



NEW FACULTY ORIENTATION

March 12, 2024

Anca Dobrian, PhD, FAHA

Vice-Dean for Faculty Affairs and Professional Development

Professor, Department of Physiological Sciences

AGENDA

- **Welcome new Faculty**
- **Meet the Director for Diversity and Inclusion**
Diane Holland– Diversity and Inclusion Initiatives
- **Meet Dr. April Pace, Associate Director of EVMS Library**
Brickell Library Resources and Tips
- **Career Planning and Professional Development**
Dr. Anca Dobrian

Welcome New Faculty

Emergency Medicine: Megan H. Halliday, Cara M. Jackson, Anne S. Jones, David Toan, Vu Nguyen, J. Roland Roberson

Family and Community Medicine: Kevin Chou, Michael T. Kalkbrenner, Christopher M. O'Connell

Medicine: Ruben M.L. Colunga Biancatelli, Meredith A. Hays, Patrick Lindsay, Man Si Lou, Ikechukwu V. Mbonu,
Edmond A.V. Roberts, Ligeng Tian

Obstetrics and Gynecology: Erkan Kalafat

Ophthalmology: Jason S. Goldberg

Otolaryngology-Head and Neck Surgery: Colleen F. Perez

Pathology and Anatomy: Katherine Van Winkle

Pediatrics: Kelly E. Carpenter, Teresa M. Heller, DeAnnah M. Jordan, Ashlee S. Law, Margaret M. Lubas, Erin N. Platter,
Corinne R. Ponzi

Psychiatry and Behavioral Sciences: Brooke G. Bierdz

Radiology: Richard R. Barbu, Christopher J. Barnett, William L. Boyd, Jaspreet K. Hira, Suraj Jaisinghani,
Rachel M. Pevsner Crum, Baogang Jonathan Xu

School of Health Professions: Rafif Z. Moussa, Nicole A. Puccinelli-Ortega, Deanna R. Salyer

Surgery: Amber N. Carrier, Christopher D. DiPasquale, Gilles M. Dongmo, Jamie M. Golden, Tamara L. Kemp,
Malinda J. Lyon, Chad R. Manke, Margaret L. McCarthy, Matthew R. McGee, Grant A. Miller, Blake E. Moore,
Richard P. Moses, Livia Sofia Negrea Dusa, Manas Nigam, Natalie A. O'Neill, Kenneth J. Ortiz, Adrian C. Proumen,
Justin D. Roberts, Caroline R. Triepel, David C. Zupruk

Old Dominion University

1,564 faculty

757 faculty

Health Sciences Center

Legacy EVMS

ODU

School of
Medicine

School of
Health
Professions

School of
Nursing

College
of
Health
Sciences

599 faculty
1,224 community faculty

45 faculty

113 faculty

NEW: Legacy EVMS/ODU/NSU

Joint
School of
Public
Health

807 faculty

School of
Business

College of
Education

College of
Engineering
&Tech

College
of Arts
and
Letters

College
of
Sciences

ODU
Research
Foundation

ODU
Libraries

FACULTY DIVERSITY

	FACULTY COUNT	FEMALE PERCENTAGE	URM PERCENTAGE
SALARIED FACULTY	300	52%	10%
COMMUNITY FACULTY	1224	38%	10%
NON-SALARIED/VA FACULTY	385	51%	10%
GRAND TOTAL	1909	43%	10%

A series of thin, black, overlapping lines forming various geometric shapes like triangles and polygons, located in the upper left quadrant of the page.

DIVERSITY & INCLUSION

Diane Holland

*Acting Department Head, Diversity & Inclusion
Ombudsperson*

OFFICE OF DIVERSITY AND INCLUSION

WAITZER HALL
SUITE 1128
757-446-0341



DIVERSITY STATEMENT

The education, research and patient care mission of Eastern Virginia Medical School (EVMS) is shaped by many considerations: the demographics of the surrounding communities, the significant presence of military personnel, retirees and their families, the rural and underserved communities of the Commonwealth of Virginia, and the broader national and global need to address gaps in the health workforce and the accessibility of health care.

