



TEPPER**TOGETHER**

BETTER TOGETHER IS BEST



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THESE DAYS, EVERYONE IS MAKING A COMMITMENT TO DIVERSITY, EQUITY, INCLUSION, AND BELONGING.

Arrange the letters in any format you'd like (DEI, DI, IDEA, DEI&B), and one thing will remain true — commitments to these values are often more about the institutions themselves than they are about you. At the Tepper School, we realize that we are individuals woven together by personal ambition and mutual support. The future we imagine is data informed but human driven, and technology is utilized to make smarter business decisions that we recognize will profoundly affect other people.

We embrace our obligation to dissolve silos and to create a more inclusive and representative community. As an MBA student at the Tepper School, you will learn both the science of management and the art of leadership. During your pursuits, you will also be surrounded by a system of support that offers an array of growth opportunities as diverse as the classmates and future colleagues you will encounter on our campus. Working together we are at our best, and that includes our intentional decisions to strive for equity in staffing, curriculum review/development, as well as iterative assessments of your academic experience. This is part of our continued care for you.

We understand that the real work is not in issuing the best statement, but rather in ensuring you can achieve your goals, armed with the support of deep networks, advocacy and acumen necessary to master our challenging curriculum and matriculate to successful careers as global business leaders. Your individuality is a strength, and our collective intelligence will result in the best outcomes for all.

IT IS EASY TO COMMIT, IT'S HARDER TO C.A.R.E.

WHAT IF DEI STOOD FOR DOING EVERYTHING WITH INTENTIONALITY?

At the Tepper School, four themes form the foundation of our DEI&B strategic plan that enable us to ensure you achieve your best as we become better. Our commitment to C.A.R.E. includes transforming our work through tangible metrics that will help assess our success over time in better serving your needs within the classroom and throughout our campus. All of the work is aimed at assessing existing organizational structures for systemic bias and barriers that have a negative influence on achieving our DEI&B goals.

CLIMATE, CULTURE AND COMMUNITY

We will work toward strengthening our communities, both internally and externally. At the core of our community are people who are directly impacted by the safety and supportiveness of our environment. We commit to assessing and structuring staff and resources devoted to driving the DEI&B work of the school.

ACCESS AND EQUITY

We commit to expanding our partnerships with our community and collaboratively developing positive social innovations that expand access, opportunity and economic empowerment in the Pittsburgh region and reverse the trends of injustice and inequality. We also commit to establishing partnerships with organizations to enhance our pipeline of women and racially underrepresented MBA applicants.

RECRUITMENT AND RETENTION

We commit to increasing the representation of women and racially underrepresented staff, faculty and students by putting forth intentional strategies for pipeline development, recruiting and retention.

EDUCATION AND SCHOLARSHIP

We commit to broadening the terms to include necessary and basic principles of diversity, equity, inclusion and belonging. We will also identify opportunities to incorporate DEI&B content into the academic experience and existing course offerings across all Tepper School academic programs.

Our core tenets are intended to transform management education and research, and to advance our reputation as the leading business school at the intersection of business, technology and analytics. By removing barriers and imparting resources, we hope you will be better positioned to take innovative risks along your journey toward continued achievement as inclusive global leaders.

WE GOT YOU

YOU'VE DONE YOUR PART,
NOW LET US DO OURS — BY
PROVIDING SUPPORT THAT WILL
CATAPULT YOU IN THE DIRECTION
OF YOUR CAREER GOALS.

You've made it through a global pandemic, racial unrest and various personal challenges to get to this point. We understand, and we want to support you. At the Tepper School, you will find some of your greatest champions, advocating on your behalf and providing you with an array of resources. Our coaching, workshops and programs through the Accelerate Leadership Center and Masters Career Center will ensure you are appropriately prepared for your future.





JORDAN OLLÉE

Full-Time MBA 2022

“The Masters Career Center, The Consortium and my fellow classmates provided amazing guidance and support during the entire recruiting process.”

Jordan is the opposite of a shark. She would rather work together to win as a group. Through coaching and workshops, Jordan sharpened her communication and leadership skills. With all that she learned, Jordan planned a successful Black in Tech event for the Black Business Association in partnership with a Pittsburgh-based tech company. Jordan utilized skills gained at the Tepper School to support needs within her cultural community as well as the local Pittsburgh region. The Consortium's Orientation Program helped her secure an internship before the school year started, and Jordan was able to take up leadership positions on club boards, the DEI Committee and the Graduate Business Association. Jordan's story is one of progressing as a leader. Transparent conversations with colleagues and administrators have also aided Jordan in finding her voice and she continues to make her mark at the Tepper School.



JONATHAN LI

Full-Time MBA 2023

“Tepper is a place where your ideas will be heard, supported, and brought to life. Regardless of professional or leadership pursuits, Tepper has faculty, staff, and the alumni board to make change possible.”

