**All University Committee on the Status of Women**

**September 2, 2014**

**1:00-2:00 p.m.**

**Skutt Student Center, Room 104**

**Agenda**

**Present: Cindy Adams, Virginia Barak, Jeff Branstetter, Roselyn Ceurtis, LeeAnn Crist, Beverly Doyle, Amanda Drapcho, Patricia Hall, Lindsay Johnson, Meg Maynard, Brandy Menaugh, Desiree Nownes , Lauren Pilnick, Taunya Plater, Meghan Potthoff, Allison Taylor, Tami Thibodeau, Amy Turbes, Katie Wadas-Thalken, Deb Ward, Cindy Workman, Joselyn Wu, Deniz Yilmazer-Hanke.**

**Absent (Excused): Michele Bogard, Nalini Govindarajulu, Sandi Woods, Susan Chamberlin, Robyn Teply**

**Absent : Jennifer Homann, Lori Giglotti, Jennifer Lueth, Nicole Chacho, Naomi Chuckwuk, Megan Grant**

1. Welcome – *Katie Wadas Thalken* 
   1. Introduction of executive board

* *Katie Wadas-Thalken*, Academic Success Counselor, School of Pharmacy and Health Professions, Chair of CSW
* *LeeAnn Crist*, Interior Buyer and Designer, Purchasing and Facilities, Vice-Chair of CSW
* *Taunya Plater*, Senior Program Coordinator, Graduate School; Treasurer of CSW
* *Amanda Drapcho*, Resident Director, Director of Lieben Center for Women, Residence Life, Secretary of CSW
  1. Introduction of committee members

*Meg Maynard,* sophomore, Programming Intern with Lieben Center

*Lindsay Johnson*, Director of Graduate and Adult Recruitment, Graduate School and College of Professional Studies

*Patricia Hall*, University Registrar, Office of the Registrar

*Tami Thibodeau*, Assistant Manager, Skutt and Harper Centers

*Desiree Nownes*, Director, Center for Student Integrity

*Deb Ward*, Public Safety

*Cindy Adams*, Assistant Dean, Nursing Deans office

*Cindy Workman*, Associate Director of Public Relations, Public Relations

*Deniz Yilmazer-Hanke*, Associate Professor, Bio-Medical Sciences Department

*Brandy Menaugh*, Assistant Athletic Director and Senior Woman Administrator, Athletics

*Allison Taylor*, Executive Director, Office of Equity And Inclusion

*Lauren Pilnick,* Associate Director of Prevention Education and Inclusion, Violence Intervention And Prevention (VIP) Center

*Beverly Doyle*, Director of Special Education, Education

*Meghan Potthoff*, Assistant Professor, Nursing - Undergrad Faculty

*Amy Turbes*, Director of Prospect Development and Campaign Strategy, University Relations

*Jeff Branstetter*, Associate Vice President - Human Resources, Human Resources Department

*Roselyn Ceurtis*, Associate Professor of Oral Biology, Dental Dean Administration

*Virginia Barak*, Class of 2017, School of Medicine

*Joselyn Wu*, Class of 2017, School of Medicine

1. Approval minutes of the May meeting – *Amanda Drapcho*
2. Treasurer report – *Taunya Plater*

* Up in balance due to the wellness lunch coming in under budget
* 2,100 current balance 15,000 deposited

1. Other Exec Board Business
   1. History of CSW (Katie Wadas-Thalken)

At the first meeting of the year, the first requirement is to discuss the history of the Committee on the Status of Women:

* Mission**:** This organization shall assist the President of the University and have as its ultimate purpose the assurance that every effort is expanded to give equal consideration to women in all phases of operation of the University and to create an environment equally supportive of achievements by both men and women. It shall endeavor to ensure full participation and encouragement of the contributions from women pursuing the overall goals of the University.
* Origins: Eileen Lieben, Dean of Women requested the formation of the committee. On August 1971 Fr. Joseph J. Labaj, S.J. appointed the advisory committee. First meeting was Oct 28, 1971. Made a standing statutory committee in 1973.
* The first Mary Lucretia award ceremony was in 1981, and in 05-06 Sarah Emily was added as she was also instrumental in the formation of Creighton.
* Sisters Mary Lucretia and Sarah Emily Wareham, married Edward and John A. Creighton. When Edward Creighton passed away, Mary Lucretia used the inheritance from him to carry out his intention of establishing Creighton, which started out as a prep school and eventually moved into an university. Creighton was built on the shoulders of women and therefore, we have the award to honor women on campus who carry on the mission of ensuring that women have equal opportunities on campus.
* The Committee on the Status of Women has been instrumental in establishing:

