

Ken P. Clark

650 N. Hayes St., Moscow, Idaho 83843 | Mobile: (208) 596-2338 | E-mail: kenpclark@hotmail.com

Summary

Over 20 years of professional experience working regionally with Tribes, governmental agencies, and non-governmental organizations. Extensive experience with project development and coordination, with a demonstrated track record of successfully managing small to large projects from start to finish. Thorough understanding of government regulations and planning processes. An organized and effective leader, able to prioritize and delegate tasks effectively to ensure timely project completion within a team environment.

Professional Experience

Director, Water Resources Division

March 2017 - Present

Nez Perce Tribe

Lapwai, ID

- Advises Tribal leadership on environmental issues, regulations, policy, and recommended priorities
- Attends Director Meetings to report activities in the Division directly to the Natural Resources Department Manager and to coordinate with other Division Directors
- Oversees and administers an annual operating budget of approximately \$3 million and is responsible for the development and submittal of reporting documents to funding agencies
- Represents the Tribe at high-level meetings with agencies and stakeholders
- Responsible for managing and administering all activities associated with multiple Clean Water Act Programs, including §106, §319, and §104(b)(3)
- Responsible for managing and administering all activities associated with the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA) §128(a) Brownfields Tribal Response Program and the Leaking Underground Storage Tanks (LUST) Program
- Responsible for managing and administering all activities associated with the Tribe's Hazardous Emergency Response Team and Hazardous Materials Emergency Preparedness Program
- Responsible for managing and administering all activities associated with the Lapwai, ID Wastewater Treatment Plant and three community drinking water systems in Lapwai and Kamiah, ID
- Responsible for managing and administering all activities associated with the Tribal Water Rights Administration Program
- Responsible for managing and administering all activities associated with the Tribe's Solid Waste and Recycling Program
- Responsible for managing and administering all activities associated with the Tribe's Climate Change Program
- Supervises a staff of 25 professional and technician-level employees, including training, assigning tasks, and evaluating work
- Writes technical documents and articles, reviews documents related to area of responsibility, and provides technical and editorial comments to staff
- Serves as Tribal representative on regional Watershed Advisory Groups (WAGs) and the Clearwater Basin Advisory Group (CBAG)
- Coordinates and oversees investigations of complaints and evaluates permit applications

Supervisor: Aaron Miles

Phone: (208) 843-7400

Water Quality Program Coordinator
Nez Perce Tribe
Lapwai, ID

March 2010 – March 2017

- Writes and submits grant proposals to secure project funding.
- Oversees and administers an annual operating budget of approximately \$700,000
- Responsible for the administration of delegated and associated activities under the Federal Clean Water Act, including permit review and annual water quality assessment reports
- Coordinates and oversees current and future scope of water quality monitoring network, including the gathering, compilation, analysis, and reporting of environmental data and the operation and maintenance of monitoring equipment
- Supervises both professional and technician-level staff, including training, assigning tasks, and evaluating work
- Develops and manages contracts for stream and wetland restoration projects and works directly with contractors or field staff to ensure projects are completed as specified
- Assists in the development and implementation of best management practices (BMPs) for watershed restoration projects, including but not limited to road improvements and obliteration, fencing, watering systems, revetments, and riparian plantings
- Writes technical documents and articles, reviews documents related to area of responsibility, and provides technical comments
- Maintains databases of completed and proposed watershed restoration projects and water quality monitoring data
- Serves as Tribal representative on regional Watershed Advisory Groups (WAGs) and the Clearwater Basin Advisory Group (BAG)
- Advises Tribal leadership on water quality issues, regulations, policy, and recommended priorities
- Coordinates and oversees investigations of complaints, conducts inspections or field investigations, and evaluates permits and reports
- Works with local landowners to implement best management practices and provides technical assistance to other state, Federal, and local agencies including but not limited to: Soil and Water Conservation Districts, the Natural Resource Conservation Service, and the Idaho Soil and Water Conservation Commission
- Assists in Total Maximum Daily Load (TMDL) and Implementation Plan development
- Provides environmental education and outreach to the community

Supervisor: James Holt

Phone: (208) 843-7368

Water Quality Analyst
Idaho Association of Soil Conservation Districts (IASCD)
Moscow, ID

September 2002 – March 2010

- Collected a wide variety of stream data, including dissolved oxygen, specific conductance, discharge, pH, nutrient levels, bacteria levels, and sediment levels
- Used stream measurement devices, including various flow meters, bridge boards, cranes, pH meters, dissolved oxygen meters, multi-parameter water quality sondes, water level loggers, water temperature loggers, turbidimeters, conductivity meters, and total dissolved solids meters
- Created spreadsheets to store data, and used statistical programs to analyze, plot, and interpret data
- Worked with local Soil and Water Conservation Districts to develop unique monitoring plans for watersheds of interest, selected monitoring site locations, obtained landowner permission, and implemented water quality monitoring projects

- Generated numerous reports and gave public presentations at conferences and to various interested governmental and citizen groups
- Wrote grant proposals and secured funding from the Pacific Coastal Salmon Recovery Fund (PCSRF), EPA §319 Grant Project, and the Water Quality Program for Agriculture (WQPA) for water quality monitoring projects
- Supervised field staff and volunteers in the collection of water quality data for four years
- Developed and maintained operating budgets for individual projects

Supervisor: Kent Foster

Phone: (208) 685-6981

Education

Master of Science, Natural Resources and Environmental Science

University of Idaho, Moscow, ID

Graduation Date: December 2014

- Emphasis of study: Water Resources Management

Bachelor of Science, Environmental Science

University of Idaho, Moscow, ID

Graduation Date: May 2001

- College of Letters and Science Academic Dean's List

Associate of Science

Vermilion Community College, Ely, MN

Associate in Science Degree: 1997

- Emphasis of Study: Wilderness Management
- Vermilion Community College's Academic High Honors List

Additional Skills

- Proficient in: PowerPoint, MS Excel, MS Word, MS Project, Sigma Plot, and Onset temperature software
- Extensive knowledge of environmental laws, rules, and regulations, including the Clean Water Act, CERCLA, and NEPA
- Extensive experience writing grant proposals
- Exceptional verbal and written communication skills
- Ability to work well with others and contribute positively as part of a team
- Hardworking and very dependable
- Ability to work independently in a leadership role

References:

Ken Stinson, Title: District Manager—Latah Soil and Water Conservation District

Phone: (509) 338-2549

Gary Bahr, Title: Science Liaison, Director's Office, Washington State Department of Agriculture

Phone: (360) 349-0522

Lovina Englund, Title: Executive Director, Palouse Land Trust

Phone: (208) 669-0722

Stefanie L. Krantz

Ecologist/Climate Change Planner

1226 10th St, Clarkston, WA 99403 . (509)552-2436 . stefaniek@nezperce.org

OBJECTIVE

To work in the service of ecosystems and people with a focus on ecological community based planning, research, climate change mitigation, and restoration.

