Join Us!

This is an ambitious effort that will require the assistance of many! If you are interested in getting involved, we welcome your participation.

Please send an email to the team at uvacharge@virginia.edu or visit http://uvacharge.virginia.edu. Feedback and suggestions are also welcome.

“In order for America to advance in scientific research and technology, everyone has to be at the table.”
—John D. Simon
U.Va. Executive Vice President and Provost

The U.Va. CHARGE program is designed to support and promote women faculty in science, technology, engineering and mathematics (STEM) as well as the social, behavioral, and economic (SBE) sciences—all fields in which women are significantly underrepresented both nationally and at U.Va.

“The main goal of the program is to ensure the University uses the full scope of scientific talent in recruitment, promotion, retention and tenure.”
—Gertrude Fraser
Principal Investigator, U.Va. Advance

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Investing in Our Future

At the University of Virginia, we endeavor to provide an excellent education, create new knowledge, encourage innovation and promote a culture of integrity and equity. The NSF ADVANCE grant, and the programs that will come out of it, are an investment in our future. They provide opportunity and means for all members of our community to participate in realigning our current culture and demographics with our most deeply held ideals and values. With women’s increased Ph.D. attainment in STEM-SBE fields, hiring the highest quality faculty requires that we broaden our networks to attract the best. Both our fundamental commitment to fairness and equity, as well as academic rigor, require that we develop and retain our increasingly diverse faculty. We can only be at our best through the creative problem solving that comes with diverse groups of thinkers. Broadening the participation of women in STEM-SBE fields will strengthen the University’s ability to compete in the increasingly global environment of higher education. U.Va. CHARGE will better enable us to achieve our aspirations as an inclusive institution, to ensure that all individuals, regardless of their gender, have the opportunity to excel.
U.Va. CHARGE aims to foster an empowered collaborative and participatory form of community that draws on the collective capacity of women faculty, their male colleagues and administrative leadership allies to identify and ameliorate the structural and cultural barriers to women's full participation in academic STEM and SBE careers.

U.Va. CHARGE will implement an ambitious set of initiatives to help meet the institutional transformation goals over the next five years. These initiatives are designed to increase the number of women, including African American, Latina and Asian American women, on the faculty in the School of Engineering and Applied Sciences and in the science and social science departments in the School of Arts and Sciences.

This program is built on the premise that ensuring the full participation of STEM and SBE women faculty at all levels of the University of Virginia—in leadership roles, in interdisciplinary and global research and teaching ventures, and visibly, in the built and symbolic spaces that define us as an institution—will enhance the overall research and educational mission of the entire University.

U.Va. CHARGE Initiatives

U.Va. CHARGE proposes an ambitious set of initiatives to help meet the institutional transformation goals over the next five years. It is acknowledged that this work will be neither simple nor easy. It will require vision, pragmatic and effective programs and activities, attention to both quantitative data and qualitative experiences, and strategically distributed resources. It will need to encourage creative problem-solving and address multifaceted cultural issues and competing priorities, for which there are no quick solutions. Ultimately, long-term solutions will require our entire community to commit to open dialogue about how U.Va. can become a model of new educational strategies and a source of visionary, public-spirited leaders, both female and male, for the twenty-first century.

Initiative One:
Departmental Diversity and Action Transformation (DDAT)
Strengthen and support departmental efforts to create a positive environment for all faculty, with an emphasis on women.

Initiative Two:
Reimagined Spaces—Voices and Visibility
To increase the positive visibility and sense of belonging of STEM and SBE women in the social and physical environment across U.Va. Grounds.

Initiative Three:
U.Va. CHARGE Tournament of Ideas
To develop unique approaches to transforming structures, cultures, individual or group behavior, policies or practices which would enable U.Va. and other universities to be more effective in reaching, recruiting and nurturing the talent pool of women in STEM and SBE.

Initiative Four:
Recruitment, Search and Selection
Create a robust search, selection, and hiring effort that will actively engage the University community as a whole—with particular attention given to deans and other hiring authorities and search committee members—to cultivate women faculty, with a strong focus on increasing the number of underrepresented minority (URM) woman candidates and hires.

Initiative Five:
U.Va. CHARGE Enhancement Fellows
Provide small grants to support STEM and SBE women's research and scholarship. Faculty from underrepresented groups and mid-career faculty seeking promotion will be strongly encouraged to apply. These grants will be available to senior women as well.

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