U.Va. CHARGE Implementation Team

Principal Investigator & Program Director

The Principal Investigator (PI), holds primary responsibility for oversight of ADVANCE grant management, including organizing the five initiatives and ensuring adherence to the terms of the NSF Cooperative Agreement.

Gertrude Fraser
Associate Professor of Anthropology, College and Graduate School of Arts and Sciences

Gertrude is nationally recognized for her leadership on behalf of women and people of color in academia. Gertrude's experience at the University level and beyond has given her the knowledge to understand the dynamics that facilitate change. In addition to leading the U.Va. CHARGE Program, she has been the PI on two empirical research studies at U.Va. that have helped provide the substance and design for several of the U.Va. CHARGE program initiatives. Gertrude oversees the Structured Dialogues, Oral Histories, and Photo Exhibit.

The Program Director shares responsibility with the PI for oversight of grant implementation and works closely with the Program Manager to define and carry out the program plan.

Pam Norris
Associate Dean of Research and Graduate Programs and the Frederick Tracy Morse Professor of Mechanical and Aerospace Engineering, School of Engineering and Applied Science.

Having risen through the ranks at U.Va. to her current position as one of the few female scientists holding an endowed chair at U.Va., Pam is a highly accomplished scientist and scholar with extensive experience as a veteran PI. She has led a number of complex programs from a variety of prominent agencies, including several grants from NSF (more about Pam's research here). She has long been a vocal and enthusiastic proponent for the advancement of women in STEM disciplines and a tireless mentor. Pam serves a dual role as both Program Director and Co-PI.
Co-Principal Investigators

Co-PIs, including Pam Norris, will be responsible for overseeing specific initiatives.

**Joanne Cohoon**
Associate Professor of Science, Technology, & Society, [School of Engineering and Applied Science](#) and Senior Research Scientist at the [National Center for Women & Information Technology](#) (NCWIT).

Joanne researches, publishes, and speaks on women’s under-representation in IT and gender segregation in higher education. She manages the equity consultants working on faculty searches.

**Sophie Trawalter**
Assistant Professor of Public Policy and Psychology, with a joint appointment at the [Batten School of Public Policy](#) and the [College and Graduate School of Arts and Sciences](#)

Sophie's research, part of Initiative Two, Reimagined Spaces—Voices and Visibility is focused on how people develop competencies and learn to thrive in diverse spaces. Sophie leads the social science research component, Claiming Spaces for Women in STEM, which will investigate how the physical environment may signal to women, particularly women of color, that they do not belong. This work will also develop and test interventions aimed at boosting women's sense of safety and place in STEM and STEM departments.

Other Implementation Team Members

**Archie Holmes**
Vice Provost for Educational Innovation & Interdisciplinary Studies; Professor of Electrical and Computer Engineering, [School of Engineering and Applied Science](#)

Archie's research in novel optoelectronic devices has resulted in over 100 refereed journal publications. His classroom teaching has been recognized with several honors including membership in the University Academy of Teaching. He was a member of the Steering Committee for U.Va.'s strategic plan—The Cornerstone Plan. In 2014, he was appointed Vice Provost for Educational Innovation & Interdisciplinary Studies. For this program, Archie provides outreach to departments and is the lead for the Tournament of Ideas.

**Dinko Počanić**
Professor of Experimental Nuclear and Particle Physics, [College and Graduate School of Arts and Sciences](#)

Dinko was highly successful in increasing the number of women in the physics department during his tenure as chair. In 2014, Dinko was promoted to Associate Dean of Graduate Academic Programs in the College of Arts and Sciences.
Mary Lou Soffa
Owen R. Cheatham Professor in the Computer Science Department, School of Engineering and Applied Science
Mary Lou received the Nico Habermann Award in 2006 for outstanding contributions toward increasing the numbers and successes of underrepresented women and minorities in the computing research community. She is the lead for the development of the Academic Search Portal, part of Initiative Four: Recruitment, Search and Selection.

Silvia Salinas Blemker
M3 Lab Director and Associate Professor, department of Biomedical Engineering, School of Engineering and Applied Science
Silvia joined the University of Virginia faculty in January of 2006. She obtained her B.S. and M.S. degrees in Biomedical Engineering from Northwestern University and her Ph.D. degree in Mechanical Engineering from Stanford University. Before coming to UVa, Dr. Blemker worked at Stanford’s National Center for Biomedical Computation, where she was a post-doctoral Research Associate. Silvia assists with IAB meetings, outreach, and the enhancement grants. Silvia assists with faculty outreach on the CHARGE grant.

