



OFFICE OF FACULTY DIVERSITY AND RETENTION

NEWSLETTER

THE INCLUSIVE VOICE

Fall 2024



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FALL 2024 OVERVIEW

Fall marks the close of the year, bringing cooler weather and the transformation of green leaves into shades of golden brown. It also represents the first semester of an exciting and engaging academic year.

During the Fall 2024 semester, the Office of Faculty Diversity and Retention hosted a series of impactful events that drew a total of 365 attendees across 10 sessions. These events focused on inclusivity and the importance of a diverse faculty at Old Dominion University.

This edition of ***The Inclusive Voice*** newsletter highlights the semester's workshops, virtual cafés, and other events.

Dr. Shanda Jenkins

Director

Allison Barber

Administrative Assistant

Quinn Jackson

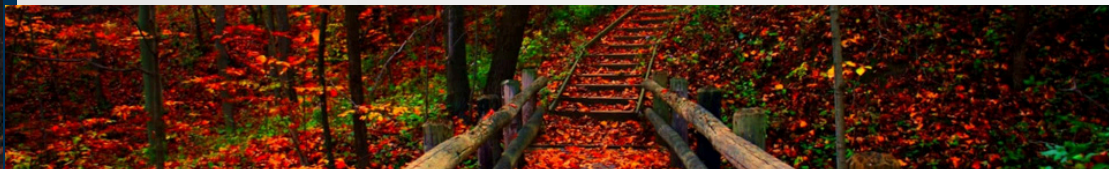
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WORKSHOPS



This semester, our office hosted a series of workshops and events designed to inspire meaningful conversations and strengthen our academic community. From exploring the concept of belonging to addressing unconscious bias, these gatherings brought faculty together to share insights and foster inclusivity.

Our first workshop of the semester focused on Belonging—the universal desire to feel accepted within a group. Participants explored the latest research and engaged in dynamic discussions on fostering a sense of belonging in our academic spaces. Together, we exchanged ideas and identified practical ways to create a more inclusive and connected community for all.



“We have no hope of solving our problems without harnessing the diversity, the energy, and the creativity of all our people.”

Roger Wilkins

WORKSHOPS

In celebration of Hispanic Heritage Month, we partnered with the Center for Faculty Development to host a Latine/Hispanic Faculty Panel. The event featured Latine/Hispanic faculty sharing personal experiences and diverse perspectives. This insightful discussion highlighted the richness of the Latine/Hispanic community within academia and sparked meaningful conversations about representation and inclusion. The panel was moderated by Dr. Ana Luz Williams and included panelists: Dr. Jane Alberdeston; Dr. Orlando Ayala; Dr. Luis Guadano; Mr. Nestor Escobales; Dr. Ron Moses; and Dr. Christina Rodriguez.



“If you have an opportunity to make things better and you don't, then you are wasting your time on Earth.”
Roberto Clemente

WORKSHOPS

This semester, we continued our focus on strengthening mentoring across the University. Dr. Shanda Jenkins led a workshop on the benefits of mentorship, presenting the latest research and introducing tools like our mentoring website. She highlighted how mentorship impacts personal and professional growth, encouraging deeper relationships and improved communication.



OLD DOMINION UNIVERSITY

CENTERING MENTORING

Discover the power of mentorship to elevate your career, enhance teaching practices, and nurture a supportive academic community.

Whether you are an experienced mentor or new to mentoring practices, this event provides valuable insights and connections to bolster your professional growth.

WHAT TO EXPECT

- NETWORK & BUILD COMMUNITY
- GAIN INSIGHTS FROM MENTORS & MENTEES
- CULTIVATE MENTORSHIP PRACTICES

From December 3-5, 2024, Virginia Health Sciences' Faculty Affairs and Professional Development, in collaboration with the Division of Academic Affairs, hosted the Centering Mentoring series. Dr. Jenkins participated in this three-day event focused on cultivating mentoring practices and fostering cross-cultural, interdisciplinary, and generational connections.

“A mentor is someone who allows you to see the hope inside yourself.”
Oprah Winfrey.

WORKSHOPS

As the semester progressed, Dr. Jenkins led a workshop on Unconscious Bias, focusing on how implicit beliefs shape perceptions and interactions.

Faculty explored ways to recognize and address these biases thoughtfully, fostering collaboration and inclusivity.

