

**Muma College of Business**  
**University of South Florida**

April 2015

**Policy on Diversity**

The Muma College of Business (MCOB) is committed to a diversity policy that encompasses three major thrusts: 1) promoting diversity in the composition of the faculty, student body and staff; 2) ensuring that students are exposed to diverse viewpoints in all areas of study by including diversity concepts in the classroom; and 3) exposing students to the dynamics of globalization.

The policy's goal is to have a faculty, staff and student body that is diverse in gender, race, national origin, and socioeconomic background. For example, the Corporate Mentors program strives to recruit and support students who are the first in their families to attend college. The PhD Project, the McKnight Doctoral Fellowship Program and other similar organizations are utilized to increase doctoral student diversity. MCOB seeks to include diversity in faculty recruitment because of the enrichment a diverse faculty brings to the curriculum and the experience that all students obtain by being exposed to faculty with diverse backgrounds and viewpoints. The College recognizes that diversity functions best in a climate of tolerance and respect for all and strives to foster such an environment.

MCOB promotes diversity of ideas through a variety of classes that are required of all students. For both undergraduate and MBA students, the core curricula, supplemented by major and elective courses, will ensure that diversity concepts, divergent viewpoints and global issues are addressed and lead to a rich learning experience. Diversity of ideas is also enhanced by a variety of faculty and student backgrounds.

MCOB is committed to the presentation of diverse concepts and ideas in the classroom and to increasing the accessibility of international experiences for students. This will be achieved through a variety of efforts. These efforts include: 1) enriching our curriculum with specific content and courses on global issues; 2) increasing study-abroad participation, international scholarships and internships that afford students an opportunity to learn and work in organizations around the world; 3) encouraging faculty to conduct research on globalization and be globally engaged; and 4) creating a welcoming environment for international students and scholars as well as focused exchange of ideas with professionals in the business community. The College is committed to increasing its own visibility and the visibility of its students to local and national organizations that promote global business.