All University Committee on the Status of Women  
May 6th, 2014  
1:00-2:00 p.m.  
V.J. and Angela Skutt Student Center, Room 105  
Minutes

In attendance: Cindy Adams, Roseanne Bachmann, Roselyn Cerutis, Susan Chamberlin, Kelli Coover, LeeAnn Crist, Amanda Drapcho, Lori Gigliotti, Patricia Hall, Lindsay Johnson, Katie Miller, Rebecca Murray, Susan Naatz, Desiree Nownes, Taunya Plater, Meghan Potthoff, Nicole Springer, Allison Taylor, Joyce Tow, Katie Wadas-Thalken, Tanya Winegard  
Absent (Excused): Michele Bogard, Jeff Branstetter, Taylor Clark, Erica Erixon, Nalini Govindarajulu, Emily Mauser, Laura Novotny, Debra Ward  
Absent: Robyn Eden, Jennifer Tran, Sandra Woods, Deniz Yilmazer-Hanke, Tessa Young

I. Welcome – Katie Wadas Thalken  
   a. Lunch is provided at 12:30 in Skutt 105

II. Approval minutes of the April meeting – Amanda Drapcho

III. Treasurer report – Taunya Plater

   $1976 left in account; we have, or will be financially supporting the following programs:  
   • wellness lunch,  
   • video from the Mary Lucretia and Sarah Emily Creighton Award Luncheon  
   • Upcoming mentoring event  
   • Life and leaders Lunch

IV. Eileen B. Lieben Center for Women Report – Amanda Drapcho

   Update on end of the year programs  
   Next year’s schedule of events;  
   • Focus on Women in Politics, international women’s rights issues, Title IX (partnering with the Office of Equity and Inclusion), Women’s History Month, and Pay Equity  
   • Graduate Assistant position is posted and on Jobs4Jays

V. Child Development Center Report—Katie Miller

VI. Office of Equity and Inclusion – Dr. Tanya Winegard or Allison Taylor

Not Alone: The Report of the White House Task Force to Protect Students From Sexual Assault was released on April 29, 2014.

   • The Executive summary is a call for action  
   Opens with ‘why we need to act’ and follows with four steps  
   -One in 5 women experience sexual violence in college  
   1. Identifying the Problem: Campus Climate Surveys  
   2. Preventing Sexual Assault—and Engaging Men  
   3. Effectively Responding When a Student is Sexually Assaulted  
   Someone a survivor can talk to in confidence
Mandatory reporters vs. confidants: counselors, clergy, healthcare personnel
-Are Advocates confidential positions or not; possible upcoming national determination
A comprehensive sexual misconduct policy
-Is Creighton’s sexual misconduct policy fair, neutral, and is it a timely process
Trauma-informed training for school officials
Better school disciplinary systems
Partnerships with the Community

4. Increasing Transparency and Improving Enforcement
More transparency and information
Improved Enforcement

Next Steps

- The ATIXA Civil Rights Investigation Model shows great promise
- College campuses need to know their campus resources, project harmony, WCA, law enforcement
- On April 4, 2011, A Dear colleague letter was sent from the Department of Education stating we are not getting right in regards to Title IX and supporting students.
- Currently 55 Schools are under federal investigation for sexual assault
- Notalone.gov: Information for students, schools, and anyone interested in finding resources on how to respond to and prevent sexual assault on college and university campuses and in our schools.

Links:
Not Alone: The First Report of the White House Task Force to Protect Students from Sexual Assault:
http://m.whitehouse.gov/sites/default/files/docs/report_0.pdf

Questions and Answers on Title IX and Sexual Violence:
http://www2.ed.gov/about/offices/list/ocr/docs/qa-201404-title-ix.pdf

Not Alone: Together Against Sexual Assault: https://www.notalone.gov/

Dear Colleague Letter:
http://www.whitehouse.gov/sites/default/files/dear_colleague_sexual_violence.pdf

Recap of Pay Equity programming

- Wrapped up Pay Equity, Start Smart workshop 23 students attended, 3.5 hour workshop; a needed conversation, and explored questions you should be asking employer; in the future, thinking about different populations that would benefit. While the Start Smart workshop is geared towards students, there is an opportunity to work with faculty and staff. Would need to work with HR.
- Happy Hour with the Committee on the Status of Women; what ticket you received determined the drink you received (who you were, and why you were getting more or less than someone else)

VIP center programming updates

- Forming a committee around dating violence awareness month
- Partnering with Lieben Center on programming
VII. WIMS- Roselyn Cerutis

WIMS Meeting, Thursday, May 8, 2014 at the Harper Center Room 3028

- Working with the Media: What to do, what not to do, and how the news and digital media team can help, conversation will be facilitated by Jennifer Homann from Creighton University’s News and Digital Media Manager

VIII. Subcommittees

a. Special Projects — Taunya Plater

   i. Mentoring program June 26 4:30-6:30pm

   - Right now we are reaching out to women on campus that would be good mentors. We are sending a survey to mentors and see if they would be willing to participate; and trying to match areas of interest. Secondly, we are reaching out to individuals who went through the compass program in the fall. In early June we will open up the opportunity to all of campus. We will have second program in November or December and see if those participants want to participate.

b. MLSE Award and Luncheon – Lindsay Johnson

   i. 35th Anniversary in 2015

      - Extra programming and events-invite as many awardees back to campus; open call for individuals who are interested in attending

