

## Consortium Membership Guidelines

The goal of The Consortium is to enhance diversity in business education and leadership by increasing the number of historically underrepresented African-Americans, Latino/Hispanic-Americans, and Native Americans in both member school enrollments and the ranks of management. Candidates for membership must be a U.S. Citizen or U.S. permanent resident at the time of application submission in order to be considered. Candidates are required to demonstrate a commitment to The Consortium's mission and show that they can assist The Consortium in pursuing this mission.

**Invitation for membership** is based on a compelling case presented by the applicant. Required documentation supporting their case consists of the mission support essay, written by the applicant, and one letter of recommendation submitted by someone who can attest to the candidate's commitment to activities which align to the fulfillment of The Consortium's mission.

Demonstrated commitment is defined in terms of time and effort. Time means more than a one-time circumstance that allowed exposure to The Consortium's target constituency. Ideal candidates will show proactive and subsequent active engagement in one or more activities that support The Consortium's mission prior to applying to business school. There should be a history and consistent pattern of time and effort spent on these activities.

Areas where The Consortium's commitment may be demonstrated are highlighted below. Examples are not exhaustive.

### Community

Volunteering in organizations that serve The Consortium's mission specific populations can demonstrate commitment to the mission. Examples of such organizations include:

- Leadership Education And Development (LEAD)
- Inroads
- Sponsors for Educational Opportunity (SEO)
- Urban League
- National Association for the Advancement of Colored People (NAACP)

Community involvement can consist of active engagement during undergraduate studies in campus organizations that align to The Consortium's mission. This includes community and professional organizations that have campus chapters, ethnic affinity groups, and groups which strive to educate and prepare Consortium mission specific populations for success in education and career/life paths. Ideal candidates will demonstrate a continuance of these types of activities after graduation. Examples include:

- Fraternity or Sorority membership and activity that align with the mission
- Campus chapters of NAACP, Urban League, ...
- Organizations that support outreach in the areas of the local community that serve the Consortium's mission constituency

Other community service efforts that support The Consortium's mission can be used to demonstrate commitment. Supporting documentation and contact information must be included in the application if verification is deemed necessary.

### **Professional**

Involvement in professional organizations and employment related affinity groups that work to enhance the representation of the Consortium's target constituency groups within the corporate structure. Examples include:

- NSHMBA, NMBBAA, SHPE, NSBE...
- Internal company groups that seek to increase representation of Consortium constituents in the organization, including increasing numbers in management ranks.
- Programs that serve to enhance skills and education of employees that represent groups The Consortium serve (i.e. a program that advances English language skills for Hispanic workers that increase their eligibility for advancement).
- Employment and subsequent engagement in organizations which serve communities aligned with The Consortium's mission (i.e. Teach for America – urban/rural assignments, Management Leadership for Tomorrow-MLT, The Consortium).

### **Life experience**

Life experiences which align to The Consortium's mission can also be used to demonstrate commitment to the Consortium's mission. Positive role modeling while working to change the face and/or perceptions of historically underrepresented persons in business and in the community serves The Consortium's mission.

## **Frequently Asked Questions**

### **Who determines Consortium membership?**

The Consortium's membership decision committee, comprised of Consortium staff, evaluates an applicant's mission support essay and membership recommendation to determine their eligibility for membership to The Consortium. The membership evaluation plays no role in the evaluation of application materials for admission to a Consortium member school. On a related point, school representatives do not have access to the mission essay or membership recommendation.

### **Will a Consortium interview be required to determine membership eligibility?**

No. A Consortium interview is not mandatory for the application process and will not be used to consider candidates' eligibility for membership. Admission focused interviews may be handled by schools at their discretion based on their admissions interview policy.

### **Will there be an appeals process for candidates who are denied membership?**

No. Membership decisions are final and cannot be appealed.