

## STRATEGY BRIEF

### VISION

Our vision is a Rice Business culture that values the unique characteristics of every community member and leverages them as sources of innovation, transformation, advantage and impact on campus, in the business world and in our global community.

### MISSION

We seek to foster positive, productive collaboration among all members of the Rice Business community — students, faculty, staff and other stakeholders — by ensuring that every member of the community feels welcomed, valued and respected. In fulfilling this mission, we will collaborate with and support members of the Rice Business community by:

- Fostering a nurturing environment that allows our students to learn and use a multitude of perspectives to enhance their core leadership, communication and decision-making competencies.
- Fostering a strong intellectual environment that enables the community to learn about and create advantage from scholarly research aimed at understanding the value of belonging and engagement in organizations.
- Ensuring that community is infused into the design, development and implementation of core operational practices, policies, and procedures.
- Engaging our external stakeholders, including alumni and organizational partners, in a way that enriches the research, teaching and service mission of our institution and society.
- Measuring and reporting our progress on elevating community as well as eliciting regular feedback from our stakeholders.

### VALUES

- We strive to foster a culture that maintains a sense of belonging, fairness, dignity, respect and safety for all members of our community.
- We welcome thoughtful expression of a multitude of perspectives and believe that all points of view should be considered, appreciated and respected.
- We affirm and accept every member of our community and appreciate how our world view is enriched by exposure to traditions, heritages, experiences and life challenges represented within our community.
- We accept responsibility to act as an ally whenever we discover that a community member has been treated unfairly or has faced barriers.



## OUR COMMITMENTS

We have a coherent set of priorities organized into five strategic pillars, which will have an enduring and substantive impact on our Rice Business community and our many stakeholders:

### **Pillar 1: School Culture**

We are committed to elevating belonging, collectively, as a fundamental pillar of our organizational identity and culture, so that every member of our community feels embraced and empowered within our tight-knit and inclusive culture. Our efforts to elevate school culture are also reflected in the other four strategic pillars and will focus on fostering community as we elevate engagement among faculty, staff and students.

### **Pillar 2: Leadership and Oversight**

We are committed to ensuring that every member of our Rice Business community is confident that the leadership team is addressing strategic priorities, policies and practices that foster a sense of belonging, where every person feels wholly accepted, included and valued.

### **Pillar 3: Curriculum and Programs**

We are committed to expanding the number of curricular and co-curricular learning experiences that teach our students how to lead in a business world that increasingly seeks to elevate and leverage belonging and engagement for enhanced business performance. We are also committed to delivering and supporting programs that educate and inform not only stakeholders within Rice Business but also the many stakeholders of the communities within and surrounding Rice University.

### **Pillar 4: External Engagement**

We are committed to expanding the reach of Rice Business by engaging and supporting faculty, staff, alumni and community stakeholders as partners and collaborators with a shared mission to support and promote initiatives that advance knowledge and practice related elevating belonging and engagement within our school, university and surrounding communities.

### **Pillar 5: Student, Faculty and Staff Development**

We are committed to recruiting, retaining and advancing students, staff and faculty from populations that reflect the identities represented in our city, nation and world. As part of this commitment, we will enhance the cultural competency of our students, staff and faculty in ways that prepare them to engage and contribute as inclusive leaders, teachers, scholars, advocates and/or allies in today's dynamic workplace environment.