



To: Cyril Clarke, Executive Vice President and Provost

From: Rachel Holloway, Vice Provost for Undergraduate Academic Affairs

Date: August 30, 2022

Re: Voluntary Termination of the Business Diversity Center, Department of Management

Pursuant to Policy 13005, the Department of Management has provided a statement of intent to complete a voluntary termination of the Business Diversity Center. The center was chartered in 2007 and last reviewed in 2017. The work of the center has transitioned to the college level under the leadership of the assistant dean for Diversity, Equity, Inclusion, and Belonging. The center's programming and operations will be transitioned to the college to continue the important work of DEIB in Pamplin. The termination is supported by Interim Dean Robin Russell and Department Head Devi Gnyawali.

I endorse their request. With your approval, I will advance the center termination to the Commission on Undergraduate Studies and Policies.

Cc Robin Russell, Interim Dean
Kevin Carlson, Associate Dean
Devi Gnyawali, Department Head

Date: June 29, 2022

To: Dr. Rachel Holloway, Vice Provost for Undergraduate Affairs

From: Professor Devi Gnyawali, Head of the Department of Management

Re: Intent to Terminate the Diversity Center in the Department of Management in the College of Business

We wish to officially seek termination of the Diversity Center in the Pamplin College of Business. In our efforts to strengthen and make more visible our support for diversity, equity and inclusion, the Pamplin College hired Dr. Janice Branch-Hall as our first Assistant Dean for Diversity, Equity, Inclusion and Belonging. With Dean Hall's addition to the college, diversity programming is now centered in the dean's suite supporting programs across the college. This has produced a significant shift in the number and range of DEIB programs in the college. It has also reduced the need for a separate department level center for diversity programming.

Over the past several years, programming has expanded at the college level. As the same time, programming in the department center has been scaled down and/or shifted to the Assistant Dean's office. With these shifts over the past several years, center programming has been reduced as have the associated resource allocations to the Diversity Center. The center currently has no budgeted resources, assets, or expenditures. The director's position is vacant, and the assets of the center have been returned to the Management Department. The Stakeholder Committee has been disbanded and its responsibilities have also been shifted to the assistant dean's office.

cc: Robert Sumichrast, Dean, Pamplin College of Business
Kevin Carlson, Associate Dean for Research and Faculty Affairs, Pamplin College of Business
Kay Hunnings, Associate Dean for Administration, Pamplin College of Business