All University Committee on the Status of Women  
November 1, 2011  
12:30 - 1:30 p.m.  
V.J. and Angela Skutt Student Center, Room 104

Minutes

Absent: A. Westhoff  

I. Approval of minutes for the October 4, 2011 meeting – Michele Starzyk  
a. Motion to approve. Seconded. Approved.

II. Treasurer report – Cindy Fendrick  
a. Current balance is $17,304  
   i. Estimated costs for the next few months are:  
      1. $50 Dr. Kirby Lunch and Learn  
      2. $250 Summit Scholarships yet to be redeemed  
      3. $2062 Mary Lucretia and Sarah Emily Luncheon budget request  
   ii. $15,567 will be left, which does not include a request from the Summit Subcommittee  
      1. Starzyk shared that the Summit funding will probably be around $10,000 and that no door-to-door solicitation from vice presidents and departments will be done this year.

III. Eileen B. Lieben Center for Women Report – Lori Durako  
a. The center advisory board is currently doing some “soul searching” as to what focus and mission the center should have. They may be changing their focus with the creation of the Violence Intervention and Prevention Center and other changes within the Division of Student Life. They did a SWOT analysis at their October meeting.  
   i. A special thanks to Marsha Pierce for coming to the advisory board meeting on behalf of CSW.  
b. Programs  
   i. Half way through the Wareham Program (women’s leadership program in partnership with Student Activities).  
   ii. The documentary Miss Representation will be shown November 30th at 6:30 p.m. There will be a panel discussion and small group discussion afterwards. Please join us.  
      1. There may be a daytime viewing and Durako will share this information with the committee if a time is scheduled.  
      2. The University has full viewing rights for the documentary, so feel free to contact Durako about using it in your classroom, a workshop, staff development, etc.  
      3. More information about the film is found on the following website:  
   iii. March is Women’s History Month. The center will be looking for an intern to plan the month.  
      1. Please let Durako know if you might be interested in presenting a workshop or helping with an activity.  
      2. It was suggested Fendrick or Wadas-Thalken pass along the other luncheon intern applicants we had.
IV. Russell Child Development Center Report – Katie Miller  
a. Holiday Bazaar is November 9th.  
   i. There are great silent auction items, as well as a raffle. See Miller for raffle tickets.  
   ii. Chili tickets can also be purchased ahead of time.  
   iii. Thanks for your support!  
b. The center has had a great fall. Thanks to those of you who suggested campus activities or campus partners.  
c. Currently there is one preschool opening for a child 3 or older who is potty trained. Please let colleagues know.

V. WIMS Report – Roselyn Cerutis  
a. No report.

VI. Old Business  
a. Paid Parental Leave – Mary Duda and Work/Life Subcommittee  
   i. A draft copy of the proposal was sent via email prior to the committee meeting.  
   ii. There are three options for the President and Cabinet to choose from (see page 1 of the proposal).  
   iii. Suggestions from the WIMS listserv:  
      1. Don’t list other universities and colleges who have paid parental leave. This might make us look desperate.  
      2. There are also issues with house staff and residents. Maybe consider trying to find a way to work them into the proposal.  
   iv. A member shared that her vice president had comments last time when the proposal was submitted. One comment he brought up was regarding adoption. Could a gay couple use the parental leave benefit?  
      1. Another member responded that in Nebraska a single person can adopt, a gay couple cannot. In Iowa the law is more difficult to decipher now that marriage is legal there. There are always going to be situations that come up that we don’t think of.  
   v. Member asked if we could talk through the third option.  
      1. Branstetter explained the option. He said a person would use the short-term disability plan, but the first 14 days off, which are not covered by the short-term plan, would be covered by Creighton. An employee on the short-term plan can use Creighton to make up the difference in salary because the short-term plan only covers 66% of a person’s salary.  
         a. Another member asked if option three was passed, what would people not on the short-term plan get.  
         b. Branstetter replied they would get four weeks paid in full.  
         c. Clarification needed because the option does not make sense. Others agreed.  
         d. Branstetter explained that an employee would get four weeks of full pay from Creighton, regardless if they had the short-term plan or not.  
      2. The subcommittee agreed they need to clarify option three and will come back to the December meeting with some revisions. This will include revisions suggested by the Benefits Committee as well.  
         a. A member suggested a chart to break down the options.  
   vi. A member asked if there has been discussion for how the options work with faculty.  
      1. Subcommittee member said each college and school would determine how to apply the policy and the subcommittee has used faculty members on CSW for input. The subcommittee will present this to Academic Council for support once it is in final draft form.  
      2. Another member said we need to be clear that this proposal does cover faculty. It is difficult to establish a plan for each school and college. Schools and colleges and their departments would be required to figure out how to implement this with their faculty.  
         a. It was suggested we should “beef up” the faculty statements.
3. Member asked if “faculty and staff” should be added to the initial purpose of the proposal and maybe revise item #5 in the Policy section to remove the “ad hoc” statement.
   a. Duda asked if we should delineate faculty and staff.
   b. Member suggested the subcommittee talk to the Benefits Committee for advice.

