



**KELLEY SCHOOL OF BUSINESS**  
Indiana University

# Diversity Report 2021





## Kelley School of Business Mission Statement

The mission of the Kelley School of Business is to transform the lives of students, organizations, and society through management education, research, and service. Our aim is to: (1) develop a diverse body of students who are citizens of the world and who have a positive impact on their organizations and the communities in which they live, (2) conduct and disseminate high-quality research that advances both business theory and practice, and (3) serve, directly and indirectly, through instructional and research efforts, constituents and communities at all levels—local, national, and international. In fulfilling our mission, we emphasize a collaborative approach that encourages the creation of value-added partnerships among faculty, students, alumni, other universities and academic units at IU, and with private sector and not-for-profit organizations. We also recognize that fulfillment of our mission is best served by an inclusive culture that respects faculty and student diversity in all forms.



## Diversity Matters



The Kelley School has long been a champion of diversity in education and in business. Studies show that education is better, businesses are better, and communities are better when there is a diverse set of voices at the table.

Through the years, we've helped create groundbreaking initiatives and innovative programming designed to give our students a richer education and a broader understanding of diverse cultures and experiences in a global business world.

Aside from broadening our students' experiences, diversity is also good for business. A comprehensive study of more than 1,000 companies across 15 countries released by McKinsey & Company in 2020 shows that businesses with greater gender diversity on executive teams are 25% more likely to have above-average profitability than companies whose executives are less gender diverse. When measuring ethnic and cultural diversity in leadership, the companies in the top quartile in diversity outperformed the bottom quartile by 36%.

Our hiring companies know the importance of diversity and inclusion and invest in programming at Kelley that promotes inclusivity and respect for diversity in all forms.

In supporting one another and learning from each other, we can celebrate our differences and discover our common ground, which in turn helps all of our students better understand and contribute to the world in which they live.

*Idalene Kesner*

Idalene "Idie" Kesner  
Dean, Kelley School of Business



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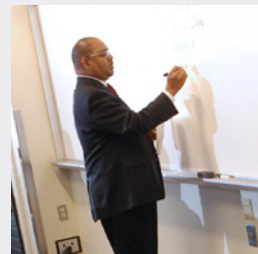
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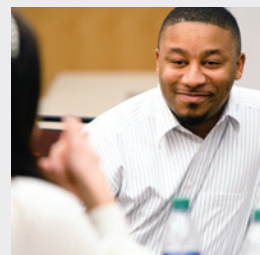
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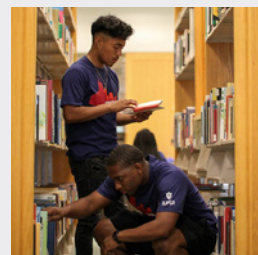
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Consortium students take a break between classes.

## History of Diversity at Kelley

The Kelley School of Business is known for its history of innovative initiatives grounded in teamwork, collaboration, and experiential learning. We strive to help our students become citizens of the world, to seek out and respect the viewpoints of others, and to be leaders in business and in their communities.

As the business world has evolved and become more diverse, so has Kelley, but the vision was established early on, through the insight of Herman B Wells, an alumnus and one of the first deans of what is today the Kelley School of Business. Wells later became the longest-serving president of Indiana University and worked to desegregate the campus, the community, and intercollegiate athletics.

One of the most impactful examples of that continuing vision is Kelley's decision to become one of three founding members of the Consortium for Graduate Studies in Management in the 1960s. The Consortium—a collaboration of business schools and corporations—was created to give Black men the means and support to attain MBAs and secure leadership positions in companies across America. The Consortium's mission later expanded to include women and other populations traditionally underrepresented in business. Kelley continues to be a member today, having graduated more than 1,000 Consortium fellows over the last 54 years.

In the 1970s, Kelley helped develop the Center for Leadership Development (CLD) to foster the advancement of minority youth in Central Indiana as future professional, business, and community leaders. Former Kelley Dean Schuyler F. Otteson became the first chairman of the CLD Board of Directors, and we continue to support CLD's Business Orientation Program on the IUPUI campus.

With a shared goal of increasing the proportion of business school faculty of color in the U.S., the Kelley School has participated in the national PhD Project since its inception in 1994. This year, we've initiated a pipeline project with other Big Ten business schools to encourage graduate students and young professionals to consider earning a doctorate and pursuing an academic career.

Women also are historically underrepresented in business schools and in business. In 2002, Kelley became an early higher education partner with Forté, an organization that supports women through access to business education, professional development, and community. Initially, Forté served women pursuing an MBA, but in 2015, Kelley was one of just 10 institutes invited to participate in its Rising Star mentor program that connects undergraduate women with MBA candidates and professional women so they might see where their dreams can take them.

The Kelley School also promotes diversity by sponsoring the National Diversity Case Competition, the first and largest national undergraduate diversity case competition in the country. The event draws more than 40 schools across the U.S. for a weekend of workshops and networking with top companies in addition to the competition, which awards \$20,000 in prize money. The event has garnered support from top companies and has become one of the premier events at Kelley.



“We must renounce prejudice of color, class, and race. . . . Our renunciation must be personally implemented by deeds. Our actions will be the measure of the sincerity of our words.”

IU President Herman B Wells, 1944

### Did You Know?

Kelley has more than **140 active initiatives** across our programs to recruit and support diverse students, educate students about different cultures, and create an inclusive and anti-racist environment. These initiatives include scholarships, ally training, pre-college programs, targeted recruiting initiatives, case competitions, mentoring programs, schoolwide events, and advocacy organizations.



