Annual Report

2016-2017

Status of Women Review Committee (SWRC)

Brandon University

1. **Committee members:**

(a) Bea Jolly Board of Governors

(b) Sharon Hooper, with Deans and Directors

Lisa Park as alternate

(c) Alexis Braun BUFA

(d) Dr. Emily Holland and

Dr. Emma Varley (shared) Arts

(e) Dr. Cathryn Smith and

Alysha Sloane (shared) Education

(f) Karen Batson, until Jan 2017 Health Studies

(g) Unfilled Music

(h) Dr. Rachel Herron and Science

Dr. Etsuko Yasui (shared) Science

(j) Chris Henry Library/Student Services

(k) 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 research; by promoting a healthy climate through mentoring and education; by celebrating the research carried out by female faculty members; 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.
2. **The committee held nine meetings** between April 12, 2015 and May 10, 2017. In the past year, the SWRC:
3. Organized the Spring 2016 and the Fall 2016 Promotion, Tenure and Reclassification workshops
4. Updated the slate of research mentors for female researchers, through the Women’s Research Network
5. Surveyed female BUFA members with respect to their wishes for PD sessions
6. Celebrated Women’s History Month in October by honouring women doing outstanding research – with the theme “Because of Her”, noting women who were inspirations in their lives.
7. Celebrated International Women’s Day, the week of March 8th, by featuring BU’s exceptional female students – with their profiles on the BU webpage and a reception to honour them.
8. Organized networking opportunities for female faculty, through Peer mentoring gatherings for new female faculty, and a start-of-the-year gathering in September, and a year-end lunch for all female faculty.
9. **Details of Actions, Workshops, and Events Organized:**

**(a) Preparing your Dossier for Promotion, Tenure or Reclassification workshop, May 11th, 2016:**

Seven recent recipients offered brief words of advice and brought their dossiers, as successful examples. Fifteen attended.BUFA sponsored refreshments.

**(b) SWRC Survey of Spring 2016:**  SWRC had organized several types of workshops in the 2015-2016 year, with some not well attended. We decided to ask female faculty for their feedback with a short survey distributed through Survey Monkey.

Seven questions were asked:

1. How many years have you been working at BU?
2. Which of the following SWRC activities have you participated in?
3. Which of these activities were you aware of prior to the survey?
4. What kinds of support do you think SWRC should provide?
5. What is the best time of the day to schedule workshops so that you can attend?
6. Are there any new activities that you think the SWRC could be offering?
7. Are there any other relevant comments that you would like to share with the SWRC?

Twenty-five out of a possible 225 female faculty members responded.

The feedback was:

* + Overall, at least 75% of respondents were aware of the workshops offered.
  + Over 70% attended at least one of the workshops.
  + Respondents think the SWRC should: provide networking opportunities for female researchers, continue to offer the Promotion/Tenure/Reclassification workshops, create mentoring opportunities and a list of mentors for female BUFA researchers, support women’s issues across campus, offer academic and personal support to female BUFA members, provide advocacy activities, and organize workshops on feminist research being done across campus.
  + There was no consensus on best times to offer workshops.
  + Respondents commented that they still struggled with how to balance teaching, research, scholarship and service; they would like on-site promotion /tenure/ reclassification workshops at the Health Studies campus in Winnipeg; and that Trans women still find it a struggle to be recognized and respected at BU.

In general, comments were positive on the work done by the SWRC.

One SWRC member asked if data was tracked on salaries of female and male employees, to determine whether there exist any salary differentials. Responses were that In faculty recruitment, the applicant is alerted to the expectation that they can negotiate salary, within CA guidelines. We understand that in the near future, BU will have the ability to carry out such analyses – such as salary comparisons – easily. We look forward to this.

**(c) Requests for information:** As part of the ongoing collection of information on the status of female faculty, each year, the Deans are asked for information on all hires; the President is asked for information on applications for tenure, promotion and leaves; Human Resources is asked for information on reclassifications; and the VP Academic is asked for information on BURC grant applications. The numbers applying, their gender, and the number of successful applicants is asked for, in each case. This will be tallied and included as part of the five-year study done. The next study is scheduled for the summer of 2019.

**(d) Workshop on Applying for Tenure, Promotion and Reclassification, September 16th,** **2016:** Three people presented – Dion Wiseman for BUFA, Reinhold Kramer as recent chair of the university promotion committee, and Doug Pickering as recent chair of the university tenure committee. Eight faculty brought their dossiers and answered questions from members from their areas. Fifteen attended and two received notes of the session. BUFA sponsored refreshments.

**(e) The Launch of the Women’s Research Network (WRN) and Women in Need of a Night out (women new to BU Faculty in the last five years), September 16th, at The Dock:** Fifteen people attended the informal gathering. It was a great net-working event. SWRC sponsored a few munchies.

**(e) SWRC’s third annual celebration of Women’s History Month, October 27, 2016:** “Because of Her” was the national theme this year. Five BU researchers were asked to share a short story of a woman who had impacted their career. Dr. Fran Racher of Health Studies, Dr. Lynn Whidden from Education/BUNTEP, Dr. Meg Carrington from Science , Dr. Penny Tryphonopoulos of Health Studies, and Carla Navid, the Sexual Violence Education and Prevention Coordinator, inspired us with their stories. The speakers were all very interesting, and all different. The open mike session brought two speakers – Rachel Herron from Geography, and Demeter VanVliet Vaisius, the BUSU Women’s Commissioner – both very good. Dr. Tryphonopoulos, Dean of Arts attended from the Dean’s group.

