

SCIENTISTS &
ENGINEERS
EXPANDING
DIVERSITY &
SUCCESS

SEEDS

SEEDS

FALL 2010

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MARK YOUR CALENDARS

SEEDS Annual
Networking Event

Featuring:
Lunch with President
Shalala

November 17
11:30 am– 2:30 pm

SEEDS Success Stories

We helped encourage diversity and growth at the following SEEDS events:

- 12 Networking & mentoring events
- 9 Distinguished Lecturers
- 2 Career workshops
- 4 Speed mentoring events
- A Women In Science Panel
- 2 NIH Forums
- Industrial Engineering Seminars
- SEEDS Focus Groups meet regularly on each campus
- 11 You Choose Winners
- 3 Interactive Theatre performances
- Discussion on creating a Family Friendly Environment
- A UM-wide survey was conducted addressing climate issues
- Travel sponsored, both domestic and foreign for conferences and collaborations



Barbara Whitlock, Rana Fine, and Helena Solo-Gabriele, SEEDS Steering Committee Members, at the 2009 Annual Networking Event



College of Engineering (COE)



Kathryn Tosney with Barbara Liskov at the SEEDS mentoring event following Liskov's lecture.

Last academic year, the College of Engineering and SEEDS sponsored mentoring events with two highly distinguished members of the National Academy of Engineers: **Barbara Liskov**, Associate Provost for Faculty Equity and Institute Professor at the Massachusetts Institute of Technology and **Linda Sanford**, Senior Vice President at IBM. Mentoring events were attended by faculty, students and business professionals. Lessons learned, as stated in event evaluations, included "be yourself", "great networking opportunity," and "collaborate for success". This upcoming academic year the College of Engineering and SEEDS plan to host three mentoring events with **Maxine Savtiz**, of the President's Council of Advisors for Science and Technology, **Cristina Amon**, Dean of the Faculty of Applied Science and Engineering at the University of Toronto, and **Josephine Cheng**, Vice President of IBM Research.

"...I believe many will benefit from what you have to share. Thank you"

RSMAS Workshop participant"

College of Arts and Sciences (CAS)

In the coming year, the College of Arts and Sciences plans many events that are open to the entire university. Two half-day workshops on negotiation bring in **Barbara Butterfield** an expert in instilling negotiation skills. A Speed Mentoring event summons mentors from RSMAS, MED and CAS to interact with and mentor graduate students. In a HERS leadership event, the first woman Dean of CAS, **Jacqueline Dixon**, will lead a panel to discuss leadership skills. Please RSVP for these events on the SEEDS home page.

Rosenstiel School of Marine & Atmospheric Science (RSMAS)

The SEEDS community at RSMAS has hosted multiple events from interactive theater to speed mentoring and lectureships for distinguished Hispanic women. It has also stimulated successful applications for "SEEDS You Choose" awards for activities that benefit both individuals and entire communities, including a day-long writing workshop that attracted 175 participants. Also notable was their Women in Marine Science Panel: Eight scientists from five different academic divisions and various career paths shared insights into nuances that women face while pursuing a profession in marine science, followed by discussion and networking over a casual catered lunch. In December 2010, the RSMAS SEEDS Distinguished Lecturer will be **Mercedes Pascual**.



Distinguished Lecturer, Maria Assuncao F. Silva Dias with SEEDS Group at the SEEDS mentoring event held at RSMAS.

“I feel like I made a difference to many people”

— SEEDS Mentor

SEEDS

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Fall 2010: Mark your calendars

To RSVP to any SEEDS event visit www.as.miami.edu/seeds/

Lunch with President Shalala

Hurricane 100 room, 11:30 am– 2:30 pm, November 17
This SEEDS annual event is open to all of UM.