# Schoolwide Initiatives

## Alumni Legacy Banners

The banner project is a visible tribute to Kelley's history of diversity and the legacies of some of the school's notable alumni. The first installation of this ongoing initiative focuses on Black alumni who were pioneers at Kelley or who served the university on a larger level. Many of the honorees were fellows of The Consortium, a group of universities and corporations that came together in the 1960s to encourage and support a more diverse field of MBA candidates. The second installation of banners pays tribute to Kelley women who broke barriers in the business school.



Alumni legacy banners line Tenth Street

## The Commons

This Kelley-wide initiative was created for students, faculty, and staff to encourage thoughtful conversations about diversity, equity, and inclusion. Each month, participants were invited to read, watch, or listen to a common selection. At the end of the month, the dean moderated a virtual panel discussion about the work with special guests from the Kelley community, experts from the university, professionals from our hiring companies, and local leaders.



Jason Brown

## DEI Task Force

The Kelley School dean commissioned a Diversity, Equity, and Inclusion Task Force in the summer of 2020 to examine the school's systems, structures, and curricula. In keeping with our educational mission to provide an "inclusive culture that respects faculty and student diversity in all forms," the task force was charged with looking for unconscious biases and missed opportunities to foster a culture of inclusion and respect. The KSB-B task force, which was led by Jason Brown, associate professor of accounting, had six subcommittees composed of core members and more than 30 faculty and staff volunteers. They focused on five main categories: structural and strategic change, faculty/staff sensitivity and classroom management, course offerings, student experience, and general climate, offering recommendations in the spring of 2021.

## DEIB Committee

One of the top recommendations from the DEI Task Force was to create a permanent DEIB Committee charged with developing a strategic approach for the evaluation and alignment of DEIB initiatives throughout KSB-B and prioritizing the task force's recommendations consistent with that approach. This fall, the standing DEIB Committee was formed, co-chaired by James Wimbush, IU Vice President for Diversity, Equity, and Multicultural Affairs, and Tim Fort, Eveleigh Professor in Business Ethics. Its first order of business was to take the initial steps to fulfill the other top recommendation of the DEI Task Force to create a dean-level position to focus on systemic, structural change to advance diversity at KSB-B.



James Wimbush



Tim Fort

## Associate Dean for DEIB

The DEIB Committee completed a description and job posting for the Associate Dean for Diversity, Equity, Inclusion, & Belonging in the fall of 2021, and a search is underway. The successful candidate will have significant leadership experience, demonstrated success in DEIB, excellent communications capabilities, and a doctoral degree in a discipline that can operate successfully within a business school. The associate dean will partner with existing efforts in the school's degree programs, integrate grassroots projects throughout the school, collaborate with university-based efforts, and liaise with schools across Indiana University. The associate dean will also oversee professional development for faculty and staff, and will be a resource for faculty, hiring committees, teaching committees, and program chairs and directors.

# Student Support

## Kelley Office of Diversity Initiatives

The Kelley Office of Diversity Initiatives (KODI) serves and celebrates the rich diversity of KSB-B's undergraduate student body, providing a community for underrepresented minority students to come together and feel supported, welcomed, and affirmed. KODI provides mentorship, academic advising, and diversity programming for current students, as well as support and guidance for pre-business freshmen working toward admission to Kelley. In addition, the office manages pre-college programs and hosts the National Diversity Case Competition.

## Graduate Director of Diversity and Inclusion

In 2020, the Associate Director of Diversity and Inclusion role for the Full-Time MBA Program was expanded to a director-level position responsible for all Kelley School graduate programs on the Bloomington campus and our Kelley Direct Online MBA and MS programs. The director collaborates with program faculty and staff, setting strategy for diversity initiatives and representing graduate programs in Kelley-wide DEI initiatives.

## Kelley Diversity Champions

Kelley Diversity Champions are select Full-Time MBA candidates who are passionate about creating an inclusive and welcoming environment at Kelley. The students work closely with the Director of Diversity and Inclusion to ensure the many cultures and experiences of all MBA students are embraced and respected. Champions provide support and advocacy for diverse students and help develop and manage events, recruiting, and training for the MBA community.



KODI staff members Carmund White, Stephanie Frame, Maquè Reese, and Jamie Gathing

Regina Funk, Graduate Director of Diversity & Inclusion

## Student Affinity Groups

### Undergraduate

- Ascend (Pan-Asian accounting & finance)
- Association of Latino Professionals for America (ALPFA)
- Chinese Business Association
- Global Business Women
- Kappa Eta Phi
- Korean Finance Seminar
- Men as Allies
- Mu Beta Lambda Business Fraternity
- National Association of Black Accountants
- Out at Kelley
- Scholars Without Borders
- Undergraduate Business Diversity Council
- Undergraduate Women's Financial Association
- Women & Co.
- Women in Accounting
- Women in Business
- Women in Business Technology
- The Women's Network

### Graduate

- Asian MBA Association
- Association of Women MBAs
- Black MBA Association
- Jewish Association of MBAs
- Latino MBA Association
- Out@Kelley
- Women in Information Technology





# Faculty Diversity



As universities across the country push to increase diversity on their campuses, recruitment of minority tenure-track faculty members and doctoral candidates is highly competitive. While the Kelley School has an established reputation as a top business school with a broad portfolio, many business schools in larger cities have advantages in location, private funding, and increased job opportunities for partners.

Even with increased initiatives to recruit a more diverse faculty, the underlying issue is the need to grow and diversify the pool of students and young alumni who might consider an academic career in business.