Eastern Virginia Medical School has a unique history as one of the few institutions in the United States established by the local community to serve the local community. Indeed, its vision is to be the most community-oriented school of medicine and health professions in the nation. In fulfilling that vision, EVMS strives to attract talented students, trainees, faculty, staff and leaders who bring diverse attributes and experience to drive our collective commitment to excellence.

Eastern Virginia Medical School embraces diversity broadly defined but places a special emphasis on recruitment of women and traditionally underrepresented minorities in medicine and the health professions. This includes individuals from various racial and ethnic backgrounds, with differing gender identities and expressions, veterans and individuals who come from socioeconomically disadvantaged backgrounds. Acknowledging that diversity is a fluid and evolving concept, we will continually strive to be inclusive of individuals and groups in the broadest possible manner.

***OFFICE OF DIVERSITY
AND INCLUSION
INITIATIVES***



DIANE HOLLAND

DIRECTOR OF DIVERSITY AND INCLUSION, OMBUDSPERSON

Leads the creation and execution of a comprehensive Diversity and Inclusion plan for the medical school.

Creates programs and initiatives to foster an inclusive environment for faculty and staff, promoting professional development and addressing unconscious bias.

Collaborates with deans, department chairs, and other stakeholders to integrate DEI principles into curriculum development, admissions policies, and faculty recruitment.

Provides a safe and confidential space for faculty and staff to voice concerns about discrimination, harassment, or unfair treatment.



ANGELA RIDDICK
EXECUTIVE ASSISTANT

Serves as the heartbeat of the Diversity and Inclusion office.

Work collaboratively with the department head to develop and manage the department's budget.

Assist with managing special projects within the department.

Build and maintain positive relationships with internal and external stakeholders, including leadership, employees, and community partners.



GAIL WILLIAMS, ASSISTANT DEAN OF DIVERSITY IN EDUCATIONAL PROGRAMS

EVMS is committed to improving access to health care, providing more culturally competent care and reducing health-care disparities, particularly among minority and underserved populations.

The school's goal is to produce a diverse medical and health professions workforce to improve the overall health of our communities through excellence in education, research and patient care.

Individual appointments with pre-medical students to review profiles in preparation for medical school are encouraged. DEP routinely meet with candidates to discuss student support services. Counseling and advising are available to prospective and enrolled students. The office works collaboratively with the Academic Development, Admissions, Community Outreach, Education and Career Advising, Financial Aid and Student Affairs.



REGINALD TOOLEY, ASSISTANT DIRECTOR OF DIVERSITY IN EDUCATIONAL PROGRAMS

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BRIANA DELAESPRIELLA ***ENRICHE COORDINATOR***

The EVMS-NSU Research and training Incubator for Collaboration in Health equity (**ENRICHe**) Program, established in 2023, was developed to enhance research focused on health disparities, advance health equity and improve pathways to health professions careers for NSU students. **ENRICHe** is a vehicle to bring together researchers, clinicians, trainees, community members, and other experts to brainstorm and catalyze innovative strategies and programs to address health inequities affecting our community via research, training, and workforce development.

The EVMS-NSU Research and training Incubator for Collaboration in Health Equity Plus Program (**ENRICHe+**) is a collaboration between EVMS and the National Institute on Minority Health and Health Disparities (NIMHD) and National Institute of Nursing Research (NINR) which focuses on increasing team science related to health equity and health disparities research, diversifying the biomedical research workforce, and community-engaged research. The initiative involves a partnership between EVMS, NSU, Hampton University (HU), and Old Dominion University (ODU).

NEWZAIRA KHAN, COMMUNITY ENGAGEMENT SPECIALIST

Launched in 2020 as a part of EVMS' [*Advancing Health Equity and Inclusion for Community and Academic Impact Strategic Plan*](#), CIHE works collaboratively across EVMS departments and with local community members. CIHE aims to expand institution-wide community engagement efforts; develop and expand infrastructure; develop and provide training and technical assistance to EVMS faculty, staff and students; and develop and research new methods to engage and serve under-resourced communities in Southeastern Virginia.



