



# Tribal Consultation Workplan

May 2024 to May 2025

The Universities of Wisconsin and the Native Nations in Wisconsin held a consultation meeting in September 2022 and April 2023. This Workplan is the result of those consultation meetings. The plan is a set of mutually agreed upon short- and long-term strategies to address issues of interest to Tribes. The Universities of Wisconsin and the Native Nations in Wisconsin agree to collaborate on these strategies as required to successfully achieve the articulated outcomes by May 2025.

<p><b>Item 1: Increase transition pathways to college</b></p> <p>1a: Increase awareness and exposure</p> <p>1b: Incoming credits (Indigenous language credits)</p> <p>1c: Mentorship; engaging alumna</p> <p>1d: Engaging family</p> <p>1e: Update EAPP essay questions</p>	<p>Responsible Parties:</p> <p><i>Universities of Wisconsin UW HELP</i></p> <p><i>Campus Precollege Programs</i></p> <p><i>Universities of Wisconsin Office of Academic &amp; Student Affairs</i></p> <p><i>Native Nation Education Directors</i></p>
<p><i>Overview: At the September 2022 Consultation, Tribes were interested in increasing the pathways to college for prospective Native students. This would include increasing the awareness of different pathways to college as well as increasing exposure of prospective students of the campuses within the UW System. Along with increasing awareness and exposure, this would also include evaluating the possibility of accepting Indigenous language credits.</i></p>	
<p><i>Outcome/Update: Working with UWS Academic and Student Affairs</i></p> <p>1a: Increase awareness and exposure – work with UW HELP and their staff to work on a plan targeted to Native students in the state, additionally UW HELP attended 2024 WIEA Conference &amp; 2024 7<sup>th</sup> Generation Intertribal Leadership Summit</p> <p>1b: Working on Indigenous languages offering across institutions – potential pilot program with UW Eau Claire &amp; UW Milwaukee focusing on Ojibwemowin for Fall 2024.</p> <p>1e: Working with UW HELP Working Group to include Tribal enrollment, which would allow us to have more accurate data</p>	



*Resources: See item 7 – work more closely with Tribal College to establish similar models and practices.*

Metrics: Using the data from the 2024 Universities of Wisconsin State of Affairs document as benchmarks:

2023 Total Enrollment = 162,531

Wisconsin Native American Enrollment =2089 (1.3% of total enrollment)

**Long-Term Goal** – Increase enrollment by 1% → 2% of 162,531 is approximately 3250 Wisconsin Native American enrolled students, adding approximately 1162 Wisconsin Native American enrolled students across the Universities of Wisconsin

**Short-Term Goal** – Increase enrollment by 0.2 % → 1.5% of 162531 is approximately 2438 Wisconsin Native American enrolled students, adding approximately 349 Wisconsin Native American enrolled students across the Universities of Wisconsin

*In order to accomplish these goals, it important to understand the individual Tribal Nations’ community and their number of citizens who are interested in attending the Universities of Wisconsin. In addition to understanding the populations, it is also important that Item 2 – Tuition waiver work in tandem with Item 1 to carry out the goals outlined above.*

**Item 2: Tuition Wavier**

2a: Accurate enrollment data

2b: Confirm financial model

2c: Draft program logistics

Responsible Parties:

*Universities of Wisconsin Office of Finance and Administration*

*GLITC (for enrollment data)*

*Native Nation Education Directors*

*Overview: At the September 2022 Consultation, Tribes were interested in implementing a tuition wavier for enrolled citizens of the Native Nations in Wisconsin. Many states have enacted laws providing for scholarships, tuition waivers, or grant programs for Native Americans. Most of the states require that students be residents of the state prior to enrolling in a state college/university and/or be a member of a tribe from that state.*



**Outcome/Update:**

UW Madison developed Tribal Education Promise

2b: Received data from a few Tribes (St. Croix, LDF, Menominee, LCO, Oneida) – still need data from others (last follow up 8.30.23)

2c: Drafted Wisconsin’s Native American Scholars Program Proposal

Tuition remission for enrolled members of the Native Nations in Wisconsin was added to the budget request from the Universities of Wisconsin to the Wisconsin State legislature.