The session provided participants with practical tools to build awareness and promote equity within our academic community.



Dr. Steffon Campbell

We concluded the semester with a Cultural Competency workshop led by both Dr. Steffon Campbell and Dr. Shanda Jenkins. This session emphasized understanding and communication across cultures, equipping faculty with tools to enhance cultural awareness and foster inclusivity. The workshop served as a strong conclusion to our Fall series, reaffirming our commitment to an inclusive academic community.

“I think unconscious bias is one of the hardest things to get at.”

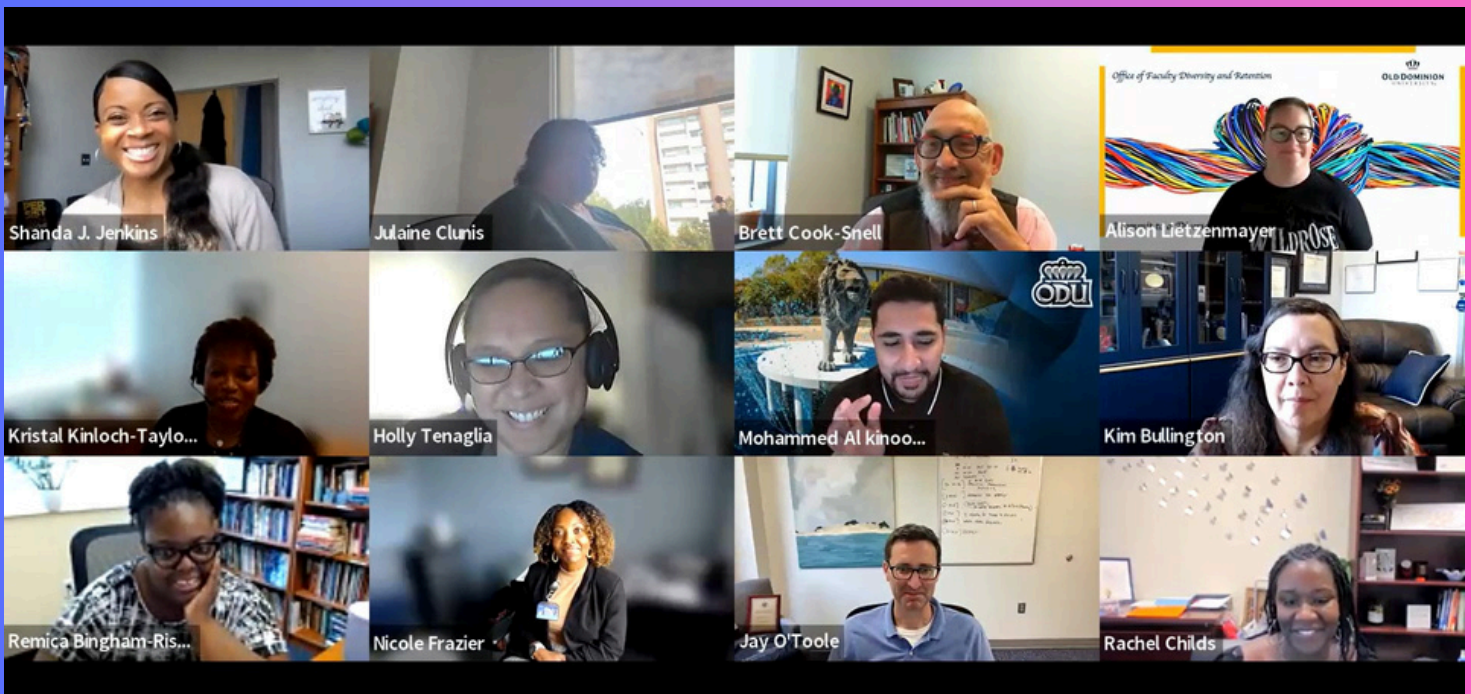
Ruth Bader Ginsburg

VIRTUAL CAFÉS

Our Virtual Café events, led by Ms. Alison Lietzenmayer and Dr. Shanda Jenkins, offer faculty a welcoming space to reflect on workshop topics, engage in meaningful discussions, and share candid insights. These gatherings encourage open dialogue and the exchange of personal experiences. The Virtual Cafés offer faculty the chance to connect and talk about various topics.

