

AACSB International Diversity and Inclusion Summit
November 12 - 13, 2019 • New Orleans, USA • Intercontinental New Orleans
Conference Chair: Donna Blancero, Provost & Vice President of Academic Affairs, Bentley University

All summit sessions and times are subject to change - check back regularly for the latest schedule.

Tuesday, November 12
8:00 a.m. – 6:45 p.m. Summit Check-In and Information <i>Melpomene Prefunction</i>
8:00 a.m. – 12:15 p.m. Exhibitor Showcase Open <i>Melpomene Prefunction</i>
8:30 a.m. – 9:00 a.m. Continental Breakfast and Networking <i>Melpomene Prefunction</i>
9:00 a.m. – 9:15 a.m. Welcome and Summit Overview <i>Melpomene</i> Facilitator: <ul style="list-style-type: none">• Donna Blancero, Provost & Vice President of Academic Affairs, Bentley University
9:15 a.m. – 10:15 a.m. The Importance of Diversity and Inclusion <i>Melpomene</i> <i>What can we learn from industry to improve our diversity initiatives on campus?</i> Presenter: <ul style="list-style-type: none">• David Porter, Chief Diversity, Equity and Inclusion Officer, Haas School of Business, University of California, Berkeley, and former executive director of the Walter Kaitz Foundation
10:15 a.m. – 10:45 a.m. Refreshment Break and Networking <i>Sponsored by Interfolio</i> <i>Melpomene Prefunction</i>
10:45 a.m. – 12:15 p.m. Building Inclusion: Assessment Based Approaches to Inclusion in the Curriculum <i>Melpomene</i>

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This session provides an introduction to the Intercultural Development Inventory (IDI), with examples of how the assessment was applied in the curriculum. The University of Utah's David Eccles School of Business developed an inclusion curriculum utilizing the IDI. Lessons learned from the curriculum and data will be shared; along with strategic initiatives implemented based on IDI outcomes. As participant-learners, session attendees will complete the IDI to experience first-hand the inclusion curriculum and to understand how IDI data can be utilized to implement inclusion initiatives.

Presenters:

- **Victoria Cabal**, Director, Office for Student Inclusion, David Eccles School of Business, University of Utah

- **Tara Hardison**, Director of Students Engagement and Assessment, David Eccles School of Business, University of Utah

12:15 p.m. – 1:15 p.m. Networking Luncheon and Topical Group Discussions

LaSalle C – Level 3

Participants have the freedom to choose from a variety of subjects by joining a table with an assigned topic of interest. Each table has a predetermined topic that is open for group discussion.

1:15 p.m. – 5:45 p.m. Exhibitor Showcase Open

Melpomene Prefunction

1:30 p.m. – 2:15 p.m. How Diversity Can Orient Research to Overlooked Areas of Need

Melpomene

How can increasing diversity and leveraging inclusion in the professoriate orient research to overlooked areas of need? Dr. Claw's area of research focus is strategic resources in the context of Native American firms and organizations, and indigenous knowledge and wisdom in general in the business setting. From a strategy perspective, firm performance and success are key measurements of study. So, a fundamental research question such as, how do Native firms define performance and success? is a starting point for this nascent area of study. There are a variety of ways to study these basic ideas including looking at resources, leadership and governance, diversification, and organizational structure and culture. Even more fundamentally, do Native nations exercise their sovereign rights within business settings and how do they use it as a resource for competitive advantage? These are questions that can offer insights into various areas of general management as well as globally for indigenous organizations.

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Presenter:

- **Carma Claw**, Assistant Professor of Management, Department of Business Administration, Fort Lewis College

2:30 p.m. – 3:15 p.m. Mini Ted Talks: Encouraging Diversity & Inclusion

Melpomene

This session will feature brief TED Talk-style presentations where speakers will share their experiences implementing creative ideas to overcome D&I challenges.

Moderator:

- **Juliane Iannarelli**, SVP and Chief Knowledge Officer and Diversity and Inclusion Advocate, AACSB International

Presenters:

- **Scott Dawson**, Dean, California Polytechnic State University, San Luis Obispo
- **Justin Gomez**, Director, Multicultural Business Program, California Polytechnic State University, San Luis Obispo
- **Timothy Greenlee**, Sr. Associate Dean, Farmer School of Business, Miami University
- **Nakeisha Lewis**, Associate Professor of Marketing, Opus College of Business, University of St. Thomas
- **Gillian Oakenfull**, Professor of Marketing, Farmer School of Business, Miami University
- **Victoria Parker**, Associate Dean, Graduate Education and Faculty Administration, Peter T. Paul College of Business and Economics, University of New Hampshire
- **Pradeep Passi**, Director of Academic Development, Lancashire School of Business and Enterprise, University of Central Lancashire

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3:15 p.m. – 3:45 p.m. Refreshment Break and Networking

Melpomene Prefunction

3:45 p.m. – 4:45 p.m. Concurrent Sessions

(A1) Continuous Improvement Policies on the Path to Diversity, Equity and Inclusion

Tremé

Diversity and inclusion are ostensible core values at most business schools. They intend to enable students and other members of the academic community to become who they really are, and develop, reveal and accentuate the talents, uniqueness and potential of everyone. However, different institutions are often at a different stage in their journey towards a more equitable and inclusive educational environment. In fact, different parts of the same organization can be at different stages and progress at different speeds and require different interventions. We will share examples on how to identify schools and departments at different stages of inclusion, how to develop appropriate initiatives for them, and how to integrate the different pieces into a consistent plan. Examples will include the application of developmental models, risk assessment approaches to prevent discrimination, hiring processes, and curricular initiatives.

