Letter from the Director

SEEDS is a continuing UM success story. After five years of funding from the NSF ADVANCE for Women in Science program and a year of funding from Provost Tom LeBlanc, SEEDS has now been institutionalized within Vice President Brian Blake’s Office for Academic Affairs. Under this welcome umbrella, SEEDS continues its support of diversity and career development, and is gradually expanding its constituency, as reflected in a new translation of our acronym. We now translate SEEDS not just as “Scientists and Engineers Expanding Diversity and Success,” but as “a SEED for Success.” Our ultimate goal is to enhance diversity and success across all UM Colleges.

Several SEEDS programs have been transmuted into ongoing operations in individual schools. In the Rosenstiel School of Marine and Atmospheric Sciences, the activities of the RSMAS SEEDS Group resulted in formation of an independent Diversity, Equity and Inclusion Committee, chaired by Villy Kourafalou, formerly SEEDS’ liaison to the Faculty Senate Committee on Women, which she also chaired. This committee is charged with promoting an environment in which every member of the RSMAS community is valued. It works toward developing appropriate programs to fulfill the commitment to caring for the diverse faculty, staff and student bodies, enhancing awareness among the community on Diversity, Equity and Inclusion issues and eliminating biases resulting from gender or ethnicity.

In the College of Engineering a Visiting Mentors Program is headed by Associate Dean Helena Solo-Gabrielle. In this program, junior faculty and students engage visiting members of the National Academy of Engineering in discussing career issues.

In the Miller School of Medicine Mentoring and Grantsmanship Program Mary Lou King leads multiple SEEDS-derived programs that are now encompassed within a CTSI grant.

In the College of Arts and Sciences, Dean Leonidas Bachas is building a strong program dedicated to Facilitating Faculty Success. Career development programs are expanding throughout the college. Kathryn Tosney, Director of SEEDS, and Traci Ardren former Associate Dean and SEEDS Steering Committee member, are training search committees in implicit bias issues. Dean Bachas is also directly supporting an expansion of You Choose Leadership Awards throughout the College of Arts and Sciences.

(cont. page 2)
Academic Leadership: Uses of Influence, Power and Conflict Resolution

On Wednesday, November 5, 2014, SEEDS will host a day-long career workshop on Academic Leadership with Dr. Barbara Butterfield, COACH, in the SLAB Seminar room on the RSMAS campus. In the workshop, attendees will increase their leadership skills by understanding effective and ineffective leadership characteristics; research on trends in applied leadership skills; power and influence skills, as well as building competency based, high performance teams. Attendees will select a case to practice or practice effective meeting management. Leaders and participants will practice skills and receive feedback.

This will mark Dr. Butterfield’s third visit to the University. Previously, SEEDS has hosted a COACH workshop on Negotiation Skills in Spring 2011 and 2013. Faculty who attended learned many valuable tools that helped them throughout their professional careers. One attendee stated, "This event was tremendously helpful. Barbara is brilliant as a communicator and educator. A wise head." Another, "Negotiation is something very important in the academic career." And, "This was the absolutely best SEEDS event I have ever attended. Barbara is brilliant and just a few items she taught me will have a huge impact on my potential career."

Butterfield has more than 35 years of service in higher education. She is an executive consultant to the University of Michigan and senior consultant to the Segal Company. Dr. Butterfield is a consultant educator in the area of faculty development for both COACH and ADVANCE Programs, supported by grants from the National Science Foundation. Her experience has been high education in public, land grant, private and research Universities and in corporate education. Butterfield holds a Ph.D. in education administration and is an alumna of The University of Pennsylvania Wharton School of Business Advanced Management Program. She is the author of three books and is a past president of the College and University Professional Association for Human Resources.

COACH is a grass-roots organization working to increase the number and career success of women scientists and engineers through innovative programs and strategies. For more information, regarding COACH, please visit coach.uoregon.edu/coach.

