***Questrom DEI Committee***

***Feld Center Subcommittee***

***Final Report – May 11, 2022***

**Subcommittee Members:**

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***Report Outline***

1. ***Committee Goals***
2. ***Guiding Principles***
3. ***Subcommittee Recommendations***
4. ***Appendix***
5. ***Committee Goals***
6. ***Student Preparation***

*In order to provide historically underrepresented student groups with the career support they need to succeed it is necessary to create new, and strengthen current, preparation initiatives for these students.*

***2) International Student Strategy***

*With the leadership of the incoming Dean (commencing in her role on June 1), create a strategy to support international students. International students are also more challenged than domestic at achieving their desired career outcomes. A strategy for this student group will be even more important as we understand the incoming undergraduate class will be ~23% international, and MBA class will be ~70% international.*

***3) Feld Center roles: scopes, hiring***

*As career services restructures for the ’22-’23 academic year in support of the Questrom 2030 strategic plan, open roles are numerous. The Feld Center must ensure that it seeks out and hires professionals of color in order to properly represent and reflect the Questrom student body. Additionally, new role goals should reflect the need to support diverse students.*

***4) Student experience***

*In accordance with the Questrom 2030 Strategic Plan Priority 5, the Feld Center must contribute to the goal of building capacities, curriculum, and communities to foster a diverse and inclusive learning and work environment.*

1. ***Guiding Principles***
2. **Questrom 2030 Strategic Plan**

*The subcommittee operates with Questrom 2030 Strategic Plan goals in mind, particularly:*

**Priority 4: Strengthen our Student Career Outcomes**

“Questrom will establish a reputation as a business school with industry-leading career development services and school-wide engagement in the student career process, resulting in even stronger career outcomes.”

**Priority 5: Increase Diversity, Inclusion, & Belonging**

“Questrom will build capacities, curriculum, and communities to foster a diverse and inclusive learning and work environment.”

1. **Dimensions of Diversity**

*The subcommittee kept in mind the Dimensions of Diversity, from the Curriculum subcommittee:*

* 1. There are many dimensions of diversity, including Race, Ethnicity, Gender Identity, Nationality, Sexual Identity, Age, Culture, Disability, Socioeconomic Status, Religion, and others (e.g. political)
  2. Student perception is that Questrom courses lack diversity with respect to Race, Ethnicity, Nationality, and Gender.
  3. It would be ideal for each course to incorporate diversity on multiple dimensions and for each program to incorporate diversity on as many dimensions as possible, particularly those most salient to the program.

1. ***Subcommittee Recommendations***
2. ***Student Preparation***

* Career prep/work with career coaches
  + *Feld Center staff will provide proactive career outreach/support to the Ascend program and clubs focusing on students from underrepresented groups*
    - *Clubs include but not limited to: ALPFA, Black Business Student Association, Grad Students from the African Diaspora, Latin American MBA Association*

1. ***International Student Strategy***

The subcommittee recommends a twofold strategy***:***

* A formal international student prep plan, beginning with the new admits over Summer 2022
  + *Plan should include research on how many/what type (concentration/specialization) of students who plan to stay in the U.S. for work after graduation*
  + *Plan and deliver for new summer sessions explicitly for international students.*
  + *Integrate strategy session for international students in the IRM summer offerings (e.g. Consulting Summer Camp, working with the VP/DEI on the Finance Club—the two industries that start recruitment efforts in Aug/Sep)*
  + *Introduce new mandatory career session for international students in the FTMBA LAUNCH program*
  + *Expand UG international student outreach for Summer ‘23*
* A formal business development plan that targets organizations that are open to sponsoring international students and/or have global offices for those students

1. **Feld Center roles: scopes, strategy**

Open roles are numerous:

* + *1x Director of MBA (and possibly UG) Coaching*
  + *Numerous PT MBA coaches*
  + *1x Assistant Director of Employer Engagement*
  + *1x UG Coaching role*
  + *1x Director of Industry Relations*
  + *1x Business Development Executive*
  + *1x Alumni Relations role*
* *Identify and post roles on career platforms supporting candidates of color, in addition to those where Questrom HR posts*
* *Proactively reach out to colleagues from underrepresented groups to gauge their interest in role/s*
* *Explore whether Alumni Relations role should support student mentoring (possibly along with Questrom DEI mentoring initiatives)*

1. ***Student experience***

Ensure that:

* + *Feld Center events include diverse corporate participants*
  + *Career materials (presentations, prep work) include diverse examples (e.g. what to wear to an interview)*
  + *Career classes are respectful and inclusive, as judged by students in a survey*

Additionally:

* + *Work with a student of color to help Feld Center vet new resources*
  + *Identify and include alumni and employer speakers that highlight diverse leaders and topics. Share these new contacts with student clubs for club events.*

1. ***Appendix***
2. [**Questrom 2030 Strategic Plan**](file:///C:\Users\olsenm\AppData\Local\Microsoft\Windows\INetCache\Content.Outlook\R4E202HU\questrom2030.bu.edu\wp-content\uploads\2022\02\220210-Questrom-2030-Revised-Finala.pdf)

**Priority 4 of 6: Strengthen our Student Career Outcomes**

Questrom will establish a reputation as a business school with industry-leading career development services and school-wide engagement in the student career process, resulting in even stronger career outcomes.

* 1. Objective 4.3: Increase quality and quantity of employers engaged with Questrom
     1. 4.3.2. Develop and offer new programs to engage more alumni in student career development
     2. 4.3.3. Implement club engagement strategy for career-, industry-, or business function-focused student organizations

**Priority 5 of 6: Increase Diversity, Inclusion, & Belonging**

Questrom will build capacities, curriculum, and communities to foster a diverse and inclusive learning and work environment.

1. Objective 5.2: Increase diverse representation, DEI content, and best practices for inclusiveness in Questrom events, programs, and courses
   1. 5.2.4. Revamp Program Orientations to deliver DEI content
   2. 5.2.6. Identify speaker opportunities that highlight diverse business leaders and topics on DEI in the business world
2. Objective 5.3: Increase the sense of belonging and shared community among students, faculty, and staff
   1. 5.3.1. Develop a reliable and valid instrument to evaluate belonging and shared community at Questrom
   2. 5.3.2. Develop affinity group programming: first gen, Asian, and women communities
3. Objective 5.4: Improve the composition of our students, faculty, staff, and leadership to broaden the diversity of our demographics and lived experiences
   1. 5.4.4. Develop and implement strategy to diversify recruiting pools for staff positions
4. Objective 5.5: Provide historically at-risk groups the financial support and academic, professional, and career development to succeed
   1. 5.5.1. Investigate the financial burdens of courses and career journey and provide recommendations
   2. 5.5.2. Design and implement the undergraduate DEI mentor program
   3. 5.5.3. Explore opportunities to support historically at-risk students in graduate programs