

**Annual Report
For the
Status of Women Review Committee
2002-2003**

1. The committee members were:

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| (a) Lonnie Patterson, | Board of Governors (until December) |
| Lauren Kranendonk, | Board of Governors (December to present) |
| (b) Linda Burrige, | Deans and Directors |
| (c) Dr. Bill Paton, | BUFA (until December) |
| (d) Dr. Mary Malainey, | Arts (and BUFA since January) |
| (e) Dr. Alexa Okrainec, | Education (until November) |
| Pat Bowslaugh, | Education (December to the present) |
| (f) Dr. Jean Graveline, | Health Studies and FNAC |
| (g) Sue Matheson, | Student Services and Library |
| (h) Dr. Andrée Dagenais, | Music |
| (i) Kathleen Nichol, | Science |
| (j) Dr. Shannon Gadbois, | Invited |

2. The committee met seven times: Meetings involved planning events, and discussing issues relevant to female faculty.

3. Professional Development and Women's Issues Sessions: Three professional development sessions and five women's issues sessions were offered during this year. Refreshments were provided by the SW committee at three of the sessions. One of the PD sessions was videotaped.

a) Professional Development Events:

- 1) New Faculty Orientation: SWRC organized a session for new faculty, on Thursday, August 29th, 2003. Fourteen staff briefly outlined the services their areas offer to assist new faculty. Ten new faculty attended. The Faculty of Science provided refreshments.
- 2) Applying for Tenure and Promotion Workshop: The President and nine faculty members outlined the requirements for applying for Tenure and Promotion and offered guidance/hints to participants. Fifteen faculty attended. The session was videotaped and the tape made available. The SWRC provided refreshments.
- 3) Tenure Guidance Workshop: Seven faculty who recently received tenure or were promoted brought their dossiers for non-tenured faculty to view. Each presenter spoke briefly, mentioning how they approached the process. Nine non-tenured faculty attended. The SWRC provided refreshments.
- 4) Three books were requested for the library:
 - i) Recording Teaching Accomplishment: A Dalhousie Guide to the Teaching Dossier, by Carol O'Neil and Alan Wright, from Office of Instructional Development and Technology, Dalhousie University, 1992.
 - ii) The Teaching Dossier: A Practical Guide to Improved Performance and Promotion/Tenure Decisions, by Peter Seldin, from Anker Publishing Company, Bolton, MA, 1991.
 - iii) The Teaching Dossier: A guide to Its Preparation and Use, by Bruce Shore, Stephen Foster, Christopher Knapper, Giles Nadeau, neill Neill, and Vistor Sim, from CAUT, 1986.

b) Women's Issues Sessions:

- i) The Experiences of Women in Academia: A Panel Based on the book *Women in the Academic Tundra: Challenging the Chill*, September 13th, 2003 : A book launch was combined with a sharing of experiences by female faculty at Brandon University. Linda Paul, from University of Regina, was one of the three editors of the book. She gave a very interesting account of how this book came to be. Then two BU faculty who made contributions to the book: Shannon Gadbois and Fyre Jean Graveline, presented. Then eight invited BU faculty/ administrators addressed their own perspectives on women in today's academic environment. This was followed by a brief presentation by Sue Hemphill, a Human Rights Officer, in Brandon, and then discussion. About twenty female faculty plus two students participated in the two-hour event. Overall, the discussion was positive, providing ideas where we could move in the future. The event was videotaped. The video was offered to Dr. Visentin for viewing and comments. Refreshments and Linda Paul's expenses were covered by SWRC.
- ii) December 6th Remembrance: One member from SWRC participated in the ceremony held at the Women's Centre to remember the fourteen female engineering students slain at Ecole Polytechnique in Montreal in 1989. The aim is to plan a service on campus, in conjunction with BUSU, in December 2003.
- iii) A lunch was organized for December 4th. This end-of-term celebration was a chance for female faculty and directors on campus to network. Each paid for their lunch. SWRC contributed \$55.56 for supplies, to be used at the next lunch, as well. Twenty-five attended. This was held in the Music Faculty Lounge. People appreciated the chance to meet and share ideas with faculty from across campus. During the term, often we do not get out of our own buildings.
- iv) Delegate to the CAUT Status of Women Conference, October 24-26, Montreal: "Gender Equity – From Graduate Student to Professor Emerita". One committee member, Lonnie Patterson, attended the conference and provided a written report, which may be viewed by contacting Kathleen Nichol, BUFA, or the President's Office. The delegate was sponsored jointly by BUFA and the President's Office.

This conference outlined and examined major challenges currently facing women in Canadian Academe, from initial hire, to work environment, to pension plans. Topics discussed included mentoring, pay equity, family leave policies, spousal hiring, Employment Systems Reviews, the lack of women in engineering and science and their salary inequities, integrity in research in an increasingly commercialized research environment, and the need for greater participation of women in Faculty Associations and bargaining units.
- v) International Women's Week, March 2 to 8th: The President's Office, Kate Whelpton and Brenda Jasper, created a rolling display on the BU website to honour female faculty and staff on campus, on the request of SWRC.

- vi) The second, end-of-term celebration lunch was organized for April 8th, in the Elephant Room of the Student Union Building. Eighteen attended. Response was again very positive. SWRC will pay for \$12.35 for supplies.

4. Information, Links, and Issues:

- i) Manitoba Status of Women's Directorate distributes newsletters twice a year. They may be borrowed from Kathleen Nichol.
 - a) The Spring 2002 edition featured Women and Work.
 - b) The Fall 2002 edition featured: Women's History Month: with a focus on the important contributions women have made to education.
- ii) The SWRC is forging a new link with *Gender and Women's Studies* department.
- iii) The SWRC is supporting BUSU in creating a *Safe Space*.
- iv) Conflict Resolution –The SWRC is encouraging the President's office and BUFA to reinstitute a conflict resolution mechanism, revised.
- v) Sessional Instructors – The SWRC is interested in working with sessionals, and BUFA to improve working conditions for sessional instructors.

5. Financial Report (see next page):

5. Financial Report:

1) CAUT SW Conference:

Income:	From the President's Office	\$706.65
	From BUFA:	<u>\$706.65</u>
	Total:	\$1413.30
Expenses:	Registration:	\$120.00
	Hotel (three nights):	\$607.14
	Taxis:	\$ 65.00
	Meals and Airport Tax:	\$ 67.50
	Airport Improvement Tax:	\$ 15.00
	Flight and Shuttle:	<u>\$570.46</u>
	Total:	<u>\$1445.10</u>
Net:		-\$31.18

2) Operating Budget:

Income:	Balance from 2001/2002:	\$314.56
	From the President's Office:	\$300.00
	From BUFA:	<u>\$300.00</u>
	Total:	\$914.56
Expenses:	Promotion & Tenure Workshop:	\$ 64.35
	Book Launch & Workshop:	\$112.50
	Travel and meals for Linda Paul:	\$305.70
	Colonial Inn for Linda Paul:	\$ 56.95
	Supplies for Dec 6 th lunch:	\$ 55.86
	Tenure Guidance Workshop:	\$ 41.55
	Supplies for April 8 th lunch:	\$ 12.35
	Shortfall of Conference:	<u>\$ 31.18</u>
	Total:	<u>\$680.44</u>
Balance:		\$234.12

(The university quotes a balance of \$263.99. It appears that the \$31.18 conference shortfall has not been deducted. There appears to be another \$0.61 difference, the university saying we have this much more than SWRC records. That's fine.)

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

Kathleen Nichol, chair
Status of Women Review Committee
April 25, 2003