Annual Report

2018-2019

Status of Women Review Committee (SWRC)

Brandon University

1. **Committee members:**

(a) Mrs. Katie Kerkowich Board of Governors

(b) Mrs. Katie Gross Deans and Directors

(c) Ms. Alexis Braun BUFA (until Feb.)

(d) Dr. Hejun Zhuang Arts

Dr. Eftihia Mihelakis Arts (until Jan.)

(e) Dr. Candy Skyhar Education

(f) Ms. Candice Waddell Health Studies

(g) Ms. Gretta Sayer Music

(h) Dr. Shahla Nasserasr Science

Mrs. Kathleen Nichol Science (Past Chair)

(j) Ms. Morganna Malyon Library/Student Services

(k) Ms. Lisa Park Invited

l) Ms. 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 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 September 2018 and April 2019. In the past year, the SWRC:
3. Organized the Spring 2018 and the Fall 2018 Promotion, Tenure and Reclassification workshops
4. Maintained a list of research mentors for female researchers
5. Decided not to hold the annual Celebrated Women’s History Month in October honouring women at BU doing outstanding research due to conflicting events.
6. Four SWRC Members participated in the planning committee for December 6 Vigil in recognition of the Massacre at École Poly-Technique. The event was organized by the Women’s Resource Centre, held at BU and well attended by both campus and community members.
7. Celebrated International Women’s Day, on March 7th, by featuring 21 of BU’s exceptional female students – with their profiles on the BU webpage, a wine and cheese reception and certificates to honour them. Over 100 people attended this event including faculty members who nominated the recipients, friends and family. This was an exciting turnout and made for a celebratory occasion. This year we reminded faculty and especially nominators via email to attend the event, and we had each recipient sign a media release so we could post the photos on the BU webpage. We also provided each recipient with a photo of them receiving their certificate and one of the group.
8. Prepared for and conducted data for the Five Year Review as required by the Collective Agreement. This involved a questionnaire developed and distributed to all BUFA members and applying for federal and provincial Summer Grants and to BUFA and the President’s Office for additional funds.
9. **Details of Actions, Workshops, and Events Organized:**

**(a) Preparing your Dossier for Promotion, Tenure or Reclassification workshop, May 11th, 2018:**

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. In each case, we request the numbers applying, their gender, and the number of successful applicants. The breakdowns will be included as part of the five-year review. The next review is scheduled for the summer of 2019.

**(c) Workshop on Applying for Tenure, Promotion and Reclassification, September 14, 2018:** 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. **Women’s History Event Cancelled**. The theme we had planned to use was “We Rise by Lifting Others Up” and we were working towards an interactive event in the Mingling Area. However, with the BU Anniversary celebrations and the Fall New Beginnings Research Conference there was less interest from presenters than in other years, so we decided to cancel the event rather than overwhelm people with similar research-focused events.
2. **International Women’s Day, March 7, 2019:** For the eighteenth year, the SWRCchose to celebrate International Women’s Day by featuring outstanding female students at BU. This year the themes was Balance for Better. We had twenty-one students nominated by their professors and featured in a display on the BU homepage. Nineteen of these were able to attend the reception on March 7th and were honoured in the Gathering Space in the Library. We presented a certificate of merit to each student. Over one hundred people attended to laud these students’ accomplishments. Several faculty members, including nominators, attended as well as proud friends and family members. The string trio, with Josias Sanchez, Benji Penner and Charlee Wielgoz, was excellent. The event received media coverage from the Brandon Sun and BU Communications. The celebration included the world premiere of a music video written and recorded by the students in Heather Mason’s students. Heather was one of our recipients, completing her M.Ed. and teaching in God’s Lake Narrows.
3. **End-of-Term Celebration lunch, Tuesday, April 16:** We invited **e**ach person to share one positive thing that happened this past year. As before, this was a good opportunity to hear of others successes, and sometimes their challenges. Our caterer accommodated vegetarian and gluten free diets and the food was delicious. Thirteen women registered and twelve attended. The lunch was cost recovery. The attendance was encouraging.
4. **Five Year Review:** A sub-committee of SWRC, including faculty and invited members, guided the questionnaire development and received regular input and feedback from the larger committee. Once the digital questionnaire was created, an email was distributed to BUFA members with a link to the questionnaire. Developing the questionnaire was time consuming and we took effort to ensure it would obtain the required information and not be too onerous for BUFA members. A difference this year was that we invited all members to complete the questionnaire, to make sure we would have information to make comparisons between genders. In the previous reviews, only female BUFA members received the questionnaire. SWRC obtained a Canada Summer Jobs Grant to fund a summer student and developed a job posting. Once the job was posted and the deadline reached we assessed each application according to the posted criteria and created our short list. We interviewed each of the short-listed candidates and the successful applicant has been hired to do data analysis over the spring and summer. Dina Tabatabei is our Research Assistant, she holds two masters degrees and is experienced in doing quantitative analysis. We requested and were granted additional funds from the President’s Office and BUFA to supplement the summer grant and to have enough funds to cover the additional costs of having a unionized employee. The results of the review will be shared with the BU Community in the fall of 2019.
5. **Workshops and Events being planned:**

**(a)**  **The Fall Workshop on Applying for Tenure, Promotion or Reclassification:** is tentatively set for Friday, September 13, 2019, in the afternoon.

**(b) Women’s History Month celebration event:** Planned for October 24.

**(c) The Spring Workshop on Preparing your Dossier for Promotion, Tenure or Reclassification**, will be planned by BUFA Member Services Officer Shari Maguire for May 2020

(d) **Five Year Review** **Presentations** for the Board of Governors and each faculty about the results of the review**.**

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

**(a) Working conditions and starting salaries for Faculty Members have become topics of interest.** We discussed feedback shared with members of SWRC, and forwarded issues to the bargaining committee. We decided to include sessional instructors in our BUFA survey for the Five year Review.

**(b) Funding requests:** This year we ended with a surplus as of March 31. We had fewer expenses due to cancelling the Women’s History event. Costs increased for the International Women’s Day Event as the food order and attendance 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 contributions from each body for next year.

**8. Other events participated in and supported:**

**(a) Take Back the Night March, October 2018:** Status of Women Review Committee members marched in this event.

**9. The financial report for the SWRC for the 2018-2019 year is included in this report.**

**Financial Report for the Status of Women Review Committee, 2018-2019:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Date** | **Description** | **Deposit** | **Expense** | **Balance** |
|  | Last year's surplus |  |  | **233.18** |
| 01-Apr-18 | President's Office Contribution | 550 |  | 783.18 |
| 24-Apr-18 | Aida's Catering Year End Lunch |  | 264.25 | 518.93 |
| 18-Apr-18 | Year End Lunch Fees collected | 202 |  | 720.93 |
| September | BUFA Contribution | 550 |  | 1270.93 |
| September | Printing |  | 1.9 | 1269.03 |
| March | International Women's Day Food |  | 603.9 | 665.13 |
| March | International Women's Day Musicians |  | 150 | 515.13 |
| March | Photocopying |  | 15.3 | 499.83 |
|  |  | 1302 | 1035.35 | 499.83 |
|  |  |  |  |  |
| **BALANCE SURPLUS** | As of March 31, 2019 |  |  | **499.83** |
|  |  |  |  |  |

Dr. Cathryn Smith, for

The Status of Women Review Committee

June 2019