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# Office of Faculty Diversity and Retention

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*IMPACT REPORT 2023 - 2024*



**OLD DOMINION**  
UNIVERSITY





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## OUR TEAM

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**Dr. Shanda Jenkins**

Director for Faculty Diversity and Retention



**Allison Barber**

Administrative Assistant



**Quinn Jackson**

Graduate Assistant

## SUPPORTING FACULTY

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**Alison Lietzenmayer**

Master Lecturer, Department of Communication & Theatre Arts

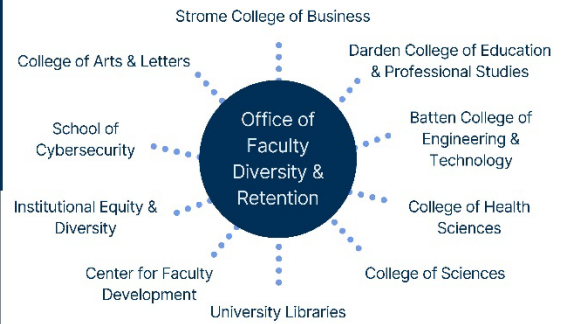
# ABOUT US

### Strategic Diversity Plan

The Office of Academic Affairs is dedicated to systematically building and maintaining a culture of inclusive excellence that values and embraces diverse faculty. Such dedication includes aligning our efforts through the university's strategic plan, evaluating our progress annually and adjusting our efforts to meet the needs of our changing campus.

### Mission Statement

The Office of Faculty Diversity and Retention is committed to identifying and removing barriers to the recruitment and retention of diverse faculty while simultaneously creating and sustaining an environment of inclusive excellence where diverse faculty thrive.



Goal 1	Goal 2	Goal 3	Goal 4
Identifying and eliminating barriers to the recruitment and retention of diverse faculty.	Elevating the visibility of ODU among diverse potential faculty to increase diversity in the hiring of new faculty.	Identify, support and advocate for the needs of faculty to improve retention.	Foster an inclusive environment for all faculty to thrive.

**We build and maintain a culture of inclusive excellence for all faculty to thrive.**

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**We embrace and celebrate the values and talents of diverse faculty.**

