

**Annual Report
2009-2010
Status of Women Review Committee
Brandon University**

1. Committee members:

(a) Jagdish Malik	Board of Governors
(b) Linda Burridge	Deans and Directors
(c) Dr. Tish Langlois	Arts
(d) Sherry Peden	Education
(e) Karen Doty-Sweetnam	Health Studies and FNAC
(f) Dr. Leanne Zacharias	Music
(g) Kathleen Nichol	Science and BUFA
(i) Dr. Shannon Gadbois	Invited
(j) Dr. Marion Terry	Invited
(l) Marianne Reid	Library/Student Services

2. The committee held ten meetings between July 1, 2009 and June 30, 2010.

3. Workshops and events organized:

- (a) BUFA session during New Employee Orientation, September 1st, 2009:** The faculty portion of new employee orientation was pared back this year, to avoid duplication. Eleven employees attended the BUFA session – which included key points on BUFA and the CA by Dennis Oleson, followed by short presentations by several other persons on campus that faculty members will need to know in their jobs (registrar's office, bookstore, student services, IT services, SWRC).
- (b) Fall Promotion and Tenure workshop, September 18th, 2009 :** Twelve faculty attended the session, including one by video link with the Winnipeg Health Studies website, and two received notes from the session. Dr. Poff led the session off with emphasis on treating the processes seriously and fairly. Dr. Doug Pickering and Dr. Reinhold Kramer, most recent chairs of the university tenure and promotion committees, gave advice from their perspectives. Participants then broke into faculty groups, led by recent recipients of tenure or promotion within that faculty. The group leaders shared their dossiers and hints for approaching the processes with their faculty members.
- (c) Women's Research Network brown-bag lunch, on "Ethics in Research", November 19th, 2009 :** Dr. Poff, BU President, and Dr. Phil Goernert, Chair of BUREC, presented. Dr. Poff spoke generally about the history of ethics in research in Canada. Dr. Goernert outlined the process at BU and gave hints for completing an application for ethics approval for research with humans. Twenty-one people attended the session, including three by video link with the Winnipeg Health Studies site. Two more were emailed notes and hand-outs from the session. The Research Office provided refreshments. It seemed that discussion was just getting started. Another session would likely be useful.

(d) Fall Wine and Cheese welcome of faculty, November 6th, 2009 :

Ten members attended. Discussion focused on what mentoring means to them. Some said they would like to be assigned a mentor. Some prefer to scout out their own mentors – with personality fit. Some said they wished for a mentor that was willing to encourage, cajole as necessary, and who respects them. As a result of suggestions made, the list of the current female research mentors and their skills is posted on the SW website <http://www2.brandonu.ca/statusofwomen/> . Future sessions might include: Failures – what I have learned from them, and Organizing your time to do Research, and a Meeting for new Researchers. Kerry Murkin wishes to build a funding resources data base for BU. She would also like to hear back from researchers on the feedback they receive from SSHRC and NSERC when grant applications are rejected – we could learn from them.

(e) To celebrate International Women’s Day on March 8, 2010, faculty were asked to nominate their exceptional senior female students. Twenty-six students were profiled on the BU home page for the week of March 8th, International Women's Day, thanks to Brant Batters, Communications Officer. The students represented all faculties; they included both regular and mature students; they were students from both off campus and on; all were remarkable. Feedback has indicated that this simple feature has impacted many of the students in a very positive way.

(f) A year-end celebration/honouring-students lunch was held Wednesday, April 14th, 2010: Thirty people attended – sixteen faculty and fourteen students who had been honoured on the International Women’s Day website profiles. This was a chance to network with colleagues and honour the students.

(g) Women’s Research Network brown bag lunch, titled “Top Ten Things to Consider in Order to get Published”, on April 27th, 2010 : Twenty-six members attended, including three from the Winnipeg Health Studies site. Dr. Poff spoke from an editor’s perspective, Dr. Bernadette Ardelli spoke from a science researchers’ perspective and Dr. Di Brandt spoke from a creative writer’s perspective.

(h) Spring Promotion and Tenure workshop, May 14th, 2010: Three faculty presented, while six partook of the session – three in person and three who were unable to attend but received notes of the session afterwards. This was a small attendance but involved good discussion and all had time to view the dossiers.

4. Workshops and Events planned:

(a) Women's Research Network brown bag lunches: SW is in the process of planning sessions for the fall. Suggested topics include: Organizing your time, Failures – what I learned from them, A Meeting of Beginning Researchers, Ethics in Research – a follow-up.

(b) New Faculty Orientation: A session for new BUFA members is planned for September 1, 2010.

(c) Fall promotion and tenure workshop: The workshop is tentatively scheduled for September 17, 2010, 3:40 p.m.

(d) Women’s Research Network Fall Welcome and wine and cheese: This session is to be planned.

(d) Movie “Polytechnique”: This movie is a dramatization of the Montreal Massacre of 1989 where several female engineering students were murdered by an unstable

misogynist. SW and the BU Film Festival board are joining efforts to air the film on December 3, 4, 5 and 6 (Fri, Sat, Sun and Mon) of this year, in the Evans Theatre, with voluntary donations to be used to combat violence against women.

