

SEEDS Fall 2015 Newsletter Issue 3

a SEED for Success



Letter from the Director

This Fall, SEEDS enters its seventh year of service and its second year in the Office of Academic Affairs, with an expanding mission to enhance diversity and success across all UM Colleges. What has emerged are programs that work because they effectively marry administrative support with grass roots activities. Administrative engagement confers legitimacy and assures that our activities continue. But it is individuals amongst us who act as catalysts. In essence, SEEDS is a UM-wide program that uses a policy of inclusion to create and foster an interactive and highly-effective community.

Here, I highlight a few of the recent You Choose Leadership awards that had impacts beyond those proposed. An award to **Subburayan Pochi** and colleagues from the College of Arts and Sciences Writing Center supported grant-writing workshops that were so successful that the Writing Center has been extended into the Medical school, expanding resources and breaching the “silo” mentality amongst colleges. An award to **Isaac Skromne** and **Julia Dallman** supported a symposium that showed how effectively the zebrafish model system (and

UM’s fish facility) supports both basic and clinical research. As an unforeseen outcome, junior Biology faculty submitted a collaborative grant proposal with Harvard faculty. The American Chemical Association refunded **Amy Scott’s** award supporting a high school summer research-mentoring program. **Guoqing Lin’s** award for a Geophysics seminar established a relationship with the Hawaiian Volcano Observatory, resulting in submitting a paper, as did **Wangda Zuo’s** award for work with the Lawrence Berkeley National Library. **Santiago Olivella’s** award to bring in guest speakers succeeded so well that the department established an ongoing Political Science Distinguished Lecture series.

I expect to see similar broad-ranging and even culture-changing outcomes from other individuals associated with SEEDS. I leave you with this challenge—what has changed for the better in your environment? What catalyzed the change? Can SEEDS harness and amplify it? Please let SEEDS know of your triumphs, so others can emulate them.



24 August 2015

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SEEDS You Choose Leadership Award

Due September 22, 2015
visit www.as.miami.edu/SEEDS for application guidelines

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SEEDS Profile: Jennifer Burke, Interactive Theatre Ensemble Director



Interested in acting since the age of eight, Associate Professor of Theatre Arts and SEEDS Interactive Theatre Director, Jennifer Burke, found acting to be “exciting, empowering and artistically satisfying.” Burke received her MFA at Brandeis but was not exposed to the theatre techniques used in Interactive Theatre.

How did you become part of the SEEDS Program?

When Dr. Kathryn Tosney approached me about developing the IT component of the SEEDS program, her enthusiasm was infectious. She was familiar with the CRLT’s interactive presentations at the University of Michigan and knew what an impact their work was having on that campus. I was in my second year on a tenure track and believed that whenever possible it was smart to say “yes” as opportunities

presented themselves, particularly when offered by people with credentials like Dr. Tosney’s! Obviously given my lack of course work or experience in interactive theatre techniques, I was fairly ignorant as to how to move forward once the SEEDS program was established. The mentorship of some very knowledgeable and skilled people, including Jeffrey Steiger at the University of Michigan, Lynn Hoare at the University of Texas, Austin and Ben Sappol, director of Theatre Delta, was critical to moving the IT ensemble from concept to reality.

How do you develop your script ideas?

Once an issue for possible script development has been identified, I turn to existing research on the topic as well as conduct on-campus interviews. I gather as much information as I can, not only so that a realistic-sounding theatre presentation can be developed, but so that the IT team and ultimately our audiences can be educated with factual information. Knowing, for example, “In a recent study 67% of the early-career faculty perceived mentorship as lacking in their department, “helps the IT players create credible characters, critical to successful interaction with our audiences and also gives

our facilitator some hard data that can be sprinkled into the conversation. Beyond the statistics, specific testimonies, (whether gathered in person or in writings), help us get behind the eyes of the people we’re representing, aiding in the script writing process, character development, and ultimately, the interaction with an audience. In some interviews, I’ll ask people to role play and re-create an interaction or conversation that someone found problematic. Great care is taken to protect the anonymity of the people who speak to me, and no moments specific to our community are directly recreated on stage, but capturing the truth is critical to the success of our sketches. In our last sketch on graduate student mentorship, I even read some online blogs!

Tell me about a time when you wrote a script that was well received. Why do you think it was successful?

