Diversity Plan
Martha and Spencer Love School of Business, Elon University

It is the mission of the Martha and Spencer Love School of Business (LSB) “to provide exceptional learning experiences that facilitate the transformation of students into knowledgeable, responsible business professionals and leaders who make a difference in their professions, their organizations, and the global economy.”

In the effort to meet this mission, the LSB is committed to creating and maintaining an environment of mutual respect across all individuals, and, in accordance with the LSB Strategic Plan, strengthening the climate of inclusiveness within the LSB and championing the value of diversity as part of a collaborative learning community.

We adopt the definition of diversity proposed by the university Diversity Council, which states: “Diversity in its broadest sense includes, but is not limited to, diversity of age, citizenship status, disability, gender, gender identity, nationality, race, religion, sexual orientation, socioeconomic standing, and intellectual viewpoint.”

We endeavor to create respect for such diversity and inclusiveness in many ways, including the following:

A Diverse Faculty and Staff

• We will demonstrate effective efforts to recruit faculty and staff from diverse and underrepresented backgrounds, using as a benchmark the university's faculty and staff composition and the school’s composition. Each search committee will be committed to building a diverse applicant pool.

• We will seek innovative opportunities to recruit faculty from historically underrepresented groups, for example through Elon “Opportunity Funds” or through partnerships, faculty exchanges, or other endeavors with institutions that have strong business programs.

A Diverse Student Body

• To help recruit a student body reflecting the diversity of the population we serve, LSB faculty and staff will continue to participate in university initiatives to recruit students from diverse backgrounds, both domestic and international.

• We will seek to increase scholarship funds designated to enhance the diversity of our student population at both the undergraduate and graduate levels.

An Inclusive Curriculum

• As appropriate to course objectives, our students and faculty will discuss in class the importance of diversity in organizations as well as the historic and current contribution of diverse perspectives in society.

• Our programs (undergraduate, graduate, and executive education) will prepare our students and clients to succeed and lead in diverse work environments.
• We will work to identify funding sources for faculty and student research on topics related to inclusion and diversity that can enhance the teaching/learning environment.

• We will promote experiential learning that better exposes students to the diverse domestic and international world in which they live.

• We will invite a diverse group of professionals as guest speakers to our classes to expose students to different perspectives and issues.

A Supportive Environment

• We will build a broad network of alliances and affinity groups for students, alumni, and faculty that encourage diversity, provide support for members, and enhance career success.

• We will recruit professionals from diverse backgrounds to serve on the LSB Dean’s Board of Advisors.

• We will support and participate in university initiatives to explore issues of diversity and inclusion and how these issues affect our academic and social environments.

• We will support the university’s religious holiday observance policy and be sensitive to the observed and practiced holy days of different faiths.

• We will support faculty and staff participation in training and opportunities that prepare them to seize on “teachable moments” —opportunities to briefly discuss diversity and inclusiveness issues that spontaneously arise in the classroom.

• The dean, leadership team, faculty and staff will provide a climate that is both respectful and supportive of diverse people and viewpoints, and will actively support the goals and initiatives outlined in this plan.