SUMMARY OF QUALIFICATIONS

- Climate change planning expertise
- 20 years of experience as an ecologist, 7 as a planner
- Grant and proposal writing expertise
- Experienced with wetland assessment, permitting, and delineation
- Data analysis, GIS/GPS skills
- Excellent technical and creative writing skills
- Community outreach, networking, and social media skills
- Project management and collaboration skills
- Public speaking and teaching skills
- Supervisory experience

PROFESSIONAL HISTORY

Climate Change Coordinator, Nez Perce Tribe, Lapwai, ID 12/16 – Present

Responsible for creating and managing a climate change resilience program for the Nez Perce Tribe. Primary responsibilities are to conduct a vulnerability assessment, write a climate adaptation plan, and to lead implementation projects to help natural resources and fisheries staff use best practices to adapt to changing seasonal patterns and extreme weather events. Position includes grant writing, project management, networking with stakeholders, participating in regional organizations and working groups, attending conferences and workshops related to climate adaptation planning, and education and outreach. Secured over 1.5 million in grant funding for collaborative projects since 2016. <https://nptwaterresources.org/climate-change-program/>.

Associate Biologist, EMC Planning, Monterey, CA 01/15 – 11/16

Specialized in biological field surveys, wetland assessments and permitting, focused special-status species surveys, wildlife surveys, habitat assessments, mitigation monitoring, and nesting bird surveys. Assessed potential environmental impacts per California Environmental Quality Act and National Environmental Policy Act guidelines, and wrote EIR/IS sections including biology, hydrology, water quality, and air quality. Responsibilities included conducting jurisdictional wetland delineations, construction monitoring, analyzing air quality impacts, and creating survey maps and analyzing species/wetlands impacts with ArcGIS. Developed project permitting strategies, and prepares permit applications. Managed projects, tracked budgets, assisted with marketing, and prepared proposals.

Wildlife Ecologist/Ornithologist, Garcia & Associates 03/08 – 10/15

Worked on numerous projects throughout California including transmission, solar, wind, transportation, restoration, and wetland projects. Wrote habitat assessments, produced training brochures, provided environmental awareness trainings, conducted preconstruction surveys, permitting surveys, and special-status species surveys. Monitored for protected species during construction, permit compliance, and storm-water protection compliance.

EDUCATION

M.S. Resource Ecology Management

University of Michigan, 2005

Thesis: "*Butterfly Diversity in a Coffee Agroecosystem Mosaic in Chiapas, Mexico*"

B.S. Biology

McMurry University, 1997

Honor's Thesis: "*Phytopathogenic Bacteria Associated with Tardigrada*"

PUBLICATIONS/PRESENTATIONS

- Presenter, Co-Author, *Learning to Braid; Weaving Traditional Knowledge into a Climate Smart Toolkit*: NW Climate Conference, Oct 2018, Restoring Resilient Community in Changing Landscapes, Spokane 2018, National Adaptation Forum, April 2019
- Panel Presenter for National Adaptation Forum Vulnerability Assessment workshop, April 2019
- Webinar Presenter on Tribal Vulnerability Assessment, May 2019.
- Co-author, *NiMi'iPuu Voices on Climate Change: Preliminary Survey Results*. Poster presented at the Northwest Climate Change Conference, October, 2017
- Krantz, S. *Butterfly Diversity in Coffee Agroecosystems*. Poster presented at Ecological Society of America Meeting, Pittsburg, PA, August 2010.
- Co-author, "Effect of Habitat Fragmentation on Gypsy Moth (*Lymantria dispar* L.) Dispersal: The Quality of the Matrix." *American Midland Naturalist* 145, 2001.
- Co-author, "*Phytopathogenic Bacteria Associated with Tardigrada*." *Zoologischer Anzeiger*, 1999. Presented at Seventh International Symposium on Tardigrada in Dusseldorf, Germany, September 1997.

AWARDS/HONORS

- Who's Who Among Students in American Universities and Colleges – 1996, 1997

PROFESSIONAL HISTORY

Survey Technician, Point Blue Conservation Science

Cosco Busan Oil Spill Survey, Marin County, CA 11/07 - 01/08

Conducted beach surveys for oiled and non-oiled wildlife following oil spill. Captured and transported live oiled birds and collected carcasses. Volunteered to help clean seabirds at the International Bird Rescue and Recovery Center.

Bird Banding Intern, Point Blue Conservation Science

Palomarin Long-Term Land-bird Monitoring Program, Marin County, CA 03/07 - 07/07

Extracted, banded, and processed birds. Banded nestlings, hummingbirds and small raptors and color-banded study species. Conducted avian and vegetation surveys. Mended nets and maintained banding kits, trails, and net lanes. Trained and supervised volunteers, and educated public and school groups about birds.

Biological Science Technician, U.S. Geological Survey

Yellow-Billed Cuckoo Monitoring Project, Southwestern AZ 05/06 - 11/06

Conducted presence/absence surveys for yellow-billed cuckoos and rigorous vegetation surveys in desert riparian and upland habitats. Created data summary tables for report and wrote supporting text.

Survey Crew Leader, University of Nevada – Reno

Willow Flycatcher Project, Northern Sierra Nevada Mountains, CA 05/05 - 09/05

Planned and supervised presence/absence surveys for willow flycatchers. Found and monitored nests of willow flycatchers, dusky flycatchers, and yellow warblers. Re-sighted color-bands and mapped territory boundaries. Trained and supervised field assistants. Trapped & identified insects. Collected vegetation data.

Field Research Assistant, Institute for Bird Populations

Manter/McNally Fire Project, Sequoia National Forest, CA 05/04 - 06/04

Conducted avian point counts and vegetation surveys in remote backcountry sites. Recorded observations of bird behavior and plant phenology.

Survey Coordinator, Coop. Agricultural Pest Survey

Florida State Dept. of Agriculture, Div. of Plant Industry, Gainesville, FL 10/02 - 04/04

Collaborated with a team to develop a new survey program that was deemed the best CAPS program in the United States. Managed surveys, collected plant and insect samples, summarized data and wrote reports. Networked with stakeholders and scientists. Assembled a database and field guide of exotic invasive arthropods.

Field Research Assistant, The Nature Conservancy

Wetland Restoration Project, Disney Wilderness Preserve, Kissimmee, FL 06/02 - 08/02

Completed photo-point monitoring survey of over 50 wetlands ahead of schedule. Worked with survey grade GPS equipment, palm top computers, cameras, data recorders and ATVs in wetlands. Followed strict contamination control procedures to avoid spreading invasive plants. Managed MS Access database and updated maps in ArcView. Assisted with canopy, shrub and herbaceous layer vegetation sampling. Assisted with eastern big-eared bat and Florida scrub-jay monitoring.

OTHER ACTIVITIES

Member of the Nez Perce Tribe Food Coalition. Active in Rising Voices; a collaboration between the National Center for Atmospheric Research and Indigenous Peoples and Tribal Staff working on Climate Resilience.

