



2018-2019 INCLUSIVE EXCELLENCE ANNUAL SUMMARY REPORT

4111 MONARCH WAY • NORFOLK, VA 23529 • (757) 683-3141 • www.odu.edu/equity

ADVANCING INCLUSIVE EXCELLENCE AT OLD DOMINION



EXECUTIVE SUMMARY

Old Dominion University (ODU) continues to acknowledge that diversity and inclusion is an indispensable part of the experience for members of our campus community. Since the inception of the Inclusive Excellence Framework (IEF) and the establishment of the President's Task Force on Inclusive Excellence (PTFIE or Task Force) in 2014, a series of initiatives have been implemented to advance diversity and inclusion on our campus and throughout the Hampton Roads community. As a result of the institutional commitment toward diversity and inclusion, as well as intentional strategic planning, ODU has become an exemplar in higher education.

With the reassembly of the Task Force in 2018, Old Dominion clearly signaled that diversity and inclusion remains an institutional priority. Throughout the 2018-19 academic year, the Task Force worked diligently to further the goals and objectives within the comprehensive diversity and inclusive excellence plan, also known as the Inclusive Excellence Framework (IEF). The IEF formally affirms ODU's commitment to growing and sustaining diverse and inclusive living, learning, and working environments. Thanks to the leadership of the Office of Institutional Equity & Diversity (OIED) and support of the Task Force, implementation of elements of the framework have been undeniably successful. As evidence of our diversity initiatives, ODU received the 2018 Higher Education Excellence in Diversity (HEED) award from *Insight into Diversity* and in its 2019 rankings, *Forbes* magazine named ODU one of America's 100 Best Employers for Diversity.

These honors are an acknowledgment that our efforts are succeeding. ODU is moving the dial forward with institutional investments and rigorous programming, such as with integrated campaigns that uniquely bond the diverse campus with Hampton Roads and the global community.

The Task Force worked with key university leaders, faculty, staff, and students to bolster our position as a leading academic institution by generating consistent campus-wide messaging, promoting the recruitment, retention, and success of underrepresented faculty, facilitating educational awareness opportunities in partnership with the Center for Learning and Teaching and Faculty Diversity Leaders, expanding and promoting inclusive hiring practices, and implementing community-wide campaigns to advance cultural respect. For example, during the 2018-19 academic year, we spearheaded or provided financial support to broad initiatives that support the Inclusive Excellence Framework, such as three commUNITY Conversations, three cultural programs, and the NEA Big Read campaign. Our support for these initiatives remain an important component of our long-term strategy. Although the university has made meaningful progress, building a culture whereby support for diversity and inclusion permeates all levels (e.g., college, unit, department), is an ongoing and collaborative process.

Inclusive Excellence. The active, intentional, and ongoing engagement with diversity- in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect - in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

Association of American College & Universities

As evidenced by the summer 2018 evaluation of the Inclusive Excellence Framework, there has been tremendous progress made towards Advancing Inclusive Excellence that reflect and celebrate the contributions made in diversity and inclusion, as well as the opportunities for growth that lie ahead. While we understand that much of this work is dependent on changing institutional culture and workforce demographics, progress made during the 2018-19 academic school year towards achieving the four strategic goals is the subject of this report. In what follows is a snapshot of the hard work, commitment, and leadership of the Old Dominion community in achieving our vision.

The Task Force meets biweekly throughout the academic school year and conducts its work in four subcommittees that reflect and support the four goals of the strategic diversity framework. The four working groups include: **Faculty and Staff Diversity; Student Diversity; Diversity through Community Engagement, and Curricular/Co-curricular Diversity.**



Faculty & Staff Diversity

ODU is deeply committed to the success of our entire workforce. All of our employees, at every rank and classification are a critical part of the Monarch community. For that reason, our mission is to empower each employee to promote excellence and become engaged citizens who use their acquired knowledge and skills with integrity and compassion to improve the campus and the world. Increasing faculty and staff diversity remains a top priority.

