



L'Oréal USA For Women in Science Program **FREQUENTLY ASKED QUESTIONS**

Eligibility

Q. Where can I find the application and a full list of eligibility criteria?

A. The application and eligibility criteria can be found online at <https://www.loreal.com/en/usa/pages/group/fwis/>.

Please note that the For Women in Science Awards Week is typically held in November and awardees must be available to participate if chosen.

Q. In order to be eligible for the L'Oréal USA For Women in Science program, must I be a postdoctoral associate?

A. Yes. Applicants must be current postdoctoral associates or begin their postdoctoral position by January 31, 2025.

Q. I am scheduled to complete my Ph.D. within three months of beginning my post-doctoral program. Am I eligible for the program?

A. In order to be eligible for the program, a candidate must have a Ph.D. degree that was conferred on or before January 31, 2025.

Q. Candidates with which types of degrees are eligible?

A. Candidates holding a Ph.D., D.P.H., or Sc.D. are eligible to apply. Candidates exclusively holding any other degree, including M.D. and D.V.M., are not eligible.

Q. I have a Ph.D. and an M.D. degree. Am I eligible to apply?

A. Yes. As long as a candidate holds an eligible degree (a Ph.D., D.P.H., or Sc.D.) alone or in conjunction with a non-eligible degree she may apply.

Q. Are candidates from federal agencies or nonprofit organizations eligible to apply?

A. Yes. Candidates from federal agencies or nonprofit organizations may apply as long as the agency or organization is able to accept funding.

Q. I am a resident of Puerto Rico. Am I eligible to apply?

A. Yes, the program is open to post-docs from the United States and the Commonwealth of Puerto Rico.

Q. I am not a United States citizen, but I have a visa (J1, H1-B, F1, etc.). Am I eligible to apply?

A. No. Applicants must be American citizens (born or naturalized) or permanent residents (green card holders). Unfortunately, visa holders are not eligible to apply.

Q. If I have applied for a green card but have not yet received it. Am I eligible to apply for the L'Oréal USA For Women in Science program?

A. No. Applicants must be American citizens (born or naturalized) or have obtained their green card by the time of application submission (no later than February 14, 2025.).

Q. My research will take place primarily outside of the U.S. Would I still be eligible?

A. Applicants must be affiliated with a U.S.-based academic or research institution. International travel for research collection purposes is acceptable, but the research must be primarily conducted or analyzed within the U.S. or a U.S. territory.

Q. Are all scientific disciplines eligible?

A. The research described in the applicant's Research Proposal must be involved in the life, physical/material sciences, engineering, technology, computer science and/or mathematics fields. Specific eligible areas of study include:

Anthropology	Ecology/Environmental Sciences	Neuroscience
Astronomy & Planetary Sciences	Engineering	Nursing Science
Atmospheric Sciences	Genetics	Oceanography/ Marine Science
Biochemistry	Geosciences	Pharmacology/Toxicology
Biology (Cell, Molecular, Developmental)	Materials Research	Physics
Biology (Not Cell, Molecular, Developmental)	Mathematics	Physiology
Chemistry	Microbiology/Immunology/ Virology	Plant Biology/Physiology
Computer Sciences	Nanoscience	

Please see the application for a full list of sub-fields.

Psychology, science education and social science are **not eligible** for this Program.

Please note that "eligibility" refers to the proposed research – not necessarily the candidate's degree or department. For example, a candidate with a PhD in Psychology (an ineligible field) who is proposing research in Neuroscience (an eligible field) is eligible to apply.

Q. Are applicants who hold faculty positions eligible?

A. No. Applicants who hold faculty positions are not eligible. Only candidates in full-time postdoctoral positions are eligible to apply.

Q. I currently do not have any mentoring experience in relation to supporting women and girls in science, but I am willing to serve as a mentor in the future. Can I still apply?

A. Yes. We will consider candidates who can successfully demonstrate their interest in and commitment to mentoring and supporting women and girls in science in their application essay.

Q. I read in the eligibility criteria that winners must commit to at least twenty hours of activity in support of women and girls in science (e.g., mentoring, classroom visits, media, events). When does this need to occur by?

A. Awardees will have one year from the awards ceremony (November, 2025) to complete their twenty hours of service.

Required Documentation

Q. Are transcripts required?

A. Transcripts are **no longer required** as part of the application process.

If selected as an awardee, the candidate will be asked to provide an official transcript from all degree-granting institutions (undergraduate and graduate) to verify their conferred degrees.

Q. How many letters of recommendation are required with the L'Oréal USA For Women in Science completed application?

A. A completed application requires three letters of recommendation. The first letter must be from a mentor or former advisor. The second letter must be from your post-doctoral advisor. The third letter may be from someone of your choice. Additional letters will not be accepted.

Q. How should the letters of recommendation be submitted?

A. Letters of recommendation can be submitted electronically through the online application submission site. The system will send instructions to the email addresses of recommenders entered, however such messages are sometimes blocked by organizations' email filters. Please be sure to follow up with your recommenders. If the recommender encounters an issue uploading the letter, please have them contact Rachel Stivers (rstivers@aaas.org).

Q. What are the guidelines regarding the length of the Proposed Research Plan and the Candidate's Statement?

A. The Proposed Research Plan should not exceed three pages in length. These three pages should include both the Research Plan as well as any and all references. The Candidate's Statement and Community Service Statement should each not exceed one page in length.

