



Montana State University Billings

A university embracing diversity

REPORT TO THE MONTANA BOARD OF REGENTS / NOVEMBER 2009



Diversity Action Plan, November 2009

Goal 1: To increase American Indian enrollment and retention.

Montana State University Billings embraces diversity through the recruitment and retention of American Indian students. MSUB facilitates access by providing an advocate for American Indian students, ensuring academic and student support services while also encouraging their individual, social, cultural and emotional growth. These services are accomplished through the following activities:

- Teach Native American Studies course work, provide a NAMS minor, B.S.L.S. thematic concentration in Native American Studies, specialized courses such as Cultural Leadership, and ASC 101 Student Transfer Success course.
- Create clear degree pathways for students from tribal colleges to build on their AA degrees by attending MSUB for their bachelor's degrees.
- Pursue the establishment of a bachelor's degree in Native American Studies that is of particular interest to tribal college students.
- Create concentrations, options, emphasis, and minors relevant to Native American Studies in the College of Business, College of Technology, and College of Allied Health.
- Design methods of sustaining and encouraging cultural connections with tribal communities for American Indian students at MSUB.
- Design recruitment materials that target the interests and concerns of American Indian students and their families.
- Maintain close working relationships with colleagues at the seven Montana tribal colleges to develop transfer opportunities, build effective partnerships, and seek grant funded projects.
- Develop and implement events that bring American Indian people to the MSUB campus where they can experience the welcoming environment at MSUB.
- Conduct MSUB Indian Alumni celebrations in tribal communities, on campus and through the MSUB website.
- Implement Access to Success strategies that include an assessment of the tools, criteria for assessment, and data collection that occurs across the full length of the delivery chain influencing graduation rates from the student to the system CEO.
- Seek methods of obtaining expedient and meaningful Banner reports that appropriately measure the tracking methodologies needed to better serve American Indian students.
- Develop a system of checks and balances that follows an American Indian student's use of academic and student support offices to measure timely and accurate referrals while also collecting data on American Indian student satisfaction.
- Establish scholarships specific to American Indian students and advertise them with a rigorous marketing plan.
- Establish a designated place where American Indian students can go to socialize with peers, receive individualized academic/life skills counseling, and maintain a connection with their culture while students at MSUB.
- Collaborate with the Intertribal Indian Club and the College of Business to create a Pow Wow Management course that incorporates the goals of IEFA, accounting, marketing, and small business management principles that guide the planning and implementation of the annual MSUB Pow Wow.

- Collaborate with Student Affairs in developing effective and culturally appropriate student recovery programs that support retention of American Indian students.



2008 Accomplishments

- American Indian Heritage Day on September 26th at MSUB included over 1,000 visitors from the Billings region, 15 off campus sponsors, and over 30 presenters for 21 different presentations.
- The College of Allied Health Professions and Native American Studies in the College of Arts and Sciences coordinated a lecture by author James Brown on his book, *Long Journey Home* to coincide with the MSUB Pow Wow in April, 2008.
- Native American Studies coordinated a workshop by Valerie Taliman from the Indian Law Resource Center, Helena, MT, on Indigenous Peoples Rights on March, 11, 2008. A website was developed at <http://www.msubillings.edu/CivilRights/> to support the workshop that included an extensive list of international documents relevant to the Declaration of Indigenous Peoples Rights. In conjunction with the lecture two showings of the film *American Outrage* were provided for the public.
- Native American Studies Program Coordinator launched the Intertribal Clan Mothers mentoring group. The group includes American Indian women attending MSUB and local Indian and non-Indian female professionals who support each in ways similar to the role of clan mothers among the Crow tribe.
- December 2008, Native American Studies hosted the American Indian Athletes Hall of Fame. A record breaking crowd of nearly 300 people from all the state's reservations attended and were greeted by the university's head basketball coach, George Pfeifer.



