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

Minutes


Excused: L. Buchheim, B. McEwen, A. Ozar

Unexcused: K. Flynn, A. Hayes, J. Pierce, K. Pitts, A. Westhoff

I. Approval of minutes for the April 3, 2012 meeting – Michele Starzyk
   a. Motion to approve. Seconded. Approved.

II. Treasurer report – Cindy Fendrick
   a. Balance is $7,128.49, which reflects assigned money for outstanding expenses from the Summit. The balance will roll over to next year since we have an agency account.

III. Eileen B. Lieben Center for Women Report – Lori Durako
   a. They presented their annual awards at the Division of Student Life banquet in April.
   b. The center is wrapping up for the school year and will not do programs over the summer.
   c. All student staff are returning next year, except one senior who is graduating.

IV. Russell Child Development Center Report – Katie Miller
   a. They are finishing their school year and will see some of their preschoolers transition to kindergarten this fall.
   b. Fr. Kalb passed away; he read often to the children. They held a celebration of life event in his honor.
   c. The center has solid enrollment and expects to maintain this enrollment.
   d. The staff will work on some projects this summer.

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

VI. Old Business
   a. Parental Leave Update – Michele Starzyk
      i. Starzyk and G. Duda (Chair of Benefits Committee) sent the proposal and a memo to Fr. Lannon and explained our preferred option (4 weeks for both dads and moms). They also shared concerns with how school/college deans may be interpreting and implementing the policy already.
         1. The memo and proposal are on the CSW website.
      ii. Starzyk and G. Duda heard back from the President’s Office that Fr. Lannon likes the proposal, but will removed point 5 about the policy being implemented upon a dean’s discretion within each school/college.
         1. Human Resources will work with administrators on how to implement the policy.
      iii. We can now move forward educating the Creighton community that this proposal has been passed. An announcement should be made to the community within the week.
      iv. Starzyk opened the floor for questions.
         Q. Concern was expressed regarding the faculty implementation item 5 being taken out.
            A. Yes, that is a concern, but we also need to trust that Human Resources will work with the administrators within each unit at the university.
Comment: We need to educate people on their rights and who to report any issues to.
Comment: M. Duda and the Work/Life Subcommittee did a great job!
Comment: We knew the faculty comment would be an issue, but we also need to be positive that staff (who are sometimes lowest on the totem pole) have this benefit secured. Can the Work/Life Subcommittee continue to meet this summer?
   A. Yes, that would be fine, but just be cognizant that some committee members might not be on campus during the summer.
Q. Does Human Resources have a game plan for education around this policy?
   A. Yes, they will do some things and would welcome help from CSW.
Q. At what point is a supervisor notified by HR that an employee is going on leave and qualifies for FMLA?
   A. The supervisor is not notified until FMLA paperwork is filed, but an employee should communicate the need for leave with the supervisor ahead of time.
Branstetter commented that he is very excited about this policy and HR is excited to be able to now offer the benefit. Thank you!
Comment: Posters could be nice.
Comment: Maybe we can have a table at the Benefits Fair.
Q. How will we know when this policy is adopted?
   A. Once the President’s Office announces it, it will go into effect (should happen this week).
   B. Branstetter shared that the policy will start being implemented now and that anyone seeking the benefit this month should contact him.
v. Starzyk closed discussion and asked that anyone interested in helping this summer with education and PR regarding this policy should email statusofwomen@creighton.edu.

