

AMERICAN ACCOUNTING ASSOCIATION

Faculty Diversity and Initiatives Section

Mission

The primary forum for the enhancement and support of diversity in accounting education, research and practice.

Shared Values

- **Valuing diversity; respect for others**
- **Service to members and others**
- **Sense of community**
- **Innovation; willingness to change**
- **High ethical values and behavior**
- **Open communications**
- **Fairness**

American Accounting Association

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Strategic Framework

Mission

Value Propositions

Measures of Success

Shared Purpose

To be the primary forum for the enhancement and support of diversity in accounting education, research and practice

- Shared Values
- Valuing diversity; respect for others
 - Service to members and others
 - Sense of community
 - Innovation; willingness to change
 - High ethical values and behavior
 - Open communications
 - Fairness

- Measures of Success
- Increasing diversity in accounting academic and practice populations
 - Growing body of research on diversity in education and in the workplace
 - Increasing diversity content in accounting curricula

Community

To create a diverse community of accounting students, faculty and practitioners

- An increase in the number of accounting faculty from underrepresented populations
- An increase in the number of accounting students from underrepresented populations
- An increase in the number of accounting practitioners from underrepresented populations

Diversity Research

To encourage and support research that will create awareness of diversity issues in accounting education and practice

- An increase in the body of research on diversity issues on campus and in the workplace.

Faculty Development

To enhance and support the professional development of *all* faculty members and doctoral students

- An increase in rates of retention, promotion and tenure of underrepresented groups of faculty
- Evidence of a culture of diversity

Partnerships

To encourage and support collaboration among accounting students, faculty and practitioners to address diversity issues in the workplace

- Number and quality of partnerships with practitioner organizations
- Number of programs resulting from these partnerships
- Participant surveys

Strategic Support Services

Infrastructure

To provide high quality, cost-effective services and support for the programs and activities of the Section

- Assessment of members' perceptions and whether their perceptions are being met concerning the quality of programs and activities
- Efficiency in the utilization of member dues.
- Manage/control the inputs and outputs related to the activities of the Section.

Strategies

- Design and implement a recruiting program directed at underrepresented populations.
- Partner with the Ph.D. Project.
- Partner with organizations that have similar objectives.
- Become more active at regional and sectional AAA meetings.
- Facilitate the retention of underrepresented faculty members.

- Foster and facilitate research on ethnic, cultural and other dimensions of diversity on the campus and in the workplace.
- Identify and disseminate funding opportunities for research on diversity issues on campus and in the workplace.
- Create a forum for presentation and discussion of research on diversity issues (broadly defined).

- Design and implement a plan for faculty development initiatives.
- Provide a forum for presentation of research by underrepresented groups of faculty and doctoral students.
- Seek and support representation of underrepresented groups on editorial boards of AAA journals.
- Increase the participation and representation of underrepresented groups on AAA committees and boards.
- Seek representation of underrepresented groups at executive levels of the AAA.

- Partner with the AICPA to promote diversity in the profession.
- Promote partnerships with professional organizations and other appropriate associations to support diversity.
- Create partnerships with public and private organizations interested in diversity initiatives.
- Create/develop programs to communicate diversity initiatives to similar groups and to the AAA at large.
- Establish networks with colleges, universities and other entities and organizations that have implemented formal diversity programs

- Develop and continuously improve the Section's strategic plan to focus and guide activities of the Section.
- Monitor funds and assure adequate resources for the Section.
- Assess member satisfaction with services.
- Assess the value propositions as to their efficiency and effectiveness.
- Create a database to measure the sphere of influence of the Section and the success of its members (e.g., publications, promotions and tenure).
- Maintain and improve the Section's website to assure the Section provides a repository of information that will be useful to measure success and to market our members.

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A Vision for Diversity

Diversity is the broad inclusion and active engagement of multiple perspectives, experiences and ideas in accounting education, research and practice. A dynamic educational and professional environment values and encourages contributions from divergent sectors and philosophical perspectives. Accounting education, research and practice that is free of bias and conformity generates knowledge and innovation that enriches learning and fosters societal advancement and beneficial change. Advancement and change depend upon an inclusive view of intellectual capacity, human development and research direction.

To attain diversity, all segments of the population must have opportunities to reach maximum levels of achievement. To heighten diversity, special attention must be given to groups without a significant presence in accounting education, research and practice. To maintain diversity, enhanced cultural and intellectual awareness by all members of the accounting community is essential.