We’re very excited about our latest sketch entitled, “Chemistry” which examines graduate school culture and mentorship. Personally, it was an important step for me in that the research, script development and direction was handled with less outside guidance than I’d called on in the past. Of course, my involvement with

SEEDS Profile: Jennifer Burke, Interactive Theatre Ensemble Director

SEEDS means I appreciate the importance of good mentorship, and I certainly turned to my mentors as my script was nearing completion for feedback! Beyond the personal satisfaction and ownership I have for that particular sketch, our audiences of both faculty and students have been very enthusiastic about the material. Our graduate student audiences were excited to see their world represented onstage and mentioned the therapeutic benefits of not only having a conversation about the issues among themselves, but also dialoguing with the actor playing the faculty member in our interactive portion of the presentation. It seems that we found a community that appreciates the conversation and that our sketch portrayed something that audiences find representative, two critical factors if a sketch is to succeed.

What are the types of issues discussed and who, in general, is your target audience?

As a program under the SEEDS umbrella, our mission is to explore issues of diversity and inclusion that impact our community. Our sketches represent scenarios that our research suggests are important to examine here at UM, as well as on a broader

social scale. Because each of us contributes to the culture and climate of our departments, schools and colleges here at UM, the IT ensemble's target audience is the entire campus. Dialogue is critical for change and everyone deserves access to the conversation. I hope more of our UM community will become familiar with the power of theatre as a means of



promoting discussion that can lead to change.

What advice would you give to an actor interested in becoming part of the Interactive Theatre Ensemble and for a novice actor, how much training do they require in order to be successful in this genre of theatre?

Acting experience per se is not necessary to become involved in the Interactive Theatre Ensemble. Some of our most skilled performers have no formal acting training, but are simply comfortable in front of an audience, understand the

world we are representing and have a commitment to the SEEDS mission. Through interactive training and sketch rehearsals the playing field is leveled; actors and non-actors alike become skilled in the particular genre of theatre we're creating. Anyone interested in promoting cultural change through dialogue should contact the SEEDS office and ask about becoming involved upcoming projects. If acting isn't someone's interest, we're always seeking test audience members who can provide feedback and give our performers interactive experience.

What can the UM community expect from Interactive Theatre in the next year?

We have several scripts that are ready to share ranging in topics from the faculty tenure review process to mentorship techniques to graduate advising. We are always interested in hearing about issues that impact our community and exploring new ideas for script development, but our immediate goal is to bring our existing material into departments and other groups on campus. I hope people will consider the option of having an interactive theatre presentation as part of a retreat or meeting.

Provost Urges All to Plant SEEDS of Diversity

Robert C. Jones & Marisa Hightower

CORAL GABLES, Fla. (April 8, 2015) – An opportunity to network with colleagues from all three campuses, an exhibition of investigator-initiated projects that provide resources and training for faculty, and a short theatrical performance addressing issues of race, gender, and equality in academia were among the highlights of the sixth annual SEEDS Networking Dinner with the Provost, held April 6 in the Newman Alumni Center.

The dinner is one of the signature events of the University of Miami's SEEDS (a SEED for Success) initiative, a formerly funded National Science Foundation-ADVANCE program that focuses on diversity programs across the University.

The evening began with a showcase of the many SEEDS You Choose Leadership projects that support diversity and foster career development.

Delivering the event's keynote address, Executive Vice President and Provost Thomas J. LeBlanc thanked attendees for their efforts in changing the academic climate at the

institution. Supporting and advocating for academic diversity, he said, is an endeavor to which anyone, not just university presidents, can commit.



LeBlanc also spoke about UM's Culture Transformation Initiative, noting core values such as diversity, integrity, responsibility, excellence, compassion, creativity, and teamwork. He remarked that diversity and change do not come from just one person. "It is our job" to diversify, he said. The provost acknowledged the commitments of different UM schools, colleges, and programs that have built on the mission of SEEDS, such as the Rosenstiel School's Diversity, Equity, and Inclusion Committee; the Miller School of Medicine's Mentoring and Grantsmanship program; the College of

Engineering's Co-Mentoring Program, and the College of Arts and Sciences' program to provide child care assistance for faculty traveling to conferences as well as its career support program for faculty at all levels.

Kathryn Tosney, director of SEEDS and a professor of biology, noted the importance of networking at events to create enriching environments that promote collaboration and change.

