“You Choose” Award Applications for the Sciences and Engineering

These awards are designed to support activities that improve the academic environment for the career satisfaction and success of diverse faculty in science and engineering fields. The activities are not pre-defined. Instead, the activity is up to you: You Choose. Four to six awards of $2,500 are to be made in two classes: Those that support research and those that foster community. Within each category, the activity is up to you: You Choose. Examples of previously funded activities are on the next page.

Applications are due November 20, 2013.

Eligibility: This program targets faculty at pre-tenure or tenured levels in all science and engineering fields. Those faculty with other appointments (e.g., lecturers) are encouraged to apply in partnership with tenure track faculty. Applications may be submitted by an individual or by a group. Applications are eligible from all units in the Rosenstiel School, the College of Engineering, the Medical School and the College of Arts and Sciences. Applications focusing on research must be pursuing basic (not clinical) research. Applications focusing on developing career resources for a community are welcome from any unit, regardless of the applicant’s research focus.

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

Application Guidelines: The criteria for funding are the degree to which the proposed activity successfully aims at improving faculty career success and satisfaction, and the significance of the activity for the scholarly activities 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 describe the needed resources and their relationship to increasing the participation and advancement of a diverse faculty in science and engineering (~100 words).
- **Activity goals**: Describe the goals for your project, and how it will improve the academic environment (~250-500 words).
- **Personal goals**: Describe how the award will further your own career and scholarly 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 benefits. The SEEDS program manager, mhightower@bio.miami.edu, can help with estimates of workshop expenses.
- **A CV** (for the applicant as well as for any proposed collaborators. Note that the application does not require that you have already contacted workshop panelists or speakers, although providing examples is encouraged. The CV may be your full CV, or an abbreviated form, such as an NSF biography. Please do NOT supply a CV in the “UM format.”
- **Please email the application** as a pdf to the SEEDS Program Director, Marisa Hightower mhightower@bio.miami.edu. Please format your filename in this way: last name, first initial, SEEDS You Choose Application (e.g., Tosney, K, SEEDS You Choose Application).

Please direct questions to 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 help schedule and manage any events you propose, will provide brochures, posters, evaluation forms etc., and will handle all BERFS—do not prepay without prior authorization. To receive full payment, you must submit participant evaluations of any events as well as a final written report. Most awards should be completed within the current fiscal year, and require prior authorization to carry over funds.
Examples of You Choose activities in previous awards

Research focus
- Travel and research funds to work with a prominent woman collaborator working in Mexico
- Organize and attend an international workshop in Germany that would bring together diverse researchers and support the writing of a large-scale proposal on climate change
- Attend a workshop for junior faculty in her field on career issues from publishing and grant writing to promotion and developing interdisciplinary collaborations
- Participate as a leader in an international science team meeting for global ocean data assimilation and experiments
- Host two collaborators who brought skills vital to a transcriptome-based forward genetic screen, who also gave seminars and offered mentoring opportunities
- Support a pilot project that engaged three female scientists at different points in their research career who aimed to establish a molecular clock for nuclear DNA
- Gather preliminary results for a collaborative grant proposal with younger women and minority scientists
- Bring in a collaborator and his graduate students for two visits, to combine microscopic and mathematical modeling and provide impetus for a grant proposal. This activity fosters the careers of two assistant professors and a postdoc, in a cross-disciplinary research effort between physics and cell biology

Community focus
- Educational forums aimed at navigating the promotions and tenure process. Each forum had a presentation by members of the Promotion and Tenure Committee, a panel discussion, a networking event and a follow-up evaluation.
- Day-long career skills course on writing, presented by Judith Swan, Princeton
- Day-long communication workshop to teach researchers effective methods for communicating their research to policymakers, the public and the media
- Workshops targeting underrepresented minorities in academia, that focused on three aspects of career success: negotiation skills, communication skills and mentoring.
- Visits by prominent women in the applicant’s field to give research seminars and engage in mentoring activities
- “Workshop on Group Support to Accomplish Success in the Academic Environment”, led by Dr. Ellen Daniell, author of the book “Every Other Thursday: Stories and Strategies from Successful Women Scientists
- One-day writing workshop focused on effective writing for faculty and postdoctoral associates as well as for writing mentors
- Three-semester seminar series that invited distinguished women faculty in the proposer’s field, creating opportunities to network with role models who share similar career goals and have experienced (and somehow passed) the same barriers during advancement to tenure
- Brought in a speaker to discuss “stereotype threat,” how the perception of stereotypes can limit achievement of a vulnerable individual, and also how simple changes, both in the actions of non-vulnerable and vulnerable individuals, can mitigate the damage caused by stereotype threat.
- Establish a formal mentoring program in the applicant’s department to pair junior women faculty with more senior faculty. The program comprised three formal sessions during the year, followed by a pairing of mentors with mentees.
- Host multiple forums on navigating the NIH system
- Two career workshops with six speakers on advancing careers in interdisciplinary research
- Workshop with three panelists on Science Policy in the UM community
- Career workshop, “Using Situational Intelligence to Facilitate Better Communication with Patients”
- International writing workshop in Columbia, “International Training for Developing Scientific Research Collaborations”
- Two workshops on “Unlocking Doors to Data Visualization and the Geoweb”
- Research collaboration and meeting, “Planting the Seeds of a New Research Venue: Advancing Solid Waste Management in Florida.”