

Students

OCTOBER 2021



YOU BELONG HERE

INSIDE SIMON BUSINESS SCHOOL'S
#1 DIVERSITY RANKING



SIMON
BUSINESS SCHOOL
UNIVERSITY of ROCHESTER

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It can be overwhelming to **evaluate the best fit in an MBA program.**



If you're like the students who walk our halls at Simon Business School, you're looking for a space where you can bring all your identities to the table. Whatever your race, national origin, gender, sexual orientation, or background, you want to find a group of people who embrace you for who you are and prepare you for a career of impact.

At the Simon Business School, we're committed to creating this space for our students by championing equity, diversity, and inclusion (EDI). From your first visit to campus to graduation and beyond, you will experience an authentic community that respects and empowers students from all walks of life. That's the Simon experience.

In 2021, U.S. News and World Report ranked Simon's MBA program the #1 most diverse among the top 50 MBA programs in the country.

Simon didn't wake up to a #1 ranking. The environment we've created is the product of a commitment made more than 50 years ago. In 1968, Simon was the fourth business school to join the Consortium for Graduate Study in Management, which works to enhance diversity and inclusion in global business education

and leadership. Through forging these types of partnerships and integrating EDI into every aspect of recruitment, admissions, student life, and career services, Simon has spent decades investing in a future that welcomes underrepresented minorities into the C-suite and boardroom as well as the classroom.

As a result, our students have a distinct advantage as they enter the workforce. After two years of exchanging perspectives and solving problems with a diverse cohort of peers, they are more prepared than most to lead an evolving workforce and reach a wider consumer base. They go on to effect real change on behalf of the companies that drive our world forward.

We can't wait for you to join their ranks. Whatever your background, if you have the talent and drive to master the skills that employers need most, you belong here.

A handwritten signature in blue ink that reads "Sevin Yeltekin". The signature is fluid and cursive.

Sevin Yeltekin
Dean, Simon Business School

Our Story in Numbers

“We’re building a supportive community one person at a time, one year at a time, one step at a time. This has been decades in the making.”

- *Rebekah Lewin, Senior Assistant Dean of Admissions and Programs*

An Upward Trend

Between the early 1980s and early 2000s, historically underrepresented students from Black, Hispanic, or Native American communities comprised between **4-8% of our full-time MBA program.**

Percentage of historically underrepresented students enrolled in full-time MBA program, 1983-2006



Over the past 15 years, the percentage of underrepresented minorities has increased to **more than 20% of the total class size.**

Today, Simon is proud to educate the highest percentage of African-American, Black, Hispanic American, and Native American students enrolled in a top 50 full-time MBA program in the U.S.

Percentage of historically underrepresented students enrolled in full-time MBA program, 2006-2020

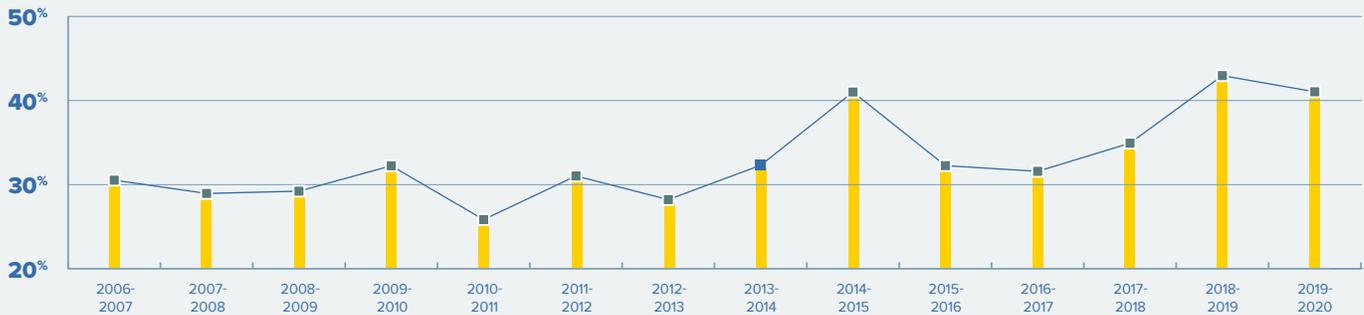


At the same time Simon welcomed a higher percentage of historically underrepresented students into our ranks, we also celebrated **a significant increase in the percentage of women enrolled in our full-time MBA program.**

Percentage of women students enrolled in full-time MBA program, 1983-2006



Percentage of women students enrolled in full-time MBA program, 2006-2020



While these numbers indicate a positive trend toward diversity, we recognize that numbers can only hint at the student experience, not illuminate it.

