

Seattle University

Albers School of Business and Economics

RECRUITMENT AND SCHOLARSHIPS/FELLOWSHIPS

What programs and initiatives has your school found successful in the recruitment of minority and/or female students?

The Albers School of Business and Economics sponsors events to recruit prospective minority and female students, such as:

Summer Business Institute

An on-campus experience for college-bound high school juniors from African-American, Hispanic-American and Native American heritages. Program highlights include:

- Business seminars taught by Albers School professors
- Interaction with top corporate professionals
- Financial aid and scholarship workshops
- The college application process
- An introduction to campus life

Academy of Finance

As part of the Academy of Finance program sponsored by the Seattle public schools, Seattle University teaches an introduction to business course to minority high school juniors. This course surveys the main areas of business and finance, and the students earn one college credit.

National Society of Black Engineers (NSBE)

Each year, the National Society of Black Engineers organizes a presentation about Albers graduate business programs to the NSBE Seattle chapter.

PhD Project

The Albers School also participates in The PhD Project, which promotes minority students in doctoral programs.

Please describe any scholarship and/or fellowship opportunities for minority and/or female students attending your school.

Name of scholarship program: Puget Sound Business Journals Women of Influence Lytle Enterprises Scholarship

Deadline for application: March 31st

Scholarship award amount: \$5,000

Website or other contact information: www.seattlefoundation.org/woi

Female students enrolled in an MBA program in Washington State are eligible for the scholarship. It is funded by the *Puget Sound Business Journal* and Lytle Enterprises.

Name of scholarship program: National Society of Hispanic MBAs Scholarship Program

Scholarship award amount: Varies; \$5,000 to \$10,000

Website or other contact information: www.nshmba.org/financial-assist/schol_home.asp

This scholarship is provided by NSHMBAA to provide greater access to the best in graduate management education for prospective Hispanic students. United States citizens of Latin-American descent will be given primary consideration for this award, with Latin-American citizens being considered on a secondary basis.

Name of scholarship program: National Black MBA Association

Deadline for application: May 1st

Scholarship award amount: \$2,500 to \$15,000

Website or other contact information: www.nbmbaa.org/index.aspx?pageid=789&scholarship+programs

The NBMBAA National MBA Scholarship Program awards scholarships to the top-25 candidates identified through an annual essay competition. Recipients are selected based upon their written response to an essay topic, most recent grade point average, verbal communication skills and level of extracurricular activities and community involvement. The scholarship package includes monetary awards, travel, accommodations and registration to our annual conference, scholarships from \$2,500 to \$15,000. Candidates may apply for this scholarship January 2009.

Name of scholarship program: Dorothy Dupar Lynch Scholarship

Scholarship award amount: \$2,000

Website or other contact information: Albers graduate programs office

This scholarship is given once a year to a woman graduate student with financial need.

PROMINENT ALUMNI/FACULTY

Please provide information about prominent minority faculty members at your school.

Niranjan Chipalkatti (“Chips”), *associate professor of accounting.*

Dr. Chipalkatti joined the faculty in 2004, and previously was an associate professor at Ohio Northern University where he was on the faculty since 1991. He received his PhD in accounting from the University of Massachusetts, Amherst, in May 1993. He is an associate member of the Institute of Chartered Accountants of India and obtained his undergraduate degree in commerce from the University of Bombay. He is also an accredited member of the Institute of Business Appraisers.

Dr. Chipalkatti is actively engaged in research involving equity valuation issues, the impact of earnings-based disclosures on the market microstructure and related international accounting issues. He has presented his research at various academic conferences including those conducted by the American Accounting Association, the Financial Management Association and the American Economic Association. His articles have been published in various journals including the *Journal of Accounting Research*, *Oxford Development Studies*, *CPA Journal*, *Ohio CPA Journal* and *Business Valuation Review*. As a business valuation consultant, Dr. Chipalkatti has conducted CPE seminars for the Lima chapter of the Ohio Society of CPAs. While in India, he worked for three years as an auditor at A.F. Fergusons, Chartered Accountants (associates of KPMG Peat Marwick) and as an accountant at Hindustan Lever Ltd., a subsidiary of Unilever, plc.

