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LEADERSHIP

Maureen P. Weatherall, Ed.D.
Vice Provost for Enrollment Management

Branden Grimmett
Associate Provost of Career and Professional Development

branden.grimmett@lmu.edu | Website

HIGHLIGHTS

LMU was named the Hispanic Scholarship Fund Educational Partner of the Year for 2020.

Career and Professional Development (CPD) received the diversity and inclusion award from the Mountain Pacific Association of Colleges and Employers for anti-racism advocacy.

Undergraduate Admission saw an increase in applications from students of color for the Fall 2021 cycle.

ENROLLMENT MANAGEMENT DEI COMMITTEE

Emily Agnello
Graduate Program Recruiter
Enrollment Management

Gabriela DeAnda
Administrative Specialist
Assistant to the Vice Provost

Brian Felix
Admission Counselor
Undergraduate Admission

Kyle Kim-Greenberg
Director of Professional Development
LMU Career and Professional Development

Earl Hardy
Marketing and Communications Manager
Marketing Communications | Enrollment Management

Charles Mason
Associate Director for Diversity, Inclusion and Outreach
Office of Transfer Admission and Enrollment Services

Marcy Newman
Director of Campus Partnerships
LMU Career and Professional Development

Maureen P. Weatherall, Ed.D., (Chair)
Vice Provost
Enrollment Management
Career and Professional Development

PARTICIPATION AND REPORTING

☑️ Attended SA Consultation Session
☑️ Submitted a Progress Report
This unit reported their progress to the community on 9/15/2020.

Presentation video
Presentation slides

SYSTEMIC ANALYSIS STEPS UTILIZED

<table>
<thead>
<tr>
<th>PROCESS</th>
<th>ISSUES</th>
<th>ACTON STEPS</th>
<th>OUTCOMES</th>
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<tbody>
<tr>
<td><strong>PROCESS</strong></td>
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<td></td>
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<tr>
<td>• Dedicated entire meetings to responding to racism and trauma</td>
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<tr>
<td>• Designed meetings to accommodate verbal and non-verbal expression on Zoom</td>
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<tr>
<td>• Created a responding to racism and trauma Teams channel</td>
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<tr>
<td>• Held meetings specifically for non-Black team members to process out loud</td>
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<tr>
<td>• Reviewed our employer and recruitment policies</td>
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<tr>
<td>• Analyzed strategic partnerships with companies, organizations, and agencies</td>
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<td></td>
<td></td>
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<tr>
<td>• Reviewed Black at LMU Student Demands</td>
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| ISSUES IDENTIFIED | | | |
|-------------------|| | |
| • Concluded that team members needed multiple ways to engage on DEI topics | | | |
| • Identified DEI goals that we asked employers to agree to | | | |

| ACTION STEPS | | | |
|---------------|| | |
| • Created new ways to listen and respond to team members around DEI issues, utilizing technology and intentional meeting design | | | |

| OUTCOMES | | | |
|-----------|| | |
| • CPD staff feel more heard and able to share resources with fellow team members | | | |

LEGEND FOR PRESIDENTS COMMITMENTS

北美
Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

1. Listen to your team and constituents
2. Review infrastructure and policy
3. Review scope and content of programs
4. Evaluate structural diversity (data)
5. Analyze strategic partnerships
6. Evaluate vision/mission statement
7. Identify training needs
8. Accountability and Assessment
## Financial Aid

### PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not reported their progress to the community.

### SYSTEMIC ANALYSIS STEPS UTILIZED

<table>
<thead>
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<tbody>
<tr>
<td><strong>PROCESS</strong></td>
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<tr>
<td>• Identify qualifying admitted students and partner with CPD to administer Student Success Awards for accessing high impact practice activities while at LMU</td>
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<tr>
<td>• Identify potential high school host locations connected to students of color for FAFSA and Financial Aid presentations</td>
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<tr>
<td>• Analyzing awarding strategy</td>
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<tr>
<td>• Reviewed Black at LMU Student Demands</td>
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### ISSUES IDENTIFIED

Concluded that the current awarding structure for identity-based scholarship awarding outside of Financial Aid was inefficient

### ACTION STEPS

- Brought LAA and AAAA selection process in house

### OUTCOMES

- Developed a more impactful awarding process that reaches students with the highest need

