RECRUITMENT AND SCHOLARSHIPS/FELLOWSHIPS

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

The Liautaud Graduate School of Business at the University of Illinois at Chicago recruits minority and women students through its participation in on- and off-campus admissions events. Additionally, the school sponsors or partners with the following nonprofit organizations dedicated to the advancement of minorities and women in business:

National Association of Women MBAs (NAWMBA)

The National Association of Women MBAs is a nonprofit organization dedicated to empowering women MBAs in order to propel more women into leadership positions in corporate America and to enhance the diversity of the nation's work force. NAWMBA works to educate students on the career opportunities available and the skills that are necessary to succeed by supporting local chapter programs as well as publications and events at the national level, including an annual national conference hosted by several different graduate school programs each year. The organization also encourages women to attend and successfully complete graduate business school programs by supporting the formation of local school-hosted chapters.

PhD Project

According to the PhD Project website, 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.”

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

Name of fellowship program: Abraham Lincoln Graduate Fellowships
Deadline for application: February 25th
Fellowship award amount: Full tuition; half tuition
Website or other contact information: grad.uic.edu/cms/?pid=1000092

The goal of the Abraham Lincoln Fellowship program at the University of Illinois at Chicago is to increase the excellence and diversity of the graduate student body by attracting applicants who have overcome obstacles to achieve academic success, like President Lincoln himself, who by his words and actions forged the framework for America’s pursuit of freedom, equality and justice.

Name of scholarship program: Martin Luther King Jr. Scholarship
Number of scholarships awarded: Five
Deadline for application: April 10th
Scholarship award amount: $5,000
Website or other contact information: www.uic.edu/depts/oaa/ssp/mlk.htm

The Martin Luther King Jr. Scholarship program was established in 1985 at UIC to encourage African-American, Latino and Native American UIC students who have demonstrated high academic achievement in the many fields where they have traditionally been underrepresented and who have shown commitment through community and campus service. Continuing UIC African-American, Latino or Native American undergraduate students who have a current cumulative GPA of 3.0/4.0 and will be a junior or a senior status in the fall after applying or African-American, Latino or Native American graduate or professional students who have demonstrated high academic achievement are eligible. All students must have completed at least one semester at UIC and must plan to be enrolled full time during the coming academic year. Present or past holders of the graduate or professional awards are not eligible. Past winners of the undergraduate award are eligible. Full- or part-time UIC employees are not eligible. (This does not include student workers or graduate assistants.) Applicants must be citizens or eligible noncitizens.

PROMINENT ALUMNI/FACULTY

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

Joseph Cherian, associate professor of marketing

Dr. Joseph Cherian received his PhD from the University of Texas at Austin. He teaches marketing management courses. His interests include marketing management and diffusion of innovations. Dr. Cherian’s research specialties involve marketing, product development, marketing management, diffusion of innovations and product planning.
Oleg Bondarenko, associate professor of finance
Dr. Oleg Bondarenko received his PhD in social sciences from the California Institute of Technology. He completed his MS in banking and finance from the International University in Moscow, as well as an MS in applied mathematics and computational methods and his bachelor’s degree from the Moscow Institute of Physics and Technology. His research specialties include asset pricing, derivative markets, market microstructure, theoretical and empirical asset pricing, options and futures, market rationality, financial econometrics and fixed income valuation. He has published in the Journal of Financial Markets, Econometrics and the Review of Financial Studies, among others.

Ram T.S. Ramakrishnan, Ernst & Young Professor of Accounting, department head
Professor Ram Ramakrishnan specializes in theoretical and empirical research in management accounting, financial accounting and auditing. His specific research topics include managerial accounting, e-commerce, valuation and earning analysis, management accounting and compensation and incentives. Professor Ramakrishnan received his PhD from Northwestern University.

