SEEDS Success Stories

We helped encourage diversity and growth at the following SEEDS events:

- 12 Networking & mentoring events
- 9 Distinguished Lecturers
- 2 Career workshops
- 4 Speed mentoring events
- A Women In Science Panel
- 2 NIH Forums
- Industrial Engineering Seminars
- SEEDS Focus Groups meet regularly on each campus
- 11 You Choose Winners
- 3 Interactive Theatre performances
- Discussion on creating a Family Friendly Environment
- A UM-wide survey was conducted addressing climate issues
- Travel sponsored, both domestic and foreign for conferences and collaborations
Last academic year, the College of Engineering and SEEDS sponsored mentoring events with two highly distinguished members of the National Academy of Engineers: **Barbara Liskov**, Associate Provost for Faculty Equity and Institute Professor at the Massachusetts Institute of Technology and **Linda Sanford**, Senior Vice President at IBM. Mentoring events were attended by faculty, students and business professionals. Lessons learned, as stated in event evaluations, included “be yourself”, “great networking opportunity,” and “collaborate for success”. This upcoming academic year the College of Engineering and SEEDS plan to host three mentoring events with **Maxine Savitz**, of the President’s Council of Advisors for Science and Technology, **Cristina Amon**, Dean of the Faculty of Applied Science and Engineering at the University of Toronto, and **Josephine Cheng**, Vice President of IBM Research.

In the coming year, the College of Arts and Sciences plans many events that are open to the entire university. Two half-day workshops on negotiation bring in **Barbara Butterfield** an expert in instilling negotiation skills. A Speed Mentoring event summons mentors from RSMAS, MED and CAS to interact with and mentor graduate students. In a HERS leadership event, the first woman Dean of CAS, **Jacqueline Dixon**, will lead a panel to discuss leadership skills. Please RSVP for these events on the SEEDS home page.

The SEEDS community at RSMAS has hosted multiple events from interactive theater to speed mentoring and lectureships for distinguished Hispanic women. It has also stimulated successful applications for “SEEDS You Choose” awards for activities that benefit both individuals and entire communities, including a day-long writing workshop that attracted 175 participants. Also notable was their Women in Marine Science Panel: Eight scientists from five different academic divisions and various career paths shared insights into nuances that women face while pursuing a profession in marine science, followed by discussion and networking over a casual catered lunch. In December 2010, the RSMAS SEEDS Distinguished Lecturer will be **Mercedes Pascual**.
Fall 2010: Mark your calendars

To RSVP to any SEEDS event visit www.as.miami.edu/seeds/

Lunch with President Shalala
Hurricane 100 room, 11:30 am–2:30 pm, November 17
This SEEDS annual event is open to all of UM.

Distinguished Lecturers
Maxine Savitz, COE, December 6
Mercedes Pascual, RSMAS, December 7-8

Networking & Mentoring Events
Speed Mentor Event, CAS, September 24
Mentor Event, Diane Papazian, MED, October 21
Networking Event, Judith Swan, COE, November 13
Annual Networking Event, UM wide, November 17
Mentor Event, Maxine Savitz, COE, December 6
Mentor Event, Mercedes Pascual, RSMAS, December 7-8
Mentor Event, Susan G. Amara, MED, December 9
Mentor Events, Industrial Engineering, COE, Dates TBD

Lectures
Diane Papazian, Medical Campus, October 21
Susan G. Amara, Medical Campus, December 9
Industrial Engineering Series, COE, Dates TBD

Workshops & Forums
Chalk Talk with Kathryn Tosney, Medical Campus, October 28
Judith Swan Workshop, COE, November 13
Promotion & Tenure Forums, Medical Campus, Dates TBD

“You Choose” Awards for $2500
Applications open October 1, 2010
Competition closes on November 3, 2010

Interactive Theatre Presentations
Presentations for smaller select audiences, September 2010
Annual Networking Event, November 17
Miller School of Medicine (MED)

SEEDS focus groups in the Medical school have been the source of inspiration for SEEDS Awards and events. The continuing You Choose award to Joy Lincoln funds workshops with NIH program officers and this year’s awards fund Laura Bianchi to bring in prominent women speakers, Wen-Hsiang Lee to mount educations forums on promotions and tenure, and Paula Monje for a workshop on Peer Mentoring. Among other events, SEEDS hosted Speed Mentoring for postdocs and, in collaboration with “Women in Academic Medicine” (a group developed by SEEDS Steering Committee member Sheri Keitz) hosted a successful “CV Review and Academic Enhancement” event for forty women faculty. The medical school acquired the very first women chair of a basic science department, Sylvia Daunert, who was most recently most recently a Distinguished Professor and the Gill Eminent Professor of Analytical and Biological Chemistry at the University of Kentucky.

University of Miami Climate Survey

The goal of our climate survey is to observe how women and men scientists and engineers experience their working environments. The quantitative data are now complete and are being supplemented by interviews to further identify common threads and special issues. Analysis for publication, now underway, is the purview of two graduate students, Hilary Cook and Aaron Puhrmann, mentored by Professor Robert Johnson. Results will be summarized at the Annual Networking Event this November. The survey is designed to provide a baseline measure of climate and to suggest where UM excels and where specific programs need to be applied.

