

Georgia Tech Scheller College of Business
Diversity, Equity, & Inclusion Council

Mission and Scope

The Scheller College of Business Diversity, Equity, and Inclusion Council (“Council”) is charged with supporting an inclusive culture within the College community and celebrating the diversity of people from all races, genders, ethnicities, religions, sexual orientations, ages, abilities, and nationalities. The membership of the Council is drawn from students, faculty, staff, and alumni, with the goal of facilitating discourse and collaboration within the College, across the broader Georgia Institute of Technology community, and in alignment with diversity and inclusion principles from the Georgia Institute of Technology and Scheller College of Business strategic plans.

Key Mandates:

- Serve as a multi-stakeholder advisory group to the dean for diversity and inclusion within the College
- Engage in activities that promote a diverse and inclusive culture
- Identify and participate in opportunities to support the College’s diversity and inclusion goals and objectives
- Provide a communication and collaboration network within the College, across Colleges, and with Institute leadership, in matters pertaining to inclusive excellence

Membership and Roles

The Diversity, Equity, & Inclusion Council will seek to represent all populations present at Scheller College of Business. The Council will have the following members:

- Chair(s): The Council will have a chair, or two co-chairs. After the Council forms at the beginning of the academic year, Council members may nominate or self-nominate for the position of the Council chair with the minimum requirement that nominees have at least one year of prior service on the Council. Chairs will be subject to the same term limits as Council members below (with no specific restrictions on Chair terms beyond that). The nomination period will be open for at least one week, after which the dean will decide on the chair or co-chairs to lead the Council for the upcoming year. The chair(s), along with the ADVANCE Professor, will serve as the College’s representatives to the Institute’s Diversity, Equity, and Inclusion Council.
- Undergraduate students: There will be two undergraduate students serving as members of the Council.
- MBA students: There will be three MBA students, one from each of the Full-time, Evening MBA, and Executive MBA programs, represented on the Council.
- Ph.D. students: There will be a current Ph.D. student represented on the Council.
- Staff: There will be four members of the staff represented on the Council from various College units.
- Faculty: There will be three faculty members represented on the Council, with at least two who are tenured or on the tenure track.

- Alumni: There will be three to four alumni appointed as members of the Council representing undergraduate and MBA (Full-time, Evening, and Executive MBA) programs. Alumni members must be nominated and approved by the chair(s).

Unless already represented on the Council, the following will serve as ex-officio members to provide guidance and perspective:

- ADVANCE Professor
- Director of Marketing and Communications, or the Director's designee

The Council may approve additional members from other stakeholder groups or above the numbers above as it sees fit. The Council should seek nominations of diverse individuals to the greatest degree possible to ensure the Council effectively represents the demographics and aspirations of the Scheller College of Business and Georgia Institute of Technology at large.

Governance

Council members will each fill a one-year term that begins upon appointment in the fall semester and ends at the beginning of the following fall semester. Members are encouraged to remain on the Council for additional years, as they are able, to enhance the continuity of the Council, up to a maximum of three consecutive terms. The chair(s) will recommend such member continuation to the dean for final approval.

During early fall semester, the chair(s) will seek nominations and subsequent applications from faculty, staff, and students within the College. A nomination and application form will be circulated, and applicants will be reviewed and selected in consultation with the dean, Advance Professor, and Council chair/co-chairs. The goal is to have all members of the subsequent year's Council identified as early as possible for the upcoming academic year.

In the fall of each academic year, the Council will determine meeting cadence, but these are typically expected to be one to two times per month, plus committee/subgroup work in between. Members are expected to attend the majority of meetings and to participate in this committee/subgroup work.