



MONTANA UNIVERSITY SYSTEM AIMA RECOMMENDATION ACTION PLANS

March 2018

Implementation Plans

Montana University System campuses were asked to develop an action plan indicating how they would fulfill the recommendations of the AIMA Council that were presented to the Board of Regents in November 2017.

Submitted by: Angela McLean
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**Montana State University/
Gallatin College**

Montana State University/Gallatin College AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Appoint the Co-Chairs of CAIP as current Coordinators; hire a CDO and have that new senior staff member serve as the future Coordinator	Create a CDO position description and successfully conduct a national search to fill this role	Bob Mokwa, Provost and Executive VP for Academic Affairs	Fall 2018
Recommendation 2: Department points of contact.	Appoint department liaisons; offer training and update websites	Liaisons are appointed; training will occur this Spring and summer	Chris Kearns, VP for Student Success	Spring 2018
Recommendation 3: Data collection and dissemination.	MSU-Bozeman annually collects and publishes data on American Indian Students	This item completed	Becca Belou, Planning and Analysis	Done
Recommendation 4: Professional development.	Work with OCHE staff to disseminate the new American Indian professional development training to faculty and staff	Set up a meeting between HR Director Hasenpflug and Director McLean	Cathy Hasenpflug, HR Director	Spring 2018
Recommendation 5: Dissemination of professional development.	Work with OCHE staff to disseminate the new American Indian professional development training to new campus staff during employee orientation	Set up a meeting between HR Director Hasenpflug, Marilyn Lockhart and Director McLean	Cathy Hasenpflug, HR Director and Marilyn Lockhart, Center for Faculty Excellence	Spring 2018

AIMA MSU-Bozeman/ Gallatin College Implementation Action Plan Narrative

1. **ACTION PLAN:** Currently at MSU, the Chair of the Council of American Indian Programs (CAIP) is the natural staff member to serve as the campus coordinator of American Indian programs and services. Also currently at MSU, we have a vacancy in the Director of the American Indian/Alaska Native Student Success Services position. Once that position is filled, this new staff person should assume the role as the campus coordinator. It is a long-term goal at MSU to successfully conduct a national search for a Chief Diversity Officer (CDO). Once that senior-level administrator has been hired, it makes sense for that person to serve in the role as the lead campus coordinator for all American Indian programs and services.
NEXT STEPS - Provost Mokwa is also taking the lead with the Chief Diversity Officer search. **PERSON RESPONSIBLE -** Provost Mokwa
IMPLEMENTATION DATE - Fall 2018

2. **ACTION PLAN:** Each MSU department has named staff person as a point of contact, including:
Financial Aid - Julie Watson Residence Life - James Tobin
Admissions - Anders Groseth University Health Partners - Dr. Mariah Hill
Registrar's Office - Jody Ogata Human Resources - TBD
Advising - Rita Sand
NEXT STEPS: Coordinate a training for all department points of contact in Spring 2018.
PERSON RESPONSIBLE: Vice President Kearns
IMPLEMENTATION DATE: Spring 2018

3. **ACTION PLAN:** MSU annually collects and publishes enrollment, retention and graduation data on American Indian students. Please review this data here: <http://www.montana.edu/opa/students/nativeamerican/index.html>
PERSON RESPONSIBLE: Becca Belou
IMPLEMENTATION DATE: Done

4. **ACTION PLAN:** Human Resources Director Cathy Hasenpflug will work closely with AIMA Director Angela McLean regarding the online professional development training being developed by OCHE. HR Director Hasenpflug will oversee the annual process for offering this training to all MSU employees.
NEXT STEPS: Set up a meeting between AIMA Director McLean and HR Director Hasenpflug
PERSON RESPONSIBLE: Cathy Hasenpflug
IMPLEMENTATION DATE: Spring 2018

5. **ACTION PLAN:** Human Resources Director Cathy Hasenpflug will work closely with AIMA Director Angela McLean regarding the online professional development training being developed by OCHE. HR Director Hasenpflug will oversee the annual progress for offering this training to new MSU staff, while The Center for Faculty Excellence (Marilyn Lockhart) will oversee this professional development for new faculty.
NEXT STEPS: Set up a meeting between McLean, Hasenpflug and Lockhart
PERSON RESPONSIBLE: Cathy Hasenpflug & Marilyn Lockhart
IMPLEMENTATION DATE: Spring 2018

