

## SEEDS OFFICE

The **SEEDS Office** covers all four University of Miami science colleges: the College of Arts and Sciences, Rosentiel School of Marine and Atmospheric Sciences, College of Engineering, and the Miller School of Medicine. SEEDS is funded by an NSF **ADVANCE** for Women in Science grant, with significant cost-share from Provost Tom LeBlanc. SEEDS orchestrates programs, maintains a website to assure dissemination of SEEDS and other diversity information, works with chairs and search committees to address implicit bias issues and to aid recruitment and retention of women and underrepresented minorities, and forms a UM-wide entity that is visibly focused on science and engineering careers and diversity.

## SEEDS PEOPLE

**Kathryn Tosney**, Project Director & PI  
**Roni Avissar**, Co-PI & Dean, RSMAS  
**Leonidas Bachas**, Co-PI & Dean, CAS  
**Pascal Goldschmidt**, Co-PI & Dean, MED  
**James Tien**, Co-PI & Dean, COE  
**Robert Johnson**, Director of Assessments  
**Jennifer Burke**, Interactive Theatre Director  
**Barbara Whitlock**, Steering Committee CAS  
**Susan Sponaugle**, Steering Committee RSMAS  
**Rana Fine**, Steering Committee RSMAS  
**Sheri Keitz**, Steering Committee MED  
**Mary Lou King**, Steering Committee MED  
**Helena Solo-Gabriele**, Steering Committee COE  
**Natasha Jobbagy**, SEEDS Program Manager



**Scientists & Engineers  
Expanding Diversity and  
Success**

# SEEDS

**Encouraging diversity & growth,  
one seed at a time.**



SEEDS Inaugural Event with President Shalala.

### SEEDS Office



The University of Miami  
1301 Memorial Drive  
Coral Gables, FL, 33146  
215 Cox Science Center  
phone (305) 284-3988  
fax (305) 284-3039  
email: [seeds@miami.edu](mailto:seeds@miami.edu)  
[www.as.miami.edu/seeds/](http://www.as.miami.edu/seeds/)



RSMAS Speed Mentor Event: Serafy, Everett, Knapp, Drennan, Dixon, Kox, Drew, and Schmale hard at work.

## What is Speed Mentoring?

Speed mentoring resembles speed dating. Depending on the venue chosen, students, postdocs, or junior faculty go from mentor to mentor and offer a short document such as a CV or a topic for discussion. After a timed period, a bell sounds, mentees have two minutes to record notes and then talk with the next mentor. Afterward, participants socialize, decompress and assess. These intense interactions focus on crucial career issues, and also let people judge who may best fit them as a mentor.

## SEEDS STRIVES TO...

- Promote diversity
- Orchestrate grass root support
- Address climate issues by conducting a UM-wide survey
- Develop a SEEDS Interactive Theatre
- Increase and Improve recruiting
- Bring in prominent scientists as SEEDS Distinguished Lecturers
- Host career scientists conferences
- Create networking opportunities
- Host career workshops
- Initiate mentor programs & support others by co-sponsoring mentor events
- Increase career & leadership opportunities
- Create visibility throughout UM

## Today's Mentors



**Tony Defazio**, *Assistant Professor*, Physiology & Biophysics, Medical Campus. Research Interest: impact of ischemia on the neurophysiology of pyramidal cells and interneurons in the hippocampus and cortex.



**David Janos**, *Professor*, Biology, CAS. Research Interest: concerns the evolutionary, physiological ecology of root symbioses, especially mycorrhizas.



**Angela Knapp**, *Postdoctoral Researcher*, MAC, RSMAS. Research Interest: the marine nitrogen cycle on a range of temporal and spatial scales.



**Debra Lieberman**, *Assistant Professor*, Psychology, CAS. Research Interest: the cognitive mechanisms mediating kin detection in humans and the emotive and decision-making programs that guide kin directed behavior.



**Diego Lirman**, *Professor*, MBF, RSMAS. Research Interest: the disturbance ecology of coastal ecosystems.



**Marjorie Oleksiak**, *Assistant Professor*, MBF, RSMAS. Research Interest: to further the understanding of phenotypic variation and its impact on ecological, environmental and evolutionary performance.

## Today's Mentors



**Kathryn Tosney**, *Professor*, Biology, CAS. Research Interest: using the neuron as a tool to understand the embryo and its cellular and developmental mechanisms.



**Barbara Whitlock**, *Associate Professor*, Biology, CAS. Research Interest: phylogenetic analyses of DNA sequence data and genetics to understand the timing and direction of changes in floral and vegetative traits, geographic distribution and diversification rates.



**Athula Wikramanayake**, *Professor*, Biology, CAS. Research Interest: using embryological, molecular, genomic and phylogenetic approaches to investigate the evolution of pattern formation in metazoan embryos.



**Grace Zhai**, *Assistant Professor*, Molecular & Cellular Pharmacology, Medical Campus. Research Interest: is directed toward understanding the genetic and cellular basis of neural development, degeneration and protection using the fruit fly *Drosophilla melanogaster* as a model system.

## Today's Agenda

12:20 –12:30 Welcome & Introductions

12:30– 1:30 Speed Mentoring

1:30 –2:15 Networking & Lunch

Please be sure to provide feedback and comments on the enclosed evaluation sheet. Please return completed evaluations to: Natasha Jobbagy, SEEDS Program Manager (305) 284-3039 (fax) or leave the completed evaluations at the front of the room.