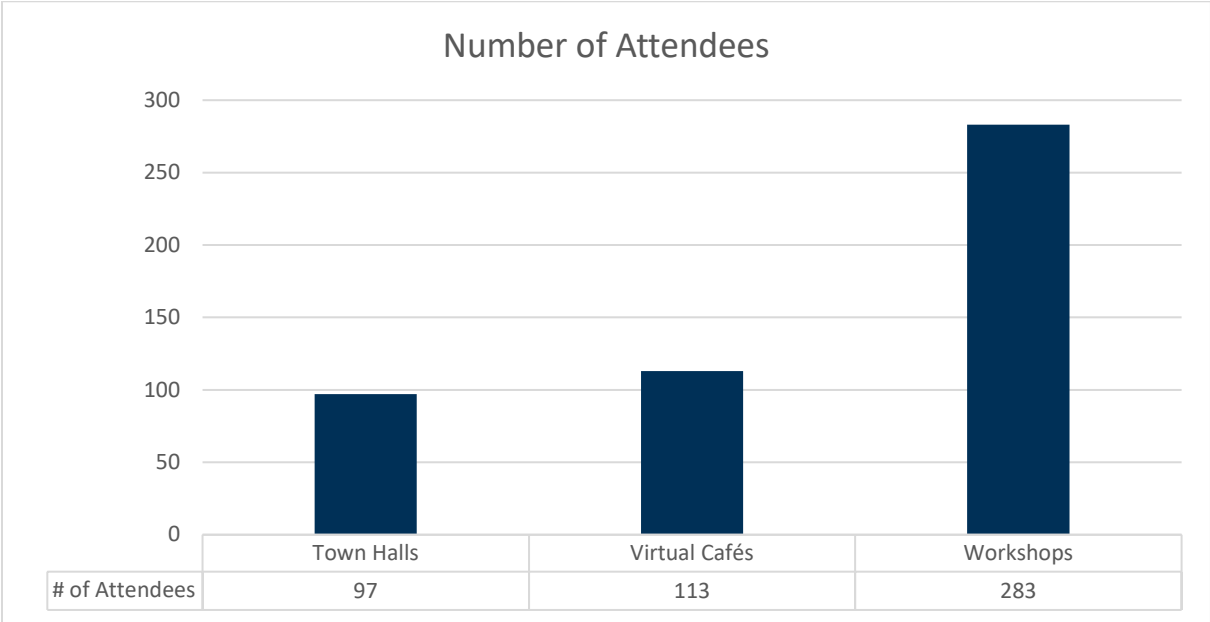
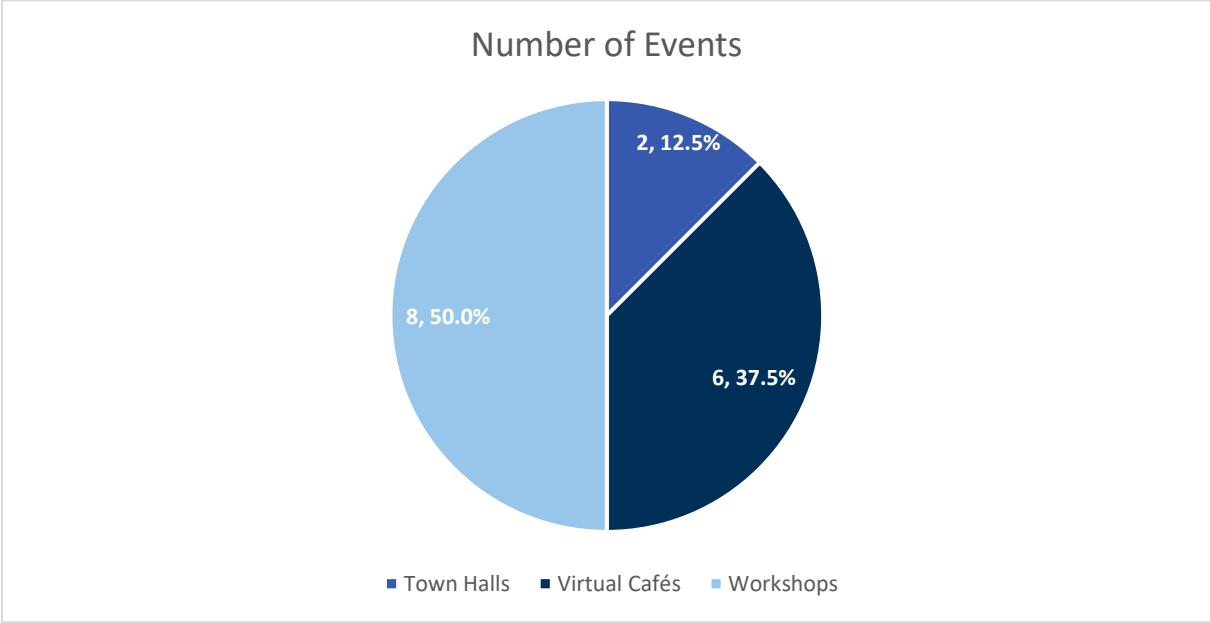
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**We remove barriers to recruitment and retention of diverse faculty.**

The Office of Faculty Diversity and Retention has made significant strides in achieving its goals over the past year. Efforts to address barriers, enhance visibility, support faculty needs, and foster inclusivity have laid a strong foundation for continued progress. Workshops, Virtual Cafés, and recruitment plan reviews focus on diverse faculty recruitment and retention. Attendance at key conferences and our social media presence have boosted ODU's visibility among diverse talent. Support for faculty needs, including through Virtual Cafés, Workshops, individual meetings, and Title IX advocacy, enhances retention. Our collaborations and community service initiatives help to foster inclusivity and belonging campus wide.

# OUR IMPACT

Over the 2023-2024 academic year, we interacted with over 490 participants at over 16 hosted events. These events included virtual cafés, virtual watch parties, workshops, and more.



## OUR EVENTS

### Workshops

Our themed workshops and presentations covered a variety of topics that impact faculty in order to build awareness, share knowledge, and promote inclusive excellence. Seven events happened over the 2023-2024 academic year with a total of 283 faculty participants.