**Montana State University
Billings/City College**

Montana State University Billings/City College AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Regular updates provided to Chancellor's Cabinet and the Provost Council	Schedule the Cabinet meeting frequency	Reno Charette and Florence Garcia	March 2018
Recommendation 2: Department points of contact.	AIMA updates become a standing agenda item at Student Affairs and Provost Council meetings.	Florence and Emily attend AIMA Council meetings and provide updates to campus and OCHE.	We have this list in Box . View summary here and it differs slightly between the two campus plans.	Begins January 2018; ongoing
Recommendation 3: Data collection and dissemination.	<p>Overall American Indian Specific Information available to MSUB Campus:</p> <ul style="list-style-type: none"> • OCHE Generated Data and Reports: (link) • MSUB Internal Aggregate Reports: (link) <ul style="list-style-type: none"> ○ American Indian Enrollment, Retention and Graduation Rate information part of standard internal reporting <p>Detailed Student Level Information:</p> <ol style="list-style-type: none"> 1. APEX Advisor/Enrollment several reports – student level data – enrollment, class list, not returning (link) 2. Possible Modifications to Support AIMA Recommendations: Add an American Indian indicator to record. 3. Argos American Indian Outreach Application – provides American Indian student list with contact information (link) 4. Ad Hoc Requests via online request form https://msubillings.co1.qualtrics.com/jfe/form/SV_38BBKV33FrAhAll 	Semester reports on NA enrollment, retention, and graduation sent to administrators and department chairs. Utilize data to make informed decisions and affect Strategic Plan.	<p>Responsible Office: Information Technology</p> <ul style="list-style-type: none"> • Michael Barber, Ph.D., Chief Information Officer mbarber@msubillings.edu 406-247-5753 303 McMullen Hall • Joann Stryker, Institutional Research Director Joann.stryker@msubillings.edu 406-247-5752 303 McMullen Hall 	Spring 2018
Recommendation 4: Professional development.	Florence, Johnel, Reno, and Joe will develop a NAS cultural training/ presentation for faculty and staff. Higher education version of "Indian Ed for All" will be developed by OCHE.	Florence, Johnel, and Joe will co-teach EDU 494/594. NAS cultural training/ presentation offered. SA and administrative personnel will view Higher ed version of	Reno Charette and Florence Garcia are providing cultural diversity training for student services, faculty, and administrators.	Begins summer 2018; ongoing

		“Indian Ed For All”. It will be available to faculty Fall 2018.	All Department Heads should schedule training for their staff. Trainers can track the topics and hours provided for departments. Reno will set up a folder in BOX for trainers to upload this information. Reno will report it to the Provost and AIMA.	
Recommendation 5: Dissemination of professional development.	<ol style="list-style-type: none"> 1) Provost will add professional development to new faculty orientation. HR will add to staff orientation. 2) Weekly newsletter items will be provided by University Relations. 	All new hires will view the higher education version of “Indian Ed for All” as part of their new employee orientation.	<ol style="list-style-type: none"> 1) HR Director; Provost 2) Reno Charette 	<p>Begins Fall 2018; ongoing</p> <p>April 2018</p>

