Minutes


Absent (excused): J. Branstetter, K. Coover, J. Dobrauc, R. Eden, K. Flynn, C. Mahern, K. Pitts

Absent: A. Westhoff

I. Approval of minutes for the September 6, 2011 meeting – Michele Starzyk
   a. Tilleman moved to approve. Seconded by Ward. Minutes approved.

II. Eileen B. Lieben Center for Women Report – Lori Durako
   a. The center’s first programs will take place this month—Thursdays for Your Health in October
      i. Thursday, October 6: Breast Cancer Awareness
      ii. Thursday, October 13: Take Control of Your Health
      iii. Thursday, October 27: Know Your Nutrition
      iv. Programs will take place from 11-2 p.m. on the Mall
   b. Eileen’s Book Club will start again; they are partnering with the Office of Multicultural Affairs.
      i. The Help is the next book. Students can sign up in the Lieben Center and receive a copy of the book.
   c. The Lieben Advisory Board met recently and will use this semester to reassess and define what the Lieben Center is and should be, particularly with the addition of Allison Taylor’s position as Assistant Dean of Students.
      i. Starzyk asked if a representative from CSW should be on the Advisory Board. Durako confirmed this. Starzyk then asked if we should take nominations today. Nominations were opened.
      ii. M. Pierce was nominated by Wadas-Thalken. M. Pierce was approved as the CSW representative.

III. Russell Child Development Center Report – Katie Miller
   a. The children are enjoying working with various campus partners again. Some examples of partners are: nursing students on their Community Health rotations, psychology class observations, occupational therapy students, and Jesuits reading to the children.
   b. The annual fundraiser for RCDC is November 9, 11-1 p.m.. Sign up sheets were sent around for volunteers to work at the fundraiser and/or to donate a baked good. If you were not at the meeting, please email KatieMiller@creighton.edu if you would like to sign up.
      i. The fundraiser includes a bake sale, chili luncheon, a raffle and more.
      ii. Money goes to scholarships, center improvements, and teacher training opportunities.

IV. WIMS Report – Roselyn Cerutis
   a. WIMS has not met this semester.

V. Treasurer report – Cindy Fendrick
   a. Current balance is $17,279.02
      i. We received $12,000 from the University budget in order to cover events and the Summit. This no longer requires us to seek funding for the Summit from various University departments as we have in the past.
b. We still have a few outstanding costs, particularly the conference scholarships given from the Summit.

VI. Starzyk asked Tammy Biggs, who was in New Business, to speak on the new Short Term Disability program.
   a. Biggs, from Human Resources, shared a Powerpoint presentation regarding the new Short Term Disability and Long Term Disability programs. The slides will be emailed with these minutes.
   b. Short Term Disability—the employee pays the premium. This is less than the current Long Term Disability program that employees can elect to enroll in. All employees will be automatically enrolled in this program, unless they opt out of it during the enrollment period.
   c. Long Term Disability will now be paid for by Creighton. It will be an automatic enrollment.
      i. See Powerpoint slides for more information.
   d. Furze asked if these options will replace the current Long Term Disability program. Biggs answered yes.
   e. Starzyk asked how will employees be educated that the Short Term plan is a good option for maternity leave.
      i. Biggs explained there will not be specific education regarding maternity leave using the Short Term program since it covers much more than maternity, BUT it will be included in all materials that are shared with employees. There will also be plenty of information at the Mutual of Omaha table at the Benefits Fair in November. There will also be some lunch and learns.
   f. Naatz asked if there is a waiting period for the Short Term Disability program.
      i. Biggs explained that the policy we have is that if the disability occurs in the first six months of coverage and due to a pre-existing condition, it will not be covered. Disabilities that occur three months prior to the coverage are excluded too. For example, you cannot give birth in the first six months of coverage.
   g. Krajicek asked if pre-existing conditions have to be approved before there is coverage in the Short Term plan.
      i. Biggs answered that if you are currently enrolled in the Long Term plan, you will be okay. There was still a bit of confusion regarding this issue.
   h. Biggs shared that open enrollment takes place November 4-18 and thanked the committee for the invitation to speak.
   i. Starzyk brought up the point that general messaging regarding the Short Term plan is okay, but it does need to include maternity. In the first message Mr. Burkey sent to campus, maternity was not included in the description of Short Term Disability.
      i. Winegard asked how we can ensure that future messaging does not exclude maternity. Winegard also commented that it is odd to think about maternity leave as a disability.
      ii. Biggs said that her original draft of what Mr. Burkey sent did include maternity and that it was disappointing it was left out.
      iii. Starzyk offered to send an email to Mr. Burkey explaining the committee’s concerns. The committee agreed that would be a great action to take.