An application will be considered complete if it contains a detailed description of the research project and its methodology.

If animal experiments are carried out as part of the submitted research project, these experiments must be described in detail. The necessity of the animal experiments or the lack of alternatives must be justified.

Q. What should be included in the candidate statement?

A. The candidate's statement should explain how the L'Oréal USA For Women in Science program will help you conduct or continue your research studies, including professional development activities, and why the program is important to the funding of your research.

Q. What kind of information should be included in the budget and the budget justification?

A. The budget should include details of how the applicant intends to allocate the L'Oréal USA For Women in Science program. A budget template is provided on the application. Additional funding sources which support the applicant's research should be identified in the budget summary.

Q. What should be included in the mentoring essay?

A. The essay should include information about your mentoring activities or other community service efforts related to supporting the success of girls or women in science. If you have not conducted community service or mentoring activities, include what activities you would plan for your year within the program you were an awardee.

Q. Are there any requirements in terms of typeface style, size and margins?

A. Yes. Any attachments associated with this application (Research Proposal, Candidate's Statement, and Mentoring Essay) must be clear, legible and follow these requirements:

- Use one of the following typefaces: Arial, Courier New or Palatino Linotype at a font size of 10 points or larger; Times New Roman at a font size of 11 points or larger.
- A font size of less than 10 points can be used for mathematical formulas or equations, figure, table or diagram captions and when using a Symbol font for Greek letters or special characters.
- Margins must be at least one inch.

Q. Am I allowed to submit my application if I am still waiting on any letters of recommendation, or should I wait until this letter is uploaded to submit my application?

A. Any progress made on your application is automatically saved in the electronic system and changes are permitted through the submission deadline of 5:00 PM ET February 14, 2025. You may hit "submit" whenever desired, as your application will be marked complete for review when all materials have been received/entered.

Q. I applied last year but was not selected. Am I able to apply again?

A. Yes. Candidates who have applied in the past may apply again if they still meet the eligibility criteria.

Q. I applied last year but was not selected. Can you provide feedback on my application?

A. Due to the volume of applications we receive, we unfortunately cannot provide reviewer comments, feedback, or guidance on submitted applications.

Award Payment and Use

Q. Are there specific guidelines related to the use of the L'Oréal USA For Women in Science program funds?

The award is intended to support the applicant's research project and provide career advancement. Program funds can be used for tuition fees, attendance at meetings and conferences, hiring support staff (including undergraduate and graduate students), laboratory supplies, publication costs, computer and technical support, equipment, and instruments.

Applicants may allocate up to 10% of their total budget estimate for community service or outreach projects beyond the scope of their proposed research plan (e.g., hosting a science workshop for K-12 students with a local outreach organization).

Indirect or fringe costs including health insurance, rent, utilities, university overhead, etc. are **not** permitted.

Q. Can the L'Oréal USA For Women in Science grant be used to cover salary?

A Yes, candidates may request salary support from this grant. However, the candidate must include a brief explanation in the provided "Budget Justification" section as to why they are requesting salary.

Salaries for technicians and students may be included in the budget proposal, and the justification must indicate how these individuals will directly support the proposed research.

Q. Who receives the grant funds?

A. The grant is awarded to the institution, similar to other grants. The award is directly administered by the American Association for the Advancement of Science (AAAS), a nonprofit organization.

Q. Does my institution need to formally sign this application given that the award will be administered to the institution itself?

A No, your institution does not need to formally sign this application. However, we strongly encourage you to check with your institution prior to submitting the application to ensure they could accept the award.

Q. What is the payment structure/timing of the grant?

A. The L'Oréal USA For Women in Science grant will be paid in two installments. The first grant distribution, typically half of the total value of the award, will be paid at the award ceremony. The remaining balance will be mailed following submission and review of the required interim status report which is due six months after the initial grant distribution. Alternative schedules for fund distributions must be requested and explained in writing and must be approved by L'Oréal USA and AAAS. Program funds will be available for use beginning on the day of the Awards Ceremony in November 2025.

Q. Are there any restrictions regarding the use of the grant funds?

A. Funds may be used on approved budget items, where no more than one-half of the total award may be expensed before the submission of the interim report and any changes in use of funds will require the approval of L'Oréal USA and AAAS. L'Oréal USA and AAAS must be notified of any changes in position or institution.

Q: What happens if the grant recipient changes positions or institutions during the course of the program year?

A. If the grant recipient changes institutions or positions during the course of the program year, L'Oréal USA and AAAS must be notified. If the new position meets the requirements, funding will continue. If at a new institution, any remaining funds must be returned to AAAS for redistribution to the successor institution.

Q. What happens to equipment purchases if I change institutions during the course of the program year?

A. Any equipment purchased with the grant funds are the property of the grant recipient and with approval from L'Oréal USA and AAAS can be moved to an institution where the grant recipient is conducting the proposed research. If the grant recipient is no longer conducting the proposed research, AAAS will make a determination about the future use of the equipment.

Q. What if the nature of my funding proposal changes after the submission of my application?

A. Any changes in the use of grant funds will require the approval of L'Oréal USA and AAAS.

Q. Can the program period be extended beyond one year?

A. The L'Oréal USA For Women in Science award is effective for one year. Any extensions must be requested in writing and must be approved by L'Oréal USA and AAAS.