## Undergraduate Composition

<table>
<thead>
<tr>
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</tr>
</thead>
<tbody>
<tr>
<td>% Women</td>
<td>34.9</td>
<td>36.4</td>
<td>38.2</td>
<td>36.9</td>
<td>38.8</td>
<td>+ 11%</td>
</tr>
<tr>
<td>% Students of Color</td>
<td>14.6</td>
<td>13.8</td>
<td>15.3</td>
<td>17.3</td>
<td>18.4</td>
<td>+ 26%</td>
</tr>
<tr>
<td>% Underrepresented Minorities</td>
<td>4.9</td>
<td>4.5</td>
<td>5.2</td>
<td>5.9</td>
<td>7.1</td>
<td>+ 45%</td>
</tr>
<tr>
<td>% International (nonresidents)</td>
<td>15.2</td>
<td>16.8</td>
<td>21.8</td>
<td>23.3</td>
<td>25.6</td>
<td>+ 68%</td>
</tr>
<tr>
<td>Countries represented</td>
<td>21</td>
<td>20</td>
<td>21</td>
<td>23</td>
<td>25</td>
<td>+ 19%</td>
</tr>
</tbody>
</table>
UNDERGRADUATE SURVEY RESPONDENTS

327 participated, 245 completed (82 partial responses)

Some stats…

- 90% age 18-22, oldest = 47 years old
- 58% female; 3 people with unique gender categories
- 93% heterosexual; 7% unique sexual orientations
- 28% don’t work; those who work average 14.50 hrs/week
- 15% receive no family support; else 64% of income from parents
- 64% of students self-report “upper middle class”
- 3 veterans
Respondents by major

- Accounting: 40
- Entrepreneurship: 84
- Finance: 10
- Marketing: 37
- OBA: 33
- Sports Business: 11
- General Business: 9

BUSINESS

PRE-BUSINESS
Asian 19%
Black or African American 1%
Hispanic, Latino, or Spanish origin 9%
Middle Eastern or North African 2%
Native Hawaiian or Other Pacific Islander 2%
Other 4%
White 63%
ATHEIST: 21
AGNOSTIC: 18
NOTHING IN PARTICULAR: 63
PROTESTANT: 14
OTHER RELIGION OR FAITH: 3
OTHER CHRISTIAN: 32
ORTHODOX CHRISTIAN: 5
MUSLIM: 5
MORMON: 2
JEWISH: 5
HINDU: 2
DON'T WANT TO ANSWER: 16
CATHOLIC: 40
BUDDHIST: 7

NOTHING IN PARTICULAR is the most common response.

Other notable responses include ATHEIST, AGNOSTIC, and CATHOLIC.
Diverse Political Views

Democrat 42%
Independent 26%
Republican 17%
Unaffiliated 15%
General perceptions of how groups are treated at LCB

Treated **better** than others

- Racial minority students: 0.02
- International students: -0.23
- Women: 0.13
- Older ("non-traditional") students: 0.70
- Politically liberal students: -0.01
- Politically conservative students: -0.14
- Religious students: 0.19
- LGBTQ+ students: 0.34
- Veterans: 0.48

Treated **worse** than others

- Persons with disability
- Student athletes
- Students in fraternities or sororities

Max rating: 1.55
Mean rating: 0.58
Min rating: -0.61
Frequency of negative experiences at LCB attributable to...

<table>
<thead>
<tr>
<th>Category</th>
<th>Never</th>
<th>Infrequently to Somewhat Frequently</th>
<th>Frequently to Very Frequently</th>
</tr>
</thead>
<tbody>
<tr>
<td>GREEK MEMBERSHIP</td>
<td>56%</td>
<td>40%</td>
<td>4%</td>
</tr>
<tr>
<td>STUDENT ATHLETE</td>
<td>69%</td>
<td>30%</td>
<td>1%</td>
</tr>
<tr>
<td>DISABILITY</td>
<td>77%</td>
<td>22%</td>
<td>1%</td>
</tr>
<tr>
<td>MILITARY</td>
<td>78%</td>
<td>21%</td>
<td>0%</td>
</tr>
<tr>
<td>MENTAL HEALTH</td>
<td>72%</td>
<td>28%</td>
<td>0%</td>
</tr>
<tr>
<td>SOCIO-ECONOMIC BACKGROUND</td>
<td>57%</td>
<td>41%</td>
<td>1%</td>
</tr>
<tr>
<td>SEXUAL ORIENTATION</td>
<td>76%</td>
<td>23%</td>
<td>1%</td>
</tr>
<tr>
<td>RELIGIOUS VIEWS</td>
<td>66%</td>
<td>34%</td>
<td>0%</td>
</tr>
<tr>
<td>POLITICAL VIEWS</td>
<td>47%</td>
<td>49%</td>
<td>4%</td>
</tr>
<tr>
<td>AGE</td>
<td>70%</td>
<td>29%</td>
<td>1%</td>
</tr>
<tr>
<td>GENDER</td>
<td>54%</td>
<td>44%</td>
<td>3%</td>
</tr>
<tr>
<td>NATIONALITY</td>
<td>65%</td>
<td>33%</td>
<td>2%</td>
</tr>
<tr>
<td>RACE</td>
<td>62%</td>
<td>36%</td>
<td>2%</td>
</tr>
</tbody>
</table>
Everyone’s had a bad day, but some people get them more often than others.

