

LEARN ABOUT THE OFFICE OF FACULTY DIVERSITY AND RETENTION



OLD DOMINION
UNIVERSITY

Director of Faculty Diversity and Retention

The Director of Faculty Diversity and Retention is responsible for enhancing Old Dominion University's ability to recruit and retain diverse faculty. The position fosters inclusive excellence through strategic initiatives, collaboration with college-level diversity committees, and focused workshops designed to build an inclusive campus environment that values all voices, experiences, and cultures. To accomplish this, the director develops and facilitates programs, trainings, and workshops to assist in recruiting and retaining diverse faculty and collaborates with various departments and groups on grants, op-eds, journal articles, research projects.

Faculty Diversity and Retention Program Coordinator

The Faculty Diversity and Retention Program Coordinator will be responsible for assisting the Director of Faculty Diversity and Retention with planning, development, coordination, management, and assessment of various professional development activities and programs related to the recruitment and retention of faculty. To accomplish this, the coordinator will research, develop, facilitate, and assess programs to assist in recruiting and retaining diverse faculty and to promote a campus environment of inclusive excellence, manage projects from inception to completion, create and lead workshops for faculty on a wide variety of topics related to diversity, equity, and inclusion, identify and implement research-based practices for recruitment and retention, provide effective communication and marketing strategies, and work collaboratively.

Provost Fellow

The Provost Fellow will be responsible for fostering a culture of mentoring by developing a faculty mentorship program and other retention activities. The focus will be on providing better support to current faculty mentors, training faculty to mentor, providing resources to support mentoring activities and assist faculty on their journey towards success.

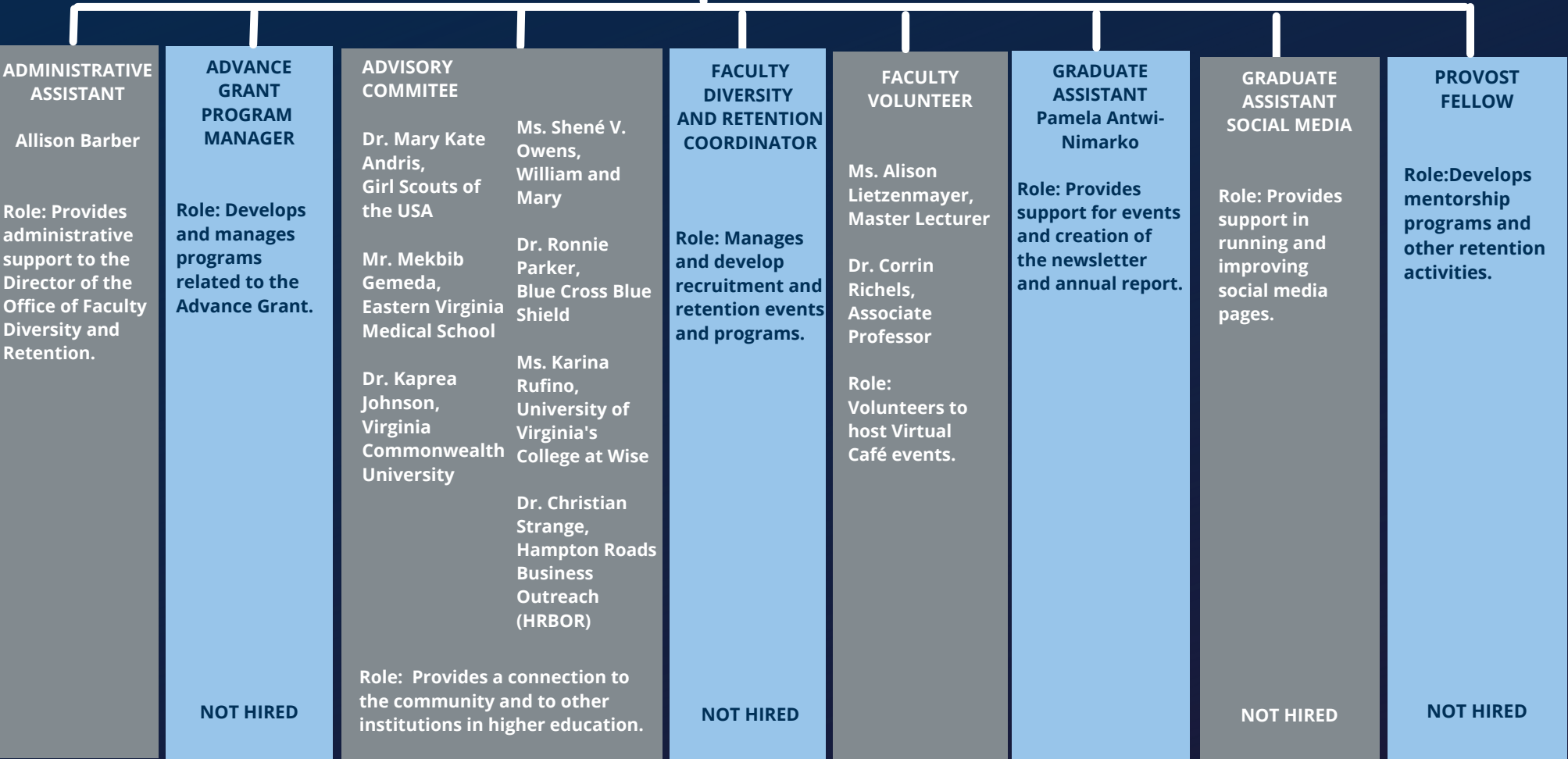
OFFICE OF FACULTY DIVERSITY AND RETENTION