MJ RIDDLE

ADMINISTRATIVE ASSISTANT

- Assists in developing and implementing outreach strategies to connect with community members and organizations about the CIHE program.
- Organizes workshops, trainings, and other events for the cihe program.
- Build relationships with community partners to support the implementation of the cihe program.
- Assists with recruiting and engaging community members
- Evaluates the effectiveness of community engagement efforts and makes recommendations for improvement.



MIASHA O'NEAL

RESEARCH ADMINISTRATIVE COORDINATOR

The *Dr. L.D. Britt Scholars Program*, established in 2020, identifies cohorts of premedical students in their first year at historically black colleges and universities with whom EVMS has established early identification (BS/MD) programs. The goal is to engage and support the students towards entry into the health professions programs at EVMS or other medical programs. In 2020, the program started with 14 and currently has 48 participants.

EVMS also hosts the *Hypertension Education Program* which aims to educate middle schoolers about the human heart and its functions. It covers the basic function of the heart and its valves, followed by hands-on experience taking blood pressure measurements. Participants will perform and record blood pressure readings on volunteers over a nine-week period.



OTHER INITIATIVES

- Diversity and Inclusion workshop
- Inclusive Excellence in Medicine Cohort Program (2024 Schedule TBD)
- Conflict Management Services (coaching, mediation, process group, and training)
- Summer Scholars Program (Britt Scholars)
- MCAT Prep Services (Britt Scholars)
- Hampton Roads Community Collaborative (HRCC)



