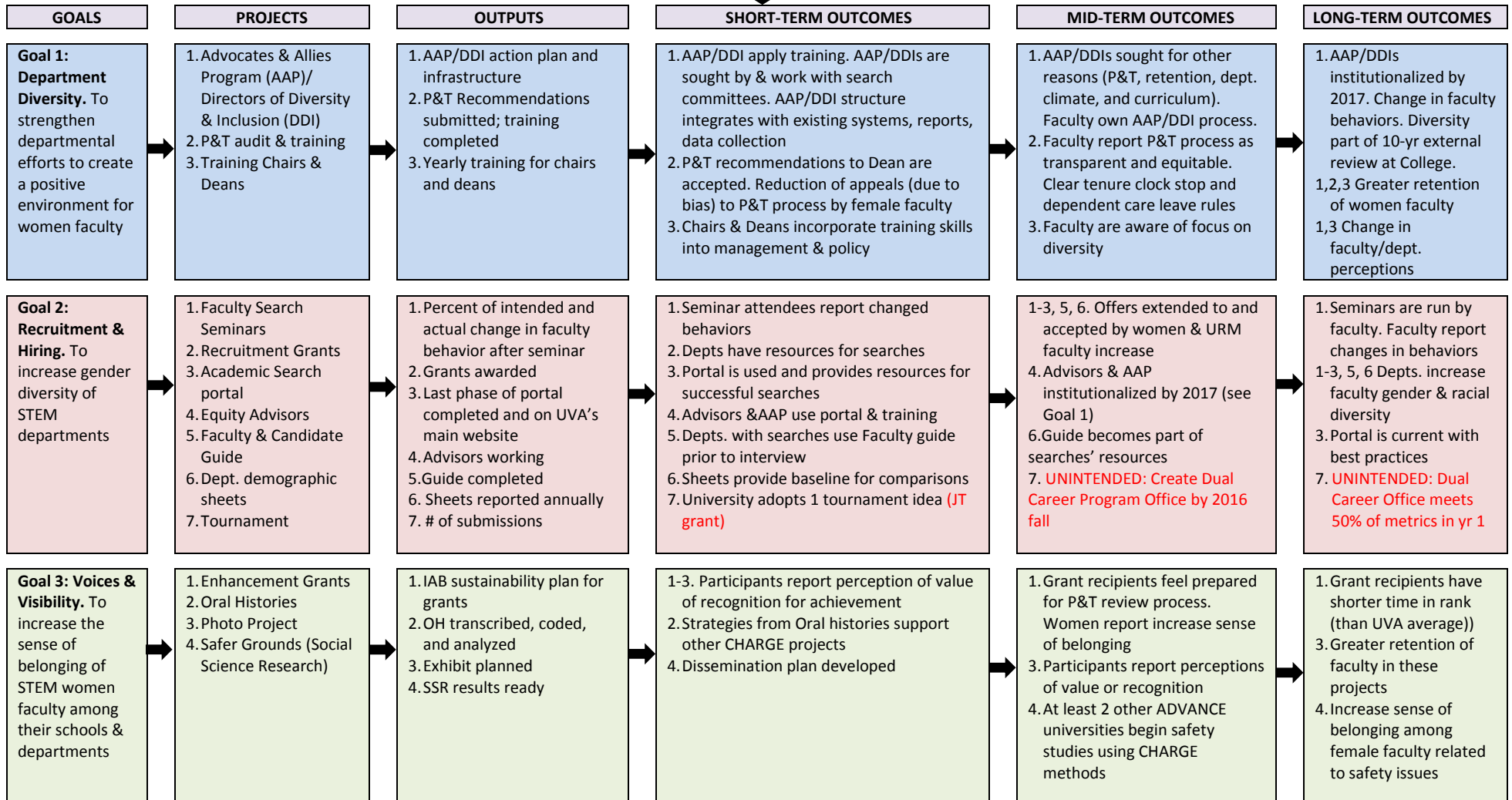# UVA CHARGE Logic model: <u>CURRENT PROJECTS</u>. April 18, 2016 draft