Holly S. Slay, *assistant professor of management*

Professor Slay holds a doctorate in organizational behavior from the University of Maryland's Smith School of Business. Before pursuing her PhD, she worked in industry for over 13 years in a number of diverse technical and management positions. The last 10 years of her industrial career were spent at Mead Johnson Nutritional Group, a division of Bristol-Myers Squibb. During her tenure, Dr. Slay managed a quality assurance and engineering function as well as providing leadership for organizational change efforts and providing corporate training to Mead Johnson employees. Additionally, she has lectured and conducted training on strategic human resource management in Egypt.

Dr. Slay's current research examines the role of networks and identity in career transition decision making, career decision making at midlife/mid-career, and the impact of demographic diversity on leadership attributions. Her work has been featured in publications such as *Human Resource Management* and the *Handbook of Career Studies*.

Madhu T. Rao, *associate professor of management*

Professor Rao was born in India where he completed his undergraduate studies. His PhD was earned at Indiana University in Bloomington, where his dissertation addressed the management of global technology. His area of expertise includes the coordination and control of cross-cultural issues in global technology management. Dr. Rao's work has been published in such journals as the *Journal of Global Information Technology Management*, *Journal of Management Information Systems*, *Journal of Global Information Technology Management*, *Academy of Educational Leadership* and the *Journal Information Systems Management*.

Dr. Rao's paper titled “Formal and informal IS Control Mechanisms in MNCs: A Test of Resource Dependence Theory,” presented at the 39th Hawaii International Conference on Systems Sciences, was nominated for Best Paper. In addition, he and a team of Albers faculty received a grant for their project, “The effects of globalization and outsourcing on Washington State.”

Dr. Rao has also been featured in media outlets such as *The Seattle Times*, *The Bremerton Sun*, *Kitsap Peninsula Business Journal*, KIRO TV and various KCTS public television programs. He was named the 2008 Albers Professor of the Year by the business honor society, Beta Gamma Sigma.

Please provide information about prominent minority alumni from your school.

Allan C. Golston, MBA 1999, *president, U.S. Program at the Bill and Melinda Gates Foundation*

As president of the U.S. Program of the Bill and Melinda Gates Foundation, Allan Golston oversees the foundation's education, U.S. libraries and Pacific Northwest grant initiatives, as well as U.S. Program Advocacy and Special Initiatives. He joined the foundation in 1999, and most recently served as chief financial and administrative officer.

Martha Choe, MBA 1986, *director, Global Libraries Program at the Bill and Melinda Gates Foundation*

Martha Choe has been named director of the Global Libraries program at the Bill and Melinda Gates Foundation, an initiative that partners with libraries to provide access to computers and the internet. She is the Washington state coordinator for the Boeing 7E7 project management office and previously served as Governor Gary Locke's director of the Washington State Department of Community, Trade and Economic Development (CTED), and vice president of Bank of California. She serves on the boards of the Frye Art Museum, the Seattle Foundation Board and the Wing Luke Asian Museum Capital Committee. The Municipal League of Seattle recently named her as an Outstanding Public Official.

Mohamed Alabbar, BABA 1981 and Honorary Doctorate 2007, *chairman, Emaar Properties*

Mohamed Alabbar is currently working as chairman of the organization Emaar Properties and resides in Dubai, the United Arab Emirates. He was named 2006 Middle East's Personality of the Year, ranked No. 2 in *Arabian Business* magazine's 100 most influential Arabs in the world, and won the Lifetime Achievement Award by leading Pan-Arab magazine, *Arabian Business* in 2007. His business, Emaar Properties, is currently constructing what will be the world's tallest building.