Please provide information about prominent minority alumni from your school.
Eric Meredith, executive chef and chief executive officer, Alter EatGo
Domenico Tassone, founder, Seiche Analytics

Please provide information about prominent female faculty members at your school.
Sandy J. Wayne, professor of managerial studies
Professor Sandy Wayne specializes in human resource management, organizational behavior and industrial/organizational psychology. Her research focuses on employee retention issues, employee performance and other current issues in human resources. Her work has been published in many scholarly journals, including the Journal of Applied Psychology, Personnel Psychology, Academy of Management Journal and Human Resource Management Journal. She received her PhD from Texas A&M University.

Carmel Chiswick, professor of economics
Professor Chiswick is a development economist and a labor economist. She holds a PhD from Columbia University, where she studied economic development and economic history. She worked as an economist at USAID, the United Nations and The World Bank before coming to UIC. She frequently presents her research to academic conferences and community groups, has held several visiting appointments at universities in the United States and in Israel and is a research fellow at the Institute for the Study of Labor (IZA) in Bonn, Germany.

Professor Chiswick’s research in labor and economic demography includes studies of household work, family formation and immigration (impacts). Her research on economic development deals with problems related to employment and education, especially in Thailand, and with systems of household and labor force statistics. Her recent work focuses on the economics of religion, especially as it applies to the American Jewish family, to Jewish religious observance and to American Jewish communal institutions.

Evelyn L. Lehrer, professor of economics and director of undergraduate studies
An award-winning professor, Evelyn Lehrer’s fields of specialization are economic demography, labor economics and economics of religion. She has been teaching at the University of Illinois at Chicago for over 25 years. She is a member of the editorial board of Social Science Research and a board member of the Association for the Study of Religion, Economics, and Culture. Her research has been published in numerous journals, among them the Journal of Drug Issues, Journal of Population Economics, International Family Planning Perspectives, Review of Economics of the Household and Population and Development Review. Professor Lehrer received her PhD and MA in economics from Northwestern University, and her BBA from Loyola University of Chicago.

CURRICULUM AND RESEARCH

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

MGMT 466: Managerial Effectiveness Through Diversity
This course examines the management of diverse work forces, including discrimination, affirmative action, career development, socialization and social change policies; historical, psychological, sociological, legal and managerial viewpoints.

MGMT 350: Business and Its External Environment
This class concerns the political, economic, social, legal, regulatory and international environment of business and the ethics and social responsibility of business actions.

MGMT 460: Business, Society, and the Global Economy
Students study issues related to managing in a free enterprise system such as market, regulatory, ethical and cultural norms, internationalization of business, urban problems of business, landmark and contemporary case analyses.
**MGMT 557: International Management**
This course studies management practices and problems in major nations, including the legal and cultural factors affecting managerial policies and decisions, organization planning and manpower utilization, comparative management systems and ideologies.

**MGMT 570: Social and Legal Environment of the Firm**
This class is an exploration of current ethical, social, political, technological, economic and global issues as they relate to business and management in setting goals, making decisions and creating policy.

**Please describe any faculty and/or student research projects that focus on diversity, multiculturalism and/or minority issues.**
Jenny Hoobler, assistant professor of managerial studies and award-winning researcher, focuses her research on issues relating to diversity in the workplace. Some examples of her published work and invited presentations are:

- “Incorporating lesbian, gay, bisexual, and transsexual issues into the business classroom.” Northern Illinois University LGBT Program national seminar for faculty, October 2003.

Professor Barry Chiswick, head of the economics department, studies the economic activities of immigrant and ethnic groups as well as labor economics and human resources. His work includes:


**Please describe any symposiums or special lectures that focus on diversity and minority issues organized and/or sponsored by your school.**
The Liautaud School of Business works closely with student groups and other departments at the University of Illinois at Chicago to offer a variety of academic events such as:

**Women's Leadership Symposium**
The symposium is an all-day conference consisting of a series of workshops that address career and workplace issues, work/life balance, financial, spiritual and physical well-being, self exploration and empowerment. Motivational speakers, raffle prizes and great networking opportunities are also offered.

**ORGANIZATIONS AND STUDENT LIFE**

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

**Liautaud Women's Interest Network (WIN)**
WIN is dedicated to promoting women in business and increasing opportunities for women MBAs.