New SEEDS Opportunities

Nominate a seminar speaker as a SEEDS Sponsored Mentor
You can assure that your internationally renowned speakers can engage effectively with UM groups that may seldom interact with top scientists, (e.g., junior faculty, women faculty, postdocs and students). You can host a SEEDS event with your speaker that will focus on both science and career development: Add an hour to the speaker’s schedule, preferably after the seminar, for a SEEDS Mentoring Event. SEEDS will supply an online RSVP, publicity, brochures and if appropriate, modest refreshments. On request, your event can be guided by your steering committee representative or the SEEDS director.

Expansion of You Choose Leadership Awards
This SEEDS program enhances leadership and career activities of individual applicants and also allows individuals to develop activities that support entire communities. Past winners include a workshop on communicating with the public, one on building effective peer mentoring, two on writing and three on NIH funding. This year, SEEDS expects to make multiple awards, and eligibility has expanded to include more departments. Applications are available online now at http://www.as.miami.edu/seeds/ and are due November 3rd.

Expansion of SEEDS focus groups in the College of Arts and Sciences (CAS)
SEEDS focus groups are grass-roots groups led by in-house leaders in each of the science schools. These local communities meet regularly to address career and climate issues in their communities and to plan SEEDS activities. They have generated multiple events, assured SEEDS lectureships for Distinguished Hispanic women and stimulated successful applications for “You Choose” awards. In the coming year, the CAS focus group will expand membership, and solicits women faculty from all CAS departments to join together to improve UM and make use of SEEDS resources. To join, contact Barbara Whitlock, whitlock@bio.miami.edu
To RSVP to any SEEDS event visit www.as.miami.edu/seeds/

Dean James Tien, College of Engineering and Distinguished Lecturer, Linda Sanford, Senior Vice President of IBM after her seminar “Building a Smarter Plant: Strategies for Meaningful Change”

**Distinguished Lecturers**
Anne Yoder, CAS, March 7
Pamela Bjorkman, Medical Campus, March 8
Josephine Cheng, COE, March 31
Cristina Amon, COE, April 18
Renee Reijo Pera, Medical Campus, Dates TBD

**Networking & Mentoring Events**
Mentor Event with Ellen Daniell, Medical Campus, February 2011
Mentor Event with Anne Yoder, CAS, March 7
Mentor Event with Pamela Bjorkman, Medical Campus, March 8
Mentor Event with Josephine Cheng, COE, March 31
Mentor Event with Cristina Amon, COE, April 18
Mentor Event with Renee Reijo Pera, Medical Campus, Dates TBD

**Lectures**
“What to do if…”, Ricardo Hall, Dean of Students, RSMAS, Date TBD

**Workshops & Forums**
Ellen Daniell Workshop, Medical Campus, February 2011
Negotiation Skills Workshop, CAS, February 25
COMPASS Workshop, RSMAS, March 2011
Promotion & Tenure Forums, Medical Campus, Dates TBD
HERS Leadership Workshop, Jackie Dixon, CAS, Dates TBD

**Our most recent “You Choose” Winners**
Andrew Baker
RSMAS
Blythe Nobleman
COE
Helena Solo-Gabriele
COE
Laura Bianchi
MED
Wen-Hsiang Lee
MED
Villy Kourafalou
RSMAS
Paula Monje
MED

Interactive Theatre Debut, “The Mid-Term Review”
Writing Workshop at RSMAS
Principal Investigator

Kathryn Tosney
Director of SEEDS
College of Arts & Sciences

Co-Investigators

Roni Avissar
Dean, Rosenstiel School of Marine and Atmospheric Science

Leonidas Bachas
Dean, College of Arts & Sciences

Pascal Goldschmidt
Dean, Miller Medical School

James Tien
Dean, College of Engineering

Steering Committee

Rana Fine
Rosenstiel School of Marine and Atmospheric Science

Robert Johnson
Director of SEEDS Assessment

Sheri Keitz
Miller School of Medicine

Mary Lou King
Miller School of Medicine

Helena Solo-Gabriele
College of Engineering

Susan Sponaugle
Rosenstiel School of Marine and Atmospheric Science

Barbara Whitlock
College of Arts & Science

Other SEEDS Personnel

Jennifer Burke
Interactive Theatre Director

Natasha Jobbagy
SEEDS Program Manager

Robert Johnson
Director of SEEDS Assessment
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
- Create networking opportunities
- Host career workshops
- Initiate mentor programs & support others by co-sponsoring mentor events
- Increase career & leadership opportunities
- Create visibility throughout UM
- Reward career development and leadership activities through “You Choose” awards
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.

Scientists & Engineers Expanding Diversity & Success
University of Miami
1301 Memorial Drive
Cox Science Center
Coral Gables, FL 33146-0421

Phone: (305) 284-3988
Fax: (305) 284-3039
E-mail: seeds@miami.edu

SEEDS Director: Kathryn Tosney
SEEDS Program Manager: Natasha Jobbagy

More SEEDS activities...

We're on the web: www.as.miami.edu/seeds/