



The Brody Women Faculty Committee Newsletter

February 2012

Highlights of BWFC Joint Meeting with the VCDI

The February BWFC meeting was the first joint meeting with the Vice Chairs of Diversity Initiatives (VCDI) to discuss the challenges of recruiting and retaining a diverse faculty and opportunities for diversity training for chairs, faculty and search committees.

Educating the meeting participants about diversity and diversity policies was the initial goal. Rukiyah Van Dross provided an excellent overview of Diversity Standards and Definitions as defined by the AAMC, NIH, ECU and BSOM. She noted that the NIH continues to encourage institutions to diversify their student and faculty populations and increase the participation of individuals currently underrepresented in the biomedical, clinical, behavioral, and social sciences.

Underrepresented racial/ethnic groups in science include African Americans, Hispanic Americans, Native Americans, Alaskan Natives, Hawaiian Natives, Pacific Islands Natives. ECU and the BSOM Diversity Action Plans are focused on increasing the representation of diverse persons among the faculty, administration, and staff while maintaining the BSOM mission to enhance access of minority and disadvantaged students to a medical education.

The group then focused on evaluating a tool that could be used as a diversity training opportunity for Search Committees and Department Chairs. We broke into small groups to review two "discussion scenarios" recently presented at a Diversity Seminar for

ECU faculty and staff. We ended with a discussion of the pros and cons of using the scenarios effectively. For copies of the scenarios as well as a checklist for a hiring department and its chair contact Barbara Muller-Borer (mullerborerb@ecu.edu). In addition, a video exploring hidden bias, available through the AAMC, and relevant to recruitment needs at BSOM can be found at: https://www.aamc.org/initiatives/leadership/recruitment/178420/unconscious_bias.html (about 25 minutes) and Implicit Association Test: <https://implicit.harvard.edu/implicit>

What's next? The BWFC and VCDI plan to continue to hold joint meetings to further the dialogue and initiatives to achieve faculty diversity at BSOM. In addition a Faculty Diversity Subgroup is seeking volunteer members to evaluate training tools for Search Committees and Department Chair and develop strategies and programs to increase the number of women and minority faculty at the BSOM. We are coordinating these efforts with the Office of Diversity Affairs (Todd Savitt, Assistant Dean of Diversity). For more information contact Barbara Muller-Borer (mullerborerb@ecu.edu), Rukiyah Van Dross (vandrossr@ecu.edu) or Chanel Arrington (arringtonc@ecu.edu).

Upcoming BWFC Events

Please mark your calendars for the **BWFC Business meeting March 13th**, 12:00 – 1:30 in the **OLD LAUPUS LIBRARY**. Margaret Wirth, director of the Center for Science, Mathematics and Technology Education will present an overview the STEM² program (initiative to encourage girls to pursue advanced math and science in high school). We will review the final BWFC mission statement, draft of By-Laws and discuss outcomes of the Joint meeting with the Vice Chairs of Diversity Initiatives. Your participation is welcome, even if you come late or must leave early. Lunch will be served. Please RSVP to Karen James (jameska@ecu.edu) by Friday, March 9th.

SAVE THE DATE! Professional Leadership in Medicine & Science Program (formerly Women in Science and Medicine Conference), “*Career Mapping and Positivity*” with Presentations by Monica Leach, PhD, “*Career Mapping & Personal Choices*” and Kathy Sprau, “*It’s All About Me... I Can Make a Positive Difference*”. **April 18th, 2012, 12:00 – 5:00 ECHI**. Details to follow.

Mark your Calendars: the **Brody Women’s Faculty Committee** is sponsoring a **Fundraiser for the Brody Summer Biomedical Research Program** for undergraduate students **March 20-22 from 11am-2pm**. Our goal is to raise enough money to fund two scholars – one female Brody Women’s Faculty Scholar and one male or female Brody Alumni Scholar. The fundraiser will be held on March 20-22 from 11am-2pm in the Brody Hallway. Donations will be collected during these times, and donors will be entered to win door prizes! Door prizes include: Kindle e-reader, 2 rounds of golf at Ironwood, one-hour massages (2), Carolina Mudcats family 4-pack tickets, ECU Baseball tickets, ½ day kayak rentals, multiple restaurant and retail gift cards, wine, beer, and cooking lovers baskets, and MORE! With a \$3 donation, donors will get one ticket to enter; a \$5 donation gets two tickets to enter and so on. Stay tuned for more details!

Your Attention, Please!

