

LAURENTIAN UNIVERSITY NATIVE EDUCATION COUNCIL
INDIGENOUS PSET ACTIONPLAN AND PERFORMANCE INDICATORS

(2009-2012)

Updated: September 2011

Laurentian University

INDIGENOUS PSET ACTION PLAN

The Laurentian University Native Education Council (LUNEC) has a broad mission to support self-determination of Indigenous peoples with a specific focus on ensuring access, and support for retention and graduation of Indigenous students. The following strategic directions are aimed at increasing access, support and retention of Indigenous students.

Strategic Directions and Goals

1. Implementation of Indigenous Sharing and Learning Centre (ISLC)

- 1) Increase visibility through marketing and fundraising strategy
- 2) Confirm and consolidate role enabling a shared vision of the ISLC across the Laurentian University community
- 3) Develop specific indicators regarding impact on retention, recruitment and student success relative to the ISLC

2. Academic Excellence in Indigenous Education

- 1) Increase and Retain Indigenous Faculty
- 2) Increase Academic Programming specific to Indigenous students, interests and/or issues
- 3) Development of a Vice-President Academic Indigenous Affairs Position to oversee academic developments and student supports

3. Excellence in Indigenous Student Support Services

- 1) Provide Centralized Delivery of Indigenous Student Support Services
- 2) Effective Communication Internally and Externally on the Availability of Programs and Services
- 3) Ensure Adequate Physical Space to Deliver Effective Student Supports and Academic Programming
- 4) Develop Coordinated Strategy on Housing and Child Care services and resources

4. Promote Inclusiveness and Diversity Among Indigenous and Non-Indigenous Peoples within the Laurentian University Community

- 1) Bring Indigenous Scholars, Elders, and Traditional People to Share Knowledge and Worldviews
- 2) Promote the Tri-Cultural Mission of Laurentian University

5. Effective Indigenous engagement in Laurentian University Governance

- 1) To Ensure the Development and Implementation of Effective Policies and Procedures that Reflect the LUNEC Mandate
- 2) To Increase Visibility and Awareness Internally and Externally of the LUNEC Mandate
- 3) To Enhance Coordination and Cooperation in the Development and Implementation of Effective Policies and Procedures that Reflect the LUNEC Mandate

6. Effective advocacy and communications concerning issues affecting Indigenous students

- 1) Enhance relationships with Indigenous political bodies.
- 2) Develop a response to and appropriate advocacy in relation to the current funding changes proposed at INAC

Performance Indicators for the Strategic Plan

As part of this action plan, the following indicators have been adopted to regularly review and evaluate this plan. LUNEC members will annually complete the following check-list of indicators:

Indicators	Met	Needs Work	N/A
1. LUNEC's purpose and activities meet Indigenous community needs.			
2. LUNEC frequently evaluates, by seeking community input, whether its mission and activities provide benefit to the community.			
3. LUNEC has a current value statement that is reflected in the activities and is communicated by its members.			
4. LUNEC's value statement includes standards of ethical behaviour and respect for other's interests.			
5. LUNEC has a clear, meaningful written mission statement which reflects its purpose, values and people served.			
6. LUNEC periodically review the mission statement and modify it to reflect changes in the environment.			
7. LUNEC have, by consensus, developed and adopted the PSE Action plan to achieve our mission.			
8. Students, Faculty, Staff, Indigenous community representatives and resource people all effectively participate in LUNEC's planning process.			
9. Laurentian's PSET Action plan is developed by researching the internal and external environment.			
10. Laurentian's PSET Action Plan identifies the changing community needs including the University's strengths, weaknesses, opportunities and threats.			
11. The planning process identifies the critical issues facing Indigenous students and as identified by LUNEC.			
12. Laurentian's PSET Action Plan sets goals and measurable objectives that address these critical issues.			
13. Laurentian's PSET Action Plan integrates all Indigenous activities around a focused mission.			
14. Laurentian's PSET Action Plan prioritizes the goals and develops timelines for their accomplishments.			
15. Laurentian's PSET Action Plan sets an evaluation process and indicators to measure the progress toward the achievement of goals and objectives.			
16. Through work plans, human and financial resources are allocated to insure the accomplishment of the goals in a timely fashion.			
17. The plan is communicated to all stakeholders -- students, faculty, administration and the general community.			
18. Laurentian's PSET Action Plan results in increased access for Indigenous students to all University programming			
19. Laurentian's PSET Action Plan results in increased Indigenous student recruitment, retention and success			
20. Laurentian's PSET Action Plan results in increased Indigenous community engagement with Laurentian University			

Specific Indicators have also been assigned to each of the activities identified through the strategic plan as well as to specific sector strategic plans.