Staff Advisory Council, Affirmative Action, Groundwork for women athletics and facilities, Women's Resource Center (now Lieben Center for Women), 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

* And has Advocated for:

Benefits for Part-time employees, Pay Equity, Equal Opportunity and representation

Child Development Center, The Eileen B. Lieben Center for Women, Paid Parental Leave Policy

* 1. Mentoring new members- *Taunya Plater*
* Sent out email August 27th assigning mentors and mentees
* By September 5th, the mentors should reach out to their mentees and schedule a time to meet the meeting should happen by the end of the month.
* The goal of the meeting is to provide information regarding what the committee does and how new members can get involved.
* We hope that this meeting will help build a stronger community among the committee
* This year we have reserved the room starting at 12 every month, feel free to come by and each lunch with other committee members.
* We are also interested in having educational sessions each semester
  1. Expectations of committee members-*Katie Wadas-Thalken*
* The by-laws state that if you miss more than three meetings then your committee member status becomes questionable
* If people are not committed to their sub-committee or the committee they may be asked to step down
* We want to make it equitable for every committee member
* If you are a member on the CSW you are a member, please be engaged
  1. Overview of 2014-15 goals

General Goals

1. *Improve member engagement and accountability*

* Executive team to be more supportive of sub-committee chairs
* After September meeting, Amanda Drapcho can send out a list of the unexcused absences, executive board can reach out to those individuals and engage them
* Take new members out to lunch/coffee, explain the importance of their involvement on the committee
* More communication with the faculty appointees
* Clearer obligations of faculty and staff members
* Guest speakers throughout semester

1. *Improve visibility on campus*
2. *Better partnership other presidential committees*

Subcommittees:

*Special projects:*

* Identify and find ways to support women’s athletics
* Continue development of networking and mentoring programs
* Assist in the development and implementation of pay equity initiatives
* Exec liaison: Taunya Plater
* Need chair

*Professional Development:*

* Plan and execute a successful Fall Forum and listening session
* Host a spring educational session
  + Possibly on the topic of effective communication and making the most of our performance throughout the year
* Exec liaison: Amanda Drapcho
* Chair: Amanda Drapcho until October 30; new chair to be selected after October 30 and will chair the 2015 forum

*MLSE:*

* Host a successful 35th anniversary event
* Engage previous honorees
* Exec liaison: Katie Wadas Thalken
* Chair: Lindsay Johnson

*Well-being:*

* Develop programs for multi-generational audience
* Execute and implement programs that care and develop for the whole person
* Consider morning program time (“Coffee and Conversation”)
* Exec liaison: LeeAnn Crist
* Need chair

1. Subcommittees
   1. Special Projects —
   2. MLSE Award and Luncheon – *Lindsay Johnson*

* Nominations submissions are opening earlier and closing earlier
* Working with new staff person from marketing as Tessa Young from Marketing is no longer with the university
* Please nominate faculty, staff, students and administrators
* Information will be presented soon regarding the nomination process
  1. Fall Forum – *Amanda Drapcho and Katie Wadas-*Thalken: Strength through Change

1. October 24th, 9-2:30 p.m., Skutt Student Center
   1. Post-conference session on sexual violence prevention and advocacy
2. Additional listening session on Friday, November 14, 11:30-1:30 p.m., Harper 3023
   1. Strength through Change

* Finalizing breakout sessions
* Mary Higgins Finalized as Keynote Speaker
* Learning Objectives:

Understand the importance of self-care during times of change

Identify and discuss their strengths and how to maximize them in the work place.

Identify how their gifts and talents contribute and progress the mission of Creighton University.

