

Goal 3: Inclusive Excellence

Recruit, retain and propel talent in an inclusive environment celebrating diversity of people and ideas.



Global business leadership today demands perspective derived from melding many unique backgrounds and cultures. Therefore, investing in a culture of inclusive excellence is paramount in the attainment of our goals and highest ambitions.

We are committed to fostering a culture of inclusion and diversity to provide a workplace and an academic community in which all cultures and experiences are celebrated

and respected. It means recruiting, retaining and propelling students, faculty and staff reflective of the communities we and our employers serve.

We'll collaborate with our students, faculty, staff, alumni and industry partners to achieve inclusive excellence in three ways:

Strategy 1: Create an endowment for the Office of Inclusive Excellence to support programs, faculty and administration

Our first mission will be to invest in the infrastructure and systems needed to drive the cultural shift. Our commitment to inclusive excellence starts here.

Strategy 2: Attract, retain and propel a more diverse student, faculty and staff population

Students

Recruiting. Enhance recruiting and retention of underrepresented students, with a particular focus on students of color via community outreach and engagement. One key focus is investment in summer high school bridge programs that provide exposure to business careers and TCU.

Access Initiatives. Create and increase awareness of need-based access initiatives and programs that directly reduce barriers to entry for populations that may not have the means to fully participate in the Neeley School experience.

Academic Support. Increase awareness of and enhance academic support available to all learners.

Student Organization Support. Collaborate with and support diverse student organizations to help drive a sense of belonging.

Faculty and Staff

Recruiting. Enhance our pipeline of underrepresented faculty and staff interested in joining the Horned Frog family by increasing ongoing engagement opportunities with TCU peers and Neeley School leadership beyond the just-in-time recruiting cycle.

Retention. Expand pathways to tenure and university leadership in alignment with individual career goals and aspirations. Encourage and support employee resource groups to help drive belonging. Recognize contributions to a more inclusive campus culture.



Strategy 3: Develop cultural competency learning opportunities for students, faculty, staff, alumni and corporate partners

Bolster the core curriculum and other learning and development opportunities to build essential diversity, equity and inclusion skills necessary to be compelling leaders, not just on the TCU campus, but in our global economy.

The successful realization of Goal 3 will mean:

- We will have developed a Neeley School community that better reflects the global community our graduates will serve.
- We will have invested in inclusive excellence at all levels of the organization.
- We will have more successful, culturally competent Neeley School graduates.

