



# College of Business Administration

## DEAN'S OFFICE

**Dean:** Dayle M. Smith, Ph.D.

**Associate Dean:** Lawrence Kalbers, Ph.D., CPA  
Faculty and Academic Programs

**Assistant Dean:** Joe Andriano, J.D.  
Student Engagement

### Senior Directors:

Dustin Cornwell, MBA - Senior Director, MBA/M.S. Programs  
Joe O'Hannigan, MBA - Senior Director, Executive MBA & Executive Education  
Nola Wanta - Senior Director, Business Development & Strategy

<https://cba.lmu.edu/>

## CBA'S D.E.I. PROJECT TASKFORCE

Lawrence Kalbers  
Associate Dean, CBA

Nola Wanta  
Senior Director of Recruiting & Relationship Management

Dayle Smith  
Dean, CBA

Diana Perez  
Senior Administrative Coordinator, CBA

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Program Associate, Center for Ethics & Business

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Debbi Durio-Taylor  
Senior Administrative Coordinator, CBA

Alexis Smith  
Student

Laurine Forget  
Student

Roberta Kuhlman  
Senior Director, University Development/CBA

Aidin Namin  
Assistant Professor of Marketing and Business Law

## PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

CBA reported their progress to the community on 10/27/20.

[Presentation video](#)

[Presentation slides](#)



# Department of Management Institute for Business Ethics and Sustainability

## POINT OF CONTACT

Department Chair: Jeff Thies  
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## PARTICIPATION AND REPORTING

- Attended SA Consultation Session
- Submitted a Progress Report

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## SYSTEMIC ANALYSIS STEPS UTILIZED

## PROCESS ■ ISSUES ■ ACTION STEPS ■ OUTCOMES

### PROCESS

We held three listening sessions with Black EMBA alumni engage our commitment to be in solidarity with Black Lives Matter. From the listening sessions, a set of goals and objectives were developed to build ongoing engagement and response in programs, creating networks and the ongoing dialogue and understanding. From this, work teams are being established with the alumni to take leadership roles in IBES programming design related to DEI topics.

### ISSUES IDENTIFIED

- Need to establish a process for honest dialogue and learning from experiences.
- Need to establish effective professional networks, internships, mentorships and access to economic opportunity for Black students and alumni.
- Build Black leadership teams of alumni and students to guide DEI initiatives, with financial, organizational and logistic support from IBES.
- Black students need to see leaders that “look like me.”
- Need to establish a process and a professional network for students and alumni to expand access for professional development opportunities.
- Need to highlight Black business successes, including the narrative of African-American economic and cultural contributions.
- IBES, working with alumni, will develop and deliver programs highlighting black business success, working with you to define topics and approach. “We can’t solve what we don’t know”
- Deepen our understanding of, and reflect upon, the demands of justice and equality

### ACTION STEPS

- 📄 Develop a Black Entrepreneurship Symposium for early February 2021
- 📄 Design two individual sessions that examine organizational justice initiatives informed by organizational management research and faith/wisdom justice traditions.
- ✳️ Ongoing discussion with internal and external stakeholders to build an effective system of networking and leadership development for this ongoing initiative.

### OUTCOMES

- ✳️ 📄 Increased program participation and effectiveness over time

### NEXT STEPS

#### EMBA Black Alumni Working Groups

Not formally structured - have been in dialogue and creating work teams to engage racial justice and business appropriately

Over 40% of the target alumni group offered to support and be engaged in this work. The total numbers are small, but the percent engaged is significant.

## 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