

January 21, 2016

Old Dominion University

**INCLUSIVE
EXCELLENCE**

AN UPDATE CONCERNING THE PRESIDENT'S TASK FORCE ON INCLUSIVE EXCELLENCE

Dear Colleagues,

Old Dominion University (ODU) acknowledges that diversity, equity and inclusive excellence is an indispensable part of the experience of our campus community members. Over the years, a series of committees and task forces have made recommendations on how to advance these issues on our campus.

Formerly known as The President's Advisory Committee (PAC) on Equal Opportunity/Affirmative Action and Diversity, PAC served in an advisory capacity to the president and assistant vice president of Institutional Equity and Diversity on programs, services and policies affecting protected classes.

In recognition of the extensive nature of PAC's work, it was renamed The President's Task Force on Inclusive Excellence in fall, 2012. The appointment of Task Force members sought to reflect broad representation of ODU faculty, staff and students as well as representation from various campus units.

THE FRAMEWORK

In the same year, the Task Force adopted the Inclusive Excellence framework, which lends itself to comprehensive, intentional and collaborative integration of diversity and inclusion related initiatives.

The Inclusive Excellence framework has been adopted by professional organizations and institutions alike, as a catalyst to develop and implement multi-layered processes towards

institutional and educational excellence (*i.e.*, *Association of American Colleges and Universities, American Council on Education*).

DIVERSITY

At ODU, the development and implementation of this framework positions us to engage deeper with our mission and vision statements and to develop initiatives that value, welcome and affirm differences in the experiences of our faculty, staff and students.



Beginning fall, 2014, President Broderick charged the Task Force to develop objectives and a series of recommended and measurable action items that support progression of the Inclusive Excellence framework for the next five years. To this end, the Task Force met bi-weekly during the 2014-15 academic school year and identified four [framework] goals related to faculty and staff diversity, student diversity, diversity through engagement and curricular/co-curricular diversity.

THE PRESIDENT'S TASK FORCE ON

INCLUSIVE EXCELLENCE



Recognizing that successful implementation and sustainability of the framework required intentional communication with members of our campus community, the Task Force began the gradual unveiling of the framework in spring, 2015 - spring 2016. To date, the Task Force has received collective plan feedback from members of our campus community that continue to shape the living document (*i.e., Faculty Senate Executive Committee, on-line survey for Department Chairs and Faculty Diversity Leaders, President's*

Executive Committee, Provost's Council, university wide open forums for faculty, staff and students).

To further engage the university community in meaningful dialogues (*e.g., open forums, town hall meetings, panel discussion, diversity lecture series, workshops*), this semester the Task Force seeks to identify and mobilize campus faculty "experts" to provide intellectual and practical perspectives on diversity as well as review and support Inclusive Excellence

proposals that advance the framework.

To further promote transparency and inclusion, updates will be regularly communicated through the Office of Institutional Equity & Diversity's website. Rather than being the responsibility of one office, the Inclusive Excellence framework becomes the ownership of 1-ODU, positioning every member of our community to feel more responsible for creating, maintaining and sustaining better working, living and learning communities.

TASK FORCE SPRING MEETING DATES

Old Dominion University
Office of Institutional Equity & Diversity
1301 Spong Hall Norfolk, VA 23529
(757) 683-3141 (office)
(757) 683-5844 (fax)
www.odu.edu/equity
officeofinstitutionalequitydiversity@odu.edu

JANUARY 15TH

11:00am-12:00pm • Virginia Rice Room
Webb University Center

JANUARY 29TH

11:00am-12:00pm • Virginia Rice Room
Webb University Center

FEBRUARY 12TH

11:00am-12:00pm • Virginia Rice Room
Webb University Center

FEBRUARY 26TH

11:00am-12:00pm • Virginia Rice Room
Webb University Center

MARCH 17TH

11:00am-12:00pm • Virginia Rice Room
Webb University Center

APRIL 1ST

11:00am-12:00pm • Virginia Rice Room
Webb University Center

APRIL 15TH

11:00am-12:00pm • Virginia Rice Room
Webb University Center

2015-16 TASK FORCE

Adams Tufts, Kimberly

Interim President
Coalition of Black Faculty Administrators
Assistant Dean of Interprofesional Education
College of Health Sciences
(757) 683-5011 • ktufts@odu.edu

