Letter from the Director

This first year of SEEDS as a bona fide UM entity has been highly satisfying and successful. Our establishment in UM's office of Academic Affairs underscores our role as an incubator of and resource for diversity, leadership and career success that is becoming UM-wide. Our focus now extends well beyond the sciences, in accord with a new reading of our SEEDS acronym as “a SEED for Success.” We seek to enhance diversity and success across UM.

A major culture-changing element of SEEDS is our successful effort to reveal and enable leaders from our own ranks, most notably through our investigator-initiated program, the You Choose Leadership Awards. These awards give resources to emergent leaders that enable them to satisfy a need in their own environment. More than fifty awards were made in the last six years. This year supported eleven additional awards to sixteen investigators, with many being new to SEEDS. Read the next pages for summaries and visit our website to read successful applications—and to seek inspiration for your own application! Become a SEEDS Leader. Improve your environment. Help others and help yourself.

Although in the last six years SEEDS has profited from unflagging support of the upper administration, a signal phenomenon this year is an expanding buy-in to our goals in the form of significant cost-share. As examples, A&S now cosponsors all A&S You Choose awards; three colleges cosponsor SEEDS Distinguished Speakers; Women in Medicine, CTSI; RIM Postdoctoral Program; Women & Gender Studies, GreenU, School of Architecture and the College of Engineering co-fund mentoring and skills events. To show your own buy-in -- and to profit from mingling with others in our SEEDS community -- please come to our April 6th SEEDS Networking Dinner with Provost LeBlanc. Hear more about SEEDS activities; share your aspirations and plans for improving your ability to lead and to succeed.

In this issue

You Choose Leadership Winners Profiled
Page 2

RSMAS Second Annual Distinguished Lecturer
Ruth Prelller, US Naval Research Laboratory
March 18-19, 2015
Page 3

SEEDS You Choose Leadership Awards
Next Cycle due September 21, 2015
Visit www.as.miami.edu/SEEDS for application guidelines.
2014-2015 SEEDS You Choose Leaders!

We are pleased to present 2014-2015 You Choose Leadership Award winners. Award winning proposals included speakers for the UM Chinese Film Festival; a semester long mentorship program with faculty, staff and students; and writing workshop for non-native speakers. Full proposals are available on the SEEDS website.

Women in Academic Leadership Symposium
Lilian Abbo, M.D., Hililt Mechaber, M.D., Ivette Motola, M.P.H., associate professors in the Miller School of Medicine will host the Women in Academic Medicine (WIAM) Symposium, featuring educator, economist and author, Maria-Teresa Lepeley. The symposium will help develop skills to lead in an academic environment. Cosponsored by WIAM.

Collaborative Analysis and Interpretation of Maya Heritage in Yaxunah, Yucatan, Mexico
Traci Ardren, Ph.D., professor and chair of Anthropology, will create and run a series of workshops on ancient Maya history with a culinary focus to local, high-school aged women at the Yaxunah Cultural Center in the Yucatan Peninsula. Cosponsored by the College of Arts and Sciences.

Scientific Research for Environmental Decision Making
Kenneth Broad, Ph.D., professor, Galen Treuer and Julia Wester, Graduate Students, Abess Center for Ecosystem Science and Policy, will host a one-day workshop which will address: producing decision relevant research; and gaining insight into a diverse range of career opportunities both in and out of academia. This workshop will be available to the UM community and is cosponsored by the Abess Center for Ecosystem Science and Policy.

Distinguished Lecturer, Stanley Rosen, USC, as part of the UM Chinese Film Series
Rebecca Doran, Ph.D., assistant professor, will host Stanley Rosen, University of Southern California. In this lecture and screening, Rosen will discuss the obstacles the Chinese film industry may encounter when "internationalizing" their marketing efforts to the US market. Cosponsored by the College of Arts and Sciences.

It Takes a Mentor
Catherine Newell, Ph.D., assistant professor of Religious Studies, and Jenni Spangenberg, president, UM’s Women's Commission, will host a mentorship program for the spring 2015 semester which is open to all students at all levels at UM. Through a series of three workshops aimed at developing leadership and professional skills, this program will match faculty/staff with students who would benefit from deliberate and professional mentoring. Cosponsored by the College of Arts and Sciences.

Distinguished Lecturer, Dora Angelaki, Baylor University
Sudrud Rajguru, Ph.D. and Alicia Jackson, Ph.D., assistant professors in the department of Biomedical Engineering, will host the first of two research seminars and roundtable discussions with students and faculty in Biomedical Engineering. Co-sponsored by the Biomedical Engineering department.

Spatial patterns of gender inequalities/inequities and climate change across the Indian subcontinent
Shouraseni Sen Roy, Ph.D., associate professor in the department of Geography and Regional Studies, will travel to Delhi, India to conduct field work and data collection. Cosponsored by the College of Arts and Sciences.