1. **WRN mentors:** Ten women agreed to be mentors for BU researchers: Kelly Saunders, Shannon Gadbois, Lynn Whidden, Meg Carrington, Carla Navid, Fran Racher, Kathleen Nichol, Marion Terry, Sheila Scott, and Rosanne Gasse.Their brief blurbs are posted on the SW website: <https://www.brandonu.ca/swrc/> and BUFA women were invited to engage them to assist with their research. In the spring we will ask for their feedback.
2. **International Women’s Day, March 8, 2017:** For the sixteenth year, the SWRCchose to celebrate International Women’s Day by featuring outstanding female students at BU. Twenty-four students were nominated by their professors and featured in a display on the BU homepage. Communications arranged for a feature in the Brandon Sun, and advertisements in “This Week at BU” and on the BU NOW screens throughout campus. Twenty of these were able to attend to be honoured on March 9th at a reception in the Gathering Space in the Library. Roughly eighty people were in attendance to laud these students’ accomplishments. Dr Fearon presented a certificate of merit to each student. Several professors, both nominators and others, attended. The music trio, led by Bennie, was very good.
3. **End-of-Term Celebration lunch, Monday, April 10, 2017:** Each person was invited to share one positive thing that happened this past year – and did. As before, this was a good opportunity to hear of others successes, and sometimes their challenges. Eight attended. The lunch was cost recovery. Members noted that a larger attendance would be desired. There were conflicts with other events on campus – the Senior Student Colloquium ran all day this day, and the REBU research conference ran all day on Tuesday, when the meeting was originally scheduled, so this date, although usually effective, was not ideal this year.
4. **Workshops and Events being planned:**

**(a) The Spring Workshop on Preparing your Dossier for Promotion, Tenure or Reclassification, May 11th, 2017:** Eight recent recipients of tenure, or promotion, or IA reclassification will share their tips on preparing dossiers. Then the attendees will have an opportunity to ask questions and peruse the dossiers for advice/guidance to help them prepare theirs.

**(a) The Fall Workshop on Applying for Tenure, Promotion or Reclassification:** is tentatively set for Friday, September 15, 2017, in the afternoon.

**(b) Women’s History Month celebration event:** will be organized for some time in October.

**6. Concerns tracked throughout the year:**

**(a) The Sexualized Violence Policy –** The SWRC offered feedback in . The Policy was presented to and passed by BOG on March 25th, 2017. Members expressed interest in the Protocol document being developed, outlining the Procedures for dealing with reports of sexualized violence, and the education component to accompany it.

**(b) “No Big Deal” –** an initiative, begun in OISE of University of Toronto, to allow students, faculty and staff to choose how they wish to be addressed, notably those of the LGBTTQ community. This initiative was brought to the attention of the SWRC in the fall, noting that it was worth hearing about. An article on the Canadian Association for the Study of Women and Education (CASWE) website addresses the campaign idea <http://www.nbdcampaign.ca/>. The feeling was this should be brought to undergrads, too. The initiative was passed on to the Diversity and Inclusion Committee, as well.

**(c) Karen Batson** was elected Pine Creek First Nation’s first female chief and has taken a five year leave from BU, including from this committee. This is an outstanding event. Committee members sent Karen a gift of congratulations.

**(d) Handing over the reins –** Kathleen affirmed that this is her last year on the SWRC, as indicated at the beginning of this year. Members decided they would meet in the fall of 2017 and decide on their new chair. In the meantime, Kathleen will finish out this year’s activities: planning the Spring P/T/R workshop; writing the annual report; requesting operating funds; requesting faculties and areas for representatives to fill vacant positions on the committee; setting the first meeting for the fall and planning the Fall P/T/R workshop.

**(e) Bea Jolly** sent notice that she is no longer on the Board of Governors, and took the opportunity to mention a scholarship for women: The International Women’s Society she belongs to gives a World Fellowship award of approximately $8000 American. Three students from BU have been given this award in the past. Only 20 are given each year throughout North America. The student must be from outside North America, wishing to study or presently studying, and intending to return home after she has completed her education. Forms are available from Bea. Two committee members indicated they had someone in mind and are following up.

**(f) REBU history**: The REBU committee asked that SWRC write up a history of the origin of the Research Enhancement at Brandon University (REBU) committee. This committee was initiated by the SWRC. REBU are presenting a request to Senate.

**(g) Marion Terry** gave her notice she is leaving the SWRC after twenty-three years of service.

**(h) Nomination for the YWCA Women of Distinction awards**:Members decided that SW would take a break from nominations this year, with someone in mind for next year.

**(i) Funding requests:** This year we ended the year at almost par, financially. It wassuggested that we ask for an increase from the President’s office and BUFA, for the coming years. Our expenses will increase if: we nominate someone for the Women of Distinction award – that will be a cost of at least $20 nomination fee and $65 banquet ticket for nominee; and if the attendance at the IWD reception stays the same or increases, the food order should be increased. We propose asking for an extra $100 from each.

1. **Other events participated in and supported:**
2. **Take Back the Night march, October 20th :** The Status of Women Review Committee was represented in the march by two members.

**8. The financial report for the SWRC for the 2016-2017 year is attached.**

**Financial Report for the Status of Women Review Committee, 2016-2017:**



Kathleen Nichol, for

The Status of Women Review Committee

May 10, 2017