vii. Member asked why the policy is only for employees who have been here for at least one year.
   1. Branstetter explained that is consistent with FMLA requirements.

viii. Member pointed out the policy date is wrong.

ix. Starzyk asked Duda and the subcommittee to please send updates to Wadas-Thalken for distribution prior to the December meeting.

VII. New business
   a. Meeting with Fr. Lannon – Michele Starzyk
      i. Michele met with Fr. Lannon in October, on behalf of the committee.
      ii. Michele explained to Fr. Lannon who we are and why the committee exists. She also shared the committee’s history from the past few years, including the establishment of the Summit. Other items shared were:
         1. Survey results from Dr. Kirby’s survey last year
         2. Our “Way of Proceeding”
         3. Event dates for this academic year
         4. The idea of a century celebration for the admission of women to the undergraduate colleges—he said to work with Development on this
         5. A heads up regarding the parental leave policy and the history of this from the past few years
      iii. Finally, she challenged Fr. Lannon to consider women for leadership roles (vice presidents, deans) and explained that students see a glass ceiling on campus for women.
      iv. Member asked if he said anything about his past experience with women’s advocacy.
         1. Starzyk said he gave her some contacts to speak with at St. Joseph’s. He did talk about the 40 year admission celebration at St. Joseph’s and explained that the event was externally driven.

   b. Presenting to Academic Council – Michele Starzyk
      i. Starzyk will present to them next week (week of November 7th)
         1. Member asked if Starzyk could tell them about the parental leave policy.
            a. Starzyk said she would ask Dr. Coffey if she can share current news since the report is typically only about last year.

VIII. Subcommittees
   a. Awareness/Outreach
      i. They will help promote the lunch and learn event with Dr. Kirby on December 8th.
      ii. They may help with Women’s History Month.
      iii. The subcommittee is unsure of their role—is it to promote events or come up with their own programs or items? They would appreciate some direction from the committee.
         1. Suggestion for the following: How can we have a more visible presence of what women have done on campus? Maybe an installation like Alpha Sigma Nu in Skutt 104 or the history information in Creighton Hall.
         2. Suggestion for mentorship opportunities and combine with the Lieben Center.

   b. MLSE Luncheon
      i. Nominations for the award are now open and on our website. Please spread the word and consider nominating someone. Nominations will be open until December 1st.
      ii. The theme for the luncheon will be something along the “Spirit” line in order to follow Fr. Lannon’s year-long inaugural theme of Spirit of Creighton.
      iii. Tessa and Rosanne have worked on a YouTube video to promote the award nominations and explain what the award is. Check it out! Another version will come out later in November.
c. Work/Life
   i. They have been working on the Parental Leave Policy.
   ii. They will encourage Human Resources to promote the lactation spaces again, since some new ones have been added.
   iii. Mark your calendars for the lunch and learn, Thursday, December 8th, noon to 1 p.m. with Dr. Erika Kirby.

d. Summit 2012
   i. Taylor and Nownes gave a Powerpoint presentation.
      1. The Summit will be held on March 16, 2012.
      2. The theme is Inspire, Influence, Innovate
      3. The subcommittee has been meeting since this summer.
      4. Barb Braden will be one of the featured speakers
      5. They will do a call for program presentations like they did last year.
   ii. Member asked if men are invited.
      1. Yes.
   iii. Member asked if it will be free.
      1. Yes.
   iv. Member asked what the attendance goal is.
      1. 225—spots are limited because space is limited in the Skutt Student Center.

IX. Closing
   a. Starzyk encouraged everyone to consider attending the Summit and to RSVP when registration opens.
   b. Thank you for a great meeting!

2011-12 Meeting Dates
All meetings are 12:30-1:30 p.m.
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

Upcoming Events
Lunch and Learn—Dr. Kirby (December 8, 2011, noon)
Mary Lucretia and Sarah Emily Awards Luncheon (February 9, 2012, 11:30 a.m.)
2012 CSW Women’s Summit (March 16, 2012)