



Biology

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

Utilizing the 8-Question System Analysis, the Biology DEI committee leads the work of discussing, planning, and prioritizing DEI issues. The department has committed to continuing this work during the 2020-2021 academic year and beyond.

The Biology Department is dedicated to making long-lasting, just change for BIPOC students, staff, and faculty. We hope that the university administration is just as committed beyond the words in communications; the university needs to provide resourcing to individual units, as well as unprecedented (at least for LMU) access to data and involvement in the student recruitment/enrollment process.

DEPARTMENT OF BIOLOGY DEI COMMITTEE

Co-chairs:

[Kam Dalhquist](#), Ph.D.

Chair and Professor of Biology

[Cory Evans](#), Ph.D.

Assistant Professor of Biology

[Martina Ramirez](#), Ph.D.

Professor of Biology

[Carl Urbinati](#), Ph.D.

Chair and Associate Professor Biology

The department is deeply dedicated to creating long-lasting change to increase DEI for our students, staff, and faculty. The department believes that our program objectives should be directly tied to the university mission objective of education of the whole person and the promotion of justice, especially as it deals with BIPOC members of our department community. This work will strengthen our already strong community of students, staff, and faculty and will result in success for our BIPOC community members.

ISSUES IDENTIFIED

The department is currently assessing our mission statement and program objectives to include DEI issues. The department believes that positive changes for DEI can be accomplished must begin with the mission statement. The department is concerned that there is an extensive lack of data about the success of BIPOC students, staff, and faculty. The department would like to see much more data than simply retention and graduation rate data.

ACTION STEPS

*The department is currently discussing changes to our mission statement, program objectives and learning outcomes to reflect our dedication to DEI issues.

OUTCOMES

*We do not have any outcomes to report, as this work is currently ongoing. We have compiled a working document of action items and requests for data.

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 |