CERTIFICATES and TRAINING

- *Photo-Voltaics 100 and 200*, Solar Living Center, Hopland, CA - 2018
- *Climate Adaptation Planning*, Institute for Tribal Environmental Professionals (ITEP) – 2017, 2019
- *Composting and Tribal Food Security*, ITEP - 2017
- *National Disaster Awareness for Community Leaders*, FEMA -2017
- *Climate Smart Riparian Restoration*, Elkhorn Slough Training Institute, Moss Landing, CA - 2016
- *Managing Habitats for the California Red-legged Frog*, Elkhorn Slough Training Institute, Moss Landing, CA -2015
- *Wetland Delineation Field Practicum*, Wetland Training Institute, Sacramento, CA – 2015
- American Red Cross Adult CPR and First Aid, 2011, 2014, 2015
- *California Natural Diversity Database (CNDDDB) and Biological Information and Observation System (BIOS) Training Course*, California Department of Fish and Wildlife, Monterey, CA - 2015
- *CEQA – California Environmental Quality Act*, Lorman Seminar, Monterey, CA - 2014
- *Fifty Families in the Field*, Jepson Herbarium, Carmel, CA, 2013
- *Desert Botany*, Jepson Herbarium, Death Valley National Park, 2012
- *Introduction to Plant Morphology*, Jepson Herbarium, Berkeley, CA, 2011
- *Rare Pond Species Survey Techniques Workshop (California red-legged frog, California tiger salamander, and western pond turtle)*, Rohnert Park, CA, 2010
- *Mono Lake Bird Chataqua Sierra Nevada Small Mammal Class*, Lee Vining, CA, 2009
- *Desert Tortoise Council Desert Tortoise Handling Workshop*, Ridgecrest, CA, 2009; Test Score: 91.47%
- *Southwest Willow Flycatcher Survey Training*, Southern Sierra Research Institute, 2009
- *Wetland Delineation and Management Training Course*, Sacramento, CA, 2008
- *4 hour HAZMAT Emergency Disaster Relief worker training for the Cosco-Busan oil spill in San Francisco Bay*, 2007
- NABC (North American Banding Council) Bird Bander Certification, 2007

ANTHONY W. BRONCHEAU

P.O. BOX 75, LAPWAI, ID 83540 · (208) 791-1045 anthonyb@nezperce.org

I have been employed with the Nez Perce Tribe for 25 years, in various capacities, going on 15 years with the Finance Department – Grants & Contracts Program. I have enjoyed working with people, staff, management, tribal council/NPTEC, coordinating events, planning, project coordination/management, research projects, data collection & management, budgeting, grant writing & management, economic development, strategic planning, transportation, accounting, auditing, indirect cost rate negotiation, bookkeeping, investments, and nonprofit work. All my work experience and education make me capable and competent to serve the Nez Perce Tribe in any management capacity, and allows me to accomplish any task, goals, objectives for the position I am applying for due to my expanded institutional knowledge of the Nez Perce Tribe. I have proven my ability to learn, adapt, evolve as the job demands to expand my knowledge, skills, and abilities.

EXPERIENCE

OCTOBER 2021 – PRESENT

SENIOR GRANTS & CONTRACTS COORDINATOR

NPT FINANCE DEPARTMENT - GRANT MANAGEMENT PROGRAM

Serve as the tribe's principal expert on all matters pertaining to federal, state, corporate, public, local, and foundation grants, serving as the liaison with the same agencies and official on grant issues. Retain signature authority for all online correspondence, grant submissions, grant acceptance, compliance reporting, and duties to review, accept or return for modification pertaining to award terms and conditions. Collaborate and coordinate with Lead Grants & Contracts Accountant, Senior Accountants to maintain compliance with funding agencies. Assist Finance Manager with tribal audits, indirect cost preparation and negotiation, and other financial needs and technical assistance when needed. Supervise a Grants & Finance Specialist who assists with all duties above, and also handles accounting and property management and inventory duties as well.

FEBRUARY 2021 – SEPTEMBER 2022

BIA ACCOUNTANT

NPT FINANCE DEPARTMENT

Reviewed and approved daily purchases/expenses for all BIA 638 Programs and Funds. Research, learn, and follow Single Line Agreement terms, conditions, and scope of work. Process monthly indirect collections, end of month process, closeouts, cash transfers. Process quarterly, bi-annual, and annual financial reports for all BIA Programs. Reconciled monthly, annual amounts to bank statements and financial reports. Attended meetings, conference calls, site visits, and monthly meetings with BIA staff and personnel, along with tribal staff, management concerning BIA funding.

APRIL 2008 – SEPTEMBER 2021

GRANTS & CONTRACTS COORDINATOR

NPT FINANCE DEPARTMENT – GRANTS & CONTRACTS PROGRAM

Review grants & contracts for tribal departments, log into database, copy or scan into computer for records. Search, research, submit, review, and write grants for tribal programs and departments. Serve as Tribes Principal expert on data projects, information, gathering, reporting, methods, strategies, storage, technology, and institutional knowledge of the tribe, and expanding in area of data ownership and data sovereignty. Attends data committees, reporting requests, and designated by NPTEC to serve as the Tribal Liaison for National Census. Conduct needs assessment with department managers and program directors to determine goals and objectives, scope, feasibility and funding needs for programs. Serve as Site Administrator for external grant management systems, creating accounts, implementing awards, reporting, compliance, submitting, and accepting awards online as authorized by NPTEC.

OCT 2017 – MAR 2020

TRIBAL JUSTICE STRATEGIC PLAN PROJECT DIRECTOR

NPT FINANCE DEPARTMENT – GRANTS & CONTRACTS PROGRAM

Coordinated Justice Plan Committee meetings throughout the project period. Recruited and selected consultants to gather data, compile data, interview tribal staff and community on justice needs. Collaborated with Justice Plan Committee, Consultants with the drafting, review and finalization of the Nez Perce Tribe Tribal Justice Strategic Action Plan. Developed an online strategic planning matrix for tribal staff and management to monitor and increase accountability towards goals and objectives. Presented Final Plan to community, NPTEC and transitioned management to the Law & Order Executive Office by resolution for continuation and follow-up on goals and objectives.

DEC 2017 – MAY 2022

AMERICORPS VISTA PROJECT DIRECTOR

NPT FINANCE DEPARTMENT – GRANTS & CONTRACTS PROGRAM

Directed the AmeriCorps Program that included 5 sites, 5 supervisors and 5 VISTA members that served primarily in 2018-2019, and 2 supervisors and 2 VISTA members serving in 2021-2022. The project displayed success, so the project continues, with more VISTA members being awarded, along with a VISTA leader. VISTA members serve for one year, as a paid volunteer, supervised by site supervisors, and after one year of service they are awarded a scholarship or cash stipend. NPT was also awarded a support grant of \$50,000 to keep the project sustainable.

EDUCATION

LEWIS-CLARK STATE COLLEGE
B.A.T. INFORMATION SYSTEM ANALYSIS
*CUM LAUDE, DEAN'S & PRESIDENTS LISTS

JAN 2003 – MAY 2005
G.P.A. 3.754

LEWIS- CLARK STATE COLLEGE
A.A.S. INFORMATION SYSTEMS ANALYSIS
* PRESIDENT'S HONORS, DEAN'S LIST & PRESIDENT'S LISTS

AUG 2000 – DEC 2002
G.P.A. 3.8

LAPWAI HIGH SCHOOL
HIGH SCHOOL DIPLOMA

AUG 1996 – MAY 2000
G.P.A. 3.8

* SALUTATORIAN, HONOR ROLL, HONOR SOCIETY, WHO'S WHO AWARD

SKILLS & CERTIFICATIONS

Finance and Accounting Training, Fraud & Audit Training, Grant & Contract Orientation Trainings, Nonprofit Management Training, Computer Training & Certification: A+, Network+, Server+, Microsoft Certified Professional, Microsoft Certified Systems Administrator, Microsoft Certified Systems Engineer, Cisco Certified Network Administrator, Cisco Certified Network Professional, and Novel Certified Novell Administrator. Software & Programming: C Programming, Microsoft Office: Word, Excel, PowerPoint, Outlook, Publisher, Visio, and Access. Word Perfect, Adobe PageMaker, Photoshop, Acrobat, and Reader. Apple Microsoft Office, Apple computers and software, MAC operating systems.

