

ANGELA M. McLEAN, Ed.D.

Director of American Indian and Minority Achievement and K-12 Partnerships
Montana University System Office of the Commissioner of Higher Education

EDUCATIONAL BACKGROUND

Ed.D. Educational Leadership- Montana State University, October 2021.

Dissertation Title: *Addressing Educator Recruitment and Retention in Montana: Creating a K-12 School Culture that Encourages Students to Choose Education as a Career.*

National Board Certification- Adolescent and Young Adulthood Social Studies, 2005.

MA, Ed. Curriculum and Instruction, University of Montana, 2000.

BS, Social Science & Secondary Education, Western Montana College of the University of Montana, 1994.

SYSTEMWIDE LEADERSHIP, MANAGEMENT AND WORKFORCE TRAINING

Director, American Indian and Minority Achievement and K-12 Partnerships Montana University System Office of the Commissioner of Higher Education- (2016-Present)

I serve as the system lead for American Indian and Minority Achievement as well as K-12 partnerships for the Montana University System (MUS) with executive responsibilities on behalf of the Deputy Commissioner of Higher Education and the Montana University System Board of Regents (BOR).

Interim Director, University of Montana Bitterroot College- (2022-2023)

I served as the campus CEO, managing the day-to-day operations of the college. This role included oversight of the college team including all faculty and staff as well as direct oversight of the budgets for general programming and non-credit workforce programs of the college.

Systemwide American Indian Student Success

- Leader of System-wide American Indian Student Success Efforts. Chair of the American Indian and Minority Achievement Council with responsibility for growing American Indian student enrollment, retention and completion across sixteen MUS campuses.
- American Indian Student Access and Success. MUS American Indian student enrollment has reached historic highs and has grown by 30% in my tenure. Through mission driven efforts, in 2020, Montana American Indian student data grew in every data point tracked by the MUS (enrollment, retention, graduation, and completion). Led AIMA Council establishment of Mission Statement and Recommendations to grow student access and success.

Diversity, Equity, Inclusion and Belonging

- Lumina Racial Justice and Equity Grant. Led successful application for MUS grant to fund the first ever American Indian Student Success Summit (2019) and support campus-based American Indian Student Scholars programs.
- Tribal College Partnerships. Primary MUS contact for each of Montana's seven Tribal College President's. Collaborate with ARSA team members to support more Tribal

Colleges than ever before in Common Course Numbering and General Education Transfer. MUS Montana Advisory Council on Indian Education (MACIE) Representative.

- American Indian Student Success Dashboard. Led collaboration with OCHE team members to create the nationally recognized American Indian Student Success dashboard. Recipient of the 2020 WICHE Bernice Joseph Award.
- *Indian Education for All for One MUS*. Led the creation of the online course for all MUS employees which has been completed by thousands of MUS faculty and staff.
- WWAMI-AIMA Post Baccalaureate. Led MUS system-wide effort to collaborate with the Montana WWAMI Director to establish a post-baccalaureate program designed to grow American Indian student participation in medical school. Current WWAMI-AIMA Post Baccalaureate Advisory Council member.

Workforce Training Initiatives

- Montana's Future at Work Project Director. Responsible for management of Montana's Future at Work philanthropic grant from the Dennis and Phyllis Washington Foundation to train high school students in high-paying, high-demand careers in communities where they live (2022-2025).
- Education Design Lab Project Director. Phase I-Responsible for leading all twelve Montana two-year colleges and community colleges in working with employers and partners to develop micro-pathways. Phase II- Responsible for leading 8 MUS campuses in the design and marketing of micro-pathways.
- Rural Talent Development and Attraction Lab (RTDAL) Award Recipient. Co-led the application process in 2025 for a four-year grant to guide workforce development in the most rural corners of Montana. One of five grantees in the United States.
- Bitterroot College Partnership AccelerateMT. Responsible for establishing high demand workforce training opportunities in the Bitterroot Valley and connecting them with Montana industry employers. Innovative and new Fall 2022 programming included Film Site Ready; Spring 2023 innovative program included Assistant Laboratory Animal Tech (ALAT) certificate training.

