MISSION:
To provide leadership to improve and enrich the academic and professional environments for women faculty at the University of Minnesota, Twin Cities, and to ensure that the University continues and strengthens its commitment to the success of its women faculty members.

RESPONSIBILITIES:
- Recommend and respond to University policies affecting women faculty and their teaching, learning, and work environments.
- Promote and assess the University’s efforts in recruiting, mentoring, and retaining women faculty in every academic unit.
- Consult with women faculty across the University regarding their issues, concerns, and visions for women faculty at the University.
- Review programmatic opportunities for women faculty and recommend enhanced programming to serve the needs of women faculty.
- Identify and respond to workplace and professional challenges for women faculty.
- Advise and collaborate with University colleges and departments regarding the creation and implementation of policies and initiatives that affect the teaching, learning, and work environments for women faculty and other women in full-time teaching and research positions at the University.
- Facilitate opportunities for mentoring and networking by, for, and among women faculty.
- Promote and assess the University’s commitment to the diversity of women faculty.

ACCOMPLISHMENTS FOR ACADEMIC YEAR 2007 – 2008
1. Organized one large, and three small receptions for faculty women at which we solicited issues of importance to faculty women, (West Bank, AHC, St Paul)
3. Submitted a National Science Foundation ADVANCE proposal with Arlene Carney and other members of the University community.
4. Produced a report on “The Nature of Work” with recommendations for enabling faculty to better manage workload by requiring departments to report and publish median and average service load, class size and advising loads.
5. Obtained salary data for a study on salary equity.
6. Added questions to the PULSE survey to better assess climate issues for women faculty at University of Minnesota. The revised PULSE survey was distributed to the University of Minnesota faculty community in Spring of 2008.
7. Submitted proposal to the Provost for a University of Minnesota STRIDE committee, based on U. Michigan. STRIDE provides training to search committees and department heads in gender equitable hiring.
8. Jointly started planning for a pilot “STRIDE” committee in the Institute of Technology with the Institute of Technology Associate Dean Wayne Gladfelter.

TO CONTACT THE CABINET:
Pat Frazier, Co-Chair Caroline Hayes, Co-Chair
pfraz@umn.edu hayes037@umn.edu

WFC email: wfc@umn.edu
WFC website: www.academic.umn.edu/wfc
2008-2009 MEMBERS

Heidi L. Barajas
Associate Professor
Postsecondary Teaching and Learning
College of Education and Human Development

Rhonda Drayton
Associate Professor
Electrical and Computer Engineering
Institute of Technology

Patricia A. Frazier, Co-chair
Professor
Psychology
College of Liberal Arts

Linda L. Halcón
Associate Professor and Chair
Integrative, Global and Public Health
Cooperative
School of Nursing

Caroline Hayes, Co-chair
Professor
Mechanical Engineering
Institute of Technology

Roberta M. Humphreys
Professor
Astronomy
Institute of Technology

Sally Kenney
Professor
Humphrey Institute of Public Affairs

Linda Kinkel
Professor
Plant Pathology
College of Food, Agricultural and Natural Resource Sciences

Alice A. Larson
Professor
Pharmacology and Neuroscience
Veterinary and Biomedical Sciences
College of Veterinary Medicine

Helga Leitner
Professor
Geography
College of Liberal Arts

Colleen Flaherty Manchester
Assistant Professor
Industrial Relations Center
Carlson School of Management

Peggy B. Nelson
Associate Professor
Speech-Language-Hearing Sciences
College of Liberal Arts

Nancy Raymond
Professor
Psychiatry
School of Medicine

Janet Schottel
Professor
Biochemistry, Molecular Biology and Biophysics
College of Biological Sciences

Ex officio to Cabinet:
Peg Lonnquist
Interim Director
Women’ Center

Staff to Cabinet:
Karen Zentner Bacig
Associate to the Vice Provost for Faculty and Academic Affairs
Office of the Senior Vice President for Academic Affairs and Provost

Senior Vice President for Academic Affairs & Provost

The University of Minnesota is an equal opportunity educator and employer.
To request disability accommodations, please contact Karen Zentner Bacig at 612.624.5092