

Inclusive Voice Newsletter Fall-2019

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A Message from Dr. Key

Welcome to Spring Semester Colleagues! Yes, we all made it through Fall 2019. I know you all are back refreshed and ready for an exciting semester. Fall 2019 was my first semester in the role of Academic Affairs Director of Faculty Diversity and Retention. During my first semester we did a number of things to really understand our challenges and begin address the needs of our amazing faculty. I had the opportunity of meeting many faculty during workshops, department trainings and events I hosted. Thank you for your continued support. The "Inclusive Voice Newsletter" is designed to share knowledge across campus. This is our opportunity to recap the semester and provide you all with a summary of what we accomplished. You will find information on upcoming events and trainings. I hope you enjoy this newsletter. I look forward to seeing you at one of our many events.

Best Practices

Do you want to become a more inclusive leader?

Harvard Business Review published an article discussing how to become an inclusive leader and why inclusive leaders are important to organizations. The article says that there are six traits possessed by inclusive leaders and four steps to become one. The six traits possessed by inclusive leaders are noted as a visible commitment, humility, awareness of bias, curiosity about others, cultural intelligence and effective collaboration. [Read the full article](#). Visit our website for more best practice articles.

Fall 2019 Review



On Friday, September 13, 2019 faculty diversity leaders and committee members across colleges participated in a five-hour workshop was led by Dr. Karen Sanzo focused on using design thinking to develop goals and objectives that would guide diversity activities for the academic year. [Read more](#)

The Office of Faculty Diversity and Retention organized a new faculty mixer and invited deans and senior leadership on September 22, 2019 at Rover Sunset Cruise Norfolk. We welcomed the families of all our new faculty. About 37 were in attendance. It was a great opportunity to network and get to know one another better. [Read more](#)



Faculty Diversity leaders guided by Dr. Key had met on September 27, 2019 to work on diversity efforts and developing plans for addressing retention. Faculty Diversity leaders developed a strategic plan with targeted goals. [Read More](#)



On October 9, 2019 The Office of Faculty Diversity and Retention organized its first Diverse Conversations series with multicultural faculty. We had a great time talking and sharing ideas over an amazing meal. Special thank you to the Darden College of Education and Professional Studies for hosting our event. [Read more](#)

Faculty Diversity Leaders came together on October 11, 2019 and made plans to build a more inclusive culture within their respective colleges. They participated in brainstorming activities and explored their own beliefs to adequately lead efforts in their colleges.



On October 22, 2019 President Broderick hosted lunch to welcome some of our new faculty. Faculty enjoyed having food and dialogue with the president.

“How Do You develop Scholarly Collaboration?” event was held on November 11, 2019. Dr. Key hosted a discussion on the launch of the first Mentoring Mondays’ session. Dr. Wie Yuset and Dr. Holly Gaff discussed their journeys through collaboration and answered questions.



On November 13, 2019 Dr. Narketta Sparkman Key, Director of Faculty Diversity and Retention Office, hosted a discussion on “Equity is More Than Just Salary” sponsored by Women's Caucus. Dr. Veleka Gatling, Director of Diversity Initiatives was a Co-presenter and shared insight on equity.

Our Diversity and Inclusion Statement

The Office of Academic Affairs is dedicated to systemically building and maintaining a culture of inclusive excellence that values and embraces diverse faculty. Such dedication includes aligning our efforts through the university's strategic plan, evaluating our progress annually and adjusting our efforts to meet the needs of our changing campus. Through evaluation, we are dedicated to ongoing enhancement of our mission and efforts. We are committed to recruiting and retaining diverse faculty and supporting the scholarly efforts of faculty. Diversity and inclusion are essential to Old Dominion University's strength as an institution of higher learning. We strive to create a climate of innovation, creativity and collaboration across disciplines and cross culturally.

We welcome the voices, experiences and cultural diversity our faculty bring to campus and the classroom. Our university thrives off the free and open exchange of ideas in a culture of mutual respect. The mission of Academic Affairs is to further embrace the diversity of our faculty and maintain an inclusive environment which helps our faculty thrive in scholarship, teaching and community engagement. It is our belief that when our faculty thrives, it propels our students into a higher level of learning. We pride ourselves on inclusive excellence, as it is the fabric of our campus. We believe these efforts will assist our university in meeting the needs of a rapidly changing world and our success depends upon the robust exchange of ideas across cultures.

Upcoming Events You Don't Want To Miss

Excite the Dream ODU Program

Seven Scholars Visit ODU and Learn about teaching and scholarship from our amazing faculty. All faculty is invited to attend the lighting talks. Details below:

Date: February 10, 2020

Location: 1st Floor Multipurpose Room of Education Building

Time: 9:30am-noon

Mentoring Monday in Collaboration with Coalition of Black Faculty

Topic: Resiliency and Other Essential Qualities Required for Continued Professional Success in Higher Education

Date: February 17, 2020

Location: 1310 Learning Commons , Perry Library

Time: noon-1:30pm

Women's Caucus

Topic: Owning Your Career in 2020

Date: February 19, 2020

Location: 1310 Learning Commons, Perry Library

Time: noon-1:30pm

Mentoring Monday in Collaboration with Asian Caucus

Topic: Leveraging Resource to Advance Your Career

Date: March 23, 2020

Location: TBD

Time: 10am -Noon

Diverse Conversation

Topic: TBD

Date: March 2020

Culturally Competent Pedagogy with Dr. Shuntay Tarver and Dr. Narketta Sparkman-Key

Date: April 14 ,2020

Culturally Competent Leadership with Dr. Narketta Sparkman-Key

Date: April 16, 2020