

AACSB Accreditation

College of Business Administration University of South Florida

May 2005

Policy on Diversity

The College of Business Administration (COBA) is committed to a diversity policy that encompasses four major areas of concern: diversity within the faculty, student body and staff; ensuring that students are exposed to diverse viewpoints in all areas; inclusion of diversity concepts in the curriculum; and differing viewpoints of globalization.

The goal is to have a student body that is reflective of the gender, social, racial and ethnic composition of the region. COBA's diverse student body will continue to evolve by utilizing the services of Project Thrust and the active recruitment of minority students. Faculty members are encouraged to be sensitive to students from diverse cultures. Increasing the diversity of faculty is a priority because of the enrichment they bring to the curriculum and the experience that all students obtain by being exposed to faculty with diverse backgrounds and viewpoints. The PhD Project and other similar organizations will be utilized to increase faculty diversity. The presence of diverse staff serves as a visual signal that COBA promotes a multicultural environment.

Diversity of viewpoints is promoted not just through one class, but also through a variety of classes that are required of all students. For both undergraduate and MBA students, the core curricula will ensure that diversity concepts, divergent viewpoints and global issues are addressed and lead to a rich learning experience. Diversity of viewpoints is also enhanced by the variety of faculty and student gender, ethnic, racial and cultural backgrounds.

Recognizing the increasing globalization of business and the requirement that students be able to function in a world that may be vastly different from the one in which they have previously lived and worked, COBA is committed to not only the presentation of diverse concepts and ideas in classes, but also to the increased accessibility of international experiences for students. This is achieved through the increased funding and visibility of our Center for International Business. COBA, through the CIB, is committed to increasing its own visibility and the visibility of its students to local and national organizations that promote global business. COBA will also increase study abroad opportunities as well as international internships in which students have an opportunity to work in organizations around the world.