VII. Old Business
   a. A Way of Proceeding for 2011-2012 and beyond
      i. Starzyk opened for discussion regarding the plan.
      ii. Duda asked if we were missing any other key University committees/groups in the areas where we discuss getting buy-in and/or support from other committees/groups on campus. Specifically, are we missing any other faculty councils or governing bodies?
         1. Tilleman and Furze said there was no committee or council for faculty in the School of Pharmacy and Health Professions.
         2. Starzyk thanked Duda for her question and said the exec board would check with the other professional schools.
      iii. Taylor brought up a concern about the committee’s advocacy for a director of the Lieben Center. She would rather the committee wait until the Lieben Center Advisory Board has an idea of where they want to go with the center.
1. Starzyk agreed and explained that the plan is gray enough to allow the Lieben Center staff to have the expertise in planning for a future director and that the committee will simply support this plan once it has been determined.
   a. Durako confirmed that it would be best to let the Lieben Center staff get on track and then seek support.

iv. For goal 5, Duda shared that the word “balance” may be inaccurate. The Work/Life Subcommittee is not sure if they want to use balance or integration. Once they have a decision, we will update the plan.

v. Seeing that no more discussion was to be had, Ozar made a motion to approve the plan. McEwen seconded. The plan was approved by the committee.

vi. Starzyk reminded the committee to use this plan as a guide for planning events and strategies for this year. Please email Starzyk and Wadas-Thalken when your subcommittee determines goals and how they will help fulfill this plan.

VIII. New business
   a. Pink Out volleyball tickets – Michele Starzyk
      i. If you would like tickets, please see Starzyk.
   b. Brown Bag Topics – Michele Starzyk
      i. Many people enjoyed the presentations at the Summit 2011 and it would be great to offer some of the same sessions again as brown bag lunch topics.
      ii. Work/Life Subcommittee
         1. Dr. Erika Kirby, Work/Life Integration, maybe on November 8th
         2. Breastfeeding Basics and information on FMLA, in the spring semester

IX. Subcommittees
   a. Work/Life
      i. Paid parental leave
         1. Duda explained that the Short Term Disability program does not cover dads and adoptive parents. The subcommittee would like to go after a two week parental leave for all employees.
            a. Duda also shared some background regarding the parental leave proposal from two years ago. CSW asked for four weeks maternity leave. The plan was shot down by the President’s Cabinet, but it was partially due to the fact that the economy was tanking and the University was just starting the Prioritization process. Shuler wrote the original proposal and it was great. Duda suggested that maybe they just need to update it.
         2. M. Pierce commented that many other area schools have great parental leave options.
         3. Duda asked the committee if two weeks is what we want to ask for. Who should go to get buy-in from other committees, particularly the Benefits Committee?
         4. Naatz asked if it would be possible to get four weeks for adoption and two weeks for moms and dads. Adoption is a very difficult transition.
         5. M. Pierce responded that there are ideal plans and then there are plans that will be approved. She suggested we want something that will get approved.
         6. Hays asked what the response was from the President’s Cabinet.
            a. Starzyk responded that they were told to get the plan submitted as part of Prioritization. It was never fit anywhere in Prioritization because CSW did not get the chance to submit our own evaluations.
         7. Winegard shared that she served on the subcommittee that put the leave proposal forward last time. They went with principles and asked for an ideal plan. She asked if we want to try for something that is passable or hold strong to our principles. Also, is our institution putting the responsibility/burden on mothers only?
         8. Duda offered that two weeks paternity leave would cover mothers until Short Term Disability kicked in. She also commented that Human Resources may feel like they already worked hard for us and might be offended if we ask for more than two weeks.
         9. Krajicek pointed out that men cannot take Short Term Disability for a new child.
10. With time running short, Starzyk asked if we should vote now on what the subcommittee should work towards or ask the subcommittee to submit more information.
   a. It was agreed that the subcommittee should submit an updated plan and CSW will discuss it at the November meeting.
   b. M. Pierce commented that graduate students are only allowed three days leave and we need to consider students in this proposal as well.
   c. Duda said she would not be able to get updated data from Tammy Biggs in the next month since Tammy is busy with preparing for the open enrollment period.

b. Awareness/Outreach
   i. Winegard asked for this subcommittee and their potential goals to be put as New Business on next month’s agenda.

c. MLSE Luncheon
   i. Intern applications were collected in September and we selected Meggan Lloyd as our intern. She took a minute to introduce herself to CSW.
   ii. The subcommittee will meet in the next month.

d. Summit 2012
   i. It was requested the Summit will be in New Business next month and Nownes shared they will also email some information.

X. Closing
   a. Starzyk thanked CSW for staying past our initial meeting time and was grateful for such fruitful information and conversation.
   b. Starzyk shared she will meet with Fr. Lannon in the next few weeks.
      i. Email Starzyk if you have any specific issues you would like brought up. Email her by Friday, October 7, if possible.

XI. Meeting adjourned

**2011-12 Meeting Dates**
All meetings are 12:30-1:30 p.m.
Tuesday, November 1, Skutt 104
Tuesday, December 6, Skutt 104
Tuesday, January 10, Skutt 105
Tuesday, February 7, Skutt 104
Tuesday, March 13, Skutt 105
Tuesday, April 3, Skutt 105
Tuesday, May 1, Skutt 105

**Save-the-Dates**
Mary Lucretia and Sarah Emily Awards Luncheon (February 9, 2012)
2012 CSW Women’s Summit (March 16, 2012)