

# Brody Women Faculty Committee

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October, 2012 Newsletter

*The front page*

<http://www.ecu.edu/cs-dhs/bwfc>

## Happy autumn!

Freezing temperatures in other states should remind us of how fortunate we are to have careers in lovely North Carolina. I was recently reminded of the opportunities that we have here in the Brody School of Medicine and I was reminded by a Vidant employee who does recruiting for BSOM. Her job is to sell BSOM and Vidant to potential clinical faculty members. Among the points she uses in her pitch are great schools with many programs for special needs children, an ability to maintain a decent work-life balance, a trauma center on par with trauma centers in large urban areas, world class cardiovascular care and research, and cutting edge research and care in other areas of health. It was a joy to interact with someone who not only sees the positive in BSOM, Vidant, Pitt County, and eastern North Carolina, but who truly believes that we have the best to offer those who want to engage in top rate patient care and biomedical research. Let's be thankful for more than great weather!

## Reminder

Our first program meeting of the year is *October 23, 4:00-5:30pm, BSOM 2W-38*. This is our yearly joint meeting with members of the Vice Chairs of Diversity Initiatives (VCDI). Dr. Rukiyah Van Dross (Chair of VCDI) and Dr. Libby Baxley (Senior Associate Dean for Academic Affairs) will discuss using the exit interview as a tool for improving retention. Please join us so that we may work together to continue to enhance and develop strategies for increasing faculty retention.

Sometimes all it takes is one commonality to bring together two people with seemingly disparate backgrounds. The FaCeS of BrOdY is one step that the BSOM Office of Diversity Affairs is taking to bring people together to promote diversity awareness, inclusion, and appreciation of differences in our BSOM community. Kudos to the ODA and Chanel Arrington for organizing this bulletin board (1<sup>st</sup> floor north hall across from the elevators). Want to share your story? Contact Chanel Arrington ([arringtonc@ecu.edu](mailto:arringtonc@ecu.edu)) to obtain an information form and add your face to the FaCeS of BrOdY!

## News, events, & accomplishments

Rachel Roper (Microbiology and Immunology) is now the chair of the ECU Faculty Welfare Committee.

Jitka Virag's (Physiology) research was featured in the Daily Reflector and on ECU's main web page.

Check out ECU TV "Research Matters". BWFC members Jamie DeWitt, Barbara Muller-Borer, and Rachel Roper all are featured.

Email Jamie DeWitt ([dewittj@ecu.edu](mailto:dewittj@ecu.edu)) if you have information for upcoming BWFC newsletters.

## 2012-2013 Brody Women Faculty Committee Event Schedule

Program Meeting, 4-5:30pm, 10/23/12, 2W-38

*Joint meeting with Vice Chairs of Diversity Initiatives (VCDI)*

Business Meeting, 12-1:30pm, 11/14/12, 2W-38

Program Meeting, 4-5:30pm, 12/6/12, 2W-38

*Tentative topic: A Day in the Life of...*

*a clinician, a basic scientist, an administrator*

Business Meeting, 12-1:30pm, 1/22/13, 2W-38

Program Meeting, 12-1:30pm, 2/20/13, 2W-38

*Tentative topic: Negotiation...after you have the job*

Business Meeting, 4-5:30pm, 3/19/13, 2W-38

**Professional Leadership in Science & Medicine Conference,**

12-5:00pm, 4/11/13, ECHI

*Tentative topic: Strategies for success in the medical sciences*

Tentative speakers: Giselle Corbie-Smith, UNC-CH & Rodney Dietert, Cornell

Business Meeting, 12-1:30pm, 5/15/13, 2W-38

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#### ***BWFC Goals and Objectives for 2012-2013 (please note that order does not imply importance)***

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**GOAL**

- Strengthen partnership with the Vice Chairs of Diversity Initiative (VCDI)

**GOAL**

- Improve faculty knowledge of policies related to work-life balance and faculty wellness

**GOAL**

- Strengthen/create mentoring programs

**GOAL**

- Increase hiring of qualified women and minorities in BSOM

**GOAL**

- Improve retention of women and minority faculty in BSOM

**GOAL**

- Educate BSOM leadership about the value of diversity

**GOAL**

- Increase professional collaboration among women faculty

**GOAL**

- Childcare, safety, and other topics of particular importance to women

**OBJECTIVES**

- Hold at least one joint meeting per year
- Work together to enhance and develop policies and training that emphasize the value of diversity

**OBJECTIVES**

- Request updated salary study
- Hold a BWFC program on negotiation strategies
- Publish policy information in BWFC newsletters

**OBJECTIVES**

- Continue to hold workshops for pre-tenure faculty
- Continue monetary support of female students in the Summer Biomedical Research Program (SBRP)
- Work with M2 students to develop a M2 mentoring program

**OBJECTIVES**

- Codify that search committees must include members from VCDI and/or BWFC

**OBJECTIVES**

- Use exit interviews to enhance/develop programs to improve retention
- Continue to hold workshops for pre-tenure faculty
- Work with other groups in BSOM to encourage, create, and support faculty social opportunities

**OBJECTIVES**

- Develop and deliver a diversity newsletter
- Identify and implement diversity training tools for leaders

**OBJECTIVES**

- Educate BWFC members about research being done by other members of the BWFC
- Create discipline-specific grant review workshops

**OBJECTIVES**

- Explore campus childcare facility options
- Support and attend safety-related training such as Safe Zone

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If you see a glaring hole in our goals and objectives for the 2012-2013 academic year, please contact us!  
Direct your comments to Jamie DeWitt at [dewittj@ecu.edu](mailto:dewittj@ecu.edu).

Thank you and have a wonderful October!