

University of Minnesota CTSI

MOTHERS LEADING SCIENCE

2024

Mothers Leading Science (MLS) is a year-long leadership development program for research-intensive faculty in the health sciences who are raising school-age and/or young children. The purpose of this program is to foster professional and personal growth, provide peer mentoring, integrate the dual roles of scientist and mother, develop future institutional leaders, and build a network of peers for ongoing support throughout their careers. The program meets monthly from January - December 2024 (2 meetings monthly Feb-June) on Tuesdays. Exact timing will be determined by group member availability. See program plan for details.

Benefits: Dedicated programming and facilitation, peer support and connection, networking, resilience and leadership training, and annual retreats.
There is no cost to participate in this program.

Program Details

Cohort size: 8-12

Length: 1-year formal programming, followed by annual retreat and consultation

Curriculum: Brené Brown's **Dare to Lead™** leadership training program, various topical articles, book chapters, TED talks, and podcasts. The goal is to keep pre-work modest and the conversations vital.

Led By:

Michelle Lamere, MPA, ACC, CDTLF

Allyson Hart, MD, MS



Eligibility

- Health sciences research-intensive faculty (must have $\geq 50\%$ protected research time)*
- Identify as a mother**
- Mother of school-age and/or younger child(ren) living in the home at least 50% of the time
- Open to giving and receiving peer support
- Must be able to commit to year-long program and attend, at a minimum, the retreat and 75% of meetings in-person
- Strong interest in professional, personal, and leadership development
- Willing to participate in all program evaluation efforts

**Faculty with appointments at Hennepin Healthcare Research Institute and the Minneapolis Veterans Affairs Health System are also eligible to apply.*

***We want to create an inclusive space for all mothers in science on campus. We welcome participation from anyone regardless of gender identity who identifies as a “mother”; however, we want to note that we do explore the relationship between motherhood and womanhood specifically in this program.*

Priority given to current and former CTSI, LHS and BIRCWH Scholars, and diverse/underrepresented faculty in the health sciences. Follow this link to learn more about the definition of diverse/underrepresented faculty in the health sciences.

Scholar Application Process

Now accepting applications for the 2024 cohort.

Submit your application by October 2, 2023, by 5:00 pm, with the following information to be considered for this cohort. [APPLICATION LINK](#)

Application Components

- Name
- Current department/unit and institution
- Faculty Rank
- Faculty appointment start date at UMN, VA, or HHRI
- Date of first faculty appointment (if transferred from another institution)
- Current or former career development award, if applicable (CTSI/BIRCWH/OTHER)
- Updated curriculum vitae
- Amount of protected research time (must be $\geq 50\%$ protected time)
- If applicable, Underrepresented Minority (URM) designation
- Parental Identity
- Household demographic information

Application Components (cont.)

- Four short required statements plus a fifth optional statement each <250 words:
 - Explaining your motivation for joining this program
 - Describing your current research career plans
 - Describing past professional and personal development activities
 - Describing a difficult challenge you are facing currently and how this program would be helpful
 - (Optional) Describing additional caregiving responsibilities or extenuating circumstances that add significant stress to your life (e.g. child with special needs, ill parent, single parent status)

This program encourages people to dig deep. It may not be appropriate to participate while currently going through major life upheaval (divorce, death in the family, serious medical issues) without the help of a mental health professional who supports your participation. Please contact the program director if you have any questions.

Program Plan 2024

January	Two-hour kickoff meeting
Feb - June	Two meetings monthly, 60 min each
May or June	Two-day Retreat: Brené Brown Dare to Lead™ (DTL)
July - Dec	One meeting monthly, 90 min
Annual in Dec	Annual retreat with networking with other MLS cohorts and breakouts for each cohort to reconnect and renew
Evaluation and self-assessment throughout	

MLS is a collaboration of the Clinical and Translational Science Institute (CTSI), Building Interdisciplinary Research Careers in Women's Health (BIRCWH) program, and the Center for Women in Medicine and Science. Questions may be directed to Michelle Lamere, MPA, ACC, CDTLF Assoc Director for Education Programs and MLS program director and facilitator, at mlamere@umn.edu.

U of M partners

Clinical and Translational Science Institute
Center for Women in Medicine & Science
Women's Health Research Program

