

Report on the LGBT-Friendliness of the Nation's Top Business Schools

REPORT CARD

REPORT CARD

A

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits:		
Benefits for Staff and Faculty	✓	
Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	✓	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization		✓
Transgender Inclusion / Representation		

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Acknowledgements

This report is the product of six months of editing and research, including interviews with more than 100 people from 21 schools, and countless meetings and discussions with colleagues and advisors.

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Table of Contents

Overview	4
About This Report.....	6
Choosing the Top B-Schools	7
The Criteria	8
Final Report Card and Rankings.....	14
School Profiles	16
Resources	38

Overview

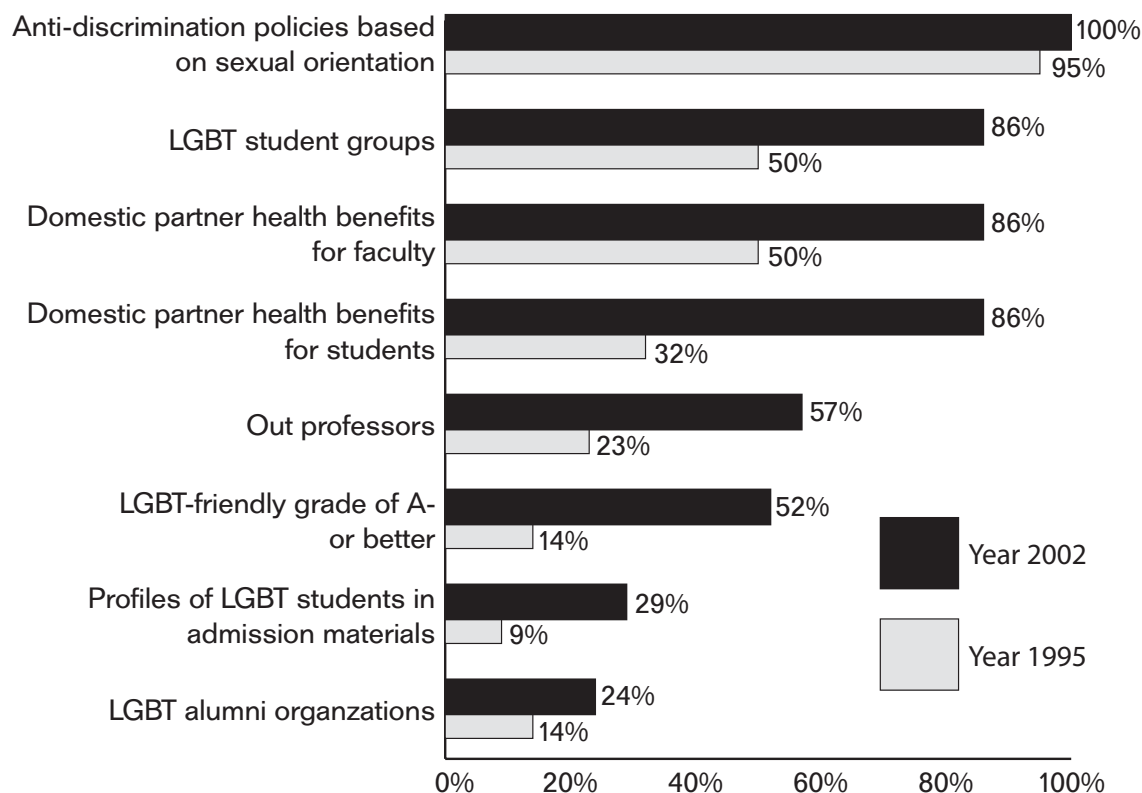
The nation's top Business Schools (B-Schools) are battling for the top talent. For the most part, they do not care about the sexual orientation of the students or faculty they attract. They cannot afford to — all they care about is getting the “best.” And some of the best are lesbian, gay, bisexual, or transgender (LGBT).

Before 1995, no study had even attempted to quantify the LGBT-Friendliness of the nation's top business schools. But when that first such study of its kind was released, the media took note. Articles in *Business Week* and the *New York Times*, and coverage by Public Radio International's *Marketplace* elevated the issue.

Reactions to the report poured in from across the United States, and in China, Australia, France, Canada, and several other countries. Professors and faculty leveraged the research to push for reforms at their universities while MBAs-to-be leveraged it to help them determine where to apply.

In 2002, the Top B-Schools scored significantly higher than they did in 1995. In fact they were more LGBT-Friendly in every single category measured, and often twice as LGBT-Friendly by more frequently offering benefits such as healthcare for students' domestic partners, employing openly LGBT professors, or profiling LGBT students in their admission materials.

Comparing the results of this year's study with 1995 shows dramatic changes in the percentage of Top B-Schools meeting specific criteria:



But it's not just the schools who are marketing more aggressively to MBA students and applicants who happen to be LGBT. Employers are opening their arms, too. In fact, 71% of the schools surveyed host corporate employers who specifically recruit LGBT students.

And the employers targeting LGBT students include a wide range of top recruiters, including financial institutions (such as Goldman Sachs and JP Morgan Chase), management consulting firms (such as Boston Consulting Group and McKinsey), as well as high-tech companies (such as Motorola and Hewlett-Packard).

Some of the reasons for the change stem from the simple act of coming out. With more openly LGBT students to recruit, corporations can leverage a company's LGBT employee group by hosting a dinner, or even a national conference (<http://www.reachingoutmba.org>) catering specifically to LGBT MBA students and alumni. The fifth annual Reaching Out conference is expected to boost attendance beyond the 430 from last year's conference, and significantly surpass 2002's revenue of \$140,000.

Additionally, a growing base of LGBT B-School alumni organizations (including the national Network Q at (<http://www.networkq.org>)) affords valuable networking opportunities.

But of course, discrimination, homophobia, and the closet persist at the nation's Top B-Schools. While their numbers are growing, LGBT students and faculty seldom compromise more than two percent of their school's population, signaling that many are still afraid or uncomfortable coming out of the corporate-to-be closet. Likewise, transgender visibility and issues are minimally addressed – if at all – at the Top B-Schools.

