Annual Report

2014-2015

Status of Women Review Committee (SWRC)

Brandon University

1. **Committee members:**

(a) Bea Jolly Board of Governors

(b) Sharon Hooper Deans and Directors

(c) Alexis Braun BUFA

(d) Dr. Corinne Mason; Arts

then Dr. Jonathan Allan

(e) Julie Ann Kniskern Education

(f) Karen Batson Health Studies

(g) Dr. Sheila Scott in first term;Music

then unfilled.

(h) Dr. Etsuko Yasui Science

(i) Joan Garbutt Library/Student Services

(j) Dr. Marion Terry Invited

(l) Kathleen Nichol Science (Chair)

1. **The mandate of the SWRC** is defined in Article 30 of the CA. The current SWRC has chosen to address this by promoting professional development in teaching and research;

by promoting a healthy climate through mentoring and education; by collecting data on hires, and the awarding of promotions, tenure, leaves and research grants; and by gathering feedback from female faculty on their working conditions.

1. **The committee held eight meetings** between April 12, 2014 and April 13, 2015. Our greatest accomplishment was carrying out the four year mandated review of the status of female faculty, with sponsorship from BUFA, the President’s office, and a Provincial CareerStart grant . A graduating honours Psychology student was hired as the research assistant for two months in the summer to collect and analyze data, and to create a report.

A subcommittee of four members met weekly with the research assistant to supervise and understand and direct.The written report was submitted to BUFA and the President and made available to all on the SWRC website. Throughout the year members of the SWRC presented the findings of the study to all faculties and administrative committees on campus (ten). At these presentations, good questions were raised, such as “Could a similar survey and study be done of MGEU employees?”

1. **Workshops and events organized:**

**(a) Preparing your Dossier for Promotion, Tenure or Reclassification workshop, May 14th, 2013:** Seven successful applicants presented their tips; six faculty attended.

**(b) New Faculty Orientation BUFA session, August 26, 2014:** Human Resources invited us to organize a session for new faculty (BUFA members) in conjunction with the New Employee Orientation. Meir Serfaty of BUFA spoke of his goals for BUFA and negotiations this year. Then twelve people from across campus prepared handouts on services their areas provide for faculty (e.g. bookstore, finance and registration, student services, Status of Women) and were available for questions. There were good questions. Eighteen new faculty attended.

**(b) Workshop on Applying for Tenure, Promotion and Reclassification, September 12th,** **2014:** Three people presented – Todd Fugleberg from BUFA on the requirements outlined in the Collective Agreement, Doug Pickering as most recent chair of the University Tenure Committee on FAQ … in a humorous and honest way, and Patrick Carrabré as most recent chair of the University Promotion Committee. Patrick presented his view that the processes are not black and white, so you must make your case, know your department, and consult with others. Then representatives from the five faculties, and from PA’s and IA’s and a full professor, were available to give tips and share their dossiers. It worked well … we received good feedback at the time. Fourteen attended.

**(c) Women’s Research Network (WRN) workshop on “Strengthening our Research Community, October 28, 2014:** Participants were asked to come prepared to share an incident or idea that has had a positive impact on their own research experiences. There was a sense of assertive optimism at this gathering. Eighteen attended – a very good turnout. Very good suggestions arose. It was noted that perhaps Dr. Fearon and Dr. Heather Duncan’s advice at the New Faculty Orientation in August to “start now” with one’s research agenda may have sparked interest. The atmosphere was invigorating.

A follow up meeting happened on November 25th, 2014 at 12:40 p.m. One of the strong suggestions was to offer writing days on campus – once a month – to escape the office and work on writing up research. Marianne Reid and the Library offered the Convergys Lab as a writing spot for these on-campus writing days.

