

Cascaded Plan – Waypoint 1

July 1, 2016 – June 30, 2019

**Support Unit Name: Office of Tribal Relations**

Long term focus which supports the University of Idaho Strategic Plan:

*(Narrative including which university goal(s) will be advanced and supported by the unit's highest priority activities over the next nine years and a brief description of anticipated tactics deployed to help the University of Idaho meet goal(s))*

The Office of Tribal Relations (OTR) serves as the liaison for the University with the 10 Tribes of the Memorandum of Understanding (MOU). Through engagement and collaboration with Tribal Nations, OTR provides research support, capacity building, training and education. OTR has identified three themes to focus on to achieve our long-range goals fostering respectful and mutually productive relationships between the Northwest Tribes, the University, and the community and key stakeholders. The identified themes of focus will address key priorities of the Universities strategic plan. The three core themes are: culturally responsive education, culturally responsive research and training, and collaborative outreach and engagement. These initiatives are designed to enhance teaching and learning, impacting educational parity in student retentions and persistence.

Culturally Responsive Education:

Culturally responsive education that is inclusive of Indigenous culture, language, and history has been viewed as an approach for improving the education and increasing the academic achievement of American Indian students. The OTR works to provide support to faculty, staff and students who seek to develop and implement culturally responsive education in their research, classroom or curriculum. OTR provides information on Tribal resources and support, referral, and presentation. Training is provided on sovereignty, and tribal research protocols. Tribal events and programs, such as the Natural Resource Education Summit, Tutxinmepu Powwow, and Tribal Nations events are developed to bring awareness and education to create an inclusive community.

**Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.**

**Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.**

Indigenous Research Guidance:

The University of Idaho recognizes and affirms that Tribal Nations are distinct legal and political entities in a unique sovereign-to-sovereign relationship with state and federal governments of the United States. The collaborative relationship between the Tribal Nations and the University

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of Idaho is based upon the values of trust, respect, and reciprocity. Each Tribal Nation also has its own laws, policies, and procedures that are intended to protect and maintain specific Tribal rights and interests, including Tribal rights in intellectual property, traditional knowledge, cultural customs, and practices. The Office of Tribal Relations (OTR) serves as the primary point of contact within the University for University Faculty, staff, or students interested in proposing or conducting research, educational, or outreach activities involving a Tribe. The OTR, which coordinates with other units of the University, works to ensure the appropriate acknowledgement and respect of Tribal laws and policies.

***Goal 1, Objective A: Build a culture of collaboration that increases scholarly and creative productivity through interdisciplinary, regional, national and global partnerships.***

***Goal 3, Objective A: Provide greater access to educational opportunities to meet the evolving needs of society.***

***Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.***

***Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.***

#### Collaborative Outreach and Engagement:

OTR will provide cultural responsive programming that is inclusive of Indigenous pedagogies and families. In order to narrow the gap in educational parity, the OTR will expand academic, cultural, and social support in collaboration with MOU Tribes and participating Tribal Community Colleges. These programs and collaborations promote greater understanding of Indigenous culture, language, and history. Tribes also engage in the OTR as a resource for engagement with departments and the university to further Tribal initiatives.

***Goal 2, Objective A: Inventory and continuously assess engagement programs and select new opportunities and methods that provide solutions for societal or global issues, support economic drivers and/or promote the advancement of culture.***

***Goal 2, Objective B: Develop community, regional, national and/or international collaborations which promote innovation and use University of Idaho research and creative expertise to address emerging issues.***

***Goal 2, Objective C: Engage individuals (alumni, friends, stakeholders and collaborators), businesses, industry, agencies and communities in meaningful and beneficial ways that support the University of Idaho's mission.***

***Goal 3, Objective A: Provide greater access to educational opportunities to meet the evolving needs of society.***

***Goal 3, Objective C: Create an inclusive learning environment that encourages students to take an active role in their student experience.***

***Goal 4, Objective A: Build an inclusive, diverse community that welcomes multicultural and international perspectives.***

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Mapping and assessing long-term activities with respect to the strategic plan goals and priority institutional metrics (page 6 of university strategic plan):

