

Diversity and What Lerner is Doing



November 2017

Bruce Weber, Dean and Professor, Business Administration

Jennifer Joe, Chief Diversity Advocate and Chair of Lerner Diversity Council

Since our initial report in June, we have added or progressed with several diversity and inclusion initiatives.

1. A Women in Business initiative led by Profs. Wendy Smith and Mandi Bullough, with supportive work from Lerner department chairs, Sheryl Kline and Laura Field. The second offering of an executive program, Womens Leadership Forum , took place in Fall 2017. There is also an initiative to help women faculty at UD get promoted and tenured. I attended their November 14th women's leadership panel event that was held in Lerner Atrium and well attended.
2. Lerner financially supported an MBA minority recruiting event in Philadelphia by paying for an association membership, and fees for our MBA students to attend with Lerner Career Services Director, Jill Pante.
3. In an advanced Lerner course, BUEC601. a component has been added that presents evidence about cognitive bias and how this leads to in-group and out-group bias, which is a major issue when attempting to manage bias during hiring processes.

We note there are more if we were to reach out to others. Let us know if you think we should add updates this document, or include more details or photos. If so, Jennifer and I can ask the Lerner team to further explore and describe initiatives we have in place.

The educational mission of UD is to offer learning experiences that prepare our students to live in an increasingly diverse and global world. Inclusiveness and diversity among our students, faculty and staff are central to that mission.

To these ends, the Lerner College has supported organizations and launched initiatives to enhance diversity within the college at all levels (students, staff, faculty), and is eager to join in diversity initiatives campus-wide.

We believe, like Freeman Hrabowski, President of the University of Maryland-Baltimore County, that higher education institutions must stress their determination to “connect students to people different from themselves and lives different from their own.”

Lerner’s diversity activities and goals, as well as the groups in Lerner that are driving these efforts, are as follows:

1. The Lerner Diversity Council (LDC)

In 2016, the Lerner College formed the Lerner Diversity Council (LDC) of students, faculty and staff representatives. The council, including seven faculty members, one staff member, two MBA students and four undergraduate students, held five meetings in fall 2016.

The group studied the UD Diversity Action Plan (DAP) and other materials on the UD Diversity website to build an understanding of the UD’s goals and objectives related to diversity. The LDC then selected three core principles from the DAP for focus within Lerner. These include:

- Curricular and co-curricular transformation (#3)
- Building community and improving climate (#5)
- Strengthening community outreach and engagement (#6)

The LDC established subcommittees to develop goals and objectives, action plans and metrics to monitor progress on each of the core principles. This includes the creation of the annual survey, described in further detail in section 5.

The LDC held a launch party on December 8, 2016, as well as numerous lunch events in spring 2017. Companies that actively recruit our students, such as PricewaterhouseCoopers, have sponsored these educational lunch events.



Lerner College Dean Bruce Weber speaks with guests at the Lerner Diversity Council launch.

LAUNCHING LERNER'S DIVERSITY COUNCIL

Article by Sunny Rosen and Sarah Gibson | Photos by Kathy F. Atkinson | December 22, 2016

UD's Lerner Diversity Council celebrates at sold-out launch party

As the University of Delaware works to embody the principle of inclusive excellence, groups like the Lerner Diversity Council (LDC) at UD's [Alfred Lerner College of Business and Economics](#), made up of students, faculty and staff representatives, will help to support and carry out the University's efforts to strengthen diversity, educate the community and improve campus climate.

To celebrate the establishment of the LDC, Lerner College students, faculty and staff enjoyed international food and active discussion of campus diversity at the LDC launch party.

[Jennifer Joe](#), Whitney Family Professor of Accounting and Lerner's chief diversity advocate, called the launch party a "leap of faith," as the council had no way to gauge the college's initial level of excitement about the LDC.

That leap of faith paid off, as the event was sold out with a waiting list. Lerner faculty, staff and students from 16 states and 12 countries packed the house at the event.

"To me, that speaks to the fact that people are interested and want this to continue," Joe said.

"It was heartening to see so many people in attendance at the Lerner Diversity Council's recent event," said Provost Domenico Grasso. "I greatly appreciate the support from Lerner College's students, faculty and staff for the University's efforts to foster and strengthen diversity on our campus. Part of our educational mission at UD is to offer learning experiences that prepare our students to live in an increasingly diverse and global world, and we know that diversity among our students, faculty and staff is central to that mission."

2. UDREAM - Support Services Program for Lerner students

The UDREAM Program is an academic retention, advising and support program that has been part of the Lerner College since 2006. UDREAM's comprehensive academic coaching and support is available for all students in the Lerner College upon request. Students in the program meet with UDREAM advisors frequently throughout each semester to:

- Set long-term and short-term goals, and manage time more efficiently
- Develop organizational strategies, and enhance study skills
- Check-in to monitor progress in individual classes
- Receive referrals to connect with other university support services
- Access free individual tutoring services (funded through the program if eligibility guidelines have been satisfied)

Under-represented students are assigned a UDREAM Advisor upon acceptance to the Lerner College and meet with a UDREAM Advisor during New Student Orientation.