But the overall trend drives toward inclusiveness. With more out LGBT students and faculty, more B-School members will feel more comfortable coming out. The increased numbers of out faculty and students will increase the demand for LGBT-Friendly policies, benefits and opportunities. If for no other reason than to stay competitive, more employers and B-Schools will meet this niche market demand by providing easy-to-implement programs and events. And with capitalist competition to fuel the flame, expect the trend toward increasing LGBT-Friendliness to gain momentum.

About this Report

Study results were based on more than 100 interviews with B-School administrators, faculty, students, and alumni from April 2002 to July 2002. Those interviewed included presidents of the B-School LGBT student group, alumni, and professors, as well as senior staff members at career centers, alumni offices, corporate relations departments, and administrative divisions.

In order to provide an objective overview of the differences and similarities among the schools, this study uses quantifiable criteria in order to measure the atmosphere at a school. Each attribute, such as whether a B-School has a non-discrimination policy that includes sexual orientation, was weighted based on feedback from student and professor interviews.

The strength of this report is also its weakness. In trying to objectively quantify the subjective, this study necessarily overlooks many of the qualitative yet critical aspects of a school that determine how LGBT-Friendly it is. For instance, this report does not attempt to quantify the impact of LGBT students groups or the LGBT-Friendliness of the surrounding community, because such criteria are necessarily subjective.

Throughout this report, the term "LGBT" is used broadly to denote lesbian, gay, bisexual, and/or transgender, and does not necessarily imply inclusion of transgendered people, for example. Likewise, when individual terms such as *gay*, *lesbian*, *bisexual*, or *transgender* are used, a more specific intention applies.

LGBT-Friendly refers to an atmosphere that is welcoming to LGBT people.

For the purposes of this study, Top B-Schools include schools ranked in the top 20 by *Business Week* and/or *U.S. News & World Report* in their 2001 and 2003 studies, respectively. There were 21 such schools in all.

Choosing the Top Business Schools

This report assesses the LGBT-Friendliness of the B-Schools that were ranked in the latest "Top 20" by *Business Week* in their 2001 report and/or *U.S. News & World Report* in their 2003 report (released in 2002).

Business School	Business Week Ranking	U.S. News & World Report Ranking
Carnegie Mellon University	14	18
Columbia University	7	8
Cornell University (Johnson)	8	16
Dartmouth College (Tuck)	16	9
Duke University (Fuqua)	5	6
Harvard University	3	2
Indiana University at Bloomington (Kelley)	20	NR
Massachusetts Institute of Technology (Sloan)	4	4
New York University (Stern)	13	13
Northwestern University (Kellogg)	2	5
Stanford University	11	1
University of California, Berkeley (Haas)	18	10
University of California, Los Angeles (Anderson)	12	15
University of Chicago	10	6
University of Michigan at Ann Arbor	6	10
University of North Carolina (Kenan-Flagler)	15	17
University of Pennsylvania (Wharton)	1	3
University of Southern California (Marshall)	NR	20
University of Texas at Austin	17	18
University of Virginia (Darden)	9	10
Yale University	19	13

NR: Not Ranked in the "Top 20."

The Criteria

The following measures were applied to schools in order to evaluate their LGBT-Friendliness. Points were given to schools that complied with the criteria; some schools were awarded partial-credit for meeting partial criteria. These measures and their significance for the B-School environment are discussed in the following sections.

Criteria	Points
Policy of Non-Discrimination Based on Sexual Orientation	45.0 points
LGBT B-School Student Organization	10.0 points
LGBT-Specific Job Recruiting Opportunities	10.0 points
Domestic Partner Benefits: Benefits for Staff and Faculty (5.0 points) Benefits for Students (5.0 points)	10.0 points
LGBT Information in Admissions Materials Non-Discrimination Policy Mentioned (2.5 points) LGBT B-School Student Organization Mentioned (2.5 points) LGBT Student Profiled (2.5 points)	7.5 points
Openly LGBT B-School Professors	5.0 points
Undergraduate LGBT Student Organization	5.0 points
LGBT B-School Alumni Organization	2.5 points
LGBT University Alumni Organization	2.5 points
Transgender Inclusion / Representation	2.5 points
Total	100.0 points

Policy of Non-Discrimination Based on Sexual Orientation

(45 points)

The Federal government forbids discrimination based on several criteria, but does not include sexual orientation among those attributes. Laws vary from state to state.

Having a statement of non-discrimination in and of itself does not eliminate discrimination at a B-School, but it is a first and critical step. It sends an unambiguous signal of inclusion and respect.

And it is unanimous: all of the Top B-Schools abide by policies specifically banning discrimination based on sexual orientation. Corporate America is keeping pace with this change, too. A 2002 report by the Human Rights Campaign found that 92% of major U.S. companies include sexual orientation in their non-discrimination policies.

The Department of Defense “Don’t Ask / Don’t Tell” Policy, which excludes out lesbian and gay students from participation in ROTC programs, is a clear source of conflict for some B-Schools whose parent institutions support such programs. Federal dollars are tied to allowing the discriminatory ROTC programs on campus. In 2001-2002, MIT (Sloan) and Carnegie Mellon highlighted this issue in their B-School non-discrimination policies, with Sloan announcing its intent to develop “modified on-campus ROTC programs open to all MIT students.” In August 2002, Harvard — who had kicked the ROTC off its campus during the Vietnam War — reversed its policy and now allows military recruiting.

LGBT B-School Student Organization

(10 points)

School administrators can claim that there is no discrimination and that they are more than accommodating to all students, but when no students are out of the closet, there is a serious mismatch of perceptions and reality.

LGBT student groups were found at 18 of the Top B-Schools, up from 13 in 1995. Stanford’s is the oldest, having been formed in 1977.

Several administrators interviewed said that they supported LGBT groups, but were waiting for students to make the first move in creating one. At other schools, straight students came forward to help create and/or lead such clubs, some of which are called gay-straight alliances.

LGBT student groups are significant engines for driving change and increasing a university’s LGBT-Friendliness. The schools without LGBT student groups tend to rank poorly in other categories as well, including LGBT career resources, LGBT alumni groups, and out professors.

