

## Mentoring Schemes for Women

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As part of the SMA's continued commitment to equality, diversity and inclusion, the Trustees and Officers are pleased to announce the launch of two new mentoring schemes aimed specifically at combating the continued under-representation of women in our discipline.

### **(1) Background and Context**

In May 2015, the National Association for Music in Higher Education (NAMHE, now MusicHE) published a report on 'Gender and Equality in Music Higher Education' following research undertaken by Dr Danijela Bogdanovic. That report confirmed 'the existence of cultural and attitudinal barriers faced by many women throughout their careers...despite the existing employment policies, practices, and procedures whose aim is to ensure equality and diversity' (p.19), and provided a list of examples of good practice as well as recommendations to help alleviate the problem of women's under-representation in Music higher education.

In July of that same year, the need for a more robust support network for women working specifically in the discipline of Music Theory and Analysis was aired at a plenary roundtable held at the SMA's annual conference at Keele University, organised and spearheaded by Nicholas Reyland. 'Mind the Gap: Women in the Field of Music Analysis', chaired by Laurel Parsons (Committee on the Status of Women [CSW] Chair) with contributions from Stefanie Acevedo (Yale University), Amanda Bayley (Bath Spa University), Anne Hyland (University of Manchester) with a response by Janet Schmalfeldt (Tufts University), was the first all-female panel to address the society since its inauguration in 1992. The session explored the progress of women through the academic pipeline from undergraduate to professorial levels in the UK (Anne Hyland); intersections of gender and interdisciplinarity (Stefanie Acevedo); the role of the Society for Music Theory's CSW in improving the status of women in music theory (Laurel Parsons), and the outstanding and often unique contributions of women analysts and theorists to the field (Amanda Bayley). A major outcome of that panel was the creation of an Equality and Diversity Officer position within the SMA, whose role it is to oversee EDI issues within the society, to promote good practices of selection and recruitment, and to help maintain diversity both within the SMA and beyond it, in the music-theory community more broadly.

The findings presented by that plenary roundtable and in NAMHE's published report suggest that female scholars continue to be under-represented in our discipline. The SMA is committed to tackling this inequality by ensuring that our female members' rates of publication in music-analytic journals and representation at music-analytic conferences broadly correspond to their distribution within the profession. To that end, the SMA is launching two mentoring schemes, following the model put down by the SMT's CSW: a conference proposal mentoring scheme, and a research mentoring scheme.

### **(2) The Schemes**

#### **1. Conference proposal mentoring scheme**

This scheme pairs a female graduate student, junior scholar or ECR ('the mentee') with a more established male/female scholar in the field ('the mentor') who provides feedback on

the mentee's proposal for the SMA's annual MAC with a view to boosting its chance of acceptance.

## **2. Research mentoring scheme**

In a similar vein, this scheme pairs a mentee with a mentor working in broadly overlapping areas of the discipline. The mentee may send a chapter/article/work-in-progress to the mentor with whom she can discuss specific writing problems, analytical issues, Sibelius questions, and issues of style and/or organisation. As well as offering general feedback on the work, mentors may also advise on appropriate journals/publishers, where appropriate.

### **(3) Eligibility and Criteria**

#### **Mentees:**

To be eligible to apply to these schemes, mentees must be from one of the following groups: current doctoral candidates registered at a UK HEI; early career researchers within five years of the receipt of their doctorate (defined as the date upon which the degree was conferred); individuals within three years of their first academic appointment; women returning to an academic position or reintegrating into academia after an extended period of parental leave.

#### **Mentors:**

Mentors must hold a full-time academic position in the Music Department of a UK-based HEI. Additionally, mentors will have experience as a speaker at a previous SMA conference and will have published at least one article in a leading music-analytic journal (such as, but not limited to, *Music Analysis*, *Music Theory Spectrum*, *Music Theory Online*, *Journal of Music Theory*, *Music Theory and Analysis*). Mentors will usually serve a two-year term. The SMA plans to honour its mentors at a wine reception during the annual MAC.

### **(4) Process and Timeframe**

#### **How to become a mentor or mentee:**

A call for participation will be issued annually on the SMA's website, on an e-mail circular and on the Golden Pages, usually following the annual MAC or AGM. Both mentors and mentees respond to this call.

**Mentees** are asked to provide the following information:

- i. Institutional affiliation;
- ii. What level they are;
- iii. A sentence or two about their conference proposal or work-in-progress.

**Mentors** are asked to respond with a brief expression of interest, providing the following details:

- i. Position and institution;
- ii. Research specialisms and interests;
- iii. What they would be happy to undertake (in terms of scheme: one or both).

Queries about either program may be sent to the SMA's Equality and Diversity officer at [edi@sma.ac.uk](mailto:edi@sma.ac.uk).

*SMA Equality & Diversity Officer*  
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