

**Annual Report
For the
Status of Women Review Committee
2001-2002**

1. The committee members were:

Lonnie Patterson, Board of Governors (October to present)
Linda Burrige, Deans and Directors
Bill Paton, BUFA
Alexa Okrainec, Education
Dr. Reza Rahbari, Arts
Dr. Jean Graveline, Health Studies and FNAC
Marion Terry, Student Services and Library
Kathleen Nichol, Science
Wayne Bowman, Music (September – January)
Shannon Gadbois, Sessional Instructors
Marilyn Van Wallegem, invited (until December)

2. The committee met six times: August 22, September 21, November 7, December 12, February 8, April 16. Meetings involved prioritizing the list of recommendations that arose from the Summer 2000 study of BU faculty and linking with other parties on campus regarding these. Also involved were discussions of the PD sessions to be offered and other concerns relevant to female faculty and staff on campus.

3. Professional Development and Women's Issues Sessions: Three professional development sessions and one women's issues session were offered during this year. Refreshments were served at each, provided by the SW committee. The PD sessions were videotaped.

- 1) "Use of Anonymous Student Evaluations of Teaching Performance" ran on Monday, September 10th, 2001. A panel of Dr. Scott Grills, Dr. Jeff Williams and Dr. Bill Paton presented varying views on the usefulness of Student Evaluations in assessing applications for Tenure or Promotion. Shannon Gadbois moderated the session, which led to considerable open discussion following the panel. The session was videotaped. Thirteen attended the session and three borrowed the videotape afterwards. Feedback was very positive.
- 2) "Aboriginal Teaching Strategies for University Classrooms" was led by Dr. Jean Graveline on Wednesday, September 12th, 2001. Jean spoke of the beliefs of natives that must be understood by instructors in order to respect and be able to teach natives. This was followed by a sharing circle. The session was thought provoking. Nine attended the session and four borrowed the videotape afterwards.
- 3) "Applying for Tenure and Promotion" ran on September 14th, 2001. A panel of President Visentin, a BUFA representative and five faculty members briefly presented their advice on applying for promotion and tenure, followed by a brief question and answer period. Attendance (8 participants and 5 tape viewers) indicates this workshop is still in demand.

- 4) “Aboriginal Teachings about Women’s Empowerment” ran on March 6th in honour of International Women’s Week. Mae-Louise Campbell led the session with strength and knowledge; she is a very interesting woman and speaker! Her presentation was followed by a healing circle. Out of this has grown a healing group on campus that has met as needed since. About 17 people attended this session. This session was open, and attended by, faculty, students, and staff. This session was advertised publicly in conjunction with the Women’s Centre of Brandon. Shannon Gadbois created a slide show highlighting Canadian women’s and female BU faculty’s achievements that ran, along with a poster presentation, all day Wednesday, March, 6th, in the Knowles-Douglas Mingling area. Students from the Women’s Centre assisted.

Refreshments were provided by SWRC funds at each session. The total cost for refreshments was about \$275.38. Advertisements were sent out by email and voice mail.

All sessions were taped or notes taken for future inquiries.

It was noted that a total of 42 persons attended or viewed the videotapes of the PD sessions this year. The videotaping meant that members both on- and off-campus could “participate”. Participants were asked to evaluate each session. Feedback was positive.

Marion Terry, with the help of Alex Bower, provided Records of Participation to all participants in the PD sessions, that they could include in their dossiers as evidence of Professional Development in Teaching.

Kathleen Nichol wrote letters of appreciation to all presenters that they also could include in their dossiers, as evidence of Community Service.

The other professional development sessions planned for this year were:

- 1) Wellness: Marilyn Van Walleghem and Jean Graveline met to plan this session for November “break”. The aftermath of the September 11th tragedy made this session seem inappropriate. It was postponed.
- 2) Conflict Resolution: Note that such a session is being planned by Human Resources and the President’s office as part of “new employee orientation – extended” for this fall/winter, 2001-2002.
- 3) Equity in the Workplace: The plan, by the President’s area and SWRC, did not get underway for this year.
- 4) Excellence in Teaching seminars: The creation of BUTEC (Brandon University Teaching Enhancement Committee) allowed SWRC to ease off on PD sessions in these areas. BUTEC has chosen to go in a couple of different paths.
- 5) Excellence in Research seminars: The creation of Research Mentors allowed SWRC to hand over research concerns to them and Alison MacNeill-Hordern.

A list of the proposed professional development sessions for the upcoming year is attached.

