University of Montana/Missoula College/ Bitterroot College

University of Montana/Missoula College/ Bitterroot College AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Identify point person for UM. We envision two people to fulfill this recommendation: a senior-level Equity/Diversity Officer and the Director of AISS, the most immediate contact person.	1) Determine Equity / Diversity Officer hire plan; 2) Consult with faculty staff at the program/ department level; 3) Fill AISS Director position.	1) Seth Bodnar; 2) Nathan Lindsay/Kate Shanley w/ DAC; 3) VP of Enrollment and Strategic Communications	May 1, 2018
Recommendation 2: Department points of contact.	Identify the positions that should be included.	1) Confirm points of contact within each unit: Financial Aid Residential Life & Housing Admissions Student Health & Couns. Registrar Human Resources Advising Business Services (Student Accounts) 2) Identify one advising POC in each College and School.	1) VP of Enrollment and Strategic Communications/ Nathan Lindsay; 2) Brian French	March 15, 2018
Recommendation 3: Data collection and dissemination to evaluate Native American student success	1) Assess data on Native American student success by major (and non-declared majors); 2) Identify gateway courses & analyze why Native American students leave UM before degree-attainment; 3) Conduct a Native American student needs assessment.	1) Utilize Banner and the EAB dashboard for data analysis; 2) Assess current data gathering criteria; 3) Finalize the needs assessment survey; 4) Determine dept/unit-level data-keeping campus-wide 5) Evaluate student w/d data from OSS.	1) Data analysis (Dawn Ressel); 2) Analyze criteria (Dawn Ressel, Nathan Lindsay, Kate Shanley, VP of Enrollment and Strategic Communications) 3) Needs assessment (Kate Shanley) 4) Nathan Lindsay; 5) Brian French.	May 1, 2018
Recommendation 4: Professional development.	1) Provide a common American Indian cultural awareness & under-standing training; professional development training for all faculty and staff (OCHE will provide this course). 2) Provide additional trainings; 3) Unit/Dept. leadership will be trained to develop ongoing in-service training; 4) Institute plan roll-out and paradigm for going forward.	1) Determine how to distribute OCHE course to all faculty/staff. 2) Identify presenters for FDO and SD) offerings; 3) Contract with professional trainer (s) regarding cultural sensitivity, humility, & safety workshop protocols; 4) Generate recommendations for retention strategies and ongoing activities	1) OCHE Trainings (HRS oversight & tracking); 2) Nathan Lindsay, Amy Kinch, Kate Shanley; 3) Amy Kinch, Nathan Lindsay, Kate Shanley; 4) Nathan Lindsay, Kate Shanley, Amy Kinch, Brian French, AISS Director, NAS Chair.	October 1, 2018
Recommendation 5: Dissemination of professional development.	1) Professional development will include information/sessions at New Faculty Orientation, DiverseU, and Advising Training. 2) Deans & Sector Heads will disseminate information to	1) Outline specific sessions that will be offered and determine which will be mandatory; 2) Initiate plans for diversity & cultural understanding incentives in hiring, tenure, & promotion;	1) New Faculty Orientation (Amy Kinch) DiverseU (DAC Leadership); 2) Seth Bodnar in consultation w/ shared governance groups, and Nathan Lindsay and Kate Shanley.	November 1, 2018

	depts./units for each to develop in-service plans	3) Advising training; 4) President & cabinet workshops; 5) Sector Heads & Deans workshops.	3) Brian French 4) Amy Kinch, Kate Shanley; 5) Amy Kinch, Kate Shanley	
Other Recommendations				
	Provide more support for Native American families to come to Orientation	1) Devise a plan based on best practices.	Emily Steger, Michelle Guzman, & AISS Director	July 1, 2018
	To provide better transition to UM, focus on K-12 population recruiting in schools and assess outcomes.	1) Identify current initiatives. 2) Develop ways of assessing outcomes.	1) Emily Steger; 2) Aaron Thomas; 3) Identify other activities/ persons.	July 1, 2018
	Develop website with readings, webinars, etc.	1) Develop a plan based on current website configuration; 2) Collaborate w/ NAS faculty and others as needed for appropriate content. 3) Determine website management strategy for maintenance.	Provost's Office? Office for Student Success?	January 15, 2018
	Engage Alumni in promoting college persistence, & in promoting cultural safety	1) Work with Indian Griz Alum and with UM Foundation to build Visiting Elder position.	Seth Bodnar; NAS Chair	September 15, 2018