Presenters:

- **Fatiha Bouteraa**, Strategic Management, Head of Organization and Process EM Strasbourg Business School, EM Strasbourg
- **Tomas Gomez-Arias**, Dean, College of Business, California State University, Stanislaus

(A2) Faculty Diversity & Inclusion

Algiers

This session will share experiences around building programs designed to enhance faculty recruitment. We will explore solutions that focus not just on cognitive biases that individuals bring to the search, but also structural biases that may be preventing candidates from entering or progressing through the process and programs designed to accelerate the hiring of diverse faculty. Join us and leave with ideas that can be applied right away to increase the recruitment of diverse faculty at your institution.

Presenters:

- **Myron Anderson**, Vice President, Inclusive Excellence, University of Texas at San Antonio
- **Bernard Milano**, President, KPMG Foundation and Ph.D. Project

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4:45 – 5:45 p.m. Diversity & Inclusion in the Workplace... What Makes it Work?

Melpomene

Organizations are investing in diversity and inclusion. Why? What do business schools, corporations, and other organizations need from one another to maximize intended impact? In this session, we will explore questions such as: how can we be partners in cultivating a diverse and inclusive workforce that delivers the promised improvements to corporate culture and the bottom line? What's working well in business schools and corporations, and what's not? Where are the gaps?

Presenters:

- **Angela Guidry**, Director of Diversity and Inclusion, Ourso College of Business, Louisiana State University
- **Taryn Petryk**, Director of Diversity and Inclusion, The University of Michigan

5:45 p.m. – 6:45 p.m. Evening Reception

Pelican 1 Foyer: 3rd Floor

Reconnect with old friends, make new ones, and network with the exhibitors. Relax and enjoy the company of your colleagues.

Wednesday, November 13

8:00 a.m. – 1:30 p.m. Summit Check-In and Information

Melpomene Prefunction

8:00 a.m. – 11:30 a.m. Exhibitor Showcase Open

Melpomene Prefunction

8:00 a.m.- 8:30 a.m. Continental Breakfast and Networking

Melpomene Prefunction

8:30 a.m. – 9:30 a.m. Concurrent Sessions

(B1) Using Inclusive Design to Advance Change in Business

Tremé

(B2) Student Leadership in Diversity Education: Peer Facilitation with Undergraduate Students

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All faculty and staff - at every level of the organization - can take action to advance equity, diversity and inclusion. In this session, participants will learn the principles of inclusive design and basics of community organizing as change management strategies for advancing inclusion in business. These approaches can be applied to create change in undergraduate and graduate programs, as well as to develop more equitable workplaces. Participants will leave with ideas for how to use inclusive design to understand student or community needs, how to develop the business case for change, and strategies to advocate for those changes.

Presenters:

- **John Becker-Blease**, Associate Dean, Graduate Student Development, College of Business, Oregon State University

- **Audrey Iffert-Saleem**, Director Center for the Advancement of Women in Leadership, College of Business, Oregon State University

Algiers

Presenters will share resources to train students as facilitators. The session will conclude small and large group discussions about how implementing peer facilitation may vary depending on institutional context and the expected role of peer facilitators within that context. We will also discuss considerations for implementing peer facilitation along with scale of program and its sustainability over time.

Presenters:

- **Paul Kirsch**, Managing Director, Michigan Ross BBA Program, University of Michigan

- **Shannon Van Gundy**, Assistant Director, Identity and Diversity in Organizations, Stephen M. Ross School of Business, The University of Michigan

9:45 a.m. – 10:45 a.m. Funding your Diversity & Inclusion Initiatives

Melpomene

In this session, we will discuss best practices in securing funding for diversity initiatives by 1) developing a diversity and inclusion strategy that is aligned with core business objectives, 2) engaging employers and corporate partners, and 3) leveraging foundations to advance D&I goals. In addition to hearing the business school perspective from Tayah Butler, NC State University and Binnu Palta Hill, UW-Madison. The goal of the session is to share best practices to achieve funding and discuss how partnerships between the corporate sector and academia can be a win-win in advancing diversity and inclusion.

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Presenters:

- **Tayah Butler**, Director of Diversity and Inclusion, Poole College of Management, NC State University
- **Binnu Palta Hill**, Associate Dean for Diversity and Inclusion, Wisconsin School of Business, UW Madison

10:45 a.m. – 11:15 a.m. Refreshment Break and Networking

11:15 a.m. – 12:15 p.m. In Too Deep: Managing Stress and Preventing Burnout

Melpomene

Although stress is common in the contemporary workplace, it does not have to lead to burnout. This interactive presentation will explore the causes of stress and burnout among diversity professionals and offer support and practical tactics that individuals and institutions can employ to mitigate the effects of working in this important field.

Presenters:

- **Barbara Lofton**, Director of Diversity Programs, Walton College of Business, University of Arkansas
- **Elecia Smith**, Assistant Dean of Human Resources, Diversity, and Faculty Services, Fulbright College of Arts & Sciences, University of Arkansas

12:15 p.m. – 12:30 p.m. Summit Conclusion and Commitment to Action Items

Melpomene

Facilitator:

- **Donna Blancero**, Provost & Vice President of Academic Affairs, Bentley University

12:30 p.m. – 1:30 p.m. Networking Luncheon

LaSalle C – Level

Summit Concludes

1:30 p.m. – 3:30 p.m. Diversity and Inclusion Network Affinity Group Meeting

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