Montana State University Northern

Montana State University Northern AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Director of American Indian (AI) Education/Tribal Liaison/Special Advisor to the Chancellor position created through collaboration between Chancellor Kegel's Office and the US Department of Education's Native American Serving Non-Tribal Institutions (NASNTI) grant program known as the Little River Institute (LRI) at MSU-Northern. Dr. Margaret Campbell (Assiniboine) was hired to fill this position in November 2017.	Dr. Campbell is a member of the Core Leadership team (Chancellor's Cabinet at MSU-N), her office is located within administration wing to maximize availability to Chancellor Kegel and Provost Moisey for guidance on recruitment, retention, and curriculum. Dr. Campbell also works closely with Erica McKeon-Hanson, the LRI PI/Director, to be the first point of contact for American Indian (AI) students to address their specific needs.	Dr. Campbell reports directly to Chancellor Greg Kegel and Erica McKeon-Hanson, PI/Director of the LRI.	Fully implemented
Recommendation 2: Department points of contact.	MSU-N is a small campus with 1-3 staff members in the majority of the identified offices. MSU-N's LRI provides professional development on cultural responsiveness specific to AI students for all staff, faculty and students on a variety of topics particular to serving AI students throughout the year to ensure that ALL have a "cultural perspective". Visit www.littliveriverinstitute.org for a sample of past professional development at MSU-N.	Dr. Margaret Campbell works in collaboration with Erica McKeon-Hanson as PI/Director of LRI to plan/select professional development opportunities that will enhance the services already provided to AI students. This professional development in part provides continued training targeted to enhance the cultural responsiveness of Financial Aid, Residence Life and Housing, Admissions, Student Health and Counseling, Registrar, Human Resources, Advising and Business Services (MSU-N has added as an identified critical component of AI student customer service).	The following are primary points of contact for AI students: a) Financial Aid: Director Cindy Small b) Residence Life and Housing: Dean of Students Dr. Steve Wise c) Admissions: Director Maura Gatch (and one Admissions Specialist responsible for recruiting in Tribal communities) d) Student Health and Counseling: Director of Student Health Sherry Kegel (RN) and Counselor Amber Spring (LCPC). e) Registrar: Registrar Alisha Schroeder f) Human Resources: Human Resources Manager Suzanne Hunger g) Advising: LRI's Dr. Margaret Campbell and Erica McKeon-Hanson work collaboratively with faculty to monitor and improve advising of AI students. Provost Moisey and Senior Director of Student Success Tracey Jette will facilitate faculty/staff collaboration. h) Business Services: Controller Chris Wendland	Fully Implemented
Recommendation 3: Data collection and dissemination.	Provost Moisey has formed a data subcommittee to coordinate, share and ensure the accuracy of all data for the campus. AI student data is one focus of this subcommittee. In addition, there is great coordination between LRI PI/Director Erica McKeon-Hanson, Director of Indian Ed Dr. Margaret	LRI PI/Director Erica McKeon-Hanson and Director of Indian Ed Dr. Margaret Campbell will continue to coordinate AI student data collection efforts with the aforementioned office personnel in conjunction with the Provost's new data subcommittee. All avenues for	LRI's Erica McKeon-Hanson and Dr. Margaret Campbell, Institutional Researcher Jay Howland, Senior Director of Student Success Tracey Jetty and Provost Neil Moisey *AI student data is tracked and analyzed each semester to demonstrate progress of the US DoEd NASNTI grant	Fully Implemented

	<p>Campbell, Institutional Researcher Jay Howland, Registrar Alisha Schroeder, Controller Chris Wendland, Financial Aid Director Cindy Small, Admissions Director Maura Gatch and the Senior Director of Student Success Tracey Jette to ensure accuracy in tracking AI students.</p>	<p>identification of American Indian students are reviewed such as self-identification, AI tuition waver data, and tribal ID card/document provided as proof for Indian Health Service coverage. Additionally, AI student recruitment and retention data are analyzed each semester to inform/adjust best practices.</p>	<p>award with the goal of doubling 6-year degree completion rates of AI students at MSU-N. The four main retention strategies to achieve this goal include: 1) culturally responsive professional development for faculty/staff; 2) professional tutoring; 3) professional and peer mentoring; 4) support of the AI student organization</p>	
<p>Recommendation 4: Professional development.</p>	<p>The LRI addresses professional development on cultural responsiveness as one of four main activities of the grant, in an effort to foster a culturally responsive learning environment at MSUN. This is accomplished with guidance from MSU-N's newly formed American Indian Advisory Council (AIAC) to the Chancellor, Provost and LRI. The AIAC consists of local tribal cultural experts from the Fort Peck, Fort Belknap, Rocky Boy and Blackfeet Reservations who are fluent in their tribal language and cultural practices. The AIAC also provides guidance on implementing Montana's Indian Ed for All (IEFA) act at MSU-N.</p>	<p>There is an on-going effort as a part of the NASNTI grant's LRI to provide multiple opportunities for professional development for all areas of the institution, related to creating a culturally responsive environment. LRI is continually planning and scheduling these events throughout each year while seeking input from MSU-N's AIAC. Visit www.littleriverinstitute.org for a sampling of the Indigenous Education Lecture Series, Indigenous Education Conference and other cultural events at MSU-N.</p>	<p>LRI PI/Director Erica McKeon-Hanson, Director of Indian Ed Dr. Margaret Campbell, with guidance from MSU-N's American Indian Advisory Council.</p>	<p>Fully Implemented</p>
<p>Recommendation 5: Dissemination of professional development.</p>	<p>LRI PI/Director Erica McKeon-Hanson and Director of Indian Ed Dr. Margaret Campbell will work with Human Resources Manager Suzanne Hunger, Chief of Staff Rachel Dean and Provost Neil Moisey to incorporate AI professional development into new employee orientation, all staff/faculty orientation in the fall, and faculty orientation in the fall and spring.</p>	<p>LRI's Dr. Margaret Campbell is in the process of developing materials that will be used for future orientation sessions.</p>	<p>LRI PI/Director Erica McKeon-Hanson and Director of Indian Ed/Tribal Liaison Dr. Margaret Campbell</p>	<p>This orientation content will be delivered at all future orientation sessions starting in the fall of 2018. LRI continues to provide AI professional development on an as needed basis when requested from departments and as a part of the ongoing professional development.</p>

