Annual Report

2019-2020

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. Nadine Smith BUFA (since Feb.)

(d) Dr. Hejun Zhuang Arts

(e) Dr. Candy Skyhar Education (Treasurer)

(f) Ms. Candice Waddell Health Studies

(g) Dr. Gretta Sayer Music

(h) Dr. Shahla Nasserasr Science

Mrs. Kathleen Nichol Science (Past Chair)

(j) Ms. Morganna Malyon Library/Student Services (Recorder)

(k) Ms. Cheryl Fleming Invited (since Feb.)

l) Ms. Carla Navid Invited

(l) Dr. Cathryn Smith Education (Chair)

1. **The mandate of the SWRC** is defined in Article 31 of the CA. The current SWRC has chosen to address this mandate 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 seven meetings** between September 2019 and April 2020. In the past year, the SWRC:
3. Organized the Spring 2019 and the Fall 2019 Promotion, Tenure and Reclassification workshops.
4. Maintained a list of research mentors for female researchers.
5. Decided this year not to hold the annual celebration of Women’s History Month in October due to conflicting demands related to BU Homecoming.
6. Three SWRC Members participated in the planning committee for December 6 Vigil in recognition of the Massacre at École Poly-Technique. The event was organized together with the Women’s Resource Centre and the Department of Gender and Women’s Studies. The committee was co-chaired by SWRC member Carla Navid, and BU hosted the well-attended event which attracted both campus participation from campus and beyond.
7. Celebrated International Women’s Day, on March 12th, by featuring 23 of BU’s exceptional female students – with their profiles on the BU webpage, a wine and cheese reception and individual certificates. Approximately 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. An additional change was that all nominators who were in attendance had the opportunity to present the student they nominated with their certificate.
8. Finalized the report and disseminated the findings from the Five-Year Review as required by the Collective Agreement. Power point presentations by SWRC Chair and committee members took place in all faculties except Health Studies as well as BUFA Executive, the Board of Governors and an additional planning meeting with the Deans’ Council.
9. **Details of Actions, Workshops, and Events Organized:**

**(a) Preparing your Dossier for Promotion, Tenure or Reclassification workshop, May 9th, 2019:**

Kathleen Nichol provided an overview of the CA requirements. Seven recent recipients offered brief words of advice and brought their dossiers, as successful examples. Fourteen BUFA members attended the session, and another two received notes of the proceedings.BUFA sponsored refreshments. Now that Shari Maguire has been able to observe both workshops, she will take over the organization of these workshops on behalf of BUFA.

**(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 Vice-President A&P is asked for information on applications for tenure, promotion and leaves; Human Resources is asked for information on reclassifications; and the VP Research 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 2024. Some of the destinations for these requests have changed as a result of the new CA so those revisions have been noted for next year.

**(c) Workshop on Applying for Tenure, Promotion and Reclassification, September 13, 2019:** Three people presented (Jeff Williams, Jim Naylor and Bryan Hill) – and ten faculty members shared their dossiers and nine were present in person to answer questions from members from their areas. Eighteen BUFA members attended in addition to those who shared their dossiers or presented. BUFA sponsored refreshments.

1. **Women’s History Event Cancelled**.
2. **International Women’s Day, March 12, 2020:** For the nineteenth year, the SWRCchose to celebrate International Women’s Day by featuring outstanding female students at BU. This year the theme was #EachforEqual. We had twenty-three students nominated by their professors and featured in a display on the BU homepage. Twenty-two of these were able to attend the reception on March 12th and were honoured in the Gathering Space in the Library. We presented a certificate of merit to each student. Approximately 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, Keren Conché and Amy Brown, was excellent.
3. **End-of-Term Celebration lunch, Tuesday, April 14:** We had a spring luncheon planned for April 14, but our plans had to be cancelled in light of Covid-19 and the requirements to socially distance.
4. **Five Year Review:** Dina Tabatabaei was our Research Assistant, who has earned two master’s degrees and has experience doing quantitative analysis. Additional funds were granted from the President’s Office and BUFA to supplement the summer grant and cover the additional costs required for data analysis and report writing. The results of the review were shared with the BU Community from January to March 2020.
5. **Workshops and Events being planned:**

**(a)**  **The Fall Workshop on Applying for Tenure, Promotion or Reclassification:** BUFA Member Service Director Shari Maguire will be responsible for planning future workshops.

**(b) Women’s History Month celebration event:** Nothing planned as of yet.

**(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 and thereafter.

(d) **Transition to a new Chair:** Ms. Candice Waddell will be the new chair of SWRC starting August 1, 2020. Ms. Waddell was elected at the final SWRC meeting for the academic year on May 20, 2020.

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

**(a) Funding requests:** This year we ended with a deficit as of March 31. We incurred additional costs related to the production of the Five-Year Report and its distribution. Our costs increased for the International Women’s Day Event as the food order and attendance increased. Our expenses will increase further 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 that the contributions from our two funders be increased from $550 to $700 for the 2020-2021 academic year.

**8. The financial report for the SWRC for the 2019-2020 year is included in this report and drafted by**

**SWRC Treasurer Dr. Candy Skyhar.**

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Deficit of $75.60 to be carried over to next year’s budget

Dr. Cathryn Smith,

for The Status of Women Review Committee

June 2020