- 4. Setting Priorities from the recommendations arising from the Summer 2000 study of BU faculty:** The committee narrowed the list of recommendations down

to six priorities (see attached). Representatives from the committee met with Dr. Visentin on August 24th, 2001 to discuss these.

5. Human Rights Complaint:

- 6. Exchange of Information:** The annual request for statistics on the applications for Tenure and Promotion was made on November 13th, and the replies were received after committee deliberations were completed. The annual request for statistics on the hiring processes was made to the Deans in August 2001. Replies have been received from the Faculties of Arts and Science, and from Student Services. The annual request for statistics on applications for Leaves was made to the President on August 17th, 2001.

A request from CAUBO and CHERD for information on effective PD sessions offered at BU was answered in February. [CAUBO stands for Canadian Association of Business Officers and CHERD stands for the Centre for Higher Education Research and Development.]

A request from Clive Seligman, a Psych researcher from University of Western Ontario, for information on the hiring of men and women at Canadian universities was responded to in February and in June. A copy of the Summer 2000 Study, and then a copy of the Summer 1996 Study were sent to him. He has promised to send us a copy of his report, once his research is completed.

A letter was written and sent to the Brandon Sun in February to clarify results published about the Summer 2000 Study.

- 7. Social:** One social gathering was organized this year. It ran over lunch hour on April 10th, 2001. Female BUFA members and exempt staff were invited, and fourteen attended, a mix of both groups. Food was excellent, and discussions were fruitful.

- 8. Financial Report:** Money was received from a CareerStart grant (\$800), the President's Office (\$1600), and BUFA (\$1600) for the Summer 2000 Study. Money was also received from the President and BUFA to cover Xeroxing, printing, postage, and the remainder of the student's expenses from the Summer 2000 Study, and to help cover refreshment and printing costs of the Professional Development sessions (\$400 x 2). (Previously, the request for operating funds from the President and BUFA was \$150 from each, to cover normal costs of Xeroxing, and to cover the refreshments and other costs for the PD sessions.) As well, money was also set aside by the PD Unit to assist with the Professional Development sessions (up to \$200), since normal operating funds were not usually enough to cover these. Refreshments were provided for one of the long SWRC meetings, April 9th.

Expenses:

Salary and Benefits of Student Researcher:	\$4064.80
Postage for Survey mailings:	\$ 27.44
Xerox/Printing of surveys and reports:	\$ 457.60

Xeroxing (normal annual costs):		\$ 24.00
Printer Supplies:		\$ 51.00
Refreshments:	Sept. 15 th	\$ 65.35
	Jan. 25 th	\$ 30.00 (PD Unit)
	Feb. 13 th	\$ 54.80 (PD Unit: leftovers kept for Mar. 6 th)
	March 6 th	\$ 8.75 (PD Unit)
	April 9 th	\$ 25.85
	May 3 rd	\$ 24.95 (PD Unit)
	May 4 th	\$ 29.92 (PD Unit)
Total:		\$4864.46 (-)

Income:		
Balance from previous year:	\$ 138.74	
President Visentin's office:	\$1600.00	} for Summer Student's salary.
BUFA:	\$1600.00	
CareerStart grant:	\$ 800.00	
President Visentin's office:	\$ 400.00	} annual request, plus extra study expenses.
BUFA:	\$ 400.00	
PD Unit (\$148.42 out of possible \$200):	<u>\$ 148.42</u>	
Total:	\$5087.16 (+)	
Balance:	\$ 222.70 (+)	

Article 30 of the Collective Agreement provides for joint funding of SWRC activities, by the President's office and BUFA.

On February 12th, the President agreed to a request for ongoing funding for the SWRC activities as follows:

1. \$300/year for operating expenses of the committee
2. sponsorship of a delegate to CAUT conference/two years
3. sponsorship of research to update stats/4 or 5 years.

The understanding is that BUFA would match these, as has been done in previous years.

- 9. Other Concerns:** On September 21st, 2000 some Brandon University faculty, staff and students participated in the World March for Women, in Brandon, to raise awareness of the women and children who experience poverty and violence on a daily basis. This was part of an international movement that led to marches around the world, from March to October of 2000. Women's groups in Brandon joined efforts to organize the march in Brandon.

The SWRC is quite uncomfortable with the lack of a policy to deal with harassment and discrimination issues on campus, since the Board of Governors rescinded the year-old policy on November 23rd, 2000. We understand that the various Unions and employee groups on campus are to work with the President's office to hammer out a policy to fill this gap. However, this has not yet occurred.

Concerns of sessional instructors and of exempt staff remain.

Kathleen Nichol, chair
Status of Women Review Committee
August 17, 2001