**African Student Union (ASU)**
At the African Student Union, ASU stands for awareness, service and unity, our purpose is to promote awareness of African culture, help serve the community and try to unite Africans.

**Asian American Coalition Committee**
We aim to unify Asian-American students to strengthen their voice on campus, to educate the entire UIC community about issues concerning Asian-Americans and to empower Asian-American students through gaining visibility and representation.

**Bulgarian Students Club**
The purpose of this organization is to unite the Bulgarian community at UIC and help students get accustomed to the new environment in the university.
Chinese-American Student Association (CAMSA)
Our mission is to raise awareness of Chinese-American students on UIC campus and to promote unity within the Chinese-American student population. We address the issues facing students through group activity mediums that foster a sense of togetherness.

Hindu Students Council
The purpose of this organization is to bring together a community that will attain a stronger cultural and religious sense of Hinduism while serving the community.

Indian Graduate Students Association
The main purpose of Indian Graduate Students Association is to celebrate the culture of India and not only display it to the world but also take a very positive step towards cultural sharing.

International Club
The International Club is a social organization at the University of Illinois at Chicago. It serves as an opportunity for people of all origins, ethnicities and races to learn more about other cultures around the world.

Korean Graduate Students Association
The purpose of this organization is to establish friendly relationships between members and their families, to share useful information and to provide relevant correspondences to Korean students who want to study at UIC.

Mexican Students de Aztlan
The purpose of this organization is to represent the Mexican/Latino community at UIC and to investigate all policies and procedures affecting the welfare of Mexican/Latino students and their communities.

National Association of Black Accountants (NABA)
NABA at UIC shall unite through membership accounting students with similar interests and ideals students who are committed to professional excellence and civic responsibility, and who will enhance opportunities for minorities in the accounting profession.

Native American Student Organization
The purpose of this organization shall be to provide cultural and educational opportunities to the UIC community and to improve communication and outreach to Native American students at UIC.

Polish American Students Association
The purpose of the Polish American Student's Association is to unite Polish students at UIC through various social and cultural activities and events. Also, it hopes to present Polish culture to non-Polish students at UIC and to aid the Polish community in Chicago.

Sisters United for Educational Support
Sisters United for Educational Support is dedicated to building a cohesive environment to support, educate and motivate women of color graduate students at UIC.

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

African-American Cultural Center (AACC)
www.uic.edu/depts/aacc
The African-American Cultural Center of the University of Illinois at Chicago contributes to the academic mission of the university by promoting the expression and analysis of all African-American creative and cultural traditions, the trends developing in these traditions, the African ancestral roots of these traditions, the influence of other cultures on African-American cultures and the influence of African-American traditions and trends throughout the diaspora and on other cultures. The center is especially concerned with nurturing the appreciation and study of African-American cultures to support their development and dissemination and to bring about the end of racism and discrimination against African-Americans and all other ethnic groups in the United States and around the world.

Asian American Resource and Cultural Center (AARCC)
www.uic.edu/depts/oaa/AARCC
The center offers social, cultural and educational programs that promote knowledge of and foster engagement with issues relating to Asian-Americans and Asian-American studies. Our cocurricular programs enhance the UIC experience and provide opportunities for integrated learning and development. We collaborate and consult with other campus units to ensure that the needs of Asian-American students are met. In line with the Great Cities Commitment, AARCC cultivates connections between UIC and Chicago's Asian-American communities, serving as a resource for the campus to engage with off-campus Asian-American organizations.

Gender and Sexuality Center (GSC)
www.uic.edu/depts/quic/gsc
Dedicated to teaching, researching, serving and caring for GLBTQA communities, the Gender and Sexuality Center provides knowledge and educational resources to combat prejudice, misunderstanding and misinformation about issues of gender identity and sexual/affectional orientation. The GSC
works toward sending a humanist message to the UIC community that all individuals are entitled to receive an equal and safe educational opportunity. To accomplish this goal, the GSC strives to create a learning environment that is free from harassment, violence and discrimination for individuals of any gender identity or sexual/affectional orientation. The GSC affirms and promotes the health and well-being of persons of all sexual orientations and gender expressions, their families and their friends. We serve and support 100 percent of the UIC population.