THANK YOU

Office of Diversity and Inclusion

757-446-0341

D&I@evms.edu

MEET DR. APRIL PACE

*ASSOCIATE DIRECTOR
OF BRICKELL LIBRARY*



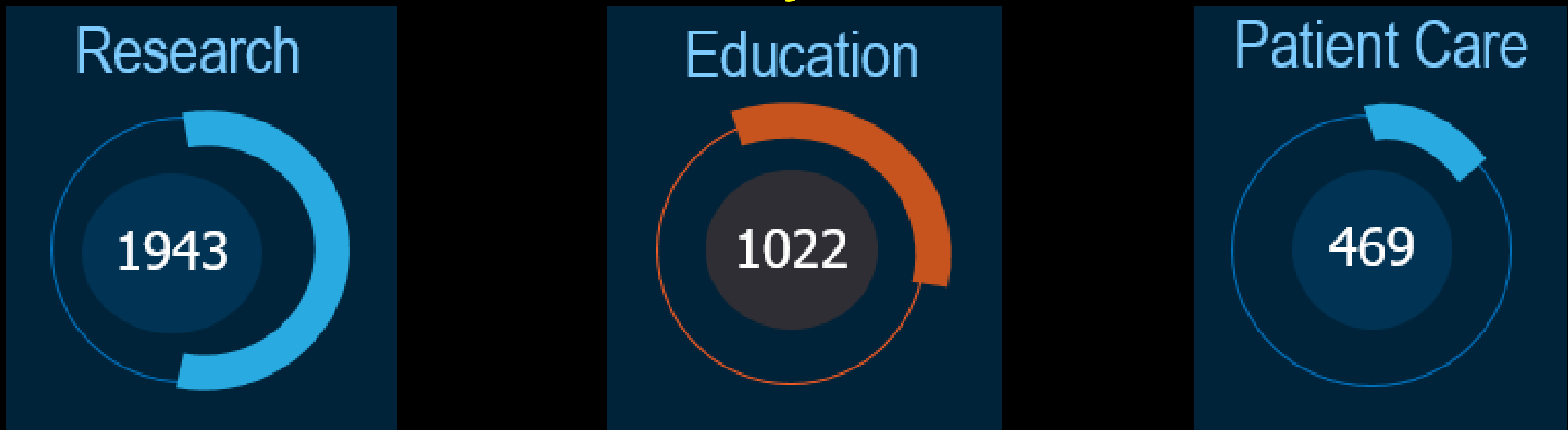


**EVMS BRICKELL MEDICAL SCIENCES LIBRARY:
YOUR PARTNER IN EDUCATION, RESEARCH, AND CLINICAL CARE**

LIBRARY MISSION STATEMENT

- ❑ The Brickell Library supports the educational, clinical, research and community services activities of EVMS by providing access to information resources; expert services to students, staff, and faculty; and outreach services to the community.
- ❑ We are active agents and collaborators in the educational, research, clinical care, and community engagement mission of EVMS.

Literature Searches by EVMS Mission Focus



Brickell Medical Sciences Library

Library open 24/7

Staffed Hours

Mon - Thurs: 8 am - 11 pm
Friday: 9 am - 6 pm
Saturday: 9 am - 6 pm
Sunday: 10 am - 11 pm

Resources

Databases

Catalog (WorldCat)

Includes A-Z list and
Discovery

Mobile Apps

Research Guides for...

Students

Clinicians and Residents

Consumer Health

Faculty

Non-Salaried Faculty and
Community Faculty

Off-Campus EVMS Users

Researchers

Full list of Research Guides

Quick Links

Medical Literature

PubMed LinkOut

MEDLINE (OVID)

AMED

CINAHL

ClinicalKey

JoVE Biology

(J Visual Experiments)

PsycINFO

Science Direct

Web of Science

Google Scholar

Resource Collections

Access Medicine

ClinicalKey

STAT!Ref

Learning Resources

Boardvitals

Exam Master Online

Skillsoft Percipio

Learning Portal

(formerly Skillport)

Sylvius (neuroanatomy)

Mobile Resources

Mobile Resources page

Clinical Databases (i)

DynaMed Plus

UpToDate

ACP Journal Club

ACP Journal Club Archive

(1991-2008)

BMJ Best Practice

Cochrane Library

Essential Evidence Plus

Medical Letter

Natural Medicines

Trip Database

(Click on *Settings* and choose
EVMS as your institution for
more full-text access)

VisualDx

Research Tools

Copyright Clearance Center

Dissertations & Theses Full-text

EndNote

FirstSearch

ILLiad (Document Delivery)

IRB Research Support

More Information

Contact Us

Staff

Services

Ask a Librarian

Computers in the library

Printing & Copiers

Copyright Clearance Center

InterLibrary Loan / Document
Delivery

IRB (Institutional Review
Board) Support

IACUC (Institutional Animal
Care and Use Committee)
support

Purchase Requests

Request an Instruction Session

Virginia Tidewater
Consortium (VTC) borrowing
privileges

Reservation Forms

Use the Resource Scheduler
to reserve a room in the
library (*Faculty only*)

Course Reserve Form

OFF-CAMPUS ACCESS TO LIBRARY RESOURCES

- You can access licensed EVMS electronic resources from off-campus by entering your Network account (e.g., MyPortal or Outlook username and password) at the prompt
 - created automatically for faculty with EVMS Outlook accounts
 - Reset Network password (every 180 days):
<https://passwordreset.evms.edu/ReACT/>
- Mediated Assistance for Network Accounts (community faculty/ preceptors)
LaVonda Harris (HarrisLN@evms.edu); phone (757-446-7950)

Call the EVMS Network Center at 757.446.7400 or email evmsit@evms.edu if you have any problems with Network Access

CLINICAL SUPPORT

Top three clinical point of care databases (UpToDate, DynaMed, BMJ Best Practice) and VisualDX

- Register for a free account to download each as a mobile app.
- Additional clinical support resources – ClinicalKey, Cochrane Library

Clinical Medical Library Reference Program (est. 1997)

- CMLs attend patient rounds at CHKD
- Perform searches and provide articles to support patient care

ILLiad for ILL and Document Delivery

- Patient care turnaround time – 4 hours
- Urgent patient care – 2 hours

Access from our website – or at:

