



MSU Billings Native American Achievement Center
 Sunny Day Real Bird, Director of the Native American Achievement Center (NAAC)

2022 AIMA Recommendation Action Plan
 (Updated from July 2022)

Montana State University Billings/City College AIMA Recommendations Action Plan

	Action Plan	Next Steps	Person Responsible	Implementation Date
Recommendation 1: Senior level point of contact	Regular updates provided to Chancellor's Cabinet, Jacket Leadership Team, and the Provost Council.	Meetings occur bi-weekly and monthly.	Dr. Kim Hayworth, Vice Chancellor for Student Access and Success (SAS) & Director of NAAC, Sunny Day Real Bird	Completed
Recommendation 2: Department points of contact	Regular updates with Student Access and Success and Provost Council meetings. Director of NAAC is a member of the SAS Leadership Team.	SAS meetings twice a month & Provost Council meeting once a month	Director of NAAC, Sunny Day Real Bird & Dr. Kim Hayworth, Vice Chancellor for SAS	Ongoing
Recommendation 3: Data collection and dissemination	<p>Overall American Indian Info available to MSUB Campus:</p> <ul style="list-style-type: none"> -OCHE Generated Data/Reports -MSUB Internal Aggregate Reports -American Indian Enrollment, Retention & Graduation Rate info. part of standard internal reporting <p>Detailed Student Level Info.</p> <ol style="list-style-type: none"> 1. APEX Advisor/Enrollment several reports-student level data-enrollment, class list, not returning 2. Possible Modifications to Support AIMA. Add an American Indicator to record. 3. Argos American Indian Outreach 	Semester reports on NA enrollment, retention, and graduation sent to admin. & Department Chairs. Utilize data to make informed decisions & impact Strategic Plan	<p>Responsible Office: Information Tech.</p> <ul style="list-style-type: none"> -Sunny Day Real Bird, Director of American Indian Outreach, (406) 657-2144, 2630 Normal Avenue -Joann Stryker, Institutional Research Director (*link 3) (406) 247-5752 303 McMullen Hall 	Ongoing

	Application-provides American Indian student list with contact information 4. Add Hoc Requests via online form (*link 1)			
Recommendation 4: Professional development	OCHE version of a Higher Education IEFA. Providing annual professional development for both faculty and staff.	Work with Chancellor's Cabinet and HR to ensure every staff member completes the IEFA module.	-Paula Highlander, Director of Human Resources, (406) 657-2117, paula.highlander@msubillings.edu	Fall 2022
Recommendation 5: Dissemination of professional development	<ol style="list-style-type: none"> The action plan is to seek support from Chancellor, Provost & Vice Chancellors to support 3, 4 & 5. Offer Native Student Resiliency Mini Workshops (approx..20 minutes) to campus community. 	<p>All new hires will view the higher ed. version of IEFA as part of new employee onboarding for all faculty and staff.</p> <p>Expand Native Student Resiliency Mini-Workshop to other departments</p>	<p>-Paula Highlander, Director of Human Resources, (406) 657-2117, paula.highlander@msubillings.edu</p> <p>-Sunny Day Real Bird, Director of American Indian Outreach, (406) 657-2144, 2630 Normal Avenue</p>	Ongoing

<p>Recommendation 6: Strengthen Diversity, Equity, and Inclusion</p>	<p>Develop Diversity, Equity, and Inclusion (DEI) systems, structures, and processes to serve the campus community equitable through coordinated strategies to improve student retention and graduation rates.</p>	<p>Monthly meetings</p>	<p>-Ana K. Diaz, Ph. D Associate Professor, Philosophy Department of English, Philosophy, and Modern Languages, (406) 657-2923</p> <p>-Jennifer Lynn, Ph. D Associate Professor, Department of History, Director, Women’s, and Gender Studies Center, (406) 657-2922</p> <p>-Sunny Day Real Bird, Director of American Indian Outreach, (406) 657-2144, 2630 Normal Avenue</p>	<p>Ongoing</p>
<p>Recommendation 7: Retention and Graduation Council</p>	<p>The Retention and Graduation Council developed a five-year retention and graduation plan (2022-2027). The plan sets five- year and annual targets for retention and graduation rates.</p>	<p>Monthly meetings</p>	<ul style="list-style-type: none"> · Sep Eskandari, Provost and Vice Chancellor for Academic Affairs · Kim Hayworth, Vice Chancellor for Student Access and Success · Julie Pettitt-Booth, Retention Director · Stephanie Cowen, Director, Student Services, City College · Heather Eggum, Associate Registrar · Josh Hulgan, Associate Dean of Student Engagement · Laura Gittings-Carlson, Director of Advising and Student Support Services/TRIO · Sunny Day Real Bird, Director, Native American Achievement Center · Lingya Ma, Data/Research Analyst, Institutional Research · Anna Talafuse, Assistant Professor, College of Business · Heather Thompson-Bahm, Department Chair, Business, Construction, Energy Technology, City College · James Unzaga, Associated Students of MSU Billings 	<p>Ongoing</p>

*Link 1: <https://msubillings.co1.qualtrics.com/jfe/form/SV38BBK33FrAhAll>

*Link 2: Joann.stryker@msubillings.edu