



The Brody Women Faculty Committee Newsletter

January 2011

“Substance, Style and Savvy: Effective Female Leadership”

Karen McNeil-Miller, president of the Kate B. Reynolds Charitable Trust, spoke to the Brody Women Faculty Committee on December 2nd, 2010.

In her helpful and inspiring talk, McNeil-Miller discussed some of the fundamentals of leadership. She noted that focusing on one’s strengths is a good tool for success, but that those in leadership positions must also work on addressing their weaknesses and on developing new skills and talents. Being successful in a leadership position may require skills that weren’t needed to get into that position, making a desire for personal growth and development vital to effective leadership. McNeil-Miller also emphasized that small changes can produce big downstream effects, so that even ambitious projects may be more manageable than they seem at first.

McNeil-Miller also noted some aspects of leadership that are likely to pose particular challenges for women. First, women tend to seek authenticity: we want there to be harmony between our beliefs and values and our actions. This can be accomplished by examining our own perspectives, evaluating whether our actions align with them, and making changes when they do not. Secondly, women seek to integrate the various roles we may play in our lives into a coherent whole. Establishing priorities and boundaries and taking time for reflection can help promote

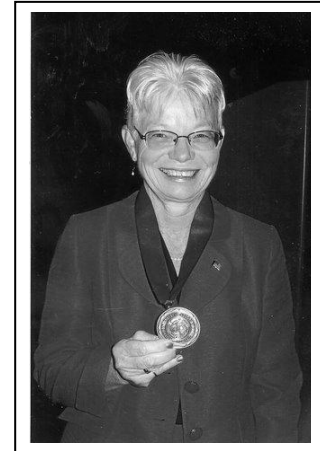
this goal. Third, women leaders may feel uncomfortable taking control in certain situations, which may be able to be addressed by taking advantage of available networks and alliances and by focusing on small victories. Fourth, McNeil-Miller noted that forging close relationships is of particular importance to women and that being in a leadership position can be isolating. By cultivating new relationships, seeking mentorship, and becoming involved in our communities, we can meet this need. Finally, women often want to understand ourselves in the context of the world around us, which can be accomplished by soliciting feedback and maintaining an awareness of our environments. In conclusion, our speaker highlighted how important it is for women to actively seek out challenging assignments in order to develop our leadership abilities. Overall, her comments offered attendees an opportunity for insight and reflection on how to become more effective leaders.

MARK YOUR CALENDAR!
the
**2011 Women in Science and
Medicine Conference**
will be held
April 12th, 2011, 12:00-5:00pm



Congratulations to

Dr. Kathy Kolasa, Department of Family Medicine
on being awarded the American Dietetic Association's prestigious Medallion Award. The Medallion Awards have been given by the ADA since 1976 to recognize outstanding service and leadership to ADA and the dietetics profession. *From the press release:* "Kolasa is an authority on incorporating technology into nutrition education; prevention of childhood obesity; and nutrition education for medical students and physicians. A colleague says she is 'defined by developing and advocating for innovative approaches and resources focusing on encouraging people to develop healthy lifestyle habits.'" (See photo)



Dr. Claudia Daly, Department of Emergency Medicine
on being awarded the status of Fellow by the American Academy of Family Physicians and on passing the American Academy of Urgent Care Medicine Boards

Dr. Qing Cao, Department of Family Medicine
on receiving a 5-year Geriatric Academic Career Award from DHHS's Health Resources and Services Administration. Her research will focus on hospice and palliative care.

Dr. Maria Ruiz Echevarria, Department of Internal Medicine
on receiving a 3-year AREA grant from the NIH's National Cancer Institute to study the role of TMEFF2 in prostate cancer development.

Dr. Kathy Verbanac, Department of Surgery
on the publication of her article, "Long Term Follow-up Study of a Prospective Multicenter Sentinel Node Trial: Molecular Detection of Breast Cancer Sentinel Node Metastases" [Verbanac K, Min CJ, Mannie AE, Lu J, O'Brien K, Rosman, M, Tafra L, ECU/AAMC Sentinel Node Study Group (2010), *Annals of Surgical Oncology* 17:S368-377.] <http://www.springerlink.com/content/b7480w02998w2678/>

Dr. Elaine Cabinum Foeller, Department of Pediatrics
On her acceptance into the 2011 ECU Chancellor's Leadership Academy.

**Have you had a paper accepted for publication recently? Had a grant funded? Been appointed to a committee or board? WE WANT TO KNOW!
Send your accomplishments to Janet Malek (malekj@ecu.edu).**



Upcoming BWFC Events

January BWFC Meeting:
Business Meeting
January 19th, 2011
12:00-1:30pm in 2W-38
Lunch will be served.
Please RSVP to malekj@ecu.edu

Save the Date – Our February meeting will be held on *February 23rd, 2011*, 12:00-1:30p. *Phyllis Horns, Lisa Sutton, and Taffye Benson Clayton* will be participating in a panel on Institutional Mechanisms for Achieving Equality for Women.

Opportunities

Executive Leadership in Academic Medicine: Program for Women – 2011-2012. This year-long program run by the Drexel University College of Medicine “advances knowledge and skills in strategic finance, personal and professional leadership effectiveness, and academic organizational dynamics by applying readings and classroom instruction to simulation activities and, most importantly, to leadership work with senior mentors in each of the sponsoring organizations. Upon graduation, each ELAM Fellow becomes part of an international network of alumnae who continue to support each other and their organizations.” Contact Janet Malek for more information (malekj@ecu.edu).

Of Possible Interest

PAD Workshop – Preparing a Personnel Action Dossier, January 21, 2010, 1:00-4:00pm in Mendenhall Room 244. The compilation and presentation of one's professional achievements influence promotion, tenure, and reappointment decisions. This workshop will provide faculty with the most recent guidelines and a clear plan for preparing their Personnel Action Dossiers (PAD) to support career advancement goals. There will be time for individual faculty questions.

Writing or requesting a letter of recommendation? Check out the results of a recent study, “demonstrating that female applicants were more likely to be described with communal terms (e.g., affectionate, warm, kind, and nurturing) than male applicants. Letters of recommendation for female applicants also mentioned more social–communal terms, such as student(s), child, relative, and mother. In contrast, male applicants were more likely to be described in agentic terms (e.g., ambitious, dominant, and self-confident) than were female applicants...*[further results] revealed that communal characteristics were negatively related to hireability ratings* and that the communal ratings mediated the relationship between applicant gender and hireability ratings for a research-oriented university.” See the full article: Madera, JM, Hebl, MR, and Martin, RC. 2009. Gender and letters of recommendation for academia: Agentic and communal differences. *Journal of Applied Psychology* 94(6); 1591-1599.

Sometimes the best man for the job isn't.

~Author Unknown