<https://evms.illiad.oclc.org/illiad/logon.html>

2021-2022: Provided 4400 articles in support of research, patient care, education, and administration



EDUCATIONAL SUPPORT

Instructional Sessions

- EBM, expert searching, resource specific

Course Reserves

- We purchase copies of all required readings

Room Reservations

- Small Group rooms (25), Computer Classroom, SunTrust Conference Room

Research Guides (aka LibGuides)

- We can develop custom guides to meet your program needs

VIVA Open Course Grants

<https://vivalib.org/va/open/grants>





- Research consultations
- Literature searches for IRB and IACUC protocols
- Systematic Review support
- Literature reviews for grants or scholarly works

RESEARCH SUPPORT

EVMS LIBRARIANS: THE ULTIMATE SEARCH ENGINES


RESEARCH SUPPORT: OPEN ACCESS PUBLISHING AGREEMENTS (RUP)

Rockefeller University Press


<https://vivalib.org/va/RUP-oa>

- *Journal of Cell Biology (JCB)*
- *Journal of Experimental Medicine (JEM)*
- *Journal of General Physiology (JGP)*


All publishing costs covered for these journals!!!



Journal of Cell Biology (JCB)
publishes advances in any area of basic cell biology as well as applied cellular advances in fields such as immunology, neurobiology, metabolism, microbiology, developmental biology, and plant biology. The editors welcome all submissions that describe new findings of significant interest to cell biologists, regardless of the experimental approach. Est. 1955



Journal of Experimental Medicine (JEM)
publishes papers providing novel conceptual insight into immunology, neuroscience, cancer biology, vascular biology, microbial pathogenesis, and stem cell biology. The editors welcome original findings on all aspects of disease pathogenesis, and consider papers reporting novel therapeutic approaches. Est. 1896



Journal of General Physiology (JGP)
publishes peer-reviewed mechanistic and quantitative molecular and cellular physiology of the highest quality. The editors welcome papers on membrane protein physiology; protein structure and dynamics; lipid and membrane biophysics; cell mechanics and contractile systems; and intracellular and intercellular signaling. Est. 1918

RESEARCH SUPPORT: OPEN ACCESS PUBLISHING AGREEMENTS (SPRINGER NATURE)

Springer Nature

<https://vivalib.org/va/collections/springer>

SPRINGER
NATURE

- 2042 Hybrid journals
 - *100% coverage*
 - <https://www.springernature.com/gp/open-research/oa-agreements/viva>
- Corresponding authors at participating institutions can publish open access in Springer Hybrid journals at no cost from **January 1, 2024 through December 31, 2026.**
- Read access to more than 2,350 journals

RESEARCH SUPPORT: OPEN ACCESS PUBLISHING AGREEMENTS (WILEY/ HINDAWI)

Wiley (includes Hindawi)

<https://vivalib.org/va/wiley-oa>

<https://vivalib.org/va/wiley-open-faq>



Gold journals

- 471 fully open access titles
 - *100% coverage*
 - <https://authorservices.wiley.com/open-research/open-access/browse-journals.html>

Hybrid journals

- 1339 titles
 - *Covered on first come basis*
 - <https://authorservices.wiley.com/author-resources/Journal-Authors/open-access/hybrid-open-access.html>

ENDNOTE 21 (DESKTOP VERSION) AND ENDNOTE ONLINE

1

Directly export citations from PubMed, WoS, Google Scholar and other databases

2

Cite while you write with MS Word

3

Download EndNote 20 to up to 3 computers (both Windows and MAC)