Members of Subcommittee - Jackie Stein (Chair), Alice Jones (Co-chair), Dr. Lea Lee, Todd Johnson, Dr. Garret McAuliffe, JaRanae Whitehead, Dr. Janice Underwood

At ODU we enjoy many dimensions of faculty and staff diversity. This rich diversity enhances our learning and engages us in meaningful dialogue and problem-solving. Workforce diversity is an indispensable part of our institutional success and we remain committed to increasing our workforce diversity to become a national exemplar in higher education. One of the ways we affirm employee diversity is through the facilitation of Employee Resource Groups (ERGs). As of May 2019, the OIED debuted an on-line resource to support a diverse workforce:

<https://www.odu.edu/facultystaff/employee-diversity>

2018 INSTITUTE ON TEACHING AND MENTORING (ARLINGTON, VA)



The Compact for Faculty Diversity sponsors the Institute on Teaching and Mentoring, a four-day conference, which is the largest gathering of minority doctoral scholars in the country.

The Institute, now in its 25th year, gives the issue of faculty diversity a national focus and provides minority scholars with support to survive the rigors of graduate school, earn the doctoral degree, and succeed as a member of the professoriate.

This year (October 25 - 28, 2018), recruiters from ODU's Graduate School, OIED, College of Arts & Letters, College of Education & Professional Studies, College of Health Sciences, and the College of Sciences attended the **Institute**, sponsored by the Southern Regional Education Board (SREB).

ODU RECRUITERS:

Dr. Bryan Porter
The Graduate College

Dr. Janice Underwood
OIED

Dr. Desh Ranjan
College of Sciences

Dr. Delores Phillips
College of Arts & Letters

Dr. Richardean Benjamin Stephanie Ewers

Jacquelyn Nielson
College of Health Sciences

Linda Miller Dunleavy
Ne'Shaun Borden

Darden College of Education & Professional Studies

In collaboration with the Graduate School, the Office of Institutional Equity & Diversity collected and forwarded curriculum vitae to academic deans, who were strongly encouraged to forward them to appropriate department chairs and/or hiring managers. To sustain post-Institute efforts, the OIED in partnership with the Graduate School provided access to the Institute's database of doctoral scholars and sent out e-mails to the colleges which included a link to the SREB database and aggregated names and content areas of soon to be graduating SREB scholars.

The over 1000 scholars received monthly emails alerting them to Old Dominion's Human Resources web page, which highlighted current job openings. Further, both in preparation for and after the Institute, several support meetings and professional development gatherings were maintained for ODU's current Southern Regional Education Board Doctoral Fellows:

Donta Council

Kevin Garner

Tony Haines

Janeen Perry-Campbell

Kylil Martin

Elizabeth Tonsel-White



In an effort to strengthen the educational pipeline for underrepresented faculty, ODU has committed to SREB institutional and state membership, which is facilitated through the Graduate College. There are ongoing efforts to improve this process and increase faculty and administrator diversity at Old Dominion.



STUDENT DIVERSITY

The 2018-2019 Student Diversity subcommittee consists of the following members: Denisse Thillet (Chair), Dr. Johnny Young, Justin Fulp, Dan Zimmerman, Joe Ritchie, Mark Dove, Robbin Fulmore, and Dr. Janice Underwood. This group is charged to develop student centered programs that promote intentional opportunities for engagement with diverse students. This group worked collaboratively with other subcommittees on the Task Force (to the extent which the goals and objectives overlapped), other campus units, and members of the Monarch community to advance student diversity and success of

ODU's diverse student body.

During the 2018-2019 academic year many cultural programs were supported and managed by the Office of Intercultural Relations under the leadership of Lesa Clark, and several of these were directly sponsored by the Task Force. For example, the Task Force was one of the many sponsors of the Indian Student Association's 2018 *Diwali: Celebration of Festival of Lights*.