Accomplishments

Congratulations Cheryl Knudson (Department of Anatomy & Cell Biology). Cheryl B. Knudson, Ph.D. was elected to the office of Treasurer for the International Society for Hyaluronan Sciences. In addition, Dr. Knudson joined the Board of the journal *BBA – Molecular Cell Research*.

Pursuit of Discovery Podcast Featuring Isabelle Lemasson (Department of Microbiology & Immunology). Dr. Lemasson shares her research about the human T-cell leukemia virus type1, HTLV-1, focusing specifically on the protein HBZ http://www.ecu.edu/cs-admin/mktg/pursuit_of_discovery_lemasson.cfm

Congratulations Yan-Hua Chen (Department of Anatomy & Cell Biology). Dr. Chen’s lab recently published a paper in *Gastroenterology*. The manuscript “**Inflammation and disruption of the mucosal architecture in claudin-7-deficient mice**”, authors Lei Ding, Zhe Lu, Oded Foreman, Rodney Tatum, Qun Lu, Randall Renegar, Jian Cao, and Yan-Hua Chen, was highlighted in the February publication (2012 Feb;142(2):305-15. Epub 2011 Oct 29). *Gastroenterology* is ranked #1 of 71 journals in the Gastroenterology and Hepatology category with an Impact Factor of 12.

Congratulations Elaine Cabinum-Foeller (Department of Pediatrics). Dr. Cabinum-Foeller was elected to serve as a co-chair of the Intentional

Death Prevention Committee of the North Carolina Child Fatality Task Force. She is an appointed member of the NC Child Fatality Task Force (since 2005) and elected to serve a two year term. The Intentional Death Prevention Committee is one of three committees of the CTF, the other two are Unintentional Death and Perinatal Health.

Congratulations Anne Marie Nye (Department of Family Medicine). Dr. Nye was selected as a Fellow of the American Geriatric Society (AGSF).

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/

Volunteers Needed!

Consider volunteering to serve on the BWFC executive committee for 2012-2013. Open positions for Program chairs, Chair elect, and Secretary/Treasurer (contact Jamie DeWitt for more information).

2012 BWFC Faculty Advocacy Award

Nomination for the 2012 BWFC Faculty Advocacy Award are due March 23rd. (contact Jamie DeWitt for nomination application). The Brody Women Faculty Advocacy Award recognizes individuals who have demonstrated leadership in promoting, encouraging or implementing policies to facilitate the professional development of women faculty and/or students. Self nominations are welcome.

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

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

Goings-On of Possible Interest

Bridges Information Session

What is BRIDGES?

BRIDGES is an intensive professional development program for women in higher education who seek to gain or strengthen their academic leadership capabilities. It is designed to help women identify, understand, and move into leadership roles. Through the program, participants

- develop insights into leadership, with a particular focus on the special skills and attributes women bring to their leadership roles
- acquire an understanding of the many facets of colleges and universities

- refine and improve their interpersonal and cross-cultural communication skills
- network and develop a means for their personal and professional development to benefit themselves and their institutions.

Who should consider applying to the program?

Women from institutions of higher education who want to position themselves for advancement:

- faculty interested in developing their leadership skills or looking to move into academic administration
- administrators and staff with managerial and supervisory responsibilities

More than thirty ECU women have completed the program; several of them will be present to share their experiences with you at two information sessions:

- Monday, March 19th @ 3:30 BATE 1300
- Tuesday, March 20th @ 3:30 BATE 1300

For more information contact Maggie O'Hara (oharam@ecu.edu).

Sedona Intro- West Campus BSOM, 4:00 – 5:30, March 8th, 2012.

Contact the Office for Faculty Excellence for registration information.

Dr. Danielle Walsh will be presenting a lecture on **Women Surgeons of the 19th Century** on **March 26th** at the Laupus Library.

Gender to a Tea – Spring 2012. Summer Wisdom has lined up a stimulating group of speakers for the Gender to a Tea series for Spring 2012. The Gender to a Tea series is a Faculty Lecture Series in Women's Studies program 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

****Friday, March 30:** Joyce Middleton and Nicole Sidhu (Department of English and Ethnic Studies) Group Discussion of the Topic: *“Is Multiculturalism Good for Women?”* **4-6 p.m., Brewster B104**, with refreshments.

Wednesday, April 4: Jayne Geissler (Executive Director for Retention Programs and Enrollment Services) *“Retention Rates of Male and Female ECU Students,”* 1:00-2:00 p.m., Bate 1006

Sponsored by the Women's Studies Program, Harriot College of Arts and Sciences

Resources

Stop by the BWFC lending library located in Brody 2N-72E. A sampling of books includes:

- “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

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

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)