

NATURE RESEARCH AWARDS

INSPIRING WOMEN IN SCIENCE 2021

In partnership with The Estée Lauder Companies

TERMS AND CONDITIONS

This information is subject to change due to the ongoing COVID-19 pandemic and any resulting restrictions.

Please read these terms and conditions carefully. By entering into the Nature Research Inspiring Women in Science Awards Competition (the "**Awards**") you agree that you have read and agree to these terms and conditions (the "**Terms**"). The Terms include the prize details and all instructions on how to participate or take part in the Awards. Failure to comply with the Terms may result in disqualification from participation in the Awards.

1. **PARTIES**

- a. The Awards are run by **Springer Nature Limited**, a company registered in England and Wales, registered number 00785998 and registered office at The Campus, 4 Crinan Street, London N1 9XW, under their brand name **Nature Research Awards**, in collaboration with **The Estée Lauder Companies Inc.**, a company incorporated in New York, USA (together, the "**Promoter**").

2. **ELIGIBILITY**

- a. To be eligible to enter the Scientific Achievement Category of Awards, the applicant must at the point of application:
 - i. be an early career academic woman* (no more than 10 years since the completion of their PhD at the end of the year the Award will be granted 31st December 2021; this period will be extended in case of parental leave or other leaves of absences taken during this 10 years period with the duration of the leave taken. Applicants not yet in a tenured position are eligible (which includes those with individual funding and those in post-doc positions and tenure-track positions are eligible, but not those in tenured positions);
 - ii. hold an MD and/or PhD degree, or other type of doctorate by dissertation. A PhD or doctorate by dissertation is a globally recognized postgraduate academic degree awarded by a university or higher education institutions to an applicant who has submitted a thesis or dissertation, based on extensive and original research in their chosen field;
 - iii. be within 10 years of completing their MD or PhD or other type of doctorate by

dissertation (Completion of their PhD (or MD or or other type of doctorate by dissertation) is defined as the date the PhD (or MD) or doctorate by dissertation was approved by the university panel following submission of the applicant's dissertation and/or oral examination is considered the date their MD/PhD was received, independent on whether or not this coincides with their graduation) (The above mentioned 10 years will be extended by any maternity leave(s) or other approved leaves of absence. The 10 years does not need to be continuous. Details of these leaves will need to be specified during the application process). If applicants hold both a PhD and an MD degree, the graduation date of the latest received will be used;

- iv. hold a non-tenured position. This includes those who have non-permanent postdoctoral and/or non-permanent tenure-track positions (or equivalents such as proleptic lecturer positions). Those in a tenured position (or equivalents, such as a permanent lecturer position) are not eligible to apply;
- v. be working in natural sciences, technology, engineering, mathematics, and/or medicine ("**STEM**");
- vi. be resident in a country where it is lawful for you to apply, nor be subject to any other exclusions listed in these Terms.

*We use an inclusive definition of 'woman' and 'women'. We welcome trans women, genderqueer and non-binary people.

- b. To be eligible to enter the Scientific Outreach Category of the Awards, the applications can be:
 - i. submitted from organizations, departments, individuals (of any gender) or project teams, which are running initiatives which either show an exceptional contribution to the promotion and engagement of girls and young women in any area of natural sciences, technology, mathematics, engineering or medicine (together, "**STEM**") and exhibit the potential for developing and encouraging more girls and young women to study STEM subjects OR
 - ii. make a significant and innovative contribution to retaining women in STEM careers. Names of all relevant applicants and the parent organization need to be listed and a contact spokesperson will need to be selected who will be responsible for completing the application form, will be the main point of contact and who will receive the prize on behalf of the group, if selected. Note: there are no gender-related requirements of applicants for this category
 - c. The Promoter reserves the right to verify the eligibility of applicants.
 - d. There is no restriction on the number of awards that an applicant can apply for, but an applicant cannot be selected to more than one award shortlist by the Promoter in the same calendar year.
3. **CRITERIA FOR APPLICATIONS IN THE SCIENTIFIC ACHIEVEMENT CATEGORY**
- a. As part of their application, applicants will be required to provide:
 - i. in relation to their scientific achievements:

1. Summarise your main research interests or projects, explaining in particular how you have approached the scientific questions you are tackling (maximum 400 words).
2. Describe how your research has advanced your research field (maximum 500 words).
3. Explain how your research has had an impact beyond your research field, for example, societal impact, impact on other research fields etc. (maximum 500 words).
4. Provide up to 5 of your most scientifically important publications (articles, books and book chapters) and explain (maximum 200 words each) why you selected them.
5. Provide up to 5 key highlights of your research career excluding publications (for example, posters or talks at conferences, successful grant applications, scientific prizes, contribution to policy documents, patents or other technological innovations etc.) and explain (maximum 200 words each) why you selected them.
6. Briefly explain your research plans for the near future and your long term vision and explain how the prize would help you to accomplish your vision and increase the impact of your research (maximum 600 words).
*We will aim to contact winners to get updates on their careers.
7. Describe any research collaborations in which you are involved. (maximum 200 words)
8. If your work has been cited and built upon by other researchers, provide details. (maximum 200 words)
9. Additionally we invite you to describe particular challenges, professional or personal, that you have faced during the course of your studies and scientific career (maximum 500 words).