## Faculty Diversity Initiatives

Kelley School initiatives to ensure the recruitment and retention of diverse faculty members include:

- Creating faculty search committees that are diverse and inclusive in terms of race and gender.
- Ensuring all search committees operate in compliance with the university's Guide for IU Bloomington Academic Searches.
- Writing job descriptions designed to attract a broad and inclusive range of candidates.
- Advertising and promoting job postings in outlets targeting diverse job candidates.
- Including among the required application materials that candidates address their past experiences and future plans in support of Kelley's commitment to being an equitable and inclusive learning and working environment.
- Encouraging departments to undertake their own programs and initiatives.

## Doctoral Program

Our Doctoral Program actively recruits diverse candidates to help create a pipeline of diverse tenure-track faculty through the following initiatives:

- Reaching out to Historically Black Colleges and Universities (HBCUs) to promote the doctoral program.
- Continuing to work with The PhD Project, a national collaboration of business schools and corporations working to increase the diversity of business school faculty. This is an important step in building a more diverse student body, which leads to a larger talent pipeline of diverse leaders.
- Reaching out to minority student associations on the IU campus to discuss Kelley's doctoral program.
- Leveraging Kelley's undergraduate, MBA, and specialized master's degrees as a conduit to attract historically underrepresented students to the doctoral program.
- Promoting the doctoral program among Kelley School alumni.



## Big Ten PhD Project: DEI<sup>2</sup>

The Kelley School is collaborating with the other 13 business schools from the Big Ten to promote and demystify business doctoral programs through email campaigns and informational webinars. The initiative—called Doctoral Education Initiative for DEI, or DEI<sup>2</sup>—aims to show how an academic career in business, especially for women and people of color, can make a positive impact on research, students, and future business leaders.



# Undergraduate Student Recruitment



"I felt a sense of support that I didn't experience at the other colleges where I applied. The people I met at Kelley made IU stand out to me."

Michael Hudson, BS'21

The Kelley School believes an important part of a business education is learning to work with diverse groups of people from different backgrounds and experiences. We actively seek to recruit and support diverse students, including underrepresented students of color, women, LGBTQ+ students, students with disabilities, and international students. Initiatives include scholarships, events, ally training, targeted recruiting, and support programs and organizations. Many of our KSB-B Undergraduate Program initiatives are managed through our Kelley Office of Diversity Initiatives (KODI), which works with our program directors, student life coordinators, student advisory boards, and Kelley Student Government to develop programming.

## Recruitment Initiatives

**Young Women's Institute** introduces high school juniors to the college experience and business career opportunities. Students are selected from around the country to spend a week on the IU Bloomington campus. They participate in workshops with top Kelley School faculty members, interact with Kelley alumni and current students, prepare a real-world business case analysis, build leadership and communication skills, and connect with like-minded women interested in business.

**MEET Kelley**, which stands for Meet Education Experience Transition to Kelley, is a unique pre-college summer program to introduce high-ability minority high school students to the Kelley School. Students learn about opportunities, experience a professional business case competition, and ultimately consider transitioning to Kelley after high school.

**Kelley Up-Next Business Academy** brings together high school students from populations historically underrepresented in the business school to expose them to opportunities within the business world and guide them through the college admissions process. Students participate one Saturday each month from September through April (virtually during the pandemic), get to know Kelley School faculty and staff, network with professionals, make connections with new friends and Kelley students, and participate in inspiring business activities.

**Kelley Prep Academy** is a one-year program available for Indiana University students applying to Kelley through the Standard Admissions process. The program includes professional and academic development events, social events, study tables/tutors to help with rigorous first-year courses, admissions and academic guidance from Kelley Admissions staff, and opportunities to interact with Kelley faculty outside of the classroom. Students take an academic pledge of excellence. Special consideration is given to underrepresented students of color.

## Diversity-Related Scholarships

In addition to the scholarships below, many KSB-B and IU scholarships give special consideration, at the request of the benefactor, to those with financial need, diverse cultural experiences, or those actively involved in diverse communities.

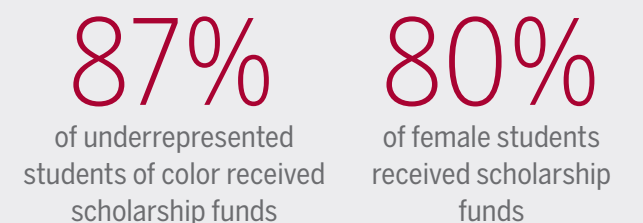
**William R. Fry Scholars Program** includes a support system to enable students to find their path to success and covers standard tuition, fees, and room and board.

**Dean's Council Scholarship** was created out of a shared aspiration of the Kelley School's dean and the dean's advisory council to sustain and enhance diversity at Kelley.

**Conrad Prebys Scholars Program** enables talented students to build a foundation for success.

## By the Numbers 2020–2021\*

\*Includes COVID-19 Emergency Funding





# Graduate Student Recruitment



“Having access to Forté has truly enhanced my MBA experience, especially as someone pursuing a career in financial services. Forté offers conferences, networking opportunities, and access to companies aligned with their mission. I have learned immensely from Kelley Forté alumna who have graciously shared their experiences post-MBA when they visit Bloomington. It continues to inspire me to encourage others to challenge themselves.”

Ashley Emerole, MBA'20

## The Consortium

In the 1960s during the Civil Rights Era, the Kelley School of Business was one of three founding members of The Consortium for Graduate Studies in Management, which was created to give Black men the means to attain the business skills they needed to secure positions in American corporations. The Consortium, which later expanded to include women and other underrepresented students of color, is a network of high-performing students and alumni, leading MBA programs, and dedicated corporate partners. It awards merit-based, full-tuition fellowships to top MBA candidates who have a proven record of promoting inclusion in school, in their jobs, or in their personal lives. Over the last 55 years, Kelley has graduated more than 1,000 Consortium fellows.

