



Need Search Committee Help? Assistance is available through U.Va. CHARGE

Is your department in the middle of a faculty search or anticipating a search in the next year or so? U.Va. CHARGE Equity Consultants provide the following services to STEM/SBE search committees:

- Review best practices in recruiting and hiring, and ensure your search meets those best practices
- Guide committees and departments in determining the knowledge, skills and abilities a candidate should have
- Assist in developing gender neutral job announcements
- Provide committees with a set of search tools to make the process equitable and easy
- Teach committees how to recognize and mitigate implicit bias in the search process
- Equity Consultants are available at any point during the search process, and are funded through U.Va. CHARGE.

To arrange for an Equity Consultant or find out more contact [UVaCHARGE](#).

Have You Used the Best Support Site for Faculty Recruitment Yet?

Visit the Academic Search Portal to learn how to find the best faculty candidates



Universities are increasingly competing for the same highly accomplished diverse faculty candidates. The U.Va. Strategic Plan identified recruiting and retaining talented and diverse faculty in research, teaching, and service as a priority. The Academic Search Portal provides information, resources, tools and discussions to help search committees leverage the broad spectrum of research and best practices that are proven to attract the best and most diverse faculty candidates.

Go to the [Academic Search Portal](#).



U.Va. CHARGE Newsletter

February 2015

More Recruiting Resources

Outreach and Travel Funds Available for STEM and SBE Candidates



Now Accepting Applications
for Enhancement Funds

U.Va. CHARGE is pleased to announce that we are accepting requests for support for outreach and travel to assist with identifying and recruiting highly qualified women tenure track faculty candidates, especially underrepresented women candidates, in science, technology, engineering and math (STEM) and social, behavioral and economic (SBE) departments. [Read more about this important program goal and fill out an Active Recruitment & Outreach Fund request form.](#)

STEM and SBE FACULTY – Boost Your Career

Applications for Enhancement Fund Deadline March 6th

Enhancement funds are small grants designed to support women's career advancement in the STEM and SBE disciplines. **Grants of up to \$5,000** may be used for research, teaching, scholarship, and professional development. All full-time, permanent tenure and tenure track STEM and SBE women faculty at U.Va. are eligible to apply. Please see the [U.Va. CHARGE Enhancement Fund Web page](#) for a detailed description and application. *The deadline for spring semester applications is March 6th*

Use Your Benefits: Back-up Childcare Available for All Faculty

The back-up child care benefit is available to all faculty. All faculty receive 10 full days of highly subsidized care for this benefit, or 20 half days. The service can send a qualified care giver to a faculty member's office to watch a child for just a few hours if desired, so faculty can attend meetings. The benefit also allows for in-home care, care in other cities while attending conferences, or faculty can elect to send their child to one of the service's care facilities. Some faculty are also using this option for in-home care while they work at home themselves, giving them time to get writing or proposals done knowing someone was watching the child, all with piece of mind of knowing all is well. For more information, see the faculty guide at <http://www.hr.virginia.edu/hr-for-you/university-staff/university-staff-benefits/backup-care/>



U.Va. CHARGE Newsletter

February 2015



Join U.Va. CHARGE!

The U.Va. CHARGE program is expanding its efforts on STEM/SBE gender equity, best practices in faculty searches, promotions and tenure, and increasing the visibility of women faculty's accomplishments.



We are looking for new faculty team members and volunteers to move the program and its activities forward. There are many ways to participate. Please join us as an implementation team member, nominate an individual, or become a volunteer.

If you are interested in making a difference in your department and the university, please contact uvacharge@virginia.edu

U.Va. CHARGE in the News

U.Va. CHARGE Co-PI and social scientist Sophie Trawalter continues to make the headlines with her groundbreaking work on safety.

<http://www.nbc29.com/story/27566103/researchers-examine-safety-issues-for-women-at-uva>

<http://safergrounds.org/>