**(d) Women in History Month, October 2014:** The theme for Women in History Month in Canada this year was “Celebrating Women in Leadership”.Three women – Marion Terry, Allison McCulloch and Lin Xu – were honoured on October 20th at BU, for their publications or art shows. They each presented their works – honestly and informatively. Greetings were brought by Dr. Fearon, Dr. Duncan as Acting VP Academic and Provost, and Dr. Andrew Egan as Acting Associate VP Research. They brought well-thought out words of recognition and encouragement. Attendance was small but discussion afterward were very productive … the President asked “what next? What can his office do to assist?” And he listened to the responses. Corinne Mason did an excellent job of organizing the event, but was unable to attend due to a death in her family. The concensus at the event was that this would serve as the “first annual” … this should continue. Dr. Fearon asked “why only for women? He made mention that someone might think it worthwhile to organize a parallel event for male researchers … in other words, the SWRC idea was recognized has having real merit. The SWRC decided to make this an annual event. It was suggested that students be invited … to see the work their profs do, serving as role models.

**(e) Women of Distinction YWCA awards nomination:** The SWRC put forward the nomination of Kathleen Nichol for this local award – Joan Garbutt and Alex Braun put together the nomination. Four faculty members at BU, including this nominee, were successful this year. SWRC hopes to nominate a student next year, pulling from those honoured at the International Women’s Day ceremony in May 2015.

**(f) International Women’s Day, March 8, 2015:** For the fourteenth year, the SWRCchose to celebrate International Women’s Day by featuring outstanding female students at BU. Fourteen students were nominated by their professors and honoured on March 5th at a reception in the Gathering Space in the Library, and in a web display. Roughly sixty people were in attendance to laud these students accomplishments.

**(g) Women’s Research Network (WRN) Writing days:** Five monthly writing days were offered – from December to April this past year. The Library allowed us to use the Convergys Centre Room and provided refreshments. Attendance was limited but those in attendance found it very useful. The tone was as hoped … a quiet, beautiful place to get down to work. The conditions were – quiet, no conversation in the room. During the December writing day Diane Novak ran a break out session in the afternoon on “using technology to save time for research and teaching”. Over the lunch hour of the February writing day over the lunch hour, participants shared what they were working on, and new technology that makes their writing life easier.

**(h) End of term celebration Lunch, April 13th, 2015:** With food catered by Blue Hills Bakery, eleven faculty members regenerated through excellent discussion initiated by each sharing one good thing/accomplishment of this past year. This was Dutch treat – every paid for their meals.

**(i) The Spring Workshop on Preparing your Dossier for Promotion, Tenure and Reclassification, May 8th, 2015:** Six recent recipients of tenure, or promotion, or IA reclassification shared tips on preparing dossiers. Then the attendees (ten) asked questions and perused the dossiers for advice/guidance to help them prepare theirs.

**(j) Research Enhancement at Brandon University (REBU) Conference, April 28, 2015:** Three members of the SWRC sit on the REBU committee, as the idea originated with the SWRC. Funding was provided by the office of the Vice President Academic and Provost and the research facilitators. A cross-campus committee of Michelle Magnusson, Katherine Pachkowski, Rainer Schira, Etsuko Yasui, Jonathan Allan, Sheelagh Chadwick, Doug Ramsey, Colette Simonot, Chris Brown, and Kathleen Nichol planned the one day conference. The conference consisted of Dr. Jo VanEvery delivering the keynote address and a session on Writing, a session where members shared their tricks/hints for effective writing and getting beyond blocks, and a session on Interdisciplinary Research. The focus was on writing up research. Feedback was positive, again. Fifty-eight faculty or student researchers attended.

1. **Workshops and Events planned:**

**(a) Workshop on Applying for Tenure, Promotion or Reclassification:** is tentatively set for Friday, September 18, 2015, in the afternoon.

**(b) Writing days**

**(c) Women’s History Month honouring of accomplishments of BU faculty of the female variety.**

**6. Financial report is attached.**

Kathleen Nichol, for

The Status of Women Review Committee

May 25, 2015

**Financial Report for the Status of Women Review Committee, 2014-2015:**