#### By the Numbers: Faculty Diversity, Retention, and Tenure – June 2023

Dr. Shanda Jenkins shared the most recent data on faculty diversity, retention, and tenure at ODU.



#### Workshop: Faculty Diversity & Retention Data – September 2023

At this workshop, Dr. Shanda Jenkins shared comparison data on faculty diversity, retention, and tenure at ODU with mutual peer institutions.



#### Diverse Recruitment Strategies – October 2023

Dr. Shanda Jenkins and Ms. Alison Lietzenmayer led a discussion on adopting diverse recruitment strategies and reviewed the new available training.



#### Virtual Watch Party: Race – The Power of an Illusion – November 2023

Faculty viewed the third episode (The House We Live In) of the award-winning documentary, *Race: The Power of an Illusion*. As the executive producer, Larry Adelman, stated, “RACE–The Power of an Illusion asks a question so basic it's rarely raised: what is this thing we call race? Since its release in 2003, the series has become one of the most widely used documentaries ever in formal and non-formal education in the US. Millions of people have used the film to scrutinize their own deep-seated beliefs about race and explore how our social divisions are not natural or inevitable but made.” For more information on the series visit <https://www.racepowerofanillusion.org/>.



#### Free Speech at ODU with Special Guest Speaker Dr. Dennis Gregory – January 2024

Special guest speaker, Dr. Dennis Gregory, Associate Professor in the Department of Educational Foundations and Leadership, discussed the legal and policy issues relating to free speech at ODU.



#### Implicit Racial Bias Workshop – February 2024

Dr. Shanda Jenkins led a discussion on the history of implicit racial bias, how to recognize it, and how to combat it.



### Microaggression Workshop and Discussion – March 2024

This workshop aimed to help with understanding and recognizing microaggressions and their impact. Dr. Shanda Jenkins led this workshop and shared definitions, examples, research, and consequences of microaggressions. Faculty also shared their own lived experiences.



### Workshop on Microinterventions – April 2024

This workshop, conducted by Dr. Shanda Jenkins, explored effective Microinterventions and shared specific strategies to combat Microaggressions with the aim to equip participants with practical tools to foster a more inclusive environment.



## Virtual Cafés

In the 2023-2024 academic year, Dr. Shanda Jenkins and Ms. Alison Lietzenmayer hosted six Virtual Cafés. These events covered set topics while remaining an informal and safe space for faculty to connect and speak freely. In total, 113 faculty members attended Virtual Cafés.



### Virtual Café: Welcoming New Faculty – September 2023

During this Virtual Café, new faculty were welcomed to the Monarch family with conversations on resources and shared experiences. Faculty were able to build new connections across campus.



### Virtual Café: Connections Across Campus – October 2023

The discussion on adopting diverse recruitment strategies was continued and faculty were able to talk about their experiences with recruiting and search committees.



### Virtual Café: Film Viewing Discussion and More – November 2023

This Virtual Café continued the discussion on episode three of the documentary, *Race: The Power of an Illusion*. Faculty gave their thoughts on the documentary, shared their knowledge, and talked about their experiences with housing.



### Virtual Café: Free Speech – January 2024

This event led by Dr. Shanda Jenkins continued and expanded the conversation on free speech from the workshop *Free Speech at ODU* with special guest speaker Dr. Dennis Gregory.



### Virtual Café: Implicit Racial Bias – February 2024

Dr. Shanda Jenkins and Ms. Alison Lietzenmayer lead a discussion on ways to identify and resist implicit racial biases. Faculty also talked about their lived experiences with implicit bias.



### Virtual Café: Microinterventions – April 2024

In this Virtual Café, the conversations delved deeper into the topic of Microinterventions, building on the insights gained from the workshop. Additionally, the semester was closed out with a discussion on what went well and what we need to work on for next year.



## Town Halls

Two Town Halls took place this past academic year. In the Fall, Provost and Vice President for Academic Affairs, Dr. Austin Agho shared the results of the COACHE survey and answered faculty questions. In the Spring semester, Dr. Yvette Pearson, Professor and Interim Vice Provost for Faculty Affairs and Strategic Initiatives, shared the results of the external general education program review and answered questions from faculty members. A total of 97 faculty attended these events.