Laurentian University Indigenous PSET Action Plan

STRATEGIC DIRECTION 1: Implementation of the Indigenous Sharing and Learning Centre

GOAL 1: To Put in Place a Physical Centre that is Reflective of the Vision for an ISLC as Identified by the Native Community at Laurentian University

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	MEASURABLE OUTCOME (How will you know this action has been completed?)	STATUS UPDATE
1. Increase visibility of this priority project and implement a marketing and fundraising campaign for the ISLC	ISLC Subcommittee with support from LUNEC; Associate Vice-President Indigenous Programs	Ground breaking – ceremonial blessing of grounds with funds in place by June 2012 with grand opening June 21, 2013	Embed ISLC goal into President's 4 key goals under University of Choice Promote Laurentian and the ISLC amongst LUNEC networks external to the University especially in the First Nations communities	
2. Confirm and consolidate role of ISLC	Associate Vice-President Indigenous Programs with advice from ISLC Sub-committee & LUNEC	December 2011	Confirm new architectural firm. As part of marketing plan, ensure broad collaboration and clarity among LUNEC and ISLC sub-committee on role and purpose.	LUNEC meeting May 2009 confirmed the following interests: A central and visible space to : <ul style="list-style-type: none"> ○ Increase profile and awareness of programmir ○ Centralize student support services ○ Create a new Indigenous research centre ○ Encourage partnerships ○ Remove barriers to access for students ○ Advance Indigenous scholarship ○ Regional show case of Indigenous arts and culture ○ Central repository/library of knowledge and resources ○ Enhance collaboration and coordination between Native Studies and Native Human Services

				Potential additional roles identified include: indigenous research coordinator; housing
3. Develop indicators as to how the ISLC will impact recruitment and retention of students. These will be important in seeking government funding in support of the project.	Associate Vice-President Indigenous Programs with advice from ISLC Sub-committee & LUNEC	April 2011	Confirmation of intended impact and indicators completed	<p>Data collection systems to be identified to collect data accordance with intended impact identified.</p> <p>Intended impacts developed:</p> <ol style="list-style-type: none"> 1. Supportive environment will result in increased retention rates 2. Consolidated research approach will extend partnerships for new programming with First Nations 3. LUNEC membership and role strengthened through increased participation 4. Native student recruitment and admission rate increased as a result of marketing of centre 5. Enhanced completion rates as a result of enhanced services

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 2: Academic Excellence in Indigenous Education

GOAL 1: Increase and Retain Indigenous Faculty

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	MEASURABLE OUTCOME (How will you know this action has been completed?)	STATUS UPDATE
1. In keeping with collective bargaining agreement aims of “growing own faculty”, advocate for additional Indigenous positions across all departments of Laurentian University including Native Studies	LUNEC and Associate Vice-President Indigenous Programs with Provost	By 2015		Academic Plan which has been adopted by the University sets a goal of 5 new Indigenous faculty within the next 5 years Additional Indigenous faculty recruited and retained by 2015	
2. Ensure Laurentian University faculty and staff postings (in all disciplines) are posted/promoted within Aboriginal communities; build into communications strategy	Associate Vice-President Indigenous Programs with Provost and Human Resources	ongoing	n/a	Postings available and accessible within Aboriginal communities	
3. Develop a research agenda and a forum for publication for Indigenous faculty at Laurentian University as a retention incentive	Associate Vice-President Indigenous Programs & Native research committee	January – April 2012; September 2012 for a publication forum	To be determined	Research agenda designed and publications by faculty underway	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 2: Academic Excellence in Native Education

GOAL 2: Increasing Academic Programming specific to Indigenous students, interests and/or issues

