



The Brody Women Faculty Committee Newsletter

February 2011

BWFC 2010-2011 Initiative Update

At our January business meeting, we reviewed our progress on accomplishing the items on our 2010-2011 "To-Do List."

Members of the committee have put together a report with current statistics for women faculty employed at BSOM and information about recent hiring trends. Methods of disseminating this report were discussed and the group agreed to follow Dean Cunningham's suggestion to meet individually with department chairs to discuss this information and other related topics.

Members of the committee have also gathered data on the representation of women on ECU and BSOM committees. We agreed to determine which committees are most in need of female representation and to then focus our efforts on those committees.

The first meeting of the pre-tenure mentorship group was held January 27th. Participants and mentors discussed how to put together a PAD and covered other aspects of the tenure review process. They reported that the gathering was very valuable!

The program committee is working to put together the Women in Medicine and Science Program, to be held April 12th from noon to 5pm. Janet Bickel, a nationally recognized expert in faculty, career, and leadership develop will be keynoting and facilitating the conference.

The BWFC has raised \$700 from individual member donations toward supporting a BWFC Summer Scholar through the BSOM Summer Scholars program. Members of our group also organized a successful fundraiser, held February 3rd at Winslow's Deli. A good time was had by all!

In other news, the BWFC website will be up and running soon. Members of the committee have distributed a survey to female clinicians to get a better understanding of how our group can reach out to these faculty members. The group also discussed the need to write committee bylaws and members volunteered to take on this important project.

Many, many thanks to all of the BWFC members who have put their time and effort into these important initiatives. Through your contributions, the BWFC is making great progress in accomplishing its goals for this year and in making a difference for female professionals at the BSOM!

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

Your Attention, Please!

Register Now for the 2011 Health Sciences Author Recognition Awards. This program provides an opportunity for both faculty and staff to be honored for their published research and scholarly contributions to their area of study. The awards ceremony will be held on the evening of November 15th at the Greenville Hilton. All Health Sciences faculty and staff who have been published in books and peer reviewed journals between July 1, 2010 and June 30, 2011 are eligible to submit registration. For more information, please see www.ecu.edu/laupuslibrary/HSAR.

Congratulations to Marian Swinker, Rachel Roper, and Janet Malek on their election to the ECU Faculty Senate and to Mary Gilliland, Folashade Jose, and Maria Ruiz-Echevarria on their election as Faculty Senate Alternates!

Accomplishments – Have you had a paper accepted for publication recently? Had a grant funded? Made a contribution through community service? Been appointed to a committee or board? **WE WANT TO KNOW!** Send your accomplishments to Janet Malek (malekj@ecu.edu) and we will help get the word out.

Upcoming BWFC Events

February BWFC Meeting:
**Institutional Mechanisms for
Achieving Equality for Women**
*With panelists Phyllis Horns, Paula Daughtry,
and Taffye Benson Clayton*

February 23rd, 2011
12:00-1:30pm in 2W-38
Lunch will be served.
Please RSVP to malekj@ecu.edu

Save the Date – Our March business meeting will be held on *March 10th, 2011, 12:00-1:30p.*

Opportunities

Submit a Poster for The Committee on the Status of Women's symposium: *Women's Issues: 100 years back, 100 days forward*, to be held *April 13th, 2011, 4:30-6:30p*. The symposium is designed to highlight the work of ECU faculty on women's issues. Posters may be submitted in a variety of categories: scholarship/research, curriculum development/educational material, or service projects. The deadline for submission of a 250-word abstract of the poster is March 12th. Please contact Maria Clay (clayma@ecu.edu) for more information.

Looking for Mentorship? Consider applying for BSOM's INSPIRE program (INclusion, Support, Professional development, Retention, Enrichment). The program consists of four components: Peer Mentoring; Leadership Development; the Certificate in Medical Education program and; a Mentoring Committee for each participant. Oversight for INSPRE activities will be provided by an advisory group consisting of BSOM administrative leaders, faculties, a participant representative, and assigned program staff. Entry into the program will be the choice of the department chair in consultation with the potential participant. Please contact Roytesa Savage (savagero@ecu.edu) for more information.

Of Possible Interest

Understanding current causes of women's underrepresentation in science by *Stephen J. Ceci and Wendy M. Williams*. **Abstract:** "Explanations for women's underrepresentation in math-intensive fields of science often focus on sex discrimination in grant and manuscript reviewing, interviewing, and hiring. Claims that women scientists suffer discrimination in these arenas rest on a set of studies undergirding policies and programs aimed at remediation. More recent and robust empiricism, however, fails to support assertions of discrimination in these domains. To better understand women's underrepresentation in math-intensive fields and its causes, we reprise claims of discrimination and their evidentiary bases. Based on a review of the past 20 y of data, we suggest that some of these claims are no longer valid and, if uncritically accepted as current causes of women's lack of progress, can delay or prevent understanding of contemporary determinants of women's underrepresentation. We conclude that differential gendered outcomes in the real world result from differences in resources attributable to choices, whether free or constrained, and that such choices could be influenced and better informed through education if resources were so directed... *Addressing today's causes of underrepresentation requires focusing on education and policy changes that will make institutions responsive to differing biological realities of the sexes.*" Check out the full article: <http://www.pnas.org/content/early/2011/02/02/1014871108>

Help Bridge the Gender Pay Gap...Ask for a raise! Listen to the NPR story featuring Linda Babcock on the importance of learning negotiation skills: <http://www.npr.org/2011/02/14/133599768/ask-for-a-raise-most-women-hesitate>

Sometimes the best man for the job isn't.

~Author Unknown