

Title	Native Student Advisor/Coordinator	Request Date	June 1, 2012
Department	Native American Studies	Email	wfleming@montana.edu
Requestor	Walter C. Fleming, PhD	Phone	(406) 994.5260

Core Themes and Objectives (check all that apply)	<p>Educate Students</p> <p><input type="checkbox"/> Our graduates will have achieved mastery in their major disciplines</p> <p><input checked="" type="checkbox"/> Our graduates will become active citizens and leaders</p> <p><input checked="" type="checkbox"/> Our graduates will have a multicultural and global perspective</p> <p><input type="checkbox"/> Our graduates will understand the ways that knowledge & art are created and applied in a variety of disciplines</p> <p><input type="checkbox"/> Our graduates are prepared for careers in their field</p> <p><input checked="" type="checkbox"/> We will provide increased access to our educational programs</p> <p><input checked="" type="checkbox"/> Communities and external stake holders benefit from broadly defined education partnerships with MSU</p>
	<p>Create Knowledge and Art</p> <p><input type="checkbox"/> Students, faculty, and staff will create knowledge and art that is communicated widely</p> <p>Serve Communities</p> <p><input type="checkbox"/> We help meet a fundamental need of the citizens of Montana by providing degree programs for our students</p> <p><input checked="" type="checkbox"/> We help meet the educational needs of the citizens of Montana by providing a wide range of educational opportunities to a variety of students</p> <p><input checked="" type="checkbox"/> Our students, faculty, staff, and administrators reach out to engage and serve communities</p> <p><input checked="" type="checkbox"/> Our students, faculty, staff, and administrator reach in to build the university community</p> <p>Integrate Learning, Discovery, and Engagement</p> <p><input type="checkbox"/> Each graduate will have had experiences that integrate learning, discovery and engagement</p> <p><input checked="" type="checkbox"/> Outreach activities will educate students and address the needs of the communities we serve</p> <p><input type="checkbox"/> Students, faculty, and staff will create knowledge and art that addresses societal needs</p> <p><input checked="" type="checkbox"/> MSU is a community that will be characterized by synergy within and across disciplines, roles and functions.</p> <p>Stewardship</p> <p><input type="checkbox"/> The public trusts the institution to operate openly and use resources wisely</p> <p><input checked="" type="checkbox"/> The faculty and staff are well-qualified and supported</p> <p><input checked="" type="checkbox"/> MSU will support Native American students, programs, and communities</p> <p><input checked="" type="checkbox"/> MSU will be an inclusive community, supporting and encouraging diversity</p> <p><input type="checkbox"/> Our publicly provided resources are used efficiently and effectively</p> <p><input type="checkbox"/> Natural resources are used efficiently and sustainably</p> <p><input type="checkbox"/> MSU nurtures a culture of resource conservation and ecological literacy among students, faculty and staff</p> <p><input type="checkbox"/> Our physical infrastructure (e.g., building, equipment, open spaces) will be well-maintained and useful</p>

Campuses						
<input checked="" type="checkbox"/> Bozeman <input type="checkbox"/> Billings <input type="checkbox"/> Havre <input type="checkbox"/> Great Falls <input type="checkbox"/> FSTS <input type="checkbox"/> Extension <input type="checkbox"/> MAES						
Cross Depts						
Please List: _____						
Proposed Dates						
Start: June 1, 2012 End: Permanent Position						
Funding Type						
	One-Time (\$)	Multi-Year (\$)			Base (\$)	FTE
		Year 1	Year 2	Year 3		
Personnel (w/benefits)					\$ 56,000	1.0
Materials & Supplies						
Travel						
Contracted Services						
Capital						
Other Operations						
TOTAL					\$ 56,000	1.0
<p>Please comment, if necessary, regarding cost and requirements.</p>						

A request to establish a new professional position in Native American Studies: advisor/program coordinator.

For Fall Semester 2011, our Native student population has increased to nearly 550. A new recruitment program in partnership with Blackfeet Community College and the University of Montana will, in three years, recruit 30 – 50 new Native students in the biomedical disciplines at Montana State University.