* This question will not be scored but will be used to provide context should your application proceed to the judges' panel discussion.

ii. in relation to their general science outreach activity ("**Initiative**"):

1. Describe how you have led or been directly involved in any general science outreach activities beyond your core duties? (maximum 200 words).

Please complete the following information about your most impactful outreach activity.

2. Provide a brief description and a short explanation why you selected to highlight this activity for the award (maximum 300 words).
3. Who was the target audience of this activity (maximum 20 words)?

iii. Applicants will also need to provide personal/organization details and a shortlist profile. Full details are available in the Guidelines for applicants accessible at the following URL: <https://www.nature.com/collections/jcpghfmqlz/applynow>

- b. All applicants in the Scientific Achievement Category must apply via the application form <https://www.nature.com/collections/jcpghfmqlz/applynow>
- c. Entries must be complete and submitted online with all relevant supporting materials. Entries can be submitted between 12th April 2021 and 23:59 BST 20th June 2021.

4. CRITERIA FOR APPLICATIONS IN THE SCIENCE OUTREACH CATEGORY

- a. Criteria for application in the Science Outreach Category: As part of the application, the

applicant will be required to provide:

This section is to inform the later questions and is not scored

- i. Please provide a 50 word summary of what your initiative does - pitch the initiative to us in a concise and informative way (maximum 50 words)
- ii. Provide links to your website and/or social media accounts.
- iii. What % proportion of your target group consists of girls or women?
 1. If less than 100%, please explain how the initiative is focused primarily on girls/women
- iv. For how many years has your initiative been running?
- v. Specify the exact countries in which your initiative has an impact and briefly describe how the initiative operates in each country (maximum 300 words).

This section is scored

- vi. Why did you start the initiative? (maximum 200 words)
- vii. Please describe your mission statement and goals? (maximum 200 words)
- viii. How often do you organize activities?
 1. Daily
 2. Once a week
 3. Once a month
 4. Once a year
 5. Other
- ix. Please select the method(s) used to deliver your initiative's activities.
 1. Social media
 2. Blog posts
 3. Website
 4. One-on-one contacts (in person, email or phone)
 5. Lecture
 6. Workshop, science fair
 7. Networking event
 8. Other [provide details]
- x. Describe how the method(s) selected are used for running the initiative. If you operate in different countries, please describe how the method varies in each country. (maximum 200 words)
- xi. What methods do you use to measure the success of your initiative? (Maximum 150 words)
- xii. Please list 6 examples of the results of these methods - 3 using quantitative (numerical) data and 3 using qualitative data (such as anecdotal evidence, quotes, comments or testimonials, social media). (maximum 100 words per example).
- xiii. How many girls/women have you reached to date, since you started your initiative? Please list a number.
- xiv. Please state how many additional girls/women you plan to reach in next 12 months? Please list a number.
- xv. Please describe your **existing** plans for the next 12-24 months of your initiative, showing how you will increase the reach or improve the impact of the initiative. (maximum 500 words).
- xvi. Please breakdown a simple budget (showing spend per item) of how would you use the additional \$40,000 to further improve and scale up the initiative. (maximum 300 words)

- xvii. Describe how your initiative would benefit from the prestige of winning this award? (maximum 200 words)
- xviii. Additionally we invite you to describe the particular challenges, professional or personal, that your initiative has faced during the course of your science outreach (maximum 500 words).
*This question will not be scored but will be used to provide context should your application proceed to the judges' panel discussion.
- b. Full details are available in the Guidelines for applicants accessible at the following URL: <https://www.nature.com/collections/jcpghfmqlz/applynow>
- c. All applicants in the Science Outreach Category must apply via the application form which is available at the following URL: <https://www.nature.com/collections/jcpghfmqlz/applynow>
- d. Entries must be complete and submitted online with all relevant supporting materials. Entries can be submitted between 12th April 2021 and 23:59 BST 20th June 2021.

