



ODU

THE INCLUSIVE VOICE NEWSLETTER

OFFICE OF FACULTY RECRUITMENT AND RETENTION



SPRING SEMESTER NEWS!

Spring marks the closing of the year, but it is also the time of change with an exciting and engaging academic year.

During the Spring 2025 semester, the Office of Faculty Recruitment and Retention hosted a series of events with over 300 attendees. These events focused on inclusivity and the importance of our faculty at Old Dominion University. This edition of *The Inclusive Voice* newsletter highlights the semester's workshops, virtual cafés, and other events.

IN THIS EDITION

OPEN HOUSE

WORKSHOPS

VIRTUAL CAFÉS

EXCITE THE DREAM

SOCIAL MEDIA HIGHLIGHTS

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KICK STARTING THE SEMESTER

SPRING 2025

OPEN HOUSE



Come Meet Us at Our New
Location in Dragas Hall!

Refreshments Will Be Provided

February 3, 2025 | 9:00 to 11:00 AM

2101, 2102, 2000-Dragas Hall

Old Dominion University

The Center for Faculty Development
The Office of Quality Enhancement Plan Initiatives
The Office of Faculty Diversity and Retention



This semester, we joined the Faculty Advancement and Innovation Hub!

We also welcomed faculty to our new location in Dragas Hall with an Open House on February 3, 2025.

Hosted by the Center for Faculty Development, the Office of Quality Enhancement Plan Initiatives, and the Office of Faculty Recruitment and Retention, the open house provided an opportunity for colleagues to tour our new spaces, connect with our teams, and learn more about the resources available to support faculty success.

We appreciate everyone who joined us and look forward to continuing our work in this new space!



WORKSHOPS

Dr. Shanda Jenkins kicked off our Workshops this semester with research and insights on Bystander Intervention. Valuable strategies and tools for effective intervention were shared.

SHIFTING POWER: BYSTANDER INTERVENTION IN ACTION



WORKSHOP!
FACILITATED BY
Dr. Shanda
Jenkins

THURSDAY
Jan. 23, 2025

12:30 – 1:30 pm



NAVIGATING UNCERTAINTY

PREPARING FACULTY FOR
POLICY AND PRACTICE
SHIFTS DURING THE TRUMP
YEARS IN WASHINGTON

Workshop

On February 27, 2025, Guest Speaker, Dr. Dennis Gregory, addressed potential changes in higher education policy and practice and offered guidance on how faculty can navigate the uncertainties ahead.

On April 17, 2025, Dr. Shanda Jenkins and Dr. Brett Cook-Snell led a discussion on The Power of Strength in Unity. In this Workshop, Faculty explored ways to support one another, navigate challenges together, and build community. This session focused on strategies to strengthen connections and ensure all faculty feel heard, valued, and empowered.

STRENGTH IN FACULTY UNITY



April 17, 2025

12:30 PM to 1:30 PM





On March 20, 2025, guest speaker Kate Couch, Title IX Coordinator, discussed the important role faculty play in providing supportive measures under Title IX. The workshop highlighted how faculty can collaborate with the Title IX Office to ensure students have access to necessary resources while fostering a safe and equitable learning environment.

