

For the academic year 2001-2002, we see the six bolded areas as our priorities (SWRC). This is from the “Recommendations Arising from the Status of Women Review Committee Research Project Summer 2000”.

What is BU? Is it primarily a teaching institution? Is it primarily a research site? Is it primarily to serve the local needs? Should it be known for its innovative programs? Is it all of these?

If it is all of these, then likely each faculty member will have his/her own strengths. All faculty will not be excellent in all roles. Thus each must be recognized for his/her own strengths. There must be modifications to the CA that allows for strengths in some areas to compensate for a lesser contribution in other areas. The Qualifications by Rank and the criteria for Promotion and Tenure must be changed to support these variations in strengths.

1. Mentoring: we would like to work with others to set up mentoring system for teaching and for research. This refers to Recommendation #1) below.

1) Set up mentoring for teaching and for research:

Responsible: President, Deans, all faculty.

2. Professional Development: we would like to work with others to set up a campus-wide professional development unit. We envision one faculty member with release-time selected to head up a PD Unit, with volunteer representation from each faculty as a planning committee. We would be very interested in continuing to be involved, as representation from SWRC, too. Some money would be needed, for refreshments, for speakers, for publicity, etc. Some money has been allotted to the SWRC by the President and BUFA in the past. This refers to Recommendations #2) to 5) below.

2) Provide training for those stepping into the roles of academic responsibility, such as, those becoming Chairs or serving on the Promotion or the Tenure committees: this would make the new responsibilities less intimidating, promote quicker pick up roles, and improve fairness in decision-making, from year to year.

Responsible: President, Deans, all faculty.

3) Continue to offer Professional Development sessions for teaching and research: Survey responses requested continuation of PD sessions. Attendance at the PD sessions supports this.

Responsible: Deans, Status of Women Review Committee, Vice-President Academic and Research, Human Resources, a Professional Development Unit.

4) Recognize the PD role as significant, as done by SWRC, ETU, PD Unit, Human Resources, Vice-President Academic and Research: the Survey supports the desire for PD. This does take time and money. Professional Development should be part of a healthy academic environment. We pride ourselves on teaching and on research. More emphasis is being placed externally on success of a university in its teaching and research (*McLean's* survey) and accountability.

Responsible: President.

5) Publicize and support PD sessions: publish an annual list of planned sessions, advertise with sandwich boards in strategic places, integrate with Dean's evaluations (note those who have attended workshops to improve their teaching or to develop

their research, those who have served as mentors/presenters): Recognize those who led workshops, those who work towards improving their teaching and research, those who are willing to be mentors to others. *Responsible: Vice-President Academic and Research, Deans, Human Resources, Status of Women Review Committee.*

- 6) Continue to increase access to research monies: deepen the pool of research funds, offer sessions on preparing research fund applications, publicize research opportunities, assist wherever possible in networking.

Responsible: Vice-President Academic and Research.

- 3. Work on revisions to the CA. We have a subcommittee looking at revising wording of the CA to allow for Promotion and Tenure decisions to use strength in one area to compensate for less contribution in another area, according to a member's job description. Then, the job description may be requested to change to expect strength in teaching, or mentoring, or student advising, or research, or program development. The job description could also include release-time from regular teaching or research load to allow work in other areas. We would bring these to BUFA (and administration) for CA revisions to be discussed this year. This refers to Recommendations #7) to 11) below.**

- 7) Provide relief time from teaching for new researchers.

Responsible: BUFA and President, Deans.

- 8) Provide relief time from other duties for faculty who become mentors.

Responsible: BUFA and President, Deans.

- 9) Provide relief from research for those who choose to focus on teaching.

Responsible: BUFA and President, Deans.

- 10) Provide relief time for those who are involved in program development.

Responsible: BUFA and President, Deans.

- 11) Modify the CA to allow for strengths in teaching or community service to compensate for a lesser contribution in research or the other. The Qualifications by Rank and the criteria for Promotion and Tenure must be changed to support these variations in strengths.

Responsible: BUFA and President.

Address concerns of sessional instructors: Sessional instructors and part-time faculty are predominately women. They receive much lower salaries for the work done than full-time. They are limited by our CA to 12 credit hours of teaching, so \$13,200 per year. Some members only wish to work part-time. Others would like to be considered for full time positions. Many of these instructors are excellent teaching faculty, so worth keeping.

- 4. We support the recommendations being developed by a subcommittee of the sessional instructors (Shannon Gadbois and Dale Lakevold). These recommendations will be brought to BUFA for negotiations and to the administration for discussion. This refers to Recommendations #1), and 3) to 6) below. (Note that our concern is for sessional instructors, who have no benefits, etc, so the wording has been changed to reflect this. The changes are in bold).**

- 1) Honour/appreciate/improve working conditions of **sessional instructors**. For example, provide automatic access to office space, a telephone and an email account.

Responsible: President and BUFA and sessional instructors.

- 2) Honour/appreciate/improve working conditions and security of exempt staff.
Responsible: President and exempt staff.
- 3) Encourage more female faculty to be involved in BUFA, with the goal of making it more friendly to females.
Responsible: Female faculty, SWRC.
- 4) Have **sessional** instructors represented on BUFA by a member on campus.
Responsible: BUFA and part-time faculty.
- 5) Create and maintain an updated list of all **sessional** instructors at BU.
Responsible: BUFA and Deans/Directors.
- 6) Perhaps institute a clause in CA: if an academic unit uses x credit hours of sessionals and overload courses then a full-time position would automatically be created.
Responsible: BUFA and President.

Climate and Wellness:

Create a healthy working climate: where faculty, staff and students want to come to work, are appreciated for their contributions, and are challenged to work to the best of their ability.

5. We are very interested in having a healthy working climate at BU.

Recommendations #1) to 5) below relate to this. Who should be working on these? We note that Dr. Visentin is addressing Recommendation #6). (Again, corrections are made in bold below).

- 1) Establish a code of conduct as soon as possible. When the Harassment and Discrimination Policy was rescinded at the November **2000** Board of Governors meeting, there was an agreement that the President and Unions would work together to formulate a workable alternative.
Responsible: President, with input from all unions, exempt staff, and students.
- 2) Establish a conflict resolution process as soon as possible.
Responsible: President, in consultation from all unions, exempt staff, and students.
- 3) Provide Deans/Directors with training in conflict resolution.
Responsible: President.
- 4) Provide external resource people and funds for conflict resolution: Outside assistance in areas where morale is low or there are serious conflicts has worked. Guaranteed financial support is essential.
Responsible: President.
- 5) Offer mandatory sessions to all faculty and staff on the code of conduct and on harassment and discrimination awareness: This should be general knowledge. A code of conduct that all are aware of should reduce **morale** problems and grievances. Guaranteed financial support is essential.
Responsible: President and Unions.
- 6) Work on team building: social networking/activities across campus.
Responsible: All.

Ease collection of statistics for internal and external reports:

6. We would be interested in working on this with others.

- 1) Keep up-to-date, easily accessible records on computer in Human Resources: on faculty, their rank, salaries, years of service, tenure status and year, sabbatical history, promotion history: Considerable time was spent collecting data manually for the 2000 Study. BU is asked to create reports for various outside agencies, as well. Having a database that could be easily accessed to pull off various kinds of data would be a real asset.

Responsible: President, Human Resources, Computer Services, SWRC.

Prepared by
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