

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal
Institution:

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Each campus establish and share American Indian student retention and completion goals. Consider and list what you are doing to help you reach these goals and describe how you will integrate outside stakeholders (Tribal College Presidents, Elders, etc.).	- Support American Indian students wishing to create community and belonging by connecting them to local resources. - Assess creating campus policies that support the cultural integrity of native traditions...i.e., smudging ceremonies on campus and residence halls.	- Meet with Butte Native Wellness Center (BNWC) to become more knowledgeable about services and resources offered. For example, BNWC has provided culturally relevant meal kits and mini-smudge kits to Montana Tech's American Indian students, as well as eagle feathers for Native Student's graduation regalia. - Share information gathered with American Indian students	Joe Cooper, Dean of Students Theresa Rader, Executive Director, IEO	Ongoing

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Recommendation 2: Identify an individual at each campus who is at a more senior level who will serve point of contact for American Indian student success efforts. This person will work with college/university leadership to advise retention and completion strategies for American Indian students. The individual will also be available as a first point of contact to guide American Indian students to the appropriate college personnel as needed to address problems or specific needs.	Joe Cooper, Dean of Students Theresa Rader, Director IEO	Completed	Theresa Rader, Executive Director IEO	Ongoing
Recommendation 3: Assign departmental points of contact who have the unique cultural perspective to serve American Indian students most effectively in the areas of (these efforts will be coordinated by the	Name the following individuals, with cultural perspective, to be the lead point of contact for NA students • Financial Aid- Shauna Savage • Residence Life- Troy Franklin • Admissions- Angela Hoffman-Cooper • Student Health and Counseling- Cara DeBolt • Registrar-Heather Skocilich	Complete	Tim Elgren, Provost & Executive Vice Chancellor Theresa Rader, Executive Director IEO	Ongoing

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individual identified in recommendation #2).	• Human Resources-Vanessa Van Dyk • Advising-Sarah North-Wolfe • Career Services- Aaron Frale			
Recommendation 4: Collect/Share/Analyze quantitative and qualitative data to guide and improve American Indian enrollment and student success.	Assess data on Native American student success and services utilized. Receive continued feedback from Native American students on their experiences and sharing their stories with campus. https://mtech.edu/news/2024/02/montana-technological-university-students-prepare-to-launch-high-powered-rocket-for-first-nations-launch-competition.html https://mtech.edu/news/2024/05/montana-tech-aises-chapter-celebrates-first-nations-launch-competition-experiences-seeks-new-advisor-plans-for-club-growth.html Analyze quantitative data using AIMA Dashboards	Ongoing	Joe Cooper, Dean of Students Theresa Rader, Executive Director IEO Melissa Kump, Director of Institutional Research	Ongoing
Recommendation 5: Campuses consider how to include American Indian voice in the search process when hiring campus leaders and assess leadership candidate's knowledge and experience working with American Indian students, faculty and staff.	Human Resources provides the required training to serve on searches and a primary resource for awareness and inclusion of all voices within searches, including review of questions to candidates.	Implementation	Vanessa Van Dyk, Dir of HR	Ongoing

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Recommendation 6: Provide annual professional development opportunities for all faculty and staff in the areas of Indian Education for All, American Indian culture and cultural sensitivity and the history of Montana's First Peoples	23-24 Montana Tech Human Resources annual training contract is in the renewal phase. As in past years, the HR office will determine trainings for fall 2024 in areas of diversity, inclusion and equity. Explore and publicize additional resources through University of Montana affiliation, Butte Native Wellness Center, and additional sources. Collaborate with the campus DEI committee.	Implementation	Theresa Rader, Executive Director IEO Vanessa Van Dyk, Dir. of HR Amanda Badovinac, Ex. Dr. PR & communications	Ongoing
Recommendation 7: Request campuses incorporate American Indian professional development referenced in recommendation #6 in all new employee orientation including faculty.	The Dir. of Human Resources and LEAD will work on integrating materials into the new employee training.	This continues to be a work in progress but instead of sperate materials we will be using the IEFA modules. Highlight offerings in campus weekly updates	LEAD Committee Vanessa Van Dyk, Dir. of HR Amanda Badovinac, Ex. Dr. PR & communications	On-going
Recommendation 8: Develop a plan to use Apply Montana and FAFSA completion efforts to support American Indian students access to the MUS.	• Direct prospective students to the ApplyMontana platform. • Use WebAdmit to communicate with students who begin the application but don't complete. • Deliver prompt correspondence describing admissions status. • Use Admissions communication plan to encourage new student FAFSA completion.	Implement the plan	Leslie Dickerson	Ongoing

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	• Send FAFSA completion reminders from Financial Aid to current students. • Hold financial aid workshops to assist current and prospective students with the FAFSA. • Deliver clear and frequent communication to guide students through the admissions, financial aid and enrollment process.			
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