



## 2014-2015 Interim Report: UVa CHARGE Supplemental Materials

### Links to Events & Media

[Faculty Search Seminar, September 8 & 9](#)

[Academic Search Portal](#)

[Tournament of Ideas page](#)

Petra Rudolf Seminar, [“How to Keep Women \(and Men\) in Science”](#)

[Enhancement Grant Announcement;](#)

[Web Equity assessment page](#)

Newsletters

[October Newsletter](#)

[November Newsletter](#)

[Facebook page UVA CHARGE](#)

UVa Today articles

- [UVAToday: Creative Methods, Technology Aid in Recruiting and Hiring Diverse Faculty](#)
- [UVAToday: ‘Tournament of Ideas’ Seeks Input on Hiring Dual-Career Couples](#)

## EAB Meeting

University of Virginia EAB Meeting Schedule: Preparing for the 3 <sup>rd</sup> Year Site Visit				
October 5	<b>Arrival</b>			
	Arrive at the hotel, relax			
October 6	<b>EAB MEETING</b>			
8:30-10:45	Program Status: Status of the Program and 6 page report <b>Break into 2 groups (A&amp;B):</b> each group conducts SWOT analysis reviewing 4 topics below; groups present back to larger group <b>Group A:</b> initiatives that are well underway (Equity Consultants, Oral History, Social Science Research, grants to bring in female candidates, grants to support female faculty research) <b>Group B:</b> initiatives that are not fully launched or recently launched (Portal, Tournament, Structured Dialogues, Photos, grants to depts. for structured dialogues)			
8:30-10:00	Program Goals & Logic Model <ul style="list-style-type: none"> <li>Theory of Change</li> <li>Program logic</li> <li>Activities not in the proposal</li> </ul>	Outcomes & Evaluation <ul style="list-style-type: none"> <li>Results: intended &amp; unintended</li> <li>Changes to activities</li> <li>Evaluation data</li> </ul>	Sustainability & Institutionalization <ul style="list-style-type: none"> <li>Efforts to date</li> <li>Current &amp; future challenges</li> </ul>	Stakeholders
10:00-10:45	Groups present findings to each other; Discussion on program status and strategies for 6 page report to NSF			
10:45-11:00	<b>Break</b>			
11:00-12:00	Conversation with the President and Provost: Preparing for the Site Visit <i>EAB members should provide the president and provost with an understanding of what to expect for the 3<sup>rd</sup> year site visit, hear the president and provost's concerns about the program and site visit</i>			
12:00-1:00	<b>Lunch:</b> working lunch for the EAB members. Prepare to share with CHARGE Implementation Team their recommendations, findings, and suggestions for the program and site visit			
1:00-1:30	EAB members present to Implementation Team recommendations on moving forward			
1:30-2:30	Working with the Site Visit Team: Lessons Learned and Strategies			
	Making the team your ally	Sharing challenges	Lessons learned on Presentation	Lessons learned on logistics
2:30-3:30	Selecting and Preparing Stakeholders: Lessons Learned and Strategies			
	Selection	Preparing them for interviews	Preparing them for program change	Strategies for sharing back the report
3:30-4:00	Wrap Up and strategy overview			



## Agenda: Faculty Search Committee Seminar

September 8, 2014: Professional Development for Faculty

	TIME	SESSION	DESCRIPTION
Morning	8:30-9:00	Registration	Breakfast and networking
All faculty	9:00-9:15	Welcome Remarks	<i>Introduction by Archie Holmes, UVa CHARGE Implementation Team and Vice Provost for Vice Provost for Faculty Affairs, Kerry Abrams</i>
	9:15-10:45	University of New Hampshire Power Players  <i>The Search</i>	<i>Introduction by Gertrude Fraser, Anthropology and PI UVa CHARGE</i>  The UNH Power Players have led workshops with UNH and other faculty for the last year as part of NSF ADVANCE grants.  This interactive performance of a search committee demonstrates how different implicit biases find their way into the search process and decisions. The audience can stop the actors to ask questions, suggest ways of restructuring the search process, and interrupt the bias behavior during the performance. A discussion follows.
	10:45-11:00	<b>Break</b>	
	11:00-12:00	Launch of the Academic Search Portal	<i>Mary Lou Soffa, Computer Science and CHARGE Implementation Team</i>
	12-1	<b>Lunch</b>	For participants in the afternoon session
	TIME	SESSION	Description
Afternoon	1:00-3:30		<i>Introduction by Joanne Cohoon, Engineering and Society, and CHARGE Implementation</i>