ORGANIZATIONAL CHART



OLD DOMINION
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OFFICE OF FACULTY DIVERSITY AND RETENTION
NARKETTA SPARKMAN-KEY, PHD
DIRECTOR OF FACULTY DIVERSITY AND RETENTION/ASSOCIATE PROFESSOR



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DR. JEFF TANNER
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DR. BRUCE RUBIN
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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

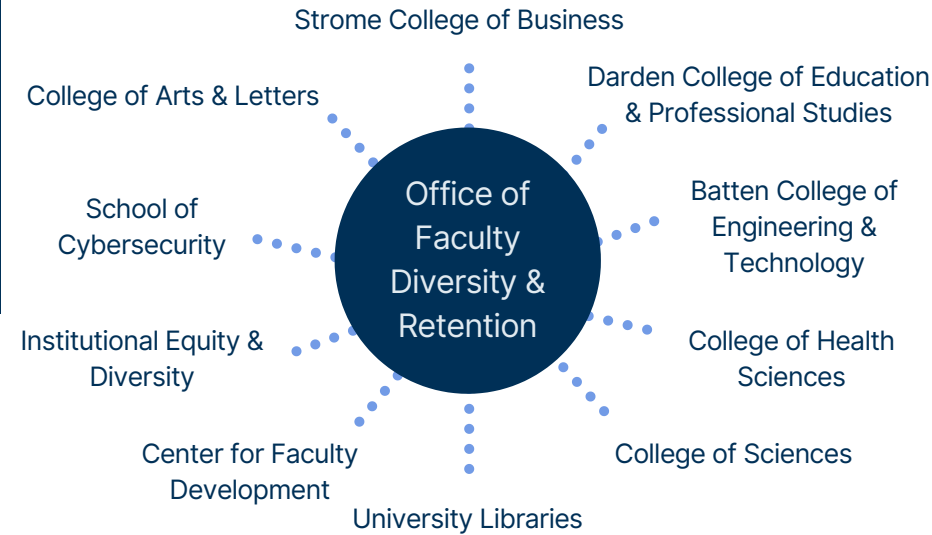
Elevating the visibility of ODU among diverse potential faculty to increase diversity in the hiring of new faculty.

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.

Goals for the Office of Faculty Diversity and Retention

Goal 1: Identifying and eliminating barriers to the recruitment and retention of diverse faculty.

- Identify the barriers to recruitment and retention of diverse faculty.
- Use data driven strategies to recruit and retain diverse faculty.
- Partner with the Office Institutional Equity and Diversity and the Office of Institutional Effectiveness and Assessment, to gather and review university data related to recruitment and retention.
- Develop and implement programs that focus on recruitment and retention.

Goal 2: Elevating the visibility of ODU among diverse potential faculty to increase diversity in the hiring of new faculty.

- Increase social media presence and marketing towards diverse faculty.
- Participate and partner with diversity related organizations (e.g. American Association of Hispanics in Higher Education).
- Engage in sponsorships and recruit at diversity related conferences (e.g. SREB Institute on Teaching and Mentoring).
- Create and implement programs to bring attention to ODU (e.g. Excite the Dream ODU).

Goal 3: Identify, support and advocate for the needs of faculty to improve retention.

- Host Town Hall with Provost Agho for faculty concerns to be addressed and information from campus leadership can be shared.
- Create and implement trainings to prepare faculty to better address difficult situations and conversations (e.g. Bold, Inclusive Conversation Trainers).
- Host and sponsor events to educate faculty on different races, religions, and cultures.
- Capture the voices and experiences of underrepresented faculty through surveys, Virtual Cafés, and faculty one-on-one meetings.
- Partner with departments to support and address the needs of diverse faculty.

Goal 4: Foster an inclusive environment for all faculty to thrive.

- Support and collaborate with ODU faculty networks.
- Host and sponsor programs that support the success of diverse faculty (e.g. Women's Writing Forum).
- Celebrate the accomplishments of underrepresented faculty.
- Create a community of understanding through events, trainings, and conversations.
- Provide professional learning opportunities on inclusion and mentoring.
- Develop and implement opportunity for mentoring certification.
- Develop and implement initiatives to reward faculty who mentor junior faculty.



Partnership Statement

The Office of Faculty Diversity and Retention collaborates with the colleges, departments, and divisional across campus to identify, create, and implement evidence-based methods to increase recruitment and retention of diverse faculty.

Data Usage Statement

The Office Faculty Diversity and Retention uses university data collected from faculty exit surveys, post-event surveys, and through our partnerships with the Office of Institutional Equity and Diversity and Office of Institutional Effectiveness and Assessment to identify barriers to recruitment and retention of faculty, understand the needs of faculty, and to make improvements for a more inclusive environment. In addition, our office utilizes empirical research studies and articles on best practices for the recruitment and retention of faculty to inform our initiatives.