## New Faculty Orientation and New Adjunct Faculty Orientation

At the start of the Fall and Spring semesters, we welcomed new faculty to ODU at the New Faculty Orientation and New Adjunct Faculty Orientation. At these events, new faculty were given several resources to help them succeed. In addition, they heard from key personnel on campus and learned information about a variety of useful topics as they start their ODU journey.



## EXCITE THE DREAM

The Office of Faculty Diversity and Retention was excited to host the Excite the Dream Program in January 2024. This program was developed to provide scholars from underrepresented backgrounds interested in a career in academia with the opportunity to learn more about what our university has to offer. This year, we hosted eleven scholars from eight different universities.



Overall, the scholars felt like they benefited from this program and were left with a positive impression of ODU. A final thought from one of the scholars was, “Overall, I was deeply wowed by ODU. My experience was beyond my expectations and ODU definitely created a positive impression on me. Now I get to share about ODU with my friends.” Another said, “Thank you and ODU so much for the generosity and hospitality. I also want to thank ODU’s leadership for their vision and dedication to help junior underrepresented scholars like me. Being part of the program is a life transforming experience.”

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### *Excite the Dream Participant Feedback*

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## OUR ACCOMPLISHMENTS

The Academic Affairs Three Point Plan to a More Inclusive Environment highlights three goals. They include fostering a mentoring culture, striving towards inclusive excellence, and improving recruitment and retention efforts. The Office of Faculty Diversity and Retention worked toward each of the goals as highlighted below:

### Goal 1: Foster a Mentoring Culture



The OFDR designed and launched a mentoring website to connect faculty across the campus who needed mentors and with those who were interested in mentoring. This academic year several mentoring connections were made through the mentoring website: <https://www.odu.edu/acadaffairs/faculty-diversity/faculty-mentoring>.



Events recognizing the importance of mentorship were held throughout the academic year.



The OFDR collaborated with the Center for Faculty Development on mentoring initiatives across the colleges.

### Goal 2: Striving Towards Inclusive Excellence



Over 16 events took place to build awareness and ensure faculty have a voice on a variety of diverse issues with over 490 participants.



Worked with the Office of Institutional Equity and Diversity (OIED) and the Monarch Taskforce for Inclusive Excellence.










Collaborated with OIED and The Office of Intercultural Relations (OIR) on campus wide initiatives.



Met with College Diversity Leaders (Team JEDI) in monthly meetings to collaborate on diversity initiatives.



Served on teams focused on the integration of ODU and Eastern Virginia Medical School (EVMS).

- 
- Attended the 2024 Annual Conference held by the National Association of Diversity Officers in Higher Education (NADOHE) which serves as a vital platform for diversity professionals and institutions of higher education, offering essential resources aimed at promoting equity and dismantling systemic oppression.
- 
- Met and collaborated with diversity officers across Virginia as part of the Virginia Division of NADOHE. These monthly meetings have helped to create community, share resources, and learn from other institutions of higher education in Virginia.
- 
- Served as a Co-PI on the ADVANCE Adaptation Grant project, Re-envisioning Inclusive and Sustainable Excellence (RISE): Advancing Women in STEM at Old Dominion University.” This is a three-year, \$1 million grant from the National Science Foundation that will increase efforts to address the underrepresentation of women in science and engineering faculty positions at ODU.
- 
- Worked with the Sexual Assault Resource Team Committee.
- 
- Served a Title IX Deputy for Academic Affairs.
- 
- Created a timeline for the history of women faculty at ODU.
- 
- Expanded our Social Media presence. We can be followed on:



 [Facebook](#)

 [Instagram](#)

 [X \(formally Twitter\)](#)

 [LinkedIn](#)

### Goal 3: Improving Recruitment and Retention Efforts

- 
- Hosted the Excite the Dream Program with eleven scholars from eight different universities participating in January 2024.
- 
- Established a list of Excite the Dream scholars to share with search committees for faculty positions.

