



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

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Select new senior level point of contact.		Randal Johnson, Director of Student Success/Co-Chair AIMA Committee	Completed: July 2022
Recommendation 2: Department points of contact.	<p>Update list of committee members on the campus AIMA committee for fall 2022. Completed</p> <p>Assign departmental points of contact in Financial Aid (Louise Driver), Housing (Bonita Bontrager), Admissions (Augustina Wofford), Counseling (Morgan Bialas), Registrar (TBD), HR (Kelly Graham), and Advising (Randal Johnson), Faculty (Nanci Red Bird, Lona Running Wolf, and Laura Wright), Students (Tana Campbell), American Indian Scholars (TBD, TBD) Safety (TBD), Outreach (Ryann Gibson), TRIO (Rob Micken), Athletics (Michael Feuling). In Process</p>	<p>Committee commits to meeting monthly 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. AIMA Committee is refining/redefining the American Indian Scholars program qualification and selection processes.</p> <p>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>	Randal Johnson	<p>Committee Structure: Needs updated personnel (attrition from turnover)</p> <p>Student Scholars: Ongoing</p>
Recommendation 3: Data collection and dissemination.	Collect, analyze, and disseminate data regarding Native American student enrollment, retention, and completion. Identify areas of improvement. Create and execute a plan for improvement.	Work with the Director of Institutional Research to complete the action plan.	Charity Walters, Director of Institutional research Louise Driver, Director of Financial Aid	Ongoing



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

<p>Recommendation 4: Professional development.</p>	<p>*AIMA provides IEFA training information to campuses. *AIMA institutes a program to collect Tribal flags from each of the Montana Tribes to be displayed in the Keltz Arena.</p>	<p>*IEFA training Phase I: Rollout IEFA via Moodle to the campus during Fall 2022. Phase III: New faculty and staff will have access to IEFA Moodle course. Participation will be tracked through Moodle.</p> <p>We will investigate other training options to complement the IEFA training. Examples may include:</p> <ul style="list-style-type: none"> - Guest speakers from OPI, tribal partners, etc.; - Guest speakers/facilitators from campus; - Shared professional development between UMW and the local school district. <p>*In April, 2023, representatives from the Blackfeet Nation brought a Tribal Flag to UMW Campus, gifted us the Flag, a Flag Song, presentations on the Flag's symbolism, meaning, and history.</p>	<p>Every employee is invited to complete the IEFA course via Moodle.</p> <p>AIMA Committee members, Randal Johnson.</p>	<p>IEFA training: Complete</p> <p>Investigating other training options: Ongoing</p> <p>Blackfeet Nation: Complete. Invitations to other Tribes, site visits and requests: Ongoing.</p>
<p>Recommendation 5: Dissemination of professional development.</p>	<p>*Incorporate American Indian professional development in all new employee training. Provide ongoing trainings, articles and other information to the larger campus. *Use High Impact Practices to support closing the equity gap.</p>	<p>See "Next Steps" for Recommendation 4.</p>	<p>University of Montana Western campus community</p>	<p>Complete</p>