Great Falls College MSU

Great Falls College MSU AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Identify a single point of contact.	N/A	N/A	Dr. Heidi Pasek, CAO	Immediately
Recommendation 2: Department points of contact.	Notify member of Joint Directors of their role in supporting our Native American students.	Training of key individuals by Mike Jetty or Florence Garcia.	<ul style="list-style-type: none"> • Joe Simonsen, Admissions Director • Troy Stoddard, Director of Advising • Leah Habel, Financial Aid Director • Kathy Meier, Director of Disability Services • Dena Wagner-Fossen, Registrar • Dr. Leanne Frost, Director of General Studies • Dr. Frankie Lyons, Director of Health Sciences • Dr. Sandy Bauman, Director of Academic Success • Joel Sims, Director of Trades • Joshua Archey, Student Activities Coordinator 	Spring 18
Recommendation 3: Data collection and dissemination.	Provide necessary requests for data as needed	Ongoing	Eleazar Ortega, Institutional Researcher and Data Analyst	Spring 18
Recommendation 4: Professional development.	Provide annual professional development for both faculty and staff.	Faculty Training – January 2018 Staff Training – Spring 2018	Dr. Sandy Bauman, Director of Academic Success	Spring 18

<p>Recommendation 5: Dissemination of professional development.</p>	<ul style="list-style-type: none">• Currently provide formal training – training is archived and accessible.• Native American Studies formal coursework• Campus/Community events promoting the cultural heritage of Native Americans	<p>Ongoing development and implementation of cultural heritage courses and events.</p>	<p>Dr. Heidi Pasek, CAO</p>	<p>Ongoing</p>
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**University of Montana/Missoula
College/ Bitterroot College**

