

Overview

The SME Academic Career Development Grant (the “Grant”) is intended to provide newly employed, non-tenured Assistant or Associate Professors with the financial support needed to better participate in activities, such as research, publication, and professional service, which are necessary to achieve tenure and promotion. The Grant will be administered through the appropriate research office of a given university where the total indirect costs, fees and overhead is collectively capped at 6.5% of the Grant.

Grants receiving complete funding from an individual, company or organization in any given year(s) may qualify for “naming rights” recognizing the individual, company or organization as the Grant underwriter.

Timeline

The Grant adheres to the following timeline:

Date	Task
Dec. 15, 2023-Jan. 31, 2024	Applications accepted
March 1	Selection Committee begins review of applications
April/May	Interviews are conducted for top candidates
May 27	Final approval from SME & SMEF Boards
June 1	Grant awardees announced
August 15	First disbursement of Grant funds
SME Annual Conference	Recipient(s) recognized at various SME functions

Qualifications

Grant applicants must meet the following criteria:

1. The Grant is strictly limited to new full-time, tenure-track faculty who are currently employed at a U.S. academic institution in an accredited degree granting program with emphasis on mining engineering or extractive metallurgy/mineral processing (EM/MP). The term “new” is defined as an Assistant or Associate Professor who has yet to obtain tenure. There is no age restriction associated with this Grant.
2. The applicant’s Department Head or Dean must be willing to annually endorse the candidate’s Grant application and provide written confirmation that the institution approves of the candidate obligations and grant disbursement terms.
3. Must be an SME member in good standing.

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- Application Requirements** Interested candidates will submit the following information:
- General information form (last part of this document)
 - Curriculum vitae
 - Three letters of recommendation (including an endorsement from the candidate's department head)
 - Written confirmation that the institution approves of the candidate obligations and grant disbursement terms

Candidate's packet of information may be submitted to:

SME Academic Grant Program

12999 E. Adam Aircraft Circle

Englewood, CO 80112-4167

-or-

scan all documents (8.5 x 11) and email to:

AcademicGrants@snet.org

Recipient Selection The Grant Selection Committee will conduct: (1) a review of applications, and (2) a formal interview of the top candidates. Once the final candidates have been selected, their names will be submitted to the SME Board of Directors and the SME Foundation Board of Trustees for final approval. Results of review and rankings are strictly confidential and will not be released.

The Career Development Grant is intended to provide newly employed, non-tenured Assistant or Associate Professors with the financial support needed to better participate in activities, such as research, publication, and professional service which are necessary to achieve tenure and promotion. Each Career Grant will be limited to \$100,000 per year for a maximum of 3 years. Successive grant years are not automatically renewed; awardees wishing to continue the Grant for successive years must submit a written statement of intent along with their annual reports by December 15 and June 1. The annual report and statement of intent will be reviewed by the Committee; the recipient's eligibility to continue will be verified and conveyed to the recipient. The Career Development Grant is not extendable beyond the date the recipient achieves tenure, thereby fulfilling the mission and intent of the Grant.

Recipient Obligations By December 15 and June 1, each Grant recipient will submit a semi-annual report that summarizes the following activities from the preceding 6 months:

- A list of courses taught
- Statement of research and scholarly activities, equipment purchased or leased, student reports
- Statement of professional and institution service activities, publications, posters, invited talks
- Major accomplishments, awards and milestones
- Goals and objectives for the coming year
- Letter of support from Department Head or Dean
- Letter of intent to continue with the next year of the program

Questions Questions regarding the SME Academic Career Development Grant may be directed via email to AcademicGrants@snet.org.

SOCIETY FOR MINING, METALLURGY & EXPLORATION INC.

Career Development Grant Program Guidelines and Selection Criteria

In accordance with its tactical mission, the SME Education Sustainability Committee (ESC) has sought to identify the prominent challenges threatening the long-term viability of U.S. academic programs offering degrees which emphasize Mining and Mineral Processing/Extractive Metallurgy, as well as formulate meaningful, actionable recommendations to mitigate these challenges. One of the paramount issues of immediate concern is the absence of a viable means (pipeline) to address the current number of faculty vacancies and the looming labor deficiencies associated with retirements over the next decade.