b. Thoughts regarding Fr. Lannon’s email communication – Michele Starzyk
i. Starzyk summarized Fr. Lannon’s email regarding contraception and insurance coverage from a couple of months ago and opened the floor for discussion.
Comment: Committee member had a conversation with Fr. Lannon regarding how he failed to acknowledge how women on campus might be feeling regarding the insurance coverage. Some women may not be offended by the policy, but rather frustrated that there was no conversation about the policy. There needs to be dialogue.
Comment: Some students have talked about this in the Lieben Center. They were frustrated. Some of the students are trying to figure out where they fit in with their Catholic faith and also wondering why men are telling women what to do. Good dialogue is taking place in the center.
Comment: We could do a lunch and learn about this with both sides of the insurance coverage argument and have dialogue about this.
Comment: We can understanding Creighton and the Catholic faith, but Jesuits have pushed back on the Church in the past. Maybe they should push back on the insurance coverage issue.
Comment: Birth control is covered at 11 Jesuit colleges/universities.
Comment: Doctors can choose if they will prescribe birth control.
Comment: Conservatism might be coming from the University’s Board of Directors.
Comment: A lunch and learn about this topic might be too much rabble rousing.
   Q. If we don’t talk about this, who will? Who will advocate for women on our campus?
   Starzyk stepped in to say that yes, this could be a very political and controversial lunch and learn, but it could still be done with education and dialogue from both sides of the argument.
Comment: People could come out of the lunch and learn with more compassion and understanding of each view.
Comment: Students are looking for how to have this dialogue. A lunch and learn could provide good role modeling for how to talk about controversial issues.
Comment: Would we be having this discussion if the email came from a lay president?
Comment: No women were involved in Creighton’s discussion of the insurance mandate.
Comment: There is an assumption that everyone at Creighton understands Catholic teaching and rationale.
Q. Is this part of the Summit next year?
   A. Nothing has been determined for the Summit but there are a lot of other women’s issues that could be discussed too.
VII. New business
   a. Elections
      i. Nominations for Vice Chair (two-year position)
         1. Nownes nominated by Winegard. She accepted.
      ii. Nominations for Secretary
         1. Wadas-Thalken nominated by Krajicek. She declined.
         2. Tilleman nominated by Wadas-Thalken. She accepted.
         3. Young nominated by Fendrick. She declined.
      iii. Nominations for Treasurer
         1. Wadas-Thalken nominated herself.
      iv. Since all positions were running unopposed, a verbal vote was held. Everyone was approved for their positions.

VIII. Subcommittee Updates
   a. End of year reports are due to Starzyk later this month. An email was sent to each subcommittee chair with more information.
   b. Awareness/Outreach and Work/Life
      i. Some discussion around the menopause lunch. Maybe we should do it again since the Alegent townhall was scheduled at the last minute during the same time.
         1. It was agreed this would be a great lunch and learn to offer again next fall. And if CSW does not want to do this, maybe we can encourage the Wellness Council to do it.
         Q. What is the process for cancelling or rescheduling CSW events?
            A. No official protocol, but a person can always email the CSW chair with questions.
            Comment: A lot of factors were present that cancelling would have added more work.
      ii. MLSE Luncheon
          i. No report.
   d. Summit 2012
      i. They had their wrap-up lunch.
      ii. Starzyk has a list of people interested for next year.
      iii. Book clubs will take place this summer and into the fall.
         Q. Will there be a time change for the Summit, spring vs. fall?
            A. March is a bad month to do it.
         Q. Could we do it the week after fall break?
         Q. Was there feedback to change the date/time of year?
            A. Yes, spring is hard between basketball, Project Homeless Connect, Easter, etc.
            Comment: Sometimes it seems like people are more enthusiastic in the fall.
            Comment: It is doable for the fall. We could do a listening session on the climate survey that we took this spring. We could also leave it up to the subcommittee to make the final decisions.
            Comment: A listening session could also allow us to give feedback to the Strategic Planning committees and task forces.
      iv. It was agreed the fall would be a good time to do the Summit. The subcommittee will get back to us regarding a possible date.
         1. Save the date for October 25.

IX. Closing
   a. It was a great year! We accomplished a lot and came a long way. Thanks for your hard work!
   b. The executive board presented Starzyk with a small gift as a token of our appreciation for Starzyk's leadership and commitment to CSW.
Meeting Dates for 2012-2013
All meetings are held 12:30 to 1:30 p.m. in the Skutt Student Center, Room 105
September 4
October 2
November 6
December 4
January 22
February 5
March 5
April 2
May 7

Event Dates
- Summit: Thursday, October 25, 2012
- Mary Lucretia and Sarah Emily Creighton Awards Luncheon: Thursday, February 7, 2013