Office of Faculty Recruitment & Retention

Title IX Workshop

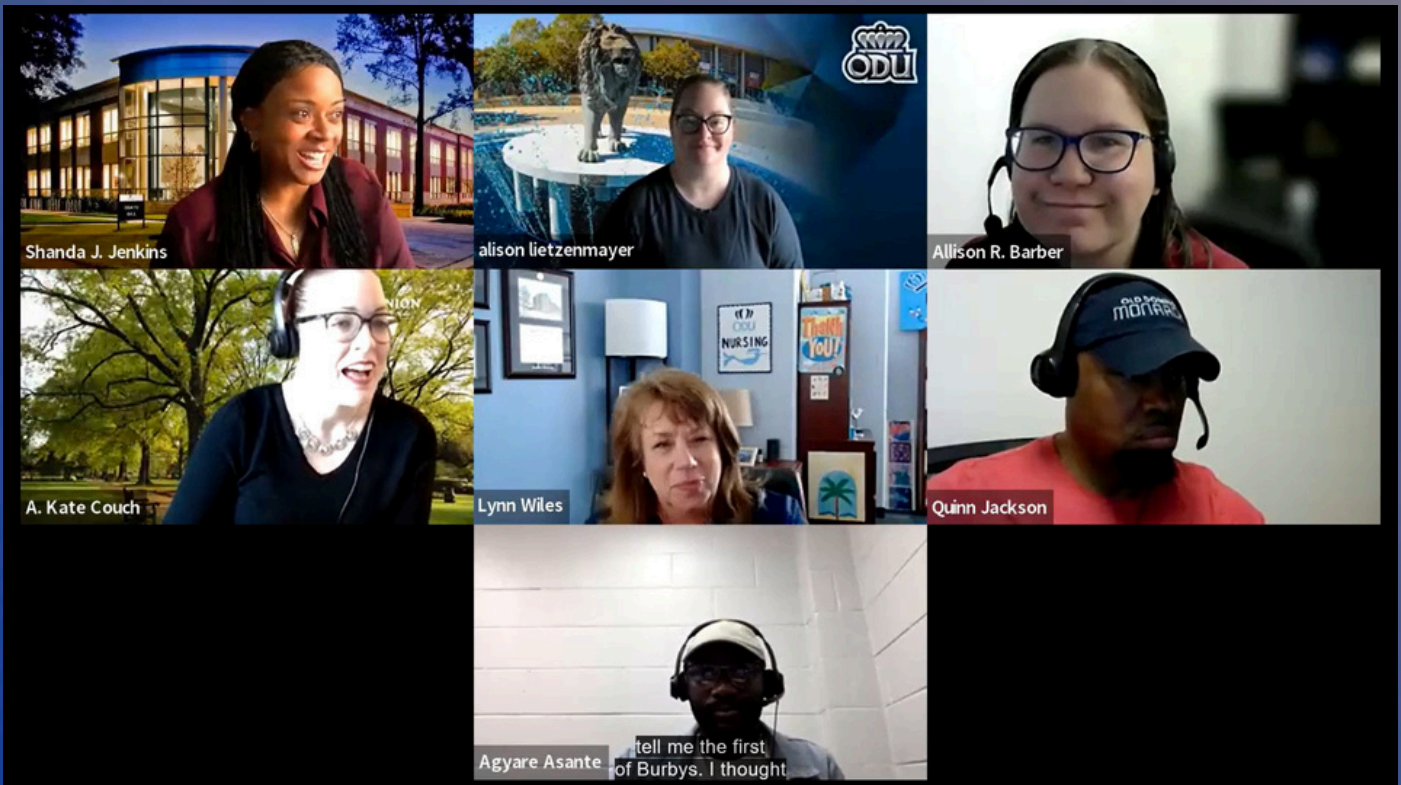
Guest Speaker Kate Couch

March 20, 2025
12:30 PM to 1:30 PM
Zoom



Scan here to register!





VIRTUAL CAFÉS



Virtual Café: Welcome Back! January 16, 2025

At this Virtual Café, the Office of Faculty Recruitment and Retention welcomed new faculty, shared upcoming plans, and began the discussion on bystander intervention.



Virtual Café: Further Insights on Navigating Uncertainty March 27, 2025

This conversation with Dr. Dennis Gregory and Dr. Shanda Jenkins expanded on the discussion from the Navigating Uncertainty Workshop. It offered a chance for discussion, further insights, and various perspectives.



Virtual Café: Strength in Faculty Unity April 24, 2025

At this Virtual Café, Dr. Shanda Jenkins, Dr. Brett Cook-Snell, and Ms. Alison Lietzenmayer led a conversation about ways to support faculty and build community. Participants shared ideas about ways to strengthen faculty connections across campus.

EXCITE THE DREAM!

On January 30, 2025, the Office of Faculty Recruitment and Retention hosted another successful Virtual Excite the Dream Program. The program was designed to offer scholars from underrepresented backgrounds, who are interested in a career in academia, the chance to learn more about what ODU has to offer. Fifteen scholars were selected to participate in this incredible opportunity.

The Welcome to ODU & Introductions session, led by Dr. Shanda Jenkins, Director of Faculty Recruitment and Retention, kicked off the day's events. Scholars were warmly welcomed to ODU and had the chance to familiarize themselves with the colleges. One scholar shared, "The experience was highly informative yet pleasantly informal, fostering free-flowing discussions and a comfortable atmosphere." Following this, the scholars heard presentations on Teaching & Pedagogy and Research & Grant Writing from our talented faculty. One scholar commented, "I found each presentation to be engaging and appreciated that the information wasn't overly repetitive."