Denise Walsh
Associate Professor, Politics and Women, Gender & Sexuality in the School of Arts and Sciences
Denise's research focuses on the production of gender, ethnicity, and race, the struggle of subordinated groups to exercise political power, and their interaction with the state. Denise’s current book project, Multiculturalism and Women’s Rights: Implementing Competing Rights Policies in Liberal Democracies, investigates why legislation addressing minority group rights and women’s rights in Canada, India, and South Africa rarely advance social justice. Denise will be on sabbatical AY2015-2016.

Petra Reinke
Associate Professor, department of Materials Science & Engineering in the School of Engineering and Applied Science
Her research interests are in the area of carbon, semiconductor and metal nanostructures which are investigated using surface science methods, such as scanning probe microscopy (STM and AFM) and photoelectron spectroscopy. Petra joined the CHARGE team in the fall of 2014. She will be focusing on the promotion and tenure features of the SEAS Contribution.

Kelsey Johnson
Associate Professor, department of Astronomy in the School of Engineering and Applied Science
Kelsey is an Associate Professor of Astronomy at the University of Virginia, adjunct faculty at the National Radio Astronomy Observatory, and the founder and director of the Dark Skies Bright Kids outreach program. She is currently in her sixth year on the
International ALMA Science Advisory Committee, for which she is both a former chair and current vice-chair. Her research is focused on star formation throughout the universe, and in particular the impact of different physical environments. She received her Ph.D. from the University of Colorado in 2001. Kelsey manages the Enhancement Grants for Faculty.
Program Manager

The **Program Manager** will be responsible for the day-to-day management of the U.Va. CHARGE activities, ensuring that the short and long term objectives and goals of the U.Va. CHARGE transformation project are developed and implemented.

**Kelly Feltault, PhD**
Program Manager

For the last 20 years, Kelly has designed and implemented programs and program evaluations for international development organizations, including non-profits and the federal government. Her work has focused exclusively on gender in the areas of education, economic development, agriculture and the environment, and gender-based violence. Before coming to U.Va., Kelly was a Senior Program Evaluator at the US Peace Corps where she designed and led the agency’s impact evaluations in 23 countries; trained staff in program management, strategic planning, and evaluation; and was part of a core team designing and implementing a sexual assault prevention and response program legislated by Congress. Kelly holds a doctorate in Anthropology and International Development. Her dissertation focused on the social construction of global food safety standards and the resulting production of nature and people through microbiology in global seafood value chains.

**U.Va. CHARGE Ambassadors**

Ambassadors support U.Va. CHARGE with implementing activities to reach program goals and help promote U.Va. CHARGE among faculty.

**Jennifer Güler**
Research Assistant Professor, department of Biology in the [College of Arts & Sciences](#)

Jennifer heads up the Güler Malaria Lab, which focuses on the human-infective malaria parasite, *Plasmodium falciparum*, with an emphasis on genetics. Her lab partners with researchers in India to apply predictions from lab-based models to investigations with patient-isolated parasites.

**Program Support Staff**

**Wende Hope**
Web Design & Communications

Wende comes to the U.Va. CHARGE program with over 15 years of experience in the internet technology and Web communication fields to include Web site design, Web application design and development, Web content production and data warehouse management. She currently supports several research grants and the department of Mechanical and Aerospace Engineering at U.Va. The expertise she brings to U.Va. CHARGE includes strategic communication, Web and print graphic design, content management, copy editing and social media management.
Dawn Hunt
Associate for Special Projects
Prior to coming to U.Va. CHARGE, Dawn worked with lead PI Gertrude Fraser for eight years as a program manager and writer, playing a pivotal role in the ADVANCE proposal process. The coauthor (with Dr. Fraser) of U.Va.’s nationally recognized online [faculty search committee tutorial], Dawn does CHARGE-writing and editing, provides web content and logistical support for events, and works on other aspects of the CHARGE program as needed.

Christina Pappas
Program Support
Christina is a PhD student in Mechanical and Aerospace Engineering at U.Va. where her research interests include thermal management and novel applications of heat pipes. In 2010 she received a Department of Defense NDSEG Fellowship in support of her research. She graduated from Sweet Briar College, a liberal arts women’s college located in central Virginia, in 2008 and continues to remain active in outreach and other activities at her alma mater, including serving on the Engineering Advisory Board as the first alumna of the now ABET-accredited Margaret Jones Wyllie ’45 Engineering Program. Christina worked with Archie Holmes as the [Tournament of Ideas] Coordinator working with Archie Holmes; she also provides other program support.