CONTEXT & ASSUMPTIONS

Context: State requests 100k more STEM degrees 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 equity topic of discussion of year 3

Assumptions: a) New faculty hired at higher rate due to increased enrollment & retirements, b) UVA will not have hiring freezes & female candidates accept offers; c) non-linear processes take longer & require different evaluation approach, d) STEM men as primary change agents involved in program; e) faculty have time & motivation to develop change; and f) reshaping sense of place will improve recruiting and retention

GOALS	PROJECTS	OUTPUTS	SHORT-TERM OUTCOMES	MID-TERM OUTCOMES	LONG-TERM OUTCOMES
Goal 1: Department Diversity. To strengthen departmental efforts to create a positive environment for women faculty	1. Advocates & Allies Program (AAP)/ Directors of Diversity & Inclusion (DDI) 2. P&T audit & training 3. Training Chairs & Deans	1. AAP/DDI action plan and infrastructure 2. P&T Recommendations submitted; training completed 3. Yearly training for chairs and deans	1. AAP/DDI apply training. AAP/DDIs are sought by & work with search committees. AAP/DDI structure integrates with existing systems, reports, data collection 2. P&T recommendations to Dean are accepted. Reduction of appeals (due to bias) to P&T process by female faculty 3. Chairs & Deans incorporate training skills into management & policy	1. AAP/DDIs sought for other reasons (P&T, retention, dept. climate, and curriculum). Faculty own AAP/DDI process. 2. Faculty report P&T process as transparent and equitable. Clear tenure clock stop and dependent care leave rules 3. Faculty are aware of focus on diversity	1. AAP/DDIs institutionalized by 2017. Change in faculty behaviors. Diversity part of 10-yr external review at College. 1,2,3 Greater retention of women faculty 1,3 Change in faculty/dept. perceptions
Goal 2: Recruitment & Hiring. To increase gender diversity of STEM departments	1. Faculty Search Seminars 2. Recruitment Grants 3. Academic Search portal 4. Equity Advisors 5. Faculty & Candidate Guide 6. Dept. demographic sheets 7. Tournament	1. Percent of intended and actual change in faculty behavior after seminar 2. Grants awarded 3. Last phase of portal completed and on UVA's main website 4. Advisors working 5. Guide completed 6. Sheets reported annually 7. # of submissions	1. Seminar attendees report changed behaviors 2. Depts have resources for searches 3. Portal is used and provides resources for successful searches 4. Advisors &AAP use portal & training 5. Depts. with searches use Faculty guide prior to interview 6. Sheets provide baseline for comparisons 7. University adopts 1 tournament idea (JT grant)	1-3, 5, 6. Offers extended to and accepted by women & URM faculty increase 4. Advisors & AAP institutionalized by 2017 (see Goal 1) 6. Guide becomes part of searches' resources 7. UNINTENDED: Create Dual Career Program Office by 2016 fall	1. Seminars are run by faculty. Faculty report changes in behaviors 1-3, 5, 6 Depts. increase faculty gender & racial diversity 3. Portal is current with best practices 7. UNINTENDED: Dual Career Office meets 50% of metrics in yr 1
Goal 3: Voices & Visibility. To increase the sense of belonging of STEM women faculty among their schools & departments	1. Enhancement Grants 2. Oral Histories 3. Photo Project 4. Safer Grounds (Social Science Research)	1. IAB sustainability plan for grants 2. OH transcribed, coded, and analyzed 3. Exhibit planned 4. SSR results ready	1-3. Participants report perception of value of recognition for achievement 2. Strategies from Oral histories support other CHARGE projects 4. Dissemination plan developed	1. Grant recipients feel prepared for P&T review process. Women report increase sense of belonging 3. Participants report perceptions of value or recognition 4. At least 2 other ADVANCE universities begin safety studies using CHARGE methods	1. Grant recipients have shorter time in rank (than UVA average)) 3. Greater retention of faculty in these projects 4. Increase sense of belonging among female faculty related to safety issues

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)