

CHARGE Tournament of Ideas
Eligibility and Rules

Introduction:

The *U.Va. CHARGE Tournament of Ideas* seeks to generate innovative solutions, policies, or practices to address the challenges faced by dual career couples in academia generally, and specifically at U.Va. **We challenge all members of U.Va.'s community (faculty, staff, students, alumni, and spouses or partners thereof) to lend their diverse expertise and experience to generate unique approaches to transforming structures, cultures, or U.Va. policies and practices as they relate to dual career hiring and retention.**

The growth of dual career academic couples and dual career hiring has a far-reaching impact on institutional faculty recruitment and retention policies, particularly for women¹. U.Va. was one of 13 institutions involved in Stanford's Clayman Institute study, Dual Career Academic Couples. Our Clayman data reflects the national data—that men and women have different partnering patterns and that women are more likely to have an academic partner than men. At U.Va., 42% of women faculty reported having an academic partner compared to 33% of male faculty. Moreover, academic women tend to have high rates of “disciplinary endogamy” or coupling within research areas or disciplines. In the sciences, 83% of women are coupled with another scientist compared to 54% of men¹. These trends have a profound effect on hiring and retention patterns because both partners are seeking employment.

U.Va. has certainly felt the impact. Consider, for example, the results of a 9-year, longitudinal research study of finalists for faculty positions here. For faculty candidates who declined a position at U.Va., the lack of spousal/partner career opportunities at U.Va. was the most important factor in their decision-making. Of these candidates, 56% of them selected dual careers as important and the average rank in terms of level of importance in their decision to decline the position was 5.1 out of 6 (six being very important and one being not important at all). Further, compared to their white peers, significantly more underrepresented minority respondents selected dual career factors as important in their decision-making process². Finally, many faculty face “co-location” dual career issues: one spouse works at UVa while the other works in Washington DC, or other urban area. Often these spouses live in apartments for the week and return to Charlottesville on the weekends, or commute two to three hours each way, every day. Clearly, dual career hiring is a significant issue at U.Va. and will only increase in importance in the future as the percentage of women in academia continues to grow. The question is, how to address this issue to create a work-life balance for faculty and staff.

¹ Schiebinger, L., Henderson, A.D., and Gilmartin, S.K. 2008a. Dual-career academic couples: What universities need to know. Stanford, CA: Michelle R. Clayman Institute for Gender Research, Stanford University.

² Fraser, G., Harden, M. and Rhine, J. 2012. Dual-career as a dimension of decision-making: Understanding the candidate's perspective. Presentation at joint meeting of Higher Education Recruitment Consortium (HERC) and Higher Education Dual Career Network (HEDCN, now IHEDCA). Worcester, MA, June 5, 2012.

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Process:

Up to four finalists will be chosen from the submitted proposals to present their ideas to a panel of judges. Winners will be chosen based on their understanding of the problem, the quality of their idea, and the viability of their solution, as demonstrated in a proposal. The four finalists will give presentations to a panel of judges and the university community on November 18, 2014.

Eligibility:

- The tournament is open to anyone aged 18 years or older who has some affiliation with the U.Va. community, including faculty, staff, alumni, postdoctoral scholars, graduate students, undergraduates, and their spouses, partners, and adult children.
- There is no limit on the number of authors per proposal and no limit to the number of proposals a person and/or team may submit.
- To be eligible to win the cash prize, finalists must present their idea to a panel of judges and the university community, in person, on November 18, 2014 via a single representative. No exceptions.

Proposal:

Qualified proposals will adhere to the following guidelines:

- Proposals must be submitted by 11:59 PM on October 16, 2014. Submission details will be on the U.Va. CHARGE Tournament Web site.
<http://uvacharge.virginia.edu/tournament.html>
- Each proposal must be no longer than 3 pages (8½” by 11”), not including cover page, bibliography, and/or additional figures page.
- The document must have 11 pt font size, one-inch margins, and 1.5 line spacing.
- The document structure must be as follows:
 - Cover page (see [example](#))
 - Title
 - Team name (optional)
 - Team members’ names and contact information (email) with presenter specified
 - Abstract (150 word limit)
 - Proposal
 - One additional page with figures or charts, as needed
 - Bibliography
- While the structure of your proposal is up to you, it is expected to address the following (providing evidence to support your idea via publications, existing U.Va. documents and policies, etc. is strongly encouraged):
 - What problem/issue are you addressing as it relates to dual careers?
 - How is this a problem for universities or women faculty in general?
 - How is this a problem at U.Va. in particular?

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- Outline your proposed solution in detail.
- Explicitly show how your proposed solution would address the problem you've identified.

For background information on the topic of dual career hiring, please visit the [dual careers Web site](#).

Final presentation:

- The final presentation is open to the public, but finalists may not observe each other's presentations.
- Each proposal finalist will have only ONE presenter.
- Finalists will be required to fill out a form specifying their team members and agreed upon division of prize winnings. (This item TBD)
- The presentation must be no longer than 5 slides and may not exceed 5 minutes in length (7 minutes will be allotted for questions from the panel and audience for each proposal).
- All final presentations must be emailed to charge@virginia.edu by 11:59 PM on 11/16/2014 in PDF format only.
- The presentation must address the following:
 - What issue related to dual career hiring and/or retention are you addressing?
 - What is your solution to this issue?
 - Why do you think your solution will solve the problem you have identified?

Prizes:

First place will be awarded a \$3000 prize and the runner-up will be awarded \$1500. A statement will be included here on how we advise to split the prize money (tax concerns, etc.).

Tournament Schedule:

9/16/2014 Tournament begins.
9/29/2014 Teaming and Informational Event, Open Grounds 5-7
10/1/2014 Proposal submissions are open.
10/16/2014 Proposal due!
11/1/2014 Finalists announced.
11/18/2014 Final presentations (winner and runner-up announced).

Send any question not addressed here or in the FAQ section to charge@virginia.edu.

UVa CHARGE

[U.Va. CHARGE](#) is the National Science Foundation's ADVANCE program at U.Va. The program's goal is to increase the participation and advancement of women faculty in STEM (science, technology, engineering, and math) and SBE (social, behavioral, and economic sciences) with a focus on underrepresented minorities.