SEEDS has always been a bit of an anomaly at UM. It is both a program supported by the administration AND a grass roots enterprise. This unusual marriage has been crucial to its success. The dedication and support of UM administrators, from President Donna Shalala to our department chairs, is vastly appreciated. However, ‘trickle down’ from above is often insufficient for a program to thrive or continue. The most signal feature for successfully transforming UM culture has been YOU. I can say that honestly and with great pride, because our “You Choose Leadership Awards”, by far SEEDS’ most successful program, elicited change from individuals. It challenged people to identify resources that would improve their professional environment. More than 50 projects (often with more than one individual) have impacted our schools. In addition, the awards highlighted leadership. As an anecdote—I recently handed a list of You Choose awardees to an upper administrator, who commented that “I know most of these people.” I responded, “Yes, you know these people NOW.” SEEDS has succeeded by empowering people to make the changes that make a difference for them and for their communities. In the process, it has enabled and revealed leaders.


If you would like to have your SEEDS Sponsored event featured in our next issue, please email your submission to seeds@miami.edu. Submissions are due December 16, 2014.

If you have any questions or comments, please email them to SEEDS, www.as.miami.edu/SEEDS.

Event information
Space is limited to 24 participants.

Please register by Wednesday, October 29, 2014 at www.as.miami.edu/SEEDS
Author of "hot button" gender issues to visit UM

Kathrin Zippel, Associate Professor of Sociology at Northeastern University, will visit the University of Miami as the SEEDS Distinguished Lecturer on Friday, December 12, 2014. Zippel received a Ph.D. from the University of Wisconsin-Madison. She was a post-doctoral associate in the European Union Center of New York at Columbia University. Zippel held a Humboldt Research Fellowship at the Max Planck Institute for the Study of Societies in Cologne and at the Ludwig-Maximilians-University in Munich. She was also a guest researcher at the University of Athens and the European University Institute in Florence.

In this talk, Zippel will discuss the subject of her recent publication, "Climbing Glass Fences: Women in Global Science." This talk will explore global science as the new frontier for women scientists and discusses what happens to women scientists when scientific work is globalized. This subject may help female scientists to "internationalize" their research collaboration and be seen as "American" rather than "female," which can help women researchers gain access to global professional networks.

Hosted by Dr. Louis Davidson-Schmich, Associate Professor, Political Science and Director, Women's and Gender Studies Program, this lecture is co-sponsored by the Alexander von Humboldt Foundation, which promotes and fosters academic cooperation between scientists and scholars in Germany and abroad. For more information regarding the Alexander von Humboldt Foundation, please visit www.humboldt-foundation.de.

Political Science Seminar Series: Kurt Weyland

Dr. Kurt G. Weyland, Professor, University of Texas at Austin, will present a seminar entitled, "Theorizing the Rise of Brazil: Realism under Hegemony," on October 24, 2014 at 12:30pm in the Dooley Memorial Building Classroom, MM125K.

International Relations theory has largely neglected the global South. But several developing countries are ascending to regional leadership and global clout. From a theoretical and comparative perspective, this talk examines Brazil's rise. It argues that Realism provides the best account of Brazil's foreign policy strategy. Regardless of government and political regime, the country has persistently pursued national power and international influence. But because emerging countries face established hegemons that command enormous power and economic resources, they cannot employ conventionally Realist instruments and tactics. Their subordinate position in the international power constellation forces rising countries to forego political and military confrontation and instead engage in economic cooperation, both with the hegemon and their weaker neighbors. Through this collaboration, emerging powers hope to derive disproportionate benefits that will enhance their relative power over time. By analyzing these complex calculations, the talk elucidates the Realist strategy pursued by ambitious nations such as Brazil – and designs a version of Realism that captures the recent power dynamics in the international system.