This Fall, we kicked off the semester with a Virtual Café that welcomed faculty back to campus and introduced new faculty members. It was an opportunity for colleagues to introduce themselves, forge new connections, and share their goals for the semester ahead.

In another Virtual Café, the Office of Faculty Diversity & Retention provided a relaxed and open environment to explore how we can foster a stronger sense of belonging for everyone. Together, we explored the latest research, reflected, and exchanged ideas to cultivate a more inclusive community.



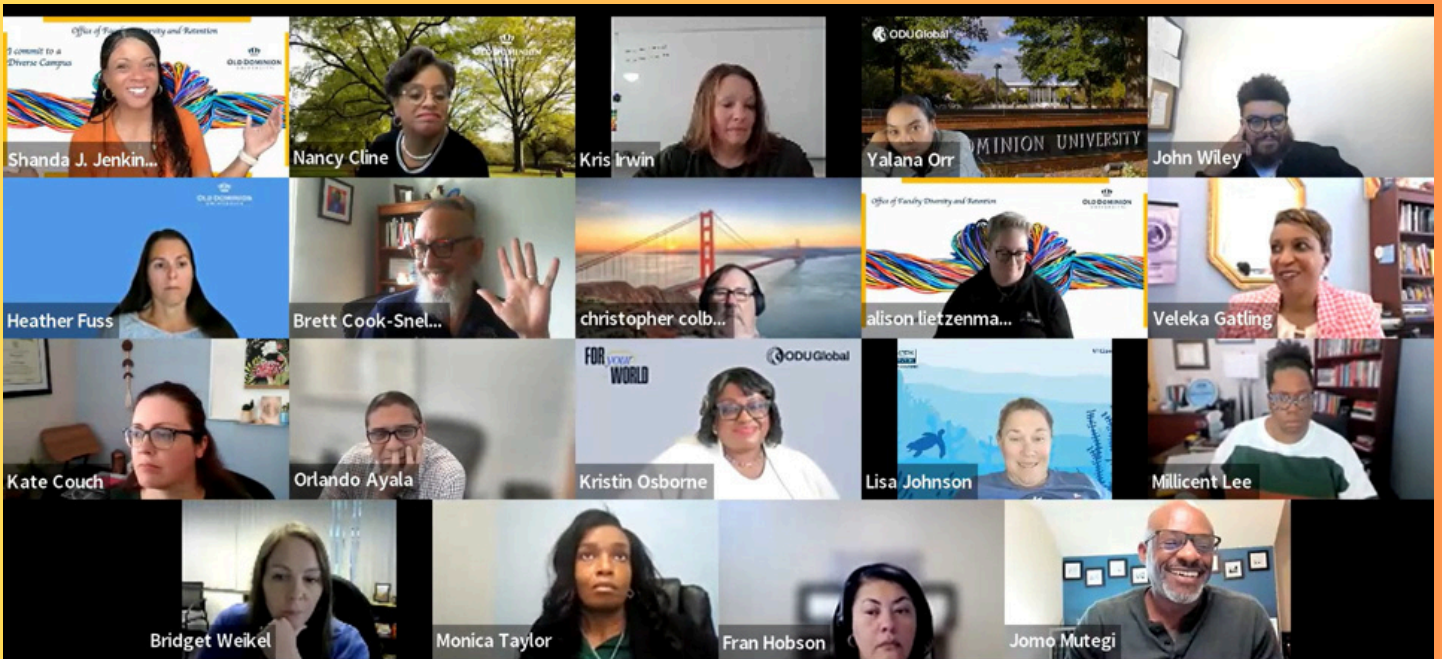
“Every individual matters. Every individual has a role to play. Every individual makes a difference.”

Jane Goodall

VIRTUAL WATCH PARTIES

In partnership with the Office of Institutional Equity and Diversity, The Office of Faculty Diversity and Retention hosted a two-part Virtual Watch Party centered around **Undivide Us**, a powerful film that examines the forces fueling toxic polarization in America. This event created a space for faculty to reflect on these pressing issues and engage in thoughtful, impactful discussions about bridging divides and fostering understanding.