Domestic Partner Benefits

(5 points for staff and faculty benefits)

(5 points for student benefits)

All of the universities researched provide benefits packages to legal spouses of staff, faculty, and students. To date, same-gender couples cannot legally marry anywhere in the United States, and thus cannot receive the same benefits.

The fact that a school offers domestic partner benefits sends a signal that the school values diversity and does not provide preferential treatment to partners of heterosexuals. There is a huge number of benefits, such as medical, dental,

vision, and life insurance; housing benefits; job assistance programs; tuition credits for dependents and/or partners; access to athletic facilities and libraries; bereavement leave; and banking services.

For faculty, this report focuses on health benefits. For students, the report covers health and housing benefits, since housing benefits were found to be more common among student populations.

There has been a dramatic increase in the number of schools providing domestic partner benefits in the past seven years. In 2002, 86% of the Top B-Schools offered health benefits to domestic partners of B-School faculty and staff (compared to 32% in 1995).

At the same time, it should be noted that while many schools offer domestic partner health benefits, some other benefits are given only to heterosexual partners. For instance, USC offers medical and dental insurance to domestic partners and legal spouses, but only grants life insurance and tuition assistance to heterosexual spouses, according to the USC Benefits Office. At some public schools, life insurance is offered to domestic partners because it is administered by the university, while health benefits (controlled by the state) are not.

Only three schools in this study – University of Texas, University of Virginia, and the University of North Carolina – did not offer health benefits to domestic partners.

Several schools do not offer housing benefits to students or faculty – LGBT or straight.

LGBT-Specific Job Recruiting Opportunities

(10 points)

What do A.T. Kearney, Bain, Boston Consulting Group, Deloitte, Goldman Sachs, JP Morgan Chase, McKinsey, and Mercer have in common? Besides being top recruiters at the Top B-Schools, each of these companies – as well as others – are among a score of companies that have held recruiting events at Top B-Schools specifically targeting LGBT students.

Recognizing the impact of target marketing and the power of affinity groups, top management consulting and financial institutions are among those that offer dinners and fireside chats for LGBT students. Many B-School career centers reported that companies' approaches to LGBT recruiting is very similar to what they do for other under-represented groups, including women and ethnic minorities.

Occasionally LGBT student groups from nearby B-Schools co-host regional events to bring employers to a larger pool of potential LGBT-employees. Local examples include events co-hosted by Yale, NYU/Stern, and Columbia as well as those by Stanford and Berkeley/Haas. Nationally, the Reaching Out Conference provides even greater networking and synergy.

The impetus from the LGBT-specific recruiting often stems from LGBT employee groups. Sometimes the LGBT student group arranges the events with the assistance of their B-School career center.

LGBT Information in the Admissions Materials

(2.5 points for mentioning a non-discrimination policy)

(2.5 points for mentioning an LGBT organization)

(2.5 points for profiling an LGBT student)

Applicants have little solid information to know how LGBT-Friendly different schools are. The most obvious way for B-Schools to communicate that information is through admissions materials, either paper or online. After all, what good is it to have a policy — and how do you enforce it — if people don't know about it?

All of the Top B-Schools print their non-discrimination policy in their application materials or web site, except for USC/Marshall.

The vast majority of B-Schools that have LGBT student groups mention this in their admissions materials, sending a message to prospective students that the administration values its LGBT students.

Almost all of the B-Schools' admissions materials profile students who discuss what the school means to them, how comfortable they are there, and what they are learning. Many schools profile students with special concerns, such as those who are married, have children, are minorities, or have atypical educational or work backgrounds. Six of the Top B-Schools profile openly LGBT students.

The web has significantly expanded the amount of information that schools can provide to prospective students. When reviewing the admissions materials for references to LGBT issues, all the printed and online information available for the 2001-2002 session was examined. In the instances of differences between printed and online sources, web sites became the definitive source, as they were more robust in every instance.

In a few cases, LGBT information was technically available on the university web site but extremely difficult to find. If information was not linked to the MBA admissions materials or any other pages targeted at prospective students, points were not awarded.

Openly LGBT B-School Professors

(5 points)

Actions speak much, much louder than words when acted out by role models. While most students attend B-School for only two years, professors must face the consequences of being openly LGBT on a day-to-day basis. Such consequences might be the denial of tenure, loss of respect, or possible harassment. They might also be one of support, congeniality, and a stronger working relationship based on increased trust.

Openly LGBT professors were identified at 56% of the Top B-Schools (compared to 23% in 1995), and one openly gay male couple even co-teaches classes occasionally at the University of Texas at Austin / McCombs.

Undergraduate LGBT Student Organization

(5 points)

All of the Top B-Schools belong to universities with LGBT undergraduate student groups. For LGBT B-School students, having an undergraduate organization is important because undergraduate groups provide opportunities for visibility, socializing, and on-campus activism.

LGBT B-School Alumni Organization

(2.5 points)

School administrators can claim that there is no discrimination and that they are more than accommodating to *all* students, but when no students are out of the closet, there is a serious mismatch of perceptions and reality.

LGBT student groups were found at 18 of the Top B-Schools, up from 13 in 1995. Stanford's is the oldest, having been formed in 1977.

Several administrators interviewed said that they supported LGBT groups, but were waiting for students to make the first move in creating one. At other schools, straight students came forward to help create and/or lead such clubs, some of which are called gay-straight alliances.

LGBT student groups are significant engines for driving change and increasing a university's LGBT-Friendliness. The schools without LGBT student groups tend to rank poorly in other categories as well, including LGBT career resources, LGBT alumni groups, and out professors.

LGBT University Alumni Organization

(2.5 points)

Particularly for schools without a B-School specific LGBT alumni organization, an undergraduate/general alumni organization is a helpful resource for networking and signals that LGBT students are valued by the university.

Transgender Inclusion / Representation

(2.5 points)

Transgender activism is of growing importance in the LGBT movement and to LGBT students. Transgendered people face similar kinds of discrimination and lack of understanding as gays, lesbian, and bisexuals.

