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# Office of Faculty Diversity and Retention

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*IMPACT REPORT 2021 - 2022*



**OLD DOMINION**  
UNIVERSITY



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## OUR TEAM

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**Dr. Narketta Sparkman-Key**

Academic Affairs Director of Faculty Diversity and Retention



**Allison Barber**

Administrative Assistant



**Anne Perrotti**

Associate Professor, Department of Communication Disorders & Special Education  
Provost Fellow



**Alison Lietzenmayer**

Master Lecturer, Department of Communication & Theatre Arts  
Faculty Volunteer Event Coordinator

**Pamela Antwi-Nimarko**

Graduate Student

## ABOUT US

### Strategic Diversity Plan

The Office of Academic Affairs is dedicated to systematically 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.

### Mission Statement

The Office of Faculty Diversity and Retention is committed to identifying and removing barriers to the recruitment and retention of diverse faculty while simultaneously creating and sustaining an environment of inclusive excellence where diverse faculty thrive.

#### Goal 1

Identifying and eliminating barriers to the recruitment and retention of diverse faculty.

#### Goal 2

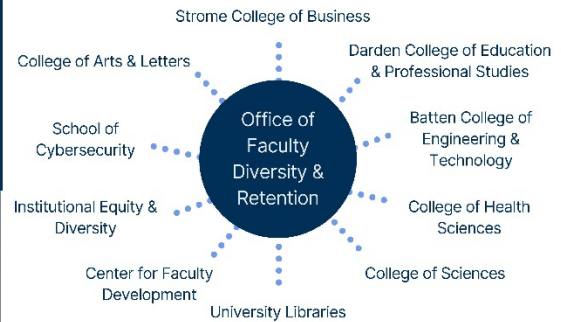
Elevating the visibility of ODU among diverse potential faculty to increase diversity in the hiring of new faculty.

#### Goal 3

Identify, support and advocate for the needs of faculty to improve retention.

#### Goal 4

Foster an inclusive environment for all faculty to thrive.



**We build and maintain a culture of inclusive excellence for all faculty to thrive.**

**We embrace and celebrate the values and talents of diverse faculty.**

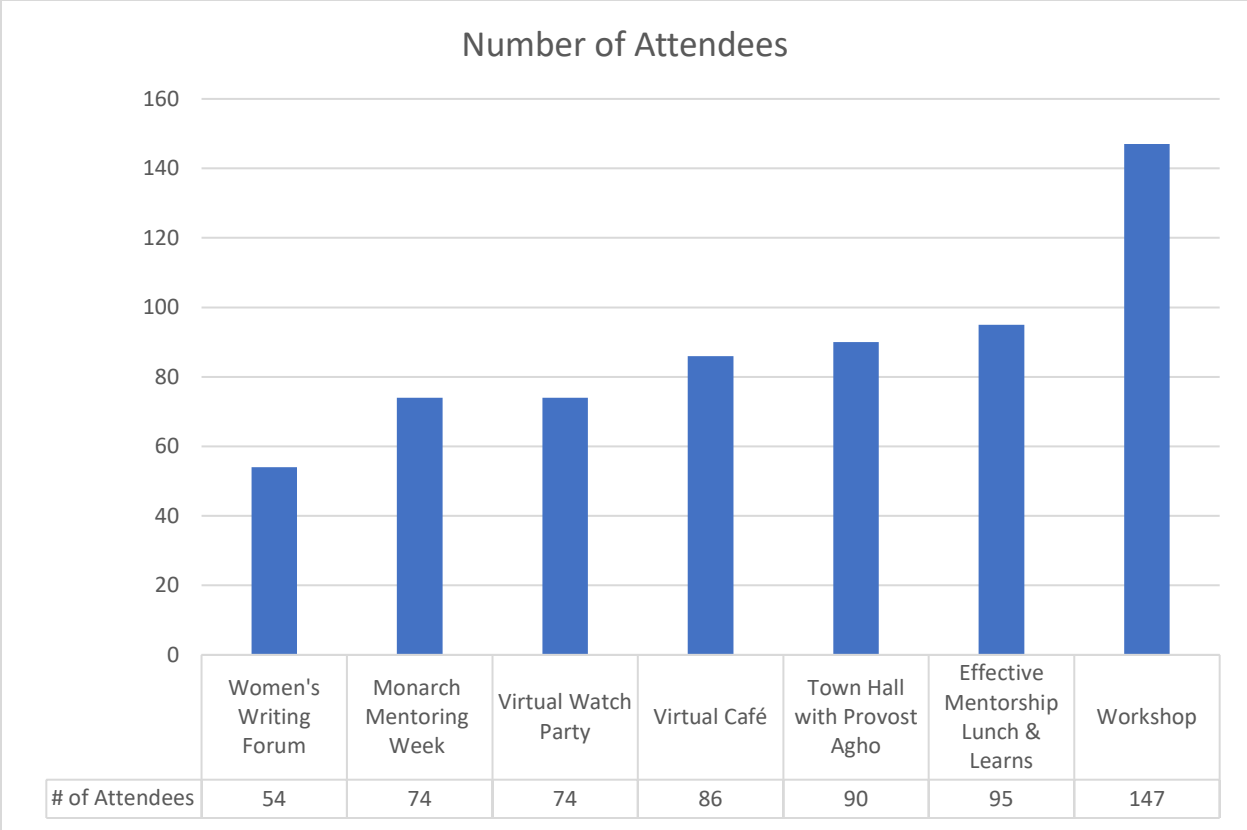
**We remove barriers to recruitment and retention of diverse faculty.**