## Forté Foundation

In 2002, the IU Kelley School of Business was an early higher education partner in the Forté Foundation, an organization that launches women into business careers through financial fellowships, professional development, and a community of successful women. All female MBA students at Kelley are members of Forté. Initially, Forté served women pursuing an MBA, but in 2015 the Kelley School was one of just 10 institutions invited to participate in its “Rising Star” mentorship program in which MBA students encourage, support, and help prepare undergraduate women for their careers.

## Diversity Workshop

In conjunction with Kelley’s annual Preview Day for prospective MBA candidates, the Diversity Workshop was designed to provide prospective students from underrepresented populations the opportunity to learn

about the value of diversity and inclusion within the Kelley Full-Time MBA Program. Attendees interact with alumni from diverse backgrounds in a career panel, have candid conversations with current students from underrepresented groups, and get a classroom preview by learning tangible skills such as communication and personal finance. In addition, candidates are introduced to opportunities available through The Consortium, Forté, and other partner organizations.

## Accounting Leadership Weekend

Our highly ranked Graduate Accounting Program offers a STEM-certified Master of Science in Accounting with Data and Analytics (MSADA). Kelley actively recruits students from diverse colleges and universities that don’t have accounting programs at the graduate level. Accounting Leadership Weekend enables prospective MSADA students to get a firsthand look at the one-year program and the opportunities that await them upon graduation. Visitors interact with current students, faculty, career services staff, and alumni. Kelley covers all travel and lodging.

## Leaders Like Me

This workshop was created to promote the benefits of Kelley’s in-residence master’s programs in finance, information systems, and accounting. Participants hear from Kelley alumni who are underrepresented minority professionals influencing decisions at top companies. Panelists share their leadership journeys, challenges they’ve encountered and continue to face, and tips for advancing in their chosen careers. The panel discussion and Q&A is followed by breakout sessions with more information on individual programs.

# Undergraduate Programming and Curriculum



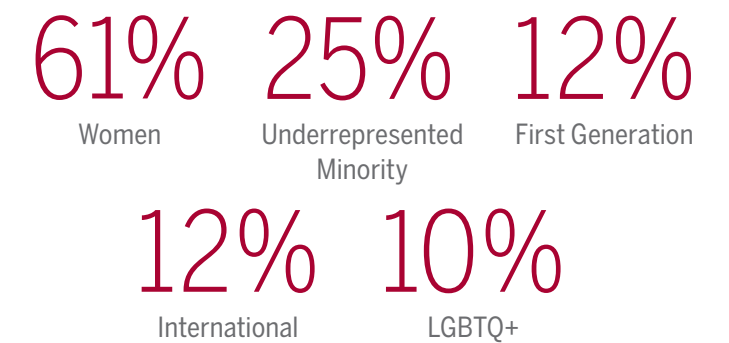
## Finance Diversity Program

The Finance Diversity Program (FDP) launched in 2017 and is designed to increase the diversity of students choosing a finance major at KSB-B and pursuing a career within corporations and the financial services industry. The program’s ultimate goal is to lead to more diversity among professionals from corporate America and Wall Street and contribute to better decision-making through diversity.

The program provides students with professional development opportunities at an early stage in their academic careers and strives to empower diverse individuals to be confident as their authentic selves. Students are encouraged to join Kelley’s undergraduate industry workshops and take advantage of professional networks. Students remain in the program all four years, becoming leaders, coaches, mentors, and ambassadors as juniors and seniors. After graduation, they become members of the FDP Alumni Community Network. The first Financial Diversity cohort had about 50 members and doubled diversity in the Investment Banking Workshop and the Investment Management Workshop.

## 2020 FDP Cohort By the Numbers\*

\*Based on 59 of 95 members reporting



## An Inclusive Curriculum

The Kelley School faculty have committed to integrating diversity, equity, and inclusion concepts into our KSB courses. Individual academic departments are participating in discussions, sharing plans, and adopting more inclusive pedagogies in their courses. Initiatives are being collected in a database and shared with other faculty members to allow for inspiration of new ideas and the implementation of best practices. One example of a successful initiative is a 3 credit hour ethics course developed by KSB’s Department of Business, Law, and Ethics and piloted during the Spring 2020 semester. One third of the syllabus included significant DEI focus, specifically related to race/ethnicity, women, and LGBTQ+ issues. The model is being expanded to other courses.

## Kelley United Week

Kelley United Week honors diversity in the KSB-B community and celebrates how our students are all united as Kelleys. Activities typically include a kickoff day with an interactive world map, a cultural etiquette dinner, a diversity “town hall” discussion, a special international take on the “Jeopardy!” TV game, a cultural spotlight dinner, and a cross-cultural “show and tell” event in which students display the rich diversity of our student body through food, music, and art.

## National Diversity Case Competition

The Kelley School of Business annually hosts the National Diversity Case Competition, which was created at the Kelley School in 2012 by students in the Student Diversity Council. Originally called the Midwest Diversity Case Competition, it’s now the largest such event, bringing together some of the best and most diverse talent in undergraduate education competing for \$20,000 in prize money. Student teams from more than 40 schools, including historically Black colleges and universities, travel to Bloomington the weekend preceding Martin Luther King Jr. Day to solve diversity-related business issues and share ideas while benefiting from workshops and networking with top corporate recruiters that value inclusion.



