

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal

Institution:

Recommendations	Action Plan	Next Steps	Responsible Party	Implementation Date
Recommendation 1: Establish and share American Indian student retention and completion goals	Utilize current assessment process to determine goals for next year's retention and completion.	Evaluate goal attainment for the 23-24 academic year. Identify areas of improvement. Develop institution-wide goals for 24-25 academic year that are in alignment with those of LRI.	Vice Chancellor of Student Success and Chief Diversity Officer	November 2024 (following Fall 2024 census)
Recommendation 2: Senior Point of Contact			Dr. Margaret Campbell, Chief Diversity Officer, Tribal Liaison, and Advisor to the Chancellor	Fully Implemented
Recommendation 3: Assign departmental points of contact who have the unique cultural perspective to serve American Indian students most effectively in the areas of: Financial Aid Residence Life and Housing Admissions Students Health and Counseling Registrar Human Resources Advising			a) Financial Aid: Director, Lourdes Caven b) Residence Life and Housing: Taryn Wallon, Assistant Dean of Students c) Admissions: Director of Recruiting, Jessica Fagerbakke d) Student Health and Counseling: Assistant Dean of Students, Amber Spring (LCPC).	Fully Implemented

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Employment and Career Services			e) Registrar: Registrar, Alisha Schroeder f) Human Resources: Director Human Resources, Rebecca Farr g) Advising: Director of LRI, Alissa Cook h) Business Services: Controller, Chris Wendland	
Recommendation 4: Collect/Share/Analyze quantitative and qualitative data to guide and improve American Indian enrollment and student success	Develop a strategy among stakeholders across campus for addressing one identified gap in American Indian student success. Student success indicators of focus may include credit accumulation, credit completion ratios, retention and persistence, or completion.	Utilize dashboards posted at https://www.msun.edu/ir/PDP-About.aspx to identify areas for improvement in student success as compared with benchmark institutions.	Vice Chancellor for Academic Affairs and Vice Chancellor for Student Success	September 2024
Recommendation 5: 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.	Notify all tribal colleges/reservations within 250mi range (Little Shell, Chippewa-Cree, Assiniboine-Gros Ventre, & Sioux) using different platforms about jobs & student enrollment opportunities. Platforms include: state job boards,	1 st Career Fair at MSUN - invitations to all tribal entities; including tribal colleges and career education days. There is a goal to have this career fair 2x a year or as frequently as needed	Director of Human Resources and Chief Diversity Officer	August 2024 and Ongoing

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	outreach through Tribal College Journal, tribal website/council, Chronicle of Higher Ed			
Recommendation 6: Professional Development in the areas of Indian Education for All, American Indian culture and cultural sensitivity and the history of Montana's First Peoples	Provide access to educational resources through the Human Resources page. Identify opportunities for live presentations/professional development.	Identify presenters from the local community and discuss educational topics to be presented.	Director of Human Resources and Chief Diversity Officer	December 2024
Recommendation 7: Incorporate professional development in all new employee orientation – including faculty.	MSU-Northern's Chief Diversity Officer provides American Indian-related professional development through a presentation given to all employees at faculty and staff orientation each Fall. This includes new and continuing employees.	Chief Diversity Officer/ Human Resources to update training for faculty and staff orientation each year.	Chief Diversity Officer and Director of Human Resources	August 2024