

**Annual Report  
2011-2012  
Status of Women Review Committee (SWRC)  
Brandon University**

**1. Committee members:**

(a) Bea Jolly	Board of Governors
(b) Vicki Klassen	Deans and Directors
(c) Dr. Allison McCulloch	Arts
(d) Donna Forsyth	Education
(e) Jane Karpa	Health Studies and FNAC
(f) Dr. Leanne Zacharias	Music
(g) Dr. Kelly Saunders	BUFA
(i) Dr. Etsuko Yasui	Science
(j) Dr. Marion Terry	Invited (on sabbatical second term)
(l) Unfilled	Library/Student Services
(m) Kathleen Nichol	Science

**2. The mandate of the SWRC** is defined in Article 30 of the CA. The current SWRC has chosen to address this by promoting professional development in teaching and research, by promoting a health climate through mentoring and education, and by collecting data on hires, and awarding of promotions, tenure, leaves and research grants, and by gathering feedback from female faculty on their working conditions.

**3. The committee held seven meetings** between June 30, 2011 and May 2, 2012. The plan is for one more meeting over the summer.

**4. Workshops and events organized:**

**(a) Feedback Survey on Women's Research Network (WRN) brown bag lunches:**

Female faculty were asked for their input on timing and topics for future sessions. *The results are attached.*

**(b) New Faculty Orientation, August 24, 2011:** BUFA, and fourteen others presented.

The goal was to allow new faculty to get familiar with the rights, and responsibilities of being a member of faculty at BU, as well as meet those on campus who can assist them in their roles as teachers and researchers. Four new faculty members attended; the notes from the session were forwarded to seven others. Joe Dolecki led off by introducing members to the Union and the Collective Agreement, and answering several questions. Then staff from the Finance and Registration, Campus Books, the HELPDESK, the Library, Student Services and the SW committee informed new faculty of the resources on campus available to assist them. Having the Orientation a week earlier than in past, seemed a good idea.

**(c) Fall Promotion and Tenure Workshop, Sept 23, 2011:** Dr. Reinhold Kramer and Dr. Di Brandt, as past chairs of the University Tenure and the University Promotion committees, and the President, Dr. Poff, spoke. Then faculty groups met, led by Kelly Saunders and Morris Mott from Arts, Bruno Tomberli and Daniel Olsen from Science, Fran Racher from Health Studies, Lynn Whidden

from Education, Paola Dimuro from PA's, and Pauline Morton from IA's regarding re-classification. Fourteen faculty attended and three who were unable to attend were forwarded notes of the session. *Feedback from the session is attached.*

It was noted that several faculty members felt strongly that a BUFA rep is essential at the workshop, to speak to the specific requirements as laid out in the CA, preparing those about to write their letter of application to address the CA requirements and make their case. The spring workshop should address the requirements for the dossier and how to organize it. Members then would have time in the summer to create their ToDo list and gather and organize material.

- (d) **MOODLE site for the Status of Women Committee:** A Moodle site was set up for the SWRC. The purpose of the website is to share information about and relevant to women. It is accessed through MOODLE, 00 Communication Websites, with password "Resource".
- (e) **December 6 vigil:** In light of the strike, the Women's Centre decided not to arrange a vigil, feeling they didn't have the personnel to organize it alone. On short notice, the BU Women's Collective arranged the vigil for December 6<sup>th</sup>, in the KD Mingling Area. Dr. Poff, Dr. Kelly Saunders, BUSU president Deandra Tousignant and BUSU VP external Kelsey McDonald spoke. In future BU aims to organize the vigil, with cooperation between the Women's Collective, Women and Gender Studies, SW, and the Women's Centre.
- (f) **International Women's Day, March 8:** For the eleventh year in a row, the Committee chose to celebrate International Women's Day by featuring our leading female students. Fifteen students were nominated by their professors. Their profiles and pictures were displayed on the BU webpage for that week. The SWRC was assisted by Joanne Villeneuve and Patrick Johanneson in creating this display.  
A reception was held for the students, their families and friends, and interested faculty and staff.  
The student profiles can still be read at <http://www.brandonu.ca/womens-week>.
- (g) **Women's Research Network brown bag lunch with topic "Research Experiences – as Women", March 23, 2012:** Dr. Kelly Saunders and Dr. Allison McCulloch co-chaired the event. Colleen Cutschall, Dr. Leanne Zacharias and Dr. Anisha Datta were the presenters. They were asked to tell how their unique backgrounds, as women/mothers/of other ethnic backgrounds/single mothers/etc, have strengthened their research, and presented challenges. Ten attended the workshop. Presenters provided good incites, all different. Good discussion ensued. The WRN was formed to build a community of women researchers, and allow them to share ideas. These sessions allow that.
- (h) **End-of-term celebration lunch, April 13<sup>th</sup>, 2011:** Each year the SWRC creates an opportunity for female faculty to network, and celebrate the end of term. On April 20<sup>th</sup> we met over lunch. Faculty paid for their lunch. Thirteen members from across campus attended.