### NEXT STEPS

### LEGEND FOR PRESIDENTS COMMITMENTS

- Hiring
- Culture and Climate
- Education

### SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

1. Listen to your team and constituents
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Pre-College Summer Programs

POINT OF CONTACT
Branden Grimmett
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SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ▪ ISSUES ▪ ACTION STEPS ▪ OUTCOMES

PROCESS
- Analyze awarding strategy aimed at historically underrepresented students
- Identify prospective high schools and counselors connected with potential BIPOC student participants
- Reviewed Black at LMU Student Demands

ISSUES IDENTIFIED
Evolved recruitment strategy to grow qualified pool of BIPOC students

OUTCOMES
- Provide greater access to college preparedness programming and resources to BIPOC students and showcase the benefits of an LMU education to this population. LMU was named the HSF Educational Partner of the Year for 2020.

ACTION STEPS
- Grew partnership with Hispanic Scholarship Fund's Youth Leadership Consortium to provide greater access to college preparedness programming and r

NEXT STEPS

PARTICIPATION AND REPORTING
- □ Attended SA Consultation Session
  □ Submitted a Progress Report
  This unit has not reported their progress to the community.

LEGEND FOR PRESIDENTS COMMITMENTS
- Hiring
- ● Culture and Climate
- □ Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE
1. Listen to your team and constituents
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## Transfer Admission

### Point of Contact

Branden Grimmett  
Associate Provost  
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Website

### Participation and Reporting

- [ ] Attended SA Consultation Session  
- [x] Submitted a Progress Report

This unit has not reported their progress to the community.

### Systemic Analysis Steps Utilized

<table>
<thead>
<tr>
<th>Process</th>
<th>Issues</th>
<th>Action Steps</th>
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<tr>
<td>Process</td>
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</table>
| - Conducted analysis of enrollment data  
- Inventoried transfer pathway and guaranteed transfer agreements  
- Reviewed Black at LMU Student Demands  
- Analyzed partnerships with community college organizations, identity-based scholarship funds, CBOs, honor societies, etc. | | | |
| Issues Identified | | | |
| - Identified a need for expansion of high BIPOC-enrolled community colleges partnerships  
- Identified opportunity to reimagine staffing | | | |
| Highlights | | | |
| | | | |
| Action Steps | | | |
| - Initiated conversations with high BIPOC-enrolled community colleges to develop pathway programs and guaranteed admission agreements  
- Created associate director position with a DEI focus | | | |
| Outcomes | | | |
| - An increase in signed pathway and guaranteed transfer admission agreements with high BIPOC-enrolled community colleges  
- Promoted Charles Mason into the role | | | |
| Next Steps | | | |

### Systemic Analysis Steps: Quick Reference

1. Listen to your team and constituents  
2. Review infrastructure and policy  
3. Review scope and content of programs  
4. Evaluate structural diversity (data)  
5. Analyze strategic partnerships  
6. Evaluate vision/mission statement  
7. Identify training needs  
8. Accountability and Assessment

### Legend for Presidents Commitments

- Hiring  
- Culture and Climate  
- Education
### Undergraduate/International Admission

**POINT OF CONTACT**
Branden Grimmett  
Associate Provost  
branden.grimmett@lmu.edu | Website | Website

**SYSTEMIC ANALYSIS STEPS UTILIZED**

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</table>
| **PROCESS** | Conducted audit of policies  
Reviewed enrollment data  
Reviewed Black at LMU Student Demands  
Analyzed partnerships with identity-based scholarship funds, CBOs, honor societies, etc. | | |
| **ISSUES IDENTIFIED** | Evolved recruitment strategy to grow qualified pool of BIPOC students  
Reimagined personnel structure to better address diversity goals | | |
| **ACTION STEPS** | Used data to inform recruitment strategy and areas of opportunity  
Restructured assistant director position to better align with recruitment/enrollment of Black students | | |
| **OUTCOMES** | Identified areas of opportunity and launched strategy to ensure inclusion of BIPOC students and specific geographic regions  
Assembled diverse search committee to oversee the review and interview process, ultimately recommending a finalist for the position | | |

**HIGHLIGHTS**

**NEXT STEPS**

**PARTICIPATION AND REPORTING**
- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not reported their progress to the community.

**LEGEND FOR PRESIDENTS COMMITMENTS**

- Hiring  
- Culture and Climate  
- Education

**SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE**

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