Activities & Interests

Outdoors, Fishing, Camping, Working out, lifting weights, walking, shopping, traveling, basketball both high school and NBA, learning, reading, listening and attending presentations.

Anna J. Lawrence
2025 Ripon Ave
Lewiston ID 83501
208 790-4330
annajred@yahoo.com

EXPERIENCE

2019-present National American Indian Housing Council, Washington DC

Consultant

Conduct the Pathways Certification: Train the Trainer

2006-present Nez Perce Tribal Housing Authority, Lapwai Idaho

Housing Manager

Administer and monitor all aspects of housing management including planning and development of housing assistance programs, comprehensive housing counseling, resident relations, lease compliance, crime prevention and safety in order to ensure consistent and optimal rental income stream and applicant and resident satisfaction. Assists with management of IHBG, ROSS, ICDBG, LIHTC, Treasury Funds, Bonneville Power Administration Funding and other Private Funding.

1998–2006 Nez Perce Tribal Housing Authority, Lapwai Idaho

Housing Counselor

- Assist applicants and residents in meeting the financial obligations associated with housing through planning and counseling in the pre-occupancy and post-occupancy phases. This involves educational counseling regarding program requirements, homebuyer education, home maintenance, property care, budgeting and money management, and other financial obligations associated with housing.

EDUCATION

Lewis Clark State College, Lewiston Idaho

B.A., Business Administration

May 1998

Development Certificates:

- NCHM Certified Occupancy Specialist
- NAIHC NAHASDA & Tax Credit Compliance
- NCHM Housing Quality Standards
- HUD Section 184 Training
- Moreland Housing Credits
- NCHM Tax Credit Specialist

ACTIVITIES

Boys & Girls Club of the Nez Perce Tribe Board, member, 2019-2021

Consumer Credit Counseling Board, Secretary, 2007-2017

Lewis Clark Credit Association, member 2001-2007

Lewis Clark Credit Association, president 2003-2005

REFERENCES

Laurie Ann Cloud, Executive Director, Nez Perce Tribal Housing Authority, lauriec@nezperce.org, 208.790.3654

Cielo Gibson, Housing Consultant, cielogibson86@gmail.com, 208.553.4321

Kari Hutchinson, Compliance Manager, Travois, Kari@travois.com, 816.994.8970

Jane Johnson, Financial Coordinator, Lewis Clark State College, jfjohnson@lcsc.edu, 208.305.3680

Julie D. Simpson

Nez Perce Tribe - ERWM Air Quality Program
P.O. Box 365 / 109 Lolo St., Lapwai, ID 83540
Work Phone: (208) 621-3818, Cell Phone: (208) 301-1166
Fax: (208) 843-7411, E-mail: julies@nezperce.org

☐ EXPERIENCE

ERWM - Air Quality Program Coordinator, Nez Perce Tribe. Environmental Restoration and Waste Management Division (ERWM). 1997 - Present. Develop, administer and manage EPA grants, cooperative agreements and associated contracts for implementation of the Federal Clean Air Act and the Federal Air Rules for Reservations Federal Implementation Plan on the Nez Perce Reservation. Program activities include air monitoring, smoke management, air toxics research and evaluation, indoor air quality assessments, woodstove changeouts, complaint response, burn permitting, compliance assurance and monitoring, and education and outreach. Follow, participate and comment on local, regional and national air quality issues. Coordinate efforts between Tribal departments and with other agencies. Design and execute workplans and budgets. Supervise staff and interns. Submit reports.

ERWM - Environmental Specialist, ANA & Environmental Grants, Nez Perce Tribe. May 1995 - 1997. Assisted with Administration for Native Americans (ANA) grant project for development of environmental codes. Assessed environmental issues. Identified projects and applied for air quality, solid waste, integrated pest management (IPM), lead, pesticides, education, and emergency response grants. Implemented air project and assisted with IPM project and development of environmental health handbook. Supervised staff and interns.

Technical Assistance Officer, Washington State Department of Ecology, Hazardous Waste and Toxics Reduction Program. September 1994 - March 1995. Conducted pollution prevention technical assistance visits to printers and photo processors. Interviewed business owners/ managers. Evaluated waste streams. Proposed less toxic alternatives. Coordinated regional site visits among Ecology and local government personnel.

Teaching Assistant, Washington State University, Fall 1992 - Summer 1994. Prepared pollution prevention course materials, lectures, and lab activities. Compiled resource library and database. Supervised student projects for campus facilities and Pullman-area small businesses. Researched, synthesized resources and developed Pollution Prevention Course curriculum.

☐ EDUCATION

- **Masters of Science in Environmental Science,** August 1994, Washington State University. Courses: environmental planning, ecosystems, international development, project evaluation, human ecology, economics, education, statistics, and hazardous waste management and reduction. Thesis article published in *The Journal of Environmental Education*, "Toward a Preventive Environmental Education Curriculum: The Washington State University Experience," 27(2) (1996). Simpson, J.D., Budd, W.W.
<http://www.tandfonline.com/doi/abs/10.1080/00958964.1996.9941454#preview>.

- Bachelor of Science in French, Certificate in International Business Studies, May 1988, University of Wisconsin, Madison. Spring 1987: Completed studies at Centre D'Etudes Europeenes, Toulon, France.

□ OTHER EXPERIENCE

- EPA Clean Air Act Advisory Committee. 2010-2016: Member.
<https://www.epa.gov/caaac>.
- EPA Region 10 Tribal Operations Committee. 2005-2012. Representative for Idaho Tribes. <https://www.epa.gov/tribal/region-10-tribal-programs#rtoc>.
- National Tribal Air Association. 2006-Present. 2008-2009: Primary Representative for ID/OR/WA Tribes. 2006-2007: Alternate Representative for ID/OR/WA Tribes.
<http://www7.nau.edu/itep/main/ntaa/>.
- NW AirQuest. 2006-Present. <http://lar.wsu.edu/nw-airquest/>.
- Western Regional Air Partnership. 2013-Present: Board Member. 2009-Present: Technical Steering Committee (TSC) Member. 2001-2013: Board Member Alternate. 1997-2009: Served on Initiatives Oversight Committee (including Co-Chair for three-year term), Air Managers' Committee, Fire Emissions Joint Forum, Air Pollution Prevention Forum.
<https://www.wrapair2.org/>
- Co-author: Ward, T.J., Boulafentis, J., Simpson, J., Hester, C., Moliga, T., Warden, K., and Noonan, C.W., 2011. Lessons learned from a woodstove changeout on the Nez Perce Reservation, *Science of the Total Environment*, 409, 664-670.
<http://www.sciencedirect.com/science/article/pii/S004896971001212X>.
- 2009 EPA School Air Toxics Monitoring Initiative.
<http://www.epa.gov/air/sat/about.html>
- 2003-2004 EPA Community-Scale Air Toxics Ambient Monitoring Project.
Characterization of Air Toxics Concentrations around a Kraft Pulp and Paper Mill Facility, Lewiston, Idaho.
http://www.epa.gov/ttnamti1/20032004_CSATAM.html#reports.
- 2008 EPA Clean Air Excellence Award, Regulatory/Policy Innovations, to Nez Perce Tribe Air Quality Program. <http://www.epa.gov/air/cleanairawards/winners-2008.html>.
- 2008 Virgil Masayesva Award for Excellence in Tribal Air Programs to Nez Perce Tribe Air Quality Program. <http://www.epa.gov/air/tribal/pdfs/Publication1.pdf>.