SEEDS is institutionalized through the Office of the Vice Provost for Academic Affairs. The program offers workshops on mentoring, leadership, and implicit bias. The SEEDS website will soon feature a menu of Interactive Theatre sketches available for booking throughout UM to promote awareness and discussion on such topics as mentoring, promotion, and tenure.

In the next academic year, SEEDS plans to host workshops on scientific writing, NSF grant writing, and conflict negotiation. It will also offer multiple You Choose Leadership

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Susan Solomon, Ph.D. to speak on Ozone Depletion, Spring 2016

In its third year, the Diversity, Equity and Inclusion Committee (DEIC)'s Distinguished Lecture Series, in partnership



with SEEDS, will host Dr. Susan Solomon, Spring 2016. Susan Solomon is the Ellen Swallow Richards Professor of atmospheric chemistry and climate science at the Massachusetts Institute of Technology and the Founding Director of the

MIT Environmental Solutions Initiative. Prior to that, she was a scientist at NOAA in Boulder, Colorado and an adjunct professor at the University of Colorado from 1982-2011. She is well known for pioneering work that expanded why there is a hole in the Antarctic ozone layer. She is also the author of several influential scientific papers in climate science, including the understanding of

how the ozone hole influences southern hemisphere climate. She received the 1999 US National Medal of Science, as well as the Grande Medaille (highest award of the French Academy of Sciences), the Blue Planet Prize in Japan, the BBVA Frontiers of Knowledge Award,

and the Volvo Environmental Prize. She is a member of the National Academy of Sciences, the French Academy of Sciences, and the Royal Society in the UK. Time magazine named Solomon as one of the 100 most influential people in the world in 2008. A glacier in Antarctica has been named after her, Solomon Glacier.

Solomon will present a research seminar on January 28, 2016 followed by career lecture with reception on January 29, 2016. Her career lecture will offer participants an insight into how she overcame career and personal challenges. Both events will take place in the SLAB Seminar room, located on the RSMAS campus. For more information, please visit www.as.miami.edu/seeds/events.

SEEDS of Diversity (con't)

opportunities and co-mentoring events. Tosney applauded President Donna E. Shalala, Provost LeBlanc, Vice Provost for Academic Affairs Brian Blake, deans, and other upper-level leaders who are committed to enhancing climate, diversity, and career success through their strong support of SEEDS.

The dinner concluded with a SEEDS Interactive Theatre sketch, "Under Advisement," presented by SEEDS artistic director Jennifer Burke and

featuring faculty actor Maha McCain of UM's Department of Theatre Arts. The Interactive Theatre is a powerful tool that sparks dialogue on identifying



challenges to career success and issues of race, gender and equality within the academic climate. At the end of the sketch, the audience engaged with the actors, who remained in their roles, on the issues that were revealed by the sketch.

Originally published in the April 13, 2015 edition of e-Veritas.

Scientific Writing Expert, Judith Swan, Returns to UM

Judith Swan will be returning to the University of Miami to host her day long writing workshop on Saturday, October 31, 2015 in the Newman Alumni Center. She is the Associate Director for Writing in Science and Engineering at Princeton. Swan is an expert in scientific writing; she received a PhD in Biochemistry from MIT and is the co-author of the seminal paper, "The Science of Science Writing," which describes a strategy for writing clearly based on understanding how readers interpret and make sense of language.

Swan last visited the campus in 2010, in which she discussed how to methods for proper scientific writing. The highly successful workshop, which



was sponsored by a SEEDS You Choose Leadership Award to Drs. Helena Solo-Gabriel and Blyth Nobleman,

focused on making the process of developing as a writer more efficient and effective. Participants found the workshop exceeded expectations. Noting, "Dr. Swan beautifully explained the proper way to approach proper scientific writing."

Space is limited to 100 participants and is open to faculty, researchers postdoctoral associates and graduate students. To reserve your seat, please visit www.as.miami.edu/events.

Female STEM Mentoring Panel to be held for a Second Year

Article contributed by Dr. Priyamvada Rai, Medicine

Sponsored by a SEEDS You Choose Leadership Award to Priyamvada Rai, Ph.D., Associate Professor in the department of Medicine, a mentoring and networking event occurred last spring for female undergraduate and graduate students interested in STEM careers. The event provided career advice and fostered relationships between the invited faculty and students, as well as amongst the students themselves. The panelists included some of the top female faculty, leaders in their scientific fields, including directors of undergraduate and graduate programs, directors and members of admissions committees including MD/PhD, and several members of national

and international scientific organizations including NIH and VA study sections.