According to the Human Rights Campaign web site, no Top B-Schools have non-discrimination policies that include gender identity, and only three American college and universities do, namely Knox College, State University of New York System, and the University of Iowa. Many schools investigated sponsored university-wide events related to transgender issues; however, no such events were solely at the B-School level.

Only Sloan's MIT included transgender people in their student group mission statement, although other student groups, such as Stanford's, began including transgender advocacy on their web site beginning in the 2002-2003 school year.

Unable to identify any openly transgender students, staff, or faculty members on their campuses, many of those interviewed asked which comes first, acceptance or openly transgendered people.

Final Report Card

Grade	Business School
A	Harvard University Stanford University University of Pennsylvania (Wharton) Dartmouth College (Tuck) Northwestern University (Kellogg) University of California, Los Angeles (Anderson) Columbia University Massachusetts Institute of Technology (Sloan) University of California, Berkeley (Haas) University of Chicago
A-	Yale University
B+	Indiana University (Kelley) New York University (Stern)
B	University of Michigan
B-	University of Texas (McCombs)
C	Duke University (Fuqua)
C-	University of Southern California (Marshall) University of Virginia (Darden)
D	Cornell University (Johnson) Carnegie Mellon University
F	University of North Carolina (Kenan-Flager)

Business school	2002 Rank	1995 Rank	2002 Grade	1995 Grade	2002 Score	1995 Score
Harvard	1	1	A	A	97.50	97.50
Stanford	1	2	A	A	97.50	95.00
U Penn / Wharton	1	6	A	B+	97.50	85.00
Dartmouth / Tuck	4	11	A	C	95.00	75.00
Northwestern / Kellogg	4	7	A	B-	95.00	82.50
UCLA / Anderson	4	7	A	B-	95.00	82.50
Columbia	7	7	A	B-	93.75	82.50
MIT / Sloan	7	15	A	D+	93.75	67.50
UC Berkeley / Haas	7	10	A	B-	93.75	80.00
U Chicago	7	14	A	C-	93.75	72.50
Yale	11	3	A-	A-	90.00	90.00
Indiana / Kelley	12	15	B+	D+	88.75	67.50
NYU / Stern	12	4	B+	B+	88.75	87.50
U Michigan	14	4	B	B+	87.50	87.50
U Texas / McCombs	15	19	B-	D	81.25	60.00
Duke / Fuqua	16	18	C	D	75.00	62.50
USC / Marshall	17	19	C-	D	72.50	60.00
UVA / Darden	17	11	C-	C	72.50	75.00
Cornell / Johnson	19	11	D	C	65.00	75.00
Carnegie Mellon	20	15	D	D+	60.00	67.50
UNC / Kenan-Flager	21	19	F	D	52.50	60.00

Business school	2002 Rank	Non-discrim policy based on sexual orientation	LGBT B-school student club	LGBT undergrad. student club	LGBT info printed in brochure	Openly LGBT student in admss. brochure	Domestic partner health benefits for faculty	Domestic partner health and housing benefits for students	LGBT B-school alumni org	LGBT university alumni org	LGBT-specific job recruiting	Openly LGBT B-school professors	Trans-gender inclusion
Harvard	1	Yes	Yes	Yes	(a), (b)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Stanford	1	Yes	Yes	Yes	(a), (b)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
U Penn / Wharton	1	Yes	Yes	Yes	(a), (b)	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No
Dartmouth / Tuck	4	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	Yes	Yes	Yes	Yes	No
Northwestern / Kellogg	4	Yes	Yes	Yes	(a), (b)	Yes	Yes	Yes	(d)	(e)	Yes	Yes	No
UCLA / Anderson	4	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	Yes	Yes	Yes	Yes	No
Columbia	7	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	(d)	Yes	Yes	Yes	No
MIT / Sloan	7	Yes	Yes	Yes	(a), (b)	Yes	Yes	Yes	(d)	Yes	Yes	No	Yes
UC Berkeley / Haas	7	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	(d)	Yes	Yes	Yes	No
U Chicago	7	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	(d)	Yes	Yes	Yes	No
Yale	11	Yes	Yes	Yes	(a), (b)	Yes	Yes	Yes	No	Yes	Yes	No	No
Indiana / Kelley	12	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	(d)	Yes	(f)	Yes	No
NYU / Stern	12	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	(d)	Yes	Yes	No	No
U Michigan	14	Yes	Yes	Yes	(a), (b)	No	Yes	Yes	No	Yes	Yes	No	No
U Texas / McCombs	15	Yes	Yes	Yes	(a), (b)	No	No	No	(d)	No	Yes	Yes	No
Duke / Fuqua	16	Yes	Yes	Yes	(a), (b)	No	Yes	(c)	No	Yes	No	No	No
USC / Marshall	17	Yes	Yes	Yes	No	No	Yes	Yes	No	Yes	No	No	No
UVA / Darden	17	Yes	Yes	Yes	(a), (b)	No	No	No	No	Yes	No	Yes	No
Cornell / Johnson	19	Yes	Yes	Yes	(a)	No	Yes	Yes	No	Yes	No	No	No
Carnegie Mellon	20	Yes	Yes	Yes	(a)	No	Yes	(c)	No	No	No	No	No
UNC / Kenan-Flagler	21	Yes	Yes	Yes	(a)	No	No	No	No	Yes	No	No	No

Key

(a) = Sexual orientation mentioned in admissions materials as part of nondiscrimination policy

(b) = LGBT student group(s) listed in admissions materials

(c) = Healthcare domestic partner benefits provided, but not housing

(d) = Business school LGBT alumni network is informal

(e) = University LGBT alumni network is informal

(f) = No LGBT-specific on-campus recruiting, but Gay-Straight Business Alliance supported by corporate sponsorship

School Profiles

Individual profiles of the Top B-Schools follow. Each school's profile starts with its individual "report card." Clarifications, qualitative factors, and additional information are also reported.