Johna Boulafentis
1152 12th Avenue, Lewiston, Idaho 83501
208.790.4883 | johna.boulafentis@gmail.com

EDUCATION

Miami University, Oxford, OH December 2016

M.A. in Biology (Conservation Biology Focus)

Community-Based Conservation Fieldwork Sites: Belize; Puerto Maldonado & Ese Eje Native Community of Palma Real, Peruvian Amazon; Surama Village – Makushi Amerindian Community, Guyana

Dickinson College, Carlisle, PA

May 2004

B.A. in Anthropology

Minor: Sociology

Thesis: Greek-American Transnationalism in Carlisle, Pennsylvania:

Generational Identities and Transnational Connections

Honors/Awards: Magna Cum Laude, Phi Beta Kappa, Benjamin A. Gilman

International Scholarship

University of Yaounde I, Yaounde, Cameroon

January – May 2004

PROFESSIONAL EXPERIENCE

Nez Perce Tribe Environmental Restoration & Waste

March 2005 – Present

Management Division (ERWM), Air Quality Program, Lapwai, ID

Environmental Outreach Specialist

Provide air quality, environmental, and environmental health education to tribal and non-tribal youth and adults on the Nez Perce Reservation. Conduct indoor environment and health research. Duties include site management of wood stove and health studies, compliance assistance and field duties with outdoor burning rules, and indoor air quality and science education. Interact with tribal, federal and local agencies and organizations. Supervise staff and high school and college interns. Present at the local, regional and national level; 60 presentations a year.

Berkeley and Jefferson County Schools, WV

November 2004 – February 2005

Substitute Teacher

Taught in K-12 classrooms in two school districts. Each assignment varied in topic and age group. Managed classrooms with flexibility and formed relationships with teachers.

Nez Perce Tribe ERWM Air Quality Program, Lapwai, ID

May 2004 – August 2004

Education and Outreach Support Intern

Compiled burn ordinance and permit data for counties and cities on the Nez Perce Reservation, communicating with tribal, federal, and local government staff. Designed and implemented an air quality science activity for a middle school math and science camp.

Dickinson College, Carlisle, PA

June – August 2002, 2003/August 2004

Site Coordinator/Facilitator, Migrant Education Program

Oversaw summer program for fifty, migrant-worker high school students. Assisted the Capital Area and Lincoln Intermediate Units' Coordinators in hiring facilitators and selecting educational speakers. Supervised facilitators and communicated with Dickinson College departments.

Office of Global Education, Dickinson College, Carlisle PA

September 2003 – May 2004

Cameroon Program Assistant

Reviewed prospective student applications for the Dickinson in Cameroon Program. Organized and conducted pre-departure information sessions. Provided onsite orientation and mentoring for two weeks in Cameroon.

Anthropology Department, Dickinson College, Carlisle PA

September 2002 – May 2004

Student Assistant

Wrote ten article summaries and organized professors' summaries for the American Anthropologist Association Archive Project. Provided general office assistance to Department Administrative Staff.

EMPLOYMENT RESEARCH EXPERIENCE

National Institutes of Health – Northwest Portland Area Indian Health Board (NPAIHB) August 2019 – Present
Enhancing Control of Childhood Asthma in AI/AN Communities

Collaborative research project with NPAIHB and Nimiipuu Health. One of four tribal study sites in the Pacific Northwest targeting 25 homes of Nimiipuu children with asthma. Provide asthma education, demonstrate peak flow usage and monitoring, conduct indoor air quality and asthma trigger assessment of home, and provide intervention material education.

National Institute of Environmental Health Sciences Grant June 2014 – Present
Residential Wood Smoke Interventions Improving Health in Native American Populations

Collaborative project with the University of Montana and Nimiipuu Health. Managed one of the two tribal study sites in the U.S., training professional level staff, and troubleshooting issues with staff at the other site. Met recruitment and retention goals of 68 Nimiipuu seniors and elders. Provided wood stove and wood heat education to participants and to the community.

Environmental Protection Agency Science to Achieve Results (STAR) Grant July 2014 – June 2018
From Home to School: Tribal Indoor Air Quality Study

Collaborative project with the University of Tulsa and Nimiipuu Health. Managed one of three tribal study sites in the U.S., working with 25 homes of children with asthma and four schools on the Nez Perce Reservation. Trained professional level staff and oversaw contractor deliverables for schools and indoor air classes for tribal entity maintenance staff. Provided indoor air quality assessments and asthma education to participants.

University of WA-Institute for Translational Health Research, Environmental Protection Agency, Tribal Healthy Homes Network January 2013 – December 2014
Alternative Wood Fuel Study

One of four tribal study sites in EPA Region 10. Conducted 30 in-person, fifty-minute interviews of wood stove households. Worked closely with five homes that received briquettes or compressed wood logs and kept a wood stove usage log and recorded their experiences using the briquettes.

National Institute of Environmental Health Sciences Grant November 2009 – December 2011
Asthma randomized trial of indoor woodsmoke (ARTIS)

Six homes included in the University of Montana - Center for Environmental Health Sciences' (CEHS) study of children with asthma and wood stove interventions. Developed partnership with Nimiipuu Health and worked together to collect indoor air quality and participants' health samples.

Environmental Protection Agency Grant September 2007 – October 2008
Incorporating Environmental Health Measures into the Nez Perce Tribe Air Quality Project

Coordinated the collaborative project between the University of Montana and two high schools and a tribal college on the Nez Perce Reservation. Assisted students in developing research projects and analyzing their collected air toxics data.

Environmental Protection Agency Grant October 2006 – October 2009
Measurable Outcomes of a Woodstove Changeout on the Nez Perce Reservation

Coordinated the collaborative project with the University of Montana. Recruited and worked with 16 tribal member homes with wood stoves. Project oversight and supervision of three interns conducting pre and post-changeout indoor air quality sampling.

GRADUATE RESEARCH – COMMUNITY-BASED EXPERIENCES

Pollinators and Children: A Buzzing Combo August 2016 – December 2016

Study explored 70 children's (first and second graders) knowledge of and

attitudes about bees before and after a pollinator education unit. Results showed that students increased their knowledge of bees and their ecosystem services, and increased their personal positive association with bees.