<table>
<thead>
<tr>
<th>Negative experiences attributable to...</th>
<th>Frequency</th>
<th>Significantly different?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Racial majority</td>
<td>1.43</td>
<td>Yes</td>
</tr>
<tr>
<td>Racial minority</td>
<td>2.74</td>
<td></td>
</tr>
<tr>
<td>Male gender</td>
<td>1.84</td>
<td>Yes</td>
</tr>
<tr>
<td>Female gender</td>
<td>2.54</td>
<td></td>
</tr>
<tr>
<td>Heterosexual</td>
<td>1.64</td>
<td>No</td>
</tr>
<tr>
<td>Unique sexual orientation</td>
<td>1.76</td>
<td>p = .633</td>
</tr>
<tr>
<td>Younger age (&lt; 25)</td>
<td>1.23</td>
<td>No</td>
</tr>
<tr>
<td>Older age (&gt; 25)</td>
<td>1.71</td>
<td>p = .094</td>
</tr>
<tr>
<td>Not republican</td>
<td>2.20</td>
<td>Yes</td>
</tr>
<tr>
<td>Republican</td>
<td>3.44</td>
<td></td>
</tr>
<tr>
<td>Religious identity</td>
<td>1.99</td>
<td>No</td>
</tr>
<tr>
<td>No religious identity</td>
<td>1.78</td>
<td>p = .20</td>
</tr>
<tr>
<td>Lower SES</td>
<td>2.47</td>
<td>Yes</td>
</tr>
<tr>
<td>Higher SES</td>
<td>1.74</td>
<td>p &lt; .001</td>
</tr>
</tbody>
</table>
## Where do Negative Experiences Originate?

- Mostly from other students
- Faculty are gender offenders
- Politics are issues for all

<table>
<thead>
<tr>
<th></th>
<th>Administrators</th>
<th>Faculty</th>
<th>Other students</th>
<th>Teaching assists</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Count</td>
<td>Percent</td>
<td>Count</td>
<td>Percent</td>
</tr>
<tr>
<td>Race</td>
<td>8</td>
<td>11%</td>
<td>19</td>
<td>10%</td>
</tr>
<tr>
<td>Nationality</td>
<td>5</td>
<td>7%</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>Gender</td>
<td>5</td>
<td>7%</td>
<td>34</td>
<td>17%</td>
</tr>
<tr>
<td>Age</td>
<td>7</td>
<td>10%</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>Political views</td>
<td>16</td>
<td>22%</td>
<td>43</td>
<td>22%</td>
</tr>
<tr>
<td>Religion</td>
<td>1</td>
<td>1%</td>
<td>11</td>
<td>6%</td>
</tr>
<tr>
<td>Sexual orientation</td>
<td>2</td>
<td>3%</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>SES</td>
<td>7</td>
<td>10%</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>Mental health</td>
<td>3</td>
<td>4%</td>
<td>13</td>
<td>7%</td>
</tr>
<tr>
<td>Military</td>
<td>1</td>
<td>1%</td>
<td>3</td>
<td>2%</td>
</tr>
<tr>
<td>Disability</td>
<td>2</td>
<td>3%</td>
<td>2</td>
<td>1%</td>
</tr>
<tr>
<td>Student athlete</td>
<td>3</td>
<td>4%</td>
<td>6</td>
<td>3%</td>
</tr>
<tr>
<td>Greek membership</td>
<td>13</td>
<td>18%</td>
<td>23</td>
<td>12%</td>
</tr>
</tbody>
</table>

Total: 73 (9%), 195 (24%), 472 (59%), 65 (8%)

Grand Total: 805
The culture at LCB compares favorably to the culture at other colleges on campus

<table>
<thead>
<tr>
<th></th>
<th>All students</th>
<th>White students</th>
<th>Students of color</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>LCB</td>
<td>UO</td>
<td>LCB</td>
</tr>
<tr>
<td>Tolerant of others</td>
<td>5.31</td>
<td>4.88</td>
<td>5.59</td>
</tr>
<tr>
<td>Faculty are open to diverse opinions</td>
<td>5.12</td>
<td>4.72</td>
<td>5.25</td>
</tr>
<tr>
<td>Willing to discuss sensitive topics</td>
<td>4.75</td>
<td>4.70</td>
<td>4.81</td>
</tr>
<tr>
<td>Empathetic</td>
<td>4.86</td>
<td>4.74</td>
<td>5.03</td>
</tr>
<tr>
<td>Concerned about others’ well-being</td>
<td>4.82</td>
<td>4.78</td>
<td>5.03</td>
</tr>
<tr>
<td>Respectful</td>
<td>5.10</td>
<td>4.93</td>
<td>5.42</td>
</tr>
</tbody>
</table>

1 = strongly disagree, 7 = strongly agree
Familiarity with Current Clubs is Moderate (could be better)

- Building Business Leaders: 1.8
- Career services: 2.6
- Tutoring services: 2.8
- Women in Business: 2.7
- International Business Association: 2.6
- CEO Network: 1.9

Slightly higher (2.33) among Black / African American students

1 = not at all familiar, 5 = very familiar
MODERATE INTEREST IN A VARIETY OF DIVERSITY-BASED INITIATIVES

- A 'badge' program that provides extracurricular credit for...
- Conversation series: casual meetings with faculty to discuss...
- An alumni mentor program that pairs alumni and undergrads
  - An undergraduate course on diversity in business
  - Diversity-based networking events
  - Diversity-based scholarships
- More in-class examples that involve diversity in general
- More in-class examples that involve women in business
- Diversity in business speaker panel

1 = not at all interested, 5 = very interested
How to report an adverse event?

- An in-person meeting with a trusted instructor
- An in-person meeting with an administrator
- An online portal accessible via DuckWeb
- A text message hotline
- A dedicated email address intended for such reporting

Most preferred
What relates to feelings of inclusion at LCB?

* Indicates significant ($p<.05$) from OLS regression