## OUR IMPACT

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Over the 2021-2022 academic year we have had the opportunity to interact with over 620 participants at 37 hosted and sponsored events. These events included virtual cafés, workshops, and conferences.





## OUR WORKSHOPS

### Monarch Mentoring Week

During the Spring semester, Monarch Mentoring Week took place for the first time in collaboration with the Department of Communication and Theatre Arts Diversity Committee. Anne Perrotti and Alison Lietzenmayer designed this week to create a more robust mentoring environment at ODU and provided faculty with the chance to make connections and practice their mentoring skills. A total of 74 faculty members participated in Monarch Mentoring Week.



#### Monarch Mentoring Week Kick Off

The week was kicked off with a welcome from Dr. Narketta Sparkman-Key who explained the idea for the mentoring week and thanked Alison Lietzenmayer and Anne Perrotti for putting the week together. She also introduced Jackie Stein. Jackie Stein shared the definition of mentoring and her experiences with both formal and informal mentoring. She led the conversation that included mentorship experiences at ODU, how to make connections, the need to cultivate allies, and more.



#### Mentoring Council Kick Off

A group of faculty members interested in building a more robust mentoring culture at ODU came together to discuss goals to build a meaningful mentoring community.



#### Open Office Hours for Mentoring Connections & Conversations

During Open Office Hours, faculty and graduate teaching assistants were matched up with faculty members based on what they were interested in discussing and the availability they provided when they registered. This was an opportunity for them to make connections and work on their mentoring goals.



#### Effective Mentorship Workshop with Etta Ward and Randall Roper

The Effective Mentorship Workshop was an exciting opportunity for faculty to learn and practice how to be a great mentor led by guest speakers Etta Ward and Randall Roper. 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. Faculty were provided tips on building a relationship, setting up boundaries, aligning expectations with their mentees,

and more. As part of the workshop, the attendees received a certificate of completion from the Center for the Improvement of Mentored Experiences in Research (CIMER) and National Research Mentoring Network (NRMN).

## Virtual Café

In the 2021-2022 academic year, Alison Lietzenmayer planned and hosted nine Virtual Cafés. The five Virtual Cafés of the Fall 2021 semester continued to be an open and safe forum for faculty to discuss whatever they wish. Starting in the Spring 2022 semester, the design of the Virtual Café changed. The four Virtual Cafés of the Spring semester had set topics, in lieu of open discussions on any topic, while remaining informal and safe spaces for faculty to speak freely. In total, 86 faculty members attended nine Virtual Cafés including the four in the new style.