      - Extra Programming around

   ii. 2015 MLSE Committee will meet Wednesday, May 14th, 1-2pm, Criss 151 to begin planning

c. Fall Forum – Amanda Drapcho and Katie Wadas-Thalken

   - Solidified ideas, details will come through the summer

      i. Tentative schedule; October 24th

         - Save the date will be sent out soon, theme is Strength Through Change

      ii. Speaker

      iii. Next steps: Specifics about speakers and break-out

      iv. Listening sessions regarding climate on campus for gender issues; faculty luncheon later

d. Well - Being—Kelli Coover

   i. On April 25, there was the tax presentation; 18 people attended, 20 people signed up, senior accounting students answered individual questions

IX. Old Business

X. New Business

a. Internal Job Listserv (Due to the nature of the conversation, individuals names were left out of minutes, each bullet point represents a point by a committee member)

   - Internal mobility program; women and gender issues to keep in mind, positions coming through are more administrative and staff positions filled by women

   - Katie Wadas-Thalken will send out the information regarding the listserv that was shared by HR

   - I don’t feel like we have a voice in the way it is being done; a lot of the positions have been staffed by women; how many of those who are retiring are women?

   - A lot of individuals (male) in facilities

   - One committee member stated concern regarding her department, it is a department of three people and one individual who is the ‘hub’ of the office is retiring, and they may not fill that position

   - Another committee member stated that an individual retiring does not guarantee that they will get rid of the position

   - Use that opportunity; administration hopes to replace only 25 people

   - Facilities is losing 12 people Everyone will have more to do; from maintenance; janitorial; it will affect everyone; people will have to work together, no more silos.
The retirement package was awarded on a ‘first come, first served’ basis, based on who took advantage of the package, administration may need to reevaluate the vacancies.

- Moving forward there may be an issue of community; that specifically affects women
- With so many individuals leaving, there is a community that is gone; what can we do to help build those communities?
- Advocate for positions to be refilled, or restructuring
- Currently, there is an assessment of shared services, how can we maximize resources
- There is a negative feeling about all of it, there has to be a positive spin; the purpose of the retirements was hoping to not lay off individuals
- The shared services initiative is to evaluate if a position needs to be posted, combined, changed, or hired
- As we see positions get posted how can we shoulder tap qualified individuals?
- How can we mentor and help others feel empowered; move up into different positions

b. Brainstorming session: What are important issues affecting women at Creighton? Where do you want to go next year?

Ideas for 2014-2015

- Engage the board of trustees; presentations; invite them to events; they need to hear from his committee
- Continue Pay Equity for students, faculty, and staff
- Practical sessions; tax, budgets—real helpful for women staff
- More collaboration with Human Resources; How can we bring the discussion to HR
- More lactation spaces on campus; improvement and education
- Once or twice a year met at 12:30pm and have lunch/speaker
- Female sporting events; more support around women athletics
- Partnership with Staff Advisory Council; better partnership, we do not know what each other are working on; more organizational charts; job descriptions; current projects
- Supporting graduate student parents—staff and students; Title IX violations
- Diversity leadership initiative; hiring for mission—obvious connections to engage in a diversity and inclusion discussion; and timely with new president
- How are we ready when the next leaders comes; ready to articulate our vision for what Creighton can be
- If you see an article, or have an idea—send it over to the chair or co-chair

c. Letter of Support for the James R. Russell Child Development Center

Katie came to the executive board to discuss how the CSW can support the expansion through a letter

- Jeff Branstetter and Katie Miller put together a proposal for an expansion for the James R. Russell Child Development Center; they hope to expand into another 1/3 of the building; with the hopes of making another infant care room
- Currently the child development center cannot be used as a recruiting tool, we do not have the capacity to support student parents; cannot promote the family atmosphere that we want to promote.
- The addition would create 12 spots, and that would decrease the wait by a year
- 4 spots would be dedicated for student parents
- Tie it to the strategic plan and mission of the university
- We are desiring a letter of support; how we support women to feel comfortable at Creighton; as most of our relations are with women parents
• $200,000-$300,000 to restructure the middle section
• We are looking to develop a space that would increase movement
• We are in the process of trying to secure a large grant with a focus on combating child obesity
• Anything over a quarter of a million needs to approval by the board
• One committee member asked if there is a current needs assessment of the population that is accessing the child development center’s resources.
  ○ Katie Miller responded stating that there is a 50-65 family waitlist
• Currently the trajectory of the workforce is younger professionals that are in child bearing ages
• There is also an academic push is for non-traditional and professional students which will increase the need
• One committee member asked if this a band-aid; do we need to think bigger?
• We are working within budgetary restraints
• The committee agreed to write a letter in support of the expansion of the James R. Russell Child Development Center

**d. Day of the Girl Lieben Center request**
• The Lieben Center is celebrating Day of the Girl on October 2nd. Day of the Girl (October 11) is a day to raise awareness of issues concerning gender inequity across the globe. We are inviting Sister Deirdre Mullan of the United Nations to share with us the work the United Nations is doing for girls all around the world. She is a Sister of Mercy originally from Ireland. Sister Deirdre served as director of the Mercy Global Concern at the United Nations for the past 10 years. In 2011, she was appointed Executive Director of Mercy Reaches Mercy, an organization which promotes the education of girls throughout the developing world. She has raised, significant funds to build and support schools in Cambodia, and to refurbish a hospital in the Philippines. Recently in 2012, she was named Executive Director of the Partnership for Global Justice at the United Nations. The event would include a dinner with Sister Deirdre Mullan on October 2nd, followed by a lecture, and a question and answer period. Each co-sponsor would be encouraged to select members of their communities and organizations to attend the dinner with Sister Deirdre.
• The committee agreed to support the event, no more than $500.

Next CSW Meeting:
Tuesday, September 2nd, 2014, 1-2pm, Skutt Student Center, Room 104