University of Montana/Missoula College/ Bitterroot College AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible		Implementation Date
Recommendation 1: Senior level point of contact.	Identify point person for UM. We envision two people to fulfill this recommendation: a senior-level Equity/Diversity Officer and the Director of AISS, the most immediate contact person.	1) Determine Equity / Diversity Officer hire plan; 2) Consult with faculty staff at the program/ department level; 3) Fill AISS Director position.	1) Seth Bodnar; 2) Nathan Lindsay/Kate Shanley w/ DAC; 3) Tom Crady		May 1, 2018
Recommendation 2: Department points of contact.	Identify the positions that should be included.	1) Confirm points of contact within each unit: Financial Aid Residential Life & Housing Admissions Student Health & Couns. Registrar Human Resources Advising Business Services (Student Accounts) 2) Identify one advising POC in each College and School.	1) Tom Crady / Nathan Lindsay; 2) Brian French		March 15, 2018
Recommendation 3: Data collection and dissemination to evaluate Native American student success	1) Assess data on Native American student success by major (and non-declared majors); 2) Identify gateway courses & analyze why Native American students leave UM before degree-attainment; 3) Conduct a Native American student needs assessment.	1) Utilize Banner and the EAB dashboard for data analysis; 2) Assess current data gathering criteria; 3) Finalize the needs assessment survey; 4) Determine dept/unit-level data-keeping campus-wide 5) Evaluate student w/d data from OSS.	1) Data analysis (Dawn Ressel); 2) Analyze criteria (Dawn Ressel, Nathan Lindsay, Kate Shanley, Tom Crady) 3) Needs assessment (Kate Shanley) 4) Nathan Lindsay; 5) Brian French.		May 1, 2018
Recommendation 4: Professional development.	1) Provide a common American Indian cultural awareness & understanding training; professional development training for all faculty and staff (OCHE will provide this course).	1) Determine how to distribute OCHE course to all faculty/staff. 2) Identify presenters for FDO and SD) offerings; 3) Contract with professional trainer (s) regarding cultural sensitivity, humility, &	1) OCHE Trainings (HRS oversight & tracking); 2) Nathan Lindsay, Amy Kinch, Kate Shanley; 3) Amy Kinch, Nathan Lindsay, Kate Shanley; 4) Nathan Lindsay, Kate Shanley, Amy Kinch, Brian French, AISS Director, NAS Chair.		October 1, 2018

	<p>2) Provide additional trainings; 3) Unit/Dept. leadership will be trained to develop ongoing in-service training; 4) Institute plan roll-out and paradigm for going forward.</p>	<p>safety workshop protocols; 4) Generate recommendations for retention strategies and ongoing activities</p>			
<p>Recommendation 5: Dissemination of professional development.</p>	<p>1) Professional development will include information/sessions at New Faculty Orientation, DiverseU, and Advising Training. 2) Deans & Sector Heads will disseminate information to depts./units for each to develop in-service plans</p>	<p>1) Outline specific sessions that will be offered and determine which will be mandatory; 2) Initiate plans for diversity & cultural understanding incentives in hiring, tenure, & promotion; 3) Advising training; 4) President & cabinet workshops; 5) Sector Heads & Deans workshops.</p>	<p>1) New Faculty Orientation (Amy Kinch) DiverseU (DAC Leadership); 2) Seth Bodnar in consultation w/ shared governance groups, and Nathan Lindsay and Kate Shanley. 3) Brian French 4) Amy Kinch, Kate Shanley; 5) Amy Kinch, Kate Shanley</p>		<p>November 1, 2018</p>
<p>Other Recommendations</p>					
	<p>Provide more support for Native American families to come to Orientation</p>	<p>1) Devise a plan based on best practices.</p>	<p>Emily Steger, Michelle Guzman, & AISS Director</p>		<p>July 1, 2018</p>
	<p>To provide better transition to UM, focus on K-12 population recruiting in schools and assess outcomes.</p>	<p>1) Identify current initiatives. 2) Develop ways of assessing outcomes.</p>	<p>1) Emily Steger; 2) Aaron Thomas; 3) Identify other activities/ persons.</p>		<p>July 1, 2018</p>
	<p>Develop website with readings, webinars, etc.</p>	<p>1) Develop a plan based on current website configuration; 2) Collaborate w/ NAS faculty and others as needed for appropriate content. 3) Determine website management strategy for maintenance.</p>	<p>Provost's Office? Office for Student Success?</p>		<p>January 15, 2018</p>
	<p>Engage Alumni in promoting college persistence, & in promoting cultural safety</p>	<p>1) Work with Indian Griz Alum and with UM Foundation to build Visiting Elder position.</p>	<p>Seth Bodnar; NAS Chair</p>		<p>September 15, 2018</p>

Montana Tech/Highlands College

Montana Tech/Highlands College AIMA Recommendations Action Plan

Montana Tech convened a committee to review the AIMA Recommendations presentation and they went through the process outlined by OCHE. The data we have is not as comprehensive as we would like, but data requests have been made to the Institutional Research Office and other relevant divisions. Since 2011 Native American students have made up approximately 2% of enrollment annually and those students are being retained at a 74% average, which is within the overall retention range (Table 1). Our 2-year Native American students have made up approximately 3% of enrollment annually and those students are being retained at a 50% average (Table 2). The data will be examined extensively by the individuals listed in the following action plan.