*Resources: Tribal Leaders via GLITC will provide the following data on their enrolled members: college students ages 18 & up; WI residents vs non-residents*

Metrics: Following the budget request and approval process from the Wisconsin State legislature create the following:

- Program logistics
- Implementation timeline and plan

Using the data from the 2024 Universities of Wisconsin State of Affairs document as benchmarks:

2023 Total Enrollment = 162,531

Wisconsin Native American Enrollment = 2089 (1.3% of total enrollment)

**Long-Term Goal** – Increase enrollment by 1% → 2% of 162,531 is approximately 3250 Wisconsin Native American enrolled students, adding approximately 1162 Wisconsin Native American enrolled students across the Universities of Wisconsin



**Item 3: Native Student Support**

- 3a: Student centers/spaces
- 3b: Smudge policies
- 3c: Attendance policies (for extended absences)
- 3d: Mental health support
- 3e: Increase Indigenous faculty/staff
- 3f: Cultural competency for faculty/staff

Responsible Parties:

*Universities of Wisconsin Office of Enrollment & Student Success (Financial Aid & Enrollment Directors)*  
*Native Nation Education Directors*

*Overview: At the September 2022 Consultation, Tribes were interested in increasing support for Native students throughout the Universities of Wisconsin campuses. This would include, but not be limited to, the support of Native student centers/spaces, the support of campus smudge policies, the support of cultural appropriate attendance polices, and culturally appropriate mental health support.*

Outcome/Update:

*Working with UWS Academic and Student Affairs*

3b: Smudge policies - compiled the current smudge policies across the system, created a template for the rest of the campuses to utilize

3f: Working with institutions directly on cultural competency for faculty/staff/also connected to Item 4

Updates to discuss: policy to purchase tobacco for ceremonial purposes on campuses

*Resources: See item 7 – work more closely with Tribal College to establish similar models and practices.*

Metrics: Using the data from the 2024 Universities of Wisconsin State of Affairs document as benchmarks:

2023 Total Enrollment = 162,531	Wisconsin Native American Enrollment =2089
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**2023 Full-time New Freshman Retention and Graduation Rates**

Native American	2 <sup>nd</sup> Year Retention Rate = 74.5%	6 <sup>th</sup> Year Graduation Rate = 50.6%
Total	2 <sup>nd</sup> Year Retention Rate = 81.9%	6 <sup>th</sup> Year Graduation Rate = 70.4%

**Long-Term Goal** – Work to eliminate gap between 2<sup>nd</sup> year retention rates for Native American Full-time New Freshman and the Total number of Full-time New Freshman enrolled across the Universities of Wisconsin.



Work to eliminate the gap between 6<sup>th</sup> year graduation rates for Native American Full-time New Freshmen and the Total number of Full-time New Freshman enrolled across the Universities of Wisconsin.

**Short-Term Goal** – Increase or at a minimum maintain 2<sup>nd</sup> year retention rates to 74.5% for Native American Full-time New Freshman enrolled across the Universities of Wisconsin. Increase or at a minimum maintain 6<sup>th</sup> year graduation rates of 50.6% or more for Native American Full-time New Freshmen enrolled across the Universities of Wisconsin.

**Item 4: ACT 31**

- 4a: review and assess education colleges in the System
- 4b: provide institutions with Native Nation resources
- 4c: promote awareness and understanding
- 4d: coordinate systemwide Act 31 meeting
- 4e: accountability measures for compliance within the Universities of Wisconsin

Responsible Parties:

*UWSA Office of Academic & Student Affairs  
Wisconsin Indian Education Association*

*Overview: At the September 2022 Consultation, after listening to the experiences of the Tribal leaders and the inaccuracy or lack of knowledge of Native Nations in Wisconsin, the Universities of Wisconsin administration was interested in understanding how Wisconsin ACT 31 is being implemented throughout the campuses as well as focusing on education colleges. Additionally, there was interest in learning how to promote increased awareness and understanding of ACT 31 throughout the Universities of Wisconsin.*

*Outcome/Update: Met with WIEA officers and Board Members on 10/5/23 regarding collaboration around Act 31. The following topics were discussed:*

- Professional development for teachers
- Spread the word about ACT 31 and its current resources
- Attend DPI Summer Institute (teacher ed programs)
- Work with WI Tribal Colleges
- Teacher licensures and ACT 31

4a: Report on Act 31 for Teacher Preparation

A collaborative team consisting of Dr. Heather Ann Moody (UW-Eau Claire American Indian Studies Director), Katie Natzke (UW Senior Auditor), Lori Stortz (UW Chief Audit Executive), and Dr. Sasanehsaeh Jennings (UW



Tribal Liaison) is working on the state of Act 31 within teacher preparation programs in Wisconsin. Drawing on previous research by Dr. Moody in 2013, the team has the goal of providing a report on Act 31 in teacher preparation programs by Spring 2025.

