

Equal Opportunities and Career Development (EOCD), Women in Science and Healthcare (WISH), and YBK Mind Science Centre Thematic Seed Grant 2026 GUIDELINES & GRANT APPLICATION FORM

The 2026 thematic seed grant call is jointly funded by the Office of Equal Opportunities & Career Development (EOCD), NUS Yong Loo Lin School of Medicine and the Yeo Boon Khim Mind Science Centre (YBKMSC), as well as NUHS Women in Science and Healthcare (WISH).

Terms and Conditions:

Purpose and Priorities

The grant aims to support innovative, interdisciplinary research at the intersection of mental health, workplace equity, and career development within academic medicine. Proposals should seek to identify modifiable barriers to well-being and professional advancement; develop, pilot, or evaluate practical interventions; and generate actionable evidence to foster a psychologically healthy, inclusive, and equitable workplace across NUS Medicine.

The themes for this year's seed grant call are:

- ***Mental health and equitable career progression: Examining how burnout, psychological distress, caregiving responsibilities, and workplace culture influence career advancement among faculty, clinicians, researchers, and professional staff.***
- ***Life-course transitions and career sustainability: Developing support for employees navigating parenthood, menopause, caregiving, chronic illness, bereavement, and other life transitions that may affect well-being and career opportunities.***
- ***Inclusive leadership and psychological safety: Evaluating approaches that strengthen mentorship, belonging, equitable recognition, respectful workplace practices, and psychologically safe teams.***
- ***Mental health support for underrepresented groups: Investigating barriers and co-creating interventions for individuals experiencing gender inequities, disability-related challenges, cultural marginalisation, or unequal access to professional development.***
- ***AI-enabled and digital well-being solutions: Testing accessible and ethically governed tools that provide career support, identify workplace stress, strengthen resilience, or connect employees with timely resources.***
- ***Flexible work, caregiving, and career equity: Assessing how flexible work arrangements, return-to-work pathways, and caregiver-friendly policies influence mental health, retention, productivity, and career progression.***
- ***Mentorship, sponsorship, and resilience: Exploring whether structured mentoring, peer networks, and sponsorship improve confidence, belonging, well-being, and advancement among early-career staff and other underserved groups.***
- ***Organisational interventions for healthier workplaces: Piloting practical changes to workload distribution, meeting culture, recognition, team communication, and performance expectations, while measuring both employee well-being and career outcomes.***

Priorities to the projects will be given to those proposals that have the potential to secure future competitive national, regional, or international grant funding. Proposals with significant population health implications are particularly encouraged.

Principal Investigator

Only **one** Principal Investigator (PI) is allowed per application. The PI shall be the point of contact with the stated Department and Institution as the Host Institution (for administrative and finance matters). Applicants with multiple appointments at different institutions are to select only **one** Host Institution for the application.

The PI should hold a primary appointment in NUS or NUHS. Junior Researchers such as Research fellows with PhD degrees and junior clinicians, nurses, and allied health are welcome to submit the proposals.

A support letter from Mentors is required for the junior researchers and clinicians.

Co-Investigators and Collaborators

There is no limit to the number of Co-Investigators or collaborators. **Please specify and clearly describe the roles of Co-Investigators and collaborators in the relevant section.** Co-investigators need to hold at least an adjunct position in a local public institution. Researchers from overseas institutions or private companies can only participate as collaborators.

Include the CV of the PI and the email addresses and contact information of all Co-Investigator(s), and Collaborators. Each **PI's CV should not exceed 2 pages.**

Institutional Endorsement

Applications must be endorsed by the institutional authorities (e.g. Department Head, Center Director, Director of Research, or equivalent), to ensure institutional support for the projects.

Extension Rules

Grants are up to a maximum period of 24 months. Extension requests will only be accepted on a case-by-case basis and with strong justification provided at least 3 months before the expiry of the grant.

Budget

Provide a breakdown for all categories with justification. Tally and provide both a **sub-total amount** for each category and the **total amount** budgeted. The funding quantum is up to a maximum of **\$20,000** per project (no indirect cost) for up to **2 years**.

Submission of Application

- (1) The PI and Head of Department and/or Institution Director (Institutional Support) signatures are required.
- (2) Submit **1** soft copy in PDF format to the EOCD email at medbx366@nus.edu.sg.

Name of Principal Investigator:
Amount applied for:

1. Applicants

(Please note that Co-investigators need to hold at least an adjunct position in a local public institution. Researchers from overseas institutions or private companies can only participate as collaborators)

Applicant	Role	Position	Department	Institution
	PI ¹			

(Attach additional rows and sheets if required)

2. Research Proposal

2.1 Project title:	
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2.2 Period of Support Requested:	<i>(Up to max 2 years)</i>
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2.3 Total Budget Request:	<i>(Up to a max of S\$20,000)</i>
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2.4 Proposed Start date (dd/mm/yy): <i>Please allow 2-4 weeks for the review process</i>		Duration (mths):	
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¹ Definition of Principal Investigator. The lead researcher who has the appropriate level of authority and the responsibility to direct the project/program being supported by the grant. The lead researcher is responsible and accountable for the proper conduct of the project or program.

2.5 Project Proposal (maximum 2 pages Arial font size 11)

Please provide the following details for your research proposal ideally not more than **one** A4 side.

Notes:

- Please use layman's language.
- Enter the full wording for acronyms the first time you use them.

PROPOSAL

1. Objectives
2. Background
3. Activities
4. Outcomes and Impact
5. Population health Implications
6. Plan for future research based on the seed grant
7. Roles of Team Members if any

3. Biographical Sketch

(a) Principal Investigator

*Please use the format below to provide the required information on the Principal Investigator. **Please limit to 2 pages.***

- Name
- Staff/Student No.
- Office Mailing Address
- Email
- Contact No
- Fax No
- Current Position
- Academic Qualification

(b) Co-Investigator and Collaborators

*Please use the format below to provide the required information on the co-investigator(s) and collaborators. **Please limit to 1 page.***

- Name
- Office Mailing Address
- Email
- Contact No
- Fax No
- Current Position

4. Budget

Please detail the proposed budget using the table below.

4.1 Budget Summary Breakdown

	Year 1	Year 2
EOM		
Other Operating Expenses		
Total		
GRAND TOTAL		

4.4 Other Operating Expenses (OOE)

*This category covers other expenses directly related to the project such as the purchase of consumables, literature search, and reimbursement for volunteers. **Conference travel will be funded only if a presentation or an article is presented.** The presentation or article must be directly related to the project.*

	Item Description	Cost
Materials & Consumables		
Overseas Travel		
Others: (please specify)		
Total		

Grand Total:

Name of Principal Investigator: _____
Amount applied for: _____

4.5 Justifications

<u>EOM</u>
<u>Materials & Consumables</u>
<u>Overseas Travel</u>
<u>Others</u>

Declaration by PI

I declare that I am not submitting similar versions or part(s) of the current grant application to other agencies for funding.

Signature of PI

Date

ENDORSEMENT BY HEAD OF DEPARTMENT/CENTER

I support/do not support* the above research proposal.
Comments (if any):

Name, Designation & Signature of Head /Director

Date