Internal Evaluators
U.Va. ADVANCE is committed to rigorous assessment of program outcomes, as required by NSF. Evaluators will utilize quantitative and qualitative methods, and assessment activities will be tailored to the primary goals of the respective initiatives.

Karen Kurotsuchi Inkelas, Associate Professor and Director of the Center for Advanced Study of Teaching and Learning in Higher Education (CASTL-HE) at the Curry School of Education.
Karen has significant assessment experience and does research on group dynamics and team building.

Deborah Barry
Postdoctoral Fellow
Deborah completed her Ph.D. in Science Education from Syracuse University. Her research focuses on how various aspects of doctoral training influence career outcomes for individuals in STEM fields. Deborah also holds a master’s degree in Biology and has significant experience working in higher education. Deborah will assist Dr. Inkelas with internal evaluation particularly with institutional data collection, analysis and dissemination.
**External Evaluator**

**Emorcia V. Hill**

A highly experienced researcher and evaluator, Emorcia obtained her PhD in Sociology from Boston College. Her evaluation portfolio includes federal, state and foundation funded multi-year research and evaluation contracts in higher education and academic medicine, with a focus on issues of gender and race/ethnicity, social networks, diversity and inclusion, organizational context, system change and institutional transformation. Her clients include several NSF ADVANCE institutions, Harvard Medical School, National Institutes of Health, and the Office for Minority Health in the U.S. Department of Health and Human Services. She is also the National Director of the National Institute on Teaching and Mentoring. Emorcia is the newest member of our team.

**External Consultants**

**Jeff Galbraith,** Ph.D., is the developer of the Nimble Journeys process—the basis for the "structured dialogues" of Goal 1.

**Rebecca Dohrman, Travis Tatum and Jenn Goodall** are the Equity Consultants providing services to STEM departments. See Goal 1.

**Internal Advisory Board**

The **Internal Advisory Board (IAB)** will meet quarterly with the Implementation Team. Originally the Board oversaw project implementation, resolved project issues, and ensured that the project was on track for meeting its goals. Beginning in year three, the mission of the IAB will shift to oversee the institutionalization and sustainability of CHARGE activities.

Our IAB is populated with highly accomplished faculty members and administrators from across the university, with expertise and experience in diverse fields related to the grant.

**Kerry Abrams,** Vice Provost for Faculty Affairs  
**Martin Davidson,** Associate Professor of Business Administration, Darden Business School  
**Roseanne Ford,** Cavaliers' Distinguished Teaching Professor and Chair, Chemical Engineering  
**Cassandra Fraser,** Professor of Chemistry, Arts & Sciences  
**Hossein Haj-Hariri,** Professor and Chair, Mechanical and Aerospace Engineering  
**John Hawley,** Associate Dean for the Sciences and Professor of Astronomy, Arts & Sciences  
**Marcus Martin,** Vice President and Chief Officer for Diversity and Equity  
**Leonard Schoppa,** Associate Dean for the Social Sciences and Professor of Politics  
**Carolyn Vallas,** Assistant Dean for Diversity, Director of the Center for Diversity in Engineering, School of Engineering and Applied Science  
**George Stovall,** Director of Institutional Assessment and Studies  
**Robert Tai,** Associate Professor, Robert H. Tai Research Group (STEM Education), Curry School of Education
External Advisory Board

The External Advisory Board (EAB) meets annually in Charlottesville to advise the institutional transformation team on the implementation of the project and progress toward project goals. Our EAB members have significant combined expertise on women in STEM disciplines, with a focus on women of color, and on processes of change and transformation in higher education.

**Gilda Barabino**, Dean, Grove School of Engineering, City Colleges of New York (CCNY)

**Cynthia Burack**, Professor, Woman’s Studies, Ohio State

**Christopher Comer**, Dean, College of Arts and Sciences, Professor of Biology and Neuroscience, University of Montana

**Angela Ginorio**, Associate Professor, Woman’s Studies, University of Washington

**Christine Grant**, Associate Dean of Faculty Development and Special Initiatives, College of Engineering and Professor, Chemical Engineering, North Carolina State

**Adrianna Kezar**, Professor of Higher Education, Co-Director, Pullias Center for Higher Education, University of Southern California

**Samuel B. Mukasa**, Dean, College of Engineering and Physical Sciences (CEPS), Professor of Geology, University of New Hampshire

**William E. Walden**, Professor of Microbiology and Immunology, and Associate Dean for Diversity and Inclusion, College of Medicine, University of Illinois at Chicago.