### Virtual Café: Amplifying Black Women in Academia

During this Virtual Café, guest speaker Veleka Gatling talked about the One Virginia Plan. Then the conversation evolved to faculty experiences as Black Women in academia and how we can do better as a university.



### Virtual Café: Celebrating Difference in the Classroom and Beyond

Guest speaker Andrew Garber, Coordinator for LGBTQIA+ Programs and Services, shared what his office does and resources available while guest speaker Cathleen Rhodes discussed upcoming programs from the Department of Women's Studies. Then the conversation was opened to for discussion of LGBTQ+ issues in academia.



### Virtual Café: Chronic Illness & Disability: Improving Spaces and Conversations

Guest speakers Simon Stevenson, Ruth Osorio, Christine Ricks, and Nicole Hutton Shannon led the discussion on experiences at ODU and other institutions, inaccessibility at ODU, and what ODU can do better for those with chronic illness and disability.



### Virtual Café: Self-Care & Academia: Making Time for Reflection & Fun

Kristi Costello gave a presentation on self-care in academia where she provided tips and exercises for faculty to use to make time to care for themselves.



## Virtual Watch Parties

Virtual Watch Parties provide a opportunity for faculty watch and discuss short DEI related videos or news segments. Each Virtual Watch Party provides unique, informative, and sometimes moving conversations that contributed to an increased understanding and appreciation of different culture in an approachable way. During the 2021-2022 academic year,



### Virtual Watch Party: A Conversation with Native Americans on Race

After watching the New York Times' short film "A Conversation with Native Americans on Race," the participants had an enlightening conversation highlighting the importance of recognizing and respecting Native Americans and their cultures.



### Virtual Watch Party: A Conversation with Black Women on Race

As part of Black History Month, guest speakers Denise Claiborne and Felecia Commodore facilitated a discussion exploring the experiences of Black women in higher education including dealing with biases, tokenism, and how to bring the conversation into the classroom.



### Virtual Watch Party: Anti-Semitism on the Rise

Faculty watched the PBS Newshour Story "Jewish Americans are 'terrified' amid rising anti-Semitic attacks. How can they feel safe?" with guest speaker Dr. Amy Milligan. They then discussed the rise in antisemitism and its impact on the Jewish community.

- Collaboration with the Institute of Jewish Studies and Interfaith Understanding

## Workshops

Our themed workshops or panel discussions cover a variety of topics that impact faculty in order to build awareness and give everyone a voice. Six events happened over the 2021-2022 academic year with a total of 147 faculty participants.



### Life in the USA: A Latinx Experience

Panelists discussed their experiences coming to and living in the United States and took questions from the audience on how they feel about the term Latinx, the similarities and differences of the peoples covered under the Latinx label, and more.

- Partnership with the National Polytechnic Institute of Mexico



### Faculty Writing Retreat: Advancing Scholarly Productivity

Faculty took part in a three-day retreat where they heard from guest speakers on scholarly productivity, participated in exercises, and worked on their writing projects.

- Partnership with Center for Faculty Development



### DEI Workshop

In this half-day workshop, faculty listened to guest speakers who discussed the topics of department climate, understanding disabilities, accessibility practices, recognizing and addressing microaggressions, and recruitment of diverse candidates.



### Bold, Inclusive Conversations Training

The first two Bold, Inclusive Conversations Trainings took place during the 2021-2022 academic year. At these trainings, faculty learned the skills necessary to engage in Bold, Inclusive Conversations around polarizing topics from certified trainers. Fifteen faculty members were trained to have these vital conversations.



### Chairs Council Retreat

Dr. Narketta Sparkman-Key and Etta Ward facilitated a workshop discussing effective mentoring best practices with 39 attendees.

## Women's Writing Forum

In collaboration with the Center for Faculty Development, the Women's Writing Forum was created to meet the needs of women faculty and provide a community of support and accountability. Over the 2021-2022 academic year a total of 7 forums took place with 54 faculty members participating.

