Caucus Annual Report for 2000/01

Prepared by Lily Dyson

Steering Committee:
Geraldine Allen (Biology),
Ann Gower (Physics),
Juliana Saxton (Theatre),
Micaela Serra (Computer Sciences)

Goals for the Period of 2000-2001

Guided by the position statement of the Caucus, the Faculty Women's Caucus has pursued a set of goals for 2000-2001. The goals are: (a) to enhance women faculty's professional development, (b) to act as an advocate for faculty women, (c) to provide opportunity for cross-disciplinary social networking for faculty women, and (d) to welcome new faculty members. The Caucus has also extended its activities to include male faculty to promote inclusion.

In accordance with the above goals, the Caucus has initiated and conducted a number of activities and workshops during the period of 2000-2001, some of which being open to all faculty, male and female. Under the direction of the Steering Committee, major activities that took place included: (1) the Beginning-of-the-Term Wine and Cheese Get-together, (2) a panel discussion on the new salary policy, (3) conversation with the Vice-President Academic on equity issues, (4) Year-end Get-together, (5) Compilation of the list of academic and research interests of the woman faculty, and (6) the End-of-the-Term Get-together. The Caucus has also assumed the role of advocate for the professional welfare of woman faculty.

Major Activities

1. Wine and Cheese Get-together, September 11, 2000

This social occasion was organized to welcome new faculty members to UVic and returning faculty women back to the new term. On this special occasion, the Caucus also had the pleasure of welcoming the new president, Dr. David Turpin, and Ms. Laurene Clark. A very large number of faculty women crowded the Fireplace Lounge of the University Club to chat with the new faculty members and to greet Dr. Turpin and Ms. Laurene Clark. Woman faculty also had the opportunity to renew old collegiality and friendship. It was a very, very joyous occasion.

2. "Buddy system" for new woman Faculty, September 11, 2000

Following the Caucus tradition, the Caucus carried out the "buddy system" and connected new woman faculty to more established woman colleagues in September, 2001 at the beginning of the new academic year. The system is intended to initiate social networking for new faculty members on campus. This year, the Caucus arranged the networking for 7 new faculty members. The Caucus thanks the faculty members who were willing to take on the job of being buddies for new faculty.

3. A Panel Discussion on the New Salary Policy, October 24, 2000

To respond to the new framework agreement and the salary policy, the Caucus presented a panel discussion entitled, "The New Salary Policy for the Faculty at UVic: Major Shifts and Some Thoughts about the Evaluation for Salary Adjustment". The discussion was led by a panel of administrators and faculty members who had either participated in the new framework negotiation or were in the position of making salary decisions. The panelists were:

Dr. Tom Cleary, Past President, Faculty Association

Professor Michael Longton, Acting Dean of Fine Arts

Professor Lyman Robinson, Associate Vice-President, Legal ` Affairs

Dr. Michael Miller, Dean, Faculty of Engineering

Dr. Anita Molzahn, Dean, Faculty of Human and Social

Development

The panel drew a substantial number of male and female faculty across disciplines to discuss the new salary policy and to ask questions of the panelists and the Vice-President Academic, Dr. Penny Codding. Major issues and concerns that emerged for discussion included the following:

(1) A major concern was the evaluation method for the salary decision. It was viewed that while the new framework purports to reward faculty on merit, the actual process and criteria for evaluation are problematic. For example, how can one ensure the valid evaluation of teaching and scholarship, etc. since many present evaluation forms are inadequate and the traditional form of evaluating for scholarship may not be applicable to such disciplines as performing arts and creative art? Similarly, clinical supervision and development of curriculum which are time consuming and yet do not readily yield publications are not given deserved credit.

(2) A second issue of concern regards the consistency in the evaluation criteria across campus which will not be possible because each faculty is to develop its own evaluation and salary policy.

(3) The third important concern was that the new salary policy may generate fierce competition among faculty members within the department while increasing the power of the department chair, who will ultimately make the salary recommendations for departmental members.

4. Meeting with Vice-President Academic, Dr. Codding, November, 2001

In order for the Vice-President Academic to answer questions about issues that had arisen from the survey of the state of equality conducted the year before, the Caucus organized a conversation for the faculty and the Vice-President Academic to address many issues of concern to faculty women. The main issues which had yet to be resolved included: (a) work load and

stress, (b) maternal health coverage, (c) parental leave policy, and (d) possibly lower salary of female faculty than that of male faculty. Other issues addressed included the following:

(1) Unequal recognition of males and female performance for tenure and promotion: woman faculty were not perceived to receive the same amount of credit for their work as man faculty. There appeared to be higher expectations for women than for men.

