



NATIONAL ENVIRONMENTAL SCIENCE PARTNERSHIP PROGRAM (NESPP)

Memorandum of Understanding

between

U. S. Environmental Protection Agency

Salish Kootenai College,

And

The Confederated Salish & Kootenai Tribes

February 7, 2007



I. INTRODUCTION

NATIONAL ENVIRONMENTAL SCIENCE PARTNERSHIP PROGRAM (NESPP)

This Memorandum of Understanding (MOU) with Salish Kootenai College (SKC) builds on previous successful NESPP collaboration between SKC and the U.S. Environmental Protection Agency (EPA). Implementation of the Program Components of this MOU should advance the development of the full human capital of the Confederated Salish and Kootenai Tribes and the United States promote equal opportunity in higher education, contribute to SKC's capacity to provide high-quality education, and encourage the participation of SKC in EPA's programs. The NESPP Program will enrich and/or establish the Chemistry, Biology, and related Environmental Science and Engineering Programs at the Salish Kootenai College.

GOALS

The primary goals of this MOU are to:

- Support and strengthen the chemistry, biology, and related environmental science programs at Salish Kootenai College and to incorporate areas of interest at EPA;
- Increase the pool of available qualified and diverse applicants for EPA careers;
- Create expanded opportunities for faculty enrichment and undergraduate and graduate student training;
- Develop and implement programs for pre-college students and teachers that will motivate high school students to pursue environmental careers;
- Increase the capability of SKC, a minority serving institution in EPA Region 8, through the partnership with SKC, the Office of Human Resources, and Office of Pollution Prevention and Toxics and to assist EPA in its commitment to protecting human health and the environment;
- Support the President's Management Agenda as it relates to the strategic management of Human Capital (i.e., identifying and hiring talented individuals using innovative and progressive tools for recruitment); and
- Support Presidential Executive Order 13270 (Tribal Colleges and Universities).

Salish Kootenai College

Salish Kootenai College (SKC) began as a branch campus of Flathead Valley Community College (FVCC) occupying office space donated by Polson School District. Beginning in the Winter term of 1977, the Reservation Extension Center boasted 16 part-time faculty and 49 students. The Center offered 45 credits at seven sites around the reservation. That same year, a resolution was passed by Tribal Council to formally establish a tribal college on the Flathead Reservation. The college subsequently applied for membership in the new AIHEC (American Indian Higher Education Consortium) organization, at the time a consortium of 12 colleges.

The following academic year, the college had six full-time faculty members and eventually moved to Pablo. The early years were difficult and funding was largely by grants, but in October of 1978, the Tribally Controlled Community College Assistance Act was passed and provided a stable funding base. In 1981, the college broke ties with FVCC and formally called itself Salish Kootenai College. The first academic catalog (1979-1981) listed three degree and four certificate programs, 117 courses, and a total enrollment of 142 students. SKC became accredited in 1984, the first tribal college in the Northwest to accomplish the goal. In 1989, the registered nursing program was established, only the third in the nation at a tribal college. And by its tenth year, the new catalog (1989-1991) identified six buildings, nine degree and five certificate programs, 310 courses, and 540 full-time students.

The decade of the 90's saw a ten-year accreditation in 1994. Several buildings were purchased from the tribes. Land was purchased to the east and south of the present campus and a new Fine Arts Center, Science Facility and golf course are at or near completion. The 2003-2005 catalog lists 4 bachelor's degree, 14 associate degree, and 7 certificate programs. The staff currently includes 49 full-time and 60 part-time faculty.

The mission of Salish Kootenai embraces the following core goals:

1. To assist with the preservation of the cultures, languages, histories, and natural environment of the Salish, Pend d'Oreille, and Kootenai people.
2. To provide postsecondary education opportunities for Native Americans in the following areas: degree programs, vocational training, college transfer programs, community service, Native American culture and history, and adult education.
3. To provide a learning environment in which students develop skills in effective communication, critical thinking, cultural understanding, and citizenship.
4. To provide comprehensive student services.
5. To provide life-long, continuing education opportunities for both personal and professional development through a variety of instructional formats offered on and off campus.
6. To provide assistance to tribal entities and departments in staff preparation, planning, research and services according to identified needs.