University Strategic Goal	Focus for unit? (Y or N)	Unit's high priority activities to support and advance this goal	Corresponding measure of success (metrics and / or milestones)
Innovate (especially terminal degrees)	Y	Culturally Responsive Education Indigenous Research Guidance Collaborative Outreach and Engagement	Focused Project Milestones Focused Project Milestones Focused Project Milestones
Engage (especially Go-on rates)	Y	Culturally Responsive Education Collaborative Outreach and Engagement	Focused Project Milestones Focused Project Milestones
Transform (especially Enrollment and Retention)	Y	Culturally Responsive Education Collaborative Outreach and Engagement	Focused Project Milestones Focused Project Milestones
Cultivate (especially Work Environment and Inclusivity)	Y	Culturally Responsive Education Indigenous Research Guidance Collaborative Outreach and Engagement	Focused Project Milestones Focused Project Milestones Focused Project Milestones and Metric

Waypoint 1 goal(s) and objective(s), and tactics (short narrative description):

Key tactics described here in narrative form, as a numbered list that will be performed during the first three years of the plan. Include a cross referencing to strategic plan goals and objectives where possible.

**A. Culturally Responsive Education**

1. Strengthening of current culturally responsive education programs that engage the MOU Tribes. Currently, we provide culturally responsive educational programming that is inclusive of Indigenous communities, such as Tribal Education Summit, the Powwow, the Idaho State Department of Indian Education Summit, and the President’s Native American Advisory Council meetings. These events are geared toward including the participation of Tribal communities, faculty, staff, and students.
  - a. Tribal Education Summit: Develop, engage, and evaluate effective summit on a topic of choice identified with the Tribal MOU. (10 Milestones completed by July 2018)
  - b. Powwow: Develop, engage, and evaluate effective Tribal and community participation that promotes cultural exchange and participation. (7 Milestones completed by July 2019)
  - c. Indian Education Summit: Participate and promote university engagement and expertise in the formulation of Indigenous pedagogies that influence K-20 education in Idaho. (10 Milestones completed by July 2019)
  - d. The President’s Native American Advisory Council: Develop strategic initiatives out of Tribal conversations that occur in the Fall and Spring. (10 Milestones completed by July 2019)
2. Develop new initiatives: The Office of Tribal Relations will initiate targeted communications and marketing to create a greater on-line presence by utilizing the university website and social media.
  - a. Develop a targeted outreach plan to implement on-line. (15 Milestones, completed by July 2018)
  - b. Establish web, Facebook and on-line newsletter platforms for promotion of OTR programs and initiatives. (15 Milestones, completed by July 2018)

**B. Indigenous Research Guidance**

1. The Office of Tribal Relations will work to inform and train university faculty, staff and students on Indigenous Research Protocols set by the individual Tribes. OTR will work in conjunction with the Office of Sponsored Programs to provide guidance on grant and research projects that involves Tribal communities.
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- a. Develop website link for Indigenous Research Guidance for access by University faculty, staff, and students. (5 Milestones, completed by July 2017)
- b. Develop training modules on Indigenous Research Guidance. (10 Milestones, completed by July 2018)
- c. Conduct outreach with Tribal communities to develop understanding of Intellectual Property agreement to be utilized with research conducted at the University of Idaho. (15 Milestones, completed by July 2019)

**C. Collaborative Outreach and Engagement**

1. Trainings and Workshops: The Office of Tribal Relations develops and delivers university-wide cultural competence trainings and workshops that promote Tribal culture, and history.
  - a. Develop marketing and effective website presence to increase the number of participants who access and complete cultural competence trainings through Professional Development Learning (PDL) (10 Milestones- Metric, completed by July 2017)
  - b. Develop mechanisms for training delivery that can be accessed by the UI Centers (10 Milestones, completed by July 2018)
  - c. Assess and evaluate trainings (40 Milestones, completed by July 2018)
2. Campus-wide cultural programming: Foster a culture of inclusiveness that will positively impact university constituents.
  - a. Develop a unit database management system to track Tribal enrichment activities, participation and evaluation. (40 Milestones, completed by July 2019)
  - b. Assess and evaluate programs to align with organizational priorities. (40 Milestones, completed by July 2019)
3. Recruitment: The Office of Tribal Relations will initiate targeted outreach and engagement with Tribal Community Colleges to create transfer programs for tribal students.
  - a. Develop outreach plan to visit with local Tribal Community Colleges. (5 Milestones, completed by July 2018)
  - b. Work with the registrar to develop articulation agreements with targeted Tribal Community Colleges. (30 Milestones, completed by July 2019)
  - c. Collaborate with Enrollment Management and the Native American Student Center to develop visitation program for a cohort of Tribal Community College Transfers. (20 Milestones, completed by July 2019)