The challenges associated with faculty scarcity is cumulative and extends from recruiting appropriate candidates with a desire for pursuing a career in academia and the ability to successfully complete a Ph.D. degree, through the tenuous process of achieving tenure at a given academic program. To address this threat, SME and the SME Foundation are supporting a two-fold initiative: (1) the development of a 4-year graduate fellowship for qualified Ph.D. students who are committed to pursuing careers in academia and (2) the awarding of Career Development Grants intended to assist new faculty in establishing research and publication records necessary to achieve tenure and promotion.

This document provides an overview of the program guidelines and selection criteria for the SME Career Development Grant program:

Proposed Structure

This initiative is intended to provide newly employed, tenure-track Assistant or Associate Professors with the financial support needed to better participate in activities, such as research, publication, and professional service, which are necessary to achieve tenure and promotion. Each Career Grant will be limited to \$100,000 per year for a maximum 3-year period; however, successive grant years are not automatically renewed.

Eligibility Guidelines

- The formal name of the award is the “SME Academic Career Development Grant”.
- The SME Academic Career Development Grant (the “Grant”) is strictly limited to new full-time, tenure-track faculty who are currently employed at a U.S. academic institution in an accredited degree granting program with emphasis in mining engineering or extractive metallurgy/mineral processing (EM/MP). The term “new” is defined as an Assistant or Associate Professor who has yet to obtain tenure. Unlike career grants sponsored by some government entities, there is no age restriction associated with this Grant.
- The applicant’s Department Head and Dean (or academic equivalent) must be willing to annually endorse the candidate’s Grant application and provide written confirmation that the institution approves of the candidate obligations and grant disbursement terms and conditions of the Grant.
- Women and under-represented minorities are strongly encouraged to apply.

Recipient Obligations

- Grant recipients must be in good standing as a member of SME.
- Each Grant recipient will submit a semi-annual report by December 15th and June 1st that summarizes the following activities from the preceding year:
 - A list of courses taught.
 - Statement of research and scholarly activities (e.g., submitted and funded proposals publications, presentations, posters, invited talks, etc.).
 - Statement of professional and institution service activities.
 - Major accomplishments, awards, and milestones.
 - An Expenditure Summary of how the funds from the preceding year were used (e.g., student support, research equipment, travel, conferences, supplemental summer income).
 - Goals and objectives for the coming year.

- Letter of intent to continue with the next year of the program. For awardees wishing to continue the Grant in Years 2 and 3, a written statement of intent is required annually to be submitted to SME no later than June 1. This document provides confirmation that the faculty member intends to continue his/her participation in the Grant program for the next 12-month period. In addition, the Grantee must also submit a letter of support signed by their Department Head (or appropriate supervisor) indicating continued institutional commitment for the Grant and compliance with its specified terms and conditions.
- Successive grant years are not automatically renewed; awardees wishing to continue the Grant for successive years must submit a written statement of intent along with their annual report by June 1 (see above). The annual report and statement of intent will be reviewed by the Committee; the recipient's eligibility to continue will be verified and conveyed to the recipient. The Career Development Grant is not extendable beyond the date the recipient achieves tenure, thereby fulfilling the mission and intent of the Grant.
- The Grant is not transferable. If the Grant recipient terminates his/her employment with the University or changes the status of his/her appointment (e.g., becoming part-time, accepting a non-tenure track teaching or research position, taking a leave of absence, any other change in status, etc.), the recipient will forfeit the Grant. The Grantee may appeal this forfeiture to the Committee which has the authority to remediate the matter if it believes it is warranted and in the best interest of SME and the faculty member. It is emphasized that the Career Development Grant is not extendable beyond the date the recipient achieves tenure.
- In the event a Grant recipient withdraws from the program for whatever reason, the Grant will be filled during the next funding cycle by a qualified candidate through the established selection process.
- Each Grant recipient is strongly encouraged to attend the SME Annual Meeting and participate in the Foundation Dinner, the Foundation Trustees meeting, and the Educators Forum. Furthermore, it is hoped that these individuals will engage in professional activities associated with programming and committee service.

