



The Native American Initiative: A preliminary sustainability, impact, and financial assessment

January 8, 2021

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WELCOME & PROJECT EXPLANATION

Project: NAI –What is it? Importance of Native American Initiative formal assessment to understand the impact, sustainability and financial context of this program to further diversity goals regarding Native American students.

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Building From the Ground Up



Where We Were: Prior to 2020

- Little written historical reference
- No formal assessment of program (data, surveys)
- 2 campus funding model
- Not formally directed by designated program officer
- Budget expenses listed generally
- No advisory board for NAI program

Where We Are: January 2021

- Designee for Program
- NAI advisory committee comprised of internal and external members
- Survey
- Specific Budget Considerations: (in light of recent 25% cut)
- Mapping of students and which campus
- Collaboration with stakeholders
- Monthly meetings to complete timeline by May 2021

Teamwork: We-dership vs. Leadership

Collaboration is key:

ODEI colleagues

Institutional Research

Human Resources

Government Relations

SUBOA colleagues

Mentorship

NAI Advisory Council

Concerns, Challenges & Conflicts

- How do we understand the history with lack of trail?
- Potential legal/policy violations-Collective Bargaining Agreement-Employees & FERPA-Students survey?
- Potential conflicts-Campus directors on advisory, political relevance
- Timeliness but balanced

Further Considerations

Tribal sovereignty mindfulness

University of Buffalo Program

Integrity when considering a re-set

Honoring past work

Resolutions

- Communication
- Decision making with diverse considerations/perspectives
- Buy In
- No reaction without proper assessment and thought
- Written and formalized program structure



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Thank you

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QUESTIONS?

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