

Annual Report
Status of Women Review Committee
Brandon University
2006-2007

1. Committee members were:

(a) Jagdish Malik	Board of Governors
(b) Linda Burrige	Deans and Directors
(c) Dr. Mary Malainey	BUFA
(e) Dr. Lorraine Mayer	Arts
(f) Sherry Peden	Education
(g) Teresa Henderson	Health Studies and FNAC
(h) Dr. Marion Terry	Student Services and Library
(i) Dr. Andrée Dagenais	Music
(j) Kathleen Nichol	Science
(k) Dr. Shannon Gadbois	Invited and Sessionals
(k) Dr. Elaine Enarson	Invited

2. Workshops and Events organized:

- (a) **BU Women's Research Network brown bag lunch (April 26, 2006):** *Forming Effective Research- Buddy Partnerships*, led by Sandy McMaster: Ten attended. Plans were set for two to four meetings per term starting again in September. After this meeting, an email was sent to all interested persons summarizing the progress of the Network and offering to call meetings over the summer as researchers needed, to be arranged through Shannon Sparrow. This workshop was jointly planned with the Research office.
- (b) **BU Women's Research Network brown bag lunch (May 11, 2006):** *Applying for Ethics Approval For Research With Humans*, led by Sheila Scott: Eight attended. Sheila Scott provided her notes so those unable to attend could receive some information. This workshop was jointly planned with the Research office.
- (c) **Preparing Your Dossier for Promotion or Tenure (May 12):** Nineteen attended. Three faculty members offered brief words of advice and provided their dossiers as examples. Another three members, who were unable to attend, provided their dossiers as well.
- (d) **New Faculty Orientation: (August 30, 2006, 10:30 a.m.-12:30 p.m.):** Fourteen new faculty attended this session. Nineteen faculty/staff presented. Music faculty provided refreshments. New faculty heard from those who provide them with support for their teaching and research duties.
- (e) **Applying for Tenure and Promotion Workshop (September 15):** Fifteen attended the session. The President, two past chairs, and seven faculty assisted. The President and Chairs gave a clear overview of the processes. Faculty split into groups, by faculty, to view dossiers and hear advice from recent recipients. Past Chairs fielded questions that arose from the smaller groups.
- (f) **BU Women's Research Network brown bag lunch(October 11th):** *"From Idea to Publication"*: Helen Armstrong and Barbara Gfellner spoke on "Taking an Idea through to Publication", featuring their large grant for collaborative research into using art as a means to reduce attrition of native students in school. Thirteen attended the presentation. . This workshop was jointly planned with the Research Office.

- (g) **Networking meeting/Welcome to new faculty:** A wine and cheese welcome occurred on October 20, 2006. All female faculty, retired female faculty and new female faculty were invited. Twenty-six people attended.
- (h) **Advancing Gender Equity (November 9th, 2006):** A one-day workshop was offered on-campus by CAUT (the Canadian Association of University Teachers), led by Linda Rumleski. Eight attended. The aim was to raise issues of concern at BU and start plans to address them. These were the issues raised: A desire for more day care spots for faculty children and longer hours of operation at the BU day care. Unclear expectations for scholarship for those coming to BU not directly from academic institutions. Desire for avenues to address conflicts, harassment and bullying. Training of hiring, promotion and tenure committees. Proactive mentoring of faculty, especially in initial start-up of research. Security on campus and plans for emergency situations.
- (i) **Panel discussion on campus safety (for late November):** In light of the recent murders in the college in Montreal, SWRC planned to set up a panel discussion for late November to discuss the safety plan for our campus. This panel did not take place. BUSU was planning a survey of students. We asked that this include questions on students' concerns about safety. We are awaiting this feedback.
- (j) **BU Women's Research Network brown bag lunch (January 24):** *Making time for research in women's lives:* A panel of three female researchers offered their suggestions. The twelve participants added theirs. This event was jointly planned with the Research office. Participants will be asked to bring useful hints and questions to share.
- (k) **BU Women's Research Network brown bag lunch (March 20):** *Talking about writing: women researchers on academic writing, reviewing and publishing:* Led by a panel of two researchers, fifteen attendees shared ideas on matching papers to appropriate journals, on how to best use referees comments, and the benefits and challenges of being a reviewer. This event was jointly planned with the Research office.
- (l) **"Doing Academia Differently" conference (February, Ottawa):** Two delegates attended this CAUT women's conference. Speakers and sessions addressed designing family friendly policies at universities, stopping bullying in the workplace, wage equity, recent cuts to Status of Women Canada, doing academia differently for the sake of Aboriginal students, maintaining a work-life balance, the need for better child-care and more flexible working hours, pay equity surveys, negotiating initial salary smartly to avoid long-term inequities. The candidates were co-sponsored by BUFA and the President's office, as per Article 30 in the CA. *The reports of the two delegates are attached.*
- (m) **Profiles of Exceptional Female Students to honour International Women's Day (March 8):** Twenty-five students (three nominated last year) were profiled on the BU home page for this week. Kelly Stifora arranged the displays.
- (n) **Preparing your dossier for promotion or tenure (May 11, 2007):** Seven faculty spoke briefly on their approach to either or both processes and brought their dossiers. Eleven faculty attended the session. Feedback was received from participants (it has been summarized and attached to these minutes).