4

Access through Quick Links > Research Tools

**RESEARCH
INFRASTRUCTURE AND
RESOURCES**



OFFICE OF RESEARCH ORGANIZATIONAL CHART

Dean, Dr. Alfred Abuhamad

Vice Dean of Research, Dr. Milton Brown

Assoc. Dean, Research Administration



David Mu, PhD
Assoc. Dean
Research Administration

1



Chanda B. Hill
Director,
Research Compliance

Regulatory

- IACUC
- IRB audits
- COI
- IBC compliance

2



Yolanda Demory
Director,
Sponsored Programs

Sponsored Programs

- Grant management
- Research Grants
- Research Contracts
- NDA/ MTA

3



Brynn Sheehan, PhD
Director,
RISE

Research Data

- RISE
- Office of Research Data
 - REDCap
 - Research Portal

4



Courtney A. Kerr
Executive Director,
Health and Safety

Health & Safety

- Hazardous materials
- Waste disposal
- Safety training
- Lab certification

5

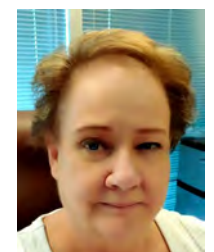


Stephanie McCombs, DHSc
Director,
Research Opportunities

Research Initiatives

- Early Clinical Investigator
- Ryan Translational
- Clinical Research Support
- Working Groups
- Multi-Institutional
- Research Commercialization

6



Betsy Conner, CIP
Director,
IRB

Human Subjects' Protection

- Clinical Research
- Human Subjects Research
- IRB training
- Compliance with regulations

CAREER DEVELOPMENT

- Academic Promotion
- Professional Development



MEET OUR TEAM!

Faculty Affairs

- **Christine Boswick**
Director for Faculty Affairs
- **Maura Murphy**
Faculty Affairs Manager
- **Apple Tarves**
Faculty Affairs Specialist

Professional Development

- **Judith Taylor-Fishwick** Director Professional Development and Director Fine Family of Educators
- **Rebecca Brocus** Educational Design Specialist

Wellness

Dr. Richard Handel
Institutional Wellness Officer

Administration

- **CJ Steines**
Executive Administrator
- **Tiffany Sims**
Administrative Assistant

https://www.evms.edu/about_evms/administrative_offices/faculty_affairs/

EVMS LEGACY FACULTY HANDBOOK

- After integration (Day 1 and thereafter) – it is proposed that **10 policies from EVMS** handbook will be combined with **67 policies from ODU** T&R Faculty Handbook and will exist as a separate EVMS Legacy Faculty Handbook
- The resolution was approved by the EVMS and ODU Boards of Visitors

