

Parker College of Business Diversity, Equity and Inclusion Committee (PDEIC)
Parker College of Business
Georgia Southern University
Bylaws

A. NAME

The official name of the Committee governed by these bylaws shall be called “The Parker College of Business Diversity, Equity and Inclusion Committee” and may herein be referred to as the “PDEIC” or “Committee” in this document.

B. PURPOSE & OPERATION

The Parker College of Business Diversity, Equity and Inclusion Committee will exist to support the Office of Inclusive Excellence at Georgia Southern University (GSU) in its mission to create and advance diversity and inclusion initiatives and priorities, to advise the Office of the Dean, Parker College of Business (PCOB), and to work with faculty, staff, and students to create and advance diversity and inclusion initiatives and priorities within the Parker College of Business.

C. GOVERNANCE COMMITTEE:

Membership:

Faculty: The committee will be composed of one elected/appointed faculty member from each school or department offering a degree in the Parker College of Business.

Staff: Two representatives from the pool of permanent staff of PCOB as elected/ appointed by the Staff Council of PCOB.

Students: Two full-time students from the undergraduate programs of PCOB. These students will be elected/appointed from the Parker Scholars and the Student Government Association (must be current Parker College of Business major in good standing).

Chair: The person selected to serve as chair by the governance committee must have previously served on the PDEIC. The chairperson will also serve as the Parker College of Business’s representative on President’s Diversity Advisory Council (PDAC).

Term of Membership:

Faculty & Staff: Elected/Appointed members will serve two-year terms, with no member serving more than two consecutive terms. At the conclusion of the initial two-year term, **six** of the current departmental/ staff members will serve an additional year. This will allow continuance of council work. Included in the **six** will be the current Chair of the Committee. The other **four** will continue based on desire. The vacant seats will be filled by those appointed/elected within those vacated areas. The terms shall be staggered so that 45% of the council will be veteran members each year.

Students: Appointed/ Elected members will serve one-year term, with no member serving more than two terms.

Ex-officio Members: The Dean and the Associate Deans of PCOB will be ex-officio members of the committee. The student members will also serve as ex-officio members. All ex-officio members will serve without vote.

The committee may choose to include a member of the business community to serve as an ex-officio member of this committee if desired.

D. VOTING

Quorum:

Members present by telephonic, video, or other means that allow them to participate in the discussion, resolve objections, and consent or vote, synchronously or asynchronously, as appropriate, shall be included in the quorum. Except as required by university regulations and as otherwise stated in these bylaws, decisions shall be made with the consent of the members of the Committee, including those members the decision directly affects. Quorum is achieved by 51% of membership of the committee that meets synchronously or asynchronously across multiple sessions on the same Agenda.

Consent:

The principle of consent shall be applied to all PDEI Ce decisions. Consent shall be defined as having “no reasoned objections”. Objections to a proposed decision must be

- (a) based on the decision’s adverse effect on the Committee member’s ability to fulfill their roles and responsibilities in achieving the aim of the Committee, and
- (b) reasoned, meaning that reasons for the objection must be explained clearly enough for the objection to be resolved.

For all or some decisions, other methods of decision-making (e.g., by authority, voting) can be used by the Committee if the decision to do so is made by consent and, like all policy decisions, reviewed on a regular basis.

E. FUNCTIONS:

The purpose of the PDEIC is to:

1. Monitor the DEI environment of the PCOB by maintaining a repository of statistics on PCOB faculty, staff and students, and to present the findings at least once a year to the faculty and staff.
2. Support and promote college and university diversity equity and inclusion activities, including training of faculty, staff and students by liaising with the Office of Inclusive Excellence, Office of the Dean of Students, Office of the Dean of PCOB, and other GSU college DEI Committees identified by the Office of Inclusive Excellence.
3. Make recommendations to the Dean of PCOB based on the available data and /or feedback from faculty, staff, and students.
4. Develop metrics around diversity equity and inclusion competencies that can be used in the annual evaluation of faculty and staff.
5. Highlight successes of PDEIC, and members of the PCOB community through the use of media.
6. To create and update as needed a Diversity, Equity and Inclusion webpage as part of the PCOB site to post and share materials related to diversity, equity and inclusion practices on university

campuses and in the business environment.

7. Review annually and work to promote the Goals of the Committee.