5. EXCLUSIONS

- a. Please note that the Awards are not open at any stage to:
 - i. persons resident in countries or territories where local, state, provincial or national laws prohibit the promotion of, operation of or participation in such awards or receiving prizes pursuant to the Inspiring Science Award or
 - ii. persons resident in Cuba, Iran, North Korea, Sudan, Syria, Burma/Myanmar, the Crimea region of Ukraine or other sanction-sensitive countries or regions as updated from time to time;
 - iii. any individual named on Specially Designated Nationals lists as updated from time to time;
 - iv. directors or employees (or members of their immediate families) of the Promoter or any affiliate of the Promoter;
 - v. any current members of the judging panel or ambassadors (or members of their immediate families);
 - vi. In the Scientific Achievement category only - an early career academic biologically born male; identifies as a man; or
 - vii. previous winners of the same award category.
- b. Applications received after the deadline will not be accepted.
- c. Complete applications must be in English and include all sections requested by the Promoter.
- d. Incomplete applications may be declared ineligible, and applicants may not be given the opportunity to re-submit or alter their application.

6. JUDGES, SHORTLIST PROCESS AND WINNERS

- a. Judges will select a shortlist of applicants, and subsequently one winner per category based on the applicants' scientific achievements and outreach activity as set out in the application form. Sub-criteria for judging to be defined by the judging panel as required during the shortlisting stage.
- b. The shortlisted applicants will be notified on or before 3rd September 2021 and announced during September 2021. The final number of shortlisted applicants is decided at the discretion of the Promoter. The Promoter reserves the right to reduce the number

of shortlisted applicants in the event that there are insufficient entries or that the entries are not suitable or of an unsatisfactory standard.

- c. The winner will be notified on or before 1st October 2021 and announced during October 2021. The winner will be required to confirm acceptance of the Inspiring & Innovating Science Award and the Prize within 14 calendar days and may be required to complete and return an eligibility form. If the winner does not accept the Inspiring & Innovating Science Award within 14 days of being notified, they will forfeit the Inspiring & Innovating Science Award and the Prize and the Promoter reserves the right to choose another winner. The judges' decision is final and the Promoter reserves the right not to correspond on any matter.
 - d. The judging panel will make up 100% of the votes. The judging panel will choose a winner from the shortlisted applicants. The judging panel will consist of a Chief Judge and individuals including staff from Springer Nature, independent judges and judges from The Estée Lauder Companies. Full names of the judging panel are available at the following URL: <https://www.nature.com/collections/jcpghfmqlz/judges>. In the event of a tie, the Chief Judge will make the final decision. Any decision will be final and binding and no further communication will be entered into in relation to it.
7. **PRIZE**
- a. The prizes ("Prize") for the Awards consist of the following:
 - i. two prizes (one for each category) in the sum of US\$40,000 to be used for initiatives linked to the Awards (this includes but is not limited to the costs of consumables, materials, supplies, software and small, non-capital equipment associated with the Initiative; costs associated with communications and outreach around the Initiative, and travel and subsistence of the winner associated with executing or disseminating your Initiative, and publication costs);
 - ii. coverage within nature.com (the format and amount to be determined in the sole discretion of Springer Nature);
 - iii. **an invitation to attend the Awards ceremony during October 2021 in a location to be confirmed by the Promoter ("**Award Ceremony**"), including:
 1. reasonable transport from the winner's nearest international airport to the Award Ceremony (for example, an economy class international flight);
 2. two nights' accommodation at a suitable three star local hotel, breakfast included;
 3. two airport transfers to the hotel; and
 4. reasonable expenses in the form of a £50 *per diem*.
 - a. Note that in the event that it is not possible or not advisable to hold such an award ceremony in October 2021, an alternative means of making the award presentation will be decided, at the discretion of the Promoter.
 - iv. **an invitation to give a talk at The Estée Lauder Companies, including:
 1. reasonable transport from the winner's nearest international airport to The Estée Lauder offices in Melville, NY office;
 2. one night's hotel accommodation at a suitable local hotel, breakfast not included;
 3. two airport transfers to the hotel; and

