



# LMU Anti-Racism Project

## Unit Progress: Enrollment Management

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# Enrollment Management

## LEADERSHIP

**Maureen P. Weatherall, Ed.D.**

Vice Provost for Enrollment Management

**Branden Grimmatt**

Associate Provost of Career and Professional Development

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## 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

## POINT OF CONTACT

Branden Grimmatt  
Associate Provost  
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## 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](#)

1 2 3 4 5 6 7 8

## SYSTEMIC ANALYSIS STEPS UTILIZED

## ACTION STEPS

## PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

### PROCESS

- Dedicated entire meetings to responding to racism and trauma
- Designed meetings to accommodate verbal and non-verbal expression on Zoom
- Created a responding to racism and trauma Teams channel
- Held meetings specifically for non-Black team members to process out loud
- Reviewed our employer and recruitment policies
- Analyzed strategic partnerships with companies, organizations, and agencies
- Reviewed Black at LMU Student Demands

\* Created new ways to listen and respond to team members around DEI issues, utilizing technology and intentional meeting design

### ISSUES IDENTIFIED

- Concluded that team members needed multiple ways to engage on DEI topics
- Identified DEI goals that we asked employers to agree to

### OUTCOMES

\* CPD staff feel more heard and able to share resources with fellow team members

## LEGEND FOR PRESIDENTS COMMITMENTS

Hiring

\* Culture and Climate

Education

## SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

- |   |                                      |
|---|--------------------------------------|
| 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     |



# Financial Aid

## POINT OF CONTACT

Branden Grimmett  
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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

- Identify qualifying admitted students and partner with CPD to administer Student Success Awards for accessing high impact practice activities while at LMU
- Identify potential high school host locations connected to students of color for FAFSA and Financial Aid presentations
- Analyzing awarding strategy
- Reviewed Black at LMU Student Demands

#### ACTION STEPS

- \* Brought LAA and AAAA selection process in house

#### OUTCOMES

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

#### ISSUES IDENTIFIED

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

#### NEXT STEPS

### LEGEND FOR PRESIDENTS COMMITMENTS

- Hiring
- \* Culture and Climate
- 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



# Pre-College Summer Programs

## POINT OF CONTACT

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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

- 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

#### ACTION STEPS

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

#### 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.

#### ISSUES IDENTIFIED

Evolved recruitment strategy to grow qualified pool of BIPOC students

#### NEXT STEPS

### LEGEND FOR PRESIDENTS COMMITMENTS

- Hiring
- \* Culture and Climate
- Education

### SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

- |   |                                      |
|---|--------------------------------------|
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# Transfer Admission

## POINT OF CONTACT

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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 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.

#### 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

#### ISSUES IDENTIFIED

- Identified a need for expansion of high BIPOC-enrolled community colleges partnerships
- Identified opportunity to reimagine staffing

#### 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

### LEGEND FOR PRESIDENTS COMMITMENTS

- 📄 Hiring
- \* Culture and Climate
- 📄 Education

### SYSTEMIC ANALYSIS STEPS: QUICK REFERENCE

- |   |                                      |
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# Undergraduate/International Admission

## POINT OF CONTACT

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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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