# Graduate Programming and Curriculum

## Graduate Diversity Ally Certificate

Diversity Ally is a distinction for KSB-B graduate students who demonstrate appreciation for the many kinds of diversity in the teams on which they work. As a Diversity Ally, they are prepared to champion inclusion among their colleagues in organizations in which they will work. This initiative, first piloted in the Full-Time MBA Program, helps students learn more about people with backgrounds different from their own, increases their emotional intelligence, and gives them tools to build community in their groups and organizations. The certificate is earned through participation in foundational exercises, workshops, cultural events at IU and in Bloomington, and Kelley student club events.

## Candid Conversations

Candid Conversations is a series of monthly open forums to encourage dialogue focused on diversity and inclusion. Each forum addresses a different aspect of a diverse community through an activity, group discussion, or panel comprising students with varying backgrounds, experiences, and perspectives. Participants get firsthand accounts of new perspectives and engage in open, candid discussion.

## Diversity Case Competition for Me, Inc.

Me, Inc., a personal and career development program that begins prior to the start of the Full-Time MBA Program, now features a live case analysis of a minority-owned business. The case is written by a team of rising second-year MBA students to help incorporate more diverse examples into the curriculum. In addition, the MBA faculty are working to incorporate more cases and assignments featuring minorities and women into core classes.

## Integrated Core Curriculum

Our innovative Integrated Core (I-Core) curriculum has incorporated a two-day immersive discussion for our Full-Time MBA students using established case studies on diversity matters. In addition, a qualified professional trainer is working with MBAs in multiple sessions on DEI, and corporate guests are invited to discuss the importance of DEI in the corporate workplace.

# Career Services



KSB-B's Undergraduate and Graduate Career Services offices work closely with our academic programs, diversity partners, and corporate recruiters to ensure all students are supported by building inclusive elements into programming and understanding issues faced by diverse populations, including bias, discrimination, and pay equity. The career services staff also participates in DEI-related training and collaborates with campus-wide cultural centers. Diversity support includes:

- Hosting diversity career fairs
- Participating in the campuswide diversity career fair
- Supporting and developing programming targeted to diverse populations, including underrepresented minorities, women, LGBTQ+ students
- Providing speakers for career-related programming
- Promoting schoolwide and program diversity initiatives

## Undergraduate Placement

2020–2021 Metrics*	Full-Time Position	Junior-Year Internships
Overall Success Rate	97.4%	93%
Women	97.9%	98.7%
Minority Students^	94.7%	93.3%

\*Rate affected by COVID pandemic  
^Consortium students

## Full-Time MBA Placement

2020–2021 Metrics*	Full-Time Position	Internships
Overall Success Rate	94.8%	98.8%
Women	86.6%	100%
Minority Students^	100%	100%

\*Rate affected by COVID pandemic  
^Consortium students

## Supporting Diversity

During the 2021 fiscal year, 41 companies gave \$1.25 million in support of Kelley's diversity initiatives and events, including nine companies who gave to diversity-related initiatives for the first time. Here are the top 15 companies that financially support diversity programming at Kelley:

- |                          |                             |
|--------------------------|-----------------------------|
| Conrad Prebys Foundation | AbbVie                      |
| Altria                   | PricewaterhouseCoopers      |
| BKD CPAs & Advisors      | GEICO                       |
| EY                       | Whirlpool                   |
| 3M Company               | Bank of America             |
| Cummins                  | Discover Financial Services |
| Procter & Gamble         | Crowe LLP                   |
| General Electric         |                             |



“When we talk about promoting diversity at Kelley, we talk about diversity of ethnicity, gender, sexual orientation, birthplace, religion, abilities, and experiences. Everyone deserves a place at the table, and we partner with companies that feel the same way. Many of our hiring companies have invested in our diversity and inclusion programs because they believe in the value of diversity and want to ensure a diverse workforce for their company.”

Idalene “Idie” Kesner, Dean



# Schoolwide Initiatives

## DEI Task Force/Committee

The Diversity, Equity, and Inclusion Task Force at the Kelley School of Business at IUPUI began in August 2019 as a project to build a safe space to discuss the state of the school's DEI environment. This group became a permanent committee of faculty and staff in October 2020 with official standing as defined within the norms of faculty, staff, and university governance. The committee's mandate is to recommend to the dean's office a comprehensive DEI strategic plan for the Kelley School at IUPUI. The committee monitors progress toward goals and recommends how KSB-I can continuously improve DEI performance.



Co-chaired by faculty member Darrell Brown and staff member Marva Hunt, the permanent DEI Committee conducts work within three subcommittees:

- *The Faculty and Staff Subcommittee* investigates and recommends goals for (1) positive change in the professional work climate and organizational culture of KSB-I and (2) improvement in the recruitment, hiring, retention, and career development of underrepresented faculty and staff members. This committee also manages a values statement that explicitly communicates a multicultural approach to DEI and recognizes the challenges faced by underrepresented faculty and staff members.
- *The Graduate Programs Subcommittee* studies DEI issues that impact graduate programs at KSB-I: Evening MBA, Graduate Accounting, Physician MBA, and Graduate Certificate in Medical Management. Its work offers guidance for (1) changes in curriculum; (2) improvement in the recruitment, admission, retention, and experience of underrepresented students; and (3) expansion of co-curricular activities that generate positive economic impact for underrepresented communities in Indianapolis.
- *The Undergraduate Program Subcommittee* conducts the same work as the Graduate Programs Subcommittee, but with a focus on programs serving undergraduate students.



Marva Hunt

## Coordinator of DEI Initiatives

Darrell Brown was appointed in the newly created position of Coordinator of Diversity, Equity, and Inclusion for Kelley-Indianapolis in spring 2021.



