Diversity Matters

VirginiaTech

National Association of Black Accountants

Pictured are 15 of the 20 founding members along with Richard Sorensen (Pamplin dean), Robert Brown (ACIS department head) and Lynette Wood (faculty advisor) in May 2007.

Founded in the spring of 2007 with 20 charter members, the Virginia Tech student chapter of the National Association of Black Accountants (NABA) seeks to unite African-American accounting and finance students who have similar interests in academic and professional development.

With approximately 50 professional chapters and 150 student chapters, NABA represents the interests of more than 100,000 African-Americans and minorities in the furtherance of their educational, professional, and career goals.

The Pamplin Multicultural Diversity Council

(PMDC) is a student club that formed in the Fall of 2005. Its mission is to prepare for the workplace by developing skills and sensitivities to manage and work in a multicultural and multiethnic environment. In addition, PMDC holds an annual diversity workshop conference where corporations are invited to conduct workshops and share their industry experience on diversity in the workplace.

- The **Fourth Annual Diversity Workshop** for students will be held on February 21. The theme is "Diversity Success Stories and Benefits," with KPMG, Target and Philip Morris. Last year approximately 100 attendees participated in the interactive workshops.
- The group sponsors speakers which this year include U.S Cellular and Ernst & Young.
- The group also volunteers; including recruitment weekends, the Big Event, and last year they organized a diversity workshop for the Boys and Girls Club at the Blacksburg Middle School. They were invited back and plan to continue this as a yearly volunteer activity.

Business Diversity Center

Mary Connerley
Director
maryc@vt.edu

Pamplin College of Business - Room 28
Virginia Tech (Mail Code 0233)
Blacksburg, VA 24061

www.diversity.pamplin.vt.edu
(540) 231-7372

Now Offering A Business Diversity Minor!

Teaching

Workshops

The Business Diversity Center offered a Fall Faculty Workshop –"Increasing Diversity Awareness."

A workshop for graduate students and instructors will be held in the Spring.

Business Diversity Minor

Given that the Business Diversity Minor is one of the first of its kind, it is being benchmarked by other colleges of business throughout the country.

Objectives for the Business Diversity Minor

- Develop a readiness and ability to take a leadership role in managing diversity and multiculturalism in students' careers and workplaces;
- Develop a vocabulary so that students can more effectively develop ideas around issues of gender, ethnicity, disabilities, age, and cultural difference within a corporate context;
- Gain a self-awareness of students' own cultural values, attitudes, and beliefs, and an understanding of how these influence behavior and interactions in the workplace;
- Respect all individuals;
- Explore organizational opportunities and challenges created by increased diversity and multiculturalism of the U.S. workforce;
- Identify organizational factors that hinder and those that promote diversity in the workplace.

Courses

Required (6 credits)
MGT 3434: Diversity in the Workplace: Issues for Individuals
MGT 3444: Diversity in the Workplace: Issues for Organizations

Student Choice (3 credits)
HTM 3484: Socio-cultural Impacts of Tourism
MKT 4644: Marketing, Society and the Public Interest

Student Choice (3 credits)
MGT 4234: Ethical Issues in Business Diversity
FIN 4024: Legal Aspects of a Diverse Workplace

Elective (3 credits)
A list of approved electives can be found on the application form available in the Undergraduate Advising Office in 1046 Pamplin or online at www.diversity.pamplin.vt.edu.

Experiential Activity
Student Choice (3 credits)
MGT 2964 or 3964 or 4964: Field Study
MGT 3464: Diversity Related Internship and Professional Development

Research

A sampling of Diversity-Related Research conducted in the Pamplin College of Business

Bell, M. P., Connerley, M. L., & Cocchiara, F. K. (In Press). A Question We Should Ask: Why Isn't Diversity a Required Course for Management Students? *Academy of Management Learning and Education*.

Connerley, M. L., Mecham, R. L., & Strauss, J. P. (2008). Gender Differences in Leadership Competencies, Expatriate Readiness, and Performance. *Gender in Management: An International Journal*, 23 (5), 300-316.

Smith, W., Singal, M. & Lamb, W. (2008). Corporate Social Orientation in Japan and the U.S.: A Cross-Cultural Comparison. *International Journal of Organizational Analysis, 15(3)*; 3-10.

Bélanger, F., Lewis, T., Kasper, G. M., Smith, W. J., & Harrington, K. V. Are Computing Students Different? An Analysis of Coping Strategies and Emotional Intelligence, *IEEE Transactions on Education*.

Harrington, K. V., Lewis, T. L., Belanger, F., Smith, W. J., & Kasper, G.. (2006). Effects of Distal and Proximal Characteristics on Academic Success for African-American and Caucasian IT Students. Proceedings of the 66th *Annual Academy of Management Conference, 66(1),* Atlanta, GA.

Osborne, R. E., Wood, L. I., and Jackson, C. M. (forthcoming). Top 10 Cities for Minority CPAs. *The CPA Journal*.

Wells, J. T. and L. I. Wood (2007). Race Is a Factor in the Workplace. *Spectrum*.

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