

Joint Faculty/Staff Committee on Diversity

Roles and Responsibilities

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The Joint Faculty/Staff Committee on Diversity serves to advise the Dean on matters relating to diversity within the Belk College, including diversity within the student body, faculty, and staff.

In fulfilling its advisory role, the committee provides:

- Recommendations that promote diversity, equity and inclusion in alignment with the Belk College of Business mission and strategic plan.
- Input informed by survey and other data and relevant academic research.
- Support for promoting diversity, equity and inclusion related initiatives in the college.
- An example of embracing all aspects of diversity, equity and inclusion.
- Leadership in celebrating efforts to foster inclusion in the college.

Dean's Award for Diversity, Equity, and Inclusion

The Dean's Award for Diversity, Equity, and Inclusion is an annual award that recognizes faculty and staff for displaying an exceptional commitment to fostering an inclusive environment in which diversity is understood, valued, respected and supported.

Individual and collaborative efforts are eligible for this award. The Committee on Diversity is responsible for soliciting nominations for this award and selecting the recipient. In order to do this, a selection committee will be formed consisting of the following members:

- 2 staff members from the Belk College Joint Faculty/Staff Committee on Diversity
- 2 faculty members from the Belk College Joint Faculty/Staff Committee on Diversity
- The previous year's winner of the Dean's Award for DEI
 - If the previous year's award winner is unavailable to serve on the selection committee, another previous award winner will be selected to serve in their place.
 - If the previous year's award was awarded to multiple people in recognition of a collaborative endeavor, the recipients will select one member of that group to represent them on this selection committee.

If a member of the selection committee is nominated for the award, an alternate member will be selected from the Committee on Diversity to serve in that individual's place.

Committee Composition

Each academic department in the Belk College elects one member of the Committee on Diversity for a two-year term. To provide for staggered terms, the Turner School of Accounting and Departments of Business Information Systems and Operations Management, and Management elect members in even-numbered years, and the Departments of Economics, Finance, and Marketing elect members in odd-numbered years. The Belk College Staff Council elects five members of the Committee on Diversity for two-year terms, with three elected in even-numbered years and two elected in odd-numbered years. Elections are to occur by April 15 each academic year. Co-chairs for the Joint Faculty/Staff Committee on Diversity, one faculty member and one staff member, are elected by the committee members at the first meeting of the academic year. The Assistant Dean for Inclusive Excellence serves as an ex-officio member.