(2) Although professional work, such as field supervision and development of curriculum, consumes much time and is generally carried out by women, it is generally not counted toward the evaluation for tenure, promotion or salary increase.

(3) Woman oriented scholarship such as that in women's Studies does not receive as much recognition as other less woman oriented disciplines.

(4) There is a need for increasing curricula that reflect equity and women's scholarship.

(5) Hiring partner-husband policy: is it in place and what is the policy?

(6) At the "Conversation with the Vice-President Academic" workshop held in November, Dr. Codding responded to most of these concerns and promised to investigate formally whether it is true that female faculty indeed received lower salary than the male faculty. There was an understanding for continuous dialogue in the future with the administration for satisfactory resolution of these issues.

5. Year-end Pizza Party, December, 2000

Although attended by only a small number of woman faculty at the Year-end Pizza Party, there was warm gathering and sharing of friendship at the party. The participation by a visiting professor from China and other non-regular faculty members was especially meaningful as the party served the function of providing an opportunity for social-networking, especially for non-regular faculty women who have less opportunity for social participation on campus.

6. The Compilation of the List of Academic and Research Interest of Woman Faculty, February, 2001

In an earlier survey in 1999, in which woman faculty expressed interest in inter-disciplinary or cross-disciplinary collaboration in teaching, research or other academic activities. In response to this interest and along with the current trend toward interdisciplinary collaboration, the Caucus took the initial step to facilitate this process. The academic and research interests of the faculty women were thus collected. Based on voluntary participation, the list has been completed with approximately 100 academic and research interests across all disciplines. The booklet with the listings has been distributed to the woman faculty. It is hoped that the listing would provide a basis for information and activities leading to interdisciplinary academic or research collaboration. The listing can also serve the function of facilitating interdisciplinary thesis committee composition. The Caucus has since received positive feedback about the listing.

Advocacy

In the period of 2000-01, the Caucus received no formal grievances. One concern was raised by a group of faculty of women regarding the formal credit recognized for community services and practicum supervision of students. However, in the absence of any follow-up, the concern was not further pursued by the Caucus.

A major concern was raised at the last General Meeting of Caucus in April, 2000. This regarded the appointment of new Millennium Chairs in Science and Engineering. It was felt that the potential bias could arise in the selection, which may result in unfair competition for woman scientists. This concern was expressed in a letter forwarded by the Caucus Chair to the Vice-President Research, Dr. Martin Taylor. In the letter, a request was made for a fair procedure and process for the selection of the Millennium Chairs. The Chair received from Dr. Taylor, in a letter of June 30, 2000, a confirmation for the establishment of a selection process to ensure the fair appointment.

Other Achievements

In the period of 1999-2000, the Caucus developed web pages for the Caucus. More updating has been underway during the period of 2000-01. Important new information will be the inclusion of the New Framework Agreement and the listing of academic and research interests. The updating is expected to be completed by the end of June, 2001. The WebPages formally places the Caucus in a visible location within the university community and allows ready access to its activities and other information. A particularly useful function of the web page is the provision of useful and important links to other information about resources on campus and major documents (e.g., the Framework Agreement). The Caucus website can be accessed through the UVic website or at (http://web.uvic.ca/fwc).

While less visible, the Caucus maintains its participation in the Equity Working Group at UVic. The Caucus Chair has regularly attended this group and presented views for the woman faculty. For example, the issue of lower inclusion of female faculty and minority women on administrative matters was raised by the Caucus Chair in a meeting between the Equity Working Group and the President, Dr. Turpin. Although no concrete actions have been in place, it is hoped that continuous advocacy for faculty women's rights and well-being will generate concrete results in the long run.

Other Issues

Issues Arising from the Survey on Equity

Equal Pay and Equal Recognition for Tenure and Promotion

The survey conducted in 1999-2000 on the status of equity at the University of Victoria revealed that whereas equity is moving towards a satisfactory state in certain areas, other aspects were still viewed and experienced as inadequate. The greatest inequities perceived and experienced by the woman respondents pertain to salary and the actual practice of the tenure and promotion policy.