7. To assist the Indian community with economic development needs of the Flathead Indian Nation.
8. To provide adequate institutional support and financial resources.

Confederated Salish and Kootenai Tribes

Vision:

Maintain Traditional Principles and Values

The traditional values that served our people in the past are imbedded in the many ways we serve and invest in our people and communities, in the ways we have regained and restored our homelands and natural resources, in the ways we have built a self-sufficient society and economy, in the ways we govern our Reservation and represent ourselves to the rest of the world and in the ways we continue to preserve our right to determine our own destiny.

Mission:

Be Guided by Traditional Principles and Values

Our Mission is to adopt traditional principles and values into all facets of tribal operations and services. We will invest in our people in a manner that ensures our ability to become a completely self-sufficient society and economy. And we will provide sound environmental stewardship to preserve, perpetuate, protect and enhance natural resources and ecosystems.

History:

The Flathead Reservation is the remaining homeland of two major Salish-speaking Tribes-the Salish and the Pend d'Oreille, and one band of the Kootenai Tribe. Kalispel and Spokane Indians, and members of other Tribes, have settled here as well. Through the Treaty of Hellgate (1855), the leaders of the Salish, Pend d'Oreille and Kootenai Tribes reserved the Flathead and Bitterroot Valley areas of Montana for future generations of Tribal people.

In exchange for peace, supplies, health care, and education, the Tribes ceded millions of acres, which extended into much of Montana, parts of Idaho, Washington, Oregon, Canada and beyond. Yet within 60 years time, the Tribal people were forced to live on even smaller pieces of land. The U.S. government allowed non-Indian settlement in the Bitterroot Valley and forcibly removed most of the Salish. On the Flathead, Tribal members were forced to take small land allotments, and the remaining Reservation lands were opened to non-Indian settlement. By

1910, the Tribes owned less than 400,000 acres, most of which was mountainous and unsuitable for development.

Since 1910, the Tribes have worked to regain control over Tribal affairs and to re-establish economic independence. In 1935, the Tribes formally organized as the Confederated Salish and Kootenai Tribes of the Flathead Reservation, governed by an elected Tribal Council. The Tribes were the first in the U.S. to adopt a constitution and a corporate charter. Since 1913, the Tribes have been buying back Reservation lands. Now more than 61 percent of the Reservation is Tribally owned.

Membership:

Membership of the Confederated Salish and Kootenai Tribes is 6,964 Tribal members, of which 4,444 Tribal members are living on the Flathead Reservation. Non-members (majority being non-Indian) outnumber Tribal members on the Reservation by nearly five-to-one with a non-member population of approximately 21,728. The CSKT population on the Flathead Reservation (based upon U.S. Census data gathered in 2000), can be broken down as follows:

Enrolled members living on the Reservation, listed by county, include: Lake County, 4,065, Missoula County, 138, Flathead County 5, and Sanders County 236, for a total of 4, 444 Tribal members.

The Flathead Reservation is located in northwestern Montana, largely within the Mission Valley (Figure 1). The Flathead Reservation is an area of 1,317,399 acres of forested mountains and sheltered valleys just west of the Continental Divide in Montana. The Reservation is approximately 40 miles east-to-west and 80 miles north-to-south. Tribal and individually owned trust acreage of the Reservation is 806,114 acres (CSKT Division of Lands, 2003). Within the Reservation's boundaries are portions of Lake, Missoula, Flathead, and Sanders Counties of Montana. Lake County shares more area and population with the Reservation than any of the other counties.

The tops of the Mission Range form the eastern boundary of the Reservation and the Rattlesnake Mountains form the southeast boundary. The Reservation Divide defines the southwest boundary and the eastern edge of the Cabinet Mountains form the Reservation's western boundary. The northern boundary extends east from the Cabinet Mountains across Flathead Lake to the Mission Range. The Reservation includes the southern half of Flathead Lake. Federal, state, and local highways provide easy access throughout the Flathead Reservation.