Weyland holds a Ph.D. in Political Science from Stanford (1991) and has conducted research in Argentina, Bolivia, Brazil, Chile, Costa Rica, Peru, and Venezuela. His new book entitled, Making Waves: Democratic Contention in Europe and Latin America since the Revolutions of 1848, which was published in 2014 by Cambridge University Press, analyzes the wave-like diffusion of political regime change across countries; it compares the revolutions of 1848/49 and 1917-19 and the democratization processes of the 1970s and 1980s in Europe and Latin America.

(Seminar abstract contributed by Dr. K. Weyland)
Tales of Discovery: Answering cutting-edge research questions using zebrafish

Article contributed by Drs. Julia Dallman and Isaac Skromne, Biology

Scientists will flock to the University of Miami this January to learn about the wonders of the small, freshwater zebrafish. Why zebrafish? Less expensive to work with than mouse, with powerful molecular, genetic, and imaging approaches, zebrafish have become a popular model for studying diverse topics including human diseases, therapies, and environmental pollutants. Accordingly, in the last decades, zebrafish have spread to laboratories around the world supporting cutting-edge research. Here in South Florida, the University of Miami has recently established a Zebrafish Service Center to support local teaching and research needs. Supported by a SEEDS You Choose Leadership Award, center directors Dr. Isaac Skromne and Julia Dallman invite you to attend the January 12th-14th seminars and symposium ‘Tales of Discovery’ highlighting research approaches made possible by UM’s newly established Zebrafish Service Center.

Since initial construction of the facility in 2010, zebrafish have played a key role at UM in landing National Institutes of Health grants for projects on human hearing disorders, Parkinsonism, motor neuron diseases, and Autism Spectrum Disorders. These projects often involve interdisciplinary research teams working together to better understand underlying processes and potential treatments for these diseases. The zebrafish facility has also had a big impact on teaching with zebrafish larvae used in freshman Howard Hughes and senior Neuroscience laboratories. By converting the facility to a Service Center, UM hopes to make it easy for other institutions across South Florida to similarly benefit from this important resource. Already, a professor at University of Florida has taken advantage of the Service Center, ordering embryos to use in his Developmental Biology Laboratory. Ongoing teaching and research projects will be presented at a symposium on January 13th from 4-9 PM on the Coral Gables campus at the Wesley Center. Tours of the facility and a series of short talks will be followed by dinner, dessert, music, and poster presentations. All presenters will receive a zebrafish t-shirt commemorating the event as thanks for their participation. Awards will be given for the best student talk and poster.

With matching funds from the Lois Pope LIFE Center, we have invited two keynote speakers, Dr. Cecilia Moens from the Fred Hutchinson Cancer Research Center and Dr. Florian Engert from Harvard University, to headline the symposium. On the day before (Jan. 12th) and the day after (Jan. 14th) the symposium, each speaker will also give a full-length research seminar at the Lois Pope for LIFE Center 7th floor auditorium from noon to 1 PM. “By bringing in esteemed speakers, we hope to attract researchers from across South Florida.” In addition to the SEEDS You Choose Award, this three-day event is also supported by Aquatic Habitats, and the Developmental Biology Society of America.

Three Day Symposium
January 12: 12-1pm Seminar
Dr. Cecilia B. Moens,
Lois Pope LIFE Center, 7th Floor
January 13: 4-9pm Symposium
Posters/Talks/Tours/Dinner
Wesley Gallery/Cox Science Center
January 14: 12-1pm Seminar
Dr. Florian Engert
Lois Pope LIFE Center, 7th Floor
RSVP: www.as.miami.edu/SEEDS by January 6, 2015

For more information regarding any of the events mentioned in this issue, you may contact the SEEDS Program Manager, Marisa Hightower at mhighower@miami.edu or at (305) 284-2971.