EXCITE THE DREAM (CONT.)

The scholars also had the chance to meet with Brian Payne, Provost & Executive Vice President for Academic Affairs. During their conversation, they asked questions and received valuable advice. One scholar reflected on the experience: "His story was inspiring. I often feel like I don't belong in these spaces, and his comment about bringing a box of wine where others bring fancy wines really resonated with me. It reminded me of the struggles I faced working multiple jobs while in grad school. It made me feel seen."

After the presentations, participants spent time with their respective colleges, meeting with deans and department chairs, presenting their research, and receiving advice from our award-winning faculty. One scholar said, "I enjoyed presenting my research and received positive feedback, along with reassurance that my work and presentation are competitive in the job market."

The day concluded with a wrap-up session led by Dr. Shanda Jenkins and Dr. Yvette Pearson, Vice Provost of Faculty Affairs and Strategic Initiatives, where the scholars had the opportunity go over their day and to ask any remaining questions. One scholar simply summed it up as "Awesome."

Overall, scholars were highly satisfied with the Virtual Excite the Dream Program. They appreciated the welcoming environment, engaging presentations, and meaningful interactions with faculty and leadership, particularly the candid discussions with Provost Payne. The program was described as informative, with scholars valuing the feedback on their research presentations and the professionalism of the Office of Faculty Recruitment and Retention team. The experience was affirming, engaging, and positive, with scholars eager to recommend ODU to others and consider applying for positions in the future.



BLACK HISTORY MONTH

HONORING EXCELLENCE

AFRICAN AMERICAN FACULTY
WHO MADE HISTORY AT ODU

EARLY TRAILBLAZERS
ACADEMIC LEADERS
DISTINGUISHED
EDUCATORS
INFLUENTIAL SCHOLARS



For Black History Month, The Office of Faculty Recruitment and Retention shared a

Timeline of the Early Black and African-American trailblazers at Old Dominion University. It

includes Leaders, faculty, and

scholars. <https://prezi.com/view/G9mnLLunpS3JAArOYfnS/>



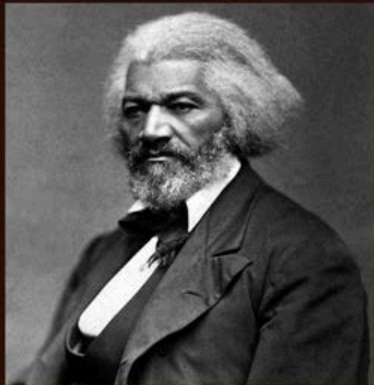
BLACK HISTORY MONTH

This semester, our office proudly celebrated the achievements and impact of Black and African American faculty at Old Dominion University through Honoring Excellence: African American Faculty Who Made History at ODU. This tribute recognized the groundbreaking contributions of faculty in teaching, research, leadership, and service. From the Early Trailblazers who opened doors to the Academic Leaders who shaped the university's direction, this initiative highlighted their lasting legacies. We encourage you to explore their stories:

<https://prezi.com/view/G9mnlLunpS3JAArOYfnS/>

We also highlighted Notable African Americans on our Social Media accounts. Below are a few examples:

Black History Month



Frederick Douglass

Frederick Douglass (born February 1818, Talbot county, Maryland, U.S.—died February 20, 1895, Washington, D.C.) was an African American abolitionist, orator, newspaper publisher, and author who is famous for his first autobiography, *Narrative of the Life of Frederick Douglass, an American Slave, Written by Himself*. He became the first Black U.S. marshal and was the most photographed American man of the 19th century.
(source: britannica.com)

Black History Month



Josephine St. Pierre Ruffin

Josephine St. Pierre Ruffin was a civil rights activist and suffragist, she started the Woman's Era, the country's first newspaper published by an African American woman. She also helped found some of the most instrumental women's voting rights associations, including the American Women Suffrage Association and the Women's Era Club.