Natural Resources Department, Environmental Protection Division:

In 1991, the Tribes formed the Division of Environmental Protection within the Natural Resources Department. The purpose of the Division is to protect human health and the environment

for all Reservation residents. When created, the Division consisted of three programs: Air Quality, Water Quality, and Shoreline and Aquatic Lands Protection. Two of the three, Air and Shoreline programs, had been functioning for several years prior to 1991, but within a different organizational structure. A new program, Solid and Hazardous Waste, was added to the Division in 1993. The Division Manager presently handles solid waste issues with assistance from the Solid/Hazardous Waste Specialist.

A new program was added to the division in 2003, the Tribal Brownfield Response Program.

Tribal Education Department:

Our Elders teach us that the most effective way to invest in the future is through education. The Confederated Salish and Kootenai Tribes strive to build a self-sufficient society and economy and the primary way to do so is by investing in future generations.

Mission Statement:

The mission of the Tribal Education Department is to promote, support and respect quality education through:

- **Curriculum Development**
- **Higher Education Opportunities**
- **Education Leadership**
- **Community Empowerment**

II. PROGRAM COMPONENTS

Recognizing the unique resources offered by Salish Kootenai College, the Confederated Salish & Kootenai Tribes (CSKT), and the high potential for environmental science, research, and other programs in areas of interest to EPA, this MOU/Partnership will formalize our joint program activities and assist Salish Kootenai College and CSKT to enrich their research and educational capabilities, and assist EPA in achieving its mission. The following activities are indicative of the types contemplated through this joint program.

A. STUDENT INTERNSHIPS AND EMPLOYMENT

Salish Kootenai College students will be encouraged to take advantage of the many programs that exist at EPA that are designed for student employment, research, and training. The Partnership will utilize existing EPA fellowship programs in environmentally related fields of study to provide opportunities to support SKC undergraduate students. This may include, but is not limited to, the following types of activities:

1. Utilizing existing student hiring programs (i.e., Student Career Experience Program, Student Temporary Employment Program, ECO Intern Program, Environmental Justice Intern Program, Community Intern Program, etc.) to provide career development opportunities for students.
2. Developing and offering workshops for students on Federal employment regulations and EZHire.
3. Participating in Student Employment Job Fairs and Career Fairs offered by Salish Kootenai College.
4. Establishing Mentoring Programs for students hired through the various student hiring programs. Offering tuition reimbursement, where appropriate, for students employed by the Agency as co-ops and summer employees.

B. EMPLOYMENT OF GRADUATES

1. Providing designated college officials and graduates with relevant and timely information to provide opportunities to compete for permanent positions through the Environmental Intern Program, Presidential Management Intern Program, Outstanding Scholar Program, and Federal Career Intern Program.
2. Sending vacancy announcements to Salish Kootenai College for posting.
3. Sending vacancy announcements to the CSKT personnel department for posting.
4. Consistent with relevant regulations, committing to consider graduates from the Environmental Science Programs at Salish Kootenai College in EPA's hiring decisions.

C. CURRICULUM AND FACULTY ENRICHMENT

EPA intends to work directly with the Natural Sciences, Engineering and Math Department Head to identify and provide opportunities to enrich current environmental science and other science-related and engineering programs. This may include, but is not limited to, the following types of activities:

1. Assisting Salish Kootenai College in enhancing the environmental science program and making recommendations on curriculum updates.

2. Providing experts for developing/presenting short courses/workshops to strengthen the environmental science program.
3. Offering Summer Faculty Fellowships and possible academic year sabbaticals to provide opportunities for college faculty to work with EPA technical and professional staff and gain first-hand knowledge and experience in various environmental protection activities.
4. Participating in department seminars and workshops sponsored by the college for the purpose of generating interest and creating a forum for publicizing EPA's mission and message.
5. Working with the College to arrange for short-term, intensive orientation workshops for faculty on environmental issues and federal grant and contracting application procedures.
6. Providing experts, through the use of the Intergovernmental Personnel Act (IPA) assignments or other funding mechanisms, to assist college faculty in developing and teaching Environmental Science courses.
7. To the extent consistent with Agency policies governing competition for financial assistance and contracts, encouraging the college to seek and apply for funding opportunities offered by the Agency's Research and Development program.
8. Encouraging the Office of Research and Development (Headquarters) to invite Salish Kootenai College faculty to participate on research and evaluation panels.

