

INCLUSIVE VOICE

Newsletter
Spring 2022



▼ ODU Bridge



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UNIVERSITY

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▶ **Mr. Christian Strange**
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Hampton Roads Business Outreach (HRBOR)

Monarch Mentoring Week



Monarch Mentoring Week took place for the first time this semester. Anne Perrotti, Associate Professor in Department of Communication Disorders and Special Education, and Alison Lietzenmayer, Master Lecturer in Department of Communication and Theatre Arts, were instrumental in planning and organizing this fantastic week of events.

The week was kicked off with a welcome from Narketta Sparkman-Key and keynote speaker Jackie Stein, Director of Research Development in the Office of Research. Dr. Sparkman-Key opened the event explaining where the idea for the week came from, thanking those who helped put the week together, and introducing Jackie Stein. Jackie Stein spoke on the definition of mentoring and shared her experiences with both formal and informal mentoring. She led a conversation with the 20 audience members that included mentorship experiences at ODU, how to make connections, the need to cultivate allies, and more.

On the second day of Monarch Mentoring Week, the first Mentoring Council Meeting was held. A group of 14 faculty members interested in building a more robust mentoring culture at ODU came together to discuss goals to build a meaningful mentoring community. They plan to continue to meet starting in the Fall semester.

During Open Office Hours on the third day, faculty and graduate teaching assistants were matched up with faculty members based on what they were interested in discussing (e.g., grant writing, school-life balance, publishing) and the availability that they provided when they registered. This was an opportunity for them to make connections and work on their mentoring goals.

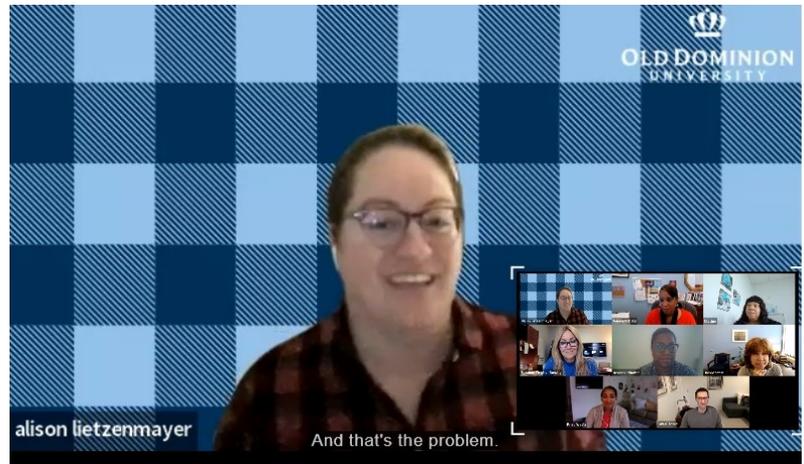
We were fortunate to have Etta Ward and Randall Roper from Indiana University-Purdue University Indianapolis (IUPUI). Etta Ward is the Assistant Vice Chancellor for Research Development and Randall Roper is an Associate Professor of Biology and Director of the IUPUI Graduate Mentoring Center. The Effective Mentorship Workshop was an exciting opportunity for faculty to learn and practice how to be a great mentor. They were provided tips on building a relationship, setting up boundaries, aligning expectations with their mentees, and more. As part of the workshop, the 17 attendees received a certificate of completion from the Center for the Improvement of Mentored Experiences in Research (CIMER) and National Research Mentoring Network (NRMN).

Throughout the week on social media, mentoring success stories were shared. These stories highlighted mentors Mona Danner, Eddie Hill, Sebastian Kuhn, John Catravas, Kiran Karande, Sheri Reynolds, Brenda Bradshaw, and Luisa Igloria.

Alison Lietzenmayer shared, “The main takeaway I have from the Monarch Mentoring Week was a sense of gratitude for all the work many WOMEN and specifically women of color who are doing formal and informal mentoring work on campus to keep us functional as a University. I also appreciated the opportunity to hear more about informal mentoring and how these ‘one-off’ moments can be impactful to a student or colleague.”

Virtual Café

This semester Alison Lietzenmayer, Master Lecturer in Department of Communication and Theatre Arts, hosted a new style of Virtual Café where they each had a set topic. The topics included amplifying Black women in academia, celebrating difference in the classroom, chronic illness and disability, and practicing self-care with 65 faculty attending.



Alison shared, “I for one LOVED having the themed events, so thank you to Dr. Sparkman-Key & Allison Barber for suggesting we use that approach. Each meeting brought a unique group of faculty, staff, and administrative personnel together across campus and I truly believe that it led to the successful formation of the Monarch Mentoring Council. I also appreciated the ability to use this space to amplify important messages from all of the groups we hosted this semester during the Virtual Cafes.”

In addition to Alison, the sessions were joined by speakers who each had different goals for what the audience would take away from the event. Several of the speakers for the sessions Celebrating Difference in the Classroom and Beyond, Chronic Illness & Disability: Improving Spaces and Conversations, and Self-Care & Academia: Making Time for Reflection and Fun shared what they hope the audience took away from them:

“As the faculty member overseeing the initiatives, I will always be available for campus partners as a resource for questions and connections.” – Andrew Garber, Coordinator of LGBTQIA+ Programs and Initiatives, Women & Gender Equity Center

“I think the big thing for me would be that the person concerned is the best judge of their health, what they can and cannot do and what accommodations they may need. It is maybe more of a lesson for others but even for ourselves it is good to trust yourself and your own judgement of things and not be pressurized by people who won't have the same level of understanding.” – Simon Stevenson, Professor and Stanton Chair of Real Estate and Economic Development, Finance Department