The team is currently working on updating the list of DPI approved teacher preparation programs in Wisconsin, including private (16), public (15), and tribal (1) institutions as well as alternate options (9) that are used for licensing teachers with a license from another state. Based on this list, each institution will be asked which course(s) within the program fulfill the Act 31 licensing requirement and the syllabi for these courses will be requested.

Once syllabi have been acquired an analysis will be completed by Dr. Moody to provide a statewide look at teacher preparation programs and their fulfillment of Act 31 requirements. A report will be provided to Dr. Jennings to be presented to Tribal leaders for comment and suggestions to move forward.

Resources: Native Nations

Metrics: By Spring 2025 annual consultation meeting, provide results of review and assessment of education colleges within the Universities of Wisconsin. Using the results, create an implementation plan and accountability measures for the Universities of Wisconsin.

**Item 5: Economic Development – retain graduates within the communities**

- 5a: Help assist in a Tribal Career Day
- 5b: Align programs to job market

Responsible Parties:

*UW Small Business Development Centers  
Universities of Wisconsin Institute for Business & Entrepreneurship*

*Overview: At the September 2022 Consultation, Tribes were interested in how to increase economic development within their communities to help retain Native student as employee's post-graduation.*

Outcome/Update: No update at this time.

Resources: Native American Center for Health Professionals (NACHP)

Metrics: By Spring 2025 Annual Consultation meeting have a plan drafted for a Tribal Career Day and finalize goal for Native American alumni – post graduation.



**Item 6: Native American Graves Protection and Repatriation Act (NAGPRA)**

- 6a: Creation of Systemwide policy
- 6b: Creation of NAGRPA workgroup
- 6c: Institutional management of inventories, summaries, and storage procedures
- 6d: Land parcel

Responsible Parties:  
 Universities of Wisconsin NAGPRA Director  
 WITRC (*Wisconsin Inter-Tribal Repatriations Committee*)  
 Campus NAGPRA representatives

*Overview: In response to the Tribal Nations and our responsibility as related to the Native American Graves Protection and Repatriation Act (NAGPRA). UW System is and will be working in consultation with the Tribal Nations to fulfill the March 2022 UW System internal audit recommendations as well as the Tribal Nations' request to create a UW System NAGPRA policy.*

**Outcome/Update:**

- 6a: Creation of Systemwide policy
  - Finalized Policy October 31, 2023 - <https://www.wisconsin.edu/uw-policies/uw-system-administrative-policies/native-american-graves-protection-and-repatriation-act-nagpra-compliance/>
  - Creation of Universities of Wisconsin NAGPRA Director position – final stages in hiring for the NAGPRA Director
- 6b: Invitations sent to WITRC in hopes of 2-3 THPOs to participate in advisory council.
- 6c: Institutional management of inventories, summaries, and storage procedures – *Working directly with institutions – per policy they are required to create and implement their own NAGPRA policies.*
- 6d: Currently identifying available parcels and in need of identifying ownership options to move forward

*Other Updates: System Administration (President Rothman, Regent Manydeeds) met with WITRC December 21, 2023 to discuss identifying potential parcels for reburial and distributing that list out to our institutions to gain their feedback by mid-February. Tribal Liaison attend June 2024 WITRC meeting for guidance, only one THPO provided insight – currently looking to Tribal Leadership to provide insight.*

**Resources:**

**Metrics:** Per federal and Universities of Wisconsin NAGPRA policy, work with Tribal Nations to repatriate ancestors currently in possession within a timely manner.





**Item 7: Wisconsin Tribal Colleges**

College of Menominee Nation  
Lac Courte Oreilles Ojibwe University

- 7a: Establish formal relationship
- 7b: Establish articulation agreements
- 7c. Map out current collaborations & establish new collaborations

**Responsible Parties:**

Tribal Liaison  
 College of Menominee Nation Leadership  
 Lac Courte Oreilles Ojibwe University Leadership  
 UWSA Office of Academic & Student Affairs

*Overview: At the May 2024 Consultation, Tribes were interested in how the Universities of Wisconsin could build a better relationship with the Tribal colleges in the state. It was mentioned that the Tribal Colleges provide a great model and have already established best practice around Student Support and engagement with Tribal communities.*

Outcome/Update:

Resources:

Metrics: By Spring 2025 Consultation meeting, establish a formal relationship MOU with the College of Menominee Nation and Lac Courte Oreilles Ojibwe University.