- 
-  Reviewed recruitment plans for every faculty position to help diversify applicant pools.
  -  Created and updated a list of Hispanic Serving Institutions, Historically Black Colleges and Universities, Native American Serving Non-Tribal Institutions, and Asian American and Native American Serving institutions with terminal degree programs to be used by search committees as a resource for recruiting diverse faculty.
  -  Attended the Southern Regional Education Board’s Institute of Teaching and Mentoring which is the largest gathering of underrepresented minority Ph.D. scholars in the country.
  -  Conducted Workshops, Watch Parties, and Virtual Cafés to allow faculty members opportunities to learn, collaborate, and share.
  -  Hosted Town Halls to all faculty an opportunity to hear from and ask questions of leadership.
  -  Facilitated New Faculty Orientations and Reunions to build cohorts and allow opportunities for connections across the university.
  -  Worked with the Climate Committee to review results of surveys and enable changes for the better.
  -  Reviewed and discussed COACHE survey data to determine strengths, weaknesses, and opportunities for improvement.
  -  Attended the Faculty Women of Color in the Academy Conference to recruit and learn about lived experiences of women faculty.
  -  Worked with community organizations to increase the visibility of ODU.
  -  Met with leadership, colleges, departments, and individual faculty members to share resources, discuss training opportunities, and promote inclusivity.

## OUR PLANS FOR THE FUTURE

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In the next academic year, the Office of Faculty Diversity and Retention plans to continue to address the recruitment and retention of diverse faculty in several ways.



Continue to offer educational training opportunities that address bias and build cultural competence while providing a safe place for faculty to have a voice and focus on community building.



Continue to promote faculty mentorship.



Collaborate with the Monarch Humanities Internship Academy to craft faculty training materials centered on fostering inclusivity and equity within work-based learning environments. This initiative aligns with the broader objectives outlined in the \$5 million Mellon Foundation Award.



Revive the advisory board.



Expand our online resource center.



Utilize the Excite the Dream program to recruit diverse faculty into open positions and host college specific recruitment fairs.



Expand Old Dominion University's presence in organizations that focus on diversity in academia and in the community.



Collaboratively work with departments to increase the hiring of diverse faculty into permanent positions through updating policies, recruitment, and training.



Continue to implement research-based strategies to recruit and retain diverse faculty.

## Thank You

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We would like to express our sincere gratitude to all those who supported us in achieving our goals and mission this year.

- College of Arts and Letters
- Strome College of Business
- Darden College of Education and Professional Studies
- Batten College of Engineering and Technology
- College of Health Sciences
- College of Sciences
- School of Nursing
- School of Cybersecurity
- The Graduate School
- University Libraries
- Center for Faculty Development
- Office of the President
- Office of the Provost
- University Strategic Communication and Marketing
- Office of Academic Affairs
- Department of Communication and Theatre Arts Diversity Committee

A special thank you to the faculty members who shared their knowledge on teaching, research, service, and the ODU community with Excite the Dream scholars through presentations, conversations, and panel discussions.

- [Royce Burnett](#), School of Accountancy
- [Michael Clemons](#), Department of Political Science & Geography
- [Brett Cook-Snell](#), Department of Educational Foundations & Leadership
- [Norou Diawara](#), Department of Mathematics & Statistics
- [Stephanie Ewers](#), College of Health Sciences
- [Annette Finley-Croswhite](#), Center for Faculty Development and Department of History
- [Veleka Gatling](#), Office of Institutional Equity & Diversity
- [Courtney Gipson](#), Office of Educational Accessibility
- [Barbara Hargrave](#), Department of Biological Sciences
- [Saige Hill](#), ODU Monarch Internship and Co-Op Office
- [Alvin Holder](#), Department of Chemistry and Biochemistry
- [Vukica Jovanovic](#), Department of Engineering Technology
- [Kristal Kinloch-Taylor](#), Center for Faculty Development
- [Millicent Lee](#), Office of Institutional Equity & Diversity
- [Jeanee Miller](#), Department of Sociology & Criminal Justice
- [Megan Mize](#), Office of Academic Success Initiatives & Support
- [Lanah Stafford](#), Office of Academic Success & Support
- [Shuntay Tarver](#), Department of Counseling and Human Services
- [Denisse Thillet-Tirado](#), Division of Student Engagement & Enrollment Services

We would like to express our sincere gratitude to all the individuals who supported us this year. You all help spread the important ideas of diversity and inclusion.

We want to give a special thank you to Ms. Alison Lietzenmayer, for volunteering your time to help organize and facilitate this academic year's events.

## CONTACT US

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# *Have a Great Summer!*