Please visit www.as.miami.edu/SEEDS for event information and registration.
Interactive Theatre

Interactive Theatre is a powerful educational tool. One valuable tool for better understanding and dealing with unintended obstacles to career success is through Interactive Theatre. Interactive Theatre uses a solid foundation of research on faculty and student experiences to develop and present provocative vignettes that engage the audience in thinking and talking about issues of diversity, pedagogy, and inclusion. Sketches draw the audience into a scene with a mix of comedy and drama designed to portray the complexities and challenges of everyday academic situations. After each sketch, audience members engage in dialogue with the actors who continue to play their roles, answering questions and making comments to audience members. The actors are UM students and faculty, and a trained facilitator provides professional expertise and guides the dialogue. Theatre skits, a type of “Theater for Social Change”, can facilitate the transformation of climate.

Performances may be paired with workshops or discussions on a particular topic for your department, school or program. To schedule an Interactive Theatre performance, please contact the SEEDS Office, seeds@miami.edu. Performances are scheduled during the academic year, August 15-May 15.

Team Science Fall Seminar Series

Article contributed by Dr. Sawsan Khuri, Computer Science

Scientific discovery today is all about teams of people working together. These teams can be small or large, with the large teams often composed of smaller teams that need to be kept inspired, motivated and coordinated. In the biomedical sciences, the first of these large, complex ventures was the Human Genome Project, and there have been many others since. Over the years, it became apparent that cross-disciplinary teams were more academically successful than single-focus groups, and publications began to appear in a new field, named the Science of Team Science (SciTS), to study the dynamics and success of these groups.

Funding agencies and university administrations are encouraging further afield and wider interactions among disciplines. Traditional boundary lines between these disciplines are becoming blurred, and there are several new disciplines that have emerged along that continuum, such as bioinformatics. However, for many faculty and graduate students, it remains a struggle to make these collaborations equally effective for all parties. For example, engineers and biologists have distinct academic cultures, use different language and idiom, and each group has its own publication practices. Awareness of these differences will allow the similarities to become more apparent, and this in turn will unleash synergies that would lead to better collaborations.

A SEEDS “You Choose” Leadership Award was given to Dr. Sawsan Khuri, Assistant Research Professor at the Dept of Computer Science, and Director of Engagement at the Center for Computational Science, to set up a 4-part Team Science Seminar Series at the College of Arts and Sciences in order to raise awareness of, and provide useful guidance for, the impact of SciTS on scientific research today.

The first seminar was presented by Dr. Khuri and Dr. Stefan Wuchty, whose 2007 paper helped to launch the SciTS field, and Dr. Stephen Fiore from UCF, who spoke in April about team cognitive behavior.

Upcoming will be the last two seminars, the first in October by Dr. Richard Bookman on policies that would encourage academic teamwork, and the final seminar on December 9th will be by Dr. Amanda Vogel from the NIH.

Event information
Team Science Fall Speaker
Dr. Richard Bookman, UM MED
October 14, 2014
Dr. Amanda Vogel, NIH
December 9, 2012
RSVP: www.as.miami.edu/SEEDS
Upcoming Events in SEEDS

October
10/14 Team Science Seminar Series: Dr. Richard Bookman, University of Miami
10/24 Geography Seminar Series: Dr. Petra Doan, Florida State University
10/24 Political Science Seminar Series: Dr. Kurt G. Weyland, University of Texas at Austin

November
11/5 SEEDS Career Workshop: Academic Leadership with Dr. Barbara Butterfield (RSMAS)
11/21 Political Science Seminar Series: Dr. Ernesto Calvo, University of Maryland

December
12/9 Team Science Seminar Series: Dr. Amanda Vogel, National Institute of Health
12/12 SEEDS Distinguished Lecturer: Dr. Kathrin Zippel, Northeastern University

January
1/12-14 Three-Day Zebrafish Symposium

March
3/5 College of Engineering Co-Mentoring Series: Dr. Enrique Lavernia, University of California

April
4/8 Annual SEEDS Networking Event
4/27 College of Engineering Co-Mentoring Series: Dr. Enrique Lavernia, University of California