

MSU Billings Native American Achievement Center
Sunny Day Real Bird, Director of American Indian Outreach

2023 AIMA Recommendation Action Plan
(Updated from August 2023)

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	Ongoing
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: A. Data Disaggregation B. Date Use	<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 Application-provides American Indian 	<p>A. Semester reports on NA enrollment, retention, and graduation sent to admin. & Department Chairs.</p> <p>B. *Utilize data to make informed decisions & impact Strategic Plan</p>	<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 	<p>A. Accomplished B. Ongoing</p>

	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	Ongoing
Recommendation 5: Dissemination of professional development	The action plan is to seek support from Chancellor, Provost & Vice Chancellors to support 3, 4 & 5.	All new hires will view the higher ed. version of IEFA as part of new employee onboarding for all faculty and staff.	-Paula Highlander, Director of Human Resources, (406) 657-2117, paula.highlander@msubillings.edu -Sunny Day Real Bird, Director of American Indian Outreach, (406) 657-2144, 2630 Normal Avenue	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>	<p>-Sep Eskandari, Provost and Vice Chancellor for Academic Affairs</p> <p>-Kim Hayworth, Vice Chancellor for Student Access and Success</p> <p>-Stephanie Cowen, Director, Student Services, City College</p> <p>-Laura Gittings-Carlson, Director of Advising and Student Support Services/TRIO</p> <p>-Sunny Day Real Bird, Director of American Indian Outreach for Native American Achievement Center</p> <p>-Lingya Ma, Data/Research Analyst, Institutional Research</p> <p>-Anna Talafuse, Assistant Professor, College of Business</p> <p>-Heather Thompson-Bahm, Department Chair, Business, Construction, Energy Technology, City College</p> <p>-James Unzaga, Associated Students of MSU Billing</p>	

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

*Link 2: Joann.stryker@msubillings.edu