An Inclusive Approach to Business Education

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Our Story of Inclusivity

Teamwork, collaboration, and engagement are universally embraced hallmarks of effective organizations. Here at the School of Management, we encourage and advocate for an inclusive culture, one in which all participants are actively engaged in the planning, strategizing, and strengthening of our curriculum and in student-centric activities that ensure our graduates are prepared for the future. We expect our students to provide input and thoughts directly to the school so that we can make changes that are in their best interest! In other words, we listen to our students and effect change on their behalf.
School of Management student voices are heard—through professional enrichment, experiential education and other opportunities for students to present their views.
Examples of our inclusive activities include:

**Student Advisory Board**
All students are invited to join this unique board, which works directly with the dean in addressing challenges and concerns identified by student members. The board provides students with both a voice in the improvement of the school and an experience in learning how boards operate. Students participate in the same types of processes and activities that boards engage in the corporate sector.

**Student Ambassador Association**
Students invited to join this association engage in networking opportunities with the dean. Activities include meeting with potential employers and discussing collaborations between the corporate sector and the school, speaking with alumni about their experiences in the school, and representing the school and presenting experiences to the academic and local community at events. All these activities strengthen student stewardship, leadership, and communications skills and often result in internships or job offers! Moreover, student ambassadors receive financial support from the dean to engage in fee-based professional development seminars, workshops, and other activities.

**Annual Stakeholders Conference**
This annual activity involves students, alumni, employers, business executives, and members of the school’s Executive Council and Business Advisory Board. Each group has an opportunity to discuss, within their group, an identified topic of interest that the school wishes to address. All groups then participate in a panel discussion, and resolutions from this discussion are enacted as continuous improvement efforts, giving our students an important voice “at the table.” This is just another example of how students engage towards guiding the school in improving their educational experiences!

**Engagement with the Corporate Sector**
The school brings together students and the corporate sector for a number of activities that include meetups, socials, company visits, and advisory groups that allow students to network with employers and professionals. Often, student are invited as guest speakers at activities to discuss their experiences, which strengthen their opportunities to secure internships and employment!
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External Assessment Retreat

This activity brings together faculty, students, and business professionals for dinner and an evening meeting during which students are invited to discuss their experiences in class and outcomes achieved. The school benefits from feedback by the business community that informs continuous improvement needs for the curriculum, and students benefit from engaging with professionals and displaying their knowledge—all toward strengthening our networks with the business community and potential employers!

Student Membership in External Business Organizations

The school supports student memberships in local business organizations and societies and placing students in leadership positions. For example, the school secures opportunities for students to join local chambers of commerce and participate in their activities. The school benefits by hearing from these organizations to understand trends and practices, emerging issues in the local or broader business community—which in turn affects continuous improvement as well as helping us to find ways to serve the business community. More importantly, students have an enriching opportunity to meet and develop professional contacts, build relationships, and uncover potential job opportunities with a broad network of practicing professionals.

Direct Engagement in the Triple Platforms of Excellence

The school regularly partners with employers, alumni, and business professionals in delivering its Professional Enrichment, Experiential Education, and Student Advancement activities, allowing us to remain relevant in the business ecosystem and engage students in contemporary, impactful learning experiences. Of equal importance is the effort to engage students in the leadership and delivery of activities in these platforms that provide direct exposure to the business community. As examples, students may propose an idea to the school’s Business Advisory Board and then organize and deliver a set of seminars for the Professional Enrichment Platform; they may serve as guest speakers at the school’s Leadership Luncheons as a part of a Student Advancement initiative; or they may lead a team in an industry project that is an Experiential Education initiative. These opportunities result in strengthening student-industry rapport and often lead to employment or internship opportunities, in addition to strengthening our students’ team-based competencies, and leadership, communication, and organizational skills!
Industry Projects
We collaborate with industry partners on projects in support of their needs that have impactful outcomes on the corporate entity. Students engage in projects in many ways, including small-group consulting experiences (Practicum), group-based case studies (Corporate Challenge), and small-group lightning research activities (Explore California), among others. In all activities, students network with professionals and present well-researched findings in support of resolving actual challenges faced by companies. There is no better way to demonstrate your business competencies and professionalism than to actually resolve a real problem. Potential employment and internship opportunities are outcomes of these efforts.

Indirect Assessment
For the purpose of continually improving the school, students are regularly invited to participate in surveys about the school’s quality of support in technology, advising, and other services. In these ways, the school receives input about primary challenges students are facing, and, in turn, can respond by prioritizing efforts to improve in those areas. Student input is always important and valuable to the school.

Teach with Technology Challenge
This annual event allows students to demonstrate to faculty how new and innovative technologies might be integrated into in-class instruction. Students prepare a short presentation where they are the teachers, and faculty are the students, to demonstrate how their chosen technology might be used. The school benefits from this activity by better understanding the types of technologies that students are using and trying to align teaching approaches with student inclinations. Students benefit from strengthening their communication skills and technology know-how, while learning how to prepare a pitch—not unlike pitching entrepreneurial discussions held by the business community.

Young Alumni Association
Upon graduation, alumni may maintain their engagement as members of this association. Benefits to the school include alumni sharing post-graduation experiences to continuously improve the school’s preparation of its graduates; benefits to alumni include exclusive invitations to dinner with the school’s Executive Council and Business Advisory Board, where they can gain insights from professionals on job advancement and ask questions about professional development!
The School of Management continuously improves itself by engaging its broad stakeholder community in inclusive opportunities—individually and jointly. In summary, the school’s primary platforms that provide stakeholder constituencies with a direct voice in the continuous improvement include:

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<th>Stakeholder Group</th>
<th>Platforms</th>
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<tr>
<td>Students</td>
<td>Student Advisory Board, Student Ambassador Association, Teach with Technology Challenge, Indirect Survey Instruments</td>
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<td>Alumni</td>
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<tr>
<td>Faculty</td>
<td>Quality Assurance Committee, Dean’s Roundtable, Faculty Forums</td>
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<td>Staff</td>
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<td>Adjunct Faculty</td>
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<td>Corporate</td>
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<td>Corporate Business-People</td>
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<td>Joint Cross-Group Events</td>
<td>Annual External Assessment Retreat, Annual Stakeholders’ Conference</td>
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Industry experts share the stage with students at professional symposia held by the school.

The annual Broadridge Challenge provides direct connections with employers and the corporate sector.
Students engage in real-world scenarios at companies throughout the world.

The school recently launched an alumni-hosted podcast on management and entrepreneurship topics.

Each semester, experiential activities include case competitions that challenge all students’ skills.
The School of Management regularly partners with potential employers, alumni, and business professionals in delivering its Triple Platforms of Excellence: Professional Enrichment, Experiential Education, and Student Advancement.
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