Mothers Leading Science (MLS) is a year-long transformational 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 2025 on the fourth Tuesday of the month from 12:00 pm - 1:00 pm (2 meetings monthly Jan-May on the 2nd and 4th Tuesdays).

**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 OR currently serving as or actively pursuing the role of principal investigator on major research grants (R01, R29 or subproject of a Program Project (P01), Center Grant (P30, P60, U54), or other equivalent research grant awards or career development awards))
- 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. 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 2025 cohort.

Submit your application by August 6, 2024 at 5:00 pm, with the following information to be considered for this cohort. APPLICATION LINK.

Application Components

- Name and email
- Current organization and department/unit
- 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)
- Research activities (must have $\geq 50\%$ protected research time OR currently serving as or actively pursuing the role of principal investigator on major research grants (R01, R29 or subproject of a Program Project (P01), Center Grant (P30, P60, U54), or other equivalent research grant awards or career development awards))
- Personal demographic information (Dob, ethnicity, racial background, gender, disability, citizenship, highest degree earned)
- Parental Identity
Application Components (cont.)

- Updated curriculum vitae
- Four short required statements plus a fifth optional statement each <250 words:
  - Explain your motivation for joining this program.
  - This program is designed for research-intensive faculty (≥50% protected research time OR have obtained or are working towards an R01 or equivalent). Describe your current and planned research career activities and how they meet the definition of research-intensive.
  - Describe past professional and personal development activities.
  - Describe a difficult challenge you are facing currently and how this program would be helpful.
  - (Optional) Describe 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 2025

<table>
<thead>
<tr>
<th>January</th>
<th>Two-hour kickoff meeting and first monthly seminar</th>
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<tbody>
<tr>
<td>Feb - June</td>
<td>Two meetings monthly, 60 min each</td>
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<tr>
<td>May or June</td>
<td>Two-day Retreat: Brené Brown Dare to Lead™ (DTL)</td>
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<tr>
<td>July - Dec</td>
<td>One meeting monthly, 90 min</td>
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<tr>
<td>Annual in Dec</td>
<td>Annual retreat with networking with other MLS cohorts and breakouts for each cohort to reconnect and renew</td>
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<tr>
<td></td>
<td>Evaluation and self-assessment throughout</td>
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Questions may be directed to Michelle Lamere, MPA, ACC, CDTLF Assoc Director for Education Programs and MLS program director and facilitator, at ctsimls@umn.edu.