Only for faculty in SEAS and A&S		SEAS & A&S Faculty Search Committee Best Practices workshop	<p><i>Team</i></p> <p><i>Sophie Trawalter, Psychology and CHARGE Implementation Team, and Equity Consultants Travis Tatum and Rebecca Dohrman.</i></p> <p>Participants will learn how to address implicit bias as a committee member, and how to use the search committee tools on the portal to conduct a fair and inclusive search while reaching the best candidates</p>
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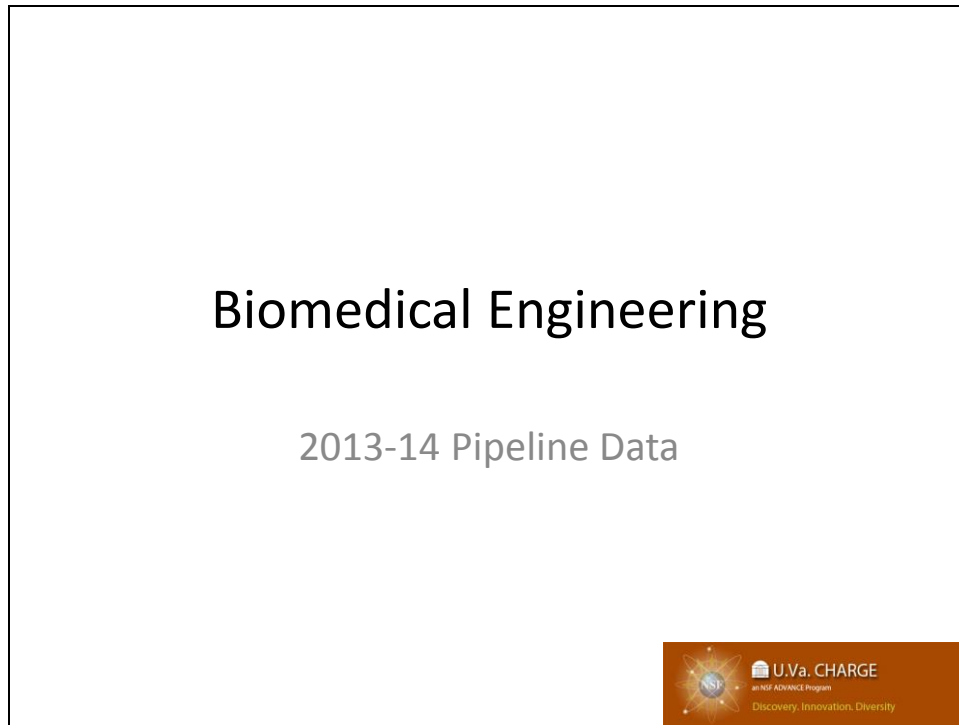
## Agenda: Faculty Search Committee Seminar

September 9: Professional Development for Department Chairs Only

	TIME	SESSION	DESCRIPTION
Morning	8:30-9:00	Registration	Breakfast and networking
	9:00-9:15	Welcome remarks	<i>Dean Aylor, SEAS</i>
	9:15-10:45	University of New Hampshire Power Players	<i>Introduction by Gertrude Fraser, Anthropology and PI UVa CHARGE</i>  Interactive professional development session on leadership and working with faculty

## Departmental Data Sheets

The departmental data sheets were made in PowerPoint and sent individually to each department. Embedded in this document is one sample of the data sheets from the Biomedical Engineering department. Double click the image below and the full Powerpoint should open.



CHARGE produced and distributed the following departmental data sheets:

Anthropology	Engineering and Society
Astronomy	Material Science
Biomed	Math
Biology	Mechanical and Aerospace Engineering
Civil & Environmental Engineering	Physics
Chemical engineering	Politics
Chemistry	Psychology
Computer Science	Sociology
Economics	Statistics
Electrical and Computer Engineering	Systems & Informational engineering

# Logic Model

Double click on the graphic below to open the XL spreadsheet with the program cycle and logic model for CHARGE.