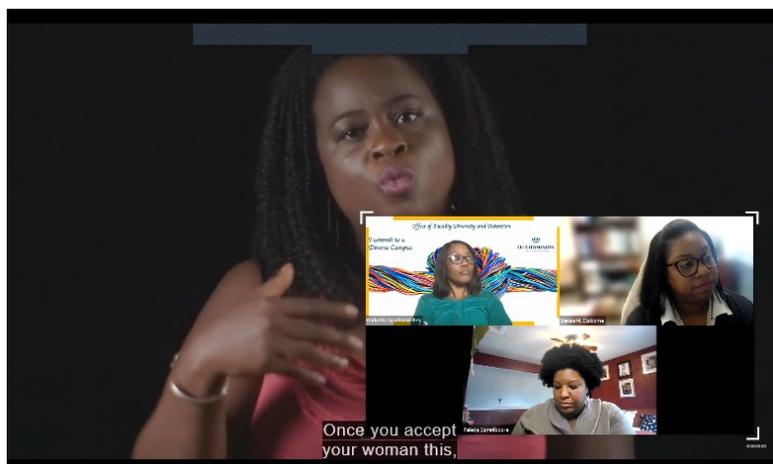
“Let's help one another develop positive feedback loops and healthy, sustainable workloads and habits” and “Let's try not to give into the pressures to see wellness and self-care as means toward being better workers but rather healthier, happier versions of ourselves.” – Kristi Costello, Associate Professor, Department of English

Town Hall with Provost Agho

On March 29, 2022, the Town Hall with Provost Agho took place in person with 47 attendees. Provost Agho and members of university leadership provided information and answered questions on dean searches, diversity in engineering, providing non-tenure track faculty credit for research, how faculty diversity is being addressed for emergency hires, and more.



▶ Augustine O. Agho
Provost and Vice President for Academic Affairs



Virtual Watch Party

Two Virtual Watch Parties took place over the Spring semester with a total of 55 attendees. As part of Black History Month, the first Virtual Watch Party of the semester was A Conversation with Black Women on

Race with guest speakers Denise Claiborne, Assistant Professor in School of Dental Hygiene, and Felecia Commodore, Assistant Professor in Department of Educational Foundations and Leadership. This event explored the experiences of Black women in higher education including dealing with biases, tokenism, and how to bring the conversation into the classroom. The next Virtual Watch Party: Anti-Semitism on the Rise with guest speaker Amy Milligan. Dr. Milligan is the Batten Endowed Associate Professor of Jewish Studies and Women's Studies and the Director of the Institute of Jewish Studies and Interfaith Understanding. She shared, "I hope that faculty left our event with a greater awareness of the current rise in antisemitism and its impact on the Jewish community; I hope that they feel inspired to be allies and to speak out when they see antisemitism; and I hope that it is the beginning of a much larger conversation in which we can build bridges together among all of our communities."

Faculty Member Completes Diversity and Inclusion Certificate

Congratulations to Teresa Kouri Kissel on completing the Diversity and Inclusion Certificate! She attended a minimum of 10 hours of approved events and wrote reflections on them to complete the certificate. When asked why she wanted to complete the Diversity and Inclusion Certificate she provided,



▼ Teresa Kouri Kissel

"In terms of why I wanted to complete the certificate: after the death of George Floyd, I felt I needed to do something to try to make a difference in the lives of my BIPOC students. Completing the certificate, and being more informed about diversity and inclusion, will help make me a teacher for those students." - Teresa Kouri Kissel, Assistant Professor in the Department of Philosophy & Religious Studies

Announcing Co-Leaders for Monarch Mentoring Council

Liz Smith, Director of Interdisciplinary Initiatives in the Graduate School, and Urjita Dani, Assistant Director of Finance, HR, and Ecommerce Systems in ITS, have agreed to co-lead the Monarch Mentoring Council in the Fall 2022 semester. We thank them for being willing to share their expertise and time to this important council.

Academic Affairs Three Point Plan Towards Inclusive Excellence

1. Fostering a Mentoring Culture
2. Striving Towards Inclusive Excellence
3. Improving Recruitment and Retention Efforts

Please review the document on the Academic Affairs Three Point Plan Towards Inclusive Excellence where ODU reaffirms their commitment to diversity and inclusion found [here](#).

Diversity and Inclusion Certificate

The Diversity and Inclusion Certificate is intended to help faculty improve their understanding of the many facets of diversity and inclusion topics. You can complete the program both synchronously and asynchronously by attending/watching at least 10 hours across 4 or more approved diversity training workshops and writing a reflection on each event. For more information on how to complete the certificate, please visit our [Resource Center](#) page.

Blackboard Organization

Please take the time to join the Office of Faculty Diversity and Retention Blackboard Organization. This space allows you to communicate with one another, continue conversations related to our events, review various resources, and complete the Diversity & Inclusion Certificate. If you need help enrolling in the organization, please contact facultydiversity@odu.edu.



“We all should know that diversity makes for a rich tapestry, and we must understand that all the threads of the tapestry are equal in value no matter what their color.”

~Maya Angelou





ODU

Faculty Diversity and Retention

Upcoming Events in Summer 2022

- Faculty Writing Retreat – May 23 – May 25, 2022
 - RSVP: <https://bit.ly/37MVSQW>
- DEI Workshop – June 17, 2022
 - RSVP: <https://bit.ly/3v1gNZ6>

ResourcesCenter

Check out our Resource Center on our website. Here you can find recordings of our workshops.

[Click here](#)

Resources for Departments

Departments can begin making strides towards becoming more inclusive by doing some of the activities listed that are based on the 6 Point Plan. [Click here](#)

RacialTrauma Resources

After the events of this year, it is even more important to be mindful of racial trauma. The Office of Faculty Diversity and Retention created a document with a list of resources to help individuals understand what racial trauma is, what the symptoms are, and how it can be treated/managed. [Click here](#)



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