Please provide information about prominent female faculty members at your school.**Harriet Stephenson**, *professor of management*

Dr. Stephenson earned her PhD in business administration at the University of Washington in 1966. She has taught at Seattle University since 1977.

Dr. Stephenson's focus is on social entrepreneurship/triple bottom line, business policy strategy and organization, entrepreneurship, entrepreneurship and small business management, organizational behavior and business and its environment. She has developed new classes and curriculum for courses at the MBA level, such as courses on social enterprise/triple bottom line, productivity and quality of work life, and management for the 21st century. She developed and presented several courses through the continuing education area on business plans for entrepreneurs, developing business plans, strategic planning for small business, supervisory skills for health professionals and motivational skills for managers. She has also produced and directed 22 half-hour segments on channels four and nine of educational TV, called *Management Art and Practice*.

Dr. Stephenson had been published extensively in such refereed publications as: *Journal of International Academy for Case Studies*, *Academy of Educational Leadership Journal*, *Academy of Strategic and Organizational Leadership Journal* and *The Journal of Entrepreneurship Education*. In addition, she is a frequent presenter at conferences and symposia and is an active consultant in microenterprise and for profit and nonprofit organizations.

Dr. Stephenson has been selected as the first recipient of the Sarbanes Spirit Award, bestowed by Anne Arundel Community College in Arnold, Md., in honor of Senator Paul S. Sarbanes. According to Martha A. Smith, president of Anne Arundel CC, Dr. Stephenson was selected for her commitment to making a difference in the world as a social entrepreneur and for demonstrating the Sarbanes spirit of leadership, integrity and service as represented by the career accomplishments of Senator Sarbanes.

Jennifer Marrone, *assistant professor in management*

Jennifer Marrone specializes in the principles of management and organizational behavior. She earned her PhD from the University of Maryland with a major in organizational behavior and a minor in human resource management. She has been an assistant professor at Seattle University's Albers School of Business and Economics since 2004.

Dr. Marrone conducts research in team processes and performances, strategic human resource management and multilevel perspectives. She has been published in some of the most prestigious journals in her field, such as the *Academy of Management Journal*, *Human Resource Management Journal* and *International Journal of Technology Management*. She is also working on articles intended for the *Journal of Applied Psychology and Personnel Psychology*. She has presented papers at a number of Academy of Management meetings and Organizational Psychology conferences.

Gail Lasprogata, *associate professor of business and international law*

Professor Lasprogata teaches business and international law courses to business undergraduate and graduate students and courses in corporate social responsibility to executive MBA students. Professor Lasprogata's research focuses principally on international human rights, globalization with respect to development issues and corporate social responsibility. Her papers have been published in journals like the *American Business Law Journal* and the *Stanford Technology Law Review*. Professor Lasprogata's recent interest in the intersection of law, culture and science stems from past research in genetics and privacy law, as well as a passion for learning about indigenous traditions and spirituality. In fall 2006, Professor Lasprogata spearheaded a conference at Seattle University, "Who 'Owns' Nature? Biotechnology, Bioprospecting and Indigenous Peoples' Rights," which brought together international indigenous experts and members of the Pacific Northwest life sciences community to engage in constructive dialogue on how to promote biotechnology's positive impact while insuring that the treatment of indigenous peoples and their environments is ethical, responsible and respectful. Professor Lasprogata is a graduate of Boston College (BS in business), Villanova University School of Law (JD), and New York University School of Law (LLM in international legal studies).

Please provide information about prominent alumnae from your school.**Carol Kobuke Nelson**, MBA 1984, BA 1978, *chief executive officer, Cascade Bank*

Carol Nelson is a Seattle University Trustee. She was appointed chief executive officer of Cascade Bank in May 2002. She has served as president of the company and president and chief executive officer of the bank since February 2001. Ms. Nelson is a past chair of the board of United Way of Snohomish County and chaired the 1999 Community Campaign. She serves on the boards of directors of the Washington Roundtable, the Public Facilities District for Washington State's Major League Baseball Stadium, the Washington Bankers Association, Premera Blue Cross and the YWCA of King and Snohomish Counties.

Carolyn Kelly, MBA 1985, *president and chief operating officer, The Seattle Times*

Carolyn Kelly was named president and COO of *The Seattle Times*, one of Washington's largest private companies, in October 2001. With this appointment she joins the ranks of a handful of women in the country who have risen to an executive position at a newspaper. Prior to joining *The Seattle Times* in 1977, Ms. Kelly spent three years in public accounting at Peat Marwick and Mitchell. In addition to her duties at *The Seattle Times*, Ms. Kelly is the chair of the audit/finance committee of the board of trustees at Seattle University, is chair of the scholarship committee for the Seattle Foundation Board and is on the executive and finance committees for the YMCA board of directors.

Brenda Christensen, MBA 1981, *founding vice president of marketing, Brocade Communications*

Brenda Christensen developed the Brocade brand and successfully launched the company's first products. She also served on the Board of the Storage Networking Industry Association (SNIA), where she developed the Storage Networking World (SNW) conference as the premier industry event for end-users and the vendor community.

Ms. Christensen currently is an advisory board member for InMage Systems, Cloverleaf Communications (executive chair), Intransa and MaXXan. In addition, she serves on the board of Aparo Enterprise Solutions and Abhai Systems, and cofounded the industry recognized Storage Networking Summit (SNS) in India. Ms. Christensen has previously served on the board of directors for the Storage Networking Industry Association (SNIA) and Storage Networking World (SNW), and has also been chair of the Fibre Channel Association (FCIA).

Michelle Burris, BS, MBA, *senior vice president, chief financial officer and treasurer, Dendreon Corporation*

Michelle Burris is the senior vice president, CFO and treasurer of the Dendreon Corporation. Dendreon is a biotechnology company committed to transforming lives through the development of innovative cancer treatments. Ms. Burris has been with Dendreon since August 2005. Prior to serving as Dendreon's CFO, Ms. Burris was senior vice president and CFO at Corixa Corporation. Ms. Burris worked at Corixa since its inception in 1994 through its acquisition by GlaxoSmithKline in July 2005. During her time at Corixa, Ms. Burris was responsible for the company's financial and administrative functions as well as operating functions. Prior to joining Corixa, Ms. Burris held several finance and strategic planning positions at The Boeing Company, and as an analyst for a Washington, D.C., business development firm. Ms. Burris holds a BS in marketing and statistics, received her MBA and certificate of postgraduate studies in accounting from Seattle University and has passed the CPA exam.

CURRICULUM AND RESEARCH

Please provide information on any classes and concentrations that focus on issues related to women or minorities.

MBA 516: Management of People

The course provides broad perspectives on management and people. Covers tools and leadership skills to manage activities and processes, organization design, managing diversity, technology management and managing work/personal life.

MGMT 573: International Management

Investigates the role of management in developing and executing international and global business strategy. Emphasis is on theories of organizational roles in society; how culture shapes both organizational and individual behaviors; how firm-specific and country-specific elements relate to competitive advantages.

MGMT 577: Managing Diversity

Examines environments in which diversity initiatives operate. Dominant work values are explored to understand how they define desired work behaviors and to understand ways in which diversity challenges some dominant work values. Challenges students to acquire information about diversity via studies of organizational culture and subcultures.

MGMT 585: Management of Change

Process of change in organizations, its impact on the individuals and organizations. Problems in technology and culture, managerial philosophy, lifestyles and attitudes toward work.

MGMT 589: International Policy and Strategy

Business policy deals with general management and the tasks of strategy formulation and implementation. International business policy must take into account the complexities of corporate operations in different cultures.

MKTG 554: Topics in International Marketing

Growing importance of international marketing, differences in economic, cultural and political factors between countries, feasibility of using American techniques in performing marketing functions abroad.

BETH 521: International Ethical and Cultural Issues

This course examines the impact of ethics and culture on international business. Students focus on culture from a world view, examining cultural/ethical patterns by reference to specific existing cultures. MBA students may not receive credit for both MBA 512 and BETH 521.

BLAW 576: International Law and Business

This course examines the policy reasons for various U.S. import and export requirements, tariffs and international business restrictions. Lectures include discussion of legal issues in international commercial transactions and host country regulations involving the European community, the Pacific Rim, Canada and Third World countries. In addition, specific sections focus on international corporate, labor and environmental issues.

Please describe any faculty and/or student research projects that focus on diversity, multiculturalism and minority issues.

Bridget Hiedemann, associate professor of economics, was Seattle University's Patricia Wismer Professor of Gender and Diversity Studies (2005 to 2007). She has co-authored "Whose Sons and Daughters are Treated Differently? (Re)Examining the Child Gender Literature Through the Lens of

Race and Ethnicity,” published in the *Seattle Journal for Social Justice* and “More Daughters in Child Care? Child Gender and the Use of Non-relative Child Care Arrangements,” published in the *Social Science Quarterly*. She served as chair of Intersections of Race and Gender: (Re) Imagining the Family Conference at Seattle University in April 2007.

Professor Sharon Lobel's research and teaching interests include diversity, women in management, work and family and team building. She is a research fellow of the center on work and family at Boston College. Her published work includes:

Lobel, J., Kossek, E. and Brown, J. “Human resource strategies to manage work force diversity: Examining the business case,” were contributing authors to *Handbook of Workplace Diversity*, 2005, Sage Publications, (pp. 53 to 74).

Professor Holly Slay's publications include:

Slay, H., Williamson, I., Shapiro, D. and Shivers-Blackwell, S. “The effect of explanations on prospective applicants' reactions to firm diversity practices,” accepted for publication in *Human Resource Management*.

Please describe any symposiums or special lectures that focus on diversity and minority issues organized and/or sponsored by your school.

Genevieve Albers Forum

Seattle University's Albers School of Business and Economics presents the Genevieve Albers Forum as part of its community service efforts to further the partnership of progress between business and education. Made possible through the foresight and generosity of the late Miss Genevieve Albers, daughter of George and Eva Albers, for whom the school is named, the Genevieve Albers Forum is designed to bring renowned business leaders and other public figures to campus for discussion of important business topics. One recent speaker was the former president and CEO of Hewlett-Packard, Carly Fiorina, who spoke about her unique perspective on leadership, technology, globalization, sexism and the tough choices she made as one of the most powerful businesswomen in America.

China Clinic for CEOs (CCC)

The Albers Center for Global Business at Seattle University has designed and developed the China Clinic for CEOs: to provide insight for CEOs operating in China today or impacted by China's rise. By combining the rigor of two decades of research into the experiences of foreign enterprise in Asia with almost 30 years of deal-making experience in China, we are able to deliver a uniquely positioned workshop with direct relevance to China business.

Nellie Cashman Award/Women Business Owners Sponsorship

During the 2008-2009 academic year, Albers School of Business and Economics is sponsoring the Nellie Cashman Award and its hosting association, Women Business Owners. Since 1982, this award has recognized and honored Puget Sound area women entrepreneurs who have made outstanding contributions to the status of women business owners through their leadership in business and the community. Under the direction of WBO since 1996, the quality and impact of the award have grown in tandem with the dramatic growth in woman-owned businesses in the greater Puget Sound region.

Women leaders in the banking industry

In October 2007, the Albers Executive Speaker Series featured three leaders in the banking industry. All three work in the Puget Sound area, and all three are members of *US Banker* magazine's list of Top 25 Women in Banking. The panel included Melanie Dressel (CEO of Columbia Bank), Carol Nelson (CEO of Cascade Bank, Albers alumna and SU trustee), and Debora Horvath (CIO of WaMu). Jerry Hatler, CEO of Evergreen Bank and Albers alumnus, moderated. The bank leaders discussed their keys to success, including the value of networking as well as the importance of taking risks during their careers.

In 2006, the Albers Executive Speaker Series featured a panel discussion on “Boardroom Ethics & Culture: What Have We Learned?” The three panelists were board members Phyllis J. Campbell, Alaska Air, Nordstrom and Puget Energy, Mary E. Pugh, Washington Mutual and Sally G. Narodick, Puget Energy, Cray, Solutia, Penford Corporation and SumTotal Systems.

Alex Counts

In April, Albers was honored to sponsor Alex Counts in a Genevieve Albers Forum. Counts, CEO of Grameen Foundation and author of *Small Loans, Big Dreams: How Nobel Prize Winner Muhammad Yunus and Micro-enterprise are Changing the World*, gave an informative and inspirational presentation on the topic of micro-finance and its impact on the world's poor. A Fulbright scholar who worked in Bangladesh with Muhammad Yunus, Counts not only talks about helping the poor but actually does something about it. In 1997, after working with micro-finance and poverty reduction mainly in Bangladesh, Counts, with a charge from Yunus and only \$6,000 in seed capital, founded the Grameen Foundation, a nonprofit, Washington, D.C.-based organization that has grown to a global network of 46 micro-finance partners in 25 countries. The goal of the foundation is, through micro-lending, to help the poor lift themselves out of poverty and make better lives for their families. To do this they partner with a worldwide network of micro-finance institutions.

Interestingly, most of the people who are given loans by Grameen and other micro-finance organizations are women. This is because women have long-term goals of feeding and educating their children. They have a support system of other women who are doing the same thing. In many cases, the loans are given to a group of women who work together to run their business. There can be some competitiveness among the women, but it usually works out well. Businesses range from small farms, to artistry, to buying a water buffalo in order to sell the milk and buy nutritious food for the family.

ORGANIZATIONS AND STUDENT LIFE

Please provide information on your school diversity student and alumni organizations.

Seattle University Women in Business (SUWIB)

students.seattleu.edu/clubs/suwib

SUWIB supports women and men who share the common interests of empowering women in business, encouraging women to enter business fields and increasing the number of women in executive roles.

African-American Alumni Chapter

The Seattle University African-American Alumni Chapter serves as a communication link between African-American alumni, current African-American students and faculty and staff of the university. Through the chapter, alumni will have the opportunity to meet and share ideas and experiences with other African-American alumni of Seattle University.

Filipino Alumni Chapter

The Seattle University Filipino Alumni Chapter serves as a communication link between Filipino alumni of Seattle University, current Filipino students and the faculty and staff of the university. Through the chapter, alumni will also have the opportunity to meet and share ideas and experiences with other Filipino alumni of Seattle University.

Please also provide information on any programs, including on-campus and universitywide programs in which MBA students participate that focus on issues related to women or minorities.

Global Business EDGE Program

The Global Business EDGE (Education for Global Executives) program is designed to integrate the various business and non-business courses by applying theory to real business problems. Students will apply the principles, concepts and skills learned in their academic studies to decisions faced by international business managers in real-time and in actual business settings. Companies want graduates who have experience, not just theoretical knowledge. The EDGE program helps students understand the growing impact of international competition and how to operate in the global marketplace.

This program connects graduate students with Northwest companies doing international business. Local companies give teams of MBA and MIB students complex project assignments. Comprised of two to three students, these teams spend the 10-week quarter preparing a research and analytical report to client firms summarizing their results. Companies now working with the global business program include Costco, Microsoft, PACCAR, Starbucks, Weyerhaeuser, The Boeing Company and many others.

Students benefit from the course in at least the following ways:

- Learning how to apply theory and principles learned in the classroom
- Contact with local business executives
- Intimate knowledge of international business issues
- Expanded horizons in understanding other cultures and ways of doing business
- Professional development career advancement

Black Student Union

www.seattleu.edu/getinvolved/activities/clubs/rec_clubs/black_student_union.asp

We are a strong network of support and unity amongst our local and on-campus communities. We are educating the Seattle University community about African/African-American heritage/culture through various events and activities. Our club is consistent with the university's mission and values because it encourages teaching, learning, values, service and growth for all people.

Chinese Student Association (CSA)

www.seattleu.edu/getinvolved/activities/clubs/rec_clubs/csa.asp

CSA is an organization that hopes to spread awareness of the Chinese culture to the rest of the Seattle University campus and surrounding community. Being in an institution with Jesuit traditions, CSA will maintain those ties and strengthen the idea of diversity on campus. Membership is not solely restricted to Chinese American students, but encourages anyone who is interested and wants to get involved in this rich culture.

MEChA

www.seattleu.edu/getinvolved/activities/clubs/rec_clubs/mecha.asp

MEChA's purpose is to study, educate, inform and promote to the students, faculty, staff and community at large about the political, cultural, social, economical and philosophical issues that pertain to the Chicano community with an emphasis on indigenous heritage; to raise the awareness level of Chicanos within the Seattle University community who have regionalized experience of their identity and culture; and to combine theory and practice in our activism and seek social and economical justice as a Chicano student movement.

Please provide information on any institutes and/or related programs that focus on diversity.

Wismer Professorship for Gender and Diversity

Established by the office of the provost, the Wismer Professorship for Gender and Diversity promotes academic scholarship and educational programs concerning gender and diversity. In 1993, the women's resource center of Loyola Hall was renamed the Patricia Wismer Center with the Wismer Professorship, established in 2001 to honor the life and work of Dr. Patricia Wismer, former chair of the department of theology at Seattle University.

Located on the first floor of Loyola Hall, the Wismer Center (Loyola 105) serves as a collegial meeting and event space for faculty and staff. In collaboration with other academic programs, endowed chairs and faculty and staff colleagues, the current Wismer Professor hosts seminars and event programming for the Seattle University community and the public surrounding themes of immigration, transnationalism, U.S. minorities and identity and women's studies.

International student center (ISC)

The ISC is a focal point for activities and programs of a cultural, educational and social nature and is a gathering place for students and student organizations. The ISC provides assistance to our international students in all matters pertaining to immigration, visa status, document certification, employment authorization and more. Every year, the ISC sponsors several workshops on immigration-related issues.

Our office also offers cultural adjustment and academic assistance to our international students. The ISC lounge offers SU students a place to relax, meet new people from all over the world and watch a large satellite TV to enjoy sports, movies and more.

International student center diversity statement

The international student center at Seattle University celebrates and promotes safe and healthy community life for people of all races, religions, national origins, socioeconomic classes, gender identities and expressions, sexual orientations, physical and learning abilities and ages by modeling behavior and articulating expectations that we live and work together in one community, bound together by our commitment to learning and respect for one another.

STRATEGIC PLAN AND LEADERSHIP

Please provide your school's diversity mission statement.

Seattle University does not discriminate on the basis of race, color, religion, sex, national origin, age, disability, marital status, sexual or political orientation or status as a Vietnam-era or special disabled veteran in the administration of any of its education policies, admission policies, scholarship and loan programs, athletics and other school-administered policies and programs or in its employment-related policies and practices.

All university policies, practices and procedures are administered in a manner consistent with Seattle University's Catholic and Jesuit identity and character. Inquiries relating to these policies may be referred to the university's associate vice president of human resources and equal opportunity officer.

Student development diversity statement

Student development at Seattle University celebrates and promotes safe and healthy community life for people of all races, religions, national origins, socioeconomic classes, gender identities and expressions, sexual orientations, physical and learning abilities and ages by modeling behavior and articulating expectations that we live and work together in one community, bound together by our commitment to learning and respect for one another. Excellence and diversity at Seattle University are inextricably tied. We have a deep understanding of and commitment to the fact that to be an excellent division and an excellent university we must be diverse in all aspects of our work.

How does your school's leadership communicate the importance of diversity to your student body, faculty and administration?

The university has determined that emphasizing diversity as a matter of institutional policy is an integral component of educational excellence. Students learn better in a diverse educational environment, and they are better prepared to become active participants in our pluralistic, democratic society once they leave such a setting. Jesuit schools have traditionally fostered inclusion and openness toward experiences and ideas that are diverse. Achieving and engaging diversity among students, faculty and staff is a cornerstone of that tradition and Seattle University's institutional policy.

Consistent with this academic judgment, the university shall continue to recruit, admit, retain and graduate students who meet the its requirements for academic success and who bring to the university a variety of talents, backgrounds, experiences and personal characteristics, including but not limited to race, gender, ethnicity, religion, socioeconomic background and geographic origin. The means of achieving and promoting this diversity shall remain flexible, and the manner in which race, ethnicity and gender are to be considered shall meet standards evolving in federal and state law.

The university's measure of what constitutes a diverse student body may, and should, change. Accordingly, to achieve its educational goals, the university has rejected selection processes for admission and for other academic programs that do not permit individualized assessments. Instead, the university engages in holistic processes that evaluate each student as an individual, using a number of criteria to identify those who can best contribute to, and benefit from, membership in the academic community and its various programs.

Since January 2007, the Engaging Our Diversity Task Force (EODTF) has been working to further our understanding and commitment to diversity at Seattle University. As stated in our mission and values statement we strive to “celebrate educational excellence achieved through diversity.” If Seattle University is to succeed in educating leaders for a more just and humane world, it is imperative that we not only promote, but more actively engage and make the most of our diversity.

The task force charge is to: “work with and through existing structures in raising issues that impact diversity in the Seattle University community as it affects our mission as a Jesuit Catholic university. More specifically, the task force is charged with examining the extent to which the Seattle University educational experience promotes an understanding of and a commitment to diversity. As part of this mission, the task force will make recommendations to the executive team on courses of action which would be beneficial to fulfilling our diversity and education goals.”

Please provide any additional information regarding your school's diversity initiatives that you wish to share.

The Princeton Review's 2008 edition of the *Best 290 Business Schools* placed Seattle University's Albers School of Business and Economics ninth in the nation for business schools that provide the greatest opportunities for women. SU was the only university in the Pacific Northwest—and the only Jesuit institution in the country—to place in the top 10 in the category of “Greatest Opportunities for Women.”

Office of multicultural affairs (OMA)

OMA is charged with providing numerous multicultural programs and services, not only for students of color specifically, but also for Seattle University generally. OMA's mission carries on Dr. King's message of transforming hope into action, day by day, for Seattle University's ethnic student population and overall campus community.

The office of multicultural affairs encourages students to be agents of change by empowering moral and ethical leaders to be active, engaged citizens who serve their communities. We are dedicated to the promotion of a campus community that appreciates, encourages and celebrates diversity. We do this by advocating for students, creating spaces for cultural celebration, promoting leadership development and providing opportunities for education and reflection about multicultural issues.

Goals 2007-2008:

- Advocate for and support the holistic development, persistence and achievement of multicultural students
- Encourage the development of multicultural and social justice competencies among members of the Seattle University community
- Collaborate with campus and community partners to promote an inclusive environment and to enhance the quality of the Seattle University experience

DEMOGRAPHIC INFORMATION

Please describe the demographics of your most recent entering class.

Percentage of female students: 35 percent

Percentage of minority students: 4 percent

White/Caucasian: 52 percent

Asian-American: 16 percent

Multicultural: 1 percent

Unreported: 16 percent

International: 11 percent

Average age of students: 29

Please describe the selectivity of your school for the most recent application cycle.

Number of applicants: 241

Number of admits: 143

Number of matriculants: 106

Please describe the academic and employment backgrounds of your most recent entering class.

Average years of pre-MBA work experience: Seven

Percentage of students who studied different undergraduate disciplines:

Humanities: 1 percent
Social science: 13 percent
Science: 33 percent
Business: 43 percent
Other: 10 percent