



American Indian and Minority Achievement Council Recommendations Campus Plan Proposal
Institution: University of Montana Western

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Select new senior level point of contact.		As of this writing Johnny MacLean has left the University. UMW is searching for a replacement Vice Chancellor of Academic Affairs/Provost; Dr. Brian Elliott, Interim Provost, is acting as UMW AIMA Co-Chair. and Senior level Point of Contact. Randal Johnson, Director of Student Success, will leave the University at the end of September, 2025. Sheynoa Mata'afa, TRIO Adviser, has been named as Co-Chair and Operational Adviser to UMW AIMA.	On-going. New information is in bold .
Recommendation 2: Department points of contact.	Update list of committee members on the campus AIMA committee for Fall 2025. In Process Assign departmental points of contact in Financial Aid (Jill Wyatt), Housing (Jack Foster), Admissions (Chrissy Stokes, Jordyn McKay), Student Government (Augustina Wofford), Counseling (Tasha Felton), Registrar (Sarah Detlaff), HR (NEED replacement), Advising/Registrar's Office (NEED replacement), Faculty	Committee commits to meeting monthly to discuss goals for the campus related to recruitment, retention and graduation of Native American students. Focus of the meetings is also identifying areas of concern and obstacles that our students face and developing a more comprehensive model of reaching these students. Two new student scholars, and two additional NAS scholars, were chosen for the coming academic year. AIMA Committee is refining/redefining the American Indian Scholars program qualification and selection processes. Work with Student scholars to continue outreach to current students and	Sheynoa (Shey) Mata'afa, TRIO;	Committee Structure: Needs updated personnel. Newly added personnel for 2025-26 in bold. Student Scholars: (Ongoing) New information is in bold.



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	(Rick Rochester, Deborah McCabe, and Laura Wright), Students (TBD), American Indian Scholars (Nadine French, Cecilia Padgett, Grace Linton, Krista Marchand)-Safety (TBD), Outreach (Ryann Gibson), TRIO (Amanda Burgstrom , Sheynoa Mata'afa , Valerie Boggs), Athletics (Michael Feuling). (In Process)	increasing awareness of the multi-cultural room and club to try and increase engagement. (Ongoing)		
Recommendation 3: Data collection and dissemination.	Collect, analyze, and disseminate data regarding Native American student enrollment, retention, and completion. Identify areas of improvement. Create and execute a plan for improvement.	Work with the Director of Institutional Research to complete the action plan.	Charity Walters, Director of Institutional research Louise Driver, Director of Financial Aid	Ongoing
Recommendation 4: Professional development.	*AIMA provides IEFA training information to campuses. *AIMA institutes a program to collect Tribal flags from each of the Montana Tribes to be displayed in the Keltz Arena. LUAU description Collab w/Library and MultiCultural Club on Celebrations of Monthly Heritage/Cultural (Black Hx; Asian/PacIsland; Native Am Hx)	*IEFA training Phase I: Rollout IEFA via CANVAS (new LMS) to the campus in Fall 2025. (ongoing) Phase II: New faculty and staff will have access to IEFA CANVAS course. Participation will be tracked through CANVAS. We will investigate other training options to complement the IEFA training. Examples may include: - Guest speakers from OPI, tribal partners, etc.; - Guest speakers/facilitators from campus;	Every employee is invited to complete the IEFA course via CANVAS.	IEFA training: Ongoing. Investigating other training options: Ongoing Although the Blackfeet Nation honored us with a formal presentation two years ago, this project has not moved significantly forward since. Reconsideration of the purchase option is pending. (Ongoing.)



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		- Shared professional development between UMW and the local school district. Tribal Flags Project: UMW AIMA has worked for two years to make opportunities for AIMA membership to receive Tribal Flags from all Tribal Leadership in Montana. It has proven difficult to make time to set meetings and visit with the Tribes. It will be discussed whether this project should be adjusted to include purchase and display of flags in a prominent location on campus.		
Recommendation 5: Dissemination of professional development.	*Incorporate American Indian professional development in all new employee training. Provide ongoing trainings, articles and other information to the larger campus. *Use High Impact Practices to support closing the equity gap.	See "Next Steps" for Recommendation 4.	University of Montana Western campus community	Ongoing
AIMA Council Policy Revision	Most policies re: statewide AIMA policies have not been reviewed or updated for many years. AIMA Council, in conjunction with OCHE, are actively reviewing and suggesting updates/changes to the policies to make them more current and more relevant.	AIMA Council holds Policy Review meetings via Zoom each month.	OCHE & AIMA Council	Ongoing