Training in Ovarian Granulosa Cell Biology
Elizabeth Smith, Ph.D., research assistant professor in the Miller School of Medicine, will obtain training and establish research collaborations in Dr. Barbara Vanderhyden’s lab at the Ottawa Hospital Research Institute, University of Ottawa, in granulosa cell and ovarian cancer biology.

Clear and Concise Writing Workshops
Pochi Subbarayan, Ph.D. research assistant professor in the Miller School of Medicine and April Mann, M.A., Director of the Writing Center and Senior Lecturer of English will offer three scientific writing workshops for non-native English speakers for the faculty and researchers at the Medical School and Coral Gables. Cosponsored by the Clinical and Translational Science Institute and RTM Postdoctoral Programs Office.

Distinguished Neuroscience Colloquium, BJ Casey, Well Cornell Medical College
Lucina Uddin, Ph.D., assistant professor in the department of Psychology, will host a prominent cognitive neuroscience researcher to give a colloquium to bring attention to UM’s “Understanding the Brain” initiative. Cosponsored by the College of Arts & Sciences.

Department of Energy Research Seminars and Collaborations
Wangda Zou, Ph.D., assistant professor in the department of Civil, Architectural and Environmental Engineering will host two research seminars with Department of Energy to facilitate research collaborations.
College of Engineering's co-mentoring events: A successful continuation

Since 2009, SEEDS and the College of Engineering have given graduate students and junior faculty an opportunity to meet and network with National Academy members. The mentoring events were first introduced to the College of Engineering by You Choose Leadership Award winner, Dr. Eunji Lim, Industrial Engineering. It was institutionalized within the College of Engineering as it grew in success. These events are paired with the College of Engineering's Distinguished Speaker series. Past mentoring events have included Josephine Cheng (IBM), Mildred Dresselhaus (MIT), Mary Jane Irwin (Penn State) and Robert Pettigrew (National Institute of Biomedical Imaging, NIH). These productive events have enabled graduate students to ask distinguished speakers career and research advice.

This spring, SEEDS and the College of Engineering will host two mentoring events. Nadine Aubry will speak on Monday, March 2, 2015 in the Dean’s Conference Room, McArthur Engineering Building, room 289 from 11am-12pm. Aubry is the Dean of the College of Engineering at Northeastern University. She is a member of the National Academy of Engineering and a Fellow of the American Physical Society (APS), the American Society of Mechanical Engineers (ASME), the American Associate for the Advancement of Science (AAAS) and the American Institute of Aeronautics and Astronautics (AIAA). She will be presenting a seminar entitled, “Some fundamental challenges in microfluids” at 3:30pm in the McArthur Engineering Annex, room MEA 202.

The second co-sponsored mentoring event will be held on Monday, April 27, 2015 with Dr. Enrique Lavernia. Lavernia is the Distinguished Professor and Dean of the college of Engineering at University of California and is a member of the National Academy of Engineering. He will present a seminar entitled, “Nanostructured metals and composites: from the nanoscale to microscale.”

For more information about these events, please contact Marisol Pernas at mpertas@miami.edu.

Prominent oceanographic researcher to share career and leadership advice

SEEDS and RSMAS Distinguished Lecture Series will host Ruth Preller March 18-19, 2015. Preller is the superintendent at the US Naval Research Laboratory in the Oceanographic Division. She will present a seminar entitled, “Navy research and development and its impact on operational oceanography,” on Wednesday, March 18, 2015 in the SLAB Seminar room on the RSMAS campus at 3:00PM-4:00PM. The Oceanographic Division of the US Naval Research Laboratory (NRL) carries out a coordinated research and development program directed towards oceanographic problems that have an impact on Navy’s ability to operate safely and globally. This presentation will discuss some of the ongoing research and development, the transition from research to operations and the future direction of research at NRL.

Preller received her M.S. and Ph.D. degrees in Meteorology from Florida State University. She entered the Senior Executive Service in September 2004 when she became the Superintendent of the Oceanography Division at the Naval Research Laboratory’s site, located at Stennis Space Center, Mississippi. Preller received the NRL 75th Anniversary “Award for Innovation” in 1998. Dr. Preller was the recipient of the Presidential Rank Award for Meritorious Executive in the Senior Executive Service, 2009.

As part of the Distinguished Lecture series, graduate students and faculty will have an opportunity to meet with Ruth Preller in a mentoring event hosted by SEEDS and RSMAS in the SLAB seminar room on Thursday, March 19, 2015 at 11:00am. Her lecture will encourage discussion on career and leadership issues. A networking lunch and reception will follow the informal career lecture.