**Rafael Cintron-Ortiz Latino Cultural Center**
www.uic.edu/depts/lcc

The Latino Cultural Center strives for the creation of a positive atmosphere through the development of educational, cultural and social programs that will lead to a greater retention and advancement of Latino students. The center aims to instill and encourage others to pursue and understand Latino issues. The center aims to complement, aid and influence UIC’s urban mission to serve as a link between the university community and the outside Latino community, especially by providing the latter with university programs and services and by bringing community concerns to the attention of the campus community. The space provided by the Rafael Cintron-Ortiz Latino Cultural Center is available to UIC students, faculty and staff as well as city and community organizations provided events abide by the center’s mission.

**Office of women’s affairs (OWA)**
www.uic.edu/depts/owa

In 1990, student protests helped serve as a catalyst in establishing a women’s center at the University of Illinois at Chicago. OWA serves all women who work, study and/or teach at UIC. It is OWA’s goal to create environments that facilitate women’s advancement, growth and development through programming, advocacy, policy development and institutional intervention. Our objective is to keep women’s interests at the forefront of university life.

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

**DuSable Museum of African American History**
www.dusablemuseum.org

According to its website, “the DuSable Museum of African American History, the first and oldest institution of its kind in the country, has been dedicated to the collection, preservation, interpretation and dissemination of the history and culture of Africans and Americans of African descent for more than 46 years.” Exhibits include Tracing the Civil Rights Movement 1848 to 1968; A Slow Walk to Greatness: The Harold Washington Story; The Freedom Now Mural; Thomas Miller Mosaics; and Red, White, Blue and Black: A History of Blacks in the Armed Forces.

**International Latino Cultural Center of Chicago**
www.latinoculturalcenter.org

According to its website, the ILCC is “a Pan-Latino, nonprofit multidisciplinary arts organization dedicated to developing, promoting and increasing awareness of Latino cultures among Latinos and other communities by presenting a wide variety of art forms and education including film, music, dance, visual arts, comedy and theater. The center prides itself with diverse multidisciplinary and multinational cultural programming, produced by international and local Latino talent from Latin America, Spain, Portugal and the United States.”

**CAREER OPPORTUNITIES**

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

The University of Illinois at Chicago hosts the diversity career fair twice annually, an event that aims to connect employers with minority and female candidates. Career services also hosts a wide array of resources for minorities and women, including access to various employment opportunity websites.

**STRATEGIC PLAN AND LEADERSHIP**

Please provide your school’s diversity mission statement.

The commitment of the University of Illinois at Chicago to the most fundamental principles of academic freedom, equality of opportunity and human dignity requires that decisions involving students and employees be based on individual merit and be free from invidious discrimination in all its forms.

The University of Illinois at Chicago will not engage in discrimination or harassment against any person because of race, color, sex, religion, national origin, ancestry, age, marital status, disability, sexual orientation including gender identity, unfavorable discharge from the military or status as a protected veteran and will comply with all federal and state nondiscrimination, equal opportunity and affirmative action laws, orders and regulations. This nondiscrimination policy applies to admissions, employment, access to and treatment in the university programs and activities.
DEMOGRAPHIC INFORMATION

Please describe the demographics of your most recent entering class.

Class of 2007
Percentage of female students: 42 percent
Percentage of minority students: 10 percent
Average age of students: 28

Please describe the geographic diversity of your most recent entering class.
Percentage of U.S. citizens and permanent residents: 43 percent

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

Please provide student employment information for the most recent graduating class.
Major recruiting companies:

- Abbott Laboratories
- Caterpillar
- Deloitte
- Harris Bank
- Hewitt Associates
- Hyatt Hotels
- Jones Lang LaSalle
- Mercer HR Consulting
- Morningstar
- Navigant Consulting
- PricewaterhouseCoopers, LLP
- Rush University Medical Center
- The Northern Trust Company
- Thomas Reuters Financial
- Wells Fargo