

Academic Affairs Three Point Plan to a More Inclusive Environment

Fostering a Mentoring Culture

The Office of Faculty Diversity and Retention will provide professional learning opportunities on mentoring, including a certification opportunity. Faculty mentoring will continue to be recognized with the Provost's Award for Faculty Mentorship. Additionally, a mentoring program will be developed.

Striving Towards Inclusive Excellence

The Office of Faculty Diversity and Retention will provide professional learning opportunities on inclusion by hosting Virtual Watch Parties, Diverse Conversations, Virtual Cafés with Faculty Volunteers, and training departments to have Bold, Inclusive Conversations. Also, new inclusion initiatives will be initiated.

Improving Recruitment and Retention Efforts

The Office of Faculty Diversity and Retention will identify barriers to recruitment and retention of diverse faculty. To support the colleges in their recruitment efforts, the Office of Faculty Diversity and Retention will host Excite the Dream ODU and virtual recruitment fairs. It will oversee search committee recruitment plans and the Provost Initiative for Underrepresented Faculty Program. In addition, the office will advocate and support the needs of faculty.