In a survey conducted for Bloomberg Businessweek’s 2019 MBA rankings, **students from the top 40 business schools in the U.S.** answered questions about their student experience. In the estimation of the students themselves, Simon consistently outperformed peer institutions.

| The Simon MBA class of 2022 hails from **19 countries of origin.**

Bloomberg Businessweek’s 2019 MBA Rankings individual School Report Rochester (Simon)	Simon School	Average Score - All Schools	US Tier (21-40) Average	Global Tier (21-40) Average
<i>Survey Questions: “Climate” Questions: 1 = Extremely Negative, 2 = Mostly Negative, 3 = Somewhat Negative, 4 = Neutral, 5 = Somewhat Positive, Mostly Positive, 7 = Extremely Positive</i>				
Climate for international students	6.83	6.41	6.35	6.53
Climate for people of all sexual orientations and gender identities	6.85	6.55	6.50	6.54
Climate for people of all socioeconomic backgrounds	6.78	6.30	6.45	6.45
Climate for people with physical disabilities	6.69	6.30	6.44	6.37
Climate for racial, ethnic, and religious minorities	6.76	6.45	6.44	6.55
Climate for women	6.85	6.53	6.53	6.56
I would recommend my school to a friend because of the diverse makeup of my class and the school's open culture	6.29	6.32	6.02	6.40
Internal students were easily accepted and integrated into the class	6.08	6.40	6.25	6.50
The diversity of the class contributed to the quality of my education	6.16	6.24	5.96	6.30
The diversity of the faculty contributed to the quality of my education	5.82	6.01	5.67	5.99
The student body at my school was diverse in terms of gender, ethnicity, sexual orientation, and socioeconomic background	6.37	6.31	5.95	6.32
The student body at my school was diverse in terms of nationalities	6.50	6.32	6.21	6.50

Find Your Place

At Simon Business School, we offer you a wide range of resources at every stage of your academic journey.

Recruitment & Admissions

Travel stipends: For the past decade, prospective MBA students have had access to travel stipends to visit the University of Rochester and attend recruitment events specifically geared toward underrepresented minorities.

Alumni & current students: Simon identifies alumni and current students from diverse backgrounds and invites them to participate in the recruiting process so that prospective students have a built-in resource to answer questions about the student experience.

“I visited Simon Business School because of all of their outreach. I felt like they wanted me here. I’m so glad that this is where I ended up, because this environment has opened my eyes a bit wider to understand other people’s experiences. Now I’m prepared to be the kind of leader who understands that there is more than one way to approach things, one who is prepared to identify barriers to success and help others.” - Dayana Cevallos '22

Anti-bias measures: In addition to unconscious bias training, Simon has implemented a double-blind analysis of candidates during the application review and interview process.

Student Life

At Simon, student diversity and educational clubs serve a dual purpose. They provide a safe, affirming space for underrepresented minorities to make connections and share their experiences, and they also educate the wider community.

Diversity & educational clubs at Simon Business School:

Latin American Students of Simon (LASOS)

Simon Africa Business Club

Simon Club Europe

Simon Black Student Alliance

Simon Spectrum

Simon Women in Business (SWIB)

AsIAM: Asians in America

“I’m racially black but ethnically Latinx. When I came to Simon, I found that many of my Latinx classmates were international and had never celebrated Latinx Heritage Month, so I planned an event surrounding our heritage. I didn’t expect so many people to show up and demonstrate their support. At Simon, people are excited to embrace and learn about your culture.” - Juceliz Batista '21

STUDENT-LED ACTION TEAMS:

Global Student Experience Task Force: Simon MBA students have created a Global Student Experience Task Force to elevate the global Simon experience for every student, empowering them through programs oriented towards cross-cultural awareness and community engagement, academic support, and career preparation. From celebrating cultural events like Diwali and Lunar New Year to hosting discussions about doing business in different countries, the Task Force is committed to helping students develop global fluency.

Racial Equity Task Force: A team of student leaders from diversity clubs and organizations gathers to provide actionable feedback to Simon leadership on EDI initiatives.

“I’m proud to be part of the Racial Equity Task Force to address racial inequality at Simon. Changing a university on a systemic level is not easy work, but Simon is open to the conversation. Dean Yeltekin has definitely stepped up and put her time and energy into this. The message we consistently receive is this: ‘We know we’re not there yet, and we need your help to get there.’”

- *Chey Savoy '21*

Career Services

“Everything was so new for me when I moved to the U.S. to pursue my MBA at Simon. I had to learn to network in a new context, do interviews in my second language, and even change the format of my professional documents. Thankfully, the Benet Career Management Center provided me with the support to overcome these obstacles in my journey. My career advisor and student peers helped me practice interviews and connect to alumni all over the world. After graduation, I moved forward in my career with a full-time managerial role at Microsoft.” - *Gabriela Pacheco '21*

Recognizing that students from underrepresented minorities face a different set of challenges in their career journey, Simon offers comprehensive career services along the way.

