

Montana State University

Diversity Update

The first element of Montana State University's mission statement is: "To provide a challenging and richly diverse learning environment in which the entire university community is fully engaged in supporting student success." This emphasis on diversity is reflected in many elements of our Five Year Vision document:

- The student body will be more diverse than it is today. For example, the number of Native American students enrolled will increase to 375.
- The number of international students will increase to 500.
- A growing proportion of the faculty will have a global perspective on their disciplines and will be active participants in the international development of their fields. The University will increasingly attract a strong and diverse faculty drawn from the best educators, scholars, and researchers throughout the world.
- MSU is committed to increasing the number and proportion of members of underrepresented groups among our vice presidents, deans, directors, department heads, and other administrators.
- Although we face constraints on recruitment and compensation, we are enhancing our efforts to recruit a diverse pool of applicants to MSU staff and faculty positions. In five years, we will increase the diversity of our applicant pools, which will lead to an increase in women and minorities among our employees.
- Students will have increasing opportunities to participate in international experiences, and participation in study abroad programs will increase to 500. Additional opportunities will be offered for students to learn critical languages and study other cultures and global issues.
- MSU will continue to advance the goals of Indian Education for All across the University.

Strategies to reach these goals focus on student support, pipeline development/recruiting, active consultation, and faculty/staff recruiting.

Student Support – MSU has many programs designed to support Native American Students and other minorities to succeed in college. The depth and breadth of these programs, which range from intense recruiting and mentoring programs in Engineering and Nursing, to targeted research programs in multiple disciplines, have been reported before and are summarized at the end of this document. Most recently, MSU has added an additional 0.5 FTE to the Native American student advising office, with the recognition that further investments will be required in the future. MSU's newest program, only recently announced, is the receipt of an \$880,000 U.S. Department of Education Ronald E. McNair post-baccalaureate program grant to support graduate studies for MSU undergraduate students who are minorities, income eligible, and first

generation college students. This program will not only support the success of current undergraduates, but it will encourage students to seek advanced degrees in their fields.

Pipeline Development and Recruiting – A number of MSU programs are designed not just to recruit minority students to higher education, but also to begin developing interest and capacity for higher education early in their academic careers. The latter occurs through programs directed at students and also through efforts targeted at teachers and educational leadership in the state who work most closely with minority student populations (e.g., ILEAD program). MSU faculty have also taken a lead at the state level in integrating the requirements of Indian Education for All into all teacher education programs, which will impact future generations of MSU students. Through the BRIDGES program, MSU also works to assist students transitioning from Tribal Colleges to MSU.

Active Consultation – It is vital that MSU continue to listen to the key stakeholders across Montana with respect to supporting the success of Native American students and communities. The most visible strategy is the Council of Elders, which continues to meet regularly to provide direct input to the President on all issues related to Native student success and the relationship between the University and the Tribal communities. Another tangible example of this is found in the Center of Native Health Partnerships, which was developed in response to Native American community members' interest in starting community-based participatory research (CBPR) projects in their communities.

Faculty/Staff Recruiting – MSU recognizes the importance of positive role models in higher education. We actively seek out applications from women and underrepresented minorities in all searches, and we remain committed to growing the diversity of the faculty and staff at all levels of the institution, including senior leadership.

The following summarizes a number of the programs and efforts at Montana State University that are supporting our goals related to diversity and the success of minority students.

Council of Elders

The Council advises the President in regards to the University's recognition and implementation of Constitutionally declared policy regarding the distinct cultural heritage of the state's American Indian peoples, its commitment of resources to the provision of services and programs to Native peoples, and institutional strategies for improving the education, recruitment, retention, and graduation of Native students.

Indian Leadership Education and Development (ILEAD)

I-LEAD, funded by the U.S. Department of Education, works to develop Native American teachers, and teachers wanting to work in Native American communities, into high-quality principals and school leaders.

Enhancing Access Scholarships in Engineering & Computer Science (EASE)

The College of Engineering at Montana State University received funding from NSF's S-STEM program for \$368,645 over five years. The EASE program's overall goal is to help diminish financial and academic barriers to tribal college transfer students' success in engineering and computer science degree programs.

