Women’s Faculty Cabinet 2012-2013 Accomplishments

1. Campus Climate
   a. Held consistent meetings with senior administration about the results of the campus climate survey.
   b. Presented results in numerous settings (e.g. conference, university committees)
   c. Convened working group to deliver recommendations on institutional changes for campus culture and climate
   d. Hosted a nationally known expert on campus culture and climate (Dr. Maria L. Soto-Greene); held open lecture for the university community and also made the expert available to meet with senior administration.
   e. Distributed results of campus climate survey to all chairs and deans at the University

2. ADVANCE Grant Exploration
   a. Formed working group
   b. Met with ADVANCE grant recipients at other institutions (i.e. Julie Kmec, Susan Gardener)
   c. Hosted, with the College of Science and Engineering, a brainstorming session with faculty women in CSE to generate ideas for change around which to frame the grant

3. Outreach
   a. Hosted symposium attended by approximately 50 university members
   b. Participated in University of Minnesota events such as Keeping Our Faculty of Color
   c. Provided WFC representation to university committees
   d. Presented results of WFC initiatives to other university committees
   e. Promoted events of university partners, such as the Women’s Center, and co-sponsored speakers and events

4. Parental Leave
   a. Developed policy position and statement on parental leave

5. Pay Equity
   a. Met consistently with administration to continue to press for movement on issues of pay equity
   b. Sent representatives to university meetings on topic (e.g. meeting with Murray Clayton)
   c. Co-sponsored speaker on bias in pay systems (Emilio Castilla). Speaker included a public lecture, as well as a smaller meeting with senior administration, attended by over 20 administrators, including Provost Hanson