



OFFICE OF FACULTY DIVERSITY AND RETENTION

NEWSLETTER

THE INCLUSIVE VOICE

FALL 2023



IN THIS EDITION:

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UPCOMING EVENTS

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Faculty Diversity & Retention

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FALL 2023 OVERVIEW

FROM THE OFFICE OF FACULTY DIVERSITY AND RETENTION

Fall is usually associated with the end of Summer but is also the beginning of a new school year and with it new ideas and excitement!

During Fall 2023, the Office of Faculty Diversity and Retention hosted several key events relating to the importance of having a diverse faculty population at Old Dominion University. In this edition of the office's newsletter, *The Inclusive Voice*, news about the Fall semester's workshops, virtual cafes, and upcoming events will be highlighted.

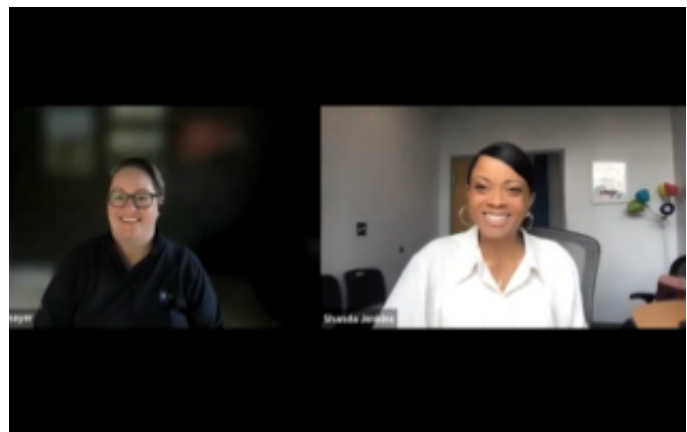
The Office of Faculty Diversity and Retention hopes you will have an inspiring and productive Spring semester.

WORKSHOPS

On June 27, 2023, the director of the Office of Faculty Diversity and Retention, Dr. Shanda Jenkins, presented a workshop entitled, “By the Numbers”. This workshop discussed the current data on faculty diversity, retention, and tenure at Old Dominion University. The By the Numbers workshop developed into another discussion analyzing the ODU data in comparison to mutual peer institutions. On September 21, 2023, the Faculty Diversity & Retention Data workshop reviewed and discussed this data.



On October 12, 2023, Dr. Shanda Jenkins and Alison Lietzenmayer led a workshop and discussion on adopting diverse recruitment strategies and reviewing the new training for search committees.



“Until we get equality in education, we won’t have an equal society.” – Sonia Sotomayor

VIRTUAL CAFES

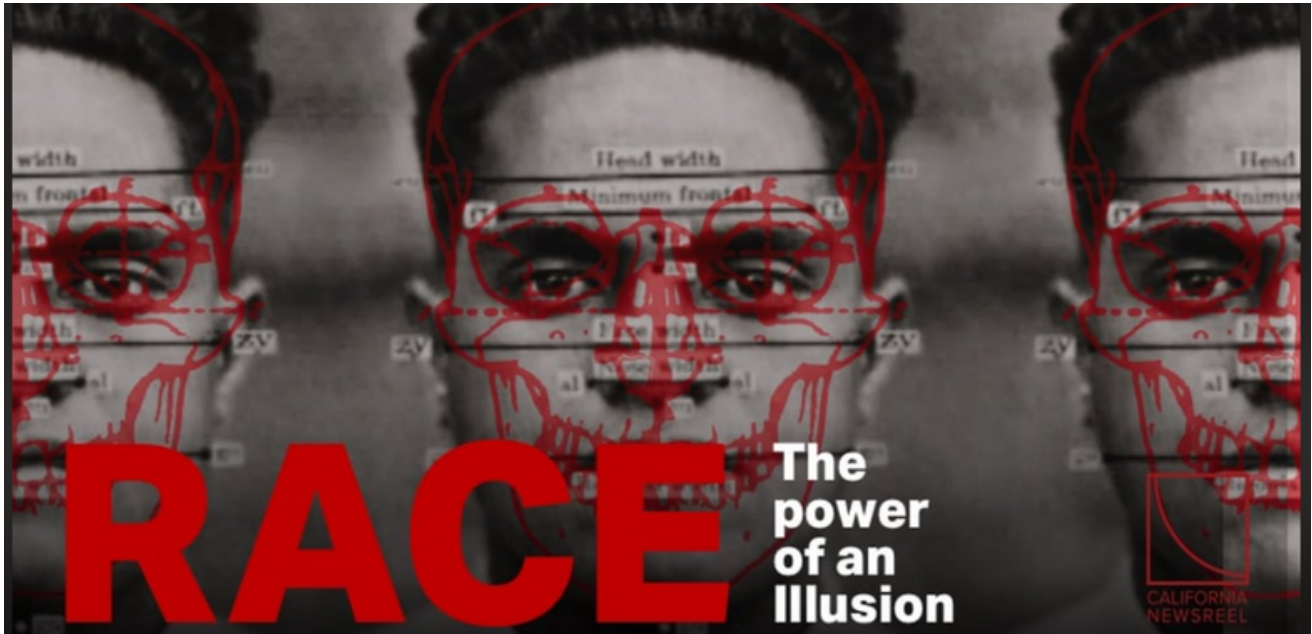
Starting the new year off in a great direction, the Office of Faculty Diversity and Retention welcomed new faculty on September 28, 2023. Conversations centered around resources and shared experiences. The discussion also focused on relationship building.

