Annual Report

2017-2018

Status of Women Review Committee (SWRC)

Brandon University

1. **Committee members:**

(a) Katie Kerkowich Board of Governors

(b) Katie Gross Deans and Directors

(c) Alexis Braun BUFA

(d) Dr. Emily Holland (until Feb.) Arts

Dr. Hejun Zhuang (from March on) Arts

(e) Dr. Alysha Farrell Education

(f) Candice Waddell Health Studies

(g) Unfilled Music

(h) Dr. Rachel Herron Science

Kathleen Nichol Science

Dr. Etsuko Yasui (until Jan.) Science

(j) Morganna Malyon Library/Student Services

(k) Lisa Park Invited

l) Carla Navid Invited

(l) Dr. Cathryn Smith Education (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 May 10, 2017 and April 18, 2018. In the past year, the SWRC:
3. Organized the Spring 2017 and the Fall 2017 Promotion, Tenure and Reclassification workshops
4. Organized two events with the research mentors for female researchers, through the Women’s Research Network
5. Celebrated Women’s History Month in October by honouring women at BU doing outstanding research – with the theme “Researching from the Edges”, focusing on non-traditional research methodologies.
6. Celebrated International Women’s Day, on March 8th, by featuring 15 of BU’s exceptional female students – with their profiles on the BU webpage, a wine and cheese reception and certificates to honour them.
7. Organized networking opportunities for female faculty, through Peer mentoring gatherings for new female faculty, a start-of-the-year gathering in September, a speed dating event to meet the mentors, and a year-end lunch for all female faculty.
8. **Details of Actions, Workshops, and Events Organized:**

**(a) Preparing your Dossier for Promotion, Tenure or Reclassification workshop, May 11th, 2017:**

Six recent recipients presented and another three offered brief words of advice and brought their dossiers, as successful examples. Eight BUFA members attended the session.BUFA sponsored refreshments.

**(b) 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.

**(c) Workshop on Applying for Tenure, Promotion and Reclassification, September 15, 2017:** Three people presented (Brian Hill, Doug Pickering and Reinhold Cramer) – and seven faculty members brought their dossiers and answered questions from members from their areas. Fourteen BUFA members attended in addition to those who shared their dossiers or presented. BUFA sponsored refreshments.

1. **The Launch of the Women’s Research Network (WRN) “How to Stay Afloat” session** on September 15th, in the Elephant Room. Attendees had an opportunity to meet the SWRC mentors and hear their tips for surviving life as an academic in the first few years. 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.A synthesis of their suggestions was prepared and posted on the SWRC website. Fifteen people attended the informal gathering. It was a great net-working event. SWRC sponsored a few munchies.
2. **Speed Dating to meet the SWRC Mentors** was held on September 27**.** Ten female faculty members attended the event and had opportunities to chat intensely one on one with the SWRC mentors.
3. **SWRC’s third annual celebration of Women’s History Month, October 30, 2017:** “Researching from the Edges” was the theme this year. Six speakers presented on five research methodologies in brief five minute presentations: Lorraine Mayer (Indigenous research), Fran Racher (action research), Rachel Herron, Sheila Scott (Arts-based research), Carla Navid (Social justice research), and Patty Douglas (participatory research). At this event the SWRC committee on behalf of the BU community, made a presentation to previous and long-time chair of SWRC Kathleen Nichol and presented her with a gift certificate for a custom painting. Funds for this gift were requested and received from the Office of the President in recognition of Kathleen’s long service with SWRC.
4. **WRN How Ref Works can Help Your Research, January 16:** A number of presenters were invited to share their knowledge of online referencing systems including RefWorks, Zotero and Mandalay. Six people attended plus three presenters and the organizer, Kathleen Nichol.
5. **International Women’s Day, March 8, 2018:** For the seventeenth year, the SWRCchose to celebrate International Women’s Day by featuring outstanding female students at BU. Over 20 students were nominated by their professors and were 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. Fifteen of these were able to attend to be honoured on March 8th at a reception in the Gathering Space in the Library. Roughly thirty people were in attendance to laud these students’ accomplishments. A certificate of merit was presented to each student. Several professors, both nominators and others, attended. The music trio, led by Alanna Hunter, was very good.
6. **End-of-Term Celebration lunch, Wednesday, April 16:** 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. We changed caterers this year to be more vegetarian friendly and the food was well received. Fourteen women registered and thirteen attended. The lunch was cost recovery. The larger attendance was encouraging.
7. **Workshops and Events being planned:**

**(a)**  **The Fall Workshop on Applying for Tenure, Promotion or Reclassification:** is tentatively set for Friday, September 14, 2018, in the afternoon.

**(b) Women’s History Month celebration event:** will be organized for October 25.

**(c) The Spring Workshop on Preparing your Dossier for Promotion, Tenure or Reclassification**, will be planned for May 2019

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

**(a) The Sexualized Violence Policy –** Members continue to support the implementation of the policy and campus wide events.

**(b) Handing over the reins –** Kathleen Nichol resigned to become past chair of SWRC after many years of service in that role. For the 2017-2018 year the chair has been Cathryn Smith, from the Faculty of Education. To aid future chairs a summative reflection on each public event and the planning processes for each event were documented in the minutes.

**(c) History of SWRC:** In preparation for honouring Kathleen and in order to request funds in recognition of her service, a history of SWRC was compiled based on past records. This indicates that SWRC has been the initiator of many BU institutions including REBU, the Teaching Enhancement Conference, the New Employee Orientation, and Tenure and Promotion Workshops to name just a few.

**(d) Working conditions for Sessional Instructors has become a topic of interest.** To begin our exploration of this topic we collected statistics from each faculty on the number of sessional instructors. We will continue to focus on this issue next year and look to incorporate sessional faculty into the 2019 five year review.

**(e) Nomination for the YWCA Women of Distinction awards**:Members decided that we would take a break from nominations this year.

**(f) Funding requests:** This year we ended the year at almost par, financially. Costs increased for the International Women’s Day Event as the food order was increased. 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 the nominee. We propose asking for the same amount for next year.

**(g) Other events participated in and supported: Take Back the Night march, October 2017 :** The Status of Women Review Committee was represented in the march by some committee members.

**8. The financial report for the SWRC for the 2017-2018 year is attached.**

**Financial Report for the Status of Women Review Committee, 2017-2018:**



Dr. Cathryn Smith, for

The Status of Women Review Committee

June 2018