The attendees included undergraduate students, graduate students and a few postdoctoral associates. Participants' positive feedback noted that the event was helpful in providing them with actionable advice and in making connections with the faculty mentors. Themes of discussion included general advice for career success; challenges historically faced by female faculty, such as self-doubt and negotiation; balancing career and family; tips for graduate school and postdoctoral applications and tips for scientific career success.

Based on these talking points, the discussion was framed in terms of advice that the mentors almost universally agreed upon as being determinants of success in a scientific career.

SEEDS will host this event again in spring 2016. Seating is limited to 30-35 participants to preserve the intimate atmosphere that facilitated discussion and networking at this previous event.

If you are interested in participating as a mentor or an attendee, please contact Marisa Hightower at mhightower@miami.edu.

Prominent Scholar to Speak about Implications of Intent

Susan Fiske, Eugene Higgins Professor of Psychology and Professor of Psychology and Public Affairs, Princeton University, will be the College of Arts and Sciences and SEEDS Spring 2016 Distinguished Lecturer. On Monday, February 22, 2016 in the Bruce and Robbi Toll Library, Newman Alumni Center, Fiske will present her lecture entitled, "Humans are Intent Detectors: Implications for Science and Society." People rapidly judge others' intent for good or



ill. In society, people divide themselves into in-groups and various out-groups on the basis of perceived intent and the ability to act on it. Only society's ingroups (e.g., the middle class) and their allies are viewed as having both good intent (warmth) and the ability to enact it (competence). The most extreme out groups (e.g., homeless people) appear low on both dimensions. Mixed combinations include groups seen as warm but incompetent (e.g., older people) and competent but cold (e.g., rich people). These apparently universal dimensions operate all over the world and over time.

The talk explores some policy implications of this human focus on other's intents. Recent data illustrate how scientists are perceived as communicators—and trusted or not—according to our apparent intent. Second, drilling down to specific lay people's intent: nowhere is perceived intent more important than in harms, which people judge literally to cost more when they were intended. Intentional harms seem worse, even when they are not. People are motivated to blame and punish intentional harm-doers.

For more information about this seminar, please visit www.as.miami.edu/events.

Forum to Discuss the NSF CAREER Award

This September, SEEDS will host a one-hour discussion panel about the NSF CAREER Award. During this forum, participants will hear from a panel of four current and past winners of the NSF CAREER Award. Discussion panelists will include Dean Angel Kaifer, Senior Associate Dean of the College of Arts & Sciences; Dr. Amy Clement, Associate Dean and Professor of Atmospheric Sciences; Dr. Onur Tigli, Assistant Professor of Electrical and Computer Engineering; and Dr. Jamie Walls, Assistant Professor of Chemistry. Each

panelist be asked to speak about a different aspect of the award, such as general, technical, writing and review. The forum will conclude with a fifteen minute question and answer session.

The Faculty Early Career Development (CAREER) program is a National Science Foundation award that provides support to junior tenure track faculty who exemplify the role of teacher-scholars. NSF encourages submission of CAREER proposals from junior faculty,

especially encourages women, members of underrepresented minority groups and persons with disabilities to apply.

In October, SEEDS will host a followup Speed Mentoring Event, in which mentees will be able to submit their writing samples ahead of the event to receive feedback from mentors.

If you are interested in participating as a mentor or an attendee, please contact Marisa Hightower at mhightower@miami.edu.

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Upcoming Events

September

- 9/22 Deadline for the SEEDS You Choose Leadership Award application
- 9/30 NSF CAREER Forum (Gables)

October

- 10/1 Abrasive Conduct in the Academy Workshop, featuring Dr. Barbara Butterfield (Gables)
- 10/31 Writing Effectively for Science and Engineering (Gables)

November

- 11/19 SEEDS Distinguished Lecturer: Mirella Dapretto, UCLA (Gables)

January

- 1/28 SEEDS/RSMAS Distinguished Lecturer: Susan Solomon, MIT (RSMAS)
- 1/29 SEEDS/RSMAS Career Seminar: Susan Solomon, MIT (RSMAS)

February

- 2/22 Distinguished Lecturer: Susan Fiske, Princeton (Gables)

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

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If you would like to have your SEEDS sponsored event featured in our next issue, please email your submission requests to mhightower@miami.edu by November 11, 2015.