Pre-MBA support: By establishing partnerships with organizations like the Consortium for Graduate Study in Management and Management Leadership for Tomorrow (MLT), Simon ensures that students have opportunities to learn about a diverse range of career paths and network with industry leaders even before they arrive on campus, including pre-MBA career and diversity conferences.

Mentorship opportunities: Students are assigned to MBA directors as well as peer mentors who stay in close contact throughout the program to offer job search strategies, career action planning, and resources, monitoring progress along the way.

Personal development workshops: From interviewing to personal finance planning, workshops give students confidence in their value and their skill set before transitioning into a full-time position.

“It’s important that our students not only have access to a wide array of employment opportunities but also that they feel confident in their abilities to identify roles that align with their experience and interests, articulate their unique value proposition during interviews, and demonstrate their market readiness as they begin their new career. The Benet Career Management Center is committed to ensuring that all students have this access and confidence.” - LaTanya Johns, Assistant Dean for the Benet Career Management Center



The Power of Partnerships

“A lot of us are looking to these partner organizations to let us know where it’s safe for us and where there is investment happening in our success.”

- Keenan Heyward '21

Our national and local partners offer an incredible range of supports, from scholarships and pre-MBA prep classes to mentoring and networking opportunities.



The Consortium for Graduate Study in Management

The Consortium is an alliance of leading U.S. business schools and leading business partners. Since its founding in 1966, it has enhanced diversity in business education and leadership by helping to increase Black, Hispanic, and Native American representation in the enrollment of member schools and the ranks of management.

Partnership history:

- In 1968, Simon became the fourth business school to join the Consortium. Today, Simon is one of only 21 participating schools.
- More than 20% of current Simon MBA students are members of the Consortium.
- The class of 2022 includes 35 Consortium students—an enrollment figure that has almost doubled since 2018.

In 2021, the Consortium recognized Rebekah Lewin, Senior Assistant Dean of Admission and Programs with the prestigious Sterling H. Schoen Achievement Award for her role in advancing opportunity for underrepresented minorities in American business.

“Something about Simon was different in the way they brought in prospective students—there was a familial aspect. From the minute you set foot on campus, there is a strong network and support system. As a Black man, having a cohort of Consortium students and alumni to lean on was particularly helpful in navigating the business school environment. After two years of being in an environment where I felt like I could be myself, I was comfortable stepping into a management position with authenticity.”

- Gavin Hall '19



Management Leadership for Tomorrow (MLT)

Equips and emboldens high-achieving women and men from underrepresented communities—African-American, Latinx, and Native American—to realize their full potential, make a mark and a difference. MLT has transformed the leadership pipelines of more than 120 leading companies.



More Women Leading

Forté

Launches women into fulfilling, significant careers through access to business education, professional development, and a community of successful women.



PROSPANICA®

Prospanica

Empowers and enables Hispanic professionals to reach their full educational, economic, and social potential.



