



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

	<b>Action Plan</b>	<b>Next Steps</b>	<b>Person Responsible</b>	<b>Implementation Date</b>
<b>Recommendation 1:</b> Senior level point of contact.	Select new senior level point of contact.		Bethany Hauer	Completed
<b>Recommendation 2:</b> Department points of contact.	Update list of committee members on the campus AIMA committee for fall 2021.	<p>Committee meets at least twice a semester 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 the students are facing and developing a more comprehensive model of reaching these students.</p> <p>Two new student scholars will need to be identified for the coming year. Work with Student scholars to continue outreach to current students and increasing awareness of the multi-cultural room and club to try and increase engagement.</p> <p>Committee priorities include:</p> <ul style="list-style-type: none"> <li>• developing land acknowledgement statement</li> <li>• working with tribes to develop protocols and arranging for the presentation of each nation's flag on campus</li> <li>• providing more training on diversity and inclusion for the campus.</li> <li>• Provide more opportunities for cultural events for the campus and local community.</li> </ul> <p>Provide opportunities for members of the AIMA group and others to visit tribal colleges to increase awareness.</p>	Bethany Hauer and Ashley Carlson	Ongoing
<b>Recommendation 3:</b>	*Provide data to both the AIMA campus group and	*Develop internal reports related to American Indian Enrollment, Retention,	Charity Walters, Registrar and Director of Institutional research	Ongoing



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<p>Data collection and dissemination.</p>	<p>senior administration to better serve and retain this group of students. *Explore ways to capture information concerning students participating in Montana Western's grant funded education programs at various tribal colleges.</p> <p>*15 credit certification program for Youth Challenge students</p>	<p>completion and graduation rates that will be released to the AIMA committee and administrators. Work with annual tuition waiver reports to determine if there is a population that has not declared ethnicity that should not be identified in ethnicity reports but should be included in internal tracking reports. *Work with OCHE, Registrar's office, School of Outreach and faculty involved in the project to identify the students and track the successes and challenges of the project. Prior to fall 2021 all grant/off campus programs were registered as extension classes but in the future, they will be switched to state side support. Students who are involved in the grant programs will be marked with an attribute in banner to more easily track their cohorts. *Identify and track progress of Native American students involved in the Youth Challenge program who participate in 15 credit technical certification program.</p>	<p>Anneliese Ripley (Blackfeet Partnership grant)</p> <p>Registrar's office and School of Outreach</p> <p>School of Outreach staff (15 credit certification)</p>	<p>Ongoing</p> <p>Ongoing</p> <p>Ongoing</p>
<p><b>Recommendation 4:</b> Professional development.</p>	<p>*AIMA provided IEFA training information to campuses.</p>	<p>*IEFA training Phase I: Campus AIMA group previewed the video as a group and provided feedback. Phase II: Rollout IEFA to the campus this spring. Facilitated group viewing and discussions will be offered during block breaks. Phase III: Individuals who did not participate in group discussions will be granted access to the training and</p>	<p>American Indian and Minority Achievement Council will provide materials.</p> <p>Faculty and staff members with specific expertise/knowledge of Native Americans will be asked to help guide the group viewings of video to provide opportunities for richer conversations.</p>	<p>Phase I: completed</p> <p>Phase II: completed</p> <p>Phase III: ongoing</p> <p>Phase IV: Justin Mason will provide access to all new faculty and staff for the 19/20 and 20/21 academic years to view IEFA training through Moodle. The</p>



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	*Faculty in-residence program	<p>expected to view it before the start of fall semester.</p> <p>Phase IV: New faculty and staff will have access to video.</p> <p>Participation will be tracked through HR department</p> <p>*Explore the possibility of having Native American faculty partner with UMW faculty to teach block courses.</p>	<p>Faculty in residence program was put on hold during COVID. AIMA committee members will work with the foundation and faculty to re-visit the conversation and interest in participating in this project.</p>	<p>Provost's office will host a few opportunities for break out conversations about the training mid fall and early spring.</p> <p>Ongoing</p>
<b>Recommendation 5:</b> Dissemination of professional development.	<p>*Incorporate American Indian professional development in all new employee training. Provide ongoing trainings, articles and other information to the larger campus.</p> <p>*Use High Impact Practices to support closing the equity gap.</p>	<p>*Provide at least one campus wide training a year.</p> <p>Share the following articles with the larger campus for review and discussion:          Harper, S. (2009). Race-Conscious Student Engagement Practices and the Equitable Distribution of Enriching Education Experiences.          Bolger, M. (2017). What's the difference between diversity, inclusion and equity?          *Investigate the use of the culturally engaging campus environment survey.</p>	University of Montana Western campus community	Ongoing
<b>Other recommendations/action items</b>	Provide more support for Native American families to attend orientation.	Continue to offer specialized orientation for Native American students.	Orientation Committee	Fall 2021
	Targeted outreach to tribal schools and high schools.	Information card to be developed that is specific to prospective Native American students. Admissions staff participates in tribal circuit fairs.	Admissions and Marketing	completed



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	Incorporate more Native American events into campus activities and ceremonies.	Honor ceremony for graduates who participate in Tribal school partnerships, explore the option of inviting resident NA students as well. Continue to include drumming and honor songs in key campus events, such as graduation. Work on displaying tribal flags on campus.	AIMA committee, Native American scholar students.	Ongoing