As a result, women were perceived as receiving less pay, spending more time in lower-ranking positions, and garnering less recognition for their work than their male counterparts. Women also tended to provide more extra services, which were not recognized in concrete terms for tenure and promotion. Although these issues have been discussed and responded to by the Vice-President Academic in the meeting with the Caucus, concrete actions have yet to take place. For example, the Caucus has yet to receive the report from the Vice-President Academic Office regarding whether salary inequity between male and female faculty indeed exists and if so, what actions may be taken to correct the inequity.

New Issues

Course Release Time for Caucus Chair

An unexpected and new issue has arisen during 2001. This issue regards the release time provided for the Caucus Chair. For the last few years (at least 4-1/2 years), the Vice-President Office had provided 3 units of course release time for the Caucus Chair. However, although promised for the term of 2000-2001, Vice-President Academic initially denied the current Chair, Lily Dyson, the 1-1/2 units of release time for the term, January - June, 2001. The only possible reason for this denial is that the request for the release time was made in early February when it became apparent that Lily would continue to serve as the Chair for lack of successor. Fortunately, since the Caucus General Meeting of April 26, this issue has been resolved with the Vice President-Academic retracting the initial decision and granting the Chair the release time for her service for the term of January 1 to June 30, 2001.

The above issue, however has created a concern about whether the release time for the Caucus Chair would continue and whether the release time may be removed freely by the administration. Even more importantly, as the release time has served as an incentive for faculty women to chair the Caucus, the uncertainty of the release time may make it difficult to recruit for the position. The event further leads to the question regarding the autonomy of the Caucus as an independent body. There are thus issues to ponder regarding the administrative support for the Caucus and the autonomy of the Caucus.

Relationships between the Caucus, University Offices Designated for Advocacy for Women and Equity, and Vice-President Academic Office

A related issue has also surfaced regarding the relationships between the Caucus and the Vice-President and other bodies traditionally serving the interest of women faculty, such as the Equity Office and the Women's Advisor to Vice-President Academic. Although these relationships have never been clearly defined, the Caucus has maintained positive and collaborative relationships with all these offices. A question has been asked, however, as to whether a close relationship with the administration may hinder the advocacy role that the Caucus Chair may assume for faculty women. A similar concern has also raised about the relationship between offices such as the Equity Office and Women's Advisor to Vice-President and the Vice-President Academic. The central question is whether a close relationship with the Vice-President Academic and those offices aimed to serve as advocates for the faculty and staff would enable these offices to represent unbiasedly the non-administrative faculty and staff and advocate for their well-being.

Recommendations for the Future

In summary, despite reduced activities from the previous year, the Women's Caucus has continued to experience a productive and happy year in its service to the women faculty during the period of 2000-01. It has also continued to promote the well-being of the university community as a whole by attempting to promote inclusion and to extend services to the larger university community, beyond the Caucus domain. Professional issues and challenges, however, remain to be resolved. The following are recommendations for the Caucus for the next year:

1. To address the issue of excessive work load and the resulting stress as reported by the faculty women.

2. To continue observing the state of equity in salary and tenure and promotion at UVic and to ensure the actual practice of equity in accordance with the university's equity policy.

3. To re-visit other concerns raised in the past years such as ensuring equality practice in the selection of Millennium Research Chair, maternal leave policy, and health coverage for expecting faculty conducting university business abroad.

4. To continue with the inclusion of all faculty, male and female, in the Caucus activities so as to be in line with the current trend toward social inclusion.

5. To continue with activities that benefit the Caucus members socially and professionally.

6. To continue to respond to the members' needs for support and advocacy.

7. To re-examine the administrative support for the Caucus, for example, release time for the Chair while maintaining the status of the Caucus as an independent and autonomous body.

8. To generate and respond to issues of new concerns and interest to the woman faculty.

9. To clarify the relationships between the Caucus, and perhaps other intended advocacy offices for women, to the Vice-President Academic.

In view of the important activities and accomplishments of the Women's Caucus to date, it is crucial to the faculty women that the Caucus remains a viable, visible, and active body on this campus. Moreover, support of the Caucus members and collaboration with other university organizations and offices are necessary to resolve satisfactorily issues of concern to the faculty women and to enhance their professional welfare. It is pertinent, however, that the Caucus maintains its status as an independent university body for the purpose of advocating for faculty women.

