U.Va. CHARGE *Enhancement Fund* Guidelines

Purpose
➢ These enhancement funds are meant to support women STEM and SBE faculty in their own career advancement. As data suggests, time to full rank may be longer for women compared to men tenured faculty in SBE departments, SBE faculty are especially encouraged to apply for resources to enhance their advancement from associate to full professor.

Eligibility
➢ Eligibility: All full-time, permanent tenure and tenure track STEM and SBE women faculty at U.Va. This includes women faculty members in the following schools and departments: **SEAS:** Biomedical**,** Chemical**,** Civil and Environmental**,** Computer Science**,** Electrical and Computer, Engineering and Society, Materials Science**,** Mechanical and Aerospace**,** Systems and Information; **A&S:** Anthropology, Astronomy**,** Biology**,** Chemistry**,** Economics**,** Environmental Sciences**,** Mathematics**,** Physics**,** Politics**,** Psychology**,** Sociology, Statistics.

➢ Under-represented women tenure and tenure track faculty at any career stage, including mid-career faculty who have been tenured associate professors for five or more years.

➢ Women faculty who would benefit from this support to complete projects in order to submit enhanced portfolios for tenure and promotion are strongly encouraged to apply. Senior women faculty members intending to complete legacy projects are also eligible.

Award Amounts, and Intended Uses
➢ Funds Amounts: Funds up to $5,000 will be awarded for activities to support the applicant's research, teaching, scholarship, and/or professional development.

➢ Faculty may apply for funds to, for example, launch interdisciplinary collaborations, bridge resources between grants, prepare portfolios for tenure or promotion, extend networks by travel to international conferences or visit collaborators, train for patent development, publications or grants proposals, pedagogical techniques or research programs. This program is designed with maximum flexibility and the selection committee will consider a variety of activities that meet the spirit of those described.

Competitive Review Process

➢ Applications will be peer reviewed. This process will be managed by the U.Va. CHARGE implementation team in consultation with the CHARGE internal advisory board.

➢ Applications will be reviewed for:

- Impact of the support for the career progress of the applicant
- Impact of the support when considering other current/past/pending support?
- Outcomes from the proposed project and ability for CHARGE to track these to document the impact of CHARGE
- Letter of support from the Dean or Chair demonstrates the department's support of the faulty member's proposal, and appropriateness of the budget

➢ Reviewer feedback and advice will be provided to applicants to improve their applications for further submissions, for other sources of funding, or for other avenues to pursue to help fund the desired activities.

Award Announcements

➢ Awards will be announced within thirty days after the close of the application period.

➢ Recipients will be informed of their award through a congratulatory email with a copy to their Chair and/or Dean.

➢ Broad communications may include but not limited to: an article in the Dean's Newsletter or Chair's departmental communications, an article in the U.Va. Today and on the U.Va. CHARGE website, Facebook, and other methods.

How to Apply

➢ Part I: Submit the entire online application package.

➢ Complete application packets must include:

1. An online application form
2. CV that includes a list of current, pending, and past funding (to include project period, source, amount).

➢ Part II: Ask your Chair or Dean to submit a required letter of support using the subject line, "Enhancement Fund" by the application deadline to uvacharge@virginia.edu

How is the Enhancement Program Funded

Funds for tenured/tenure track faculty are provided as part of the U.Va. CHARGE program funded by the National Science Foundation ADVANCE IT award #1209197.

Goal of the U.Va. CHARGE Program

The goal of the National Science Foundation (NSF) ADVANCE Program is to increase the representation and advancement of women in academic science, technology, engineering and

math (STEM) and social, behavioral and economic (SBE) science careers. 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. The program is designed to increase the number of women, including African Americans, 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 College of Arts and Sciences http://uvacharge.virginia.edu/overview.html.

How Can I Ask Questions or Get More information on the Enhancement Fund?
Visit the U.Va. CHARGE website homepage http://uvacharge.virginia.edu
for application and program guidelines. Still have questions? Send an email to U.Va. CHARGE at uvacharge@virginia.edu