* Will open the registration same timeline as MLSE-free professional development opportunity for staff
* Tami Thibodeau: Can anyone can go?
* JeffBranstetter: Yes, just communicate with your supervisor and let HR know if this becomes an issue as HR can help with those conversations
* There was some concern from the committee members that not all supervisors were supportive of supervisees attending the Forum
  1. Well - Being—
* Meeting in September with your sub-committee
* Everyone is only on one sub-committee

1. Office of Equity and Inclusion –*Allison Taylor*
   1. Staffing updates

* Lauren Pilnick, Associate Director of Violence Intervention and Prevention Center, confidential advocate, great referral to make to a student. She can connect them to resources not referring to the university, but she can help connect them to option
* VIP New location in Brandeis 101; OEI office Creighton 340 near staircase
* VIP Center Open House September 5; 11am-3pm
  1. Policy updates

Updated policies in office, general counsel

Children and Vulnerable Adults policy updates

Sexual Violence, Harassment, Discrimination, and Grievances policy updates

Mandatory Reporters Policy Updates

* All Mandatory reporters got mailed information regarding mandatory reporting policies and procedures
* Please contact Allison Taylor with questions or concerns
* Amy Turbes: I don’t understand why everyone is anyone on campus is not a mandatory reporter? It should be expected of all of us.
* Allison Taylor: There is some reluctance to make someone a reporter if in their job they are not viewed as a mandatory reporter, with that said, any exempt staff member is a mandatory reporter.
* Non-exempt staff who supervise work study students or who have a high level of interaction with students (i.e. front desk employees) are also considered mandatory reporters.

1. Eileen B. Lieben Center for Women Report – *Amanda Drapcho*

* Staff Retreat, August 31st, passionate, excited staff
* Welcome Week Open House, September 2nd
* Meg Maynard: Sister Deirdre Mullen from the UN will speak on Education for Girls worldwide, October 2nd at 7pm, Harper Auditorium, Girls Education
* LC staff will check for availability for media and the possibility of an IDEA credit

1. Child Development Center Report—*Katie Miller or Jeff Branstetter*

* Opened in 1993, focus on development, great group of teachers
* Katie Miller left the university and took a job elsewhere, the job will be posted and referrals are welcome
* Parents on council will help with the interviews
* There is a two-year wait for the infant care room
* 2014 James R. Russell Child Development Center Holiday Bazaar, November 6, CSW always a good supporter of the event. Students are encouraged to attend, $7 dollars for lunch, and jaybucks are accepted.
* CSW could consider making a basket for Bazaar auction

1. WIMS- *Roselyn Cerutis*

* Lecture on October 1: Center for Health Policies and Athletics Lecture: Monique Truong, the Brooklyn based best-selling author of *Bitter in the Mouth* and *The Book of Salt*, will deliver [Creighton University's Center for Health Policy and Ethics](http://chpe.creighton.edu/) 24th annual Women and Health Lecture at 7 p.m., Oct. 1, at the Joslyn Art Museum, Witherspoon Concert Hall. A book-signing, follows the lecture.
* Thursday, September 19, Skutt 104; Message making: pitching career success
* WIMS formed due to a need for professional mentors and training for medical faculty and students.
* Current chair. Dr. Poonam Sharma in Pathology
* WIMS collaborates with other organizations for programs and events

1. Old Business
2. New Business
   1. Center for Health Policy and Ethics funding request

* CSW was approached if we want to be a sponsor
* $250 to $500 for a sponsor
* Committee agreed upon $500
* Jeff Brandstetter: It is good cause
* Amy Turbes: Is this the first time supporting this event?
* Katie Wadas-Thalken: There has been an ebb and flow with sponsorship?
  1. Proposed bylaw changes
* Will discuss at October’s meeting
  1. Neb. Women in Higher Ed Leadership conference (NWHEL)-Nebraska Colleges
     1. Friday, September 19, 8-1:15 p.m. at UNO
     2. Visit the [Office for Academic Excellence and Assessment website](https://www.creighton.edu/aea/professionaldevelopmentopportunities/nebraskawomeninhighereducationleadershipnwhel/) for more info and to register
     3. Questions can be directed to Mary Ann Danielson in AEA, representative on committee
* Similar to fall forum, all about Higher Education
* Tami Thibodeau can community members attend?
* Kate Wadas-Thalken: email Mary Ann Danielson directly

1. Subcommittees Meet
   1. Set first meeting time and location, if possible

Next CSW Meeting:

Tuesday, October 7, 2014, 1-2pm, Skutt Student Center, Room 104

* Room will be open at noon. Bring your lunch and get to know your fellow committee members!