Table 1. Campus Enrollment, Retention, and Completion Data for the 4-year programs

	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort
	F2008	F2009	F2010	F2011	F2012	F2013	F2014	F2015	F2016	F2017
Undergrad. Enrollment				2077	2030	2010	2085	2130	2032	1909
Native Am. Headcount				40	52	47	37	37	39	41
Am. Indian Enrollment (%)				1.9%	2%	2%	1%	1.7%	1.9%	2.1%
Undergrads Entering	493	522	447	463	402	422	440	426	328	
Undergrads Retained	395	404	356	366	308	340	350	357	265	
% Undergrads Retained	80.1%	77.4%	79.6%	79.0%	76.6%	80.6%	79.5%	83.8%	80.8%	
Am. Indian Students Entering	0	0	0	8	15	7	7	8	9	
Am. Indian Students Retained	0	0	0	7	6	6	3	8	8	
% Am. Indian Students Retained				87.5%	40.0%	85.7%	42.9%	100.0%	88.9%	

Table 2. Campus Enrollment, Retention, and Completion Data for the two year programs

	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort	Fall Cohort
	F2008	F2009	F2010	F2011	F2012	F2013	F2014	F2015	F2016	F2017
Total Enrollment				726	786	913	860	850	777	769
Native Am. Headcount				20	25	12	21	19	22	28
Am. Indian Enrollment (%)				3%	3%	1%	2%	2%	3%	4%
Undergrads Entering	165	200	233	195	215	231	206	184	188	
Undergrads Retained	106	100	133	110	130	145	147	110	127	
% Undergrads Retained	64.20%	50.00%	57.10%	56.40%	60.50%	62.80%	71.40%	59.80%	67.60%	
Am. Indian Students Entering	0	0	0	7	14	4	3	6	5	
Am. Indian Students Retained	0	0	0	2	7	2	3	2	2	
% Am. Indian Students Retained				28.60%	50.00%	50.00%	100.00%	33.30%	40.00%	

The preliminary action plan resulting from this committee's work (Table 3) indicates a strong commitment to American Indian and Minority Student Achievement. We recognize the campus has the need for continual conversations and work in the area of American Indian Student Success. We look forward to seeing the system wide results as an opportunity to learn from other campuses what some new or innovative approaches may be to American Indian student success.

Montana Tech/Highlands College AIMA Recommendations Action Plan

Table 3. Montana Tech Preliminary Action Plan	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Carrie Vath, Dean of Students Amy Verlanic, Director IEO	Complete	Amy Verlanic	2/14/18
Recommendation 2: Department points of contact.	Name the following individuals, with cultural perspective, to be the lead point of contact for NA students. <ol style="list-style-type: none"> 1. Financial Aid – Shauna Savage 2. Residence Life and Housing –Scott Forthofer 3. Admissions –Debbie Luft 4. Students Health and Counseling – Cricket Pietsch (South) Joyce O’Neill (North) 5. Registrar – Leslie Dickerson 6. Human Resources – Vanessa Van Dyk 7. Advising – Carrie Vath (North) Michelle Morley (South) 8. Diversity and Inclusivity Committee – Arlene Alvarado 9. AISES Club Advisor- Amy Verlanic 10. Career Services – Sarah Raymond 	Convene this group to discuss their role and leadership in AIMA at Montana Tech. As part of the PNW-COSMOS there was a session where these group of leads mostly met with faculty and staff to go over resources available for Native students, this resource list will be shared with the Diversity and Inclusivity Committee as well as students.	Carrie Vath	Meet by 4/15/18
Recommendation 3: Data collection and dissemination.	Amy Verlanic and Carrie Vath will work with the committee as well as Melissa Kump to create a list of data points to be collected and facilitate data analysis through meetings of stakeholders.	The Co-chairs will convene the departmental contacts who would develop a list of relevant data points to be collected and disseminated. The list would be reviewed with and bounced off the Diversity and Inclusivity committee.	The committee will work with Melissa Kump, Director Institutional Research, to review the data on a semester basis.	Before May 1, 2018
Recommendation 4: Professional development. Provide American Indian cultural and sensitivity professional development for faculty and staff.	The Graduate School convened for the last two years a PNW COSMOS Indigenous Mentoring program, which exposed 16 faculty and staff to curriculum and 8 have completed the 9 session program. The committee will work with the AIMA contact at OCHE, AISES, and the Graduate School, and the PNW COSMOS IM program for recommended materials and curriculum.	Have committee review curriculum and training options. Those who completed the PNW COSMOS IMP training are working to roll out a cultural awareness and sensitivity workshops	Bev Hartline	On going, piloted in AY19
Recommendation 5: Dissemination of professional development.	Carrie Vath will work with Vanessa Van Dyk to integrate professional development into the new employee orientation.	Vanessa Van Dyk will integrate lessons onto the new employee orientation agenda.	Carrie Vath	August 2018

