

The University of Montana-Helena College of Technology

Diversity Action Plan

November 2009

The University of Montana-Helena College of Technology (UMH) has worked diligently to incorporate diversity into all aspects of the institution. As an example, the 2009 restructuring of College committee's and councils* has made it possible for the institution to work more collaboratively in developing, enriching, and assessing diversity education opportunity on campus. The council has taken on the responsibility to ensure diversity is permeated throughout the institution.

High Light Items Accomplished from the UMH 2007-2009 Diversity Action Plan:

Goal: To enroll and graduate American Indians and other minorities in proportion to their representation in the state's population. In measuring the outcome of this goal it is expected that the students would originate from the State of Montana and that the proportional representation would apply both at the undergraduate and graduate levels. Further, it is expected that the minority students would have comparable levels of achievement with non-minority students.

Admissions and Marketing

- Native American student population increased 2% from fall 2008 to fall 2009 (increased from 3% to 5% of enrolled students reporting ethnicity)
- Campus Visits focusing on Native American/Minority Populations during 2008-2009
 - April 2009 Campus Visit Day as part of the Montana Indian Education Association Conference
 - April 2009 Rocky Boy School Gear Up Group Visit to UMH
- The recruitment publications released summer of 2009 include images showing diverse students, staff and faculty as well as new federally required disclosure on student demographics

Goal: To increase the employment of American Indians and other underrepresented minorities in administrative, faculty and staff positions to achieve representation equal to that of the relevant labor force.

Human Resources

- All UMH Vacancy Announcements include the following statement "ADA/EOE/AA/Veterans' Preference. As an Equal Opportunity/Affirmative Action employer, we encourage applications from minorities, Vietnam era veterans, and women. This material is available in an alternative format upon

- request. Qualified candidates may request veterans' preference in accordance with state law.”
- Hired an enrolled member of the Chippewa Cree Tribe of the Rocky Boy's Reservation

Goal: To enhance the overall curriculum by infusion of content which enhances multicultural awareness and understanding.

Office of the Academic Dean, Faculty, and Academic Standards Committee

- Created ANTH 150 “Intro to Latin American Studies”
- Added Diversity material to BUS 105 Introduction to Business; BUS 200 Small Business Entrepreneurship; BUS 205 Business Ethics; BUS 246 Business Law I; BUS 260 Management; BUS 261 Human Resource Management; BUS 263 Legal Issues in Human Resources; PSYC 214 Introduction to Marriage and Family; and PSYC 220 Social Psychology

Institutional Leadership

- Provided Team Building training for all staff and faculty focused diversity
- Hosted a performance by the UM-Western Polynesian Club
- Implemented UMH policy number 300.3 Disability Services for Students written by the UMH Director of Learning Center and Disability Services, Cindy Yarberry

UMH Action Plan for 2010-2011 includes the following:

- The College Council will work with Academic Programs to increase diversity courses and content across the curriculum. For example: a course in Race and Minorities approved by the end of the 2009-2010 Academic Year. The Council will work with various programs such as the Office Technology, Nursing, and Construction to explore ways to add diversity segments into their curriculum, either in existing courses or in new offerings.
- The College will develop educational programming outside of the classroom that focuses on celebrating the various forms encompassing diversity. Two such activities will be conducted each semester.
- The College will develop and conduct a Cultural Fair on the College campus that will celebrate diversity in the Helena Community and surrounding areas.
- The College will conduct Montana Indian Heritage events during the month of September focusing on the rich Native American heritage in Montana.
- The College Council will offer diversity training as part of the professional development activities offered to all College employees.

* The College Council consists of members from all areas of the institution; Dean/CEO, Academic Dean, Fiscal & Plant Dean, Student Services Dean, Executive Director of Academics & Workforce Development, Faculty Senate President, Staff Senate President, Student Senate President; Committee Chairs of the following Institutional Committees: IT Committee, Grants Committee, Enrollment Management & Institutional Advancement, Budget, Facilities & Safety, Program Assessment and Quality of Work Life.