

Diversity Enhancement Programs



What's In It for You?

- Academic advising—personalized academic counseling
- Use your unique talents to build a community of inclusion within the Smeal College of Business
- Internships—find opportunities with hundreds of employers
- Corporate networking and placement
- Professional development seminars—interact one-on-one with corporate sponsors

The Office of Diversity Enhancement Programs helps students leverage the resources and personal focus of a distinctive learning community at Smeal. By providing personalized academic counseling, connection to corporate recruiters through networking events, leadership opportunities, and access to a variety of scholarships and awards, Diversity Enhancement Programs at Smeal helps students achieve their educational goals and reach their full potential.

Diversity Student Organization

- Assistance in Transition at University Park (AT UP)
- Association of Latino Professionals in Finance and Accounting (ALPFA)
- Black Male Leadership Symposium (BMLS)
- Diversity MBA
- Multicultural Women's Forum (MWF)
- National Association of Black Accountants (NABA)
- Women in Business (WIB)

Corporate Sponsors

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|--------------------|---------------------|
| • Ally | • EY |
| • Altria | • Hilton |
| • Bechtel | • Johnson & Johnson |
| • Boeing | • Kohl's |
| • Burlington | • KPMG |
| • Deloitte | • Lockheed Martin |
| • Eaton | • Merkle |
| • E&J Gallo Winery | • PwC |



Diversity Enhancement Programs

Business Opportunities Summer Session (BOSS)

A two-week summer residential program for rising high school seniors at the University Park campus, which introduces them to the rigors of college academics and the admissions process. Companies that contribute to the costs of running the program may lead a workshop during the event or schedule on-site visits for program participants to learn more about their organization.

Striving Toward Awareness and Respect for Tomorrow (START) Conference and Competition

This one-day conference focuses on business initiatives in diversity by gathering corporate, academic, and community speakers. Conference participants gain knowledge and information about issues regarding diversity, awareness, and respect for oneself and others. Students have the opportunity to gain scholarships through an essay contest, network with corporate representatives, explore career paths, and gain insight into the corporate climate of presenting companies.

PSU 6 Scholars' First-Year Seminar

Diversity Enhancement Scholars have the benefit of working with a corporate sponsor for a personalized experience. These students learn from recruiters and explore in greater depth the importance of diversity and inclusion in the workplace. This 1-credit course is designed for students interested in business. Course topics assist students with the transition to college life. Students are introduced to learning tools and University resources. Students are exposed to major and career exploration and given the opportunity to work in group settings.



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Corporate Diversity Two-Piece

All majors in Smeal are required to take a two-piece sequence in a subject outside their major. (In addition All majors in Smeal are required to take a two-piece sequence in a subject outside their major. Smeal has responded to the need to expose students to the larger diverse global community, with a specific two-piece focused on diversity and inclusion in the workplace.

MGMT 320: Establishing Workforce Diversity and Inclusion

MGMT 445: Managing a Diverse Workforce

MGMT 320 looks at the relevance and importance of diversity within corporate America as well as a review of global business practices. Establishing Diversity Workforce and Inclusion looks at topics that directly and indirectly impact employment opportunities, day-to-day work practices, and the civil environment in which individuals deal with as they attempt to establish themselves as successful individuals on equal footing with their colleagues. Course participants will be given the opportunity to examine their own biases and questions surrounding the topics of diversity, inclusion, and leadership in a multicultural environment.

MGMT 445 focuses on developing knowledge and skills for managing differences within and among organizations. It provides an in-depth look at the sources of diversity-related conflicts in organizations, constructive approaches for managing these conflicts, and how corporations can leverage diversity for competitive advantage. Through the use of interactive case studies and experiential exercises, students will be given opportunities to learn about and appreciate their own and others' cultural heritages, reflect on constructive approaches for handling diversity-related conflicts and for designing human resource management systems that capitalize on diversity and promotes inclusion.

Contact Information

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Smeal Diversity Enhancement Programs



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