



# Graduate Education

## POINT OF CONTACT

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## PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

This unit has not yet reported their progress to the community.

1 2 3 4 5 6 7 8

## SYSTEMIC ANALYSIS STEPS UTILIZED

### PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

#### PROCESS

Unit overview and planning for listening sessions.

#### ACTION STEPS

📄 There are many action steps that are in progress. For example, I am excited about increasing recognition of graduate students working on issues that advance our collective understanding of DEI issues. A proposal for a new graduate student award is being finalized now. In coming weeks, it will be reviewed by the UGC faculty membership and then advanced to the Provost for approval in AY 2021-22.

Other action steps include:

- 1) Attended campus-wide listening sessions, including student voices.
- 2) Dedicated faculty shared governance committee meetings to DEI topics (UGC).
- 3) Organized DEI workshop for faculty with expert speaker (UGC, APRC, UCCC).
- 4) Created APRC subcommittee on shared governance committee to examine and revise policy language for the academic program reviews in graduate education.
- 5) In process of creating new data dashboard for graduate education that focuses on DEI issues, to be used by graduate program directors and deans offices.
- 6) Promoted graduate faculty leaders of DEI workshops to the broader LMU community through the CTE.

#### ISSUES IDENTIFIED

Some LMU faculty have little expertise or knowledge about DEI issues, and the listening sessions and workshops provided them with basic information on important topics. We found that the more information faculty and administrators have, the better decisions can be made. This experience has been encouraging.

#### OUTCOMES

📄 There is a similar new DEI award for undergraduate students for AY 2020-21. We will model this new award for graduate students on it. Many nominations and applications were received this year for the undergraduate student award. These two awards will increase recognition for this important work, supported by its competitiveness. An award committee in OIA will assist in the judging of this new award, which will also be part of the assessment process.

### 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     |