Garden Retailers: Neonicotinoid Products & Employee and Customer Pollinator and Insecticide Education

August 2015 – December 2015

Comparative study of garden retailers in two locations the Pacific Northwest; one of the municipalities had a neonicotinoid ban on city property. Inventoried the insecticide products at 29 garden retail stores and conducted 23 employee interviews about employee and customer education. Shared findings and citizen science opportunities with local conservation groups.

Food: What Matters to Community Supported Agriculture (CSA) Participants and Non-CSA Participants in the Lewis-Clark Valley

August 2014 – December 2014

Comparative study of Lewis-Clark Valley residents. Conducted in-person and online surveys of 69 people about their food preferences and purchases including locally grown food. Gathered data at two grocery stores, two farmers' markets, and a small farm with a CSA in Lewiston. Shared results with farmer's market coordinators, farm owner, and a Lewis and Clark State College Natural Resources class.

PUBLICATIONS

Haverinen-Shaughnessy, U., Khan, S., Boulafentis, J., Garcia, C., & Shaughnessy, R. (2020). Effects of educational efforts in tribal homes and schools to reduce asthma triggers, symptoms and missed school days. *International Journal of Hygiene and Environmental Health*.

Walters, K. L., Johnson-Jennings, M., Stroud, S., Rasmus, S., Charles, B., John, S., Allen, J.,...Boulafentis, J. (2018). Growing from our roots: strategies for developing culturally grounded health promotion interventions in American Indian, Alaska Native, and Native Hawaiian communities. *Prevention Science*, 21,54-64.

Ward, T.J., Boulafentis, J., Simpson, J., Hester, C., Moliga, T., Warden, K., & Noonan, C.W. (2011). Lessons learned from a woodstove changeout on the Nez Perce Reservation. *Science of the Total Environment*, 409, 664-670.

Semmens, E., Noonan, C., & Ward, T., Weiler, E., & Boulafentis, J. (2011). Effectiveness of interventions in improving indoor and outdoor air quality: Preliminary results from a randomized trial of woodsmoke and asthma. *International Society of Environmental Epidemiology Conference Abstract*. 2011(1).

Adams, E., Ward, T., Vanek, D., Marra, N., Hester, C., Knuth, R.,...Boulafentis, J. (2009). The big sky inside: Measuring rural indoor air quality and its impact on the community. *Science Teacher*. 76(4), 40–45.

Boulafentis, J. (2003). Transnational Greeks in a Pennsylvania town. Diaspora: Movement, Memory, Politics and Identity. Commins D, editor. Proceedings from the *Diaspora: Movement, Memory, Politics and Identity Symposium*; 2002 November 16-17; Carlisle, PA. Contemporary Issues Series; The Clarke Center, Dickinson College; No. 14.

PRESENTATIONS

Regional and National Presentations

Federal Air Rules for Reservations, Outdoor Air & Wildfire Smoke, & Volkswagen Settlement on the Nez Perce Reservation

Presentation at EPA Region 10/Tribal Air Biennial Meeting; 2019 October 28 -30; Seattle, WA.

Boulafentis, J. and Rhein, M. Presentation at the Lewis and Clark Chapter of the Idaho Master Naturalist Meeting; 2017 May 25; Lewiston, ID.

Presentation at the National Tribal Forum on Air Quality; 2017 May 1-4; Tucson, AZ.

Boulafentis, J. and Boyer, A. Presentation at the EPA National Air Quality Conference; 2007 February 11- 14; Orlando, FL.

Environmental Outreach, Communication, and Student Interns

Presentation at EPA Region 10/Tribal Air Biennial Meeting; 2019 October 28-30; Seattle, Wa.

Keynote panel participant at the Idaho Environmental Education Conference; 2013 March 1-2; Boise, ID.

Presentation at the National Tribal Forum on Air Quality; 2008 June 3-5; Las Vegas, NV.

Wood Stove Studies and Change Out on the Nez Perce Reservation

Presentation at the Northwest Air Quality Communicators' Quarterly Meeting; 2019 May 28-29; Seattle, WA.

Presentation at the EPA Residential Wood Smoke Workshop; 2018 March 6-8; Nashville, TN.

Presentation at the National Tribal Forum on Air Quality; 2017 May 1-4; Tucson, AZ.

Presentation at the EPA Region 9 Indoor Air Quality Webinar Series: Wood Smoke in Homes; 2016 August 22.

Presentation at the EPA/WESTAR Residential Wood Smoke Workshop; 2011 March 1-3; Salt Lake City, UT.

Presentation at the Tribal Healthy Homes Northwest Webinar; 2011 January 25.

Presentation at the Alaska Tribal Conference on Environmental Management; 2009 November 16-20; Anchorage, AK.

Presentation at the National Tribal Conference on Environmental Management; 2008 June 24-26; Billings, MT.

Presentation at the EPA Residential Wood Smoke Workshop; 2007 March 14-15; Reno, NV.

Indoor Air Quality in Homes, Buildings, and Schools: Education & Research

Presentation at the Tribal Healthy Homes Network Webinar; 2019 October 17 (video).

Presentation at the EPA Region 6 Children's Environmental Health Symposium; 2018 October 16-18; Catoosa, OK.

Presentation at the ITEP Webinar Series about the From Home to School: Tribal Indoor Air Quality Study, 2018 May 24.

Presentation at the National Tribal Forum on Air Quality; 2018 May 14-17; Carlton, Minnesota.

Presentation at the ITEP Webinar Series about the From Home to School: Tribal Indoor Air Quality Study, 2018 April 12.

Presentation at EPA Region 10/Tribal Air Biennial Meeting; 2017 October 16-18; Seattle, WA.

Presentation at the National Radon Training Conference; 2017 October 2-4; New Orleans, LA.

Presentation at the National Tribal Forum on Air Quality; 2017 May 1-4; Tucson, AZ.

Presentation at the Northwest Air Quality Communicators' Quarterly Meeting; 2016 July 14.

Presentation at the EPA Creating Healthy School Indoor Environments in Tribal Communities Webinar; 2013 December 9.

Presentation at the National Tribal Forum on Air Quality; 2013 Apr 30 - May 2; Fort McDowell, AZ.

Presentation at the National Tribal Forum on Air Quality; 2011 June 14-16; Spokane, WA.

Panel participant at a Tribal session at the EPA Indoor Air Quality Tools for Schools National Symposium; 2011 January 13-15; Washington, D.C.

Presentation at the Healthy Homes Conference; 2009 September 15-17; Boise, ID.

Presentation at the EPA Indoor Environmental Health Workshop for Homes and Buildings; 2008 November 18-19; Seattle, WA.

Presentation at the Tribal Nations Children's Environmental Health Summit; 2007 August 22-23; Denver, CO.

Undergraduate Research

Greek immigrants as transnationalists. Paper presented at the 74th annual meeting of the Eastern Sociological Society; 2004 February 19-22; New York City, NY.

Transnational Greeks in a Pennsylvania town. Paper presented at the Diaspora: Movement, Memory, Politics and Identity Symposium; 2002 November 16-17; Dickinson College, Carlisle, PA.