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	MEASURABLE OUTCOME (How will you know this action has been completed?)	STATUS UPDATE
1. Continue discussions with academic units in priority areas for academic program development such as research, health, business, mental health, psychology and sociology, education and the school of mines	Associate Vice-President Indigenous Programs	Indigenous Academic Programming in place for key areas by 2012	Human Resources Program development costs need to be identified (space, research associate etc)	Number of meetings held with various academic programs. Consideration of wholistic learning amongst various disciplines is encouraged.	Cultural competence for school of nursing is an example of new program development.
2. Strengthen relationships between community and Laurentian University through enhanced communication and supportive research.	Associate Vice-President Indigenous Programs with LUNEC	Fall 2012	Human Resources	Link established to Director of Centre of Academic Excellence to encourage wholistic learning and recognition of cultural competence.	
3. Update inventory of existing Indigenous Resources (Programs, Courses, Faculty etc) offered at Laurentian University.	Associate Vice-President Indigenous Programs	August 2011	Human Resources	Inventory is updated	
4. Develop pathways such as access or transition year programs for secondary school students to enter university programs (focus on Gr 12 completion and retention in Year 1 at university). Consider dual credit concept.	Associate Vice-President Indigenous Programs	Fall/Winter 2011 - 2012 to develop concept and consider options		Development of options and plan for LUNEC to review. Work is underway to respond to LUNEC (May 2009) identified needs to	

				also consider additional outreach programming to younger students as well as summer programming to support or bridge students with focus on literacy and numeracy upgrading	
5. Establish a Masters of Indigenous Relations (MIR) program to meet the increasing number of students going on to Masters and PhD level studies	School of NHS, Associate Vice-President Indigenous Programs, MIR Program Development Committee	Lobby for approval by the Ontario Council of Graduate Studies (OCGS) for 2012 First intake Fall 2013	Human Resources	Curriculum finalized and approved internally. Program reviewed and approved by OCGS by fall 2012. Program commences with enrolment of students by fall 2013.	
6. Clarify and confirm support provided to distance education students such as those at KTEI and at Georgian (eg. Academic Writing Skills Centre for Aboriginal Students)	Manager, Native Student Affairs		Human Resources	Adequate academic supports are available for Aboriginal learners at a distance	
7. Facilitate development of a Canada Research Chair as part of the ISLC.	Associate Vice-President Indigenous Programs	Target - 2012	Human Resources	Proposal completed and submitted. Plan developed at Sept. 2008 Native Academic Research retreat is implemented. Further steps are taken to identify possible avenues for development	
8. Initiate discussions with Vice Provost at Barrie regarding meeting academic needs of Indigenous	Associate Vice-President Indigenous Programs	Summer 2011	Human Resources Travel Expenses	Partnership developed and confirmed	

students at Barrie site.				<p>Ongoing interaction through committees</p> <p>Position on LUNEC confirmed</p> <p>Student support needs of students at Barrie addressed.</p>	
9. Maintain partnerships with school boards and KTEI which have been established and explore pre-university programs to enhance student success	Associate Vice-President Indigenous Programs	Ongoing		<p>Formal communication mechanisms and consistent participation established.</p> <p>Pre-university programs established as needed.</p>	
10. Continue to support the School of Native Human Services ongoing accreditation and advocate for the program's sustainability.	Associate Vice-President Indigenous Programs, NHS Director	ongoing		The CASSW (School of social work) approved 4 years of accreditation	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 2: Academic Excellence in Native Education

GOAL 3: Development of a Vice-President Academic Indigenous Affairs Position to Oversee Academic Developments and Student Supports

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1.Continue to advocate for the establishment of the office of Vice President, Academic Indigenous Affairs	Associate Vice-President Indigenous Programs & LUNEC	April 2012	Existing Human Resources	<p>Role confirmed as Vice President - a central voice for Indigenous programs and services to:</p> <ul style="list-style-type: none"> • facilitate coordination of academic programming, research and services • facilitate greater awareness across the university of the various Indigenous programs and services . <p>Part of Executive Committee</p>	

Laurentian University Indigenous PSET Action STRATEGIC DIRECTION 3: Excellence in Indigenous Student Support Services

GOAL 1: Provide Centralized Delivery of Indigenous Student Support Services

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	MEASURABLE OUTCOME (How will you know this action has been completed?)	STATUS UPDATE
1. Maintain existing culturally appropriate counselling and advising services <ul style="list-style-type: none"> • Personal • Academic • Career Increase the number of students who are aware of and accessing these services.	Manager, Native Student Affairs, Native Student Counsellor and Native Recruitment Coordinator	Ongoing	Existing	Increased numbers of students are aware of and accessing the available services. (an average of 100 students annually access these services presently)	
2. Based on the PSET Action Plan, implement recommended strategies to enhance services ie; Increased retention initiatives, increased recruitment efforts	Manager, Native Student Affairs, , Native Student Counsellor, Recruitment and Information Officer		Existing	Student services plan is aligned with PSET Action plan. Recommended strategies are implemented. Services are enhanced.	
3. Promote greater awareness and provide increased access to Traditional Resources and programs, i.e. ceremonies, medicine and social	Manager, Native Student Affairs	Ongoing	Existing	Students access traditional resources on a regular basis.	

