

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>