



Tribal Consultation Workplan

May 2025 to May 2026

The Universities of Wisconsin and the Native Nations in Wisconsin have held consistent consultation meetings since September 2022. 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 2026.

Item 1: Increase transition pathways to college 1a: Increase awareness and exposure 1b: Incoming credits (Indigenous language credits) 1c: Mentorship; engaging alumna 1d: Engaging family 1e: Native American recruitment strategy	Responsible Parties: <i>Universities of Wisconsin UW HELP Campus Precollege Programs Universities of Wisconsin Office of Academic & Student Affairs Native Nation Education Directors</i>
<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>	
Outcome/Update: 1a/1d: Increase awareness and exposure <ul style="list-style-type: none"> • Outreach Efforts at the 2025 WIEA Conference & 2025 7th Generation Intertribal Leadership Summit • First Tribal Nation Universities of Wisconsin Outreach event – Planning Spring 2026 1b: Working on Indigenous languages offering across institutions – potential pilot program with UW Eau Claire & UW Milwaukee focusing on Ojibwemowin for Fall 2025 1e: Working with UWO, UW Madison and UWGB to understand their recruiting strategies to provide examples to the other Universities of Wisconsin campuses as well as to create an overall Universities of Wisconsin Native American recruitment strategy	



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

Metrics: Using the data from the 2025 Universities of Wisconsin State of Affairs document as benchmarks:

2024 Total Enrollment = 164,436

Wisconsin Native American Enrollment = 2132 (1.3% of total enrollment)

Long-Term Goal – Increase enrollment by 1% a 2% of 164, 436 is approximately 3288 Wisconsin Native American enrolled students, adding approximately 1156 of Wisconsin Native American enrolled students across the Universities of Wisconsin

Short-Term Goal – Increase enrollment by 0.2 % a 1.5% of 164, 436 is approximately 2467 Wisconsin Native American enrolled students, adding approximately 335 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

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

UW Madison Tribal Education Promise

First announced in December 2023, the Wisconsin Tribal Educational Promise Program is a commitment to Wisconsin residents who are enrolled members of federally recognized Wisconsin American Indian tribes. The program guarantees scholarships and grants to meet the full in-state cost of attendance for Wisconsin



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.

Native Nations students who are pursuing their first undergraduate degree.

There are currently 83 undergraduates in the WTEP program for 2024-25:

- Bad River Band of Lake Superior Chippewa – 19
- Oneida Nation – 17
- Ho-Chunk Nation – 14
- Lac Courte Oreilles Band of Lake Superior Chippewa – 9
- Menominee Indian Tribe of Wisconsin – 7
- Red Cliff Band of Lake Superior Chippewa – 7

The following tribes have at least one, but less than 5 participants:

- Lac du Flambeau Band of Lake Superior Chippewa
- Saint Croix Chippewa Indians of Wisconsin
- Sokaogon Chippewa Community
- Stockbridge-Munsee Community Band of Mohican

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 2025 Universities of Wisconsin State of Affairs document as benchmarks:

2024 Total Enrollment = 164,436

Wisconsin Native American Enrollment = 2132 (1.3% of total enrollment)

Long-Term Goal – Increase enrollment by 1% à 2% of 164, 436 is approximately 3288 Wisconsin Native American enrolled students, adding approximately 1156 Wisconsin Native American enrolled students across the Universities of Wisconsin



Item 3: Native Student Support

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

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 policies, and culturally appropriate mental health support. Additionally, the

Outcome/Update:

Working with UWS Academic and Student Affairs

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

3e: Working with UW-Madison Extension to create training on Tribal Sovereignty

3f: Explore best practices and how they can be implemented on campuses

Universities of Wisconsin have constructed a plan to support Native students considering the Trump-Vance Administration issuing several Executive Orders (EOs) affecting higher education.

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 2025 Universities of Wisconsin State of Affairs document as benchmarks:

2024 Total Enrollment = 164,436	Wisconsin Native American Enrollment = 2132
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2024 Full-time New Freshman Retention and Graduation Rates

Native American	2 nd Year Retention Rate = 73.6%	6 th Year Graduation Rate = 52.4%
Total	2 nd Year Retention Rate = 82%	6 th Year Graduation Rate = 70.5%



Long-Term Goal – Work to eliminate gap between 2nd 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 6th 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 2nd 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 6th year graduation rates of 50.6% or more for Native American Full-time New Freshmen enrolled across the Universities of Wisconsin.

Outcome – 2nd year retention rates slightly decreased from 74.5% in 2023 to 73.6% in 2024
6th year retention rates slightly increased from 50.6% in 2023 to 52.4% in 2024

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:

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.

The team received a total of 81 syllabi from Universities of Wisconsin institutions. UW-Madison accounts for 41 of these syllabi while 40 come from the other 12 UW institutions. For each of the syllabi we are documenting the following information:

- Course Name



- Topics Covered in Relation to Act 31/Tribal Nations
- Time Spent on the Material
- Resources Used for the Course
- Specific Assignments associated with Act 31/Tribal Nations

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.

Due to the number of syllabi we received, the documentation and analysis are taking longer than anticipated. Additionally, not all the syllabi included the necessary information that we need which is resulting in the need to reach back out to the institutions to get the information to complete the areas mentioned above. This has then delayed the outreach to the 16 private, 1 tribal institution, and 9 alternate options for licensing.