EVMS Policy Name

Policies and Procedures Relating to Faculty Appointment, Promotion and Tenure

Policies and Procedures for Faculty Appointment

Guidelines for Appointment and Promotion

Policies and Procedures for Faculty Promotion

Annual Review of Faculty Performance

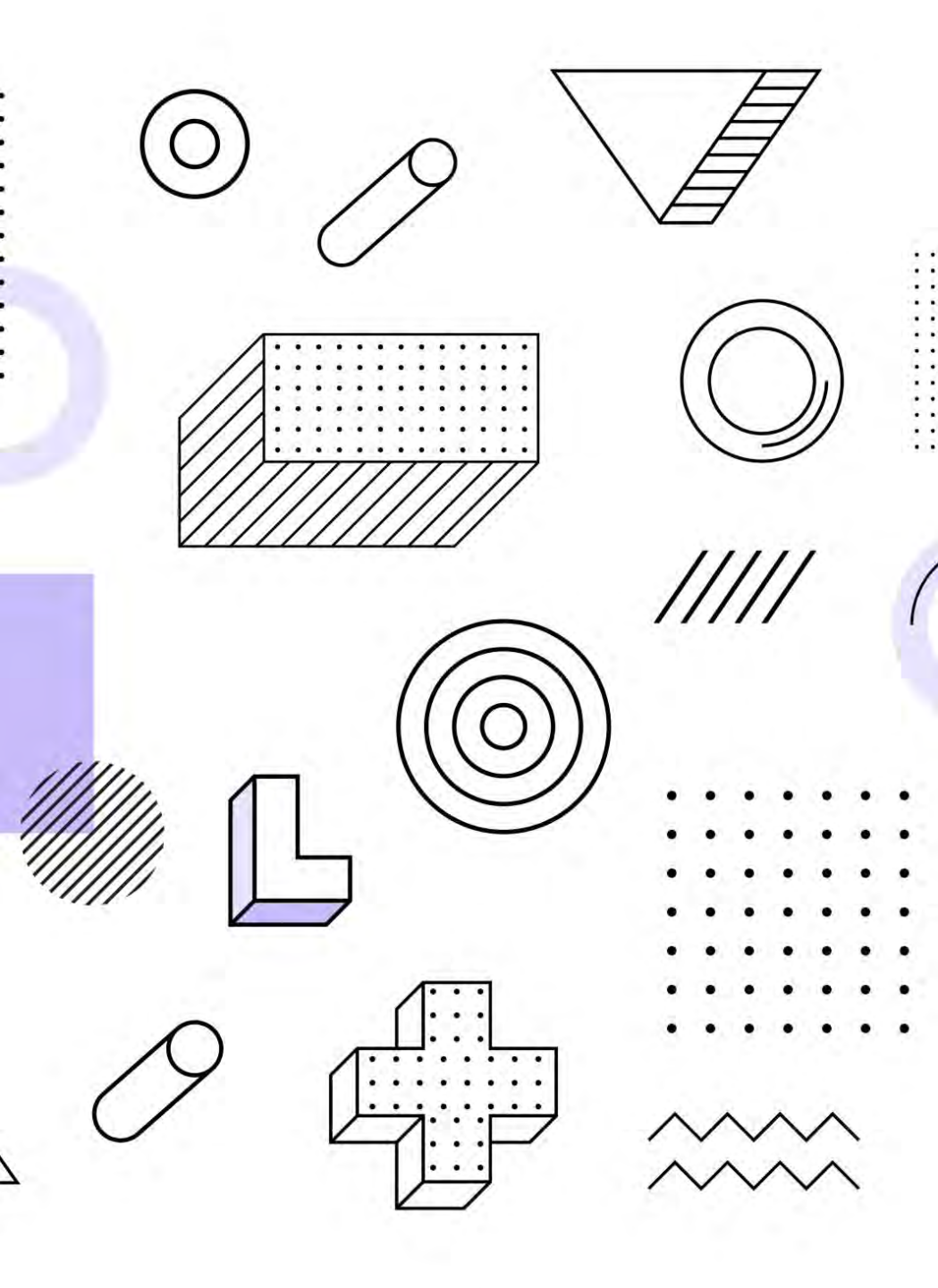
Faculty Tenure Policy

Emeritus Faculty Appointments

Grounds for Dismissal of Faculty

Faculty Grievance Policy

Sabbatical Leave



ACADEMIC PROMOTION

All faculty **are expected** to work toward academic promotion

Timing of promotion reviews:

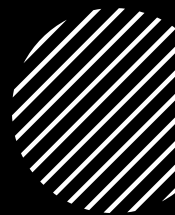
- Promotion to **Associate Professor** usually requires **4-6 years**
- Promotion to **Full Professor** usually occurs between **5-7 years**

Reviews and recommendations always begin at the department level (Chair)

Office of Faculty Affairs provides advice and guidance



REVIEW FALLS INTO 4 DOMAINS FOR ALL FACULTY



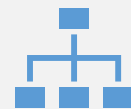
Teaching



Research/Discovery



Clinical Accomplishments



Administrative and Service



ACADEMIC PORTFOLIO (IMPACT)

CURRICULUM VITAE
(COMPREHENSIVE CURATION)

LETTERS OF RECOMMENDATION



Tactical Tips

Find a
mentor/coach
sponsor

Talk to your
Chair!!!!

Contact
Faculty Affairs
for guidance

Get familiar with
criteria for
promotion

Craft and follow
a personal career
plan

Maintain an updated
CV and portfolio





RESOURCES



Resources

Reference Materials:

Faculty Affairs and Professional Development website

- Faculty Handbook
- Guidelines for promotion

Departmental Appointment and Promotion Committees

Professional Development opportunities

- Professional Enhancement Grants (PEG)
- Fine Family of Educators
- Workshops and seminars (with opportunity for networking)
- Institutional Mentoring Program opportunities to be a mentor and/or a mentee

PROMOTION FOCUSED WORKSHOPS

Charting your career course: The promotion blueprint series



Part 1 – Wednesday, March 6, from 12noon-1pm (zoom)
Promote Smart: Mastering the Faculty Advancement Process
This presentation will provide a general understanding of the promotion process, offer strategic tips and discuss resources available.