Alvarez, Tania

Hispanic and Latino Employee Association
Coordinator, Transfer Advising & Articulations
Advising & Transfer Programs
(757) 683-3711 • talvarez@odu.edu

Belk, Tony

Manager, Employee Relations
Human Resources
(757) 683-3046 • jbelk@odu.edu

Benjamin, Richardean

Associate Dean
College of Health Sciences
(757) 683-4960 • rbenjami@odu.edu

Bloom, Mary

Student Veteran's Association
mbloo004@odu.edu

Brown, Chariety

Hourly and Classified Employees
Associate Director, Processing
Undergraduate Admissions
(757) 683-5544 • cbrown@odu.edu

Clark, Lesa

Executive Director, Intercultural Relations
Student Engagement & Enrollment Services
(757) 683-4406 • lclark@odu.edu

Diawara, Norou (*current sabbatical*)

President
Coalition of Black Faculty Administrators
Associate Professor, Mathematics & Statistics
College of Sciences
(757) 683-3886 • ndiawara@odu.edu

Dickie, Elisabeth "Beth Ann"

Director, Educational Accessibility
Educational Accessibility
(757) 683-4655 • edickie@odu.edu

Dunman, ReNée

Assistant Vice President
Institutional Equity & Diversity
(757) 683-3141 • rdunman@odu.edu

Eddins, Emily

Assistant Director, Service-Learning
Leadership & Student Involvement
(757) 683-3446 • eeddins@odu.edu

Elmustafa, Abdelmageed

Associate Professor
Mechanical & Aerospace Engineering Batten
College of Engineering & Technology
(757) 683-5576 • aelmusta@odu.edu

2015-16 TASK FORCE

Fowler, George

University Librarian

University Libraries

(757) 683-5904 • gfwler@odu.edu

Keating, Meredith

Graduate Student • mkeating@odu.edu

Lee, Lea

Asian Caucus

Associate Professor, Teaching & Learning

Darden College of Education

(757) 683-4801 • lxlee@odu.edu

Li, Ling

Asian Caucus

Professor, Information Technology &

Decision Sciences

Strome College of Business

(757) 683-6455 • lli@odu.edu

Major, Debra

Provost Fellow for Diversity

Professor & Eminent Scholar

Department of Psychology

College of Sciences

(757) 683-4235 • dmajor@odu.edu

Mcauliffe, Garrett

Professor, Counseling & Human Services

Darden College of Education

(757) 683-5705 • gmcaulif@odu.edu

Miller-Dunleavy, Linda

Senior Lecturer, Communication

Disorders and Special Education

Darden College of Education

(757) 683-6296 • lmillerd@odu.edu

Osgood, Christopher

Associate Professor

Department of Biological Sciences

College of Sciences

(757) 683-6778 • cosgood@odu.edu

Paredes, Tisha

Assistant Vice President, Assessment

Institutional Effectiveness & Assessment

(757) 683-3154 • tparedes@odu.edu

Richmond, Randale

Senior Associate Athletic Director

Compliance & Student-Athlete Welfare

Intercollegiate Athletics

(757) 683-3369 • rrichmon@odu.edu

Ritchie, Joe

Co-Chair, Safe Space Committee

Director, First Year Academic Enhancement

Advising & Transfer Programs

(757) 683-3712 • jlritchi@odu.edu

2015-16 TASK FORCE

Rubin, Bruce

Associate Professor, Finance Department
Strome College of Business
(757) 683-3590 • rubin@odu.edu

Sanders, Stephanie

Chair, President's Task Force on Inclusive Excellence
Director, Diversity Initiatives
Institutional Equity & Diversity
(757) 683-3141 • s2sander@odu.edu

Silvis, David

Director, English Language Center
College of Continuing Education &
Professional Development
(757) 683-5687 • dsilvis@odu.edu

Sweet, David

Graduate Student
Institutional Equity & Diversity
(757) 683-3141 • dsweet@odu.edu

Toussaint, Jeffrey

Lecturer, Sociology & Criminal Justice
College of Arts & Letters
(757) 683-3791 • jtoussai@odu.edu

Young, Johnny

Associate Vice President
Student Engagement & Enrollment Services
(757) 683-3442 • jwyoung@odu.edu



EQUITY