## 5. Events planned:

- (a) **Workshop on Preparing your Dossier for Promotion, Tenure, and Reclassification, May 4<sup>th</sup>, 1:30 – 3:00 p.m.**

**(b) Day-Long Workshop on Research, late April/early May 2013 (Tentative):**

Just like the August Teaching Enhancement Workshop tends to gear us up for teaching in the fall, spring is an excellent time to have a workshop/sharing session on research, to psych faculty up for their summer research, providing tips/pointers/encouragement to transition into research mode. The WRN sub-committee wishes to meet with the VP Academic, the current one and the new one once he/she arrives, to broach this idea. This workshop would be open to all faculty.

Tentative Topics for such a spring workshop are:

- (i) The Aboriginal Research Process
- (ii) Research Experiences – as Women
- (iii) Preparing Your Dossier for Promotion and Tenure
- (iv) Applying for Grants
- (v) Getting Published
- (vi) Ethics in Research

**6. Other issues discussed:**

**(a) Protocol to deal with student-student harassment:** It was noted that some faculty members this past year had faced student-on-student possibly harassing behaviour in their classes, and were unsure how to address it. The Respectful Environment Policy (REP) should be able to handle this. However, members felt that faculty members needed education on their responsibilities and the processes in place for dealing with classroom behaviour challenges.

**(b) Brandon's Women's Resource Centre:** The Brandon Women's Resource Centre was given two months notice to vacate their location in the Town Centre or pay an additional \$4000 per month in rent. A petition was circulated to garner support for their fundraising and grant-writing efforts.

<b>7. Financial Report:</b>	Balance from last year:	- \$ 16.53
	Support from BUFA:	+ \$300.00
	Support from President:	+ \$300.00
	Refund of expenses from April lunchL	+\$6.00
	Refreshments for fall P&T:	- \$124.47
	Copying:	- \$ 2.40
	Honorarium for student musicians at March 8 IWD reception:	-\$100.00
	Refreshments for March 8 IWD reception:	-\$300.96
	Refreshments for WRN brown bag session:	-\$ 75.50
	Recoveries of April 20 lunch:	+\$110.00
	Cost of April 20 lunch:	-\$109.87
	Total assets:	+\$716.00
	Total expenses:	-\$729.73
	Balance to May 2, 2012	-\$ 13.73.

Kathleen Nichol, for  
The Status of Women Review Committee  
May 2, 2012

**Summary of Responses to questions about the BU Women's Research Network, May 2011:  
Do you find this group useful?**

- Yes, I do find the group useful. I seem to always learn something and hope I can Pass it on. I particularly like the motivational aspect. Meeting helps me to keep going!
- Absolutely. I learn something new -- or am renewed somehow -- every time I attend a session. It is particularly refreshing to learn from colleagues, women who are inspiring and energetic and committed to their research.
- I think the basic problem of how to share experiences about successful research strategies is a very difficult one.  
Most people work in a specialized area and can't offer much direct advice in other fields.  
More generally, approaches to deal with various problems depend a lot on the personalities of the people involved. If a young researcher has some specific problem, and she finds an experienced and successful older researcher who has been in the same situation, it's not clear that the older person's solution will work for the younger person.  
However, the WRN has had small but consistent attendance, which indicates that it has been useful. I think the social aspect of the network is important. Many people find comfort in having a connection to a group of women with similar problems and concerns. The meetings are energizing, even if they don't produce any directly useful ideas to specific problems.  
I think it would be good for the network to continue. I don't know of any way to make it more successful, to attract more people, or to be more effective. I think that the format used so far has been pretty good, and the topics covered are relevant and interesting. The limiting factor is simply that most research problems can't be solved in a meeting of this kind, but the WRN certainly has a positive impact.
- I have found this group very useful. I would really appreciate its continuation so that new academics such as myself can get guidance in the research process, in getting tenure, and in securing external grants.
- While I do believe this group is functional, sadly, I am usually too busy to attend your functions.  
I enjoyed the workshops on promotion and tenure. I believe they are necessary and help relieve a lot of pre development stress.
- I have not been able to access this group yet.
- I've read the questions and guess I can't help much. I love research and writing and therefore it is effortless to make it a priority.
- Yes. As a senior faculty member I really appreciate the work of the WRN, and wish there had been such a support network for women faculty members when I was starting out. And even now, at this senior stage in my career, I am happy to meet with other women researchers and be able to talk with them as women colleagues.