Distinguished Lecturers

Maxine Savitz, COE, December 6
Mercedes Pascual, RSMAS, December 7-8

Networking & Mentoring Events

Speed Mentor Event, CAS, September 24
Mentor Event, Diane Papazian, MED, October 21
Networking Event, Judith Swan, COE, November 13
Annual Networking Event, UM wide, November 17
Mentor Event, Maxine Savitz, COE, December 6
Mentor Event, Mercedes Pascual, RSMAS, December 7-8
Mentor Event, Susan G. Amara, MED, December 9
Mentor Events, Industrial Engineering, COE, Dates TBD

Lectures

Diane Papazian, Medical Campus, October 21
Susan G. Amara, Medical Campus, December 9
Industrial Engineering Series, COE, Dates TBD

Workshops & Forums

Chalk Talk with Kathryn Tosney, Medical Campus, October 28
Judith Swan Workshop, COE, November 13
Promotion & Tenure Forums, Medical Campus, Dates TBD

“You Choose” Awards for \$2500

Applications open October 1, 2010
Competition closes on November 3, 2010

Interactive Theatre Presentations

Presentations for smaller select audiences, September 2010
Annual Networking Event, November 17



Speed Mentor Event for junior faculty at the Miller School of Medicine.



UM Faculty, Marjorie Oleksiak of RSMAS and Dean Jacqueline Dixon at Annual Networking Event



Tulay Koru-Sengul of the Miller Medical School, “You Choose” Winner speaks about her travel to Texas for a workshop that focused on career development.

Miller School of Medicine (MED)

SEEDS focus groups in the Medical school have been the source of inspiration for SEEDS Awards and events. The continuing You Choose award to **Joy Lincoln** funds workshops with NIH program officers and this year's awards fund **Laura Bianchi** to bring in prominent women speakers, **Wen-Hsiang Lee** to mount education forums on promotions and tenure, and **Paula Monje** for a workshop on Peer Mentoring. Among other events, SEEDS hosted Speed Mentoring for postdocs and, in collaboration with "Women in Academic Medicine" (a group developed by SEEDS Steering Committee member **Sheri Keitz**) hosted a successful "CV Review and Academic Enhancement" event for forty women faculty. The medical school acquired the very first women chair of a basic science department, **Sylvia Daunert**, who was most recently most recently a Distinguished Professor and the Gill Eminent Professor of Analytical and Biological Chemistry at the University of Kentucky.

University of Miami Climate Survey

The goal of our climate survey is to observe how women and men scientists and engineers experience their working environments. The quantitative data are now complete and are being supplemented by interviews to further identify common threads and special issues. Analysis for publication, now underway, is the purview of two graduate students, Hilary Cook and Aaron Puhmann, mentored by Professor Robert Johnson. Results will be summarized at the Annual Networking Event this November. The survey is designed to provide a baseline measure of climate and to suggest where UM excels and where specific programs need to be applied.

New SEEDS Opportunities

Nominate a seminar speaker as a SEEDS Sponsored Mentor

You can assure that your internationally renowned speakers can engage effectively with UM groups that may seldom interact with top scientists, (e.g., junior faculty, women faculty, postdocs and students). You can host a SEEDS event with your speaker that will focus on both science and career development: Add an hour to the speaker's schedule, preferably after the seminar, for a SEEDS Mentoring Event. SEEDS will supply an online RSVP, publicity, brochures and if appropriate, modest refreshments. On request, your event can be guided by your steering committee representative or the SEEDS director.

Expansion of You Choose Leadership Awards

This SEEDS program enhances leadership and career activities of individual applicants and also allows individuals to develop activities that support entire communities. Past winners include a workshop on communicating with the public, one on building effective peer mentoring, two on writing and three on NIH funding. This year, SEEDS expects to make multiple awards, and eligibility has expanded to include more departments. Applications are available online now at <http://www.as.miami.edu/seeds/> and are due November 3rd.

Expansion of SEEDS focus groups in the College of Arts and Sciences (CAS)

SEEDS focus groups are grass-roots groups led by in-house leaders in each of the science schools. These local communities meet regularly to address career and climate issues in their communities and to plan SEEDS activities. They have generated multiple events, assured SEEDS lectureships for Distinguished Hispanic women and stimulated successful applications for "You Choose" awards. In the coming year, the CAS focus group will expand membership, and solicits women faculty from all CAS departments to join together to improve UM and make use of SEEDS resources. To join, contact **Barbara Whitlock**, whitlock@bio.miami.edu

Spring 2011: Mark your calendars

To RSVP to any SEEDS event visit www.as.miami.edu/seeds/



Dean James Tien, College of Engineering and Distinguished Lecturer, Linda Sanford, Senior Vice President of IBM after her seminar "Building a Smarter Plant: Strategies for Meaningful Change"