Faculty Women's Caucus

Minutes for General Meeting

April 26, 2001

Chair: Lily Dyson

Steering Committee:

Geraldine Allen (Biology), Ann Gower (Physics), Juliana Saxton (Theatre), Micaela Serra (Computer Sciences)

Attended by:

Geraldine Allen, Elizabeth Banister, Ann Gower, Misao Dean, Lily Dyson, Hua Lin, Carole Miller, Wendy Myrvold, Ana Marie Peredo, Marge Reitsma-Street, Mary Ellen Parkis, Christine St. Peter, Frances Ricks, Juliana Saxton, Micaela Serra

Chair's report

Summary of the Year's Activities

The Chair reviewed Caucus's missions, which were revised three years ago. The major missions are:

-to promote professional development for faculty women

-to facilitate social networking for faculty women

-to support and welcome new and returning faculty members

-to advocate for women faculty

Based on the Caucus's mission statement, activities that have been structured and carried out in the past 3 years included the following areas:

1. Workshops for professional development

2. Wine and Cheese and annual pizza parties for the Caucus members to get together and to share fellowship

3. International Women's Day celebration:

With support from Women's Advisor to the Vice-President Academic and a small funding from the President's Office, the International Women's Day celebration in the two years of operation had yearly drawn a large number of women on campus: staff, faculty, and students. These women displayed their works or other talents and together celebrated the occasion. Unfortunately, due to time restraint, the Caucus was unable to hold the celebration this year. It is suggested that this event be continued in the future as it was apparently enjoyed by the

participants and was able to bring women on campus together to personally participate in an event apparently meaningful and interesting to them personally.

It is further suggested that if International Women's Day is celebrated in the future, consideration should be given to a request, from the President, a small financial support which was $400 in Year 2000. It was further suggested that if the International Women's Day celebration is to continue, its status should be accepted to be compatible to that accorded to the annual observance of the massacre of women Engineering students at Concordia University in Montreal.

Activities and Events Organized by the Caucus for 2000-2001

The chair reports major activities carried out by the Caucus for the period of 2000-2001 as follows:

1. The New Term Welcome Wine & Cheese Social Get-together

In September, 2000, a Wine & Cheese Party was held at University Club to greet new faculty to UVic and to welcome returning faculty. On that occasion, the Caucus also welcomed the new President, Dr. Turpin, and Ms. Laurene Clark. The occasion was marked by the attendance by a very large number of woman faculty and was apparently enjoyed by many.

2. Panel Discussion on the proposed new Salary policy was held in October, 2000.

The workshop was open to all faculty on campus. The panelists were: Tom Cleary, past President of the Faculty Association, Lyman Robinson, Vice-President Legal Affairs, Dean Anita Molzham, Social and Human Development, Dean Mike Miller, Engineering, and Acting Dean, Michael Longton, Fine Arts. Vice-President Penny Codding was also present. The workshop drew a fairly large number of faculty--males and females, from cross-disciplines. Questions, concerns, and issues about the new salary policy were raised and enthusiastically discussed.

3. Conversation with Vice-President Academic, Dr. Codding.

A meeting was held in November, 2001 for Dr. Codding to respond to the equity report, a summary of the report having been distributed to the Caucus members last year. Among the many issues discussed were:

3.1. Equity between males and females in salary: The survey found that females reported receiving lower pay than males.

3.2. Inequity in the promotion for woman faculty: Women are considered to less likely promoted given the same account of credential as man.

3.3. Workload and stress: Overwork and the resulting stress continue to be major problems among the woman faculty.

3.4. Maternal leave policy: At present, the policy does not adequately provide for faculty members.

Dr. Codding agreed to investigate further if discrepancy indeed exists between males and females in the salary distribution and the criteria actually applied for evaluating for promotion.

4. Year-end pizza party: The Caucus's traditional year-end pizza party was attended by a small number of woman faculty but served a good function of providing a gathering time for both regular and part-time faculty.

5. The completion of the Faculty research interests list: A list of faculty research and academic interest was compiled which includes a large number of faculty who responded to the request. The list includes faculty from all disciplines on campus and is hoped to be useful for faculty members seeking inter-disciplinary collaboration in teaching, research or other professional activities. The list has been distributed to the Caucus and will also be placed in the Caucus webpage.