(Courtesy of Undivideusmovie.com)

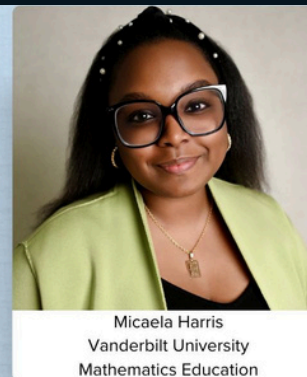
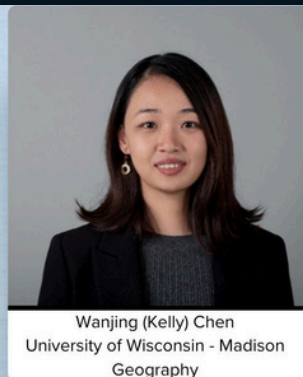


“We are all different, which is great because we are all unique. Without diversity life would be very boring.”

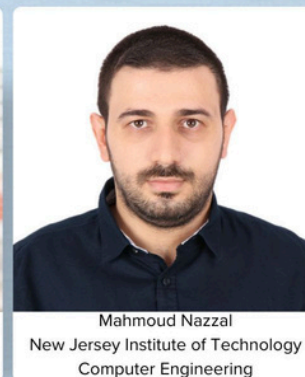
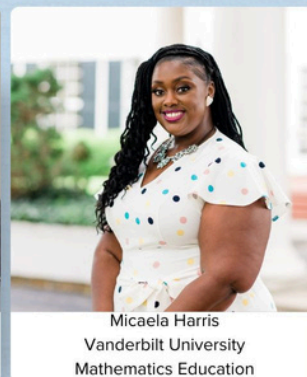
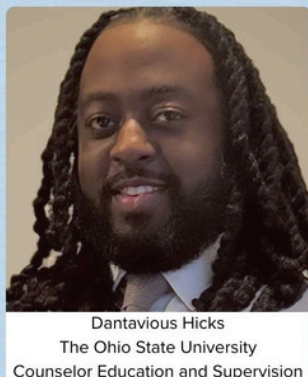
Catherine Pulsifer

EXCITE THE DREAM

In September 2024, we proudly continued the Excite the Dream program, designed to inspire and professionally develop scholars from underrepresented backgrounds who are interested in pursuing careers in academia. We virtually welcomed six remarkable scholars from diverse disciplines. During their time with us, they heard from both Dr. Brian Payne, Interim Provost and Executive Vice President for Academic Affairs, and Dr. Yvette Pearson, Vice Provost for Faculty Affairs and Strategic Initiatives. The scholars gained insights from our award-winning faculty on teaching, research, service, and grant writing. They also connected with leaders in their respective colleges, presented their research, and received invaluable feedback from our faculty.



Excite the Dream Scholars September 2024



“When everyone is included, everyone wins.”

Jesse Jackson

NEW FACULTY ORIENTATION

This Fall, The Office of Academic Affairs and the Office of Faculty Diversity and Retention proudly welcomed new faculty to Old Dominion University with informational sessions, events, activities, and presentations. Our semester began with a warm welcome to introduce our new faculty to the university's vibrant community, resources, and commitment to inclusive excellence



**“Education is not the filling of a pail but the lighting of a fire.”
William Butler Yeats**

GENERAL FACULTY MEETING



THE OFFICE OF
FACULTY DIVERSITY
AND RETENTION

PRESENTS

DR. BRIAN PAYNE
INTERIM PROVOST & EXECUTIVE VICE
PRESIDENT FOR ACADEMIC AFFAIRS

**GENERAL FACULTY
MEETING**

The Office of Faculty Diversity and Retention hosted the General Faculty Meeting, featuring Dr. Brian Payne, Interim Provost and Executive Vice President for Academic Affairs. Dr. Payne provided key university updates and addressed questions submitted by faculty. Topics included AI cluster hires, the status and significance of the General Education Committee, issues related to the LARC childcare center, and merit-based raises.

This meeting fostered transparency and offered faculty a platform to ask questions, voice their concerns, and gain insights directly from university leadership.

"Leadership is the capacity to translate vision into reality."

Warren Bennis

HAPPENINGS ON SOCIAL MEDIA




Hispanic Heritage Month



Sonia Sotomayoro
On August 8, 2009, became the first Hispanic Supreme court Justice.