Fiscal Stewardship and Budget Allocation

- Budget Responsibility. Directly responsible for oversight of state funded efforts: Tribal College HiSET (2019-2025), Montana's Grow Your Own (2021-2023 and 2025-2027) as well as shared oversight of large federal grants including GEAR UP, Educational Talent Search and Educational Opportunities Center (2016-2025). Additionally, I have been directly responsible for millions of dollars in philanthropic contributions toward workforce development in the MUS. Strong fiscal stewardship at Bitterroot College ensured the campus could address critical workforce needs and focus on growing enrollment.

Engagement in National Public Policy Issues and Trends

- Rural Talent Development Lab and Attraction Lab grant awardees convening, November 2025. National and Regional Engagement. SHEEO National Conference attendee August 2025. WICHE Leadership Academy July 2025. American Indian College Fund convening, 2024, Community College Growth Engine convening, 2024, Complete

College America Future Ready 2023, WICHE Alliance Conference 2023, Complete College America (2017-2018), SHEEO Attainment Academy (2021-Present), SHEEO Annual Convening 2023, SHEEO Equity Diversity & Inclusion (DEI) Working Group (2021-Present), WICHE (Western Interstate Commission on Higher Education) DEI (2019-2020), NASH Leadership Academy (2021), WWAMI AIMA Post Baccalaureate Advisory Committee (2021-Present), NASH Equity Action Collaborative (2021-22), SHEEO FAFSA Completion Action Lab ((2022), NASH Power of Systems Convenings (2021-22)

Lieutenant Governor, State of Montana 2014-2015

Engagement in National Public Policy Issues and Trends

- An inaugural Hunt Kean Leadership Fellow. Contributed to P-20 dialogue with political leaders from across the country and remain engaged with the Hunt Kean Institute presently.

Dual Enrollment

- Credit for Credit. Worked with the Governor and the Commissioner of Higher Education to roll out the “credit for credit” initiative whereby dual enrolment instructors received as many credits in the Montana University System as they taught dual enrollment credits.

Chair, Montana Board of Regents 2012-2014 (Member, 2010-2014)

I served as Chair of the Montana BOR which has authority and responsibility to manage all aspects of the MUS including Two-Year Education, Academic, Research and Student Affairs, Administrative Budget and Audit Oversight and Faculty and Staff Compensation. Oversight of establishment and review of Montana University System Strategic Plan and MUS Success Agenda.

Governance, Fiscal Accountability and Faculty and Staff Compensation

- MUS BOR Administrative Budget and Audit Oversight Chair. Oversight of Montana’s sixteen public universities and colleges with an enrollment of over 45,000 students (2014) with an annual budget of over \$1.6 billion. Oversight of Long-Range Building Program (LRBP).
- Tuition Freeze. Worked with the Montana legislature to freeze tuition at all of Montana’s campuses as part of College Affordability Plan (CAP) and cut tuition and fees in half for all dual enrollment courses.
- Chair of the Administrative Budget and Audit Oversight Committee and Member of Staff and Compensation Committee. Oversaw contracts of 25 collective bargaining units across the Montana University System and led approval of integration of the pre-session gubernatorially negotiated and legislatively approved pay plan into MUS faculty and staff agreements.

Shared Governance and Collective Bargaining

- Oversight of 25 separate collective bargaining units in the Montana University System.
- Engaged Faculty Senates across the MUS in policy and decision-making conversation.

Two-Year and Community College Mission and Issues, Dual Enrollment and Workforce Development

- Dual Enrollment. Cut tuition and fees for dual enrollment and early college across the MUS.
- College Now Initiative. Led implementation of MUS Strategic Plan as well as a rebranding effort of Montana's two-year campuses.

Engagement in National Public Policy Issues and Trends

- Complete College America. Partnered with Montana Legislature and Governor to reach first ever agreement with Complete College America with a goal of 60% of Montana's with a college credential by 2020.