Advocating

A concern was raised earlier this year, about the appointment of the millennium chairs. In response to the concern, Caucus Chair, Lily Dyson, wrote to Martin Taylor to express the concern. He responded with an assurance to establish a process to ensure equity in the appointment of the millennium chair.

Members of the Caucus present at the meeting comment that the letter has resulted in improvement in the current appointment of the millennium chairs and Dr. Codding has taken steps to insure equality in the selection. However, it is commented that many holes remain in the appointment and continuous efforts are needed to ensure a fair process for the appointment of the millennium chairs. Otherwise, if the decision is left in the hand of the Department Chair, unfairness may occur again.

Other Roles and Activities Assumed by the Caucus through the Chair

Lily has been attending the Equity Working Group on campus and has assisted on the following matters:

1. Assisting drafting equity policies

2. Advocating for the administrative appointment of woman and minority women. Recently, at the Equity Working Group special meeting with the President Turpin, Lily raised the issue of minority women in administration which is still far behind as they are not asked to serve on major committees such as the selection of the dean or serving as an administrator.

Discussion

Suggestions are made at the Caucus General meeting to address the issues arose from the meeting. The discussion centers on the concern over inequality. The discussion and suggestions include the following:

1. Millennium Chair Issue

Discussion

Based on the discussion above, a suggestion is made for actions.

Suggestions for Actions

The Caucus should send a follow-up letter to the Vice-President Research, Dr. Martin Taylor, in regard to the Millennium Chair position to ensure the continuous observance of equity in the selection for and distribution of the positions.

2. A follow-up of the survey on possible disparity in salary between male and female faculty

Discussion

As a follow-up discussion to the review of the equality survey conducted in 1999-2000, the following comments are made:

- Women work harder but are not promoted as easily as men. A suggestion is made that women should document their extra non-traditional academic activities such as informal Counselling. They can do so by recording the names of recipients of Counselling.
- Often women are poor negotiators. For example, an informal survey in a particular department (department name being deleted for the protection of the speaker) showed that all women never get to the top, even if they do similar research. Another example is that women often do not receive high rating for salary increment, between 3 and 4 levels. If women received a 3 ranking, there is a history that they never appeal. In contrast, men always appeal. The rating thus makes a large difference in pay over many years.
- In professional faculties, e.g., Nursing, faculty have to do a lot of supervision outside the university. This is time consuming and yet no recognition is given. As many faculty members supervise field work, time added up would count for another course. Indeed, 3 nursing faculty members approached Lily with this concern in the fall, 2000. However, in the absence of the follow-up by the faculty members, no further action was taken by the Caucus.
- Women contribute in different ways to university and yet are not rewarded for these contributions. As a result, women need to negotiate themselves for indicators of success. At present, there are inadequate indicators [for evaluation for promotion and salary] and yet they are used anyway. The question is: "How do you evaluate what is valued?" Woman faculty needs to see what is valued now. There are also all kinds of unwritten assumptions of achievement (in terms of what it is or should be).
- In some situations when women are seen as not as productive, it is often because of an unsupportive environment.

Suggestions for Actions

It is concluded that an investigation of salary equity has never been done before. Now there are enough women faculty to allow the comparison. Motions are made for the following actions:

2.1 The Caucus request that the Vice-President Academic conduct the follow-up on her promise to investigate the matter through the her office of Institutional Analysis. The analysis should include comparison of males and females by rank and service. Statistical analysis of the salary equity needs to be backed up by why women are not promoted. This is possibly because they are doing much non-traditional work such as Counselling students which does not count toward academic credentials for tenure and promotion and which male professors do not do as a rule. Additional analysis should also include a quantitative analysis of salaries including the following activities and information:

- Analysis of raw data previously not analyzed;
- Analysis that includes such as starting salaries, years of service at each rank;
- Giving teaching credit for supervision;
- Evaluating what is valued in the evaluation of the faculty's supervisory work;
- Description of the context that supports the differences in salary.

2.2 If the new analysis confirms that salary disparity between male and female faculty does exist, further actions, e.g., writing a letter, should be taken by the Caucus to pursue the matter.

2. Recruitment and Spousal Employment and Support

Discussion

With new hiring and recruitment, spousal employment and support for employment becomes important. Yet, disparity appears to exist between men and women in that:

-Women who have "powerful" husbands don't move and consequently experience no difficulty with new employment.

