



Strategic Management Society

SMS Diversity, Equity, & Inclusion

Committee

2024

Committee Members

Chair

Members

Sekou Bermiss

Tracy Anderson

Africa Ariño

Jose Arrieta

Roberto Gamarra

Barbara Grobicki

Norris Gunby

Ga-Young Jang

Samina Karim

Maximilian Palmie

Anu Wadhwa

Karen Schnatterly

Aaron Hill

Cynthia (Cindy) Devers

ysb@unc.edu

tracy.anderson@unibocconi.it

afarino@iese.edu

arrietajp@gmail.com

gamar417@newschool.edu

bgrobicki@strategicmanagement.net

gunby.norris@usc.edu

kathy.g.jang@gmail.com

samina@neu.edu

maximilian.palmie@unisg.ch

a.wadhwa@imperial.ac.uk

schnatterlyk@vt.edu

aaron.hill@warrington.ufl.edu

cdevers@vt.edu

Committee Charter

The purpose of this Committee is to monitor and develop Diversity, Equity, and Inclusion (DEI) across all SMS program areas and publications. It supports the SMS as the organization becomes more intentional about having a diverse representation, provides guidance to SMS regarding the design and implementation of DEI activities, and provides a spotlight on the ongoing efforts around DEI. The Committee sends a clear message to members and the broader community that SMS and its leadership are dedicated to DEI and responsive to the diverse needs and capabilities of SMS members.



Responsibilities & Deliverables:

- Oversee and serve in an advisory capacity to monitor the implementation, progress, and ongoing evaluation of DEI efforts across SMS board, committees, publications, Interest Groups and Communities, programs, and conferences to ensure cohesive and coordinated efforts.
- Support and review the development, implementation, and codification of SMS policies, actions and initiatives related to DEI issues and trends reflective of the community at large and serving as a proactive resource for SMS programs and leadership.
- Encourage and facilitate diversity in SMS membership and participation in SMS publications, programs, and activities, and in SMS leadership and leadership development, such as creating opportunities and eliminating barriers for membership enrollment and leadership opportunities.
- In coordination with SMS staff, plan and facilitate programming that supports raising awareness of and educating the membership on current DEI topics and how and why diversity is linked to the future of the field and the organization

Committee structure:

The Committee's composition is designed to increase diversity by encouraging SMS members to have their voices heard and represented on the Committee. Members of this Committee will include Board directors, leadership of SMS Programs, and non-board committee members. Those appointed to the Committee that are not current Board members will serve an initial term of one year, with the opportunity to renew their position for up to two additional terms, pending a review and approval process. Members of this Committee are expected to work collaboratively with the SMS Executive Committee, SMS Board of Directors, SMS Interest Groups and Communities, SMS Committees, SMS Office, SMS publications, and SMS program leadership.

Meeting Cadence/Expected time commitment per quarter:

The Committee reports to the Board of Directors annually or as requested and meets quarterly. Between meetings, the Committee communicates by email and other means as requested on its activities and progress. Every member is expected to spend approximately 2-3 hours/month on Committee work and is encouraged to spend further time on additional outreach, advocacy, and member support activities.



Committee Member Guidelines

Expectations & Responsibilities

- Understanding and commitment to the SMS' mission, vision, strategic priorities, and governing principles.
 - Mission Statement: The Strategic Management Society is the leading global member organization that fosters and supports rigorous and practice-engaged strategic management research and nurtures a vibrant and inclusive scholarly community.
 - Vision Statement: The Strategic Management Society cultivates collaboration between academics and practitioners as a means of accelerating thought leadership in the field of strategic management. We nurture and disseminate cutting-edge research in order to advance the practice of strategic management, address economic challenges, and positively impact society around the world.
 - Strategic Priorities for 2023: Geographic Expansion, Relevance to Practitioners, and Governance
 - Governing Principles include the SMS Bylaws, the Code of Conduct, the Committee Charters, and additional governing policies.
- Participating in virtual meetings of the Committee, including assisting in materials preparation and reviewing materials in advance of the meetings, providing feedback and completing assigned tasks on schedule, and advising relevant program directors. Specific expectations for each committee can be found in the Committee Charters.
- Willingness to propose and undertake initiatives such as direction of new programs, administration of IG&C activities, boosting membership, contributing to new programs or conferences, etc.
- Prompt response to questions and communications regarding meeting scheduling, assigned tasks, and other responsibilities.
- Prioritizing the good of the Society over personal goals if a conflict arises.
- Actively serving in the role for the duration of your appointed term.

Rewards

- Contributing to the advancement of your profession and the field of strategic management.
- Achieving a sense of accomplishment derived from worthwhile endeavors in a shared interest environment.
- Providing intellectual leadership for the SMS and its members.
- Engaging with colleagues and growing your professional network.
- Enhancing your personal and professional reputation on an international stage.