Grant Disbursement

- The Grant will be administered through the appropriate research office of a given university, where the total indirect costs, fees, and overhead is collectively capped at 6.5% of the Grant.
- SME will disburse Grant funds to the University twice per year in equal amounts on or about August 15 and January 15 (the timing is intended to correlate with the beginning of fall and spring academic periods).
- The Grant is intended to cover the cost of research, publication, conference travel, professional development, graduate student support, summer salary, and other expenses related to activities conducive to achieving tenure and promotion. Any tax ramifications from this Grant are the sole responsibility of the recipient and their employer. It is important to note that these funds are not intended to replace a start-up packet by any University for new faculty.
- For each recipient, the Grant will be limited to one-month of supplemental summer salary annually.
- In the event of insufficient funds, SME reserves the right to reduce or eliminate the financial allotment associated with each Career Grant.

Application Process

- Notice about the Grant will be distributed through *Mining Engineering* magazine, SME eNews, email correspondence, the SME website, and other appropriate social media.
- Interested candidates will submit a hard-copy application package through the mail, or a digital copy via email, that includes the following information:
 - General Application Form
 - Curriculum Vitae
 - 3 Letters of Recommendation (including an endorsement from the candidate's Department Head and/or immediate supervisor)
 - Written confirmation that the institution approves of the candidate obligations and grant disbursement terms .

- The selection process is comprised of two fundamental stages; (1) committee review of applications submitted, and (2) a formal interviews of the top candidates either in-person or by electronic means. Once the final two candidates have been chosen, their names will be submitted for formal approval by the Boards of SME and the SME Foundation.
- Grant candidates will be evaluated and ranked by the same Selection Committee responsible for oversight of the SME Ph.D. Fellowship.
- Within the Committee, candidate selection will be performed by a simple majority vote of all participating members. In the event of a tie vote, the SME Foundation President will serve as the tie-breaker. Committee members must disclose potential conflicts of interest associated with individual candidates to the Committee Chair prior to voting. If a conflict of interest is perceived to exist, that committee member must recuse themselves from voting on that specific candidate. The results of this voting process will be held in strictest confidence and will not be released outside of the Committee.
- The specific criteria used to evaluate the applicant pool and select the top candidates will be established by the Committee, in consultation with the ESC and the SME Foundation leadership. Among other things, this selection process will consider a candidate's professional and academic accomplishments, demonstrated teaching and research capabilities, career interests, and perceived aptitude in achieving future success as a tenured professor.
- In the event that the committee believes that the applicant pool does not possess one or more viable candidates, either one or both of the Grants can be withheld in a given year.

Application Schedule

The application acceptance period will open December 15, 2023 and close January 31, 2024.

- Dec 15: Fellowship advertisement is released via the SME website, social media, electronic media, *Mining Engineering*, and email notifications to academic departments.
- March 1: SME Fellowship & Career Grant Selection Committee begins review of applications
- April/May: Interviews are conducted for top candidates
- May 27: Final approval from SME and SME Foundation Boards
- June 1: Career Development Grant awardees are announced
- August 15: First disbursement of Grant funds

Questions

All communications and/or questions regarding the SME Academic Career Development Grant may be directed via email to AcademicGrants@smenet.org.

SME Career Development Grant General Information Form

Note: Completed form should be submitted as a PDF.

Responses to questions are restricted to the size of the field. Please keep your responses to an acceptable amount so that the font size does not become so small that it is not legible.

