



Undergraduate/International Admission

POINT OF CONTACT

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Associate Provost

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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not reported their progress to the community.

1 2 3 4 5 6 7 8

SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

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.

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

ISSUES IDENTIFIED

- Evolved recruitment strategy to grow qualified pool of BIPOC students
- Reimagined personnel structure to better address diversity goals

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

LEGEND FOR PRESIDENTS COMMITMENTS

- 📄 Hiring
- * Culture and Climate
- 📄 Education

SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

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