



The Brody Women Faculty Committee Newsletter

October 2011

Highlights of Sept. Meeting “Reviewing Mission and Bylaws”

About 30 women attended the first BWFC business meeting on September 20th. We began the year by introducing new officers, a quick review of the membership statistics and member interests. Career development is at the top of the list for 70% of the membership; however, teaching, research and social activities are close seconds.

Maria Clay took the floor to discuss opportunities to promote social/networking activities for new and junior BSOM faculty. Dean Cunningham joined the discussion and Jamie DeWitt and Stephanie Jilcott volunteered to plan the first event. Contact Jamie or Stephanie to help or with suggestions.

Next we moved on to a full discussion devoted to a review of the BWFC Mission Statement and the newly drafted Bylaws. Two topics of importance to any committee: 1) Is our mission statement appropriate? 2) Do we need a set of bylaws, or an internal set of rules to guide our organization? After a few minor word changes, we deemed our mission statement as appropriate for the organization. The revised mission statement will be confirmed at the November business meeting.

By definition, a bylaw is a rule or law governing the internal affairs of an organization. As a recognized group within the BSOM, the BWFC needs a set of bylaws to formalize procedures for identifying members, electing officers, and administering meetings. All present agreed that a set of bylaws would

strengthen our organization by codifying the body of customs that we currently follow. Three issues dominated our discussion. First, how should we define the membership of the BWFC? Our mission statement articulates that the BWFC “...will provide a forum for all women professionals at BSOM...” We asked what defines a woman professional? Does it include staff? Postdoctoral fellows? Graduate/medical students? The group agreed that a woman professional is limited to faculty and staff but postdoctoral fellows and graduate/medical students were welcome to attend BWFC events as non-voting members. Second, we wondered, should our organization reflect a broader membership than the BSOM? Should we include women professionals from the School of Dental Medicine? Nursing? The Laupus Library? The entire health sciences campus? And third, if we broaden our membership, should we change our name to reflect a broader membership base? The discussion of these last two questions will continue at our November business meeting as we continue to create the bylaws for our organization. Jamie DeWitt and Lorita Rebellato volunteered to edit the documents and provide a revised copy before the November meeting.

Finally, we quickly reviewed our goals for the 2011-2012 year. Most are a continuation of “action items” identified at the 2010 Retreat and include:

2011-2011 To Do List

- Make BSOM faculty more aware of EEO requirements. Advocate for convenient and effective training schedules
- Disseminate women faculty hiring/retention data through website & meeting with Dept. chairs
- Gather data on current representation of women on BSOM committees and post on website
- Continue mentoring group for pre-tenure women
- Continue outstanding programming
- Organize an excellent 2012 Professional Leadership in Science & Medicine conference
- Continue meetings with the dean and newsletter
- Continue to give the Brody Women Faculty Advocacy Award
- Provide support for BWFC website and Linked-In site
- Continue and expand support for the BWFC Summer Scholars
- Increase the number of clinical faculty involved in the BWFC
- Improve recognition of the accomplishments of women at BSOM
- Increase bicycle and pedestrian awareness

Upcoming BWFC Events

Please mark your calendars for the **BWFC meeting October 20th**, 12:00 – 1:30 in Brody 2W-38. Beth Velde, PhD, OTR/L will be presenting the program “Effective Communication: What is the Message? Your participation is welcome, even if you come late or must leave early. Lunch will be served. So please RSVP to Karen James (jameska@ecu.edu) by Friday, October 14th.

Your Attention, Please!

Accomplishments

Congratulations Ruth Schwalbe (Dept. of Biochemistry) and Kathy Verbanac (Dept. of Surgery). Both women were nominated and elected to a four year term on the BSOM Promotion and Tenure Committee.

Congratulations Jitka Virag (Dept. of Physiology). The manuscript “Coronary Artery Ligation and Intramyocardial Injection in a Murine Model of Infarction” by Jitka Virag and Robert Lust was recently published by JoVE (Journal of Visualized Experiments). Take a look at the video(see link below):
<http://www.jove.com/Details.php?ID=2581>

Congratulations Lorita Rebellato (Dept. of Pathology). Lorita was elected for the 2011-2014 term as a member of the American Society for Histocompatibility & Immunogenetics Board of Directors.

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 Barbara Muller-Borer (mullerborerb@ecu.edu) and we will help get the word out. Please refer to the BWFC Website for current information.

www.ecu.edu/cs-dhs/bwfc/

Resources

The BWFC lending library is located in Brody 2N-72E. A sampling of books include:

- “CAREER STRATEGIES FOR WOMEN IN ACADEME” by Lynn Collins
- “CHANGING THE CULTURE OF ACADEMIC MEDICINE 2010” by Linda Pololi
- “HOW REMARKABLE WOMEN LEAD 2009” by Joanna Barsh
- “LEADING FROM THE FRONT” by Angie Morgan and Courtney Lynch
- “THE POWER OF FOCUS FOR WOMEN” by Fran Hewitt
- “WHAT’S HOLDING YOU BACK?” by Linda Austin

Please contact Barbara Muller-Borer (mullerborerb@ecu.edu) if there are additional books or references that you would like added to this collection.

