

Academic Year 2019-2020
Diversity and Inclusion Reporting
Northwestern Oklahoma State University

1. Academic Unit/Division/Department/Administrative Office:

Communication Department
2. Faculty and Staff Events, Activities, On-Campus and Off-Campus Conference Attendance and Presentations:
 - Lunch and informal discussion about diversity in mass communication-related fields with Shewanda Riley and mass communication students; February 28, 2020; attended by Dr. Kaylene Armstrong, Tammy Brown, and Erica Miller
 - “The Gospel According to Black Jesus: Race, Religion and Identity” by Shewanda Riley; February 28, 2020; attended by Dr. Kaylene Armstrong
 - “White Fragility for Beginners: How Higher Education Can Handle Conversations about the Elephant in the Room” presented by Shewanda Riley; February 27, 2020; attended by Professor Tammy Brown
 - “How do Mini-lectures Improve Student Engagement?” – Session 1 of Engaging Modern Learners Faculty Development Series (NWOSU); February 2020; facilitated by Professor Tammy Brown; attended by Dr. Kaylene Armstrong
 - “How Can I Get Students to Take Responsibility for Their Own Learning?” – Session 2 of Engaging Modern Learners Faculty Development Series (NWOSU); March 2020; facilitated by Professor Tammy Brown
3. Special recruitment events and activities for underserved and/or minority populations:
 - Participated in Ranger Preview (November 2019) and Spring Showcase (February 2020) to help recruit students to NWOSU and recruit mass comm. majors
4. Faculty and Staff Supportive Services to underserved and/or minority populations:
 - Provided mass comm. majors and minors access to equipment (computers, cameras, etc.) and software for completion of course projects
 - Offered additional one-on-one assistance and tutoring sessions for students in mass communication and speech communication classes
 - Made multiple attempts (email, phone, sending messages through others, etc.) to contact students who did not respond to initial attempts to contact after change to alternative delivery methods
5. Alternative Educational Delivery Methods Employed during the Covid-19 Crisis:
 - Utilized Zoom to continue delivery of class for most departmental classes; recorded Zoom sessions and shared access to videos with students who were unable to attend

live Zoom sessions during usual class times; worked individually with students who had issues with poor or unreliable internet connections

- Expanded use of Blackboard
- Offered use of newsroom as optional lab for a few mass comm. students who needed access to computers.
- Provided access for faculty and students to multiple resources for help with online learning and teaching as well as personal well-being during COVID-19

6. Certifications Achieved: N/A

Additional Information for Communication Department

- Covered various student organizations and related topics in articles written for and published in Northwestern News and in packages produced for NWTN newscasts
- Included student media coverage of related topics including on-campus events and months of observance
- Incorporated student completion of advertising and marketing projects for different target audiences and subsets of those audiences
- Addressed intercultural communication and communication with various populations in mass communication and speech communication courses
- Utilized online platform RangerPulse to reach out to NWOSU community; considerably expanded use of this platform during time of alternative delivery
- Published student-written stories on RangerPulse about different situations experienced by students during COVID-19