Laurentian University Indigenous PSET Action STRATEGIC DIRECTION 3: Excellence in Indigenous Student Support Services

GOAL 1: Provide Centralized Delivery of Indigenous Student Support Services

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Explore web-based approaches to provide support services to distance education students e.g. KTEI and LU at Barrie	Learning Strategist	December 2011	Salary	Web-based supports are available to Aboriginal learners studying at a distance	
2. Support the development of a Role Modeling and Mentorship program to assist with retention of current Indigenous students <ul style="list-style-type: none"> • Peer Mentoring • Professionals and students • Academics and students 	Lead is Native Student Counsellor	December 2011 Sept 2012	Existing	Program is developed based on models researched at other institutions. Program is implemented	
3. Ensure adequate academic Year 1 orientation/experience for Indigenous Students	Lead is Native Student Counsellor in collaboration with the Native Student Affairs Team	Ongoing in September		Delivery of the Annual Orientation	
4. Monitor existing process and results of self-identification mechanism for Native Students	Associate Vice-President Indigenous Programs, Manager, Native Student Affairs, Native Recruitment Coordinator, Aboriginal Outreach worker at Barrie & Métis Outreach Coordinator	implemented	Existing	Tool for Self Identification of Aboriginal students is implemented	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 3: Excellence in Indigenous Student Support Services

GOAL 2: Effective Communication Internally and Externally on the Availability of Programs and Services

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
<p>1. Ensure effective recruitment strategies for potential and current students</p> <p>2. Ensure community communications and promotional events include a recruitment focus.</p>	Manager, Native Student Affairs (Lead), Native Student Affairs Team, Métis Outreach Coordinator, LU@Barrie Outreach Coordinator	Annually	Existing	Development of a Recruitment Strategy Recruitment initiatives are ongoing with the efforts of the Recruitment Officer. Delivery of the Aboriginal Post-Secondary Information Program in collaboration with other Ontario Universities and Colleges	
3. Develop a communications strategy inclusive of promotional materials that reflect the Indigenous community at LU. Maintain and disseminate existing materials such as brochures, Gwii newsletter, posters etc. Encourage website collaboration and improve signage (including in Anishinaabemowin)	Manager, Native Student Affairs in consultation with AVP, Indigenous Programs, Marketing, LU @ Barrie	Bi-Annually	Cost Analysis will be conducted with collaborations with Public Affairs	Communication strategy implemented including promotional materials for use internally and externally; website; fact sheets and LUNEC brochure developed	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 3: Excellence in Indigenous Student Support Services

GOAL 3: Ensure Adequate Physical Space to Deliver Effective Student Supports and Academic Programming

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Maintain existing space for Native Student Affairs	Manager, Native Student Affairs and Associate Vice-President Indigenous Programs	immediate	existing	Existing space secured	
2. Advocate for traditional resource space which is more appropriate to needs as ISLC is developed	Manager, Native Student Affairs	immediate	n/a	New space secured in anticipation of ISLC	
3. Ensure that tipi is maintained and cared for on an ongoing basis. Encourage programs to utilize the tipi for teaching etc.	Manager, Native Student Affairs	ongoing	existing	Tipi flourishing as an important, effective venue on campus	
4. Continue to enhance Indigenous library resources	Associate Vice-President Indigenous Programs with appropriate academic units	ongoing	Proposal development as required to seek additional resources	Library regularly updated and enhanced with Indigenous resources	

GOAL 4: Develop Coordinated Strategy on Housing and Child Care services and resources

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Explore with First Nations how to better meet the housing/childcare needs of their students on	Manager, Native Student Affairs	December 2011	Existing staff resources; resources to be acquired as needed	Explore alternatives based on discussion paper presented to LUNEC in December 2011	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 4: Promote Inclusiveness and Diversity Among Indigenous and Non-Indigenous Peoples Within the Laurentian University Community