Carnegie Mellon University.....	17
Columbia University.....	18
Cornell University.....	19
Dartmouth College.....	20
Duke University.....	21
Harvard University.....	22
Indiana University.....	23
Massachusetts Institute of Technology.....	24
New York University.....	25
Northwestern University.....	26
Stanford University.....	27
University of California, Berkeley.....	28
University of California, Los Angeles.....	29
University of Chicago.....	30
University of Michigan at Ann Arbor.....	31
University of North Carolina at Chapel Hill.....	32
University of Pennsylvania.....	33
University of Southern California.....	34
University of Texas at Austin.....	35
University of Virginia.....	36
Yale University.....	37

Carnegie Mellon University
Graduate School of Industrial Administration



Score: 60.0 Grade: D

Score / Grade in 1995: 67.5 / D +

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization		✓
LGBT-Specific Job Recruiting Opportunities		✓
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	*	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials		✓
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization		✓
Transgender Inclusion / Representation		✓

* Health benefits provided, but not housing benefits for students.

Noteworthy Findings

There is a no established LGBT student group at the Carnegie Mellon Graduate School of Industrial Administration (GSIA) according to Ron Ophir, a doctoral student in the business school who also serves as the Coordinator of Gay, Lesbian, Bisexual and Transgender Concerns in the CMU Office of the Dean of Student Affairs. Ophir attributes the lack of an established group to an “ad hoc, laidback” feel of at Carnegie Mellon generally. Nevertheless, GSIA hosts close to 50 other student organizations.

When domestic partnership benefits were approved at Carnegie Mellon in May 2000, the president of the business school attended a celebration at a local gay bar (along with other straight members of the community) to congratulate the students.

Columbia University
Columbia Business School



Score: 93.75 Grade: A

Score / Grade in 1995: 82.5 / B-

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

* LGBT B-School alumni network is informal.

Noteworthy Findings

The Columbia Business School LGBT student group ClusterQ boasted 25 members in 2001-2002.

LGBT recruiting events with banking and management consulting companies happen regularly each year; many of these firms contact ClusterQ directly when setting up events.

The school sponsors of the fifth annual Reaching Out Conference (<http://www.reachingoutmba.org>) include Columbia, Dartmouth/Tuck, and NYU/Stern. Columbia also had co-sponsored the second annual Reaching Out Conference with Wharton.

Cornell University
Johnson Graduate School of Management



Score: 65.0 Grade: D

Score / Grade in 1995: 75.0 / C

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization		✓
LGBT-Specific Job Recruiting Opportunities		✓
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials		✓
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

There is no LGBT student group at Johnson, a fact that Gwendolyn Dean, the Coordinator of the LGB Resource Center at Cornell, attributes to a general impression among students that the B-School is “not terribly sympathetic” to LGBT concerns. Some LGBT students who have contacted the Resource Center about forming a business school student group have chosen not to follow up because, in Dean’s words, “they seem to really not want to risk it.”

Angela Noble-Grange, Director, Office for Women and Minorities in Business at Johnson, believes that the administration is open to supporting an LGBT student group at the business school and is waiting for a “[student] champion to light the fire.”

Although there is no business school LGBT group, such groups do exist at the veterinary and law schools.

Dartmouth College

The Amos Tuck Schools of Business Administration



Score: 95.0 Grade: A

Score / Grade in 1995: 75.0 / C

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	✓	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

The Gay and Lesbian Association (GALA) was founded nearly ten years ago at Tuck and included seven members during the 2001-2002 school year. In 2002, the GALA group will be renamed the Gay Straight Alliance (GSA) in order to tighten relationships with straight members of the Tuck community.

The Tuck career center organizes diversity dinners where students can learn about employers targeting LGBT students. Like other schools, Tuck paid the expenses for students to attend the Reaching Out Conference in 2002.

Judith White, Assistant Professor of Business Administration, is an out faculty member who has written papers such as "Mindful and Masculine: Freeing Female Leaders from Gender Role Constraints."

According to Chris Tatro, GALA co-chair, GALA members serve as mentors, interview coaches, and friends to LGBT Tuck students. GALA's first annual alumni event was scheduled for the 2002-2003 year.

The school sponsors of the fifth annual Reaching Out Conference (<http://www.reachingoutmba.org>) include Columbia, Dartmouth/Tuck, and NYU/Stern.

Duke University
The Fuqua School of Business



Score: 75.0 Grade: C

Score / Grade in 1995: 62.5 / D

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities		✓
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	*	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

* Health benefits provided, but not housing benefits for students.

Noteworthy Findings

Despite a relatively strong LGBT presence at Duke overall, the Fuqua school lags behind in terms of resources available to LGBT students, according to 2002 Gay Lesbian & Straight Alliance President Louann Pope.

The previous co-presidents of GLSA were both straight because no LGBT students could be found to fill the role. The current group has a core group of six individuals with approximately 30 supporters, according to Pope, who hopes to establish an LGBT alumni association for Fuqua.

Duke has openly gay administrative staff, but no gay faculty, Pope said.

Fuqua has hosted trainings for LGBT sensitivity, according to a Fuqua administrator.

The Duke Chapel allows same-sex unions.

Harvard University

Graduate School of Business

Score: 97.5 Grade: A

Score / Grade in 1995: 97.5 / A



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	✓	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

Harvard was the top scorer in the 1995 report and once again it leads the rankings, in a three-way first-place tie with Stanford University and University of Pennsylvania's Wharton.

Recruiting events with companies targeting LGBT students are held on-campus several times each year, and the Gay and Lesbian Student Association web site is a wealth of information for prospective and enrolled students. The only area where HBS loses points is for its lack of overt resources for transgender students. This issue will begin being addressed next year as students plan to add "transgender" to the name of their student group.

While acknowledging the positive strides the administration has made to address LGBT concerns and the liberal atmosphere at Harvard generally, 2002 Gay and Lesbian Student Association co-President Dmitri Ponomarev believes some forms of discrimination do take place. According to Ponomarev, the high-pressure environment and case method of teaching at HBS makes some students "afraid of sharing anything that might be seen as a weakness."

HBS classes featured a case-study discussing shareholder concern when the openly lesbian CEO of E*TRADE publicly advocated for lesbian and gay rights.

Harvard and Yale co-hosted the nation's first Reaching Out Conference (<http://www.reachingoutmba.org>).