Section I. General Information

Personal Information

Legal Name: _____ Date of Birth: _____
Family/Last/Surname
First
Middle

Gender: Male Female

U.S. Academic Institution of Employment: _____

Department: _____

Department Head Name and Phone: _____

Area of Specialization: _____

Contact Information

Cell phone: _____ Office phone: _____ Fax: _____

Email: _____

Address: _____

City: _____ State: _____ Zip: _____

Education

#	Degree:	Institution /University:	GPA	Date: (mm/yy)

Note - Add rows as needed

Professional/Academic Appointments

#	From (mm/yy)	To (mm/yy)	Company/Institution /University:	Title

Residency

U.S. Citizens – In which state do you currently hold legal residency status: _____

Do you hold dual citizenship in another country? No Yes If yes, which one? _____

Passport Number (if applicable): _____

U.S. Permanent Residents – Country of Citizenship: _____

Alien Registration Number: _____ Date of Issue: _____

International Applicants – Country of Citizenship: _____

Passport Number: _____ Date of Issue: _____

Academic Career and Standing

How long have you been in the current institution: _____

Academic standing (rank): _____

What is your status of progress towards tenure:

Just started

Completed first review, Outcomes:

Completed second review, Outcomes:

If you have been through the retention review, what are the areas that are identified for improvement?

SME Career Development Grant Application Form

How long before you complete your tenure/promotion dossier: ____ Years ____ Months

Do you feel you have sufficient mentorship towards your tenure: Yes No Not sure

Is there sufficient institutional support for your success: Yes No Not sure

What are your most critical challenges?

What is your workload distribution (teaching, research, service)?

Teaching	Research	Service

What are your near and long term career objectives?

Courses Planned for Future Courses:

A large, empty rectangular box with a thin black border, intended for the applicant to list future courses planned.

Section III. Research:

Areas of specialty or research interests:

Statement of research philosophy:

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Section IV. Publications:

Provide Totals and Include a Complete List in an Appendix.

Category:	Totals:
Published books or book chapters	
Published peer reviewed journal papers	
Published conference papers	
Invited presentations	
Other presentations	

Note: requirements include your role in the publication and the impact factor of the journal. Format e.g.; *Luttrell, G. H., Kiser, M., Yoon, R.-H., Noble, A., Rezaee, M., Bhagavatula, A. and Honaker, R.Q., 2019. A Field Survey of Rare Earth Element Concentrations in Process Streams Produced by Coal Preparation Plants in the Eastern United States. Journal of Mining, Metallurgy and Exploration 36(5), 889-902. Role: Provided funding and analytical support; 10% Responsibility. IF = ???.*

Section V. Service Activities:

Professional Society Memberships:

Name of the Organization	Service Period: <small>MM/YY To MM/YY</small>	Committees or Assignments

University Committee Memberships:

Name of the Committee	Member Since:	Role or Assignments

Organizing Committee of Conferences/Chairing Sessions:

Name of the Conference	Year / Location	Sessions / Role

Outreach Activities:

Name of the Organization	Time / Duration:	Description of Activities

Section VI. Experience in Mining and Mineral Industry:

Professional History:

Name of Company	Service Period: <small>MM/YY To MM/YY</small>	F/P ¹	Responsibilities

Notes: 1. Full time or Part Time

Identified issues in industry that you want to address in your research:

Section VII. Planned Activities for the Grant:

What topic(s) you will be working on.

Which mining sector will benefit from this study/work (mark all that apply):

- Surface Mining Underground Mining Coal Metal Industrial Minerals
 Mineral Processing Health and Safety Environmental
 Other (Specify): _____

Anticipated results or outcomes and benefits to mining industry:

SME Career Development Grant Application Form

Do you anticipate to support graduate students with the funds? Yes No **If yes, how many:** ___ PhD ___ MSc

Do you anticipate acquisition of new equipment for the dept.? Yes No

If yes, please list the items and expected costs:

Name	Description, Use	Cost/Budget

Do you anticipate any internal support or matching fund from the dept. or industry? Yes No

If yes, please specify: _____

What is the overall anticipated use of the grant:

Item	Description	Cost/Budget

By submitting this application, you certify that the information provided is accurate. SME Faculty Career Grants will be offered to tenure track faculty and will not be extended after receiving tenure. Renewal of the grant is on yearly basis and based on positive evaluation of the activities of the recipient. SME reserves the right to stop the grant due to budgetary issues or otherwise if it deems the performance of the recipient is unsatisfactory, at its sole discretion.

Please add the following to your application form:

1. Letter of support from dept. college, or university, as it may apply.
2. Three letters of support or recommendation.
3. List of additional papers that were not listed in Section IV Publications, above.