“You Choose” Leadership Award for Cultural Transformation Applications are due: September 22, 2016

You Choose Leadership Awards for Cultural Transformation are made to support diversity and foster community and career satisfaction throughout the University of Miami. The award activities are not pre-defined. Instead, the activity is up to you:

You Choose. As guidelines, examples of previously funded activities are on the next page, and you may also examine and download prior winning proposals by clicking on award winners from preceding years in the left-side menu at http://www.as.miami.edu/seeds/programs/you-choose/.

Eligibility: Eligibility has expanded to include all disciplines across all three UM campuses. Previously awards targeted scientists and engineers through the NSF-ADVANCED SEEDS program (“Scientists and Engineers Expanding Diversity and Success”). Because our program has now been institutionalized by UM as "a SEED for Success" Program within the Office of Faculty Affairs, eligibility for these awards has expanded beyond the STEM disciplines.

Although the program generally targets pre-tenure and tenured faculty, eligibility has also expanded to other groups. Those faculty with other appointments (e.g., research track faculty and lecturers) and postdoctoral researchers are encouraged to apply in partnership with tenure track faculty. An individual or group, from any academic unit, may submit applications.

Review process: Applications will be reviewed by the SEEDS Director and Program Manager, in consultation with an interdisciplinary panel.

Application Guidelines: The criteria for funding are the degree to which the proposed activity successfully aims at improving career success and satisfaction of the identified community, and the significance of the activity for the professional advancement of the applicant.

Application format: Word lengths are guidelines; your entries may be longer or shorter.

- **Cover page:** Your name, position title, department, school and contact information.
- **Abstract:** Briefly mention the needed resources and their relationship to increasing successful advancement and participation of a diverse faculty in your community (~100 words).
- **Activity goals:** Describe the goals for your project, and explain how these goals will improve the academic environment (~250-500 words).
- **Personal goals:** Describe how the award will further your own professional goals (~100-250 words).
- **Budget and budget justification:** Supply estimates of all costs, e.g., travel expenses, honoraria, refreshments, etc. Any salary expenses must include a calculation of composite fringe benefits. Please consult the SEEDS Senior Program Manager, for guidance concerning event expenses. Although co-sponsorship is not necessary, it is encouraged to foster community. Please indicate if your unit or another agency would supply partial or matching support.
- **A CV for the applicant(s).** Note that, if you intend to mount a workshop or other event, you need not have contacted speakers or workshop leaders before submitting your proposal, but are encouraged to identify likely possibilities. Your CV format may be full or abbreviated (e.g., as an NSF biography) but please do NOT supply a CV in the “UM format.”
- Please email the application as a .pdf to the SEEDS Senior Program Manager, seeds@miami.edu. Please format your filename in the following format: last name first initial_SEEDS-You-Choose-Application_2016 (e.g. TosneyK_SEEDS-You-Choose-Application_2016.pdf).

Please direct programmatic questions to the SEEDS Director, Kathryn Tosney, ktosney@miami.edu.

- **If you win an award,** the SEEDS Program Director will contact you to discuss guidelines for implementing your activity. The SEEDS Office will schedule and manage any events you propose, will provide brochures, posters, evaluation forms, etc., and will handle all BERFS and POs – do not prepay or reimburse without prior written authorization. **In order to provide a successful event, we ask you to help advertise your event to your department and community.** To receive full payment, you must submit participant evaluations and photos of any event as well as a final written report. Most awards are expected to be completed within the current fiscal year; ending May 31, 2017, and would require prior authorization to carry over funds.
Examples of You Choose activities in previous awards

- Day-long workshop on Advancing Mentor-Mentee relationships led by Merlin Walberg, Phoenix Consulting with an Interactive Theatre Ensemble presentation
- Day-long panel and poster session on scientific research for environmental decision making for graduate students
- Day-long symposium and mentoring event for female undergraduate, graduate students, post-doctoral trainees from UM and nearby institutions interested in a career in academic science.
- An interdisciplinary course on Ferguson and #blacklivesmatter movement
- Establish a formal mentoring program with three formal sessions followed by pairing of mentees with more senior faculty.
- Evening cross-campus workshop on Medical Malpractice for the medical campus and school of Law
- Executive coaching Mentoring program with Drs. Diana Bilimoria and Helen Williams, Case Western Reserve University to help develop a career and leadership program for female faculty
- Forums aimed at navigating promotion and tenure process: presentation and panel discussion by Promotion and Tenure Committee members, with networking and a follow-up evaluation.
- Full day writing workshop with Judith Swan, Princeton, focused on effective writing for faculty, postdoctoral associates and writing mentors
- Host a speaker to discuss “stereotype threat,” how the perception of stereotypes can limit achievement of a vulnerable individual, and also how simple changes can mitigate the damage.
- Host multiple forums on navigating the NIH system
- Inaugural distinguished speaker and mentor for the Division of Marine Geology and Geophysics
- International writing workshop in Colombia on Developing Scientific Research collaborations
- Leadership symposium for women in academic medicine
- One-day workshop across career levels and disciplines on communication science using methods to share data and results effectively with lay audiences
- Research collaboration and meeting “Planting the Seeds of a New research Venue: Advancing Solid Waste Management in Florida”
- Three workshops on clear and concise writing skills for grant writing
- Three-semester seminar series inviting distinguished women faculty in the proposer’s field
- Two career workshops with six speakers on advancing careers in interdisciplinary research
- Visits by prominent women in the applicant’s field to give research seminars and mentor
- Workshop led by Dr. Ellen Daniell, author of the book “Every Other Thursday: Stories and Strategies from Successful Women Scientists”
- Workshop on effective methods to communicate research to policymakers, the public and media
- Workshop with three panelists on Science Policy in the UM community
- Workshops targeting underrepresented minorities in academia, focused on negotiation skills, communication skills and mentoring

Co-Sponsored by the College of Arts and Sciences

- Three part Medical Social Science Speaker series to support junior faculty in Medical Social Sciences
- Two day symposium in collaboration with LAPES (Latin American Philosophies of Education Society) in which four prominent Latin American scholars will be invited to examine how Latin American philosophies of education can transform the English speaking world.
- Day-long cross university conference for faculty and graduate students from UM, FIU, and Miami-Dade College in developmental and clinical child psychology
- Distinguished lecturer on promoting LGBTIQ topics in urban research and a workshop on applying techniques and methodologies from the digital humanities to LGBTIQ research
- Eight-week training and mentoring summer research program in the Chemical Science of high school students from South Florida’s diverse communities
- Field trip to collect data in the field of gender inequalities/inequities and climate change in Delhi
- Mini-symposium focused on the use of the new UM CAS Zebrafish Facility as a resource to foster cross-disciplinary and cross campus collaborative research
- Semester-long leadership skills and mentoring program for undergraduate female students
- Three-day workshop for faculty, staff and students providing training to the growing magnetic resonance community in South Florida
- Two-semester seminar series discussing the Science of Team Science with two internal and two external speakers aimed to increase cross-disciplinary collaborations

Co-sponsored by the College of Engineering

- One-on-one grant writing consultations with junior, tenure track faculty in Biomedical Engineering
- Research collaborations with internal nonacademic units and academic units at UM as well as with the Department of Energy’s Argonne National Laboratory. Collaborations include seminars by visiting scholars and mentoring opportunities with graduate students.