Plan Summary

Plan Task Force Members: Cindy Adams, Mary Duda, Lori Durako, Cindy Fendrick, Gail Jensen, Erika Kirby, Amanda Lofgreen, Kate Mahern, Katie Miller, Colette O’Meara-McKinney, John Pierce, Sarah Rider, Michele Starzyk, Allison Taylor, Jenny Tilleman, Katie Wadas-Thalken and Tanya Winegard

CSW Overview


The CSW has been instrumental in establishing:
- Mary Lucretia and Sarah Emily Creighton Award (First award given in 1981)
- Staff Advisory Council
- Groundwork for women athletics and facilities
- The Eileen B. Lieben Center for Women, previously known as the Women’s Resource Center
- Official policy on sexual harassment
- Take Our Daughters and Sons to Work Day
- Women’s History Month Events
- Gender climate survey of students, staff, faculty
- Women’s Summit

The CSW has also been an advocate for…
- Benefits for Part-time employees
- Pay Equity
- Equal Opportunity and representation
- Child Development Center
- The Eileen B. Lieben Center for Women
- Affirmative Action

Current advocacy includes…
- Awareness, outreach and the development of campus partnerships for quality programming and policies
- Work/Life issues such as maternity/paternity leave and other broad life issues affecting women, men and families
Membership At A Glance

The committee consists of six members appointed by the President (administration), six members elected by the faculty, six members determined by the Staff Advisory Council, six members appointed by the Creighton Student Union, two representatives designated from the Alumni Association and seven ex-officio members with voting rights.

Additionally in 2010-11, non-voting liaisons from related campus interest groups were invited to attend the meetings and give monthly reports. This includes the addition of the Women in Medicine and Science group (WIMS).

CSW Organizational Chart

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<th>Chair</th>
<th>Vice Chair</th>
<th>Secretary</th>
<th>Treasurer</th>
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<td>Matriculates from Vice Chair Position</td>
<td>2-year commitment Automatically elected to Chair position</td>
<td>Elected position every year</td>
<td>Elected position every year</td>
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<tr>
<th>Ex-Officio Members</th>
<th>6 Elected Faculty Members</th>
<th>6 Administrators Appointed by President</th>
<th>6 Staff Members Appointed by SAC</th>
<th>2 Alumni Members</th>
<th>6 Students Determined by CSU</th>
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Note. The Committee also has non-voting liaisons from related campus interest groups (e.g., WIMS).
CSW Mission Statement
The University Committee on the Status of Women shall assure that equal consideration be given to women in all phases of University operation, and shall create an environment equally supportive of achievement by both men and women. It shall endeavor to ensure full participation and encouragement of contributions from women in pursuing the overall goals of the University.

CSW Vision Statement
The All University Committee on the Status of Women at Creighton University will be the premier Jesuit University Committee on the Status of Women.

Core Values
The All University Committee on the Status of Women at Creighton University is proud to be an advocate for equity, networking & mentoring, leadership & promotion, and work/life wellness for all faculty, staff and students who make up Creighton’s community.

Goals:
1. Support the growth and development of the Eileen B. Lieben Center for Women
2. Promote a culture of networking and mentoring
3. Advocate for equity on campus
4. Encourage female University leadership and promotion
5. Support work/life wellness at Creighton

Short-term Goals and Strategies for CSW:

Goal 1: Support the growth and development of the Eileen B. Lieben Center for Women.

Objective 1: Appoint an ex-officio member from the CSW executive team to sit on the Lieben Center Advisory Board.
Strategy 1: Chair of the Lieben Center Advisory Board and Chair of the Committee on the Status of women meet prior to Fall Break 2011 to discuss partnership.

Strategy 2: Advocate for an ex-officio seat on the Lieben Center Advisory Board to be filled by a member of the CSW executive team.

Objective 2: Share resources with the Lieben Center for programming needs.
Strategy 1: Encourage CSW members to attend at least one Lieben Center program.

Strategy 2: Ask Lieben Center director to create a list of categories or areas the center may consider for programming.
Strategy 3: Share the Lieben Center list with the members of the Committee on the Status of Women and ask members to share any ideas or areas of expertise they may have. This will then allow the committee to share volunteer or speaker resources with the Lieben Center.

Objective 3: Advocate for a full-time Director for the Lieben Center.

Strategy 1: Upon a vote of the Committee, send a letter to the Assistant Dean of Students, who oversees the Lieben Center, asking for a full-time director. Copy the President, Vice President for Student Life, and Associate Vice President for Student Life.

Strategy 2: Seek support from the Staff Advisory Council, Faculty Senate, Academic Council, Creighton Students Union, and Women in Science group for support of this. If they agree, add their support to the letter that is sent to the Assistant Dean of Students.

Strategy 3: Add this to the agenda for the chair’s meeting with the President.

Goal 2: Promote a culture of networking and mentoring

Objective 1: Establish a regular CSW executive team meetings with the student members.

Strategy 1: Meetings should occur at least twice a year, once at the beginning of each semester.

Strategy 2: Designate an executive team member to be a liaison to the student members.

Objective 2: Within the programming of the annual Summit, include bi-annual educational sessions on mentoring.

