

November 3, 2021

**Native American Representation and Reciprocity Initiative, Recruitment and Retention
Working Group**

Gioconda Guerra Pérez, Executive Assistant Vice Chancellor for Diversity, OVCDEI, (Chair)
Andy Borst, Director of Undergraduate Admissions, Enrollment Management
Dominic Cobb, Director, Office of Minority Student Affairs
Lisa Jackson, Interim Director, New Student Programs, Student Success & Engagement
Heidi Johnson, Director, Affirmative Action Division, Office of Access & Equity, (Ex-Officio)
Sarah Locke, Senior, Sociology and Political Science
Kimberly Otchere, Director of Inclusion and Talent Development, University Housing
Breanna Robinson, Senior Associate Athletic Director, Department of Intercollegiate Athletics
Monica Scott, Public Education and Volunteers Coordinator, Spurlock Museum
Michelle Trame, Director, Office of Student Financial Aid
Alina Jelks, Office Manager, OVCDEI (Staffing and Support)

Dear Colleagues,

Thank you for agreeing to serve on the Recruitment and Retention Working Group, under the coordination of the Native American Representation and Reciprocity Initiative Steering Committee. Executive Associate Vice Chancellor for Diversity Gioconda Guerra Pérez will chair this working group and Alina Jelks will provide staffing and support. Your work will complement the three other working groups being charged as part of this effort: History and Accountability; Building New Traditions; and Reciprocal Partnerships with Native Nations.

In September 2019, Chancellor Jones charged members of the Chancellor's Executive Leadership Committee and additional campus stakeholders to draft an implementation plan based upon observations from the 2019 *Chancellor's Commission on Native Imagery Report*. The *Implementation Plan on Native Imagery* was accepted by Chancellor Jones in December 2020. Chancellor Jones tasked my office, Office of the Vice Chancellor for Diversity, Equity & Inclusion, to coordinate the realization of this plan. We request your service in leading the actualization of the programs and initiatives detailed in the *Implementation Plan on Native Imagery*.

As a public land-grant university, we have both historic and current responsibilities to Native peoples that include the recruitment of Native students, staff, and faculty paired with long-term, sustained retention efforts that prioritizes academic, personal, and professional success.

To continue the work to achieve the goals set forth in this report, we ask that this working group:

- Develop recruitment procedures to attract Indigenous undergraduate, transfer, and graduate/professional students to Illinois. This may include but is not limited to dedicated admissions strategies to engage in recruitment in Indian country and developing relationships with Native nations' Tribal Education Offices to market the University of Illinois directly, while also partnering with transfer student institutions.
- Identify strategies to expand existing scholarship programs and tuition consideration to out-of-state Indigenous students from Illinois tribes (e.g., Illinois Promise).
- Develop mechanisms to increase the utilization and number of full-scholarships offered to Indigenous students, prioritizing Peoria Nation and Northeastern Oklahoma A & M College transfer students.
- Work with campus units to seek opportunities to recruit a critical mass of Native American faculty and staff to increase the capacity of our university as we build relations with Native Nations.
- Work with American Indian Studies to support the hiring of a cohort of faculty and post-doctoral researchers.

As part of the overarching Native American Representation and Reciprocity Initiative, you will provide key contributions toward the proposed next steps for the University of Illinois Urbana-Champaign.

Beyond your specific charge, I ask that your working group explicitly address the following:

- The resources and partners needed to implement the reports suggestions
- A projected timeline of implementation of these actions, in keeping with the report's recommendations of short- (1 year) and mid-range (2-3 year) timeframes
- How this process might be communicated to campus stakeholders

As a first step in this process, I ask that you work with campus units, such as Admissions and Human Resources, to understand the challenges to recruitment and retention of Native American students, staff, and faculty. A full plan that details a projected timeline and budget for implementation is to be submitted to the Native American Representation and Reciprocity Steering Committee by March 31, 2022.

I thank you for your service as part of this important work for our university.

Sincerely,



Sean C. Garrick
Vice Chancellor for Diversity, Equity & Inclusion