Jonathan came to the Tepper School because he wanted to build and practice leadership in real-time. Passionate about diversity and inclusion both at work and in life, Jonathan quickly saw the opportunity to take on leadership roles in the Tepper School. As the President of Out&Allied, he created numerous events that benefited both LGBTQ+ students and recruiting companies and cultivated brand new relationships between corporate sponsors and the Tepper School. Later, Jonathan became the first C&I Fellow at the Tepper School where he achieved many milestones to celebrate our international student community. As he reflected back on all those changes he was able to bring to the Tepper School, Jonathan believes that the support from faculty, staff, and the alumni board, along with his leadership, made the Tepper School a more diverse and inclusive community for all.

BECOME AN ACTIVE ALLY

PUTTING YOUR EMPATHY INTO ACTION AS AN ALLY IS THE FIRST STEP TOWARD EXCEPTIONAL LEADERSHIP.

Success in today's evolving market requires cultivating empathy and actively advocating for others. Now more than ever, it is imperative that leaders learn the fundamentals of inclusion and how to manage their own biases and blind spots. The Tepper School's environment offers grace during your process of growth. Rest assured, there will inevitably be missteps along the way. However, the Tepper School's students, staff and faculty will support you as you bridge the gap between your inner work and your work as a global leader.





VIJAY ADIPUDI

Full-Time MBA 2022

“Although I have not personally been subject to overt racism, I want to be a part of the solution. I don’t have tolerance for bigotry. It is our civic responsibility to understand the society we are a part of and to understand the people with whom we share it.”

Vijay came to the Tepper School to leverage his extensive background in renewable energy and finance with technology. As the president of the Graduate Business Association, he leads others as an ally in support of diversity, equity and inclusion efforts. For Vijay, being an ally requires providing support and accessibility to diverse groups, speaking up when inequity occurs, and creating a safe space for underrepresented groups, which helps reduce the emotional and mental burden on those most deeply impacted by bigotry. The best leaders embrace difference, and Vijay has witnessed firsthand how active allyship leads to perspective shifts resulting in diversity, equity and inclusion.



NANCY GERONIAN

Online Hybrid MBA 2022

“Tepper helped me be myself again. I was afraid to call myself a feminist and not a strong LGBTQ+ ally, but my time, and more importantly the people, at Tepper have transformed me.”

Despite being a Carnegie Mellon University graduate, when Nancy arrived at Tepper she doubted herself. Tepper refined Nancy’s intuition and honed her technical skills. When plagued by the lack of female representation on campus and in the field, she joined Tepper Women in Business and began speaking with faculty, board members and club members about the disparities. The learnings from those conversations transformed into leadership. Nancy identified where she could make change and rallied around others as an ally. Nancy moved beyond being a doubtful bystander to a confident ally. Today, these skills benefit her as a consultant for IBM. The respect, kindness, patience, selflessness and love she once thought made her weak are the core strengths she now utilizes to combat inequity and forge lasting change as part of a global enterprise.



THE POWER OF PARTNERSHIPS

MBA STUDENTS GAIN ACCESS TO RESOURCES BEYOND THE TEPPER SCHOOL THROUGH MEANINGFUL NATIONAL PARTNERSHIPS.

The Tepper School was among the first five top 20 business schools to partner with all of the leading MBA diversity organizations in the nation. Partnerships like The Consortium for Graduate Study in Management (CGSM), Management Leadership for Tomorrow (MLT), Forté, Reaching Out MBA (ROMBA), and Military MBA offer meaningful opportunities for all. Partnerships also provide deep networking opportunities among MBAs across the country and engage with corporate recruiters seeking to diversify their leadership pipeline. Veterans, women, members of the LGBTQ+ community, Black, Latinx/Hispanic, Indigenous and people of color as well as others underrepresented on our campus receive personalized guidance that is tailored and contributes to an affirming educational experience.



Carnegie Mellon University
Tepper School of Business





KNEISHA MCCLINTON

Full-Time MBA 2022

“I love numbers, I love math — and I love people! I found a family within The Consortium network. The Consortium also provided me with opportunities I otherwise would not have had access to and has been invaluable to my personal and professional growth. I gained exposure, and I was able to see myself represented.”

A first-generation graduate-level student with a background in mathematics and economics, Kneisha understood that an MBA combined with her years of experience in residential and mortgage bank securities would open new doors for her in the finance industry. When she encountered The Consortium, a network of member schools focused on increasing diverse representation in the business world and within management, it changed the trajectory of her career. Connections from The Consortium enabled Kneisha to engage more deeply with others and to increase her empathy as a leader. Kneisha leverages her numerous leadership positions at the Tepper School to blaze new trails for those to come.

