

## 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 for America (ALPFA)
- Black Male Leadership Symposium (BMLS)
- Multicultural Women's Forum (MWF)
- National Association of Black Accountants (NABA)
- Queer Business Leaders (QBL)
- Women in Business (WIB)

### 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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### 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.

### FIRST@Smeal

FIRST@Smeal is a collaborative program with Undergraduate Education for all first-generation college students in the Smeal College of Business. The program provides support, leadership opportunities and a specifically assigned academic adviser. Penn State defines first-generation college students as any student whose immediate parents or legal guardians have not completed a baccalaureate degree. FIRST@Smeal supports these students through the transition to college and helps students navigate the higher education system.



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### Corporate Diversity Two-Piece

All students in Smeal are required to take coursework in a business area outside of their major. Smeal has responded to the need to expose students to the larger diverse global community with coursework focused on diversity and inclusion in the workplace.

**MGMT 320:** Establishing Workforce Diversity and Inclusion looks at the relevance and importance of diversity within corporate America and offers an overview of global business practices.

**MGMT 445:** Managing a Diverse Workforce offers 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.

### Smeal Majors and Minors

Students have the opportunity to choose from a portfolio of majors and minors to fit their educational goals and interests.

#### Majors:

- Accounting
- Actuarial Science
- Corporate Innovation and Entrepreneurship
- Finance
- Management
- Management Information Systems
- Marketing
- Real Estate
- Risk Management
- Supply Chain and Information Systems

#### Minors:

- Information Systems Management
- International Business
- Legal Environment of Business
- Supply Chain and Information Sciences and Technology

### Contact Information

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