

**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
<b>Recommendation 1:</b> 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.	<ol style="list-style-type: none"> <li>1) Determine Equity / Diversity Officer hire plan;</li> <li>2) Consult with faculty staff at the program/ department level;</li> <li>3) Fill AISS Director position.</li> </ol>	<ol style="list-style-type: none"> <li>1) Seth Bodnar;</li> <li>2) Nathan Lindsay;</li> <li>3) VP of Enrollment and Strategic Communications</li> </ol>	August 1, 2021
<b>Recommendation 2:</b> Department points of contact.	Identify the positions that should be included.	<ol style="list-style-type: none"> <li>1) Confirm points of contact within each unit: Financial Aid Residential Life &amp; Housing Admissions Student Health &amp; Couns. Registrar Human Resources Advising Business Services (Student Accounts)</li> <li>2) Identify one advising POC in each College and School.</li> </ol>	<ol style="list-style-type: none"> <li>1) VP of Enrollment and Strategic Communications/ Nathan Lindsay;</li> <li>2) Brian French</li> </ol> Inclusive Excellence-Salena Hill Financial Aid- Emily Williamson Res Life and Housing-Sandi Curtis and Jon Nugent Admissions-Josh Hovis Student Health and Counseling-Jeff Adams Human Resources-Marcie Briggs Advising-Darlene Sampson and Nathan Domitrovich Business Services-Ruth Williams	August 1, 2021
<b>Recommendation 3:</b> Data collection and dissemination to evaluate Native American student success	<ol style="list-style-type: none"> <li>1) Assess data on Native American student success by major (and non-declared majors);</li> <li>2) Identify gateway courses &amp; analyze why Native American students leave UM before degree-attainment;</li> <li>3) Conduct a Native American student needs assessment.</li> </ol>	<ol style="list-style-type: none"> <li>1) Utilize Banner and the EAB dashboard for data analysis;</li> <li>2) Assess current data gathering criteria;</li> <li>3) Finalize the needs assessment survey;</li> <li>4) Determine dept/unit-level data-keeping campus-wide</li> <li>5) Evaluate student w/d data from OSS.</li> </ol>	<ol style="list-style-type: none"> <li>1) Data analysis (Dawn Ressel);</li> <li>2) Analyze criteria (Dawn Ressel, Nathan Lindsay, Kate Shanley, VP of Enrollment and Strategic Communications)</li> </ol>	August 1, 2021
<b>Recommendation 4:</b> Professional development.	<ol style="list-style-type: none"> <li>1) Provide a common American Indian cultural awareness &amp; under-standing training; professional development training for all faculty and staff (OCHE will provide this course).</li> <li>2) Provide additional trainings;</li> <li>3) Unit/Dept. leadership will be trained to develop ongoing in-service training;</li> <li>4) Institute plan roll-out and paradigm for going forward.</li> </ol>	<ol style="list-style-type: none"> <li>1) Determine how to distribute OCHE course to all faculty/staff.</li> <li>2) Identify presenters for FDO and SD) offerings;</li> <li>3) Contract with professional trainer (s) regarding cultural sensitivity, humility, &amp; safety workshop protocols;</li> <li>4) Generate recommendations for retention strategies and ongoing activities</li> </ol>	<ol style="list-style-type: none"> <li>1) OCHE Trainings (HRS oversight &amp; tracking);</li> <li>2) Nathan Lindsay, Amy Kinch, Kate Shanley;</li> <li>3) Amy Kinch, Nathan Lindsay, Kate Shanley;</li> <li>4) Nathan Lindsay, Kate Shanley, Amy Kinch, Brian French, AISS Director, NAS Chair.</li> </ol>	August 1, 2021

<p><b>Recommendation 5:</b> Dissemination of professional development.</p>	<p>1) Professional development will include information/sessions at New Faculty Orientation, DiverseU, and Advising Training. 2) Deans &amp; Sector Heads will disseminate information to</p>	<p>1) Outline specific sessions that will be offered and determine which will be mandatory; 2) Initiate plans for diversity &amp; cultural understanding incentives in hiring, tenure, &amp; promotion;</p>	<p>1) New Faculty Orientation (Amy Kinch) DiverseU (DAC Leadership); 2) Seth Bodnar in consultation w/ shared governance groups, and Nathan Lindsay and Kate Shanley.</p>	<p>August 1, 2021</p>
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	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	
<b>Other Recommendations</b>				
	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	Ongoing
	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.	Ongoing
	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?	Complete?
	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	Ongoing