

**University of  
Montana/Missoula  
College/ Bitterroot College**

	Action Plan	Next Steps	Person Responsible	Implementation Date
<b>Recommendation 1:</b> Senior level point of contact.	Identify point person for UM	Ensure consistent communication between AIMA Council, primary senior points of contact, and the President's Native American Advisory Council	Kelly Webster, Chief of Staff  Kimber McKay, Vice Provost for Academic Affairs  Brad Hall, Tribal Outreach Specialist	July 1, 2022
<b>Recommendation 2:</b> Department points of contact.	Identify the positions that should be included	Re-confirm points of contact within each unit (see Person Responsible Column)  Create and hire into a new Financial Aid position dedicated to Native student support  Create and hire a coordinator for the Indigenous First Year Experience, housed in American Indian Student Services	Kimber McKay, Vice Provost for Academic Affairs  Sarah Swager, Vice Provost for Student Success  Salena Hill, Inclusive Excellence  Emily Williamson, Financial Aid (will be joined by new financial aid hire)  Sandy Curtis and Jon Nugent, Residential Life  John Massena, Admissions (targeted hiring of Indigenous students in Admissions to support tribal engagement)  Jeff Adams, Curry Health Center  Marcie Briggs, Human Resources Nathan Domitrovich, Advising  Ruth Williams, Business Services/Human Resources	July 1, 2022
<b>Recommendation 3:</b> Data collection and dissemination to	Assess data on Native American student success by major	Utilize Banner and the EAB dashboard for data analysis	Equity Dashboard and data analysis: <ul style="list-style-type: none"> <li>• Pope Ashworth, Director of Institutional Research;</li> </ul>	July 1, 2022

<p>evaluate Native American student success</p>	<p>(and non-declared majors) Identify gateway courses and high DFW rate courses; analyze why Native American students stop out or leave before degree-attainment</p>	<p>Complete creation of UM’s Equity Dashboard and set a regular cadence of data pulls and analysis</p> <p>Launch and complete DFW project and engage with campus-based dashboard users in training and continuous dashboard improvement efforts</p>	<ul style="list-style-type: none"> <li>• Brian Reed, Associate Vice Provost for Student Success</li> </ul> <p>DFW project</p> <ul style="list-style-type: none"> <li>• Brian Reed, Associate Vice Provost for Student Success</li> <li>• Brian French Executive Director of the Office for Students Success</li> <li>• Brad Hall, Tribal Outreach Specialist</li> </ul>	
<p><b>Recommendation 4:</b> Professional development.</p>	<p>Promote Indian Education for All (IEFA) by expanding common American Indian cultural awareness &amp; understanding training and professional development through the IEFA Model for all faculty and staff</p> <p>Provide additional and supplemental trainings that build on the IEFA module and focus topics on building instructional/student support/and research capacity</p> <p>Pursue trauma-informed and equity-minded practices</p>	<p>Revisit distribution and uptake of OCHE course to all faculty/staff and determine adjustments to the process</p> <p>Identify continuing and new presenters for faculty and staff trainings – both specifically focused on supporting Native students and more generally on supporting underrepresented students</p> <p>Hire Director of Equity, Empowerment, and Prevention</p>	<p>OCHE Trainings and other professional development opportunities:</p> <ul style="list-style-type: none"> <li>• Jasmine Zink Laine, Director of the Office of Organizational Learning and Development</li> <li>• Kimber McKay, Vice Provost for Academic Affairs</li> <li>• Brian Reed, Associate Vice Provost for Student Success</li> </ul>	<p>July 1, 2022</p>
<p><b>Recommendation 5:</b> Dissemination of</p>	<p>Include information and training sessions at New Faculty</p>	<p>Advertise self-serve professional development opportunities</p>	<p>Jasmine Zink-Laine, Director of the Office of Organizational Learning and Development</p>	<p>July 1, 2022</p>

<p>professional development.</p>	<p>Orientation, DiverseU, and Advising Training</p> <p>Gain continuous feedback as to what training needs are to promote the meaningful integration of Indian Education for All (IEFA)</p>	<p>through deans, chairs, unit directors</p> <p>Initiate plans for diversity &amp; cultural understanding incentives in hiring, tenure, &amp; promotion</p> <p>Integrate into existing meetings/orientations, e.g., new faculty orientation</p>	<p>Ali Pepper, Director of Equity, Empowerment, and Prevention</p> <p>Annie Belcourt, Salena Hill, Twila Old Coyote, Brad Hall (New Faculty Orientation leaders)</p>	
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<b>Other Recommendations</b>				
<b>Targeted Student and Family Support</b>	Provide enhanced support for Native American families during the transition to college	<p>Launch AIG website with connections to community resources</p> <p>Middle school and early high school engagement during fall community visits</p> <p>Native Griz Preview Days</p> <p>Build out “moving camp” for family involvement during orientation and include targeted spring community visits on prospective and incoming students</p>	<p>Brad Hall, Tribal Outreach Specialist</p> <p>Michelle Guzman, Director of American Indian Student Services</p>	August 2022
<b>First Year Support</b>	Develop the Indigenous First Year Experience program	<p>Hire coordinator</p> <p>Select student mentors and other on-campus partnerships to optimize supports for first-time AI/AN freshman</p> <p>Finalize the implementation plan and curriculum</p>	<p>Michelle Guzman, Director of American Indian Student Services</p> <p>Brad Hall, Tribal Outreach Specialist</p> <p>Aaron Thomas, Professor of Chemistry</p> <p>Nathan Domitrovich, Director of the Undergraduate Advising Center</p> <p>President’s Native American Advisory Council (PNAAC), sub-committee</p>	August 2022
<b>Alumni Engagement</b>	Gather on-campus AI/AN UM alumni and re-engage with existing Native Griz alumni affinity group	<p>Meet and plan with UM alumni stakeholders</p> <p>Develop strategy to identify AI/AN alumni</p>	Leanne Meyer, Director of the Alumni Association	September 2022