## Town Hall with Provost Agho

Two Town Halls with Provost Agho took place this past academic year. Provost Agho and a panel of university leadership answered questions regarding transition from Blackboard to Canvas, dean searches, diversity in engineering, salary, diversity initiatives, and more. A total of 90 faculty attended these events.

## Effective Mentorship: International Strategies for Mentoring Success

In Fall 2021, our office hosted a new Lunch and Learn series titled: Effective Mentorship: Intentional Strategies for Mentoring Success. Etta Ward, Assistant Vice Chancellor for Research and Development at Indiana University – Purdue University Indianapolis, discussed a variety of topics over four meetings. The lunch and learn sessions covered the subjects of establishing common ground, effective communication, aligning expectations, and mentoring across differences. The 95 attendees practiced what they learned by participating in case studies, worksheets, and other activities.

## Excite the Dream

The second annual Excite the Dream program was hosted in the Fall 2021 semester. This program was developed to provide scholars from underrepresented backgrounds interested in a career in academia with the opportunity to learn more about what our university has to offer. Due to COVID-19, this year's event took place virtually, with 14 scholars from 8 states participating. Two of these scholars have been hired here at ODU.

## Sponsored Conferences

Over the academic year, the Office of Faculty Diversity and Retention sponsored one conference. The conference increased Old Dominion University's visibility in organizations focused on diversity in academia.



### 10th Annual Faculty Women of Color in the Academy National Conference

- This conference provides a unique educational and professional opportunity for BIPOC women in higher education to network, engage, and learn from colleagues from around the country. The topics of the conference sessions include leadership, career advancement, personal well-being, and scholar activism. The conference took place in-person and virtually from April 1 through April 3, 2022, with an Academic Writing Retreat taking place on April 1, 2021.

## OUR ACCOMPLISHMENTS

The Academic Affairs Three Point Plan to a More Inclusive Environment was created with the objectives to foster a mentoring culture, strive towards inclusive excellence, and improve recruitment and retention efforts. The Office of Faculty Diversity and Retention successfully met each of the goals through the recruitment and retention accomplishments listed below.

### Goal 1: Foster a Mentoring Culture



Anne Perrotti was appointed as the first Provost Fellow for Mentoring.



The Office of Faculty Diversity and Retention in collaboration with the Center for Faculty Development and Department of Communication and Theatre Arts Diversity Committee hosted the first Monarch Mentoring Week with 74 participants.



As part of Monarch Mentoring Week, Etta Ward and Randall Roper for Indiana University-Purdue University hosted a two-day workshop on Effective Mentorship.



Faculty member Alison Lietzenmayer volunteers and supports all mentoring efforts by the Office of Faculty Diversity and Retention.



The Monarch Mentoring Council was created with 14 faculty members joining from across campus.



Liz Smith and Urjita Dani have volunteered to be the first co-leaders of the Monarch Mentoring Council.



The Office of Faculty Diversity hosted four Effective Mentorship: Intentional Strategies for Mentoring Success Lunch and Learns with Etta Ward from Indiana University-Purdue University Indianapolis (IUPUI) with 95 faculty participants.



The second person was awarded with the Provost's Award for Faculty Mentorship.

### Goal 2: Striving Towards Inclusive Excellence



Five out of six colleges have a certified Bold, Inclusive Conversations Trainer.



Two Bold, Inclusive Conversations Trainings took place with 20 faculty participants.



Shanda Jenkins was hired as the new Faculty Diversity and Retention Coordinator.



Over 20 events took place to build awareness and ensure all faculty have a voice on a variety of diverse issues with over 400 participants.

## Goal 3: Improving Recruitment and Retention Efforts



Hosted the Excite the Dream Program with 14 scholars from 8 states participating.



Four Excite the Dream scholars applied to positions at ODU and two of these scholars were hired.



Every faculty position had to have a recruitment plan.



Recruitment plans were updated to include requirements from the One Virginia Plan.

## OUR PLANS FOR THE FUTURE

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In the next academic year, the Office of Faculty Diversity and Retention plans to continue to address the recruitment and retention of diverse faculty in several ways.



Administer the COACHE survey to collect data for addressing challenges to retention among faculty.