2009 Accomplishments

- MLK Jr. Day and Power of One week included a presentation by Phillip Whiteman Jr. on the Fort Robinson Spiritual Outbreak Run from Fort Robinson, Nebraska to Lame Deer, Montana.
- Native American Studies and the College of Business collaborated with the Montana Indian Business Alliance to host the 2009 First Peoples Youth Entrepreneurship Camp. MUSB hosted the camp that served 30 American Indian youth from June 7th to June 13th.
- Native American Studies collaborated with the Writer's Voice in sponsoring the Big Read community reading effort featuring *Love Medicine* by Louise Erdrich, a Chippewa author.
- Native American Studies collaborated with the colleges at MSUB to frame and display the **Honoring Yourself** posters provided by OPI.
- A student lounge for American Indian students was established in LA 210. Currently, the Intertribal Indian Club meets in LA 210 and students regularly stop by to seek out the advice of their peers, or assistance from the Director of American Indian Outreach.
- Provided an ASC 101 Transferring with Success pilot course at Chief Dull Knife College, spring semester 2009 that included 15 faculty and staff presentations at CDKC. CDKC also provided the course under their rubric – SK112: Transferring with Success.
- September 26th, American Indian Heritage Day included 4 tipi classrooms, 4 Indian Artists in Action, and 20 presenters for 16 different workshops. The event was attended by nearly 1,000 K-12 students and community members.
- October 2, 2009, the Intertribal Clan Mothers sponsored a Pink Shawl Ceremony with help from the American Indian women in the Montana Women's Prison. Over 80 gifts were given to community members in recognition of the impact of cancer on the lives of American Indian people.
- *The Elephant in Our Community* panel discussion cosponsored by the American Indian Outreach Office and the Not In Our Town community group, examined discrimination and racism in the Billings region. The event received extensive media attention in local and

national newspapers and blogs. See the article in the Indian Country Today newspaper at <http://www.indiancountrytoday.com/archive/65793627.html>.

- 2009 Native American Heritage Month included a documentary film series, tribal flag display in the MSUB library cosponsored with the Western Heritage Center, and the students built a symbolic medicine wheel of river stone on the campus lawn to represent the burdens and benefits of higher education they carry for themselves and their tribal communities.
- Fall semester 2009 the College of Business and Native American Studies collaborated in the development of a multidisciplinary course on pow wow planning and management that incorporates accounting, small business management, and marketing practices commonly taught in the College of Business while also retaining the cultural authenticity of a meaningful cultural event. The course is cross listed as NAMS/MGMT 491: Pow Wow Management.
- MSUB continues support of the American Indian Business Leaders club, which has advising in the College of Business. The MSUB students involved in AIBL in spring 2009 won first place in a national competition for its business plan.
- Hosted Native Student Day in March 2009, which was a preview day for American Indian students.

Goal 2: To increase outreach and partnerships with tribal colleges and communities.

- Invite tribal leaders to campus to socialize with American Indian students and meet MSU-B faculty, staff, and administrators.
- Establish a campus wide cross-cultural training program for staff and faculty with measurable outcomes specific to the knowledge of Montana tribal groups.
- Establish a faculty and staff exchange program between MSUB and tribal colleges.
- Recruit American Indian professionals and alumni to serve on MSUB advisory boards in every college.
- Develop an Advisory Board for the Office of American Indian Outreach that will include American Indian leaders, students, and professionals from the campus and community.
- MSUB maintains articulation agreements with tribal colleges throughout Montana, specifically with Little Big Horn College, Chief Dull Knife College, Blackfeet Community College, Fort Belknap College, Fort Peck Community College, Salish Kootenai College, and Stone Child College.
- Representatives from the Division of Student Affairs visited reservation schools and tribal colleges throughout the year to further build relationships.

2008 Accomplishments

- Native American Studies Program Coordinator provided two days of Leadership Training for LBHC at their Wisdom Retreat in January 2008 serving their honors students and administrators.
- Served on Native American Development Corporation Steering Committee in the planning for Poverty Reduction projects funded by the Northwest Area Foundation Collaborated with MBCC to provide Data Driven Grant Writing Training for tribal employees in their home communities at their tribal colleges. Working with NADC in the development of their proposal to Northwest Area Foundation for a 10 million dollar grant that addresses poverty reduction for urban Indians in the Billings area.

