



# The Brody Women Faculty Committee Newsletter

December 2011

## “Challenges of Managing and Promoting Diversity within a department – What can the BWFC do to help?”

BSOM Department Chairs Ron Perkin, Phil Pekala, Ted Delbridge and David Taylor took time from their busy schedule to participate in our December 10<sup>th</sup> panel discussion on *“Challenges of Managing and Promoting Diversity within a department – What can the BWFC do to help?”*.

The discussion began with each panel member providing an overview of:

- A. What is your definition of departmental diversity?
- B. What is your biggest challenge with respect to managing and promoting diversity within your department?
- C. In what area do you think the BWFC could help you?

This was the beginning of an informative and insightful dialogue on the challenges of recruiting and retention, promotion and tenure, diversity training and managing diverse populations in both clinical and basic science departments. When asked how the

membership of the BWFC could help, action items included:

- Explore options to extend the P&T clock for all faculty. Clinical demands and funding climate were challenges identified by panel members.
- When recruiting faculty, advocate for employment assistance for trailing spouse. What resources can ECU provide?
- Social initiative to improve recruitment and retention. Advocate for a resource (i.e. office or website) of activities, community information, etc in Greenville and Eastern North Carolina.

As the panel discussed their definitions of diversity it became evident that diversity in departments while often focused on gender or race balance also includes balancing tenure track, clinical track and fixed term faculty appointments. Clearly this meeting was the beginning of a dialogue that is sure to benefit all BSOM faculty and staff.

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## BWFC Mission and By-Laws Update

The BWFC met in November to review and discuss the BWFC Mission Statement and draft of the By-Laws prepared by Jamie DeWitt and Lorita Rebellato, with input from the BWFC executive committee. These documents are a work in progress. Jamie agreed to lead the subcommittee as they edit a new draft to be reviewed at the BWFC January meeting. In addition, during the November BWFC monthly meeting with the Dean, he commented that “the mission MUST clearly define the BWFC’s role within the BSOM and describe how the BWFC creates possibilities for our members (i.e., why would women professionals choose to belong to the BWFC?). Our mission must be aligned with the BSOM mission.” The subcommittee members include Jamie DeWitt, Lorita Rebellato, Rachel Roper, Kathy Verbanac,

Folashade Jose and Danielle Walsh. If you would like to participate on this subcommittee please contact Jamie DeWitt. A revised draft will be distributed to the membership for review before the January meeting.

Thanks to the subcommittee for their commitment and time in drafting these documents.

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## Upcoming BWFC Events

Please mark your calendars for the **BWFC business meeting January 17th**, 12:00 – 1:30 in Brody 2W-38. We will be reviewing the BWFC mission statement and draft of By-Laws and discussing “action items” identified during the Chairs Roundtable. 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](mailto:jameska@ecu.edu)) by Friday, January 13<sup>th</sup>.

**Save the Dates** - Joint meeting with the Vice Chancellors Diversity Initiative **February 15<sup>th</sup>**.  
- Professional Leadership in Science & Medicine Conference, **April 18<sup>th</sup>, 12 - 5**  
(details coming soon)

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## Your Attention, Please!

**Thank you Rachel Roper!** Rachel organized a Promotion and Tenure PAD mentoring workshop on Dec 7<sup>th</sup> for PhD and MD faculty. Seven faculty going up for tenure attended the workshop led by 7 tenured faculty members. In addition, Lisa Sutton prepared individual timelines for each faculty member approaching tenure and distributed guidelines and information. Thanks to all for a very successful event!

### Accomplishments

**Check out the new ECU-TV series** “Research Matters.” Go to: [www.ecu.edu/ecutv](http://www.ecu.edu/ecutv) and click: **“ECU-TV On Demand”** In this episode, meet **Barbara Muller-Borer, Ph.D.** Her research focuses on the study of cell-to-cell communication in heart tissue under normal and disease conditions. One area of particular interest is studying cell-to-cell communication in donor cells after they are used in cell transplant therapies. Her lab uses specialized microscopy, along with a unique electrode array device, to visualize and measure the changes in electrical signals in the heart cells being studied.

**Congratulations Jamie DeWitt!** Ian Bryan, a biology/chemistry undergraduate student in Dr. DeWitt’s laboratory was awarded an Undergraduate Research and Creativity Award for 2011. These awards are to fund faculty-mentored research and creative activity by undergraduate students. Sixty-five completed applications were reviewed and thirty awards were made.

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](mailto: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/](http://www.ecu.edu/cs-dhs/bwfc/)

## 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. We are still in need of volunteers. Please contact Barbara Muller-Borer ([mullerborerb@ecu.edu](mailto: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**

**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

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## BWFC Summer Research Scholar

Quick facts about the BWFC Scholar Fund:

- The Summer Biomedical Research Program (SBRP) provides undergraduates with research experience and career building activities
- BWFC members have sponsored a total of 4 Scholars over the past 2 years
- Donated funds will provide the BWFC Scholar with a living expense stipend of \$2,400 (\$7.50/hr)
- The Vice Chairs of Diversity Initiatives (VCDI) will match BWFC donations up to \$4,800
- The female ECU undergraduate scholar(s) will be selected by the BWFC Executive Board

You can give online at: <http://www.ecu.edu/devt/>. Select “online giving” then choose your designations (Medical & Health Sciences Foundation Account #859) and enter your gift amount.

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## Good Advice (Submitted by Danielle Walsh)

### **Be The Buffalo!**

Wilma Mankiller, the first ever female chief of the Cherokee nation (and owner of one of the best surnames in history) once said, “Cows run away from the storm while the buffalo charges toward it – and gets through it quicker. Whenever I’m confronted with a tough challenge, I do not prolong the torment, I become the buffalo.”

Good advice for those challenges in life.

### **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)