-As women are considered to be able to be "absorbed easily", wives are given sessional jobs when men come into the new position. However, when women are hired, husbands are often given good employment at UVic.

Suggestions for Actions

The Caucus should request the university to investigate the issue about spousal employment and support. The questions may include the following:

3.1 If women are appointed, what happens to their spouses in terms of employment with the university vs. what happens when men are appointed?

3.2 Is it true that much money is given by the University President for spousal support?

3.3. Is there a spousal policy/spousal placement policy or is it made up as the issue arises?

3. Relationships between Caucus and other Groups: Women's Advisor for Vice-President Academic

Discussion

There has been a connection between Women's Caucus and the Women's Advisor to the Vice-President Academic. Yet, the two should have two separate roles. The Women's Advisor has the added administrative responsibility. The two groups thus should be kept separate.

It was reported that originally the advisor was chosen by Caucus and the same person used to serve both as Caucus chair and women's advisor. However, the last choice was Dr. Codding's. It was felt that since Dr. Codding was financing the Caucus, she probably thought that she had right to choose the Women's Advisor.

Although it was argued whether there is a need for both positions, it was concluded that since some women's issues are administrative, the Caucus can not deal with them because it does not have an official status. It was suggested that the Caucus consult the President about the roles and relations between the Women's Advisor and the Caucus. Information about the Women's Advisor's responsibilities would help the clarification.

Suggestions for Actions

The Caucus should obtain a copy of the job description for the Women's Advisor to the Vice-President Academic.

4. Election of the Caucus Chair for 2001

Lily announced that the Chair of the Caucus is elected every year. With her nomination, Misao Dean of English Department was the only nomination. Following a brief discussion, Misao Dean was elected as chair for 2001-2001 by acclamation.

5. The Association of the Caucus with the University Administration

The question arises as to the future association of the Caucus with the administration. Misao reminds the meeting participants that the Caucus used to be under the jurisdiction of the President. However, it was switched to the VP-Academic Office. It is suggested then that the Caucus may consider returning to its past relationship with the President's office. The Chair and chair-elect are instructed to initiate the consideration and request with the President's Office.

6. Thank-you is given to Lily Dyson for serving the Caucus Chair for 3 years.

7. Other issues

7.1 Release time for Caucus chair

Lily reports that as the Caucus Chair, she has been denied release time this year by the Vice-President Academic Office despite the previous promise by the VP-Academic for the release time. Although this is not a personal concern, Lily is concerned about the precedent being set for the future Caucus chair in that there would be no release time to compensate for the responsibilities the chair assumes. It is also a concern that promised release time may also be removed by the administration at any time. The problem also impinges on the autonomy of the Caucus in that as the release time support for the Caucus is allocated by the vice-president's Office, the Caucus is under the control of that office. However, without the release time, the Caucus may not be able to find a chair. Lily seeks advice from the Caucus.

A suggestion is made to ensure the autonomy of the Caucus and to seek the affiliation with the President Office, instead of the Vice President-Academic' Office. It is also suggested to seek permanent release time for the Caucus instead of a yearly allocation for the release time which is subjected to changes in the administration.

7.2 Whether the Caucus Should Remain as an Organization

Discussion

The issue arises as to whether the Caucus should continue to exist since many of the tasks which were initiated and undertaken by the Caucus have been in place. Lily responded with the following information:

- The Caucus has been promoting inclusion by including male faculty and staff in some of the Caucus events and activities. This step should be continued as it has not been taken so far by any other organizations on campus. The Caucus should open up some Caucus events to male members to promote inclusion.
- Many sessionals and part-time faculty don't have the same social connections as regular faculty and the Caucus has served a social connection for such faculty.
- The annual wine and cheese social get-together has brought faculty together and connected faculty members, especially new ones to each other.
- The Caucus has initiated workshops and panel discussions bringing faculty together to address important issues of faculty concern.
- The "buddy system" has facilitated the smooth introduction to the campus and connection of new faculty with other faculty.
- The Caucus has acted as an advocate for woman faculty's rights such as those related to the Millennium Chair and salary inequality. These issues would not been voiced and addressed in the absence of the Caucus.

Suggestions for Actions

Lily recommends that many reasons justify the continuation of the Caucus. The decision is made that it is important for the Caucus to continue to be present on campus.