2009 Accomplishments

- Established or enhanced tribal community partnerships and collaborations with the following entities:
 - Native American Development Corporation, Billings, MT
 - Chief Dull Knife College, Lame Deer, MT
 - Montana Wyoming Tribal Leaders Council, Billings, MT
 - Montana Women’s Prison, American Indian offenders groups
 - Indian Law Resource Center, Helena, MT
 - Senior High School Indian Club, Billings, MT
 - School District II Office of Indian Education and Title VII
 - Billings Area Indian Health Service
 - Montana American Indian Women’s Health Conference
 - Montana American Indian Women’s Health Coalition
 - Not In Our Town, Billings, MT
 - Messengers for Health, Crow Agency, MT
 - Riverside Correctional Facility, Boulder, MT
 - Little Big Horn College, Crow Agency, MT
- The university was a vendor at the “Pink Ribbon Bingo,” geared toward American Indian women in the community on breast cancer awareness.
- The university was a vendor at the annual “Capturing the Vision of Wellness Conference,” which is geared toward American Indian women.
- Representatives from New Student Services provided campus tours to groups from Lame Deer, Hays/Lodgepole, Harlem, Lodge Grass, Hardin, Fort Peck Community College Bridge Program. Most of these students were involved in the Gear Up or Upward Bound programs.
- Representatives from the university attended the annual Little Big Horn College Career Fair.
- Representatives from the university attended the Teen’s Against Tobacco Summit in Lame Deer in spring 2009.

College and Departmental Diversity Reports

Student Affairs

- Student Opportunity Services (SOS – Trio Grant) provides mentoring, academic, and other counseling services for low-income, students of color, and students with disabilities. Currently 260 students use these services.
- Veterans Upward Bound (Trio Grant – MSU-Northern but based at MSUBillings) serves many students (academic support, college counseling, mentoring) who are veterans – many of them are American Indian.
- American Indian Big Sky Projects (DOE Grant funded) serves American Indian students interested in the teaching profession (college counseling, financial assistance).
- Multicultural Student Services assists the Intertribal Indian Club and other students of color by helping coordinate and implement diversity programs, awareness activities, and mentoring services for many new American Indian students.
- Native American Studies has a half-time instructor and half-time administrator who helps advise students in the NAS program, mentor many American Indian students, and establishes cultural programs and activities.

- New Student Services has a specific recruiter who focuses on assisting potential American Indian and students of color with their entrance into MSUB. This person follows up with students as they enter college and provides a mentoring network to assist the student when issues arise. This recruiter also helps administer the Native American Prospective Student Day – giving prospective students a chance to visit the university and meet people that will assist them as they come to MSUB.
- Student Success Coordinator works with many other departments and identifies potential students at risks and provides mentoring services. This person also manages the “What Up Team”, a group of individuals from across campus that meet weekly to discuss student issues, assign particular staff/faculty to assist individuals, etc.
- CCAMPIS Grant provides childcare “waivers” for low-income students. This allows many of our students to receive childcare services at our on-campus facility at a greatly reduced charge. Average of 33 low-income students receive assistance.
- Financial Aid administers the American Indian Tuition Waiver program and provides over \$400,000 annually to our American Indian students.

College of Arts and Sciences

- CAS will continue to assess the three graduate programs, Master of Science in Psychology, Master of Science in Public Relations and Master of Public Administration and monitor growth. Opportunities for international collaborations with Chinese Universities in all three programs exist and the departments will continue to work with the Executive Director for International Outreach and the Office of Graduate Studies to recruit students to Public Administration and Psychology with flexible and innovative scheduling.
- With the state mandates for Indian Education for All, and the need to serve adult learners, it is imperative that the College of Arts and Sciences address the growing populations of Native American students in the University. To this end the College will propose a major in Native American Studies and pursue the Tribal Leadership emphasis in the MPA program at a later date.
- The College of Arts and Sciences has provided courses in Arabic, Japanese and Chinese spring 2008, fall 2008, spring 2009 and fall 2009 with a total of 71 students enrolled in the courses offered.
- The Dean of the College of Arts and Sciences, Dr. Tasneem Khaleel:
 - Welcomed all students for American Indian Heritage Day September 2008.
 - Presented a seminar on Women in Islam to the Intercultural Communication classes spring 2008 and spring 2009.
 - Attended the International Outreach Dinner at MSUB March 2009.
 - Presented a seminar on Women in Islam to the Associated Students of MSUB April 2009.
 - Presented a workshop on Islam in spring 2009 at the regional meeting of the Catholic Church Association spring 2009.
 - Attended the International Scholars Meeting at MSUB August 2009.
 - Dr. Tasneem Khaleel, and her College of Arts and Sciences Advisory Council members attended the welcome reception for the visiting Chinese delegation from Shenyang University October 2009.
 - Conducted a recruitment visit to India during November 2009.

