

**University of
Montana/Missoula
College/ Bitterroot College**

	Action Plan	Next Steps	Person(s) Responsible	Implementation Date
Recommendation 1: Senior level point of contact.	Identify point person for UM	Ensure consistent communication between AIMA Council, primary senior points of contact, and the President's Native American Advisory Council	Kelly Webster, Chief of Staff John DeBoer, Vice Provost for Academic Affairs Karla Bird, Tribal Outreach Specialist	July 1, 2024
Recommendation 2: Department points of contact.	Identify the positions that should be included	Update points of contact within each unit (see Person Responsible Column) Relaunch search for Financial Aid position dedicated to Native student support Targeted hiring of Indigenous students in Admissions to support tribal engagement. Rescope vacant Director of Inclusive Excellence to be a student-facing director of the Branch Center Create and hire a new Vice Provost for Campus Wellness and Dean of Students	Leslie Webb, Vice Provost for Student Success Emily Williamson, Financial Aid (will be joined by new financial aid hire) Sandy Curtis and Jon Nugent, Residential Life Kelly Nolan, Admissions Jeff Adams, Curry Health Center Marcie Briggs, Human Resources Nathan Domitrovich, Advising Ruth Williams, Business Services/Human Resources	July 1, 2024
Recommendation 3: Data collection and dissemination to evaluate Native American student success	Assess data on Native American student success by major (and non-declared majors)	Utilize Banner and the EAB dashboard for data analysis and Year Seven Accreditation self-study	Equity Dashboard and data analysis: <ul style="list-style-type: none"> • Pope Ashworth, Director of Institutional Research; • Brian Reed, Associate Vice Provost for Student Success 	July 1, 2024

	Identify gateway courses and high DFW rate courses; analyze why Native American students stop out or leave before degree-attainment	Assess usage of NA Financial Barriers dashboard and recommend updates Continue analysis of DFW courses and impacts of Learning Assistant program.	DFW project <ul style="list-style-type: none"> • Andrea Vernon, Associate Vice Provost for Student Success • Brian French Executive Director of the Office for Students Success • Karla Bird, Tribal Outreach Specialist 	
Recommendation 4: Professional development.	Promote Indian Education for All (IEFA) by expanding common American Indian cultural awareness & understanding training and professional development through the IEFA Model for all faculty and staff Provide additional and supplemental trainings that build on the IEFA module and focus topics on building instructional/student support/and research capacity Pursue trauma-informed and equity-minded practices	Revisit distribution and uptake of OCHE course to all faculty/staff and determine adjustments to the process Identify continuing and new presenters for faculty and staff trainings – both specifically focused on supporting Native students and more generally on supporting underrepresented students Continue Indigenous mentoring program for faculty, graduate students, administrators, and staff who currently mentor, or are interested in mentoring, Indigenous students Build and Launch Indigenous Knowledge Keepers/Elders in Residence opportunities for our campus community from our recent Mellon Grant	OCHE Trainings and other professional development opportunities: <ul style="list-style-type: none"> • Jasmine Zink Laine, Director of the Office of Organizational Learning and Development • John DeBoer, Vice Provost for Academic Affairs • Andrea Vernon, Associate Vice Provost for Student Success • Ali Pepper, Director of Equity, Empowerment, and Prevention • Annie Belcourt, Chair of Native American Studies 	July 1, 2024

<p>Recommendation 5: Dissemination of professional development.</p>	<p>Include information and training sessions at New Faculty Orientation, DiverseU, and Advising Training</p> <p>Gain continuous feedback as to what training needs are to promote the meaningful integration of Indian Education for All (IEFA)</p>	<p>Advertise self-serve professional development opportunities through deans, chairs, unit directors</p> <p>Review plans for diversity & cultural understanding incentives in faculty hiring, tenure, & promotion</p> <p>Integrate into existing meetings/orientations, e.g., new faculty orientation</p>	<p>Jasmine Zink-Laine, Director of the Office of Organizational Learning and Development</p> <p>Ali Pepper, Director of Equity, Empowerment, and Prevention</p> <p>Karla Bird, Tribal Outreach Coordinator (New Faculty Orientation)</p> <p>Office of the Provost and Shared Governance (Faculty Affairs)</p>	<p>July 1, 2024</p>
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<p>Other Recommendations</p>				
<p>Targeted Student and Family Support</p>	<p>Provide enhanced support for Native American families during the transition to college</p>	<p>Maintain AIG website with connections to community resources</p> <p>Implementing the Family Education Model during Recruitment/Retention</p> <ul style="list-style-type: none"> • Middle school and early high school engagement during fall community visits • Native Griz Preview Days • Build out “moving camp” for family involvement during orientation and include targeted spring community visits on prospective and incoming students 	<p>Karla Bird, Tribal Outreach Specialist</p> <p>Michelle Guzman, Director of American Indian Student Services</p> <p>Kristen Byrne, Program Director HHMI and Coalition for Indigenous Stem</p> <p>Emily Williamson, Financial Aid (will be joined by new financial aid hire)</p> <p>Kelly Nolan, Admissions</p>	<p>August 2024</p>

		Roll out Basic Needs Scholarships, Childcare Assistance, and Hometown visits, through Coalition for Indigenous Stem		
First Year Support	Indigenous First Year Experience program	<p>Assess Student Achievement and Persistence of First Cohort</p> <p>Engage with Coalition for Ingenous Stem Advisory Committee recommendations</p> <p>Design an Indigenous Study Skills course in collaboration with existing TRIO curriculum</p>	<p>Michelle Guzman, Director of American Indian Student Services</p> <p>Karla Bird, Tribal Outreach Specialist</p> <p>Cody Munson, Director, Indigenous First Year Experience</p> <p>Aaron Thomas, Professor of Chemistry</p> <p>Kristen Byrne, Program Director HHMI and Coalition for Indigenous Stem</p> <p>Nathan Domitrovich, Director of the Undergraduate Advising Center</p> <p>President's Native American Advisory Council (PNAAC), sub-committee</p>	August 2024
Alumni Engagement	Gather on-campus AI/AN UM alumni and re-engage with existing Native Griz alumni affinity group	<p>Meet and plan with UM alumni stakeholders via the newly established Alumni Council (internal to UM)</p> <p>Form a committee dedicated to the develop long-term plan to grow AI/AN engagement</p>	Leanne Meyer, Director of the Alumni Association	September 2024

		Develop strategies to identify and engage AI/AN alumni		
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