Waypoint 1 Metric Targets for Unit:

*For each numbered tactic on the prior page, please link to the appropriate strategic plan goal/objective and suggest a means of measuring progress over the course of the next three years (e.g. completion dates for milestones, specific measures of progress unique to your unit).*

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Initiative Number	Strategic plan goal and objective supported	Proposed means to assess progress	Baseline July 2016	Progress by July 2017	Progress by July 2018	Progress by July 2019
1. Tribal Education Summit	<b>Goal 3, Objective C: Goal 4, Objective A:</b>	Completed Milestones	2 of 10			
2. Tutxinmepu Powwow	<b>Goal 3, Objective C: Goal 4, Objective A:</b>	Completed Milestones	0 of 10			
3. Indian Education Summit	<b>Goal 3, Objective C: Goal 4, Objective A:</b>	Completed Milestones	0 of 10			
4. President's Native American Advisory Council	<b>Goal 3, Objective C: Goal 4, Objective A:</b>	Completed Milestones	2 of 10			
5. Development of a Communications and Marketing Plan	<b>Goal 3, Objective C: Goal 4, Objective A:</b>	Completed Milestones	2 of 15			
6. Implement Marketing and Communications Plan	<b>Goal 3, Objective C: Goal 4, Objective A:</b>	Completed Milestones	0 of 15			
7. Develop Indigenous Research Communications and Marketing	<b>Goal 1, Objective A Goal 3, Objective A Goal 3, Objective C Goal 4, Objective A</b>	Completed Milestones	0 of 5			

8. Develop Training Modules on Indigenous Research Guidance	<b>Goal 1, Objective A Goal 3, Objective A Goal 3, Objective C Goal 4, Objective A</b>	Completed Milestones	0 of 10			
9. Conduct Outreach with Tribal Communities on IP Agreement	<b>Goal 1, Objective A Goal 3, Objective A Goal 3, Objective C Goal 4, Objective A</b>	Completed Milestones	0 of 15			
10. Develop Communication and Marketing for Trainings	<b>Goal 2, Objective A Goal 2 Objective B Goal 2, Objective C Goal 3, Objective A Goal 3, Objective C Goal 4, Objective A</b>	Completed Milestones/Metric	0 of 10/ TBD			
11. Develop Mechanisms for Training and Delivery	<b>Goal 2, Objective A Goal 2 Objective B Goal 2, Objective C Goal 3, Objective A Goal 3, Objective C Goal 4, Objective A</b>	Completed Milestones	0 of 10			
12. Assess and Evaluate Trainings	<b>Goal 2, Objective A Goal 2 Objective B Goal 2, Objective C Goal 3, Objective A Goal 3, Objective C Goal 4, Objective A</b>	Completed Milestones	0 of 40			

13. Develop Database Management System to Track Tribal Activities, Participation and Evaluation	<b>Goal 2, Objective A</b> <b>Goal 2 Objective B</b> <b>Goal 2, Objective C</b> <b>Goal 3, Objective A</b> <b>Goal 3, Objective C</b> <b>Goal 4, Objective A</b>	Completed Milestones	0 of 40			
14. Assess and Evaluate Programs to Align with Organizational Priorities	<b>Goal 2, Objective A</b> <b>Goal 2 Objective B</b> <b>Goal 2, Objective C</b> <b>Goal 3, Objective A</b> <b>Goal 3, Objective C</b> <b>Goal 4, Objective A</b>	Completed Milestones	0 of 40			
15. Recruitment: Develop outreach plan with Tribal Colleges	<b>Goal 2, Objective A</b> <b>Goal 2 Objective B</b> <b>Goal 2, Objective C</b> <b>Goal 3, Objective A</b> <b>Goal 3, Objective C</b> <b>Goal 4, Objective A</b>	Completed Milestones	0 of 5			
16. Recruitment: Develop Tribal College Articulation Agreements	<b>Goal 2, Objective A</b> <b>Goal 2 Objective B</b> <b>Goal 2, Objective C</b> <b>Goal 3, Objective A</b> <b>Goal 3, Objective C</b> <b>Goal 4, Objective A</b>	Completed Milestones	0 of 30			
Recruitment: Develop visitation program	<b>Goal 2, Objective A</b> <b>Goal 2 Objective B</b> <b>Goal 2, Objective C</b> <b>Goal 3, Objective A</b> <b>Goal 3, Objective C</b> <b>Goal 4, Objective A</b>	Completed Milestones	0 of 20			