Strategy 1: Summit chairs must present learning outcomes for the upcoming Summit to the executive team by November of each year. At least one learning outcome must incorporate mentoring.

Objective 3: Encourage Human Resources to adapt a program for faculty/staff for leadership development at all staff and faculty levels.

Strategy 1: Ask the appropriate sub-committee chair to meet with the appropriate Human Resources staff member to learn about what programs they currently have planned, or in the works.

Strategy 2: Based on the findings of the meeting from Strategy 1, develop and pass a resolution in the Committee with a specific request for more leadership development programs.

Strategy 3: Seek support from the Staff Advisory Council, Faculty Senate, Academic Council, Creighton Students Union, and Women in Science group for support of this.
Strategy 4: Copy the President’s Office on final request to Human Resources and add to the meeting agenda between President and Committee Chair.

Objective 4: Identify and develop partnerships with other committees and organizations to facilitate networking amongst faculty/staff at all levels of the University.
   Strategy 1: Ask the Education and Outreach Sub-committee to begin developing relationships with appropriate committees and organizations on campus.

   Strategy 2: Committee executives should meet with the Staff Advisory Council, Academic Council, and Faculty Senate executive teams and/or chairs annually, and possibly semi-annually.

   Strategy 3: Continue to develop relationship with WIMS and Clare Booth Luce program.

Goal 3: Advocate for equity on campus
   Objective 1: Increase awareness of the CSW on campus.
   Strategy 1: During the fall of each year, announce the CSW member roster to the campus community to increase awareness on campus.

   Strategy 2: Publicize the CSW meeting minutes to the campus community.

   Strategy 3: Create an anonymous comment box on the CSW website.

   Strategy 4: Create CSW nametags that members wear at CSW and/or Lieben Center programs.

   Strategy 5: Create a sub-committee to review website to ensure all appropriate University resources are listed. They should also determine if a new website design should be requested. This committee should complete their work by April 2012.
   - Ensure a link is included on the website for how to report grievances and sexual harassment.

   Strategy 6: Utilize the Summit as a platform to discuss an annual CSW progress report.

Objective 2: Advocate for one CSW representative become an official part of the University Benefits Committee by Fall 2012.
   Strategy 1: Submit a letter of request to the committee chair.

   Strategy 2: Add to CSW chair’s meeting agenda with the President.
Objective 4: Conduct a campus climate survey, in partnership with Institutional Research, to campus community every three years.
   Strategy 1: Executive team meet with Director of Institutional Research to develop a timeline for first survey. Meeting should take place prior to Fall Break 2011.

Goal 4: Encourage female University leadership and promotion
Objective 1: Partner with the Office of Development to increase fundraising for CSW.
   Strategy 1: Executive team should meet with the assigned Development officer(s) by Fall Break 2011.

Objective 2: Generate an annual report based on the University’s gender statistics to be published and distributed to the campus.
   Strategy 1: Appoint a committee member to work with John Pierce to compile the data, in conjunction with Institutional Research. This should be done in Fall 2012.

   Strategy 2: Committee member should create report and then publicize to the campus community.

Objective 3: Strengthen the relationship and communication with Creighton’s President.
   Strategy 1: Meet with the incoming Creighton University president, Fr. Tim Lannon, S.J., to present a “white paper” on CSW.

   Strategy 2: Establish regular meetings with the President.

   Strategy 3: Send a formal invitation to the President for all CSW sponsored events.

Objective 4: Emphasize the importance of personal and employee development with HR.

Goal 5: Support work/life wellness at Creighton
Objective 1: Strengthen relationship with Human Resources.
   Strategy 1: Collaborate with Human Resources to publicize and promote utilization of the online tutorial regarding supervisor training topics, e.g., flexible work scheduling.

   Strategy 2: Emphasize importance of personal and professional employee development.

Objective 2: Promote a culture and specific initiatives to support fluctuating work, family and life needs.
   Strategy 1: Retain the CSW subcommittee, Work/Life.

   Strategy 2: Increase awareness of lactation spaces on campus and the legal requirements employers must abide by concerning lactation.
Strategy 3: Create a handout for New Employee and New Faculty Orientations with information on CSW and its initiatives and information on work/life issues such as parental leave and flex time.

Strategy 4: Continue brown bagger programs to increase communications and dialogue amongst the various social groups on campus, e.g., new mothers, young professionals, empty nesters, etc.

Objective 3: Create a comprehensive plan to educate new and expecting parents.
   Strategy 1: Increase awareness of lactation spaces on campus.

   Strategy 2: Advocate for parental leave, both maternity and paternity policies, including for adoption.

   Strategy 3: Education regarding the Family Medical Leave Act (FMLA).

Objective 4: Support the growth and expansion of the Russell Child Development Center.
   Strategy 1: Executive team meet with Director to discuss her goals for the center and where we might be able to assist or advocate for the center.

   Strategy 2: Seek support from the Staff Advisory Council, Faculty Senate, Academic Council, Creighton Students Union, and Women in Science group for support of this.

   Strategy 3: Add the Director as a standing agenda report at CSW meetings.