AWARDS

2019 Community Volunteer Award, Lapwai Elementary School	June 2019
2015 Community Volunteer Award, Lapwai Elementary School	June 2015
2008 EPA Clean Air Excellence Award, Regulatory/Policy Innovations (awarded to the Nez Perce Tribe Air Quality Program)	May 2009
2008 EPA Region 10 Air Toxics Commitment and Excellence in Air Quality Award (awarded to the Nez Perce Tribe Air Quality Program –Wood Smoke Research)	August 2008
Virgil Masayesva Award for Excellence in Tribal Air Programs (awarded to the Nez Perce Tribe Air Quality Program)	June 2008
Nez Perce Tribe Employee of the Month	February 2007

PROFESSIONAL MEMBERSHIPS AND BOARDS

University of Montana - Research Education on Air and Cardiovascular Health (REACH) External Advisory Board Member	January 2019 – Present
Northwest Air Quality Communicators	February 2009 – Present
National Science Teachers Association	October 2013 – October 2015
Idaho Environmental Education Association Board President, Member, & Communications Committee Chair	June 2012 – June 2015

VOLUNTEER EXPERIENCE

Lewis & Clark Chapter of the Idaho Master Naturalist Program Chapter President and Outreach/Member Retention Chair	March 2017 – Present
Idaho Food Bank – Lapwai Mobile Food Pantry	November 2014 – Present
Moscow Food Co-op, <i>Community News</i> Volunteer Writer - Local Producer Profile	December 2009 – December 2013
Festival Dance, Moscow, Idaho Board Secretary	November 2009 – November 2011
Idaho Washington Concert Chorale	September 2007 – December 2010
Expanding Horizons Mentor Program, Dickinson College, Carlisle, PA Founder/Coordinator: Designed and implemented a mentor program for twenty high school students and selected college mentors.	September 2002 – December 2003
Sustained Dialogue, Dickinson College, Carlisle, PA Moderator: Facilitated discussions of diversity, justice, and stereotypes at Dickinson College and in society. Assisted in educating the Dickinson community about diversity issues.	September 2002 – May 2004
Alternative Spring Break, Dickinson College, Carlisle, PA; Pisinemo, AZ Co-ordinator/participant: Promoted, fundraised, planned week schedule of volunteer service trip for fifteen students to the Tohono O'odham Nation.	September 2001 – May 2004

JANET POITRA

Deputy Executive Director

Nez Perce Tribe

(208)621-3671

janetp@nezperce.org

EDUCATION —

Washington State University,
Pullman, WA
Bachelor of Arts in Business
Administration with emphasis in
Management and Human
Resources Management

Purdue University
West Lafayette, IN
Master of Science in Strategic
Communications Management

KEY SKILLS —

Understands business
Makes complex decisions
Builds collaborative relationships
Influences people
Provides global perspective
Optimizes diverse talent

EXPERIENCE

1995 – 1996

Recruiter • A-dec • Recruited potential employees for a dental equipment manufacturing company near Portland, Oregon

1996 – 1998

State of Idaho, Department of Health & Welfare • Employment Specialist • Assisted welfare recipients to gain employment and become self-sufficient

1998 - 2022

Schweitzer Engineering Laboratories • Various roles of increasing responsibility including Recruiter, Human Resources (HR) Manager, Senior International HR Manager, HR Director and currently Communications Director • Business partner understanding and collaborating with all aspects of the business to grow an Engineering and Manufacturing company from 250 employee to over 5,300 across 25 countries

2022 - Current

Nez Perce Tribe • Deputy Executive Director • Oversee the implementation of strategic plans and operational policies to ensure the organization's objectives are met efficiently and effectively. Lead and mentor department leaders and staff, fostering a culture of high performance, continuous improvement, and collaborative teamwork. Represent the Tribe in external meetings, conferences and negotiations, acting as a key spokesperson to enhance its public image and stakeholder relationships. Spearhead innovative projects and initiatives that align with the organization's mission but venture into new areas of opportunity or address emerging challenges.

LEADERSHIP

Provide strategic direction and successful operational performance for various global teams within human resources and corporate communications. Partner closely with executives and senior business leaders to proactively solve critical business challenges and implement strategic company initiatives.

GLOBAL PERSPECTIVE

Directed Human Resources for multiple countries outside the US including Brazil, Colombia, Peru, Argentina, United Kingdom, Italy, Spain, Netherlands, Kazakhstan, Georgia, South Africa, Ghana, India, Saudi Arabia, United Arab Emirates, Bahrain, South Korea, Singapore, China, Australia, and New Zealand



Nikoli Greene

22318 Red Duck Ln. Lapwai, ID 83540 | Phone: 208.790.8173 |
nkgreene1990@gmail.com

Professional Summary

Qualified and experienced within the gaming industry while working for the Nez Perce Tribal Enterprise for the past 11 years. Familiar with all operating departments with an experience-based focus on Casino Operations, including slot machines, developing and implementing policy and procedures, team development, marketing, and finance.

Resume Objective

Enterprise Executive Officer or Clearwater River Casino General Manager

Professional Accomplishments

- Leadership Lewis-Clark Valley Alum - Participated and graduated with a Community Leadership class with other business leaders and owners within the Lewis-Clark State Valley.
- Part of the Enterprise team that produced the record net revenues for the overall businesses.
- Promoted into leadership roles throughout the Enterprise throughout my tenure.

Professional Experience

Interim Executive Officer

Nez Perce Tribal Enterprise, Lewiston, ID

2022-Present

Key Accomplishments:

- Being selected and trusted with the responsibility as the Interim Executive Officer for the Nez Perce Tribal Enterprise by the Nez Perce Tribal Council.
- Oversight of all tribal business entities, including (2) casinos, (2) convenience/fuel stores, 18 hole championship golf course, hot springs, and future business endeavors.
- Serve as a liaison on the Valley Vision Board of Directors and the Clearwater Economic Development Association Board of Directors

Interim Executive Officer

Nez Perce Tribal Enterprise, Lewiston, ID

2021-2022

Key Accomplishments:

- Being selected and trusted with the responsibility as the Interim Executive Officer for the Nez Perce Tribal Enterprise by the Nez Perce Tribal Council.
- Oversight of all tribal business entities, including (2) casinos, (2) convenience/fuel stores, 18 hole championship golf course, hot springs, and future business endeavors.

Assistant General Manager

Nez Perce Tribal Enterprise, Lewiston, ID

2019-2021

Key Accomplishments:

- Promoted into the position in May 2019.
- Responsible for (2) casinos, gaming department, food, and beverage outlet, marketing, and multiple departments associated with the gaming floor.
- Worked closely with National Indian Gaming Commission to complete Class II Gaming Audit.
- Assisted with overall leadership, guidance, and direction of the Nez Perce Tribal Gaming Enterprise teams.
- Development of strategic plans to determine and meet the overall business objectives of the properties.
- On-going development and training of team, including many tribal members, for management positions. IGT upgrades, internal control updates are just a few of the many current projects.
- Communication with internal and external departments

Purchase & Inventory Coordinator

Nez Perce Tribal Enterprise, Lewiston, ID

2016-2019

Key Accomplishments:

- Worked closely with all entities management team to provide timely, accurate inventory counts for financial statements.
- Assisted and provided training for departments relating to inventory and inventory software.
- Updated and implemented purchase and inventory policies.
- Managed the request for proposal process for large projects.
- Assisted with accounts payable ensuring timely payments, creation of purchase orders, and electric fund transfers were entered and posted into financial system software.

