

INCREASING DIVERSITY IN UC GRADUATE BUSINESS PROGRAMS

The University of California’s (UC) Summer Institute for Emerging Managers and Leaders (SIEML) serves as a pathway to advance inclusion within the graduate programs at UC’s six business schools (Berkeley, Davis, Irvine, Los Angeles, Riverside and San Diego). Launched in 2012, SIEML offers undergraduate students enrolled at HBCUs (Historically Black Colleges and Universities) and HSIs (Hispanic Serving Institutions), including California Community Colleges that are designated HSIs, an immersive business education leadership experience and includes graduate fellowships to UC graduate business schools.

INVESTING IN CALIFORNIA’S FUTURE

To be more inclusive and reflective of the state’s diversity, SIEML prioritizes applications from students who completed high school in California. With support from the state of California, UC business schools and industry collaborators, SIEML offers its participants:

- an **11-day all-expense-paid program** for up to 50 students;
- **lectures from UC faculty**, business school and career prep **workshops**, company **site visits**, **industry panels** and a **case competition**;
- a **one or two-year full-fee and tuition fellowship** upon admission to a UC graduate business program; and
- **application** and **GMAT/GRE prep-course fee waivers**.

CENTRALIZING COORDINATION FOR IMPACT

With the addition of state funding in June 2018, the SIEML Manager position was created to facilitate the centralization of the program’s administration at UCOP, and provide the infrastructure and leadership needed to yield desired program outcomes. As a result of the partnership between UCOP and the UC business schools:

- **in fall 2019, the first SIEML alumni (4 participants) enrolled in a graduate business program** (at UCI),
- **9 SIEML alumni are currently enrolled in UC graduate business programs**: 2 at UCB, 2 at UCD, 4 at UCI, and 1 at UCSD, and
- **20 SIEML alumni have enrolled in UC graduate business programs** since 2019.

LEVERAGING OPPORTUNITIES FOR SUCCESS

One-year full-fee and tuition fellowships are guaranteed to SIEML alumni who enroll in UC graduate business programs, with UCSD offering a two-year full-fee and tuition fellowship for their full-time MBA program.

DEVELOPING INCLUSIVE, COLLABORATIVE AND INNOVATIVE LEADERS

UC is training the next generation of leaders for California and the world. SIEML’s primary objective is to increase the number of program alumni who apply, are admitted, and graduate from UC graduate business programs. SIEML supports the UC business schools’ broader goal to increase the graduation of historically underrepresented groups from their graduate programs. SIEML is part of *Growing Our Own*, a systemwide priority to advance inclusion at UC.

KEY OUTCOMES



368 students
have participated since 2012



76 colleges and universities
represented (48 HBCUs, 28 HSIs)

Since 2019...



33 SIEML alumni
have applied to UC graduate business programs

85%
Admit Rate

71%
Enrollment Rate



9 SIEML alumni
are currently enrolled in UC graduate business programs and **20 SIEML alumni** have enrolled in UC graduate business programs since 2019



11 SIEML alumni
have graduated from UC graduate business programs; with 4 (36%) working in finance, 2 (18%) working in marketing/media and 5 (46%) pursuing other opportunities such as continuing education or entrepreneurship