University of Montana Western

University of Montana Western AIMA Recommendations Action Plan

	Action Plan	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Select senior level point of contact by February 1.	Ilene Cohen Director of Student Success and TRiO SSS	Completed
Recommendation 2: Department points of contact.	Select department points of contact by February 15.	Financial Aid: Candi Richardson Residence Life: Wendy Mehring Admissions: Janet Jones Students Health/Counseling: Lexi Benson Registrar: Alecia McDougal Human Resources: Glynis Lovell Advising: Margo Heberling Athletics: Bill Wilson Business Services: Cara Herman Student Success: Student Scholar rep Faculty: Dr. Karl Ulrich Outreach: Ryann Gibson	Completed
Recommendation 3: Data collection and dissemination.	Meet to discuss UMW American Indian student enrollment and success. Set goals to increase retention.	Ilene Cohen and Deb Hedeem	Meet by March 2
Recommendation 4: Professional development.	AIMA will provide American Indian cultural and sensitivity professional development materials. <u>UMW – Dec 2017</u> Indigenous Ways of Knowing – Lona Running Wolf, Patrick and Anna Armstrong <u>UMW – Feb 2018</u> Native Education – Dr. Crystal Redgrave	American Indian and Minority Achievement Council will provide materials. Deb Hedeem and Ilene Cohen will conduct the professional development sessions with department points of contact, faculty and staff with 100% participation.	Phase I: Implement professional development with points of contact. Phase II: Implement with faculty and staff. TBD once AIMA materials are received.

Recommendation 5: Dissemination of professional development.	Incorporate American Indian professional development in all new employee training.	University of Montana Western campus community Facilitators: Ilene Cohen and Deb Hedeem	TBD once AIMA materials are received.
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Helena College University of Montana

Helena College University of Montana AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Helena College will designate the Director of the Student Support Center, a position in Student Services with daily student interaction, to be the student Point of Contact.	Under the guidance of the Director, the Student Support Center will outreach to students identified as American Indian. The Director of the Student Support Center will contact the MUS Director of AIMA.	Director of the Student Support Center , who reports directly to the Associate Dean of Academic & Student Affairs .	Immediate
Recommendation 2: Department points of contact.	Helena College departmental Points of Contact will provide focused areas of expertise.	Departmental Points of Contact will outreach to Helena College students who identify as American Indian and will coordinate with the College's AIMA student representative.	<i>Financial Aid</i> – Financial Aid Specialist/Work Study Coordinator <i>Admissions/Registrar</i> – Director of Admissions & Records <i>Student Health and Counseling</i> – Disabilities Resource Coordinator and Director of the Student Support Center <i>Human Resources</i> – Director of Human Resources <i>Advising</i> – Academic Advisor and Director of the Student Support Center	Immediate

