

**Subject:** College of Sciences Monday Matters: Faculty Diversity

**Date:** Sunday, October 11, 2020 at 12:33:02 PM Eastern Daylight Time

**From:** Dodge, Gail

**To:** Dodge, Gail

**CC:** Whitfield, Tiffany L., Waller, Deborah A.

Dear Colleagues:

The College of Sciences is committed to establishing a culture in which all faculty, staff, and students can thrive. One of our goals this year is to put into place practices and policies that will increase our recruitment and retention of diverse faculty. Our efforts are led by the College of Sciences Diversity Committee, chaired by Dr. Debbie Waller, which embraces this goal by developing practices to recruit, support and retain faculty who value diversity. Faculty from federally protected classes (Race, Religious belief, National origin, Age, Sex, including sexual orientation and gender identity, Pregnancy, Citizenship, Familial status, Disability status, Veteran status, and Genetic information) and their supporters create a strong academic community by contributing diverse viewpoints, experiences, and talents. These faculty inspire students, excel as scientists, and serve as role models in an increasingly diverse society.

The COS Diversity Committee has worked for many years on policies that were realized in 2019/2020. Search committees in the college now include a Diversity Advocate, who provides guidance on best practices for conducting the search. In addition, when job candidates are invited for campus interviews, a member of the COS Diversity Committee from a different department meets privately with the candidate to review faculty opportunities and resources at ODU and answer any confidential questions the candidate may have. The Committee also finalized a mentorship plan which involves faculty mentors assigned by the department chair and a panel of COS faculty serving as topics-based resource mentors for a range of teaching, research and personal issues faced by new and current faculty. In September 2020, the COS Diversity Committee conducted a training workshop on Recruiting and Retaining Diverse Faculty. The panel focused on building a pipeline of diverse job candidates (Dr. Narketta Sparkman-Key), the search process (COS Diversity Committee), selection of candidates (Ariana Wright, Esq, Director of Equity and EO/AA) and retention of diverse faculty (Dr. Barbara Hargrave). The workshop recording and associated web sites will be available on the [COS Diversity Committee web page](#).

In 2020/2021, the COS Diversity Committee will

1. Support the new Topics-based Resource Mentorship Program with materials posted on the web site for access by mentors and mentees.
2. Build a COS pipeline to diverse communities by arranging seminars, events and connections with diverse scientists. For example, COS faculty can volunteer to present seminars at HBCUs and MSIs and invite their faculty to give seminars at ODU.
3. Design a web site devoted to best practices in recruiting and retaining diverse faculty.
4. Develop metrics to assess the progress of diversity initiatives such as previous ODU pipeline programs and the COS Topics-based Resource Mentorship Program.
5. Initiate steps to retain diverse faculty by fostering inclusive communities. Steps will include (i) maintaining a web page highlighting multicultural organizations and activities at ODU and in the Hampton Roads community, (ii) posting a list of implicit bias tests on the COS Diversity Committee web page to help faculty uncover and remedy their biases, and (iii) preparing an online workshop for diverse scientists across the nation similar to Virginia Tech's nonscientific annual Faculty Women of Color Conference.

I hope you will pass additional suggestions along to Dr. Waller or to other members of the Diversity Committee.

Best Regards,  
Gail

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Gail Dodge  
Dean, College of Sciences  
Old Dominion University  
[gdodge@odu.edu](mailto:gdodge@odu.edu)  
757-683-3432