ODU supports a myriad of student organizations. These organizations can be found at <https://www.odu.edu/life/gettinginvolved/diversity-organizations>

Other 2018-19 programming co-sponsored by the Student Diversity Subcommittee of the Task Force included:

- The Anatomy of Prejudice with Jane Elliott (GLOW- Girls Lifting Other Women)
- Teaching Disability and Poplular Media: Representation, Technology, and Accessibility (Department of Communication and Theatre Arts)

Members of the Student Diversity Subcommittee - Denisse Thillet (Chair), Dr. Johnny Young, Justin Fulp, Dan Zimmerman, Joe Ritchie, Mark Dove, Robin Fulmore, Dr. Janice Underwood



DIVERSITY THROUGH COMMUNITY ENGAGEMENT



ADVANCING INCLUSIVE EXCELLENCE



Diversity through Engagement

Randalle Richmond (Chair)
Lesa Clark (Co-chair)
Dr. Barbara Hargrave
George Fowler
ReNee Dunman
Dr. Stacie Ringleb
Christina LiPuma
LaWanza Lett-Brewington
Linda Miller-Dunleavy
Dr. Janice Underwood

During the 2018-2019 academic year the Community Engagement subcommittee worked in concert with the strategic planning committee to both bring ODU's ideas of diversity and inclusion to the greater Hampton Roads community, as well as support the development of the University strategic planning process.

Our major initiatives included three signature "commUnity Conversations." The first was a training held on December 3, 2018 to engage the entire Hampton Roads community around the book, *Citizen: An American Lyric* by Claudia Rankine and empower over 100 of our library, school, and local business partners how to have conversations about race and racism. Secondly, on January 25, 2019, the Task Force held a campus wide conversation entitled, *Empowering Monarchs to Address Bias, Bigotry, and Bullying* in which nearly 300 faculty, students, administrators, and staff participated. Lastly, data from these events informed our decision to hold a third conversation on February 14, an employee-only conversation in which employees (and members across many of the employee resource groups) from ODU and NSU collaboratively discussed ways race and racism manifest in our communities. This innovative conversation was held synchronously at the Virginia Beach Higher Ed Center (room 158) and online via video-conferencing at the Peninsula Center (room 2238), Tri-Cities Center (room 2215), or on the main campus in Norfolk at Gornto (room 222). We also hosted a completely virtual experience online, in which an archived recording can be assessed at the following link: http://vs.odu.edu/kvs/interface_reach/?cid=201820_CitizenPanelDiscussionVS_90927



Strategic Planning Ad-hoc Committee

Dr. Janice Underwood (Chair)
Dr. Barbara Hargrave (Co-chair)
Dr. Chris Osgood (Co-chair)
Dr. Kent Sandstrom
Jackie Stein
Lesa Clark
Denisse Thillet
Justin Fulp
Alice Jones
Todd Johnson
Esther Dodge
Kelsi Kirland



Finally, the Director of Diversity Initiatives served as chair of the Diversity and Inclusion Subcommittee to the University Strategic Planning Steering Committee. The committee participated in five subcommittee/ad hoc meetings, compiled data for diversity themes, and created a presentation which was presented at the University Open Forum on April 26. This work remains on-going.

Secondly, the Task Force sponsored several Citizen inspired conversations all around Hampton Roads. Structured conversations about how to have meaningful dialogue about race and cultural otherness were held for the entire Chesapeake Library system, Nexcom Enterprises, the Virginia Community College System, and the Virginian Pilot.



DIVERSITY IN THE CURRICULUM & CO-CURRICULUM



Members: Dr. Chris Osgood (Chair), Betsy Zimmerman, Dr. Deanne Shuman, Elisabeth "Beth Ann" Dickie, Harold Williams, Dr. Stacie Ringleb, Dr. Victoria Time, and Dr. Janice Underwood

Working in tandem with the OIED, the curricular/co-curricular subcommittee has begun two major on going projects that will reach completion in the 2019-2020 academic year. First, the subcommittee has begun the planning to create general guidelines for a diversity assignment that could be adapted and offered to any discipline. The guidelines highlight the accreditation standards of each discipline. This work remains on-going. Secondly, in honor of the 1619-2019 Commemoration, the Task Force and this committee has been planning a national conference, to commemorate the birthplace of the Commonwealth of Virginia and the first slaves brought to Virginia in 1619. This innovative conference will bring faculty, students, and the community (i.e. K-12 teachers, libraries, museums, etc.) together to learn about peer reviewed innovative STEM teaching strategies and research from October 11-14, 2019. More information about the SEEDS conference can be found at <http://seedsweb.org>.