Robert Toigo Foundation

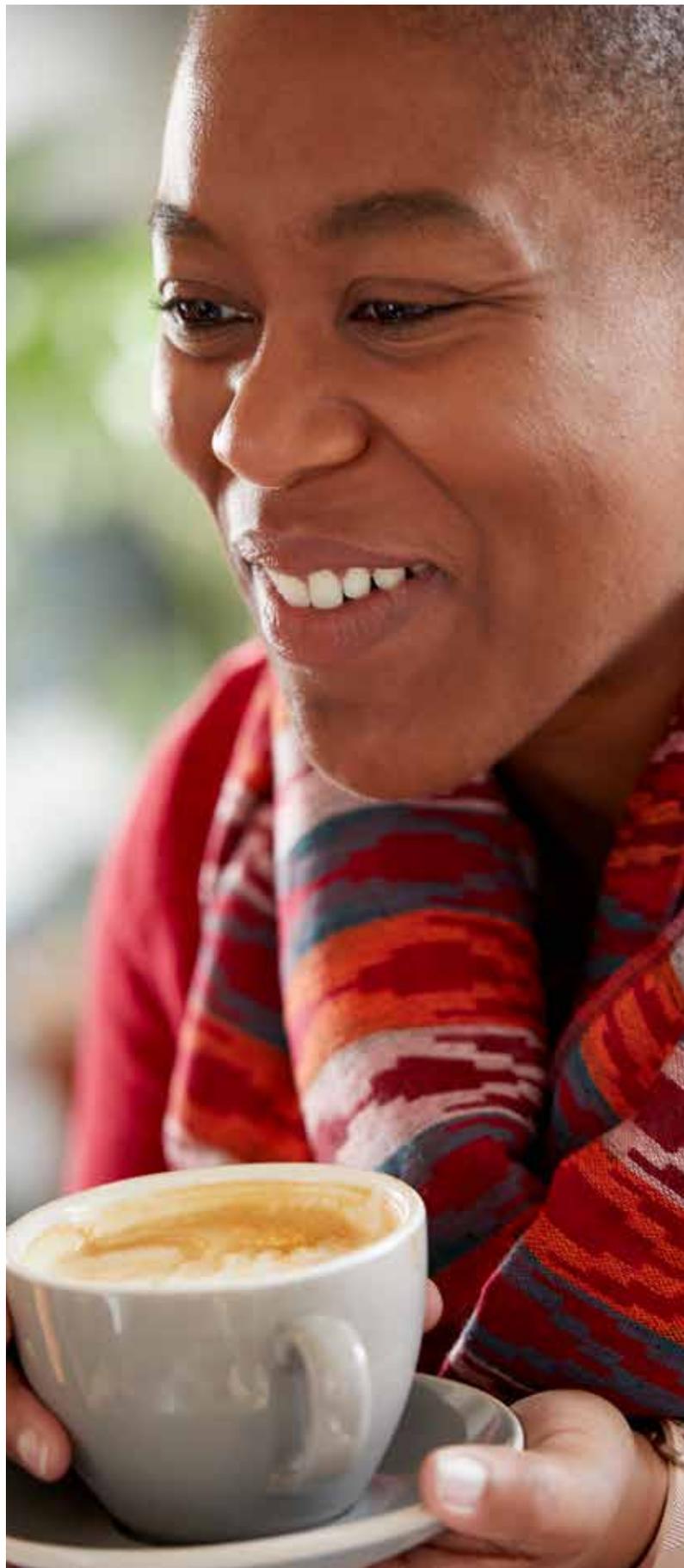
Addresses the lack of diversity within the finance industry by providing benefits to minority MBA candidates committed to careers in finance.



REACHING OUT

Reaching Out MBA (ROMBA)

Increases the influence of the LGBT+ community in business by educating, inspiring, and connecting MBA students and alumni.



The Bottom Line

“If you’ve never experienced barriers to success, it’s hard to believe they exist. The process of becoming a leader in a global workforce starts with **learning what it’s like to live in other people’s shoes.”** - Janet Mejias, Director, Equity and Inclusion, Simon Business School

At Simon, our commitment to promoting equity, diversity, and inclusion extends to the larger community.

Simon Vision Consulting

Since 2012, Simon Vision Consulting (Vision) has provided pro-bono consulting services to for-profit and not-for-profit businesses throughout the Greater Rochester area and beyond. The graduate students who lead Vision bring diverse cultural and professional perspectives to the table as they help local employers hone their brands, develop financial plans, and implement go-to-market strategies.

Of the 21 local clients who have received support from Vision in 2020-21, 11 are women-led and 9 are owned by people of color.



P.I.E.C.E.S.

Throughout the academic year, a group of Simon students visits local Rochester schools to teach 5th and 6th grade students the basics of business, finance, and entrepreneurship while helping them construct a mock business plan.

Habitat for Humanity

During orientation, Simon students spend a day building houses with Habitat for Humanity in Rochester. The activity includes an educational component that invites students to learn more about redlining and housing policies that have shaped communities throughout history.

“Simon is looking more and more like the corporate world in that it’s a true melting pot of demographics, cultures, and personalities. By teaching me how to navigate a diverse environment, **my Simon experience helped set me up for success as an investment banker in New York.”** - Mark Matthews ‘20

Poised to Lead

As they evolve to meet the needs of a changing consumer and client base, leading U.S. employers are waking up to the importance of building diverse teams.

After two years at Simon, you will have what it takes to step straight from the commencement stage into a position of influence at a leading company. Time and again, we hear that our graduates have a remarkable ability to embrace compromise as a given and view differences of opinion as an opportunity, not a threat. As a result, they're equipped with the tools they need to build a more just, more sustainable world. That's EDI in action.

Job placement, ROI, and base salary numbers all point to the value Simon graduates bring to their employers:



“In my role as a product manager, I have to be able to put myself in other people’s shoes in order to solve problems. Because of my experience in a diverse setting at Simon, leading with empathy has become second nature to me.” - Candace Pugh '20

For more information about Simon’s mission to embrace equity, diversity, and inclusion, visit <https://simon.rochester.edu/why-simon/diversity>



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