

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal

Institution:

Montana Tech has historically had about 2-3% Native American students each year since 2011. However, in AY 20-21 it increased to 4% (Table 1). Native American retention has ranged from a low of 45% to a high of 72%, with the most recent academic year being 63% (Table 2). Completion data is provided in Table 3. In our 2018 AIMA action plan we provided goals associated with enrollment, persistence, graduation rates and completions (Table 4). Our 2019 enrollment goal was 40 and we had 39 students. Our 2021 goal was 41 we currently have 46 students enrolled. Our campus is optimistic that we will reach or surpass the 2021 goal. We have not been able to close the gap between our American Indian students and our non-American Indian students. We do not have the six-year graduation rate data yet so we cannot speak to those goals and we did not provide completion goals but we had two and seven students complete in 2018 and 2019.

Many of our initial plans were sidelined in Spring 2019 when Covid-19 became an international pandemic. With the prospect of a semi-normal Fall 2021 we plan to reinvest time and energy into our action plan.

Table 1. Campus Enrollment for the four-year and two-year programs (AY2015-16 through AY2020-21) *data from MUS AIMA dashboards

Campus Name	2015-16		2016-17		2017-18		2018-19		2019-20		2020-21	
	American Indian	Non-American Indian	American Indian	Non-American Indian	American Indian	Non-American Indian	American Indian	Non-American Indian	American Indian	Non-American Indian	American Indian	Non-American Indian
Highlands College	19 2.3%	831 97.7%	22 2.9%	755 97.1%	28 3.8%	741 96.2%	19 2.6%	720 97.4%	21 2.8%	686 97.2%	39 5.8%	640 94.2%
MT Tech	37 1.7%	2,093 98.3%	39 1.9%	1,993 98.1%	41 2.2%	1,868 97.8%	40 2.2%	1,804 97.8%	39 2.3%	1,675 97.7%	46 2.8%	1,604 97.2%
Grand Total	56 1.8%	2,924 98.2%	61 2.2%	2,748 97.8%	69 2.7%	2,609 97.3%	59 2.3%	2,524 97.7%	60 2.4%	2,361 97.6%	85 3.7%	2,244 96.3%

Table 2. Campus Retention for Montana Tech (AY2011-12 through AY2019-20) *data from MUS AIMA dashboards

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal
Institution:

Retention Counts

Race Type	Retained	2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
American Indian	N	6	16	3	4	4	4	10	4	7
	Y	9	13	8	6	10	10	15	8	12
	Total	15	29	11	10	14	14	25	12	19
Non-American Indian	N	176	163	165	145	139	120	122	128	109
	Y	467	425	477	491	457	382	381	417	395
	Total	643	588	642	636	596	502	503	545	504

Table 3. Completion for Montana Tech (AY2011-12 through AY2019-20) **data from MUS AIMA dashboards*

Completer Counts

		2011-12	2012-13	2013-14	2014-15	2015-16	2016-17	2017-18	2018-19	2019-20
American Indian	Certificate	1	1	2		2	1	2	1	3
	Associate	2	3	2	3	1	3	2	2	1
	Bachelors	2	8	5	4	6	7	4	2	7
	Masters	2	1		1	1				1
Non-American Indian	Certificate	29	28	29	49	53	48	67	44	44
	Associate	97	111	110	104	120	105	57	52	51
	Bachelors	265	279	293	279	316	340	358	360	287
	Masters	41	38	40	51	70	54	70	81	84
	Doctorate							2	3	1

Table 4. Montana Tech's four-year campus enrollment, persistence, graduation rate, and completion goals. Italics data have been added

	2016	2017	2018	2019	2021 GOAL	2024 GOAL
American Indian Student Enrollment	39	41	40	40	41	45

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal

Institution:

American Indian First Returning Fall Persistence	88%	54%	N/A	77%	77% (our goal is to have no negative gap for Native students)	77% (our goal is to have no negative gap for Native students)
American Indian Six Year Graduation Rate for Full-Time, First-Time Graduation Rate (2009, 2010, 2011, 2012 Cohorts)	25%	44%	60%	60%	60%	60%
American Indian Completions	9	6	2	7	N/A	N/A

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	TBA, Dean of Students Amy Verlanic, Director IEO Charlie Faight, LEAD Team Co-Chair	Completed	Amy Verlanic	7/15/21
Recommendation 2: Department points of contact.	Name the following individuals, with cultural perspective, to be the lead point of contact for NA students <ul style="list-style-type: none"> • Financial Aid- Shauna Savage • Residence Life- Nathan McQuinn • Admissions- Debbie Luft 	This group was convened in Spring 2018. In Fall 2020 As part of a professional development programming for the Student Affairs teams the book <i>From Equity Talk to Equity Walk</i> was read and the concepts are being integrated into the 20-21 Program reviews, the	Steve Gammon and Amy Verlanic	On-going implementation

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal

Institution:

	<ul style="list-style-type: none"> • Student Health and Counseling- Tara Kloker • Advising-TBA • LEAD Committee- Charie Faught • AISES Club Advisor- Amy Verlanic • Career Services- Sarah Raymond 	<p>Student Affairs Strategic plan, and 21-22 faculty and staff professional development in area of diversity, inclusion and equity.</p>		
<p>Recommendation 3: Data collection and dissemination.</p>	<p>Developed data points associated with gender, major, county of origin</p>	<p>Upon review the trends we noticed were that American Indian students were widely dispersed by major (i.e. no clumping), gender was roughly equal, and that the majority came from “urban” counties. We plan to incorporate this data into the Diversity and Inclusivity program review.</p>	<p>TBA Dean of Students Amy Verlanic Melissa Kump</p>	<p>With OCHE launching the MUS AMIA Student Success Dashboard we have use that more frequently than our internal data pull. D & I Program review will include a specific section on American Indian Student Success.</p>
<p>Recommendation 4: Professional development.</p>	<p>The Faculty Senate Teaching Circle adapted the PNW COSNOS IM program and provided workshops to faculty in Fall 2018. In Fall 2018 we launched the Indian Education for All (IEFA) program and enroll all faculty, staff, and</p>	<p>Although the IEFA is offered it is not mandatory for community members to complete. Moving forward we want to promote completion of the modules and work with the Chancellor to secure incentives.</p>	<p>Amy Verlanic Vanessa Van Dyk, Dir. of HR Amanda Badovinac, Ex. Dr. PR & communications Les Cook, Chancellor</p>	<p>Develop and implement a new communication plan to promote completion to launch in Fall 2021</p>

American Indian and Minority Achievement Council Recommendations Campus Plan Proposal
Institution:

	students into the program. New initiatives will be carried out through the LEAD Committee			
Recommendation 5: Dissemination of professional development.	The Dir. of Human Resources and Co-Chair of LEAD will work on integrating materials into the new employee training.	This continues to be a work in progress but instead of sperate materials we will be using the IEFA modules.	Charie Faight Vanessa Van Dyk	On-going but a revitalized launch in Fall 2021