Darrell Brown

In this role, Brown oversees all diversity-related initiatives at KSB-I, works with the Center for Leadership Development in organizing its Business Orientation Program, and oversees the Diversity Scholars Research Program, serving as advisor and mentor to students in the program.

He also serves as faculty co-chair of KSB-I's DEI Committee and represents the school on relevant campuswide committees at IUPUI.

# Undergraduate Diversity

## Pre-College Programs

The Kelley School at IUPUI works with others in the community to introduce business fundamentals to high school students and inspire them to pursue a business education.

**The Kelley Challenge** is a weeklong summer case study on the IUPUI campus that prepares high schoolers to study business and allows them to work closely with local employers. About 40 Indianapolis high schoolers sampled college studies at the Kelley School of Business at IUPUI during summer 2021 while working on a case study with local employers Anthem and Geico. The Kelley Challenge comprises the final week of a five-week summer program led by Upward Bound, which works with public schools around the Indianapolis area to prepare minority and first-generation students for college.

**Business Opportunities for Self-Starters, or BOSS**, is an opportunity for minority and potential first-generation college students from Indianapolis high schools to learn more about possible business careers during a weeklong event at IUPUI. Guided by Kelley faculty members and IUPUI student mentors, BOSS students gain professional skills while learning what it means to be a small business owner who plans and develops their own business concept. BOSS students also gain professional skills, receive a salary for their week of work, and pitch their business plans for cash prizes. Their new ventures ranged from a clothing store that sells Halal clothing for the Muslim community to a vegan restaurant. BOSS Camp is funded by a grant from the Governor's Workforce Cabinet to the Indianapolis Public Schools Foundation, the Lilly Endowment, and support from the Kelley School of Business and the IUPUI Office of Community Engagement.



## Diversity-Related Scholarships

Several scholarships at KSB-I give special consideration, by request of the donor, to traditionally underrepresented populations in business schools.

- |  |   |
|--|---|
| Peggy Daniels Lee Diversity Scholarship            | Citizens Energy Group RISE Diversity Scholarship                    |
| Greg & Traci Dolan Scholarship                     | Powers & Sons Construction Company, Inc. RISE Diversity Scholarship |
| Michael Williams Endowed Scholarship               | Carey Lykins Diversity Scholarship                                  |
| Mays Family RISE Scholarship for Men in Business   | Larry & Sean Lucas Scholarship                                      |
| Mays Family RISE Scholarship for Women in Business | Bessie Annie Fannings Memorial Scholarship                          |



"I've learned a lot of people don't feel confident, but this experience gives me the confidence to keep going. I definitely have had my doubts, but I now know I want to make my business the best—to make it stand out, to be different. I've learned not to give up."

Jormani Grimes, sophomore at Arsenal Tech and BOSS Camp participant



# Graduate and Community Diversity

## Enterprise Corps

The Kelley School at IUPUI is partnering with local women- and minority-owned businesses in a new initiative to provide increased support for small businesses in Central Indiana. In collaboration with the Indy Chamber Business Ownership Initiative, Enterprise Corps pairs Evening MBA students and their faculty mentors with more than 20 small businesses in and around Indianapolis to help expand resources, make connections, and solve problems.

Enterprise Corps began in March 2020 at the beginning of the COVID-19 pandemic. KSB-I faculty members, supported by the Indy Chamber Rapid Response Hub, responded to questions from business owners across central Indiana. As the difficult year continued, faculty members delivered eight webinars as part of the Indy Chamber Rapid Recovery Series to help small businesses relaunch operations. Enterprise Corps now serves as the capstone project for the Evening MBA Program in which students can apply their academic acumen to addressing the entrepreneurs' most pressing business needs. These partnerships resulted in connections and business plans that advance the owners' objectives while saving them the cost of typical consulting services.

The long-term goal of Enterprise Corps is to expand into a large regional network of specialized experts and coaches who can provide knowledge and analysis to small businesses that join the program.



“We would never have made the connections the Kelley teams provided us. We didn’t even realize the things we were missing. They were able to bring together all the pieces, and they made me feel comfortable about the plan.”

Suzette Sweatt, co-owner of SweattBoxx Wellness Center



Charlotte Westerhaus-Renfrow

## Diversity in Leadership Program

Communities thrive when women and professionals of color are well represented in the business community. Cities capable of attracting highly skilled and diverse employees ultimately become ideal locations for companies looking to

expand. But in Indianapolis, only 4.4% of senior leaders are Black and 1.7% identify as Hispanic, according to a 2018 EEOC report.

The Kelley School of Business at IUPUI is working to improve diverse representation among senior-level business leaders in the community in a new program to address this issue directly. The Diversity in Leadership (DIL) program is building a pipeline of highly qualified, diverse talent for senior-level leadership positions in the public, private, non-profit, and service sectors throughout Indiana. A cohort of 20 participants work through a six-month curriculum of five business courses, ongoing networking, and career support. Programming is offered through a partnership of five schools: KSB-I, Marian University Indianapolis, Butler University Lacy School of Business, University of Notre Dame Mendoza College of Business, and Purdue University Krannert School of Management.

Through DIL, each school leads a weekend course around topics such as business analytics, leadership communication, accounting and finance, organizational strategy, and leading organizational change. Charlotte Westerhaus-Renfrow, clinical assistant professor of business law and management, represented Kelley in the leadership communication courses, covering interpersonal communications, negotiations, conflict resolution, and intercultural competencies.