- The Mathematics Department is mentoring a Chinese visiting scholar for a 12-month visitation period between November 16, 2009 and November 15, 2010. Mrs. Geng Xinqing is an Associate Professor for Anshan Normal University in China with a specialization in Mathematics and Computer Science.
- The English, Philosophy and Modern Languages Department is mentoring a Chinese visiting scholar for 2009-2010 academic year. Mrs. Li Shuhua is an Associate Professor/Deputy Dean for Anshan Normal University in China with a specialization in English Language and Literature.
 - Dr. Thomas Regele, Assistant Professor, English, Philosophy and Modern Languages Department:
 - Spent three weeks during the summer 2008 working with the Montana Migrant Council clinic at Flathead Lake during cherry harvest.
 - Spent one month during the summer 2009 working with the Montana Migrant Council clinic at Flathead Lake during cherry harvest.
 - Provided community service for translating legal documents Spanish to English Spring 2009 and Fall 2009.
- Dr. Jeff Sanders, Sociology, Political Science, Native American Studies and Environmental Studies Department Chair:
 - Participated in American Indian Heritage Day held on campus September 2009. About 900 K-12 students attended a full day of educational programming about Montana's tribes.
 - Participated on a 7-panel discussion about American Indian racism in Montana. The event was sponsored by Not in Our Town, an organization against racial discrimination, and the Unitarian Universalist Fellowship church at MSUB as part of American Indian Heritage Day 2009.
- Dr. Jeff Sanders and Ms. Reno Charette taught one session of the ASC 101 Tribal Pilot course at Chief Dull Knife Community College titled "Cultural Differences, Self-Advocacy, Cross-cultural Communication, and Conflict Resolution.
- Associate Professor, Tami Haaland, English, Philosophy and Modern Languages Department is coordinating creative writing activities at the Montana Women's Prison in Billings assisted by federal grants that were obtained by the university in 2008 and 2009 to address academic and workforce training. Similarly, Assistant Professor, Lisa Kemmerer, English, Philosophy and Modern Languages Department taught a philosophy course for the same project and Dennis Kern, fall 2009 part-time instructor for the Art Department, coordinated computer graphics courses. A high percentage of the inmates in the prison are American Indian.
- Dr. Patricia Vettel-Becker, Professor in the Art Department, was featured as a guest lecturer on Art History at the Montana Women's Prison in Billings November 12, 2009.

The College of Allied Health Professions believes that diversity encompasses populations with respect to race, ethnicity, marital status, age, gender, sexual orientation, socio-economic status, physical abilities, geographical status, religious beliefs, political beliefs, or other ideologies. As such some recent activities of the College with respect to diversity include:

- The College of Allied Health Professions Health Administration Program worked with the BIA to employ a student intern during the summer 2009 semester.

- A representative from the College of Allied Health Professions attended *Intersecting Interests: Tribal Knowledge and Research Communities* in April 2009.
- The College of Allied Health Professions is positioned to collaborate with universities throughout China to provide health programs to international students.
- Representatives from the College of Allied Health attended sessions of R-GEM (Research Group of Eastern Montana) which focused on tribal research efforts.
- The Counseling Clinic sponsored by the Rehabilitation and Mental Health Counseling program serves a diverse population, as well as creates a climate to facilitate learning by students for working with diverse populations.
- The Health Administration program continues to offer courses online which allows adult, working students who have geographical barriers to higher education participate in classes.
- The Rehabilitation and Mental health Counseling program has established a strategic goal of continuing to serve traditional and non-traditional students while increasing quality and diversity of incoming students.
- The College also encourages diversity in faculty.
- The Youth Obesity Team within the Health and Human Performance program has worked to investigate the health status of students in three eastern Montana middle schools, which includes geographical diversity and race diversity.