Native American Heritage Month



Wes Studi (Cherokee)
Wes Studi is a Native American actor and film producer, best known for his roles in *Dances With Wolves* and *The Last of the Mohicans*. In 2019, he was awarded an Academy Honorary Award, becoming the first native American to receive an Oscar. He has over 100 acting credits, and the *New York Times* ranked him as one of the 25 greatest actors of the 21st century


This semester, the Office of Faculty Diversity and Retention increased our social media presence. We featured some of our New Faculty here at ODU. The Office also continued recognizing national observances. Fall semester included both National Native American Heritage Month in November and Hispanic Heritage Month from September 15th - October 15th.

NEW FACULTY HIGHLIGHT




TERESA DUVALL
BORN IN PENNSYLVANIA, PROFESSOR DUVALL IS A FORMER OLD DOMINION UNIVERSITY STUDENT WHO IS CURRENTLY TEACHING CYBERSECURITY. HER FATHER, A VETERAN OF THE SECOND WORLD WAR, STRONGLY VALUED KNOWLEDGE AND EDUCATION, AND HE ENCOURAGED HER TO PURSUE FURTHER EDUCATION FROM A YOUNG AGE. MOTIVATED BY THIS ENCOURAGEMENT, SHE JOINED THE NAVY AS AN OFFICER AND SERVED UNTIL RETIREMENT. NONETHELESS, THE CONCEPT OF SERVICE PERSISTED IN HER ACADEMIC CAREER AND EMERGED AS A PILLAR OF HER PROFESSIONAL IDEOLOGY, WHICH IS "TO ALWAYS TAKE THE OPPORTUNITY TO DO THE RIGHT THING." SHE ENJOYS READING AND GOING FOR WALKS WITH HER HUSBAND.

NEW FACULTY HIGHLIGHT



JEFFERSON MOODY
BORN IN THE PHILIPPINES, PROFESSOR MOODY IS A FORMER OLD DOMINION UNIVERSITY STUDENT AND A NAVY VETERAN. WHILE ATTENDING ODU, PROFESSOR MOODY WAS HIGHLY INSPIRED BY JIM ENGLISH, A HEALTH SCIENCE DIRECTOR AND ASSOCIATE PROFESSOR DURING THAT TIME. MOTIVATED BY THIS SCHOLAR, MOODY CHANNLED HIS DEDICATION TO SUCH EXTENT, HE IS NOW THE DIRECTOR OF THAT PROGRAM AFTER HIS MENTOR'S PASSING. IN HIS SPARE TIME, HE ENJOYS LEARNING ABOUT DIFFERENT CULTURE, SURFING, AND COACHING SOCCER FOR VETERANS. HE BELIEVES STUDENTS SHOULD PRACTICE BEING CRITICAL THINKERS AND CONSIDERS HONOR THE FOUNDATION FOR A STRONG MORAL COMPASS.

NEW FACULTY HIGHLIGHT



HAYLEY DANIELS-DYSON
A VIRGINIA NATIVE, PROFESSOR DANIELS-DYSON HAS A STRONG PASSION FOR BOTH FILM AND EDUCATION WHICH HAS INSPIRED HER TO BE A FILM EDUCATOR HERE AT ODU. ENCOURAGED BY A PROFESSOR AND MENTOR WHO NOTICED HER SCREENWRITING ABILITIES DURING HER STUDIES, SHE HOPES TO INSPIRE OTHERS IN HIGHER EDUCATION. HER HOBBIES INCLUDES WRITING, FILM MAKING, PRODUCING AND DIRECTING MUSIC VIDEOS. SHE BELIEVES A GREAT WORK CULTURE SHOULD BE ONE OF TRUST AND CARING FOR OTHERS.
HER GOLDEN RULE
"BE WILLING TO CHANGE"

FACULTY MENTORING WEBSITE

Connecting Faculty with Mentors across ODU.



The Faculty Mentoring Website was designed and launched to connect faculty members with mentors across the University. The goal is to make connections, enhance knowledge, and provide professional development. This semester several new mentoring connections were made!

[Click Here for More Information](#)

SOCIAL MEDIA

For More Information Click the Links Below:



[Instagram](#)



[Facebook](#)



[LinkedIn](#)



[Office of Faculty Diversity and Retention](#)



WE HAVE RELOCATED TO 2102 DRAGAS HALL!