Part 2 - Wednesday, March 13, from 12noon-1pm (zoom)
Advancement Toolkit: Perfecting Your Portfolio and CV
This presentation will offer insights into the structure of portfolios and share actionable advice for crafting an impactful portfolio that complements your professional CV

Part 3 - Wednesday, March 20, from 12noon-1pm (zoom)
Peer Power: Leveraging Letters of Recommendation for Faculty Promotion
This presentation will cover peer referee criteria, showcase effective recommendation letters, and tackle language bias and equity issues.

Junior Faculty Mentoring

WE HAVE 24 DYADS FOR FUNCTIONAL MENTORING OF JUNIOR FACULTY

NEW WEBSITE WITH MENTORING RESOURCES

COMMUNITY OF PRACTICE MEETINGS FOR MENTOR AND MENTEES

INVITED TALKS

Next implementation phase to roll out in fall 2024 – focused on mid-career faculty



EVMS FACULTY MENTORING LINK

EMPOWERING MINDS, SHAPING FUTURES



PROFESSIONAL DEVELOPMENT

PROFESSIONAL DEVELOPMENT BYTES

- 15-20 minutes interviews with experts on different areas of academic life
- Available on Faculty Affairs website 24/7
- CME credit is available

FINE FAMILY ACADEMY OF EDUCATORS

All Faculty

- Educational Scholarship Day (April 2024)
- Educational Grand Rounds
- IAMSE Webinar Series (Fall, Spring)

Academy members

- Networking luncheons
- Educational Scholarship Projects
- Coaching Program

Membership open for full time faculty

**Soon to come an affiliate membership for
community faculty!!!**

OPEN HOUSE EVENT


You're Invited

We cordially invite all EVMS educators to the Fine Family Academy of Educators' Open House. While this event will be a social gathering offering tasty food and beverages, it will also provide an excellent opportunity to explore the resources and opportunities afforded through membership with the Academy. Whether you are interested in educator development and leadership; a community of practice; scholarly engagement; or advancement and recognition opportunities, the Academy offers a wealth of resources to support your professional development goals.

During the Open House

- Tour the Fine Family Academy suite
- Learn about our recent activities
- Discover benefits of membership
- Connect with fellow educators and exchange ideas
- Enjoy light refreshments and networking opportunities

 **MARCH 14**

 **5:00pm**

 **Brickell Library, #417**

**RSVP
HERE** 



www.evms.edu/TheFineAcademy



PROFESSIONAL ENRICHMENT AND GROWTH GRANTS (PEG)

Supports projects up to 10,000\$

Call for applications in March 2024, please
consider applying!!!!

OPPORTUNITIES FOR GOVERNANCE

- Faculty Assembly – get engaged with your faculty representatives
- Institutional Standing Committees
- Women in Medicine and Sciences
Become a member!

Change of
EVMS *Faculty*
Senate to

SOM and SHP
Faculty
Assembly

- Current revision of by-laws by Senate
- Responsible for governance inside SOM and SHP
- Provides representation to the ODU Faculty Senate

All full time (salaried and non-salaried) faculty will be part of ODU Faculty Forum

Women in Medicine and Science

New visual identity



Opportunities for membership
(also expanded to national AAMC GWiMS)

Expanded programs

Collaboration with ODU Women caucus



Lunch and Connect

Hosted by

**Vice-Dean for Faculty
Affairs and Professional
Development**

By invitation

April and May, 2024

Faculty Commons

FACULTY COMMONS

BRICKELL LIBRARY – 4TH FLOOR

Open 24/7 by badge access





THANK YOU!