The College of Professional Studies and Lifelong Learning

- CPSLL diversity goals include an effort to enroll 35 participants of a Hispanic or Native American ethnicity, who have not previously enrolled in any type of post secondary education, in their open enrollment classes/training at either Garfield or the Downtown campus.
- CPSLL provides computer and workforce development training at the Garfield Community Resource Center (lead by Dr. Bob Carr) for people on the Southside of Billings. The initiative is funded through a grant from the U.S. Department of Education.

Disability Services

- Disability Services Director, Trudy Carey, attended the first year of a three-year institute funded by a Department of Ed grant. The institute, Project ShIFT, is designed to help schools move from a medical to a social model of disability. This is now the goal of the DSS department. Over the next few years they will integrate hope of “shifting” the perception of disability in our university community. The beginning stages of integrating this philosophy, and the Project is designed to include faculty in years one and two. The goals of this endeavor include achieving the benchmarks of a sociopolitical model:
 - Disability is a difference
 - Being disabled, in itself, is neutral
 - Disability derives from interaction between individual and society
 - The remedy for disability-related problems is a change in the interaction between the individual and society
 - The agent of remedy can be the individual, an advocate, or anyone who affects the arrangements between the individual and society.

Montana Center on Disabilities

- The diversity goals of the Montana Center on Disabilities and the American Indian Big Sky Project align with the College of Education. In particular, the Montana Center on Disabilities and American Indian Big Sky Project staff model disability-friendly practices in presentations and/or workshops.

College of Technology

- The College of Technology is working with representatives of Crow Tribe and the governor’s office on development of curriculum that will help meet training needs once a major coal-to-liquids project gets off the ground on the Crow Reservation.

College of Education

COE Strategic Plan

Below is that portion for the COE Strategic Plan addressing diversity.

**COLLEGE OF EDUCATION
STRATEGIC PLAN
2008-2013**

University Strategic Initiative and Program Goal(s)	Strategies or Activities for Goal Achievement	Expected Outcome	Resources	Assessment/Evaluation Type Progress/Completion Date of Review	Completion Timeline Year 1—2009-2010 Year 2—2010-2011 Year 3—2011-2012 Year 4—2012-2013 Year 5—2013-2014
<p style="text-align: center;"><u>USI 4 Social Equity</u> Model social equity and consciousness by assuring that all members of our campus community grow because of their University experience</p> <p style="text-align: center;"><u>USI 5 Research Initiatives</u> Increase the stature, professionalism & research initiatives of all academic programs & student services</p>					
<u>Program:</u>					
<p><u>Goal 1:</u> Re-instate MSUB status as <i>THE</i> institution of choice for Montana’s American Indians</p>	<ul style="list-style-type: none"> • Work with Big Sky American Indian Teacher Project to recruit students • Jointly write and submit grants to fund student enrollments 	<ul style="list-style-type: none"> • Increasing numbers of American Indian students in COE programs • Well prepared teachers for Montana reservation schools 	Continuing grant funding	<ul style="list-style-type: none"> • Annual comparisons of student enrollments • Graduation/employment data on program completers 	Throughout the five years
<p><u>Goal 2:</u> Provide ways and means for COE faculty to develop, implement and continue a focused scholarly agenda that informs excellent teaching</p>	<ul style="list-style-type: none"> • Develop a scheduled rotation of re-assigned time to support scholarly activity • Review COE travel funding policies to provide equitable distribution of travel funding • Promote faculty collaborative work with the MCD on grant funded projects with Montana CSPD 	Increasing scholarly productivity among COE faculty and professional staff	<ul style="list-style-type: none"> • Part-time faculty for reassigned time • Travel funding through state and MSUB Foundation sources 	<ul style="list-style-type: none"> • Record of faculty scholarship and consulting • Travel policies revised as necessary • Record of faculty-MCD collaborative endeavors 	Throughout the five years

COE Draft Policies

The following are policies in draft form for the COE Policies and Procedures Manual. To be formalized, the drafts will be reviewed, revised and approved by faculty at the December COE Faculty Meeting.

