

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

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

NWOSU - Division of Business.

2. Faculty and Staff Events, Activities, On-Campus and Off-Campus Conference Attendance and Presentations:

Fall 2019

Karen Sneary attended the Reaching Underserved Students – Online Conference on Attendance Fall 2019.

Karen Sneary also attended the following conferences or events in the Fall of 2019: Cultural awareness, understanding, and sensitivity – Presentation by Dr. Steven Aragon, ODCTE
Understanding and recognizing unconscious bias – Day-long Workshop at CVTC by Dr. Shanna Teel.
Sex Trafficking presentation – Oklahoma Commission on the Status of Women.

In November 2019, Dr. John Stockmyer was a participant in a (Ph.D. Dissertation-related) depth interview conducted by Dr. Mariann Braten-Hall. The title of the study was: CULTURAL COMPETENCE IN HIGHER EDUCATION FACULTY. The purpose of the study was to investigate *“cultural competence in higher education faculty of a rural, public university in the West-South-Central region of the U.S.”*

The qualitative part of the research found that *“participants viewed being open-minded and actively promoting cultural competence in one’s environment as pertinent when developing cultural competence. The personal and professional experiences described by faculty as helpful in developing cultural competence included relationships with people from diverse backgrounds, were outside of their regular setting, and included training and support relevant to the experience at hand. The findings of this study indicated a positive correlation between high ISS scores and high interest in further professional development towards cultural competence in higher education faculty. Findings further indicated that personal and professional cultural experiences and encounters contributed to the development of cultural competence in higher education faculty.”*

Dr. Roger Brown had Allyson Bush owner of the Daisy Village (Alva) as a guest speaker for his Leadership in Business classes and his Principles of Management class in Fall 2019. Some of the topics she discussed included managing a small business, dealing with employees, keeping track of inventory, online presence, and being a female entrepreneur.

Dr. Roger Brown did a review of a paper for the 2020 MBAA International Conference that was titled “A Study of Women Working in Jordanian Banks” at the request of the MBAA International Business Society and Government Consortium Program Chair and of the Division of Business Dr. Wei Zhou. This paper discussed a lot of diversity-related issues, including the working

environment of women in Jordan, issues of equal pay, gender prejudice, the expectation of staying home once married, etc.

Spring 2020

In January 2020, Dr. John Stockmyer was a reviewer on a scholarly paper dealing with the financial, social, and environmental performance dimensions that pertain to ethical dilemmas surrounding the upcoming (2020) Summer Olympics in Tokyo, Japan. The title of the paper is: "Tokyo Olympics 2020: The Role of Government and the Triple Bottom Line."

Karen Sneary attended the 2020 Women on Boards Conference – Oklahoma Commission on the Status of Women.

Dr. Joseph Paul - On February 27th and 28th, attended Shewanda Riley's (Tarrant County College) presentation on Diversity related topics via ITV on the Enid campus.

Dr. Roger Brown also attended two Shewanda Riley's Diversity training presentation events on February 27th, 2020. Dr. Roger Brown also worked with Dr. Kay Decker, other Diversity committee faculty, Craig Rickie, Leeta Grimsley, Natalie Miller, Amy Melton, Chauncey Durham, and Dr. James Bell in the setup of the equipment for these presentations in EC 109.

Dr. Roger Brown attended Oklahoma Research Day on March 6th, 2020, in Weatherford, Oklahoma, where students made a variety of brief presentations with their posters of which some topics touched on or overlapped with the issue of Diversity.

3. Special recruitment events and activities for underserved and/or minority populations:
4. Faculty and Staff Supportive Services to underserved and/or minority populations:
5. Alternative Educational Delivery Methods Employed during the Covid-19 Crisis:

During the Covid-19 Crisis, the Division of Business faculty began employing Zoom meetings for their In-person classes to meet with their students from March 23rd till the end of the Spring 2020 semester. Some faculty members used Zoom meetings for advising students for the Summer and Fall 2020 semesters.

6. Certifications Achieved:

Spring 2020

Karen Sneary completed an 8-week course in Conversational Spanish – CVTC Evening Adult Course.

Karen Sneary also completed a GNC Online Training - Gender Bias in the Workplace, Creating a Safe Workplace.