Perhaps one of the most well-known openly LGBT person with an MBA is Andrew Tobias, Treasurer of the Democratic National Committee, financial author, and HBS alumnus.

Indiana University
Kelley School of Business



Score: 88.75 Grade: B+

Score / Grade in 1995: 67.5 / D+

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	*	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	**	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

* Partial credit. No LGBT-specific on-campus recruiting, but the Gay-Straight Business Alliance found corporate support from Hewlett-Packard.

** LGBT B-School alumni network is informal.

Noteworthy Findings

The LGBT student group was not invited to a recent on-campus diversity dinner because the group's previous name, The Inclusion Network, did not clearly identify it as an LGBT organization, said Feder. As a result, the name of the group has since changed to the Gay-Straight Business Alliance, with the majority of its members being heterosexuals.

Hewlett-Packard is an official corporate sponsor of Kelley's Gay-Straight Business Alliance, providing \$1,000 cash, a digital camera, and its corporate logo to the GSBA's web site. Feder said that he's working with Kelley alumni and the corporate development office to pitch Phillip Morris to create an LGBT student scholarship.

The Lambda Legal Defense Fund will be presenting an award to Indiana University for its support of LGBT issues at Lambda's annual dinner in Indianapolis.

The admissions brochure lists a number of international organizations at Indiana University, including Gay, Lesbian, and Bisexual International Students, as well as Arenal GLBT Spanish Speaking Group.

Massachusetts Institute of Technology

Sloan School of Management

Score: 93.75 Grade: A

Score / Grade in 1995: 67.5 / D+



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation	✓	

* LGBT B-School alumni network is informal.

Noteworthy Findings

Sloan earns the title “Most Improved” for the Aplomb Consulting LGBT-Friendliness study, jumping from a “D+” grade in 1995, to an “A” grade in 2002.

Sloan LGBT is the only Top B-School student group to include transgender issues in its name during the 2001-2002 year. A man in MIT’s executive program had gender reassignment surgery, prompting Sloan LGB adding the transgender “T” to its name, according to Sloan LGBT co-chair Andy Rubinson. Rubinson said that the Sloan administration was extremely supportive of her. At MIT, there is a cross-dressing professor who wants to increase support for the transgender community. His efforts have been met with only support by the administration, said Rubinson.

The Sloan LGBT mailing mail includes approximately 30 students, faculty, and staff members, plus outreach to Harvard Business School LGBT co-chairs.

Like Harvard, the Sloan administration has tried to reflect diversity concerns in the business school curriculum. A case study written by Nils Fonstad, co-founder of Sloan LGBT, focuses on PlanetOut, an LGBT-specific web portal.

When Exxon-Mobil – who does not adhere to the university’s policy of non-discrimination based on sexual orientation – came to Sloan, Rubinson brought the matter to the attention of the MBA career office, who eventually decided that the students’ right to be recruited should be the driving concern. They agreed, however, to allow Rubinson email the class detailing the concerning practices of the recruiter in question. The career center has since added a new database that allows students to research companies’ level of social responsibility.

New York University
Leonard N. Stern School of Business



Score: 88.75 Grade: B+

Score / Grade in 1995: 87.5 / B+

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

* LGBT B-School alumni network is informal.

Noteworthy Findings

The LGBT student group OutClass currently has a dozen members. OutClass President Megan McCaroll notes that there have not been any “negative or inflammatory” incidents directed at LGBT students to her knowledge in the past year, although there was one email incident in the past that the university administration and president responded to “quickly and proactively.”

OutClass’s major goals for the coming year are reaching out to more student before they arrive, and co-hosting the 2003 Reaching Out conference with Dartmouth and Columbia.

“We do well with recruiting events...it’s time to get more formalized in what the other things that we do and start building a stronger connection with the greater student body,” said McCaroll.

She’s interested in beginning a mentoring program that could parlay itself into a more cohesive alumni organizations.

There is one openly gay adjunct professor at Stern, but no tenure or tenure-track openly gay professors.

The school sponsors of the fifth annual Reaching Out Conference (<http://www.reachingoutmba.org>) include Columbia, Dartmouth/Tuck, and NYU/Stern.

Northwestern University
J.L. Kellogg School of Management



Score: 95.0 Grade: A

Score / Grade in 1995: 82.5 / B-

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	**	
Transgender Inclusion / Representation		✓

* LGBT B-School alumni network is informal.

** LGBT university alumni network is informal.

Noteworthy Findings

Kellogg was one of three business schools (including Purdue/Krannert and Chicago) that sponsored the 2002 Reaching Out conference. Seymour Lao, said that co-chairing the conference was “the most significant thing I did in business school,” and that the administration and the Dean of Student Affairs in particular were very supportive throughout the planning and promotion of the event.

Regarding the Reaching Out event, Laio said, “We had a great number of sponsors who came to the career expo, which is a great achievement in this economy. We were told a year in advance to start scaling it back, but pretty much all the companies who have supported in the past came out this year.”

GLMA’s initiatives for the coming year include raising visibility of the group at Kellogg, and trying to recruit LGBT students more actively by reaching out to corporate LGBT groups like Out & Equal Workplace Advocates to find candidates who are MBA-bound. According to 2003 GLMA co-chair Leticia Pearman, “We really compete with the East and West Coast schools” for LGBT candidates.

Stanford University
Graduate School of Business



Score: 97.5 Grade: A

Score / Grade in 1995: 95.0 / A

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	✓	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

Stanford GSB prohibits employers from recruiting on-campus unless they adhere to the school's general non-discrimination policy, including non-discrimination based on sexual orientation.

There are currently about 20 members of Out4Biz, the nation's oldest LGBT business school student group which was formed in 1977.

Out4Biz sponsors an annual party for the entire Business School, straight and LGBT alike.

Out4Biz began including transgender advocacy on their web site beginning in the 2002-2003 school year (the rankings were based on the 2001-2002 year).

The Out4Biz Alumni Organization holds frequent events, including holiday parties, participation in the Out4Biz annual party, and meetings with newly admitted students.

Out4Biz and Q@Haas (U.C. Berkeley) co-sponsored LGBT-related student events.

