

MANAGING DIVERSITY IN BUSINESS SCHOOLS



EABIS
European Academy
of Business in Society



About the survey

WELCOME to the EABIS-EFMD “Managing Diversity in Business Schools & Universities” Survey, being conducted on behalf of the European Commission.

The survey will take around **3 minutes** to complete with **6 questions** in total.

The **objective** of this survey is to understand how business schools and universities across Europe and beyond **manage diversity and equal opportunity issues at the institutional level**.

In this context, “**diversity**” is defined here not only by cultural/linguistic background and nationality but also in terms of **age, disability, gender, racial or ethnic origin, religion, belief and sexual orientation**. The term “diversity” used in the survey refers to diversity management and equal opportunities across all the above mentioned areas.

At the request of the European Commission, a team of EABIS and EFMD member experts is looking to map current activities and best practices as part of broader research to test the feasibility of a diversity network of business schools and companies. The preliminary **results will be presented** and debated during a **Symposium on Monday 23 June at ESADE Business School, Madrid, Spain**.

Confidentiality

Any data entered will be handled in full confidentiality within the research team. No information that you submit will be publically identified with you or your institution.

How to proceed

Press the “>>” (next) button on the left side of the bottom of this page in order to proceed with the survey itself.

PLEASE NOTE:

Always click either << (back) or >> (next) after you fill in information – otherwise information will be lost. You can return to previous pages of this survey to edit your answer by using the << (back) button on the left side of the bottom of the page. To submit the survey, you need to go to the very end of the survey by using the >> (next) button on the right side of the bottom of the page. For any questions regarding this survey please contact [Sara Bonnani](#). For any questions regarding the project please contact [Bart Neerscholten](#)

SURVEY

Question 1

Name of Institution: _____

Country: _____

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Question 2

Does your institution have a particular strategic or high level focus on diversity?

- Yes (go to 2a)
- No (go to 2b)
- Under development/planning (go to 2c)

Question 2a

Please specify (tick all that apply)

- Diversity is integrated into the organisational mission, vision and/or strategy
- Diversity is integrated in the major teaching programmes of our institution
- Diversity is a major area of research
- Diversity is considered in employment practices
- Diversity is considered in student related affairs

Question 2b

Please specify

- We have no particular strategy on diversity, but deal with it on a flexible basis
- We have no such policies in place, nor planning to do so

Question 2c

Please specify (please tick all that apply)

- Diversity will be integrated into the organisational mission, vision and/or strategy
- Diversity will be integrated in the major teaching programmes of our institution
- Diversity will become a major area of research
- Diversity will be considered in employment practices
- Diversity will be considered in student related affairs

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Question 3

Please tick the areas in which your institution has integrated diversity management in its policies, practices and/or activities:

	Teaching	Research	Students	Employment
Cultural background and/or nationality				
Racial and ethnic origin				
Religion				
Gender				
Age				
Sexual orientation				
Disability				
Groups with socio-economic constraints				
N/A				

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Question 4

To what extent do you think that the following issues are key drivers or barriers behind introducing or advancing diversity management issues and activities within your institution?

	Barrier		Neutral		Driver
▪ Legislation	1	2	3	4	5
▪ Funding	1	2	3	4	5
▪ Accreditation	1	2	3	4	5
▪ Student interest/demand	1	2	3	4	5
▪ Faculty interest/demand	1	2	3	4	5
▪ Corporate interest/demand	1	2	3	4	5
▪ Management commitment to diversity	1	2	3	4	5
▪ Tools, systems, etc. for diversity management	1	2	3	4	5
▪ Working with other schools/business	1	2	3	4	5
▪ Other	1	2	3	4	5

If "Other", please specify	
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Question 5

Compared to other teaching, research, student and employment issues, how important do you think that diversity management will become for your institution in the next 2-3 years?

	Less		Same		More
▪ Teaching	1	2	3	4	5
▪ Research	1	2	3	4	5
▪ Student Affairs	1	2	3	4	5
▪ Employment Practices	1	2	3	4	5

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Question 6

Among your faculty, who is best qualified to complete a short survey on diversity issues in your school's teaching and research?

Name:

E-mail:

If you are certain that you have filled in all the relevant information of the survey, please click the ">>" (next) button on the right side of the bottom of this page to submit your answers and end the survey

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END

Thank you for completing the survey.

If you would like to receive further information about the project, its Symposium, and/or receive the final report, please contact:

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Tel: +32-(0)2-541 16 26

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