Opportunities

INSPRE Program – Tenured BWFC members have been asked to participate in the INSPRE program. The goal of this program is to provide skills to move faculty through the academic program and to help develop a rich and diverse BSOM. Please contact Barbara Muller-Borer (mullerborerb@ecu.edu) if you would like more information or can volunteer your time and attend one or more of the scheduled meetings (see list below).

Calendar for Peer Mentoring Sessions –5:30pm - 7:00pm – Food Provided

- October 11, 2011** – Mentoring
- November 8, 2011** – Essentials of Education
- December 13, 2011** – Career Management I
- January 10, 2012** – Career Management II
- February 7, 2012** – Time Management
- March 13, 2012** – Essentials of Leadership
- April 10, 2010** – Negotiation
- May 8, 2010** – Feedback and Sensitive Issues
- June 12, 2010** – Project Management/Meeting Management/Closure

BWFC Professional Development Award – Apply for our Brody Women Faculty Professional Development award, intended to advance the professional development and leadership abilities of women at BSOM. Take advantage of this great opportunity to get support to go to a meeting or program that could make the difference in your career! For example, consider attending:

The Mid-Career Women Faculty Professional Development Seminar – December 2011
<https://www.aamc.org/meetings>

The Early Career Women Faculty Professional Development Seminar – July 2012
<https://www.aamc.org/meetings>

For more information contact Barbara Muller-Borer (mullerborerb@ecu.edu)

Goings-On of Possible Interest

The Brody Women Faculty Committee is offering a personalized Promotion and Tenure PAD mentoring workshop Nov 3 at 5 pm, Brody 5E114.

We want YOU to SUCCEED in gaining promotion and tenure, and we are here to help. Please come and hear a brief introduction on preparation of your Personnel Action Dossier (PAD), meet successful tenured women faculty (clinical and basic science) and administrators who can help/mentor you, and review and ask questions about actual PADs. Lisa Sutton (Asst VC for Personnel) will prepare personalized documents for you.

Agenda

5:00- 5:10 sandwiches provided

5:10-5:20 introduction by Ann Sperry PhD and Elaine Cabinum-Foeller MD

5:20-5:30 advice from Lisa Sutton and Rachel Roper, PhD

5:30 - ?? review an example PAD, questions, small groups

Please RSVP to Rachel Roper (roperr@ecu.edu) this will help us plan for materials and refreshments (you are welcome to attend even if you don't RSVP).

Office of Faculty Excellence – October Sessions

PAD Workshop – October 19th 2011, 4 – 5:30 PM, Brody 2W-38. Personnel Action Dossier Workshop for Tenure and Promotion.

SAS Introduction – October 17th, 9:00 – 11:00 AM. This workshop will teach participants the basics in SAS programming. Topics to be covered include data input and importing; sorting, transforming, splitting, and merging of data; descriptive statistics; simple t-tests; and the exporting of data and output into a Microsoft Office recognizable format. No background in SAS required but basic knowledge of computer programming is a plus.

Gender to a Tea – Fall 2011. Holly Mathews has lined up a stimulating group of speakers for the Gender to a Tea series for Fall 2011. The Gender to a Tea series is a Faculty Lecture Series in Women's and Gender Studies designed to help gender-focused researchers by fielding questions from attendees about the presenters' ongoing, unpublished research. It is an informal setting in which we can engage in informal and stimulating discussion. So bring your lunch and join us at 1 pm in Bate 1006 on each of the following days

Wednesday, October 26: Anna Froula (English): "Operation Iraqi Stephen': Mr. USO's Commando Masculinity,"

Wednesday, Nov. 30: Jayne Geissler "Retention Rates by Gender at ECU"

If you are interested in presenting ongoing gender-related work to this group, please contact Holly at mathewsh@ecu.edu . She is setting up the Spring schedule.

2011-2012 BWFC Officers & Support

Chair - Barbara Muller-Borer (Cardiovascular Sciences)

Chair-elect – Jamie DeWitt (Pharmacology & Toxicology)

Past Chair – Janet Malek (Bioethics & Interdisciplinary Studies)

Program Chairs - Yan-Hua Chen (Anatomy & Cell Biology), Karen Oppelt (Comparative Medicine)

Secretary – Lorita Rebellato (Pathology & Laboratory Medicine)

Administrative Support – Karen James (Faculty Development)

Webmaster – Kelly Warren (Anatomy & Cell Biology)