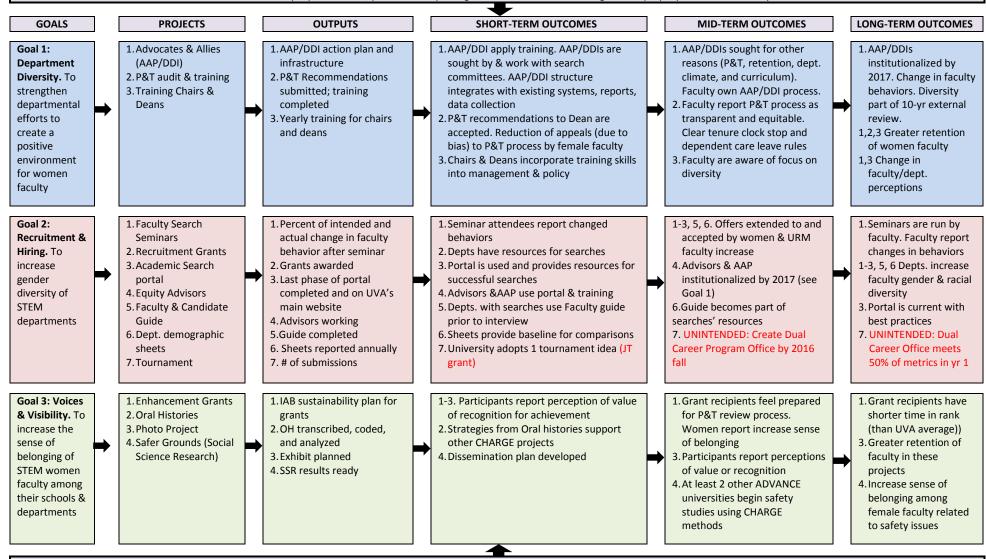


UVA CHARGE Logic model: CURRENT PROJECTS. April 11, 2016 draft

CONTEXT

State requests 100k more STEM degrees awarded by 2023. UVa pledges to increase STEM enrollment by 500 in 2015. Baseline data shows sex ratio not balanced in STEM. Female STEM faculty report isolated, place of male privilege. Gender-based violence & gender equity topic of discussion of year 3



THEORY OF CHANGE & CAMPUS CLIMATE MODEL

Theory of Change: Change happens at 5 levels. Male participation as change agents. Adaptive Self-Discovery Process

Campus Climate Model: 1) Historical Legacy of Inclusion/Exclusion, 2) Compositional Diversity, 3) Organizational/Structural Dimension, 4) Psychological Dimension, 5) Behavioral Dimension (Hurtado, Milem, Clayton-Pedersen & Allen, 1998 and 1999; Milem, Chang & Antonio, 2005)