3. Workshops and Events planned:

- (a) **Applying for Tenure and Promotion Workshop:** is planned for September 15.
- (b) **Women's Research Network brown bag lunches:** will be offered.
- (c) **Welcome of new female faculty and fall celebration/wine and cheese:**
Tentatively scheduled for Friday, October 19, 2007.
- (d) **"Doing Academia Differently: a Brandon University approach":** Our goal is to plan a series of workshops to present the information from the February CAUT conference to BU community and to initiate discussion of what "Doing Academia Differently" means at Brandon University. Speakers and refreshments we wish to pay for out of the balance of the travel monies allotted for the delegates to attend the conference.

4. Other:

- (a) **Resources Email to female faculty:** SWRC put together a list of the resources available to BUFA members, particularly women, and forward it to all female BUFA members. This was in response to concerns raised by females in the 2004 Needs Assessment Survey. SWRC felt that female faculty might find the list useful and asked what other resources could be added to the list.
- (b) **Paper submitted for publication:** Shannon Gadbois has submitted a second paper resulting from the 2004 SWRC study of faculty. This second paper has been submitted to the Canadian Journal of Higher Education.
- (c) **Data collection:** Data on the success rate of female and male academics in the hiring process and in applications for leave, promotion and tenure has been submitted by the Deans and President and is being compiled.
- (d) **Campus Safety Committee's plan for emergency situations:** The SW committee is watching with interest these plans.
- (e) **Suggestions for agenda of meetings of BUFA reps with candidates:** The SW committee feels it is essential that candidates be informed of their rights as outlined in the CAUT "Negotiating your salary" booklet, with particular reference to the relevant articles in the BUFA collective agreement. This was addressed at BUFA executive.

5. Financial Report: Operating Budget:

Income:

Balance from 2005-2006:	+139.24	
BUFA:	+300.00	
President's Office:	+300.00	
Collected for lunch:	<u>+ 85.00</u>	
	\$824.24	+ \$824.24

Expenses:

Events:

P&T, May	- 47.40
P&T, September	- 58.80
Welcome, October	-198.75
Workshop, November	-159.45
Students, April	-148.77
P&T, May	<u>- 48.80</u>
	- \$661.82

Miscellaneous:		
FAX	-	1.00
Copying	-	6.00
Parking pass, Nov	-	<u>4.50</u>
	-	\$11.50

Total Expenses: - \$673.32 - \$673.32

Balance: + \$150.92

6. Financial Report: Conference Budget:

CAUT Women's Conference "Doing Academia Differently" February 24-26, 2007

Description	Amount Requested	Actual Cost	Difference
Airfare	\$1542.30	\$ 812.68	\$ 729.62
Registration	\$ 750.00	\$ 750.00	\$ 0.00
Hotels	\$ 551.11	\$ 481.33	\$ 69.78
Meals	\$ 432.00	\$ 296.00	\$ 136.00
Taxis in Ottawa	\$ 50.00	\$ 42.00	\$ 8.00
Air Shuttle to/from Wpg	\$ 156.88	\$ 156.88	\$ 0.00
Totals	\$3482.28	\$2538.89	\$ 945.11 under budget *

* Please see #3(d) for proposal for this balance.