5. **Last summer's review:** The recommendations of the 2009 Review of the Status of Female Faculty at BU were presented to the President's Advisory Committee, to BUFA and to each faculty or area council in the first quarter of this year. A hard copy of the Review was forwarded to each Dean and Director of academic units, and to the President and the BUFA office. The Review was made available to every BUFA member through the SW website. The Status of Women Review Committee has discussed and decided on what actions could realistically be taken by this committee to address the recommendations of the Report.

Contract working conditions:

- (i) **Potential salary anomalies:** A comparison is being of faculty salaries versus rank and years of service.
- (ii) **Lack of time for PA's to do research/scholarship:** Three options were raised – 1) change job descriptions with agreement of own Dean to include explicit wording to include time for research, 2) make recommendations to Deans that such time be allowed, 3) bring forth a grievable case to BUFA if a PA feels strongly enough.
- (iii) **Recognition of the professional preparation and experience of IAs:** Yet to be addressed.
- (iv) **Amended workloads for faculty who are new and need to develop research programs, faculty who have large external research grants, faculty who are expected to complete further education after hire:** We feel this point was addressed by informing Deans and President and BUFA of faculty members' concerns, through the presentations.

Collective Agreement Article 30:

- (v) **Faculties to be asked to review and establish new hiring goals:** SW through the Chair is sending a letter to the Deans and academic Directors, requesting an update of their hiring goals.
- (vi) **Include a clause in Article 30 stating the expectation for action by administration and BUFA on recommendations arising from the quinquennial reviews:** It was noted that any actions that don't comply with Article 30 can be grieved by BUFA. Thus, there is a process for action to address concerns raised by the reviews. Other matters we will address in by other means.

Training:

- (vii) **Help Promotion and Tenure committees understand the validity of the various forms of research, including action research, qualitative research, narrative research:** Address the validity of various research methods through Promotion and Tenure workshops, by inviting someone who can speak to alternate forms of research/scholarship and their validity.
- (viii) **Allow transparency for BUFA members / potential executive members / elected executive members in the tasks of their roles and in bargaining.** Stay informed of BUFA matters through representatives on the BUFA executive and request information updates from BUFA. Encourage more women to sit on BUFA.

- (ix) **Inform all employees and administrators of the expectations of behaviour that make for a respectful workplace and Make the Respectful Environment Policy (REP) effective and the criteria for what constitutes disrespectful behaviour clear:** In our annual report to the President and BUFA, state that, since female faculty have expressed deep concern about the working climate in certain areas of the University, and frustration with the REP's inability to address these concerns, we will be monitoring effectiveness of the Policy and of training of the university community.
- (x) **Continue professional development sessions with regard to teaching and research currently offered by Human Resources, Research office and SWRC:** The SW is passing on the appreciation female faculty have expressed of the sessions offered by Human Resources and the Research Office.

Working climate

- (xi) **Create gathering spaces for faculty to connect and discuss:** This concern was raised when input was being gathered for the BUILD 2010 plan. We will trust this concern will be dealt with by the President.

5. Other:

Invited presentation given to Western Canadian Region Faculty Associations Conference on Saturday, October 17, 2009, in Brandon. The presentation was titled "Concerns of Female Faculty, with a BU Perspective". Statistics on salaries, rank, promotion rates, tenure rates, etc, of faculty across Canada were presented and presenters highlighted how BU is similar, and different. The concerns raised by our female faculty in last summer's review were put forth. Informative feedback was received.

6. Financial Report: Please see next page.

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Balance as of June 30, 2009:		\$ 289.06
Income:	300.00	From President's Office for operating
	1440.00	From President's Office for Summer 2009 Review
	300.00	From BUFA for operating
	1440.00	From BUFA for Summer 2009 Review
	734.25	From MB government Career Start grant for Review
	<u>129.00</u>	Recoveries from April 18, 2010 lunch
Total income:	+ \$4343.25	
Expenses:	\$3181.76	Salary for student researcher, May to August 2009
	293.19	Payroll tax, Workman's Comp., EI and CPP for same
	44.69	Purchase of two memory sticks for summer data
	31.95	Copying charges for summer review
	80.82	Printing of Summer Review report
	79.18	Printing of SW Letterhead Oct 30, 2009
	100.00	Honorarium for student researcher for extra work
	83.60	Fall Promotion & Tenure workshop, Sept 18, 2009
	115.08	Fall Women's Research Network mtg, Nov 6, 2009
	46.81	Women's Research Network lunch, Nov 19, 2009
	320.47	Honouring-Students lunch, April 18, 2010
	34.24	Spring Promotion and Tenure Dossier workshop, May 14, 2010
	24.25	Printing charges of earlier Reviews for Library
	<u>27.80</u>	Copying & FAX charges for the year, on Science Xerox
Total expenses:	- \$4,463.84	
Balance as of July 31, 2010:		\$ 168.47

Kathleen Nichol
August 12, 2010