Documentation and analysis will continue throughout the Summer with the goal of having a full report by September 1, 2025.

Resources: Native Nations

Metrics: By Fall 2025 mid – year 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
- 5c: establish NA alumni goal/post graduation

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: Arranging individual meetings with WIEA, AISES, UW Extension and Tribal Education Directors to get a better idea of needs, capacity, current models and capacity.

Resources: Native American Center for Health Professionals (NACHP)

Metrics: By May 2026 implement a Tribal Career Day and establish Native American alumni goal.

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

- 6a: Implementation and maintenance of Systemwide policy
- 6b: NAGRPA Advisory Committee
- 6c: Institutional management of inventories, summaries, and storage procedures
- 6d: Land parcel
- 6e: Development of guidance documentation
- 6f: NAGPRA training

Responsible Parties:
 Universities of Wisconsin NAGPRA Director
 WITRC (Wisconsin Inter-Tribal Repatriations Committee)
 NAGPRA Institution Representatives

Overview: *In relation to the Native American Graves Protection and Repatriation Act (NAGPRA), UW System has made significant progress addressing the recommendations made by Tribal Nations and the March 2022 UW System internal audit. Most notably: an update to the systemwide NAGPRA policy is underway; inventories are progressing in consultation with Tribal Nations; and two working groups regularly meet to identify and address NAGPRA compliance issues. Substantial work remains with an estimated timeline of January 2029 for achieving NAGPRA compliance at the Universities of Wisconsin.*



Outcome/Update:

6a: Implementation and maintenance of systemwide policy

- Institutional representatives are listed on the tribal relations webpage
- A centralized database is in progress for filing UW NAGPRA compliance activities
- Policy revisions are in progress to incorporate updated national regulations

6b: The Universities of Wisconsin NAGPRA Advisory Committee held its first meeting on April 14th. Members of WITRC and the Universities of Wisconsin will meet twice a year to provide oversight and guidance.

6c: Institutional Representatives from all UWs reported their understanding of the state of NAGPRA compliance at their university, including any known NAGPRA-eligible collections (or lack thereof).

- All universities with known NAGPRA-eligible collections are undertaking the NAGPRA process, including the development and/or amendment of inventories and summaries
- Universities seek and listen to consultation on duty of care, including storage procedures
- Access to storage with ancestors and/or their belongings is restricted as much as possible
- Every UW is working towards implementing NAGPRA policies and webpages specific to their institution by July 2026 at the latest (if not already in place)
- A regular monthly meeting is held by the UW NAGPRA Director for institutional representatives to discuss general NAGPRA compliance issues at the Universities of Wisconsin

6d: A shortlist of potential properties for reburial has been identified and circulated to WITRC and Tribal leadership. Ownership options (UW manages, Tribes manage, one Tribe takes leadership, etc.) have also been presented to tribal leadership both at GLITC meetings and by email. Currently, the Universities of Wisconsin are waiting for guidance on how to proceed through GLITC recommendations.

6e: Guidance documentation on various aspects of NAGPRA compliance at the Universities of Wisconsin will be developed by the UW NAGPRA Director and institutional representatives based on guidance from the UW NAGPRA Advisory Committee.

6f: NAGPRA compliance training will be developed by the UW NAGPRA Director and/or facilitated through other organizations for the Universities of Wisconsin based on guidance from the UW NAGPRA Advisory Committee.

Resources: Tribal Relations page lists UW NAGPRA contacts and websites:

<https://www.wisconsin.edu/president/tribal-relations/>

A form for submitting NAGPRA-related questions or claims (can be found on the Tribal Relations page):

<https://forms.office.com/r/umnKR5PiGb>

2025 Report on UW NAGPRA Compliance Activities

Metrics: It is currently difficult to assess the number of ancestors and cultural items that still need to be returned under the NAGPRA process for a variety of reasons. Therefore, the following estimations should be



taken extremely cautiously and skeptically. Initial estimations by the UW System NAGPRA Director suggest a minimum of 813 potential ancestors are waiting to undergo the NAGPRA process at all Universities of Wisconsin. Additionally, there are at least 373 associated funerary objects waiting to be returned, though this is likely a substantial underestimation. Estimations will become more accurate as the Universities of Wisconsin continue to make progress in NAGPRA compliance.

Universities with NAGPRA-eligible collections fall under 3 probable timelines for achieving compliance:

- *January 2029:* UW-Milwaukee, UW-Oshkosh, UW-La Crosse, and UW-Madison all have the most significant backlog of NAGPRA-eligible collections to address, likely in that order
- *November 2027:* UW-Green Bay and UW-Stevens Point both have only a few ancestors to return
- *January 2026:* UW-Whitewater has a single collection with no ancestors

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:

7a: Initial meeting with President Caldwell Fall 2024 to discuss next steps and initial interests in crafting a formal relationship
7a: Regent President Bogost visited CMN in January 2025 to continue establishing relationship.
7a: Wisconsin Tribal Colleges to present at September 2025 Board of Regents Meeting.
7b/7c: Working with both Universities of Wisconsin Office of Academic & Student Affairs and both Tribal College to understand current articulation agreements and current collaborations.



Resources:

Metrics: By Fall 2025 mid – year consultation meeting, present overview document with current/past articulation agreements and current collaborations across the campuses. By May 2026 consultation meeting establish formal relationship MOU with the College of Menominee Nation and Lac Courte Oreilles Ojibwe University.