

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

**1. Name of Department/Division**

**Division of Business**

**2. Academic Year of Report**

**Fall 2022-Spring 2023**

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

- Over the academic year Dr. Brown, Dr. Lahr and Dr. Palmer taught Business Society and Government for the Division of Business. The course aims to teach students the economic and social impact businesses have on all stakeholders in local and foreign communities in which they operate. The course requires students to go out into their local communities and complete a Service Learning Project. The project has students complete the below objects:
  - Volunteer 8-hours of time to community service.
  - Interview a business owner and/or professional on multiple occasions to analyze their business and how corporate social responsibility could be improved for the organization. Students are required to report their recommendation for improvement to the business owners and develop a link between the business and community service organization they worked with to improve the local community. All students are required to complete the assignment to graduate. The course impacts the lives of 80-100 business owners/professionals, students, and community service organizations each academic year.

**4. Diversity activities in the Classroom**

- Dr. Brown demonstrated diversity in the classroom through the below methods.
  - Dr. Brown teaches leadership, management, and BSG courses. Teaching management, leadership, and BSG requires a thorough understanding of diversity and its importance in the modern workforce. Leaders today will engage with people from all around the world and must be prepared to manage and work with people who come from a diverse background. See course learning objectives below for his classes. The DOB also requires all students to take an international course.

**Classes taught by various Faculty in the Division of Business that includes Diversity related activities in the classroom.**

- Leadership in Business
  - Explain the role of human values in cultural, ethnic, and racial diversity.
  - Demonstrate knowledge of civic responsibility and engagement.
  
- Principles of Management
  - Describe an organization's stakeholders and the need to manage stakeholders and explain the importance of social and ethical responsibility of managers.
  - Demonstrate critical thinking skills in identifying ethical, global, and diversity issues in planning, organizing, controlling and leading functions of management.
  
- Business Society and Government
  - Appraise, in detail, an organization's level of social responsibility and make meaningful recommendations for improvement.
  - Apply ethical judgments to business issues.
  
- Advanced Business Law and Ethics
  - Apply concepts of ethics and professionalism to business professions.
  - Prepare a professional paper analyzing and evaluating a controversial issue associated with business law, business ethics or corporate social responsibility effectively setting forth and defending a position on the issue.
  
- Legal Environment of Business
  - Demonstrate an understanding of ethics and social responsibility, the ethical application of the law, and the relationship between ethics and the law.
  
- Business Ethics
  - Identify and analyze ethical issues in business.
  - Apply moral philosophies to business ethics.
  - Explain and evaluate social responsibility in the business environment.

- Explain and apply ethical decision making in business.
- Small Business Management
  - Explain the impact of ethics and social responsibilities on small businesses.
- International Marketing
  - Integrate the important global societal dimensions of diversity, environmental concerns, ethics, and technological change into their thinking.
  - Analyze cross-cultural variables and their impact on international marketing.
  - Analyze how differences in global economic, cultural, social, political, and legal environments can affect marketing decisions.
- Cross-Cultural Management
  - Identify the multicultural 'big picture' in which global trade and government forces cooperate; and summarize the major culture-based challenges faced by international managers (political, legal, economic and technological).
  - Analyze and synthesize a range of culture-based tactics for international negotiation.
  - Identify major cultural characteristics, including communication styles that characterize regions, nations, communities, organizations, groups and individuals.
- International Business
  - Recognize the international cultural environment and analyze its relation to conducting international business.

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

- Dr. Roger Brown was involved in the below university diversity initiatives throughout the AY 2022-2023 for the university.
  - Dr. Brown chairs the NWOSU Diversity Committee.
  - He brought a guest speaker to campus. Chris LittleCook spoke with NWOSU employees, students, and community members regarding his work with Native American students over the last 20 years.

- The Division of Business prepares students to go out and be part of a diverse workforce. We discuss the importance of diversity, ethics, and culture in numerous classes. See below for more examples of learning outcomes. The DOB also requires all students to take an international course.