School sponsors of the third annual Reaching Out Conference (<http://www.reachingoutmba.org>) were Stanford, Thunderbird, and UCLA/Anderson.

University of California, Berkeley

Walter A. Haas School of Business

Score: 93.75 Grade: A

Score / Grade in 1995: 80.0 / B-



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

* LGBT B-School alumni network is informal.

Noteworthy Findings

The Haas LGBT student group Q@Haas works closely with the Haas career center to arrange recruiting events with employers targeting the LGBT community. At least one of these events, an annual dinner with Bain & Company, is co-hosted with Stanford Business School.

In addition to hosting National Coming Out Day and other yearly events, Q@Haas is developing a financial planning seminar for non-traditional couples open to faculty, students, and staff. According to 2002 Q@Haas president Jason Daniel, one of the goals of this initiative is to raise the awareness of LGBT issues within the Haas community, especially the importance of domestic partnership benefits.

While there is not a formal LGBT Haas alumni group, Q@Haas manages a database of LGBT alumni, inviting them to social events and tapping them for funds to send members to national conferences and on-campus promotion of Q@Haas.

Out4Biz and Q@Haas (U.C. Berkeley) co-sponsored LGBT-related student events.

University of California, Los Angeles

John E. Anderson Graduate School of Management



Score: 95.0 Grade: A

Score / Grade in 1995: 82.5 / B-

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	✓	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

Domestic partner benefits have been available to University of California faculty and students since 1997. In 2002, retirement benefits were extended to same-sex partners.

The Anderson Gay and Lesbian Business Alliance student group includes 11 students and has co-sponsored events, such as the B-School Halloween party.

The Executive Education Program at Anderson offers an LGBT Leadership Institute annually (http://www.uclaexeced.com/open_programs.cgi?code=lgbt). The five-day program helps executives address universal leadership issues and related LGBT concerns, including managing career identity while maintaining personal authenticity and leveraging the power of LGBT stakeholders.

School sponsors of the third annual Reaching Out Conference (<http://www.reachingoutmba.org>) were Stanford, Thunderbird, and UCLA/Anderson.

University of Chicago

Graduate School of Business

Score: 93.75 Grade: A

Score / Grade in 1995: 72.5 / C-



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

* LGBT B-School alumni network is informal.

Noteworthy Findings

The 2003 viewbook for prospective students will include the profile of an openly LGBT student, at the urging of current LGBT students. According to Craig Johnson, Director, Office of Diversity Affairs, including the LGBT student profile was a “no brainer.”

The Lesbian and Gay Faculty and Staff Organization holds an annual welcome reception for LGBT students, faculty, and staff.

The GSB co-sponsored the Reaching Out Conference in 2002, and has provided scholarship funds for students to attend the conference in past years.

University of Michigan at Ann Arbor

School of Business Administration

Score: 87.5 Grade: B+

Score / Grade in 1995: 87.5 / B+



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

While Michigan fared the same B+ grade as it did in 1995, its relative ranking fell from 4th to 14th most LGBT-Friendly of the Top B-Schools, representing the largest ranking drop of any school.

Sexual orientation was added to the Michigan nondiscrimination policy in 1984. Ten years later, the first same-sex couple moved into graduate housing with full housing and medical domestic partner benefits.

In addition to boasting of on-campus recruiting from companies such as McKinsey, Hewlett-Packard, Booz-Allen, and AT Kearney, Open for Business notes that many other companies have contacted them for recruiting purposes, including IBM, U.S. Airways, Mass Mutual, Merrill Lynch, and Nestlé.

Openly gay Ford CFO Allan Gillmour earned his MBA at the University of Michigan..

University of North Carolina at Chapel Hill

Kenan-Flagler Business School

Score: 52.5 Grade: F

Score / Grade in 1995: 60.0 / D



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization		✓
LGBT-Specific Job Recruiting Opportunities		✓
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students		✓
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials		✓
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

There is no LGBT student group at the business school; according to Ed Anderson, Assistant Director of Student Services at Kenan-Flagler, who said that the administration is waiting for a “couple of students to decide to set one up.”

Anderson said that he and other faculty members attended Safe Zone, a campus-wide initiative that sensitizes and prepares individuals to provide LGBT-Friendly support.

Dependent spouses must be of the opposite sex in order to receive health benefits. Some benefits such as partner relocation are sometimes extended to faculty members “under the table,” according to one university official. Health care benefits are not available to domestic partners.

Saying that he is not able to offer domestic partner health care benefits without government approval, the provost highlights his own support for such benefits front and center on his web site (<http://www.unc.edu/provost/>), where he provides a prominent link to the report of an LGBTQ committee (representing lesbian, gay, bisexual transgender, and queer-identified individuals).

University of Pennsylvania

The Wharton School

Score: 97.5 Grade: A

Score / Grade in 1995: 85.0 / B



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	✓	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

The LGBT student group Out4Biz acts as a clearinghouse for information on LGBT-Friendly companies and arranges recruiting events with prospective employers.

According to Chris Higgins, the Assistant Director in MBA Career Management and an out member of the B-School staff, Wharton advertises its non-discrimination policy (including based on sexual orientation) on its web site “so potential employers see it.” At the same time, Higgins acknowledges that the school would not exclude any individual employers from holding recruiting events unless students were to protest it. Said Higgins, “At this point and in this economy, we don’t proactively eliminate anybody.”

More than 100 MBA students helped organize a Coming Out Day celebration including professor-sponsored drag queens. The Dean and Vice-Dean of the school attended, along with over 1000 MBA students, partners, and children, according to Higgins.

The school sponsors of the second annual Reaching Out Conference (<http://www.reachingoutmba.org>) were Columbia and Wharton.

University of Southern California

Marshall School of Business

Score: 72.5 Grade: C-

Score / Grade in 1995: 60.0 / D



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities		✓
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials		✓
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

According to Matt DeGrusche, Assistant Director, MBA Resource Center, and an out member of the staff, getting gay and lesbian students has been something of a struggle.

The Marshall Gay and Lesbian Association meets at least once per month, but was non-existent in 1999, according to DeGrusche. The group hopes to expand networking opportunities for 2002-2003.