Biographical information obtained from Dr. Ruth Preller.
Women, and particularly minority women, are underrepresented in the upper echelons of academic science. Early opportunities to work in a research laboratory and frequent access to a female mentor who can answer their questions and provide guidance in negotiating the challenges of a scientific career can strongly impact their decision to continue on in the field of academic science. On the flipside, unaddressed concerns about a research career being inimical to women, and misperceptions as to what it takes to succeed in academic science are leading reasons why female students with scientific aptitude opt out of STEM fields. Accordingly, if these students can be provided with access to a local female mentors and be exposed to examples of the various different paths taken by successful women scientists in their careers, this would go a long way towards allaying their unease and encouraging their own scientific aspirations.

A SEEDS “You Choose” Leadership Award was given to Dr. Priyamvada Rai, Assistant Professor in the department of Medicine/Geriatrics, to organize a mentoring/networking event for female undergraduate, graduate and postdoctoral trainees interested in pursuing an academic career in science. The event will comprise a mentoring event involving a roundtable discussion/question-and-answer session with senior female faculty and leaders followed by an interactive networking event.

The purpose of this event is to have female faculty members, at different career stages, share some of the personal challenges and triumphs that have made science an exciting and fulfilling career for them, to provide practical advice on questions of professional aspirations and work-life balance, and for the students to seek out a research or academic mentor who is willing to invest in their career development.

The long-term goal of this grassroots event is two-fold: 1) To increase the number of female and minority female students who participate in substantive research opportunities at the University of Miami and 2) To provide female students and trainees with access to a local female mentor who will assist them in developing the scientific acumen and personal skills that will enable them to be competitive for graduate programs in the sciences, and who will provide a source of advice and career guidance.

Registration will be free and limited to the first 40 participants. The event will be held on the Coral Gables campus at the Abess Seminar Room (Ungar 230), March 20, 2015 from 9:00am-1:00pm.

Next Issue Fall 2015 Feature
Highlights for the upcoming academic year.

If you would like to have your SEEDS Sponsored event featured in our next issue, please email your submission to mhightower@miami.edu. Submissions are due July 2, 2015.
Clarity in Writing for Scientific Investigators

During the Fall and Spring semester, non-native English speaking researchers attended the “Clear and Concise Writing” workshops, which were sponsored by a SEEDS “You Choose” Leadership Award to Dr. Pochi Subbarayan, research assistant professor at the Dept of Hematology and Oncology; the Clinical and Translational Science Institute; and the RIM Postdoctoral Programs Office. Faculty, scientists and postdoctoral associates had the opportunity to develop their writing techniques under the guidance of April Mann, Director of the Writing Center and Senior Lecturer in the department of English. Three workshops, held on the Medical and Gables campus, focused on writing a specific aims page that is well-organized, clear and makes a good impression.

The workshops include a didactic session that introduces and discusses writing techniques such as the Swales Create a Research Space (CARS) Model for Introductions. Participants discuss and dissect sentence structure for clarity and readability. Then during the hands-on training, participants are able to work through their Specific Aims page. At the recent workshop, held on February 6, 2015 on the Gables campus, four of the Writing Center tutors met one-on-one with the participants. Each participant received a copy of Anne Green’s Writing Science in Plain English (2013).

Start the conversation with an Interactive Theatre Ensemble performance

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.
Upcoming Events in SEEDS

January
1/13 Zebrafish Symposium (Gables)
1/28 Women in Academic Medicine 2015 Symposium featuring Maria-Teresa Lepeley (MED)

February
2/6 Clear and Concise Writing Workshop (Gables)
2/11 It Takes a Mentor! Welcome Reception (Gables)
2/25 SEEDS Distinguished Speaker: Stanley Rosen, USC (UM Chinese Film Series) (Gables)
2/27 SEEDS/Abess Ecosystem Science and Policy: Environmental Science Panel (Gables)

March
3/2 College of Engineering Co-Mentoring Series: Nadine Aubrey, Northeastern University (Gables)
3/3 SEEDS Distinguished Lecturer: BJ Casey, Sackler Institute, Weill Cornell Medical College (Gables)
   It Takes a Mentor! Leadership Workshop (Gables)
3/6 Clear and Concise Writing Workshop (MED)
3/16 College of Engineering Lecturer: Dora Angelaki, Baylor University (Gables)
3/18 SEEDS/RSMAS Distinguished Lecture: Ruth Preller, US Navy (RSMAS)
3/19 RSMAS Co-Mentoring Event: Ruth Preller, US Navy (RSMAS)
3/20 SEEDS Building STEM Mentoring Relationships Symposium (Gables)
3/25 It Takes a Mentor! Reflecting on U Workshop (Gables)

April
4/6 Annual SEEDS Networking Dinner with Provost LeBlanc (Gables)
4/16 It Takes a Mentor! Networking Event (Gables)
4/27 College of Engineering Co-Mentoring Series: Enrique Lavernia, University of California (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 at (305) 284-2971.

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