And it's so heartening to see the conscientious careful work of the WRN on behalf of women faculty - a valuable network indeed.

**What topics would you like to see addressed?**

- Making time for research and working it into your BU life of heavy teaching. Supports the library can offer us.
- The topics so far have been fine. I don't see the harm in recycling topics every few years for the sake of those who are new to our university.
- As a front-line faculty who also has research requirements, I would find it helpful if in some way these sessions could help address our issues. The CA does not allocate any time for research and our case loads do not allow for any, yet our tenure and promotion requires it. Perhaps some ideas on how to work with that scenario. Otherwise, the topics look good.
- I notice nothing about advocacy. As a female Aboriginal professor I find talking to administrators and counselors unproductive and am too often confronted with systemic discrimination.  
In the past few years we have run into extreme difficulties with regard to research and felt we had no one to turn to. Perhaps this is out of your mission but as female faculty isn't work place health important? Everything seems to focus on research success, but what about feeling a sense of belonging that are necessary requirements (at least in my mind) for successful research? Maybe you could have workshops on what systemic discrimination is in the work place and how some targeted groups feel isolated, alienated and unwanted in this university. It is not just women that face difficulties here, Aboriginal women suffer tremendously but everyone expects us to be like non-Aboriginal women in our needs. . There are cultural expectations that are not appreciated by this university not only in terms of potential research but our positions as faculty members.
- Sorry for ranting but I sometimes get tired of the focus always centering on what "women" need without recognizing that even women have their differences.  
Aboriginal faculty members are quite often overwhelmed with work load while mentoring their Aboriginal students. Most faculty members do not have to consider the history and experience of their students, we do.

You've mentioned several real problems.

- Need for advocacy
  - Need for a welcoming, healthy, inclusive workplace
  - Difficulties with regards to research
  - Systemic discrimination
  - Diversity of needs within the group of female researcher themselves
  - Extreme expectations on female aboriginal professors
- Of the topics listed, the ones I would like to see addressed are:

- Getting help with quantitative aspects of research
  - Getting a book published
  - The tenure process – I will be eligible as of next year
  - Top Ten Things to Consider When Writing a Grant Proposal – a panel discussion, with three researchers giving their hints
  - Research Grants: How You Get Them and How you Manage Them Once You Have Them – tips from a panel of three researchers on how to get grants, where to apply for grants, the special tricks for different granting agencies
  - Networking with other academics for collaborative research projects, especially across disciplines (I aim to embark in a long range study on sexual health, youth and rural /urban communities and would like to collaborate with Nursing, Native Studies, and other Social Scientists/Sociologists that specialize in quantitative research, as well as Urban/Rural studies, Youth and Race studies)
- I have difficulty relating to some of the areas of research, but I have gotten some good ideas from Di in the Creative Arts.
  - All of the topics (listed below) have been exciting, smart, well designed and brilliantly executed. A suggestion: it would be interesting to hear women talk about their research experiences as women - does being a woman affect the research, and in what ways.....this would become a more theoretical discussion than the practical things we've focused on in the last few years, but would be interesting to attend. Something a little less ambitious but just as interesting: a 2-hour session, where women give 5 minute presentations highlighting their current research interests and approaches and insights, with a nice 20 minute break in the middle. (I attended a conference recently where people gave 5 min. presentations, and I thought it would be too quick and superficial, but it wasn't, it was quite brilliant. We could have let's say 4 in a row, and then 10 min. for discussion, and then another 4, etc.)

### **What times of year work best for you?**

- I like it over the lunch hour.
- I prefer the sessions to be held during the term, instead of after exams. But I'm flexible.
- The best time for us (in Student Services) to meet is when everyone else happens to be gone for the summer, but given the options you have presented. Spring might be the best.
- I prefer lunch hour sessions, throughout the teaching terms. Longer sessions work best at the end of the week, on a Friday afternoon.
- Sessions in the fall do not work. Personally, I do not have much down time except perhaps in October. Spring is busy, and September is ridiculous.

Most significantly, it would be useful to have sessions planned even further in advance where possible. I always need to plan at least a semester ahead. I would hope that would make it easier to attend and block off the time to be there.

- Seems good.

