

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>