## KIMWA

The Kelley Indianapolis MBA Women’s Association (KIMWA) is a community of Kelley Evening MBA students and alumnae who regularly connect to lift up women in business. The goal of KIMWA is for women to inspire, empower and challenge each other to achieve personal and professional goals. By hosting ongoing educational, networking and volunteer events, women MBAs are able to connect with a strong network to learn more about potential career paths; gain leadership experience; grow friendships and business connections; and share advice on juggling work, school, family, and personal lives. KIMWA also works to encourage more women to pursue MBAs and elevate their business careers.

# Enrollment by Program

KSB-I Undergraduate	Class Profile	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017
	Beginners	205	186	177	148	147
	# Women (%)	95 (46.3%)	69 (37.1%)	56 (31.6%)	54 (36.5%)	59 (40.1%)
	# Minority* (%)	46 (22.4%)	27 (14.5%)	22 (12.4%)	16 (10.8%)	14 (9.5%)
	# International (%)	1 (0.49%)	0	0	0	0
	# Indiana (%)	185 (90.2%)	175 (94%)	161 (91%)	125 (84%)	136 (93%)
	All Cohorts	1261	1237	1178	1188	1211

KSB-I Evening MBA	Class Profile	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017
	Beginners	60	66	67	63	68
	# Women (%)	26 (43%)	19 (29%)	18 (27%)	15 (24%)	13 (19%)
	# Minority* (%)	11 (18%)	10 (15%)	7 (10%)	5 (8)	8 (12%)
	# International (%)	0 (0%)	0 (0%)	0 (0%)	0 (0)	0 (0%)
	# Indiana (%)	58 (97%)	64 (98%)	67 (100%)	45 (71%)	64 (94%)
	All Cohorts	223	278	271	289	294

KSB-I Graduate Accounting	Class Profile	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017
	Beginners	30	29	39	46	47
	# Women (%)	15 (50.0%)	15 (51.7%)	17 (45.9%)	24 (52.2%)	26 (55.3%)
	# Minority* (%)	4 (13.3%)	4 (13.8%)	10 (26.3%)	4 (8.7%)	4 (8.5%)
	# International (%)	5 (16.7%)	1 (3.4%)	6 (12.8%)	8 (17.4%)	12 (25.5%)
	# Indiana (%)	24 (80.0%)	27 (93.1%)	33 (84.6%)	37 (80.4%)	32 (68.1%)
	All Cohorts	82	82	99	122	154

KSB-I Physician MBA	Class Profile	Fall 2021	Fall 2020	Fall 2019	Fall 2018	Fall 2017
	Beginners	35	34	33	40	41
	# Women (%)	12 (34%)	10 (29%)	14 (42%)	14 (34%)	8 (20%)
	# Minority* (%)	7 (19%)	7 (20.5%)	3 (9%)	5 (12.5%)	8 (19%)
	# International (%)	N/A	N/A	N/A	N/A	N/A
	# Indiana (%)	23 (66%)	17 (47%)	20 (60%)	23 (51%)	19 (46%)
	All Cohorts	69	67	73	81	84

\*Minority is defined as Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and multiracial.





# Enrollment by Program

<b>KSB-B Undergraduate</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	2767	1972	1973	1746	1655
	# Women (%)	936 (33.8%)	646 (32.8%)	658 (33.4%)	593 (34%)	540 (32.6%)
	# Minority* (%)	337 (12.2%)	224 (11.4%)	272 (13.8%)	205 (11.7%)	193 (11.7%)
	# International (%)	105 (3.8%)	69 (3.50%)	107 (5.42%)	102 (5.84%)	110 (6.65%)
	# Indiana (%)	711 (25.7%)	488 (24.8%)	502 (25.4%)	522 (30%)	440 (26.6%)
	All Cohorts	9626	8428	7939	7518	7248

<b>KSB-B Full-Time MBA</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	157	92	135	184	204
	# Women (%)	48 (31%)	32 (35%)	45 (33%)	64 (35%)	59 (29%)
	# Minority* (%)	21 (13%)	9 (10%)	20 (15%)	17 (9%)	24 (14%)
	# International (%)	66 (42%)	21 (23%)	49 (36%)	66 (36%)	61 (30%)
	# Indiana (%)	17 (11%)	7 (8%)	19 (14%)	17 (9%)	20 (10%)
	All Cohorts	245	225	318	388	392

<b>KSB-B 3/2 MBA</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	61	64	32	48	56
	# Women (%)	8 (13%)	10 (16%)	11 (34%)	12 (25%)	13 (23%)
	# Minority* (%)	8 (13%)	5 (8%)	2 (6%)	1 (2%)	2 (4%)
	# International (%)	0	4 (6%)	5 (16%)	5 (10%)	7 (13%)
	# Indiana (%)	21 (34%)	23 (36%)	10 (31%)	17 (35%)	22 (39%)
	All Cohorts	125	96	80	103	96

<b>KSB-B MS in Accounting with Data and Analytics</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	39	41	47	66	34
	# Women (%)	9 (23%)	21 (51%)	17 (36%)	35 (53%)	18 (53%)
	# Minority* (%)	4 (10%)	10 (24%)	11 (23%)	9 (14%)	3 (9%)
	# International (%)	2 (5%)	6 (15%)	9 (19%)	24 (36%)	16 (47%)
	# Indiana (%)	14 (36%)	21 (51%)	16 (34%)	18 (27%)	7 (21%)
	All Cohorts	39	43	49	72	38

<b>KSB-B MS in Finance</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	50	42	35	16	N/A
	# Women (%)	11 (22%)	10 (24%)	10 (29%)	4 (25%)	N/A
	# Minority* (%)	4 (8%)	6 (14%)	5 (14%)	3 (19%)	N/A
	# International (%)	11 (22%)	6 (14%)	7 (20%)	4 (25%)	N/A
	# Indiana (%)	24 (48%)	23 (55%)	18 (51%)	5 (31%)	N/A
	All Cohorts	54	44	35	16	N/A

\*Minority is defined as Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and multiracial.