USC/Marshall was the only Top B-School found to not post a non-discrimination policy in their MBA admissions materials, although the school's policy was found in the PhD section of the school's web site.

USC offers medical and dental insurance to domestic partners, but not life insurance or tuition assistance – two benefits offered to spouses, according to Melissa Venegas of the USC Benefits Office.

A \$2,000 annual scholarship funded by USC alumnus Thomas J. Peterson is offered for a Marshall student who works toward "eliminating 'glass-ceiling' constraints" through activism and accomplishments in the business community, and "via acumen gained in studying business administration."

University of Texas at Austin

McCombs School of Business

Score: 81.25 Grade: B-

Score / Grade in 1995: 60.0 / D



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students		✓
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization	*	
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization		✓
Transgender Inclusion / Representation		✓

* LGBT B-School alumni network is informal.

Noteworthy Findings

The McCombs LGBT student group Gay and Lesbian Graduate Business Network (GLGBN) includes only about a half-dozen members out of a total population of about 800 MBA students, according to Dean Crawford, GLGBN co-chair.

Crawford, who said that he is McComb's first openly gay student officer for orientation of incoming students, hopes to develop a mentoring program for undergraduate LGBT students.

Two openly gay, partnered professors, consistently top rated in the MBA program and host social events in their home for MBA students. They also occasionally co-teach classes.

Three senior staff members in the MBA office are LGBT.

University of Virginia
Darden Graduate School of Business



Score: 72.5 Grade: C-

Score / Grade in 1995: 75.0 / C

	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities		✓
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students		✓
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials		✓
Openly LGBT B-School Professors	✓	
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

UVA offers a B-School LGBT group as well as a separate LGBT Faculty, Staff, and Graduate Association.

There are no LGBT-specific resources in the career library or LGBT-specific recruiting events on-campus, although according to Catherine Willard, Career Development Representative, “Darden would have no problem with someone doing that.”

A minority of students often shout “NOT GAY!” in response to lyrics in UVA’s “Good Ol’ Song”, which is played at university football games. Despite the recent findings by the student council that the majority of students oppose this homophobic tradition, it still continues. News stories on the “NOT GAY!” controversy can be found at <http://www.alumni.virginia.edu/serpentine/newslinks.html>.

Yale University

School of Organization and Management

Score: 90.0 Grade: A-

Score / Grade in 1995: 90.0 / A-



	Yes	No
Policy of Non-Discrimination Based on Sexual Orientation	✓	
LGBT B-School Student Organization	✓	
LGBT-Specific Job Recruiting Opportunities	✓	
Domestic Partner Benefits: Benefits for Staff and Faculty Benefits for Students	✓	
Non-Discrimination Policy Mentioned in Admissions Materials	✓	
LGBT Student Organization Mentioned in Admissions Materials	✓	
LGBT Student Profile in Admissions Materials	✓	
Openly LGBT B-School Professors		✓
LGBT B-School Alumni Organization		✓
Undergraduate LGBT Student Organization	✓	
LGBT University Alumni Organization	✓	
Transgender Inclusion / Representation		✓

Noteworthy Findings

Although earning an A- grade, Yale slipped eight places in its LGBT-Friendliness ranking from 3rd in 1995 to 11th in 2002. Only Michigan fell more slots than Yale.

Harvard and Yale co-hosted the nation's first Reaching Out Conference (<http://www.reachingoutmba.org>).

The web site for the Q+ Gay/Straight Alliance (<http://students.som.yale.edu/sigs/alliance/default.htm>) was sorely in need of updates in Summer 2002, with the most recent information being more than a year old.

Resources

The following web sites provide additional information regarding the LGBT-Friendliness of business schools and the corporate world, as well as resources for LGBT members of the business community.

<http://www.reachingoutmba.org> – *national LGBT MBA conference*

<http://www.networkq.org> – *network of LGBT MBA alumni and students*

<http://www.outandequal.org> – *national LGBT workplace organization*

<http://www.lgbtcampus.org> – *consortium of LGBT Directors at universities*

<http://www.finaid.org/otheraid/gay.phtml> – *LGBT financial aid information*

<http://www.hrc.org/worknet/> – *LGBT workplace issues resource*

The web has become a tremendous resource, pointing surfers to information about LGBT life on campus. Many LGBT student groups provide detailed information on their web sites, including lists of resources available to enrolled LGBT students, a calendar of recruiting and social events, recommendations on whether to be out in the application process, and history of LGBT groups and issues on-campus. Occasionally, the official B-School admissions sites provide direct links to these sites. Below is a listing of B-School LGBT student group web sites:

<http://www.gsb.columbia.edu/students/organizations/clusterq/> *Columbia*

<http://mba.tuck.dartmouth.edu/tgala/> *Dartmouth / Tuck*

<http://www.duke.edu/mbaa/glsa/> *Duke / Fuqua*

<http://sa.hbs.edu/glsa> *Harvard Business School*

<http://www.kelley.indiana.edu/gsba/> *Indiana University*

<http://www.kelley.iu.edu/gsba/> *Indiana University*

<http://web.mit.edu/lgbt/sloan> *MIT / Sloan*

http://www.kellogg.nwu.edu/student/club/glma/glma_000.htm *Northwestern / Kellogg*

<http://www.stern.nyu.edu/~lgba/home.html> *NYU / Stern*

<http://sa-gsb.stanford.edu/clubs/out4biz/> *Stanford University*

<http://www.haas.berkeley.edu/~lgbmbaa> *UC Berkeley / Haas School*

<http://www.anderson.ucla.edu/zone/clubs/gliba/index.htm> *UCLA / Anderson*

http://gsbwww.uchicago.edu/student/glib/glib_home.htm *University of Chicago*

<http://webuser.bus.umich.edu/Organizations/OpenForBusiness/About.htm> *University of Michigan*

<http://equity.wharton.upenn.edu/~outfbiz/> *University of Pennsylvania / Wharton*

<http://student.darden.virginia.edu/gl&f> *University of Virginia / Darden*

<http://students.som.yale.edu/sigs/alliance/default.htm> *Yale University*