Distinguished Lecturers

Anne Yoder, CAS, March 7
 Pamela Bjorkman, Medical Campus, March 8
 Josephine Cheng, COE, March 31
 Cristina Amon, COE, April 18
 Renee Reijo Pera, Medical Campus, Dates TBD

Networking & Mentoring Events

Mentor Event with Ellen Daniell, Medical Campus, February 2011
 Mentor Event with Anne Yoder, CAS, March 7
 Mentor Event with Pamela Bjorkman, Medical Campus, March 8
 Mentor Event with Josephine Cheng, COE, March 31
 Mentor Event with Cristina Amon, COE, April 18
 Mentor Event with Renee Reijo Pera, Medical Campus, Dates TBD

Lectures

"What to do if...", Ricardo Hall, Dean of Students, RSMAS, Date TBD

Workshops & Forums

Ellen Daniell Workshop, Medical Campus, February 2011
 Negotiation Skills Workshop, CAS, February 25
 COMPASS Workshop, RSMAS, March 2011
 Promotion & Tenure Forums, Medical Campus, Dates TBD
 HERS Leadership Workshop, Jackie Dixon, CAS, Dates TBD



Interactive Theatre Debut,
 "The Mid-Term Review"



Writing Workshop at RSMAS

Our most recent "You Choose" Winners



Andrew
 Baker
 RSMAS



Blythe
 Nobleman
 COE



Helena
 Solo-Gabriele
 COE



Laura
 Bianchi
 MED



Wen-Hsiang
 Lee
 MED



Villy
 Kourafalou
 RSMAS



Paula
 Monje
 MED

SCIENTISTS &
ENGINEERS
EXPANDING DIVERSITY
& SUCCESS
(SEEDS)

SEEDS

Principal Investigator



Kathryn Tosney
Director of SEEDS
College of Arts & Sciences

Co— Investigators



Roni Avissar
Dean, Rosenstiel School of Marine
and Atmospheric Science



Leonidas Bachas
Dean, College of Arts & Sciences



Pascal Goldschmidt
Dean, Miller Medical School



James Tien
Dean, College of Engineering

Steering Committee



Rana Fine
Rosenstiel School of Marine and
Atmospheric Science



Robert Johnson
Director of SEEDS Assessment



Sheri Keitz
Miller School of Medicine



Mary Lou King
Miller School of Medicine



Helena Solo-Gabriele
College of Engineering



Susan Sponaugle
Rosenstiel School of Marine and
Atmospheric Science



Barbara Whitlock
College of Arts & Science

Other SEEDS Personnel



Jennifer Burke
Interactive Theatre Director



Natasha Jobbagy
SEEDS Program Manager



Robert Johnson
Director of SEEDS Assessment



Judith Swan of Princeton speaks with Post-doc, Gustavo Carvalho after her “Making Sense of the Science: A Workshop on Effective Scientific Writing” at RSMAS.

“ I really enjoyed it
and thought it was
immensely valuable.”

—SEEDS Mentee

SEEDS Strives To...

- Promote diversity
- Orchestrate grass root support
- Address climate issues by conducting a UM-wide survey
- Develop a SEEDS Interactive Theatre
- Increase and Improve recruiting
- Bring in prominent scientists as SEEDS Distinguished Lecturers
- Create networking opportunities
- Host career workshops
- Initiate mentor programs & support others by co-sponsoring mentor events
- Increase career & leadership opportunities
- Create visibility throughout UM
- Reward career development and leadership activities through “You Choose” awards



Scientists & Engineers Expanding Diversity & Success

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The **SEEDS Office** covers all four University of Miami science colleges: the College of Arts and Sciences, Rosentiel School of Marine and Atmospheric Sciences, College of Engineering, and the Miller School of Medicine. SEEDS is funded by an NSF ADVANCE for Women in Science grant, with significant cost-share from Provost Tom LeBlanc. SEEDS orchestrates programs, maintains a website to assure dissemination of SEEDS and other diversity information, works with chairs and search committees to address implicit bias issues and to aid recruitment and retention of women and underrepresented minorities, and forms a UM-wide entity that is visibly focused on science and engineering careers and diversity.



More SEEDS activities...

