COMMITTEE ON DIVERSITY, EQUITY, & INCLUSION

June 18, 2024

To: Sang-Hee Lee, Chair
Riverside Division Academic Senate

From: Gareth Funning, Chair
Committee on Diversity, Equity, & Inclusion

Re: [Campus Review] Proposed Degree Program: 5th Round - Online Master of Business Administration (OMBA-SSGDP)

The Committee on Diversity Equity and Inclusion reviewed the revised proposal for a self-supporting Online Master of Business Administration degree program (OMBA-SSGDP) and discussed the potential impact on diversity. While the program aims to increase access to MBAs, members commented that the online format could hinder the educational experience, especially for underrepresented groups. One such example is the program’s elimination of the internship requirement, which can be a valuable networking opportunity for students. Further, the program intends to target individuals with 3-5 years of work experience, potentially excluding those with less experience who might benefit most from diversity initiatives. The proposal should be revised to include a more comprehensive strategy for achieving diversity and inclusion within the program.

The Committee identified additional areas for further consideration:

- The proposal calls for hiring 5 staff FTE to manage the program. While the committee recognizes the need for staffing support, the reliance on staff for program management raises questions about the level of academic oversight.
- The program does not provide for teaching assistantships among UCR graduate students, who may benefit from the instructional experience or financial support.
- Further clarity is needed on how the program aligns with the School's mission and strategic goals.