



Chemistry and Biochemistry

POINT OF CONTACT

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PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not yet presented in a Systemic Analysis Report Out session.

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SYSTEMIC ANALYSIS STEPS UTILIZED

PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

PROCESS

Assessment of the needs of our current and future students

The Department currently makes use of a survey instrument to assess the perspectives of Year 3 and 4 majors. The Department will work with the Office of Intercultural Affairs to add questions regarding DEI, which is currently not addressed.

Undergraduate Mentoring Program (Big/Little Program)

We will implement a mentoring system to provide support for all incoming students, especially students of color. First-year majors are automatically enrolled in Chem 190 (World of Chemistry). This course is designed to introduce the first-year majors to the faculty, staff, and students in the Department. Through the use of an entrance survey, incoming first year majors ("Littles") will be paired with third year majors who will function as mentors ("Bigs") and unofficial student advisors for two years. When the new students enter their third year (and their mentors have graduated), the new students will, themselves, become eligible to become mentors ("Bigs") to incoming first-year students. Through these pairings, the Department hopes to build a self-sustaining mentoring system to support the individual needs of all incoming students.

Academic Program Review

We will embark on our Academic Program Review starting Fall 2021. The Department will incorporate elements of DEI into this Program Review. The Department will also invite colleagues from NOBCCChE (National Organization for the Professional Advancement of Black Chemists and Chemical Engineers) and/or SACNAS (Society for Advancement of Chicanos/Hispanics and Native Americans in Science) to assist the department through external review.

Expansion of Seminar Series

Our current seminar series typically invites one to two outside speakers per semester. We will expand this series, with the aim of inviting scientists and/or alumni from underrepresented groups to present and connect with our students and community.

HIGHLIGHTS

OUTCOMES

In progress.

ISSUES IDENTIFIED

In progress.

NEXT STEPS

ACTION STEPS

- * Assess the needs of our current and future students
- * Implement Undergraduate Mentoring Program (Big/Little Program)
- 📄 Incorporate DEI into Academic Program Review
- 📄 Expand Seminar Series with DEI speakers

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