

**Academic Department/Division**  
**Diversity Report Executive Summary**

**1. Name of Department/Division**

**Division of Business**

**2. Academic Year of Report**

**Fall 2020-Spring 2021**

**3. Faculty/Staff extra-curricular or co-curricular activities involving or supporting Diversity and Inclusiveness**

**Dr. W. Zhou was the Business Society and Government Chair for the Midwest Business Administration Association (MBAA) in March 2021. She attended presentations on the following:**

- “Teaching Social Justice in a Global Context within a Business Curriculum” Kaori Takano, Fort Lewis College
- “Effect of Language Diversity Policy on Economic Success: Exploratory Comparative Analysis of Japan and Iceland” Asahi Mori, Waseda University
- “A Study of Women Working in Jordanian Banks”, Yara Katami, Jordan Ahli Bank & Perry Haan, Tiffin University

**Dr. Lahr made progress on his dissertation, which focuses on the longevity of small businesses in Alva and the surrounding Woods County. The working title is "Qualitative Hermeneutic Phenomenology: Lived Experiences of Small Business Owners' Ability to Achieve Longevity in Woods County, Oklahoma."**

**4. Diversity activities in the Classroom**

**• ACCT 4703/ GBUS 4713/MGMT 4723**

- Dr Hawkins met local business leaders in Alva and the surrounding communities to promote providing internships for NWOSU Business and Accounting majors.
- Dr. Lahr, provided guidance for a NWOSU student who had an internship with the Woodward Monument Company.

**• GBUS 3953 Business Society and Government Fall and Spring Semesters**

- Each student is required to do a Social Responsibility Audit and Community Service. These projects often involve helping various individuals in rural activities.

- **Jerry Gustafson hosted the Entrepreneur Seminar (GBUS 4423) in February 2021, which included presentations from female and minority business owners.**
  - Johnny Porter, business owner of PJ's Family Hair Salon and BABY, gave a presentation on the challenges of starting and running an African American family-based barbershop and salon in Enid, OK. This event is attended by multiple DOB faculty members.
  - Sal Alvarado, owner of C & C Dry Cleaning and Ironing, gave a presentation on the challenges he encountered starting and growing a Hispanic American family business in Enid, OK.
- **GBUS 2033 Leadership in Business group presentations**
  - Students were encouraged to choose a diverse range of leaders for their group projects during the Fall 2020 and Spring 2021 semesters. The students in these classes selected 8 different female leaders combined for of both semesters. The students also selected 10 leaders of color for the combined semesters.

## **5. Department activities pursuing Diversity and Inclusion**

- **Student organization (Rangers Business Club) activities**
  - In the Spring of 2021 the Rangers Business Club held a joint Blood Drive with the Nursing club on April 20-21, 2021.
- **The Division of Business Scholarship Committee met in March 2020 to make recommendations to the Financial Aid Office for the recipients of Business and Accounting major scholarships for AY 2020–2021.**
  - Approximately 84 percent of the business and accounting major-specific scholarships went to females, and 46 percent went to minority students.