

University of Virginia CHARGE

NSF ADVANCE Site Visit Project Year 1

NSF and PIs Meeting February 12, 2014



U.Va. CHARGE

An NSF ADVANCE Program

Effecting systemic
change for women
faculty in STEM & SBE



Updates

December 1, 2013 – February 10, 2014

- **Vision**
- **Search Consultancies**
 - 4 client departments with 3 consultants; tools under development
- **Structured Dialogue**
 - 2 sessions
- **Tournament of Ideas**
 - New partner identified
- **Outreach/Travel Funds**
 - 7 funds awarded
- **Academic Portal**
 - Beta site under review; focus groups completed
- **Enhancement Fund**
 - 3 awarded



Challenges

- Transition of Team
- Influence recruitment of leaders
- Search Consultancies momentum
- Perceptions of dialogic conversations
- New photographers and preservation
- Tournament of Ideas lead person and launch
- Portal site content-design integration
- Maintain influence on Cornerstone Plan
- IAB (internal advisory board) guidance
- EAB Recommendations – “soft” approach
- New allies and leaders to “do the work”
- Publish and present
- Plan institutionalization now



Addressing Challenges

- Advise Provost of U.Va CHARGE recruiting advising for new leaders
- Integrate Tournament partner onto team
- Define tournament “challenges”
- Use feedback from search consultancies to develop tools, consulting expertise and “client” engagement
- Ask for leader and user input on structured dialogues
- Remind leaders of U.Va. CHARGE expertise in Cornerstone Plan recruitment of faculty (underrepresented faculty women)
- Re-convene strategic communications team