4. reasonable expenses in the form of a \$135 *per diem*.
 - v. voluntary mentoring at The Estée Lauder Companies; and
 - vi. The Promoter will provide an online networking platform for the shortlisted applicants and the winners.
 - b. For the invitations to the Award Ceremony and/or the talk at The Estée Lauder Companies outlined in clause 7, the following statements apply:
 - i. carrier's terms of carriage apply;
 - ii. winners are solely responsible for obtaining their own visas, vaccines and travel insurance;
 - iii. if the Award winner cannot attend either or both events for any reason then there is no cash equivalent for the flights, hotel, per diem and transfers;
 - iv. if the winner cannot attend the Award Ceremony for any reason, the Inspiring & Innovating Science Award will be delivered to the winning applicant; and
 - v. local transfers to the nearest international airport are not included unless the winner is from a Springer Nature ResearchforLife country.
 - c. The winner must confirm that the Awards Prizes will be used for initiatives linked to the Awards. Failure to do so could result in the prize being revoked and the proceeds (or any remaining amount) in turn being donated to supported organizations (www.springernature.com/responsiblebusiness).
 - d. The Awards and the Prize are non-transferable and non-negotiable.
 - e. The winning applicant will be required to formally accept the Award and the Prize via email within 14 calendar days, and may be required to provide confirmation of eligibility. If a winner does not accept the Award and the Prize within 14 calendar days of being notified, they may forfeit the Award and the Prize and Promoter reserves the right to choose another winner.
 - f. The judges' decision is final and the Promoter reserves the right not to correspond on any matter.
 - g. Any government officials who enter the Promotion are responsible for ensuring that they may enter and/or receive a prize if they win, and that the prize does not exceed the relevant limit for their role and jurisdiction. If a winner is not able to accept the prize, then in the absolute discretion of the Promoter, a charity donation may be made instead to a Promoter-approved charity.
 - h. The winners will be required to provide their bank details, and the prize will be paid into the winner's account by 31st December 2021. The winners are fully responsible for any tax that may be liable on the award.
8. **PRIVACY AND PUBLICITY**
 - a. All personal data regarding applicants is subject to and will be treated in a manner consistent with Springer Nature's Privacy Policy, accessible at www.nature.com/info/privacy.html.
 - b. By participating in the Awards, your personal data will be used as part of, and to communicate with you about, the Springer Nature Awards programme. You can remove your details by emailing awards@nature.com.
 - c. Applicants agree that Promoter may collect and use their personal information, which shall be shared with the judging panel which includes members outside of the Promoter's staff, and stored until 31st December 2023, or for a further period of 2 years for the winner and shortlisted applicants.

- d. By participating in the Awards, applicants acknowledge that they have read and accepted the Promoter's Privacy Policy which shall be deemed to be applicable to the Awards application.
 - e. The application form used for the Awards is hosted by Submittable. By participating in the Award, applicants give their consent to, such use, processing, and transfer as required by all applicable data protection laws and have sole responsibility for the accuracy, quality and legality of personal data processed by Submittable in the provision of the services they provide to the Promoter for the application process. The Submittable Privacy Policy is available at: <https://www.submittable.com/privacy/>.
 - a) The shortlisted applicants and winners must participate in webcasts, interviews and contribute content after the award results have been announced, at the reasonable request of the Promoter.
 - b) All shortlisted applicants must answer profile questions and provide a headshot photograph (JPEG, 150x150 pixels) to the Promoter as part of their application. The profile and questions will be used by the Promoter on the Award's website. The name, region of residence, profile and likeness of the winner and shortlisted applicants may be used by the Promoter for Award and event publicity in any form including on the Promoter's website and social media pages, and those of the Sponsor, at no cost to the Promoter or Sponsor.
 - c) Each shortlisted applicant shall keep the status and the listing for the Award completely confidential until after the public announcement of the shortlist by the Promoter. The winner agrees to keep the results of the Award completely confidential until after the public announcement of the winner by the Promoter.
- 9. MISCELLANEOUS**
- a. No purchase is necessary to apply for the Awards and would not increase your chances of winning.
 - b. The Promoter accepts no responsibility for any entries that are incomplete, illegible, corrupted or fail to reach the Promoter by the closing date for any reason. Proof of posting or sending is not proof of receipt. Entries via agents or third parties are invalid. No other form of entry is permitted. Please keep a copy of your entry as we will be unable to return entries or provide copies.
 - c. The Promoter may, in its sole discretion, disqualify any applicant or winner found to be tampering or interfering with the entry process or operation of the Awards website, or to be acting in any manner deemed to be disruptive of or prejudicial to the operation or administration of the Awards or otherwise in a manner not in keeping with the Promoter's standards around ethics and research integrity.
 - d. The Promoter reserves the right to withdraw the Awards and/or Prize from any winner or shortlisted applicant in the event that the Promoter reasonably suspects: any error in the applicant's application form; any problem with the research programme to which the application relates; or that the applicant has acted in a manner inconsistent with the Promoter standards around ethics and research integrity.
 - e. The Promoter may, in its sole discretion, withdraw the Awards and/or Prize from any winner or shortlisted applicant in the event that the winner or shortlisted applicant behaves in such a way as to bring the name or reputation of the Promoter or the Awards into disrepute.
 - f. Other than for death or personal injury arising from negligence of the Promoter, so far as

is permitted by law, the Promoter hereby excludes all liability for any loss, damage, cost and expense, whether direct or indirect, howsoever caused in connection with the Awards or any aspect of the Prize. All activities are undertaken at the applicant's own risk.

- g. The Promoter reserves the right to cancel or amend these Terms and Conditions or change the Prize (to one of equal or greater value) in its discretion. No cash equivalent to the Prize is available.
- h. These terms and conditions shall be governed by and construed in accordance with English law. Disputes arising in connection with this Agreement shall be subject to the exclusive jurisdiction of the English courts.

Footnote:

** subject to feasibility in the context of the COVID-19 global pandemic

Last updated: 5th May 2021