### **Who would be good resources?**

- Someone on campus that has a good track record in getting things published. Tips on publishing from someone we know would be helpful. e.g., Dr. Fran Racher; Dr. Ann Bowman.
- One of the best things about the sessions is the thoughtful way that presenters are selected. I think we sometimes underestimate the powerful people that we have on campus. I wouldn't mind male presenters, too, every once in a while, although I really like the way that we have tapped into our female faculty.
- Although it is a Women's Research Network, even among "women" there are so many difference – with spouses, without dependents, etc. I would love to see something targeted for those of us with dependents too. It is different.
- would be interesting to have guest speakers on women and science, and women and the humanities, etc. or: a look back and a look forward on the feminist movement.....?

### **Should the sessions be open to male as well as female researchers?**

- I am open to welcoming men.
- It would definitely change the tenor of the sessions. I prefer the networking sessions to remain all female, except when we have male presenters. I also wonder whether a parallel system would be possible, such that we offer female-only sessions, and the Research Office offers mixed-gender sessions. We could cooperate to see when topics could overlap or should remain separate.
- In the spirit of inclusion, I would not mind that research session be open to all new faculty. However, I am willing to follow the majority democratically on this issue, I am aware that some people among us would prefer to maintain a female-only focus.
- Yes, I believe that male and female should be involved in some appropriate sessions. (not necessarily all!)
- My preference would be to have women attendance only.....
- I can add that I don't think men should be invited to join; perhaps they should have their own group. Women still have some catching up to do and a support group of our own kind is helpful.

**SWRC Session: A Professional Development Workshop for  
Faculty Seeking Tenure or Promotion,  
Room 043 Health Studies**

**Date: September 23, 2011 from 2:40-4:00 p.m.**

**Presenters: Past chairs of the university Tenure and Promotion  
committees, Dr. Poff and various faculty**

The Status of Women Review Committee appreciates your feedback on the professional development sessions it offers. Please take a moment to respond to the following questions, and return the form either by email to: [nichol@BrandonU.ca](mailto:nichol@BrandonU.ca)

or by sending it through inter-office mail to: Kathleen Nichol, Physics.

(1) Tell us something(s) you liked about the session.

1. Participation by University Committee reps and Pres. Poff
2. Being able to talk one-on-one with individuals from our faculty
3. I liked about the presentations. They were very clear, precise, and full of good tips.
4. The faculty breakouts were really useful and informative. The representatives from Arts were very open & “giving” in the information that they shared and in answering questions. Much appreciated.

(2) Tell us something(s) you did not like about the session.

1. Reinhold Kramer said things in contravention to Article 8 of the CA. I have decided that if I am to be evaluated against the CA, I need to prepare my dossier in accordance with Article 8, not the anecdotal stuff that Reinhold said.  
(The person giving feedback later noted they had misread their notes.)
2. At times conflicting information from different people... but it just emphasizes what a diverse process it can be! So in that sense it was great to have multiple perspectives!!
3. I didn't find too useful for the break-up session. One of the reasons was that not enough number of people in the group to have discussion. I was the only one for the tenure promotion for our group. I wanted to meet people who are planning to apply for tenure but unfortunately there weren't (from my group).
4. With proposed changes to the qualifications for tenure, it would have been helpful had Dr. Poff spoken to this point a little.

(3) Did you learn/do what you expected? (please explain)

1. Oh, no. I had no intention of submitting ALL of my publications. I now will submit all of the journals, and some of the other stuff. I also had no intention of submitting a tote box. Now, after Pres. Poff said that she wants to see everything, both photocopies and the actual journals, I went out and bought a tote box. It is full.
2. Yes. I got an idea about the overall process, what a portfolio/dossier should look like and shouldn't look like, was able to speak with some people one-on-one.
3. ....kind of....but it sounded to me it varies and depending on the applicant. Which was useful information.



4. Yes. I needed to start to get a handle on organizing the file, and the session was helpful in setting me on the right path.

(4) What suggestions do you have for future workshops?

1. I don't know . . . I've been here for almost 20 years, and the advice changes: binders, just one binder, binder and tote box, etc. I had no intention of inconveniencing the people at different levels of the decision-making process, but I'm putting together a tote box.
2. Perhaps an additional hands-on session when we bring in our CV and have it critiqued, and bring in a "starter" dossier.
3. I am thinking of applying for tenure next year so I would find more questions once I am really putting all the materials together.... For some cases it is too late for people who is planning to apply this year as they have only a couple weeks to work on. Well, since I know that this workshop had to be rescheduled due to the annual meeting but somehow the timing seems not quite fit to the process of application.... What do you think?
4. I think the format worked well.