<b>KSB-B MS in Information Systems</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	138	127	140	129	128
	# Women (%)	48 (35%)	41 (32%)	53 (38%)	53 (41%)	47 (37%)
	# Minority* (%)	9 (7%)	13 (10%)	13 (9%)	7 (5%)	12 (9%)
	# International (%)	48 (35%)	27 (21%)	53 (38%)	43 (33%)	45 (35%)
	# Indiana (%)	62 (45%)	64 (50%)	61 (44%)	58 (45%)	58 (45%)
	All Cohorts	175	174	163	166	169

<b>KSB-B Kelley Direct Online MBA</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	649	580	442	338	362
	# Women (%)	219 (33.7%)	150 (26%)	115 (26%)	77 (23%)	101 (28%)
	# Minority* (%)	88 (13.6%)	55 (9.5%)	37 (8.4%)	33 (9.8%)	28 (7.7%)
	# International (%)	62 (9.6%)	151 (26%)	77(17%)	34 (10%)	34 (9.4%)
	# Indiana (%)	60 (9.2%)	70 (12%)	53 (12%)	35 (10%)	47 (13%)
	All Cohorts	1438	1154	911	771	773

<b>KSB-B Kelley Direct Online MS</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	42	52	54	65	61
	# Women (%)	12 (29%)	14 (27%)	14 (26%)	9 (14%)	11 (18%)
	# Minority* (%)	7 (17%)	8 (15%)	7 (13%)	6 (9%)	13 (21%)
	# International (%)	3 (7%)	5 (10%)	6 (11%)	6 (9%)	1 (2%)
	# Indiana (%)	12 (29%)	12 (23%)	14 (26%)	18 (28%)	8 (13%)
	All Cohorts	125	159	179	158	155

<b>KSB-B Doctoral Program Total Student Enrollment^</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	17	12	15	19	14
	# Women (%)	10 (59%)	6 (50%)	5 (33%)	6 (32%)	5 (36%)
	# Minority* (%)	2 (12%)	0 (0%)	1 (7%)	2 (11%)	0 (0%)
	# International (%)	9 (53%)	10 (83%)	10 (67%)	8 (42%)	3 (21%)
	# Indiana (%)	24 (80.0%)	27 (93.1%)	33 (84.6%)	37 (80.4%)	32 (68.1%)
	All Cohorts	73	62	65	64	58

<b>KSB-B Executive Degree Programs MBA</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	160	202	221	226	207
	# Women (%)	50 (31.2%)	54 (26.7%)	69 (31.2%)	56 (24.7%)	56 (27%)
	# Minority* (%)	35 (21.8%)	39 (19.3%)	25 (11.3%)	21 (9.2%)	20 (9.6%)
	# International (%)	16 (10%)	36 (17.8%)	54 (24.4%)	56 (24.7%)	65 (31.4%)
	# Indiana (%)	10 (6.2%)	10 (4.9%)	24 (10.8%)	34 (15%)	29 (14%)
	All Cohorts	695	753	749	761	765

<b>KSB-B Executive Degree Programs MS</b>	<b>Class Profile</b>	<b>Fall 2021</b>	<b>Fall 2020</b>	<b>Fall 2019</b>	<b>Fall 2018</b>	<b>Fall 2017</b>
	Beginners	102	67	27	49	23
	# Women (%)	50 (49%)	31 (46.2%)	9 (33.3%)	16 (32.6%)	4 (17.3%)
	# Minority* (%)	3 (2.9%)	2 (2.9%)	0	3 (6.1%)	3 (13%)
	# International (%)	94 (92.1%)	62 (92.5%)	23 (85.1%)	43 (87.7%)	18 (78.2%)
	# Indiana (%)	2 (1.9%)	0	2 (7.4%)	0	0
	All Cohorts	241	183	171	166	765

\*Minority is defined as Black/African American, Hispanic/Latino, American Indian/Alaskan Native, Native Hawaiian/Pacific Islander and multiracial.  
^For the doctoral program, the gender, ethnicity, and geographical designations are for the entire cohort instead of just the beginning class.





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### Information Systems Graduate Programs

[msis@indiana.edu](mailto:msis@indiana.edu)

### Finance Graduate Programs

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812-856-5366

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### Executive Education

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## About the Kelley School

The Kelley School of Business is a comprehensive provider of business education with a full portfolio of degree-granting programs serving more than 14,000 students in Bloomington, Indianapolis, and online worldwide.

During its 100-year history, the Kelley School has distinguished itself by creating momentum for our students and communities through foresight, innovation, and relationships we've built with our alumni, corporate partners, and global scholars. Our experiential programming takes a personalized approach and focuses on collaboration, self-awareness, and inclusive leadership.

On the Indiana University campus, KSB-Bloomington serves more than 12,000 students in 20 degree programs on campus and online with more than 300 professors and over 300 staff members.

On the campus of Indiana University-Purdue University Indianapolis, KSB-I serves more than 1,600 students in undergraduate and graduate programs that collaborate with top companies, small businesses, and non-profit organizations in the state's capital city.

## Diversity Champion 2021

Indiana University consistently receives the Higher Education Excellence in Diversity award from INSIGHT into Diversity magazine. The award honors universities with a commitment to diversity through innovative programs, hiring practices, and student recruitment and retention. For the fifth year, IU has been named a Diversity Champion, INSIGHT's highest distinction.



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