(source: socialstudies.com)

Black History Month



James Forten

James Forten was a Black entrepreneur, Revolutionary War veteran, and abolitionist who was born to free parents in 1766 in Philadelphia. He became a wealthy sailmaker and a leader in the city's abolition movement. His wife, Charlotte Vandine Forten, and his daughters, Harriet, Sarah, and Margaretta were prominent supporters of abolition and Black suffrage. Together they founded the Philadelphia Female Anti-Slavery Society, the first integrated women's abolitionist organization.
(source: amrevmuseum.org)

Black History Month



Dr. Carter Godwin Woodson

Born in New Canton, Virginia, Dr. Carter G. Woodson was an American historian who first opened the long-neglected field of African and African American History to scholars and popularized the field in schools and colleges across the United States. In 1912, he earned his PhD in history from Harvard University, becoming the second African American to do so. In 1915, he established the Association for the Study of Negro Life and History, Inc. and in 1926, he created "Negro History Week," which later became "Black History Month." Due to these efforts, he came to be known as the "Father of Black History."
(source: nps.gov)

WOMEN'S HISTORY MONTH

During Women's History Month, our office recognized pioneering women from history on our social media platforms, highlighting their lasting impact and contributions across fields. We also invite you to explore Celebrating Women at ODU, a timeline that honors the leadership, scholarship, and service of women who have shaped the university's legacy:

<https://prezi.com/view/Aseh757rUCaVGpuHAjfs/>.

Below are a few of the women we featured on social media:

Women History Month



Audre Lorde

American writer, professor, philosopher, intersectional feminist, poet and civil rights activist. She was a self-described "Black, lesbian, feminist, socialist, mother, warrior, poet" who dedicated her life and talents to confronting different forms of injustice, as she believed there could be "no hierarchy of oppressions" among "those who share the goals of liberation and a workable future for our children" (source: wikipedia.org)

Women History Month



Lola Rodríguez de Tío

The first Puerto Rican-born woman poet to establish herself a reputation as a great poet throughout all of Latin America. A believer in women's rights, she was also committed to the abolition of slavery and the independence of Puerto Rico

(source: wikipedia.org)

Women History Month



Amelia Earhart

She was the first female pilot to fly solo non-stop across the Atlantic Ocean and set many other records. She was one of the first aviators to promote commercial air travel, wrote best-selling books about her flying experiences, and was instrumental in the formation of The Ninety-Nines, an organization for female pilots. On July 2, 1937, she disappeared over the Pacific Ocean while attempting to become the first female pilot to circumnavigate the world.

(source: wikipedia.org)

Women History Month



Ida B. Wells

American investigative journalist, sociologist, educator, and early leader in the civil rights movement. She was one of the founders of the National Association for the Advancement of Colored People (NAACP). Wells dedicated her career to combating prejudice and violence, and advocating for African-American equality—especially that of women.

(source: wikipedia.org)

STAY CONNECTED

FACULTY MENTORING WEBSITE

Connecting Faculty with Mentors across ODU.



The Faculty Mentoring Website was designed and launched to connect faculty members with mentors across the University. The goal is to make connections, enhance knowledge, and provide professional development. This semester several new mentoring connections were made!

[Click Here for More Information](#)

Visit our Social Media
at the Links Below:



[Instagram](#)



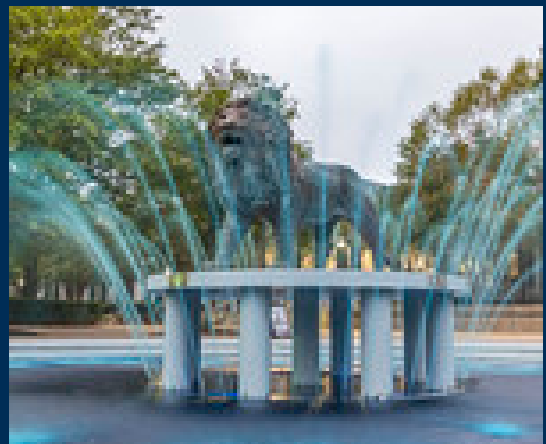
[Facebook](#)



[LinkedIn](#)



**Office of Faculty
Recruitment and Retention**



WE HAVE RELOCATED TO 2102 DRAGAS HALL!



OUR OFFICE PERSONNEL



DR. SHANDA JENKINS
DIRECTOR




ALLISON BARBER
ADMINISTRATIVE
ASSISTANT



QUINN JACKSON
GRAD. STUDENT
ASSISTANT



ALISON LIETZENMAYER
FACULTY VOLUNTEER



Have a great
summer!

FROM
THE OFFICE OF FACULTY
RECRUITMENT AND RETENTION