Service in Engineering for Reservations via Education (SERVE)

The Designing Our Community (DOC) program in the College of Engineering received funding from the Department of Education to continue to recruit, retain, and provide professional development for graduating American Indian students in the engineering, computer science and engineering technology fields. The SERVE project focuses on service learning experiences for American Indian engineering students.

Teaching Engineering Application in Math & Science (TEAMS)

The Designing Our Community (DOC) program in the College of Engineering received funding from the TOYOTA Foundation to work with grade 6-8 science and math teachers at reservation schools to enhance content teaching by introducing engineering applications into their curriculum. Faculty from the Colleges of Education and Engineering, as well as math and science education graduate students, will work with teachers to enhance math and science content as well as strategies to effectively teach using engineering applications in middle school grades.

Center for Community-Based Research in Native American Health

The Center's goal is to improve the health of Native Americans in Montana through community-based health projects that are conducted in partnerships between community members and health researchers.

Montana American Indian Initiative for Maximizing Student Diversity (IMSD)

Through biomedical research and a focus on American Indian health issues, the Montana IMSD program assists its students move into careers working to reduce public health disparities in their communities.

Bridging Tribal Colleges to MSU (BRIDGES)

This NIH-funded project maintains and enhances the partnership between Montana State University-Bozeman and four tribal colleges in Montana: Little Big Horn College,

Fort Peck Community College, Stone Child College and Chief Dull Knife College. The specific goal of this partnership is to build a seamless educational experience between the four reservation-based colleges and MSU to increase the number of Native American students successfully transferring and pursuing academic studies in the biomedical and other health-related sciences at MSU.

The Montana Apprenticeship Program (MAP)

MAP is a six-week summer program for high school juniors and seniors designed to provide pre-college preparation and hands-on research experience.

Early Childhood Education

This partnership program is designed to address the needs of Head Start and related Early Childhood Educators in Tribal communities to complete four-year degrees, primarily through distance delivery.

Caring for Our Own Program (CO-OP) in Nursing

This cooperative program is designed to: increase enrollment of American Indian nursing students in the College of Nursing; develop a supportive network that will continue to nurture and support more American Indian nursing students through graduation; and rebuild the shrinking pool of American Indian nurses who are prepared through education for practice, management, leadership and graduate programs.

The Montana INBRE Program

Montana INBRE (IDeA Network of Biomedical Research Excellence), funded by the National Center for Research Resources (NCRR) of the National Institutes of Health (NIH), is a network of MSU, UM, six Montana baccalaureate colleges, and seven Montana Tribal Colleges. One of the major goals of the Montana INBRE program is to enhance scientific education and provide a pipeline to health careers for students at Montana's Tribal Colleges.

Indian Education for All Professional Development Efforts

In the past two years, Dr. Jioanna Carjuzaa from the Department of Education has been awarded \$45,000 in professional development grants from the Office of Public Instruction (OPI) to promote the implementation of Indian Education for All (IEFA). Most recently, with support from MSU, she hosted the IEFA Professional Development Gallery Walk to focus on the integration and implementation of Indian Education for All across the curriculum.

Native American Youth Preview Day

The Minority Recruiter and the Assistant Director of the MSU Office Admissions coordinate and market a visit day directed toward Native American students in the state of Montana. This visit day is held in conjunction with the American Indian Council Pow Wow.

Diversity Awareness Office

In 2001, Montana State University created the Multicultural Center which aimed to support and raise awareness of the diversity in cultures that exist on campus. The Center developed into the Diversity Awareness Office, expanding the mission to encompass uniting all members of the Montana State University community, and the community at large, by increasing understanding and providing support to those who identify with a wide spectrum of diversity issues including *race, ethnicity, sexual orientation, class, gender and ability*.

TRiO Student Support Services

As a federally sponsored grant program, the TRiO SSS mission is to increase the retention and graduation rates of first generation, low income, and disabled students. TRiO provides tutoring, math instruction, learning strategies workshops, personal and academic counseling and advising, and assistance in completing financial aid and scholarship applications.

The MSU Women's Center

The Women's Center works toward promoting greater responsiveness to the needs of MSU women. The focus of the Center is to empower women and create a campus environment that is equitable by offering educational programs and support services. The Women's Center is a place for all women and men to stop by, relax, and explore their concerns, issues, and options through information and conversation. The Center works to support and retain low-income, American Indian, International, and other students of color, through our educational programming efforts and our volunteer and paraprofessional programs.