In 2016, Lerner hired Kelly Ringgold as academic program coordinator of UDREAM Undergraduate Advising and Academic Services and the fourth member of the Lerner Advisement Office staff. Ringgold is revamping the UDREAM program to better serve and advise underrepresented students and at-risk students in Lerner. Ringgold earned her bachelor's degree in human services in 2007 and master's degree in counseling in higher education in 2010. Before coming to Lerner in August, she was an academic program coordinator for TRIO Student Support Services Program.

3. Support Lerner Student Organizations for Diversity and their programs

National Association of Black Accountants - NABA
Advisor: Jennifer Joe / 831-6002 / jjoe@udel.edu

National Society of Minorities in Hospitality
Advisor: Francis Kwansa / 831-6083 / kwansa@udel.edu

Women in Business
Advisor: Susan Murphy / 831-4672 / murphys@udel.edu

Association for Latino Professionals in Finance and Accounting - ALPFA
Advisor: Rita Kingery Cook / 831-4675 / kingeryr@udel.edu

4. Scholarships (5) to the UD summer 'Get Ahead' program in 2017

To encourage underrepresented minorities (URM) to enroll at the Lerner College, we are funding five scholarships in The GET AHEAD program (previously the Summer Enrichment Program (SEP)).

In 2015 and 2016, Lerner funded two scholarships. The support commitment from Lerner is \$44,630 in 2017.

| Program Costs per Student (2016, not yet known for 2017) | <u>Delaware Resident</u> | <u>Non-Resident Tuition*</u> |
|---|--------------------------|------------------------------|
| | \$2,106 | \$5,648 |
| Program Fees (Housing, Dining & Program Costs) | <u>\$3,278</u> | <u>\$3,278</u> |
| Total Costs | \$5,384 | \$8,926 |

**Tuition is assessed at 36% discount off the standard per-credit rate*

GET AHEAD is run through UD's Office of Academic Enrichment, and is an academically intensive five-week residential program for any incoming first-year student admitted to the University who wishes to get an early start on his/her academic career. The program, which takes place during the summer preceding their first semester, also enables first-year students to become acclimated to the campus and to their professors, and to establish friendships early.

Students take their math course, English course and a one-credit Academic Self-Management course. This not only gives them a jump-start on their academics, but also allows us to connect to them early, and develop a stronger relationship to increase their retention.

Admissions will be advertising GET AHEAD during the recruitment events, beginning February 18th. Lerner also hopes to use this scholarship funding as a recruiting tool during our Decision Days. Kelly, our UDREAM advisor, will promote our scholarships at our UDREAM table.

5. Further initiatives

Annual survey

In order to better understand and track Lerner's culture of inclusion and diversity, the LDC created a survey for students, faculty and staff. The survey asks participants to strongly agree, agree, disagree or strongly disagree with these five sentiments:

1. Lerner has a long-standing commitment to diversity and inclusion.
2. Lerner appreciates differences in sexual orientation and gender identity.
3. Lerner promotes the appreciation of cultural differences.
4. Lerner has college administrators who regularly speak about the value of diversity.
5. Lerner has a climate that supports all Lerner community members.

Attendees of the LDC's launch party in December completed this survey as an initial measurement. Data for this initial survey can be found in a separate document.

Targeted high school visits

Lerner College faculty members visit William Penn High School in New Castle, DE (a majority minority high school), and 20-30 William Penn students visit Lerner annually in the spring. The goal is to stimulate interest in Lerner programs and accounting careers specifically in majority minority schools in the region.

During 2014's visit, for example two professors and 16 students from Lerner, along with four representatives from PwC, visited William Penn High School in New Castle, Delaware, to discuss financial literacy with students. Topics covered included taxes, rates and withholdings; and saving, investing and building wealth for financially secure futures. William Penn students then visited UD's campus, where they had the opportunity to learn from a presentation by UD's Career Services Center; tour the campus, including the Lerner College Trading Lab and JPMorgan Chase Innovation Center; and enjoy treats from the Moo Mobile and time with YoUDEe and Baby Blue.

PhD Project

Lerner is a sponsor of the PhD Project, founded by KPMG to support underrepresented minorities in pursuing PhD degrees in business disciplines. Lerner will remain a financial sponsor, recruit faculty from the PhD Project and use its networking to bring URM mid-career business managers into business school PhD programs and place them in faculty positions.

Lerner Career Services Center (CSC) - Diversity Programs:

UD's Career Services Center runs diversity programs such as the Multi-Ethnic Career Development Conference in November. Lerner also partner with OISS in hosting programs with international students, the Veterans Student Group, LGBT students (mostly in partnership with Haven) and the Office of Disability Studies.

The Lerner CSC has also worked closely with NABA on large-scale programs like Dining Etiquette and a Fashion/Dress for Success show, and supports peer mentoring for students through programs like our Executive-Mentors Scholars program. These mentoring programs will encourage URM pairings to help students learn from other students and professionals facing similar challenges and opportunities.

Lerner Faculty, Staff, and Administrative Searches

Hiring committees will be committed to advancing diversity and inclusion, and will be encouraged to seek out and propose a diverse pool of candidates.