In collaboration with the Center for Faculty and Development and the English Department, the OIED and Task Force sponsored two trainings and two "brown-bag" follow ups for 40 English faculty in October 2018 in preparation for those who were integrating the book *Citizen: An American Lyric* into their English courses as part of the NEA Big Read Initiative.



2018-2019 Scheduled Meetings for the Task Force

Friday, September 21th	11:00am - 12:00pm	Webb Center 1302 - Board Room
Friday, September 28th	11:00am - 12:00pm	Webb Center 1302 - Board Room
Friday, October 12th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, October 26th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, November 2th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, November 16th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, December 7th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, January 11th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, January 25th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, February 8th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, February 22nd	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, March 1st	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, March 29th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, April 5th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room
Friday, April 12th	11:00am - 12:00pm	Webb Center 1307 - Virginia Rice Room

Inclusive Excellence Framework at Old Dominion University

PTFIE Mission:

- (1) To move Old Dominion University towards becoming a more consciously and deliberately inclusive community and
- (2) To leverage diversity at Old Dominion University to attain the goals outlined in the University's Strategic Plan.

2018-2019 President's Task Force on Inclusive Excellence Members

OFFICE	NAME	EMAIL
Assistant Vice President	ReNeé Dunman	rdunman@odu.edu
Director of Diversity & Task Force Chair	Dr. Janice Underwood	junderwo@odu.edu
Asian Caucus	Dr. Qui Jin Hailstork	qjin@odu.edu
	Dr. Ilea Lee	llee@odu.edu
Coalition	Alice Jones	aljones@odu.edu
Hispanic/ Latino Employee Association	Denisse Thillet	dthillet@odu.edu
Women's Caucus	La Wanza Lett-Brewington	llettbre@odu.edu
Hourly & Classified Employee Association	Krystal Tang	ktang@odu.edu
Association of University Administrators	Dan Zimmerman	jdzimmer@odu.edu
Student Government Assoc. President	Isaiah Lucas	ilucas@odu.edu
SGA Diversity and Legislatives Affairs		
Graduate Student	Betsy Zimmerman	ezimmerm@odu.edu
Student Veteran Association	Justin Fulp	jfulp001@odu.edu
1ODU	Owen Haughton	Ohaug001@odu.edu
Student Activities Council	Mark Dove	mdove006@odu.edu
Human Resources	JaRanae Whitehead	jwhitehe@odu.edu
Admin. & Finance	Todd Johnson	tjohnso@odu.edu
Academic Affairs	George Fowler	gfowler@odu.edu
Development	Harold Williams	hwilliam@odu.edu
Research	Jackie Stein	jstein@odu.edu
Student Engagement and Enrollment Services	Dr. Johnny Young	jwyong@odu.edu
Arts & Letters	Dr. Victoria Time	vtime@odu.edu
Business		
Education	Dr. Garret McAuliffe	gmcaulif@odu.edu
Engineering & Tech	Dr. Stacie Ringleb	sringleb@odu.edu
Health Sciences	Dr. Deanne Shuman	dshuman@odu.edu
Sciences	Dr. Christopher Osgood	cosgood@odu.edu
Office of Intercultural Relations	Lesa Clark	lclark@odu.edu
International Student and Scholar Services	Robbin Fulmore	rfulmore@odu.edu
Office of Educational Accessibility	Elisabeth Dickie	edickie@odu.edu
Faculty Diversity Leaders	Dr. Barbara Hargrave	bhargrav@odu.edu
Safe Space Staff Rep	Joe Ritchie	jlritchi@odu.edu
Community Engagement	Christina LiPuma	clipuma@odu.edu
Athletics	Randale Richmond	rrichmon@odu.edu
At- Large	Linda Miller-Dunleavy	lmillerd@odu.edu



The Office of Institutional
Equity & Diversity
4111 Monarch Way
Norfolk, VA 23529

(757) 683-3141 (office)
(757) 683-5844 (fax)
www.odu.edu/equity



OLD DOMINION
UNIVERSITY
I D E A FUSION