On October 19, 2023, the office hosted a continuing discussion about recruitment strategies and faculty connection. This *Connection Across Campus* virtual cafe encouraged its participants to contribute potential ideas for offering the best of ODU to others.

The virtual cafes were not only convenient but also successful in both scope and dialogue.



“A diverse mix of voices leads to better discussions, decisions, and outcomes for everyone.” – Sundar Pichai

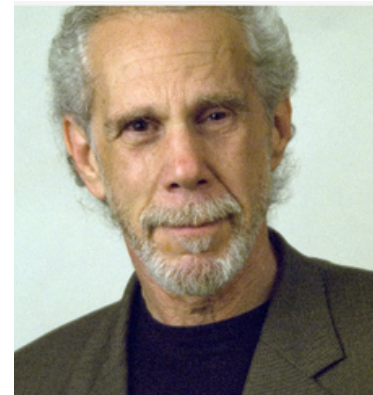


In November 2023, the Office of Faculty Diversity and Retention presented the series of the award-winning film, **Race: The Power of an Illusion**.

This series explored the dark reality of race and history. The documentary argues that race has nothing to do with biology but instead claims that race is a social construct.

The series includes “The difference Between Us”, “the Story we Tell” and “the House We Live in”.

After viewing this powerful film, the Office of Faculty Diversity and Retention led a discussion



Larry Adelman, Executive Producer of
RACE-The Power of an Illusion
courtesy of
www.racepowerofanillusion.org

allowing faculty to share their knowledge and experiences with racial inequality.

The website for this extraordinary series is:
www.racepowerofanillusion.org

“Race - The Power of an Illusion” successfully uses superbly chosen historical and modern visuals, artfully editing them to tell this intriguing story. - Pennsylvania State University

OTHER FALL EVENTS

On August 17, 2023, the Office of Academic Affairs and Office of Faculty Diversity and Retention hosted the New Faculty Orientation. New faculty heard information on variety of subjects including benefits and support for students and faculty.

Additionally, they heard from a panel of faculty members sharing information they wish they knew when they first started their careers in academia.



On October 11, 2023, Provost Agho held a Town Hall for faculty and during that Town Hall shared the results of the Collaborative on Academic Careers in Higher Education (COACHE) Faculty Satisfaction survey.



The Office of Faculty Diversity and Retention would like to welcome its new graduate assistant, Quinn Jackson. Jackson is a PhD student in ODU's GPIS program focusing on conflict-cooperation and security.



Prior to attending ODU, Jackson worked for the Dept. of Defense. His many interests include history, politics, culture, travel, painting, music publishing and fishing.

FACULTY MENTORING PROGRAM

Established to connect faculty with others across the university.



Excite the Dream Event



Our office organized the Excite the Dream event which took place January 24 through January 25, 2024. The Excite the Dream Program at ODU is designed for underrepresented scholars with dreams of pursuing a career in academia. This program provides an opportunity to participate in a two-day experience designed to cultivate skills in teaching, research, grant writing, and innovative use of technology.

Scholars had the opportunity to tour ODU's campus, meet with the Provost and Vice President of Academic Affairs, present their research to current faculty, department chairs, and deans, and receive scholarly advice from our award-winning faculty.

Wishing you all the best in your future endeavors!