committee will support one of three options:
         1. Yes to offering three options in the proposal
         2. Yes to offering one option in the proposal
3. Yes to offering three options, but recommending one and point out the social justice issues.

ii. Any questions? Any objections to voting?
   1. Member would like to know what the most current revisions are before a vote is taken.
   2. Duda said all the revisions were cosmetic.
   3. Starzyk asked Duda to please email the updated proposal to the committee after the meeting.

iii. Voting
   1. Offering three options in the proposal was approved.
   2. Listing a preference of the three options was approved.

iv. Discussion regarding which option to list as our preference
   1. Member stated that if this is truly a social justice issue, we have to go with the four weeks for everyone.
   2. Another member played “devil’s advocate” and asked if choosing the smallest option would be better because it would likely cost less money.
   3. Member asked if our discussion earlier was about the social justice aspect.
   4. Motion to vote. Committee voted and approved listing the four weeks for everyone option as our preferred option.
   5. Duda asked what do we do if the Benefits Committee does not endorse this?
      a. Answer: We can state that the CSW specifically prefers the one option.
   6. Question: Is this proposal going to the Cabinet as a joint proposal with the Benefits Committee?
      a. Answer: Yes. Subcommittee will see if the Benefits Committee wants to also endorse the CSW preference.

iii. More subcommittee updates
   1. They will do educational sessions across campus and get a petition signed, but they will need help. There is already a brief slide show.
      a. The Awareness and Outreach Subcommittee will help.
      b. Member stated we should do an online petition; maybe Mary Jackson can help or gather information using BlueQ.
      c. Member said having a grassroots effort would be good.
      d. Member asked about the SAC Forum and stated they have an open spot.
         i. Subcommittee will ask about this.
      e. Subcommittee will gather support AND educate others that we do not have a maternity or paternity leave.
      f. It was agreed the two subcommittees would meet and come up with a plan for a grassroots effort and then what other efforts will need to be made once the proposal is approved.
      g. Question: Did we do a promotional postcard last time?
         i. Answer: Yes, but it was a bit cheeky.
      h. Member reminded the committee that not everyone is even aware that we don’t have an actual maternity or paternity benefit. Most people assume we do.
         i. The two subcommittees will strategize.

b. 100 Year Celebration revisited – Michele Starzyk
   i. Fr. Lannon is supportive of this event idea.
   ii. Is anyone interested in volunteering? If so, please email Starzyk (Starzyk@creighton.edu).
   iii. Recap: this would be a celebration of the 100th anniversary of women being admitted to full-time undergraduate programs.
VII. New business
   a. Networking and mentoring event in late March – Michele Starzyk
      i. CSW and the Lieben Center will host a networking event that is a take off of Miss Representation and will get the Career Center and Alumni Relations involved.
         1. Will be in March
         2. Event will be geared towards students, but we will need faculty, staff, and alumni who are willing to serve as mentors or assist with networking.
         3. More information will be provided at future meetings.
      ii. Other networking ideas
         1. CSW should increase our own networking options.
            a. A LinkedIn group was created; promotion to come soon. Group would be open to any women related to Creighton; also a great way to keep past CSW members engaged.
   b. Summit update – Desiree Nownes and Allison Taylor
      i. YouTube video promotion. Check it out!
         1. http://www.youtube.com/watch?v=V8yG0kQao3Q
      ii. Katie Canella is a graduate intern working with Allison this semester and will help with the Summit as well. She made the great YouTube video.
      iii. 43 people are signed up thus far for the Summit.
         1. Reminder: CSW members need to sign up as well— you are not automatically registered.
      iv. Keynote speakers are Dr. Barb Braden and Mary Pat Statz McCarthy, CoBA alumna from 1977 and retired Vice Chair from KPMG accounting firm.
      v. A registration push to students starts this week. Let Allison know if you have any students who should receive a personal invitation.
      vi. Breakout Sessions: They are looking for recommendations for possible presenters. A sheet was passed around, but please also email Allison if you think of anyone later.
      vii. Networking Opportunity
         1. The subcommittee will also offer some sort of networking opportunity after the Summit, maybe a book club.
     viii. The catering menu is confirmed.
   x. Question: Is the video on the website?
      1. Answer: Yes it is on the main CSW homepage.

VIII. Subcommittee Announcements
   a. Awareness/Outreach
      i. They have a meeting this month.
      ii. Will assist with the Parental Leave education and grassroots effort.
      iii. They have a meeting set up with Durako to discuss helping with the Lieben Center.
      iv. Please let the subcommittee know if you need their help with any of your programs.
   b. MLSE Luncheon
      i. Reservations are now open and are due January 31.
      ii. Everything is rolling along.
   c. Summit 2012
      i. No additional updates.
   d. Work/Life
      i. No additional updates.

IX. Closing
   a. Meeting adjourned.
2011-12 Meeting Dates
All meetings are 12:30-1:30 p.m.
Tuesday, February 7, Skutt 104
Tuesday, March 13, Skutt 105
Tuesday, April 3, Skutt 105
Tuesday, May 1, Skutt 105

Upcoming Events
Mary Lucretia and Sarah Emily Awards Luncheon (February 9, 2012)
2012 CSW Women’s Summit (March 16, 2012)