

**Report on WISPS Study Day on Professional Development for Women in HE,
Trinity Hall, Cambridge, January 22 2005**

The study day was attended by some 25 people, both ongoing and new members of WISPS, and created an eclectic but dynamic blend of senior and junior academics and postgrads. Discussion centred around the practical problems and possibilities open to women working in Luso-Hispanism in British academia, and much invaluable advice and guidance was shared.

The sessions were organised around a series of themes and issues:

- 1) Mercedes Carbayo-Abengozar, Alison Sinclair and Jill Ingham: The PhD supervision process
- 2) Kirsty Hooper/Vanessa Knights : CV/Application/Interviewing for jobs
- 3) Jan Gilbert: Starting out as a researcher
- 4) Hilary Rollin: Perceptions of language teaching and its relationship to professional development
- 5) Catherine Davies: Sustaining research for RAE 2008 and beyond
- 6) Claire Lindsay: Working in non-Hispanic departments – Claire Lindsay
- 7) Vanessa Knights: Equality and transparency of appointment and promotion processes - (and, hopefully, an AUT EO Officer)
- 8) Discussion: Establishing priorities

Each session was followed by an open discussion which explored problems and proposed strategies, and the last session established common threads and drew up a list of topics to be explored at future WISPS events:

- (i) Organise a one-day (or longer?) workshop solely focused on Managing (Professional) Development / Establishing Priorities for Women
- (ii) Explore the possibility of a mentoring or buddying scheme (but note the problems areas of expectations and power)
- (iii) Organise a session on Creating an External Profile (Anny Brooksbank-Jones to lead)
- (iv) Submitting Funding Applications
- (v) Sharing Good Practice Language Teaching & Sharing Language Teaching Materials (Hilary Rollin to lead)
- (vi) Skills Acquisition (esp. grads).

Many participants commented that the day had been an upbeat but realistic opportunity to explore and exchange ideas to make our working lives more productive, satisfying and enjoyable. We hope that the event will become an annual feature of the WISPS (and your) calendar!

The WISPS Exec 15/2/05