<p>Recommendation 3: Data collection and dissemination.</p>	<p>Helena College will collect and report student success indicator data for American Indians and Minorities (enrollment, retention, completion, graduation and transfer rates, and progression to gateway math and writing courses).</p>	<p>Breakout graduation, transfer, and gateway progression data to include American Indian and other minority populations. Ensure data is shared with senior and department level points of contact.</p>	<p>Director of Institutional Research</p>	<p>Immediate</p>
<p>Recommendation 4: Professional development.</p>	<p>Helena College will provide training pertaining to American Indian culture, challenges, and other appropriate topics to all Helena College employees.</p>	<p>Engage a Native American Studies Faculty member affiliated with Helena College or someone with a tribal affiliation to present three trainings open to all employees. Repeat each session once.</p>	<p>Professional Development Committee Chair</p>	<p>Beginning May 2018, repeat each semester</p>
<p>Recommendation 5: Dissemination of professional development.</p>	<p>Helena College will develop an equity and inclusion action plan with American Indian students and culture receiving much of the focus.</p>	<p>Convene a task force dedicated to developing the equity and inclusion action plan. Incorporate into the annual work plan derived from the Strategic Plan.</p>	<p>Director of Human Resources</p>	<p>Beginning Spring 2018, ongoing</p>

Miles Community College

Miles Community College AIMA Recommendation Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Admissions visit to MCC with Native Amer groups to do day tours of College and/or contact with local Hotels to have overnight stay to attend an event or game on campus.	Have interested groups across the state contact Recruiting visits and best times to make this happen, esp during a SOAR event to get more detailed info about the College	Lofland, Jessica, Recruiting/Admissions (406) 874-6178 • LoflandJ@milescc.edu	Workout ASAP and call contact to make arrangements. Outside groups visit MCC on a rolling basis
Recommendation 2: Department points of contact.	Have MCC Academic Dean share input to Instructors and units about Inclusion and Diversity info to help strengthen MCC student support and academic offices related to cultural perspectives	Have regular meetings with EAT (Enrollment Action Team) to build this model that reflects MCC Strategic Plan and Goals in the 2020 Document	Joint effort (To Be Named) Dean of Student Engagement and Kratky, Rita, Vice President of Academic Affairs (406) 874-6199 • KratkyR@milescc.edu	To be shared at the next (EAT/Enrollment Action Team Meeting).
Recommendation 3: Data collection and dissemination.	The above initiatives will compliment current efforts of Data collection of students at MCC and prospective students who interact with MCC. This will you collect Data with Nat Amer students and student success, waivers, health services card, etc 2016 18 students, 2017. What are we doing with recruitment for this pop (Dawson example has higher #. Set goals	This effort will be discussed in EAT Meetings discussing how date will be collect of Nat Amer students along with student success initiatives related activities in and out of the classroom, waivers, health services card. We should always have as a question: What are we doing with recruitment for this pop and what are our competitors doing.	Enrollment Action Team/EAT, Joint effort (To Be Named) Dean of Student Engagement and Kratky, Rita, Vice President of Academic Affairs (406) 874-6199 • KratkyR@milescc.edu Niedge, Erin, Dean of Enrollment Management and Educational Support Services (406) 874-6211 • NiedgeE@milescc.edu	To be shared at the next (EAT/Enrollment Action Team Meeting).
Recommendation 4: Professional development.	Cultural education for faculty and staff building on our MCC Climate Survey workshop and continue to build on it each semester	This effort will be in conjunction with our President Cabinet Team and in consultation with our resources in the State of Montana, and Justin Zagorski in Alaska who provided our Faculty and Staff with a Inclusion and Diversity Workshop	IT (Tech Department, (To Be Named) Dean of Student Engagement and Kratky, Rita, Vice President of Academic Affairs (406) 874-6199 • KratkyR@milescc.edu	This effort will be shared regularly with our President Cabinet Team meetings.
Recommendation 5: Dissemination of professional development.	AIMA is developing a HUB Course? Nov 2016 had to have Learning HUB on line a class for post-secondary course at their leisure. A plan that all faculty and staff complete this, monitor, included in new faculty orientation, instruction of how it happens strategically. Add this to inclusion plan with campus climate survey. Maybe Carla can help in IT. Also summer bridge and Pathway summer programs survey. .	Share with our President Cabinet Team and Kratky, Rita, Vice President of Academic Affairs (406) 874-6199 • KratkyR@milescc.edu These meetings then will set an agenda and timeline for this to happen	President Cabinet Team and Kratky, Rita, Vice President of Academic Affairs (406) 874-6199 • KratkyR@milescc.edu	This effort will be shared regularly with our President Cabinet Team meetings.