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Mellon
University
Tepper School
of Business



PENNY BARNES

Full-Time MBA 2021

“Tepper helped me clarify what I care about. Last year, I thought I cared about doing something people could be happy with and producing a product that I could see on shelves. Now I know what is most important to me is doing good in the world and being pragmatic about things I can control.”

As a transgender woman, it was important that Penny feel comfortable as she pursued her education. Penny found ROMBA to be a great professional network for LGBTQ+ MBAs. Before she even started classes at the Tepper School, she met dozens of peers at other institutions. Over the years, her ROMBA network was a great way to compare notes, share stories and stay grounded in her identity. Penny wasn't alone because she knew others were striving to earn an MBA who had backgrounds similar to hers. Penny cherishes the comfort among those with whom she identifies, and also firmly believes that what is most needed are accomplices who act boldly in defense of those who have been marginalized. The Tepper School taught Penny to be uncompromising in the pursuit of her mission, and the Tepper School's partnerships introduced her to others who are doing the same.

LEARN WHILE LEADING

GAIN LIVED LEADERSHIP EXPERIENCE WHILE FINDING YOUR PLACE AMONG THE 40+ STUDENT-LED PROFESSIONAL, EDUCATIONAL AND SOCIAL ORGANIZATIONS ON CAMPUS.

The best experiences are lived and learned. As a student at the Tepper School, you will have the opportunity to hone your leadership skills within dozens of clubs that are meant to deepen your networks and place you among classmates who share your values. You will find a place where you belong among clubs ranging from energy and green tech, brewing and gaming to space technologies, athletics and cultural affinity groups.





RUKAYAT MUSE-ARIYOH

Full-Time MBA 2023

“Tepper played a crucial role in shaping my journey of personal growth as a leader. Becoming a part of clubs like Graduate Business Association and Black Business Association helped me realize the significant influence that student perspectives can wield in effecting change and also allowed me to witness the administration’s consistent eagerness to acknowledge and engage with the student community.”

Rukayat’s journey at the Tepper School was significantly influenced by her active participation in various clubs. During her time at the Tepper School, she was a dedicated member of the Tepper Consulting Club and Tepper Women in Business. Moreover, she held leadership roles within the Graduate Business Association, Black Business Association, and African Business Collective. Through her involvement in these clubs, Rukayat not only forged stronger connections with her fellow classmates but also cherished the enduring sense of community that the Tepper School provided.



DIEGO MANRIQUE

Full-Time MBA 2022

“Tepper’s close knit and inclusive community provides a competitive advantage that no other school has. DEI&B is one of the spaces where we can make strides. Within the clubs, I have met phenomenal people who reached out to me when I first arrived on campus.”

As an MBA student, Diego was active in the Consulting, Data Analytics and Latin American Business clubs. He was also a part of the Out&Allied club, known for its Coming Out Stories event. Within Out&Allied, Diego was able to find a supportive network. His time deeply networking and actively listening to his classmates taught him that more than a good story, people also want to see change. At a school known for big data and analytics, Diego’s time in the clubs affirmed that the skills learned in the classroom can be paired with experiences in the clubs to bring about transformation in diversity, equity and inclusion efforts. In his business career as well as in his effort to support inclusivity at the Tepper School, Diego now understands the importance of listening to those who are most impacted as you develop structures, identify goals and enable access. More than a great spotlight, Diego urges students to make the connections between the Tepper School’s DEI&B goals and the advancements taking place in affinity groups, clubs and activities. He strongly believes the Tepper School has everything a leader needs to construct equitable solutions.



BY NOW, YOU'VE GOTTEN THE HINT.



OUR PROGRAMS
EXIST TO ENHANCE
YOUR PERSONAL
AND PROFESSIONAL
GROWTH.

The Tepper School is academically challenging and that includes the transformative work each student does to challenge their own perspectives, to engage with other leaders in meaningful ways, to embrace difference, to participate in service and to welcome opportunities for self-reflection. There is a strong system of support that reaches from before you arrive and that will extend well into your career as a global leader. Everything you bring will be a valuable contribution to this network and everything you gain will be useful for your future. We welcome innovators and change agents who represent a multitude of voices and histories. We believe in the co-creation of tomorrow and are excited about the ways Tepper School students will continue to broaden the boundary of possibility.

WANT TO LEARN MORE?

Explore our MBA Journey video series or contact our MBA Student Ambassadors to hear directly from more students.

We're here to help, and we invite you to reach out to our Admissions team. You'll find email links for our admissions officers with their profiles.



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The Tepper School is one of a kind. Our students, alumni, staff and faculty are a close-knit community of thinkers and entrepreneurs who thrive where data and humanity connect.



Tepper School of Business

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