D. PRE-COLLEGE EFFORTS

EPA and Salish Kootenai College intend to collaborate in developing environmental awareness through a variety of outreach efforts. In particular, we intend to work together to ensure that middle and high school students are being encouraged to pursue science and engineering degrees. This may include, but is not limited to, the following types of activities:

1. Working with Salish Kootenai College and CSKT to develop environmental education awareness workshops for high school students and teachers to encourage them to pursue environmental careers.
2. Developing and offering in conjunction with Salish Kootenai College and CSKT, summer enrichment programs for students that may include employment opportunities, career education, mentoring, counseling, and job readiness training.
3. Planning and coordinating appropriate field trips and other related activities to motivate students to pursue environmental careers.

III. RESOURCE COMMITMENT

1. Salish Kootenai College and CSKT acknowledge that EPA can only spend federally appropriated funds through a validly issued contract, grant, cooperative agreement, or personnel action and that this MOU is not a contract for the expenditure of funds, a grant (or cooperative agreement) of financial assistance, or a personnel action. All funding decisions that EPA makes regarding Salish Kootenai College and CSKT are subject to EPA policies governing competition for financial assistance and contracts. In the event that an EPA contract, grant, cooperative agreement, or personnel action is let to further the goals of this MOU, the terms of the contract, grant, cooperative agreement, or personnel action will control if this MOU is inconsistent with any term or condition of the contract, grant, or personnel action. Salish Kootenai College and CSKT also acknowledge that all expenditures by EPA are subject to fiscal appropriation by Congress.
2. The activities described in this MOU are subject to the availability of funds and to the extent authorized by law.
3. Through an Interagency Personnel Agreement (IPA) with EPA's Office of Pollution Prevention and Toxics, Salish Kootenai College will offer, within its discretion, adjunct faculty appointments to EPA staff or agree to host a project between EPA's Office of Pollution Prevention and Toxics and Salish Kootenai College staff. EPA's Office of Pollution Prevention and Toxics intends to grant visiting scientist status to Salish Kootenai staff or faculty members to participate in projects or job assignments. This IPA will seek to mutually assist both EPA and Salish Kootenai College in enriching the perspective of their staff with research and educational opportunities that will improve each organization's capability to achieve its respective mission.

With this MOU, EPA's Office of Pollution Prevention and Toxics and Salish Kootenai management and staff intend to abide by the terms as set forth in an Interagency Personnel Agreement (IPA).

Under Federal ethics rules, EPA may not endorse products or services provided by private entities. Nothing in this MOU shall be construed as an endorsement by either party of the products, services, and/or fundraising activities of the other. Neither party shall make statements to the public in news releases, college publications, on web sites, or any other media that imply such endorsements.

Finally, the parties to this agreement envision that the agreement may lead to multiple opportunities to enrich their programs and the skill and knowledge of staff. The parties see the

agreement as leading the way to a relationship where there might be staff exchanges, joint projects and other possibilities. Both parties look forward to exploring these potential opportunities.

Salish Kootenai College and CSKT acknowledges that prioritization of EPA activities and/or budget constraints may cause the cancellation or rescheduling of proposed EPA activities at Salish Kootenai College.

This Agreement is executed as of the last date shown below and expires on November 30, 2011, at which time it will be automatically renewed for an additional two-year period until November 30, 2013, unless Salish Kootenai College, CSKT or EPA gives written notice of their intent to not renew this agreement 30 days prior to the expiration of the first term. The parties may agree to renew this MOU after 2008 by letter of agreement. The parties may amend this agreement at any time by the mutual written consent of Salish Kootenai College, CSKT and EPA. Salish Kootenai College, CSKT or EPA may terminate this MOU at any time by sending 30 days written notice to other parties.

MOU will become effective on the date of the last signature and will remain in effect unless amended by consent of all parties.

SIGNED:

_____ Salish Kootenai College President	_____ Date
_____ Tribal Council Chairperson Confederated Salish and Kootenai Tribes	_____ Date
_____ EPA Assistant Administrator Office of Pollution, Prevention and Toxics	_____ Date
_____ EPA Assistant Administrator Office of Administration and Resources Management	_____ Date