Vice Chair, Montana BPE 2007-2010, Member 2006-2010

Dual Enrollment

- Class 8 Licensure. Worked with the Board and the teachers union (MEA-MFT) to establish a path to K-12 licensure for post-secondary dual enrollment instructors.

Teacher, Anaconda High School 1997-2014

Dual Enrollment

- Dual Enrollment Instructor. I worked as a dual enrollment instructor for Highlands College. Taught 15 of 24 college credits offered at Anaconda High School.

Teacher, Arlee Public Schools 1994-1997

SELECTED CONFERENCES, AWARDS, HONORS and SERVICE ACROSS MONTANA AND BEYOND

- SHEEO Policy Conference, August 2025
- WICHE Academic Leadership Academy, July 2025.
- Presenter, CBExchange Annual Conference, November 2024
- Presenter, Convergence-Credential Innovation in Higher Education, *Micro-pathways: A Model to Drive Regional and Statewide Transformation Initiatives*, October 2024
- Brookings Institute American Indian College Fund Native Higher Education Convening, 2024
- Johns Hopkins Elevating the Teaching Profession Expert Panelist, 2024
- Complete College America American Indian Student Success Podcast, 2024
- WICHE Conference, Tacoma, Washington, 2023
- Complete College America National Conference, 2023
- SHEEO National Conference, 2023
- University of Montana Bitterroot College Champion Award, 2023
- University of Montana Pi Alpha Alpha (UMPAA) Panelist, November 2022
- School Administrators of Montana Educator Recruitment and Retention Panel Organizer and Facilitator, 2022

- Montana's Future at Work CTE Summit, Organizer, October 2022, 2023, 2024 and 2025
- Panelist, Healthcare Financial Management Association, Women's Event, December 2021
- Montana Office of Public Instruction Chapter 57 (Educator Licensure) Committee, 2021
- Western Interstate Commission for Higher Education (WICHE) Bernice Joseph Award for the AIMA Student Success Dashboard, 2020
- Montana State University Hilleman Scholars Program Advisory Board, (2020-Present)
- Chair, Montana ACT Council (2019-21), Past Chair, (2021-2022)
- Lumina Racial Justice and Equity Grant Recipient, 2018
- Community Service Award Recipient, University of Montana, 2018
- Honorary Alumni, Montana State University, 2017
- Dual Enrollment Service Honor-Montana Tech, 2014
- Commencement Speaker- Montana State University Billings, 2015
- Convocation Speaker- Montana State University, 2014
- Commencement Speaker-Hellgate High School, 2014
- Commencement Speaker-Great Falls College-MSU, 2014
- Distinguished Alumni, University of Montana Western, 2009
- Milken Festival for Youth Grant Recipient-Project: *Operation Read to Me*, 2008
- Target Field Trip Grant Recipient, 2008
- Montana Milken Award Winner, 2007
- Teaching Tolerance Grant Recipient, 2006
- Facilitator-Montana National Board Certification Candidates, 2007-2014
- Montana Board of Public Education- Governor Schweitzer Appointee, March, 2006
- National Board Certification, 2005
- MEA-MFT Legislative Committee, 2005, 2007 & 2009
- Stand Up for Education Rally Organizer, 2003 & 2005
- *We the People*- State Champion Team Coach, 2005, 2006 & 2008
- Coordinating Teacher- Community Forum: Milltown Dam, 2005
- Guest Presenter-Inaugural *Working Waters* Conference, 2005
- Montana Standard Best High School Teacher Award, 2003
- U. S. Department of Education Teaching American History Grant Team Member, 2002
- *Hands on History* local workshop coordinator, 2003
- Coordinator-Montana Supreme Court visit to Anaconda's Washoe Theatre, 2003
- Michael Jordan Innovations in Education Grant, 2002
- Presenter-MEA-MFT Convention, 1997, 1998, 2000, 2002, 2005, 2008, 2009, 2010, 2013, 2014 and 2015
- Disney Teacher Award Nominee, 2002
- Organizer and Coordinator, School District Technology Camp, 2002 & 2003
- Michael Jordan Innovations in Education Grant, 2002