7.3 Affiliation and Financial Support for the Caucus

Discussion

- It is suggested that the President is currently reviewing funding on campus. The Caucus should seek funding from the President for its future operation.
- A question is asked that since before 1991, no money was given for supporting the Caucus, is there an advantage to being aligned with the President now for the funding support? It is replied that it matters that the President knows about the role of the Caucus. As a result, it is suggested that the Caucus be connected to the President. The Caucus, however, would be happy to remain with Vice-President Office as well.
- Questions are raised as to whether there are gains for the caucus to be associated with the administration. Lily responds by suggesting that there are advantages which include the following:

-The limited financial support provided by the administration is instrumental in providing for social activities for Caucus members and hence social networking for woman faculty.

-The release time has served as an incentive for serving as the Caucus chair.

Suggestions for Actions

7.3.1 The Caucus should continue its connection to the administration, be it the President or the Vice-President Office.

7.3.2 The Caucus needs to maintain autonomy from the administration so it can assume the role of an advocate for faculty women.

7.3.4 The Caucus should also continue its request for support from the administration. The support should be made on a multi-year commitment for release time, instead of a single year request.

7.3.5 The above request should be made before July 1 as the new fiscal budget has ready begun.

7.3.6 Make the request directly to the President

7.3.7 Write a letter to Vice-President Academic to welcome her to join the Caucus.

7.4 Market supplement

Discussion

It is reported that a new phenomenon has arisen in that to obtain a pay raise, a faculty member often must obtain a job offer from somewhere else. This is increasingly practiced in Science and Engineering. Similarly, to recruit new faculty, the university often must offer candidates a large pay. Discretionary funds thus have apparently been made available for retention and recruitment. This is in a way unfair to "old" faculty who are loyal to the university since their salary is not as

high as newly hired faculty or those who have obtained offers from other universities. There needs to be a policy in place for fair treatment in this regard.

A related issue is that despite the practice of market supplement, the practice does not extend to existing faculty members working outside UVic campus. An example is Nursing where there are members who work in Vancouver and yet continue to be at the same salary level as for UVic. This happens despite the substantially higher pays of UBC faculty in comparison and the higher living cost in Vancouver.

Suggestions for Action

- The Caucus should investigate the market supplement issue further and pursue the issue further.
- Woman faculty should take the same action to secure a job offer as a bargaining tool for obtaining salary increase.

Communication:

At the Annual General Meeting, April, 2001. The issue about the practice of equity in the appointment of Canada Research Chair was re-visited. The discussion concluded with the instruction for the Caucus Chair to obtain reassurance from Vice-President Research for the continuous practice of equity in the appointment of Canada Research Chair. Vice-President Research, Dr. Martin Taylor, responded by a letter to the Caucus Chair, Lily Dyson, his reassurance that a process has been in place for the selection of the Canada Research Chair based

on equity. The letter is as shown

MEMORANDUM

Office of Vice President Research
University of Victoria

To: Dr. Lily Dyson
Chair, Faculty Women's Caucus

From: Martin Taylor
Vice-President, Research

Date: June 13, 2001

Re: Process of Appointment for Canada Research Chairs

Thank you for your memorandum of June 06, 2001 as a reminder to continue efforts to ensure an equitable process in the appointment of research chairs. I will assure you and members of the Faculty Women's Caucus that equity consideration is ongoing in the Canada Research Chair appointment process.

You may be interested to know that the CRC website and specifically their Questions and Answers page on Program Information recently included this question which assures that at that level consideration for equity is underway.

> *Why did so few women receive Chairs in the first and second rounds of selection?*
> *45 women were nominated for Chairs in the first round and the second round. Out of the 291 Chair recipients in the first and second rounds, 41 are women (20 Tier 1 Chairs and 21 Tier 2 Chairs). The Canada Research Chairs Secretariat is preparing a detailed analysis of the situation; the Canada Research Chairs Steering Committee will recommend that universities pay special attention to this issue.*

I am very pleased to inform the Faculty Women's Caucus, that Dr. Neena Chappell, Director of the Centre on Aging has recently been appointed as a Canada Research Chair for the University of Victoria. She will take up her appointment July 01, 2001.

If you have any further questions or require further information please do not hesitate to contact me.

/la

below: