RECRUITMENT AND SCHOLARSHIPS/FELLOWSHIPS

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

Beginning fall 2009, the Daniels College will host an annual reception for minority students attending the University of Denver’s undergraduate programs. The purpose of the reception will be to introduce the Daniels College of Business graduate programs to DU’s undergraduate minority students, supply them with valuable information about post-bachelor business education study and highlight minority faculty and staff in the College as means of support for such students.

The Daniels College of Business also supports all of the university’s undergraduate minority student organizations. This support is often in the form of financial and/or administrative-programmatic assistance.

The college partners with Denver area colleges that do not offer graduate business degree options. The college exposes their minority students to graduate business education as part of outreach efforts. The college shares information about graduate study opportunities at the Daniels College of Business and the benefits of obtaining a graduate degree in general.

National Black MBA Association (NBMBAA)
The Daniels College of Business partners with the NBMBAA and is a school sponsor at the National Black MBA Association Annual Conference and Exposition. The NBMBAA website states, “As a professional membership organization of Black graduates with MBAs, advanced degrees, and entrepreneurs, we will increase the number as well as the diversity of successful Blacks in the business community.

“Established in 1970, the National Black MBA Association is dedicated to developing partnerships that result in the creation of intellectual and economic wealth in the Black community. In partnership with over 400 of the country's top business organizations, the association has inroads into a wide range of industries as well as the public and private sector. Yet all of NBMBAA's partners have one thing in common: they are all committed to the organization’s goals and values.”

National Society of Hispanic MBAs (NSHMBA)
The Daniels College of Business partners with the NSHMBA and is a school sponsor at the National Society of Hispanic MBA Annual Conference and Career Expo. According to the website, NSHMBA is “widely known as the ‘Premier Hispanic Organization.’” NSHMBA serves 32 chapters and 7,000 members in the United States and Puerto Rico. It exists to foster Hispanic leadership through graduate management education and professional development. NSHMBA works to prepare Hispanics for leadership positions throughout the United States, so that they can provide the cultural awareness and sensitivity vital in the management of the nation’s diverse work force.

PhD Project
The Daniels College is a participating member of The PhD Project. The organization’s mission is to: “increase the diversity of corporate America by increasing the diversity of business school faculty. We attract African-Americans, Hispanic-Americans, and Native Americans to business PhD programs, and provide a network of peer support on their journey to becoming professors. As faculty, they serve as role models attracting and mentoring minority students while improving the preparation of all students for our diverse workplace and society.”

Other outreach to professionals and alumni includes:
- Partnership with Excel Energy to provide graduate business education information to the company’s Hispanic employees
- Outreach to the University of Denver’s African-American Alumni Association

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

Name of scholarship program: Taylor Endowed Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

Full-time undergraduates with preference to minority students, merit and need. 2.5-plus GPA. At least one recipient each four years shall be a minority woman.
Name of scholarship program: Mortensen Endowed Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

Undergraduate women majoring in accounting and marketing.

Name of scholarship program: E. Lloyd Rizer Endowed Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

Graduate or undergraduate students enrolled in the Daniels College of Business School of Accountancy. Preference to female graduate students who are pursuing an MBA in the School of Accountancy.

Name of scholarship program: Spector-Lieff Endowed Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

Students enrolled in the Daniels College of Business, merit-based, with a preference for female students.

Name of scholarship program: Herbst-Dillon Endowed Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

Graduate or undergraduate students at the Daniels College of Business who are single parents. Need-based.

Name of scholarship program: Frakes Annual Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

For current undergraduate students in the School of Accountancy at the Daniels College of Business, with preference to female students. Merit-based and need-based.

Name of scholarship program: Marriott Foundation Annual Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

For underrepresented students pursuing an undergraduate degree within the School of Hotel, Restaurant and Tourism Management at the Daniels College of Business.

Name of scholarship program: Hitz Endowed Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

For female students pursuing a degree in the School of Hotel, Restaurant and Tourism Management at the Daniels College of Business.
Name of scholarship program: Women of Enterprise Scholarship
Number of scholarships awarded: Varies
Deadline for application: Varies
Scholarship award amount: Varies
Website or other contact information: www.daniels.du.edu/allthefacts.aspx

For female graduate and undergraduate students in the Burns School of Real Estate and Construction Management at the Daniels College of Business.

PROMINENT ALUMNI/FACULTY

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

Vaneesha Boney, assistant professor
Dr. Boney is an assistant professor in the Reiman School of Finance at the Daniels College of Business, University of Denver. She is a graduate of the University of Maryland with a BS in finance, earned an MBA from Loyola College and received her PhD in finance at Florida State University. Professor Boney's areas of teaching include investments, financial markets and institutions and financial derivatives. Her active research interests include the market timing ability of money managers and market volatility, mutual fund cash flow patterns, and investor behavior. Prior to her academic career, she worked for the brokerage firm T. Rowe Price in Baltimore, Md., as a mutual fund price accountant and also worked as the cash reserve manager at a large credit union in Maryland. In her spare time, she enjoys traveling abroad, tennis and spending time with family.

Syl Houston, senior lecturer
Sylvester “Syl” Houston is a senior lecturer in the department of management at the Daniels College of Business, University of Denver. He teaches courses in the areas of public policy and business, management of stakeholder issues and managerial values, including ethics, law and public policy. In addition to his teaching responsibilities, Professor Houston also serves as a mentor to first-year students and advises students in the department of management. Mr. Houston is also a frequent consultant to agencies of the federal government regarding information technology policies and technology transfer. He is also a frequent speaker to organizations on topics ranging from cultural diversity to knowledge exploitation. Mr. Houston has degrees in education and political science from University of Nebraska at Omaha and California State University at Sacramento. He also completed additional graduate studies in political science and public administration at UCLA and University of Southern California.

Rotimi Aderohunmu, associate professor of statistics and operations technology
Dr. Aderohunmu is an associate professor of statistics and operations technology at the Daniels College of Business, University of Denver. He teaches statistics, operations research, production and operations management and statistical quality control to undergraduate and MBA classes. He also teaches at The Women’s College where he was Outstanding Professor of the Year in 1998. From 1986 to 1993, he was a visiting and assistant professor at Binghamton University in New York. Prior to entering academia, he worked as a design engineer and as a management consultant for small industries development and improvement.

Dr. Aderohunmu received his PhD in operations research, with emphasis in network analysis and production systems, from the Southern Methodist University School of Engineering in Dallas, Texas. He received his MS in mechanical engineering and MBA from the University of Denver. His research is in the area of operations research applied to production, just-in-time manufacturing and in quality management. He has published in reputable journals including Management Science and Journal of the Operational Research Society, and has refereed academic articles for many journals. He has made many presentations at the National Meetings of Institute for Operations Research and Management Science (INFORMS) and at the Annual Meetings of Western Decision Science Institute. He is a member of INFORMS and American Society for Quality.

Please provide information about prominent minority alumni from your school.

Ray Robinson, BSBA, MBA, former president, AT&T South
Lloyd Chavez, BSBA, former president, Burt Automotive
Lawrence Chan, BSBA, MBA, president and chief executive officer, Park Lane Hotels
Anthony E. Graves, International MBA, international operations and marketing manager, Sun Microsystems
Mr. Graves is an international marketing manager. He received the 2009 DU Community Service Award. An active member of DU's African-American Alumni Association, Mr. Graves has mentored at-risk youth and assisted the Denver Rescue Mission, among numerous other volunteer activities. Graduated from University of Denver with an international MBA.

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

Cynthia Fukami, professor
Dr. Cynthia V. Fukami is a professor in the department of management at the Daniels College of Business, University of Denver. Her degrees are: BA in psychology and MA in organizational behavior, University of Illinois; and PhD in organizational behavior from Northwestern University's Kellogg Graduate School of Management. She teaches strategic human resources management, compensation and reward systems and organizational
behavior. In 2004, she was a visiting professor at the Mediterranean School of Business in Tunisia. She has published over 50 articles on a variety of topics in management. Her consulting clients include Fortune 500 companies as well as nonprofit and governmental organizations. She has received a number of awards for both teaching and research at the University of Denver, including the Evelyn and Jay G. Piccinati Professor for Teaching Excellence in the Daniels College of Business, a Pew Scholar in the Carnegie Foundation’s Academy for the Scholarship of Teaching and Learning, and was appointed as a Fellow of the Carnegie Foundation. Dr. Fukami has conducted research and executive training sessions on many management issues. She is a member of the Academy of Management and the Organizational Behavior Teaching Society, and serves on the editorial board of the journals, Academy of Management Learning and Education, the Journal of Management Education, the Journal of Leadership and Organizational Studies and The Business Journal of Hispanic Research.

Carol Johnson, associate professor and chair of the department of marketing

Dr. Johnson is an associate professor and chair of the department of marketing at the University of Denver. She received her BS, MBA and PhD from the University of Maryland at College Park. Her research interests include customer experience marketing, channel strategies and strategic alliances. Her work has been published in Journal of Business Logistics, Transportation Journal, Journal of Marketing Channels, Journal of Business and Industrial Marketing and International Journal of Physical Distribution and Logistics Management. Prior to entering academia, she owned a chain of card and gift shops, where she obtained practical experience in engineering the customer experience and in developing vendor partnerships.

Joan Winn, professor of management

Dr. Winn is a professor of management at the Daniels College of Business, University of Denver. She received her PhD from the University of Georgia in competitive strategy and human resources management. She has conducted research on business turnarounds, entrepreneurship and strategic positioning, discrimination and harassment, international management and organizational culture. Considered an expert in case research, she has written several case studies on women-owned businesses in the United States and in the Czech Republic. She has conducted seminars and workshops in the United States, Lithuania, Russia (Moscow), Ukraine (Kyiv), and the Czech Republic. Her research and case studies have been published in a number of journals. She is past president of the Western Casewriters Association and the U.S. Association for Small Business & Entrepreneurship, on the executive board of North American Case Research Association and is also a member of the Academy of Management, Western Academy of Management, World Association for Case Method Research and Application, International Council for Small Business and the Organizational Behavior Teaching Society. She currently serves on several editorial review boards. She spent two academic years in the Czech Republic, one as a Fulbright Scholar. Received the “best case reviewer” award from Entrepreneurship Theory and Practice in 2007, and was named “JMI Outstanding Scholar” by the Western Academy of Management in 2008.

CURRICULUM AND RESEARCH

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

The University of Denver has a program dedicated to women called The Women’s College. The Daniels College grants the BS in business administration degree for this college and provides the teaching faculty. More information is available at womenscollege.du.edu.

The Daniels College does not have specific courses on diversity. It does have a suite of courses that all MBA students are required to take called the Daniels Compass. Within this series of courses the concepts of diversity are interwoven. These courses are:

- The Essence of Enterprise
- Ethics for the 21st Century Professional
- Creating Sustainable Enterprises

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

Several Daniels faculty members conduct research and publish on issues of diversity, multiculturalism and/or minorities.

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

The Daniels College is a sponsor of the DU Diversity Summit, which is held each May and attracts hundreds of students, faculty, staff and community leaders.
ORGANIZATIONS AND STUDENT LIFE

Please 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.

Daniels Graduate Women in Business (DGWiB)
www.daniels.du.edu/dgwb/bios.cfm
Number of current members: 141
Number of alumni: 40 alumni (included in the above number)
The group sponsors four to six events each quarter, such as networking opportunities and charity events. The mission is: “DGWiB provides a values-based network of women who advocate personal growth, leadership development and future opportunities in the business community.”

National Society of Minorities in Hospitality
Number of current members: 15-plus
The mission is: “Educate in order to aid in the recruitment, retention, support and advancement of minority students in the hospitality industry. Build and maintain relationships between hospitality professionals and minority students in ways that encourage life-long commitment to the organization.” Meetings are held biweekly. The society sponsors events, such as National Restaurant Week, and social events, such as tours and other activities. The local chapter sends representatives to the Southwest regional conference and the national conference.

The Women’s College has several student groups that focus on women, such as DU Women in Technology, Business-Minded Women and Women’s Communication Network. More information is available at womenscollege.du.edu/advising/student_organizations.html.

Please provide information on any institutes and/or related programs that focus on diversity.
The University of Denver has a Center for Multicultural Excellence (CME) that “works with students, faculty, staff and alumni to ensure that the university remains an exceptional private institution that achieves excellence through diversity.” The center is staffed full time by more than a half-dozen professionals who are responsible for the “pursuit of inclusive excellence and the creation of a vibrant and diverse learning environment.” Some of CME’s programs include: Annual Diversity Summit on Inclusive Excellence, Community of Excellence Scholars Program, Lamont A. Sellers Diversity and Unity Leadership Retreat, Excelling Leaders Institute, National Summer Institute on Promoting Multicultural Excellence in the Academy, Women’s Circle Luncheon Series, LGBTIQ and Allies Celebration and Social Justice Ally Institute.

Additionally, the university community practices inclusive excellence through a variety of programs and initiatives in addition to the Colorado Multicultural Career Fair at Daniels. These include: Annual DU Women’s Conference, Asian Culture Week, Festival of Nations, Africa Extravaganza, Hillel’s Annual Freedom Seder, Annual Martin Luther King Celebration, Diversity Story Circles, Native American Workshop Series, LGBTIQ Issues in Athletics Workshop Series and Latino Student Mentoring.

Daniels College is fortunate to be part of a vibrant university. There are other programs in which Daniels students can participate. The college has strong ties particularly to the Korbel School of International Studies and the Sturm College of Law. Several programs and organizations which focus in some respect on diversity are:

- Sustainable International Development Institute
- DU Task Force on Modern Slavery and Human Trafficking
- Latin American and Caribbean Studies Association
- Peace Corps Community
- Students for Africa
- Graduate Leadership Association for Minorities and Allies
- International Student Organization
- Association of Human Rights Students
- Denver Women in International Security

Please describe any off-campus resources, activities, programs and/or organizations that may be of interest to minority or female students.

Colorado has thriving affinity Chambers of Commerce through which students may interact with executives and entrepreneurs. The Asian Chamber of Commerce, which was founded in 1986, promotes awareness of, and assists in the economic development of the Asian Business Community. The Black, Hispanic and Women’s Chambers serve similar functions for their respective communities.

For Daniels’ MBA alumni, the Denver chapters of the Black and Hispanic MBA Associations are available for networking and mentorship opportunities. Additionally, Colorado has a women’s business group called Colorado Business and Women’s Professional Network, of which there is a local, Cherry Creek subsidiary. Women pursuing a Daniels degree in real estate may meet others already in the business through Commercial Real Estate Women (Denver). The 100 Black Men of Denver organization is very active in the Black community, working to improve the lives of Blacks and other minorities in Denver. The Hispanic Heritage Center in downtown Denver, which houses the National Society of Hispanic Genealogy and the Hispanic Chamber, is devoted to developing Latino leaders through a variety of educational, workplace and cultural programs.
CAREER OPPORTUNITIES

Please describe any diversity recruiting events for employers recruiting minority and/or female students at or near your school.

The University of Denver and Daniels College of Business Multicultural Career and Internship Fair. The college created a statewide event where all universities and employers work collaboratively on this event to attract minority and female students throughout the entire state. Employers comment that this is the best and most organized fair they attend. Students report feeling safe and welcome at this event and appreciated for everything they bring including gender and ethnicity. This event has been in existence for three years with active support from media, government and community leaders. This year, more than 900 students from 37 schools and almost 60 employers were in attendance.

STRATEGIC PLAN AND DIVERSITY LEADERSHIP

Please provide your school’s diversity mission statement.

Daniels College has established a vision of being a “community in which all members and visitors feel safe, valued, and can share all of who they are; engage in the free exchange of ideas; and do so in an environment characterized by openness, honesty, trust, and respect.”

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

The Daniels College established “community of choice” as one of its strategic areas in the current strategic planning process. This includes inclusive excellence (IE), as well as making the college a community of choice for students, faculty, staff and alumni. As a part of this process, the dean sent regular communications to constituents (e.g., email, e-newsletter issues), held college meetings with faculty, staff, students, alumni and other stakeholders to discuss the strategic plan. Various focus groups were conducted with faculty, staff, students, alumni and friends to discuss inclusive excellence and the action plan to put IE in place. Additionally, the college has a prominent diversity web presence on its website, which posts current IE events and lists student groups and professional organizations. To learn more, visit the website, www.daniels.du.edu/diversity-at-daniels.aspx.

The college has established an inclusive excellence committee that is responsible for facilitating the embedding of IE ideas and practices throughout Daniels culture and curriculum. The IE committee, under the direction of the associate dean for college operations and the senior associate dean for faculty and academic research, is charged with developing an inclusive excellence business plan, conducting an IE audit of activities and building and expanding other relationships and activities that contribute to being an IE community of choice. IE employs a broad and inclusive definition that includes gender identity, sexual orientation, race/ethnicity, nationality, religion, age, disability status, etc. The committee is comprised of “inclusive” participants from faculty, staff, undergraduate/graduate students, DU’s International House and Disability Services employees.

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

The IE committee has received IE training and will extend this training to faculty and staff at Daniels. Additionally, the university has developed an “inclusiveness” competency to evaluate all staff as part of the annual performance review process. The college will begin to incorporate this competency into the evaluation of staff beginning this review cycle.

DEMOGRAPHIC INFORMATION

Please describe the demographics of your most recent entering class.

Percentage of female students: 34 percent

Percentage of minority students:
- White/Caucasian: 81 percent
- African-American/Black: 2 percent
- Hispanic/Latino: 2 percent
- Alaskan/American Indian: 2 percent
- Asian: 4 percent

Average age of students: 26
Please describe the geographic diversity of your most recent entering class.
Percentage of U.S. citizens and permanent residents: 90 percent

Distribution of students from different U.S. regions:
- Mid-Atlantic: 5 percent
- Midwest: 7 percent
- Northeast: 1 percent
- South: 5 percent
- Southwest: 71 percent
- West: 11 percent

Please describe the selectivity of your school for the most recent application cycle.
Number of applicants: 331
Number of admits: 239
Number of matriculants: 140

Please describe the academic and employment backgrounds of your most recent entering class.
Average years of pre-MBA work experience: 4.5

Please provide student employment information for the most recent graduating class.
Average starting salary: $63,892

Percentage of students entering different industries:
- Consulting: 11 percent
- Financial services: 18 percent
- Government: 8 percent
- Media/entertainment: 8 percent
- Pharmaceutical/biotechnology/health care products: 11 percent
- Real estate: 11 percent
- Technology: 21 percent
- Other: 13 percent

Percentage of students working in different functions:
- Consulting: 16 percent
- Finance/accounting: 32 percent
- General management: 26 percent
- Marketing/sales: 21 percent
- Operations/logistics: 5 percent

Major recruiting companies:
- Accenture
- CH2M Hill
- Dish Network
- EKS&H
- Ernst and Young
- Hitachi Consulting
- IBM
- Level 3 Communications
- ProLogis
- Sand Cherry Associates