There is no doubt that the increase in enrollment of Native American students has created a greater need to provide related services for the retention and graduation of these students. Yet, the number of support staff, over the last two years, **has decreased** at MSU, largely due to the loss of the TRiO program, a program in Nursing and the American Indian Research Opportunities programs

We, therefore, propose the addition of an additional staff person (**a new professional position**), under the direction of Jim Burns (Native Student Counselor/Advisor): a resource person for American Indian/Alaskan Native students at Montana State University. This position develops and implements programs that transition and support Native American students in their educational journey at Montana State University, including assisting them with the adjustment of college life, offering mentoring and support, and eliminating/reducing barriers to program completion. This position will assist with development of strategies and developmental programs that will recruit, retain, and graduate Native American students.

Additionally, this position will work with Native American high school seniors, transfer students, non-traditional students and their families to ensure completion of all documents required for financial aid, scholarships, college applications and other requirements.

In addition to the above, duties and responsibilities include but are not limited to:

- Create long and short-term programmatic goals and objectives for the American Indian/Alaskan Native Student Success Services Program and follow through with implementation.
- Assist and support the Native Pathways to Success Orientation Program.
- Ensure continuity of Native American student support services from recruitment to retention, to graduation and career development.
- Coordinate scholarships, internship, mentorships and research opportunities for Native American students.
- Serve as a resource for families of Native American students assisting with family dynamics and required college documentation (FAFSA, FERPA)
- Serve as Tribal College Liaison; recruiting at tribal colleges and program coordination pursuant in Access to Success activities

Describe the broader impacts and benefits of this proposal
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At present, there are two counselors/advisors that account for 1.75 FTEs. Jim Burns has a Masters in Marriage and Family Counseling and Rita Sand (3/4 time) has a Masters in Guidance and Counseling.

With the added staff, there are several programs that can be improved. One is definitely the summer orientation for Native students ("Native Pathway to Success") and their parents that were well received during orientations Fall Semesters 2010/2011. Also, with additional staff, peer mentorship and grade check programs can be revived. One priority that is not presently well served is the need to establish programming for K – 12 to articulate issues of mutual concern and to establish mentoring and serving the needs of children of MSU Native students.

At the suggestion of Jim Burns, the additional staff person would be available during the summer in order to provide assistance to summer students and to help organize Native Pathway to Success summer orientation. Also, we can increase the number of first year Native students attending summer orientation.

Implementation Plan *(Please describe with timelines)*

A position description will be drafted for approval and a search committee formed upon approval of the position. It is anticipated that a hire will be made by April 2012 and the person selected can begin June 1, 2012.

Assessment Plan *(Please describe with indicators)*

As is the culture of the department of Native American Studies, the advisor/program coordinator will be reviewed on an annual basis. Direct supervision will be provided by Jim Burns, Counselor/Advisor and an annual report will be submitted to the Department Head of Native American Studies, outlining activities and accomplishments.

Measures of success will be, but not limited to, the number of returning Native students from semester to semester, the number of participants in Pathways to Success, the number of students participating in tutorial services, the number of Native students graduating and other measures that guide Native Student Services.

If assessed objectives are not met in the timeframe outlined, what is the plan to sunset this proposal?

As this is a request for a permanent position, it is not anticipated that the position will be eliminated. We are basing the request on what is agreed upon as a high priority need of the institution; the recruitment and retention of Native students at Montana State University. There is no question that the present staff is inadequate. As the Montana Native school-age population is approximately 10 percent, the potential pool of college bound students will increase over the next ten years, meaning an even greater increase in the number of Native students attending MSU.

Department Head (please print)	Signature (required)	Date
Walter C. Fleming	Walter C	21 Dec 2011
Dept Head Priority (please circle one): <input checked="" type="radio"/> Very High <input type="radio"/> High <input type="radio"/> Medium <input type="radio"/> Low <input type="radio"/> Very Low		
Dean/Director (please print)	Signature (required)	Date
Paula Lutz	Paula Lutz	1-3-12
Dean/Director Priority (please circle one): <input checked="" type="radio"/> Very High <input type="radio"/> High <input type="radio"/> Medium <input type="radio"/> Low <input type="radio"/> Very Low		
Executive/VP (please print)	Signatures (required)	Date
Executive/VP Priority (please circle one): <input type="radio"/> Very High <input type="radio"/> High <input type="radio"/> Medium <input type="radio"/> Low <input type="radio"/> Very Low		