GOAL 1: Bring Indigenous Scholars, Elders, and Traditional People to Share Knowledge and Worldview

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Continue coordinated approach to Indigenous Speaker Series. i.e. Gkendassawin Trail, Newberry Lecture Series and Native Human Services	Manger, Native Student Affairs in consultation with Associate Vice-President Indigenous ProgramsSNHS, NS	ongoing	Existing Resources	Speaker Series plan in place	
2. Explore opportunities to partner with others in hosting an Indigenous Academic conference	Associate Vice-President Indigenous Programs with Academic Units and Native Student Affairs	2011-2012	Existing	Opportunities to partner with others in hosting a conference are realized	
3. Increase number of seminars, workshops, conferences, etc to help raise profile	LUNEC membership through coordinated effort	ongoing	existing	Increased seminars tracked and reported on bi-annually to LUNEC	

Laurentian University Indigenous PSET Action STRATEGIC DIRECTION 4: Promote Inclusiveness and Diversity Among Native Peoples and Non-Native Peoples Within the Laurentian University Community

GOAL 2: Promote the Tri-Cultural Mission of Laurentian University

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Ensure that LU's tri-cultural mission is promoted at every opportunity.	LUNEC, Associate Vice-President Indigenous Programs and Manager, Native Student Affairs	Ongoing	Existing	1.LU marketing materials reflect the tri-cultural mission LU marketing plans include Indigenous community and student input and content	
2. Explore how to better enhance staff and faculty orientation to Aboriginal people as part of tri-cultural mandate. Explore cultural competency professional dev't for faculty in discussions with Centre for Academic Excellence	Manager, Native Student Affairs for staffing in student affairs etc Associate VP, Indigenous Programs in the academic sector			2.LU staff and faculty better understand Indigenous community 3. Discussions are initiated with new Director of Centre of Academic Excellence to address cultural competency	
2. Enhance the tri-cultural mission by clarifying what the Aboriginal component of the tri-cultural mission is and how performance should be measured against this	LUNEC, Manager, Native Student Affairs and Associate Vice-President Indigenous Programs	Ongoing	Existing	A sub-committee is established to collaborate with LUNEC to outline policy statements related to the Aboriginal aspect of the tri-cultural mission.	

				<p>These policy statements are embedded in the mission to ensure they are reflected in the business and activities of the university.</p> <p>LU practices and policies reflect tri-cultural mission</p>	
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Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 5: Effective Indigenous community engagement in Laurentian University Governance

GOAL 1: To Ensure the Implementation of Effective Policies and Procedures that Reflect the LUNEC Mandate

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Ensure ongoing evaluation of LUNEC progress via strategic plan which is reviewed annually.	LUNEC, Associate Vice-President Indigenous Programs	Annually	Existing	Strategic Plan is reviewed annually. Status Updates provided at fall meetings with appropriate changes suggested	
2. Maintain program reporting at quarterly meetings	LUNEC, Associate Vice-President Indigenous Programs	Quarterly	Existing	Program reports are provided to LUNEC quarterly	
3. Review and recommend policies as required e.g. traditional foods on campus, sacred fire	LUNEC, Manager, Native Student Affairs and Associate Vice-President Indigenous Programs	As required	Existing	Policies developed and revised as needed	
4. Review of current policies and Terms of Reference biannually. a) Ensure inclusion of representative of LU at Barrie within LUNEC Terms of Reference. b) Ensure LUNEC has a full review and discussion of new Aboriginal Post Secondary Education and Training policy	LUNEC, Associate Vice-President Indigenous Programs	Bi-annually a) September 2011 b) September 2011	Existing	Review of policies and ToR completed biannually	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 5: Effective Indigenous community engagement in Laurentian University Governance

GOAL 2: To Increase Visibility and Awareness Internally and Externally of the LUNEC Mandate

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Develop a communications strategy for LUNEC which includes promotional materials specific to LUNEC; in particular the development of a LUNEC brochure	LUNEC, Associate Vice-President Indigenous Programs	2009		Delivery of the communication plan Brochure developed and in use	
2. Ensure and maintain adequate Aboriginal representation on various university committees i.e. Board of Governors, Senate	LUNEC, Associate Vice-President Indigenous Programs	Ongoing	Existing	Visible representation on committees such as Leadership Team, Academic Management Team, NOSM Invitations are extended to LUNEC chair to key meetings within the university	
3. Create partnerships with external education authorities i.e. Seven Generations, Georgian College, PTO's etc	LUNEC, Associate Vice-President Indigenous Programs and Directors/Deans of Schools as appropriate	As required		Development of partnerships for academic program delivery	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 5: Effective Indigenous community engagement in Laurentian University Governance