Continue to offer educational training opportunities that address implicit bias and builds cultural competence while providing a safe place for faculty to have a voice and focus on community building.



Continue to promote faculty mentorship for junior faculty.



Revive the advisory board.



Continue to offer educational training opportunities that address implicit bias and builds cultural competence while providing a safe place for faculty have a voice and focus on community building.



Encourage faculty to review their course content to see how they can create a more culturally inclusive classroom environment and provide resources on how to do so.



In collaboration with colleges, train departments to have bold inclusive conversations.



Continue to build online resource center.



Utilize the Excite the Dream program to recruit diverse faculty into open positions and host college specific recruitment fairs.



Expand Old Dominion University’s presence in organizations that focus on diversity in academia to help reach a larger candidate pool for recruitment.



Collaboratively work with departments to increase the hiring of faculty of color into permanent positions through updating and enforcing policies, recruitment events, and trainings.



Continue to implement proven research-based strategies to recruit and retain diverse faculty.

## OUR ADVISORY BOARD

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▼ **Dr. Mary Kate Andris**  
Director Council Leadership Consulting  
Girl Scouts of the USA



▼ **Mr. Mekbib Gemed**  
Vice President of Diversity in Education  
Eastern Virginia Medical School



▼ **Ms. Karina Rufino**  
Coordinator of Diversity Initiatives  
University of Virginia’s College at Wise



▼ **Ms. Shené V. Owens**  
Associate Director for the Center for Student Diversity  
William and Mary



▼ **Dr. Kaprea Johnson**  
Associate Professor  
Co-Chair at the Department of Counseling & Special Education  
Virginia Commonwealth University



▼ **Mr. Ronnie Parker**  
Community and Diversity Engagement Program Manager  
Blue Cross Blue Shield



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



## PARTICIPANTS TESTIMONIALS

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**Excite the Dream Praise**

"I'd like to thank you for all of the behind-the-scenes work that you have done to make sure the Excite the Dream program went smoothly. The program was well-organized and I did not experience any issues, technical or otherwise. I appreciate your communication over the past year. The Excite the Dream experience was informative and encouraging. I was also able to get a better sense of ODU's institutional values. Thanks again for coordinating to make the program a success."

"Thank you for all your labor in helping to create the Excite the Dream program. I appreciated all of your emails, reminders, and the gifts that we received in the mail."

"First off, thank you so much for this program. Every time I get a break, I'm running to my husband telling him everything I learned about ODU."

"I already applied for a position. I sent a two different positions to two different minority colleagues. I think programs like this (and good old fashion word of mouth) will help ODU get the folks they need. Keep it up!"

Faculty who attended events throughout the academic year completed an end-of-year survey. In this survey, 100% said they would recommend future events to colleagues, 92% said they learned something new while attending an event, and 77% used this information in their everyday life. Faculty not only use the information they learned in their own lives, but 31% of faculty have incorporated this information into their curriculum. Faculty appreciated the variety of topics covered, hearing from their colleagues, and the open and honest dialogue of our events.



## Thank You

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We would like to express our sincere gratitude to all those who supported us in achieving our goals and mission this year.

- College of Arts and Letters
- Strome College of Business
- Darden College of Education and Professional Studies
- Batten College of Engineering and Technology
- College of Health Sciences
- College of Sciences
- The Graduate School
- University Libraries
- School of Cybersecurity
- Center for Faculty Development
- Office of the President
- Office of the Provost
- University Strategic Communication and Marketing
- Office of Academic Affairs
- Hispanic and Latino Employee Association
- Institute of Jewish Studies and Interfaith Understanding
- Department of Communication and Theatre Arts Diversity Committee
- National Polytechnic Institute of Mexico

We would like to express our sincere gratitude to all the individuals who supported us this year. You all help spread the important ideas of diversity and inclusion. Thank you, Anne Perrotti and Alison Lietzenmayer for all your hard work and dedication that Monarch Mentoring Week a success. Additionally, thank you Alison Lietzenmayer for volunteering your time to organize and facilitate nine Virtual Cafés.

## CONTACT US

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