Unit Policies, Practices, and/or Procedures that Facilitate Experiences with Faculty from Diverse Groups

The College of Education abides by policies in place through MSUB Human Resources. HR has the following policy with regard to recruiting and retaining diverse personnel:

MONTANA STATE UNIVERSITY BILLINGS IS AN ADA/AA/EEO EMPLOYER. Qualified women, persons from minority groups, persons with disabilities, and persons with eligible veteran status are encouraged to apply. Contact Human Resources Office, MSUB, for more information regarding preference or accommodation, Phone: 406/657-2278 (voice/TTY); Fax: 406/657-2120.

The COE conducts blind reviews of candidate applications, however, preference is given to fully qualified individuals who are (1) persons from minority groups, (2) persons with disabilities or (3) persons with eligible veteran status.

The COE is particularly mindful of its responsibility to Montana's American Indians. In this regard, the COE strives to educate faculty, staff and students in Indian Education for All (IEfA), recruit and retain American Indian personnel, build a social structure of equity within the College and engage mentors for recently hired individuals.

Unit Policies, Practices, and/or Procedures that Facilitate Experiences with Candidates from Diverse Groups

The College of Education has a strategic goal of being the Montana institution of choice for individuals preparing to be educators. To implement this goal, the following strategies are in use:

- Regularly renewed articulation agreements with Montana's Tribal Colleges
- Collaborative grant projects with Montana's Tribal Colleges
- COE grant projects with financial incentives for American Indians preparing to be educators at the Associate of Arts, Bachelor of Science and Master of Education levels.
- Mentor support for American Indian COE candidates.

Policies and Practices for Recruiting and Retaining Diverse Candidates

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- Collaborative grant projects with Montana's Tribal Colleges
- COE grant projects with financial incentives for American Indians preparing to be educators at the Associate of Arts, Bachelor of Science and Master of Education levels.
- Mentor support for American Indian COE candidates.

Unit Policies, Practices, and/or Procedures that Facilitate Experiences with Students from Diverse Groups

- The College of Education Field Experience and Clinical Practice Committee implemented a form through which candidates record their experiences with diverse learners throughout their programs of study. Data from these forms can be reviewed for individuals by faculty advisors to assure that candidates have experience with different genders, at least two ethnic groups and different

socioeconomic strata. Data from the forms can be aggregated by the committee for review by faculty to determine necessary program changes assuring experiences with diverse learners

COE Suggested Strategies

Strategies for accomplishing the COE Strategic Goal and abiding by draft policies include but are not limited to the following:

- Working with the Registrar to assure currency of articulation agreements with Tribal Colleges
- Developing a regular two-year schedule of visitations to Tribal Colleges by COE administration and faculty
- Pursuing grant opportunities, either as the lead agency or in collaboration with another agency as lead, to provide financial aid for completing the Teacher Education Program through an undergraduate or graduate program of study.
- Maintaining a mentoring program for American Indian students as they transition from the Reservation environment to the University environment.
- Ensuring that all COE faculty complete OPI Level I IEFa training.
- Annually aggregating and analyzing candidate data regarding their experiences with diversity during field experiences.



COE Accomplishments

COE recent accomplishments in the area of diversity include the following:

- Completion of the Para Educator Project, a federal allocation that prepared American Indians from Montana, South Dakota, Idaho and Washington for work as classroom assistants.
- Completion of the Big Sky American Indian Teacher Project, a federally funded two-plus-two program offering financial aid for Montana American Indians completing the final two years of educator preparation.
- Hiring of an American Indian from Arizona as a tenure-track assistant professor in the special education program
- Initiating OPI Level I training on-line for all COE faculty
- Faculty review of available data regarding candidates' experience with diverse students during field experiences and data regarding candidates' ability to adjust instruction for diverse students.
- In June 2009, the Big Sky American Indian Teacher Projects brought together first-year teachers with students currently in college to share best practices in classroom prep and management for schools in Indian Country.
- College of Education faculty and the dean are members of the Montana Higher Education Consortium, a group that includes representation from Salish Kootenai Community College.