GOAL 3: To Enhance Coordination and Cooperation in the Development and Implementation of Effective Policies and Procedures that Reflect the LUNEC Mandate

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
<p>To ensure clarified collaborative relationships with all stakeholders by promoting the vision of Native education with administrators at LU and at the Federated Universities</p> <p>Seek clarification as to how the tri-cultural mandate is carried out vis-à-vis Aboriginal perspectives being brought forward at the Executive Committee if there is currently no Aboriginal representative</p>	<p>Associate Vice-President Indigenous Programs</p> <p>Associate Vice-President, Indigenous Programs</p>	Ongoing	Existing	Partnerships established, meetings are held with Stakeholders; university faculty councils, the President and the LU Strategic Planning Committee are familiar with LUNEC strategic plan	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 6: Effective advocacy and communications concerning issues affecting Indigenous students

GOAL 1: Advocate for long term sustained funding to support native students in post secondary education.

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Participate in the Chiefs of Ontario process and contribute to their policy paper re ISSP review	Associate Vice-President Indigenous Programs & LUNEC	Summer 2011		LU Backgrounder/ discussion paper is shared with COO by fall 2011	
2. Liaise with First Nations political leadership to discuss ways to support and strengthen advocacy efforts on this issue	Chair of LUNEC, Associate Vice-President Indigenous Programs	Ongoing – in particular in relation to Annual assemblies	n/a	Meetings are held with First Nations leadership groups	
3. Ensure the issue is communicated with LU Board of Governors as well as President and Vice President of LU to gain their support in advocacy efforts.	Chair of LUNEC, Associate Vice-President Indigenous Programs	ongoing	n/a	Communications from LUNEC Chair is provided to the Chair of the Board of Governors.	
4. Liaise with other post secondary institutions concerning this issue as well as other issues of mutual concern Bring together chairs of Aboriginal councils from other post secondary institutions as part of Aboriginal reference group of the Council of Ontario Universities	Associate Vice-President Indigenous Programs	ongoing	n/a	Network established Consideration of formalized relationships as appropriate Meeting of Aboriginal chairs convened	

Laurentian University Indigenous PSET Action

STRATEGIC DIRECTION 6: Effective advocacy and communications concerning issues affecting native students

GOAL 1: Enhance relationships with Indigenous political bodies.

ACTION STEP	PERSON (S) RESPONSIBLE	TIMEFRAMES	RESOURCES NEEDED (Estimated Cost)	INDICATORS (How will you know this action has been completed?)	STATUS UPDATE
1. Liaise with First Nations and other Aboriginal PTOs on an ongoing basis	Associate Vice-President Indigenous Programs & LUNEC	Ongoing To be built into regular schedule of activities – in particular Annual Assemblies of PTOs, Chiefs of Ontario, AFN	n/a other than Travel costs to attend assemblies	Regular communication with all major political bodies	

Performance Indicators in relation to each Program Activity:

In addition to specific action indicators identified above, LUNEC has also reviewed and recommends the following indicators relative to programming that impacts Indigenous students and/or Indigenous community:

Indicators	Met	Needs Work	N/A
1. Programs are consistent with the LUNEC's mission and Laurentian's PSET Actionplan.			
2. LU actively informs the public about its programs and services.			
3. Indigenous Community and students have the opportunity to participate in program development.			
4. Sufficient resources are allocated to ensure each program can achieve the established goals and objectives.			
5. Staff has sufficient training and skill level to produce the program.			
6. Programs within LU are integrated to provide more complete services to students.			
7. Each program has performance indicators to ensure that the program meets its goals and objectives.			
The number of Indigenous students enrolled , retained and graduate are tracked at LU			
8.Number of Indigenous students participating in programs/services in Native Student Affairs are identified			
9.Number of Indigenous students enrolled in LU undergrad and grad programs is identified			
10. Number of Indigenous students who are retained across the years is identified			
11. Number of Indigenous students who graduate is identified			