Interim Sales Manager/Events Coordinator

Nez Perce Tribal Enterprise, Lewiston, ID

2015-2016

Key Accomplishments:

- Responsible for management of all sales and recruitment of outside business.
- Directing events and managing the event team to internal and external expectations.
- Evaluating team productivity and providing training for departmental goals.
- Development and implementation of sales and catering menu.
- Communication with departments, outside vendors, customers, and developing customized event planning for each event.

- Scheduled, and directed weekly meetings with team and department managers for upcoming events.

Food & Beverage Supervisor

Nez Perce Tribal Enterprise, Lewiston, ID

2014-2015

Key Accomplishments:

- Managed and supervised Sports Bar, Café, Restaurant, and Banquets.
- Coordinated assignments to cooking personnel to ensure economical and timely food preparation while implementing customer service standards for front of house staff.
- Created internal control procedures for personnel performance and customer service.
- Responsible for payroll records, monitoring budgets, and reviewing financial transactions to ensure that transactions are budgeted.
- Schedule staff meetings and set monthly/weekly goals for each department.

EDUCATION

Arizona State University, Tempe, AZ — Master of Business Administration

Degree: Master of Business Administration
Graduation Date: June 2023

College: W.P. Carey School of Business
Cumulative GPA: 3.93

Washington State University, Pullman, WA — Bachelor of Arts

Program: Business Administration
Graduation Date: December 2017

Major: Management
Cumulative GPA: 3.36

Focus: Innovation & Change

WORK EXPERIENCE

Business Operations Director, Nez Perce Tribe Enterprises, Lewiston, ID Sep 2023 – Current

As Business Operations Director I managed the non-gaming interests of the Nez Perce Tribe. This entailed the Red Wolf Golf Club, Zims Hot Springs, as well as future business development and economic development. Strategic Planning was done for this department, outlining a development strategy for each entity and the program as a whole. In this position feasibility study grants were pursued along with other funding sources in interest of the Enterprises. It was also my duty to participate in regional economic studies, Tribal and Non-Tribal, as well as coalitions and groups with special interest such as Tribal Planning, Hemp, Regional Broadband, and Tourism. I formally resigned in October of 2022 of focus on completing my graduate program, and assist with my newborn son and wife who was in her 3rd year of a PhD program.

Business Operations Planner, Nez Perce Tribe Enterprises, Lewiston, ID Mar 2023 – Aug 2023

As a part-time planner I returned to much of the same job duties held previously, with a focus on business and economic development. This included assisting in grant writing, developing business development concepts, and assisting in organization of grants won.

Professional Development/Leave of Absence

Nov 2022 – Feb 2023

In the summer of 2022 my wife and I welcomed our son into the world and at the same time I was in the latter half of an MBA program at Arizona State University. I took this break to prioritize family and give focus to my pursuit of a higher degree.

Business Operations Director, Nez Perce Tribe Enterprises, Lewiston, ID Jan 2022 – Oct 2022

As Business Operations Director I managed the non-gaming interests of the Nez Perce Tribe. This entailed the Red Wolf Golf Club, Zims Hot Springs, as well as future business development and economic development. Strategic Planning was done for this department, outlining a development strategy for each entity and the program as a whole. In this position feasibility study grants were pursued along with other funding sources in interest of the Enterprises. It was also my duty to participate in regional economic studies, Tribal and Non-Tribal, as well as coalitions and groups with special interest such as Tribal Planning, Hemp, Regional Broadband, and Tourism. I formally resigned in October of 2022 of focus on completing my graduate program, and assist with my newborn son and wife who was in her 3rd year of a PhD program.

Business Operations Planner, Nez Perce Tribe Enterprises, Lewiston, ID Sep 2018 – Dec 2021

The position is housed in the Business Operations Department to assist in planning, coordinating, and implementing business and economic development projects for the NPTE. Duties with the Business Operations team include areas of funding, regulation compliance, reporting, and conducting work and activities for the area of responsibility, working to achieve economic diversification for the Nez Perce Tribe. Leading the

strategic planning for the Red Wolf Golf Course as well as contributing on the team for a campus wide planning for the Clearwater River Casino. Assisting in submitting grants for infrastructure construction for a business park, Electric Vehicle station installation, value added agriculture grants, and Hemp focuses feasibility studies. Fielding requests of acquisitions from various business holdings in the valley and surrounding region. Facilitating some of the Government relation portions of being a Tribally Owned Enterprise – through Council Meetings, General Council Meetings, and other aspects. I also assist in a number of future tribal enterprise developments.

Client Service Specialist, ADP, Tempe, AZ

Mar 2018 – Aug 2018

ADP was an incredibly fast paced, collaborative customer service environment. Took calls regarding a number of ADP products and non-technical knowledge from our Major Accounts Service Core clients. Strong communication skills (verbal and written) were required when trouble shooting the expansive variety of requests. Being a self-starter who could prioritize and manage deadlines was also necessary. Constant development was required as topics ranged from payroll to benefits to reporting, and ensuring clients were always compliant.

Intern, Nez Perce Tribal Enterprise, Lewiston, ID

Oct 2017 – Dec 2017

Assisted in verifying costs and the feasibility of projects for the Research and Development Department. The ability to learn quickly and analyze a large portion of information was required for each project as it came to be further developed. Costs of goods and services were updated, ensuring business plans were as accurate for investors and the governing tribal council. Lessons in working with tribal governments and business were instructed by supervisor, instilling the skills readily work in accordance with tribal authority.

MSS Mentor, Washington State University, Pullman, WA

Jan 2015 – May 2016

Enhanced student relations with the WSU community, communicating events and resources, and collaborating with other multicultural student centers to create a welcoming atmosphere for students. Contributed to multiple group efforts to put on educational and entertaining events, collaborating with the group of mentors each semester.

Marketing Intern, Clearwater River Casino, Lewiston, ID

May – Aug 2016

Assisted in player rewards benefits expansion, compiled a list of eight B2B companies and presented to leadership, which led to enlisting the services of the top candidate. Organized, monitored, and assisted in the purchase of promotional inventory for this casino and a smaller branch. Assisted in processing donation requests, and performed the various accounting for donated inventory. Paired purchase orders and receipts from previous six months, filing to eventually be digitized.

Lab Intern, Washington State University, Pullman, WA

Jan – Dec 2015

Worked as a team with a Dr. Bertrand Tanner and Graduate student, Axel Fenwick in Muscle Mechanics Lab at WSU College of Veterinary Medicine. Learned and properly followed lab protocol, maintained orderly notes and files for the lab. Worked on a project investigating how skeletal muscle myosin release rates were affected by sarcomere length. Presented project at the 2015 Annual Biomedical Research Conference for Minority Students (ABRCMS), winning a travel award that paid all costs of the conference trip. This project was later published in the Biophysical Journal, which lists me as a co-author.

ACTIVITIES

Board Member of Lewis-Clark Chamber of Commerce

Mar 2024 – Current

James Harbeck, Joseph Field Office Supervisor and Project Leader
Nez Perce Tribe Department of Fisheries Resource Management

Jim is in his 25th year as an employee of the Nez Perce Tribe. As office supervisor he provides oversight for the NPT Joseph Field Office in Joseph, Oregon. He also serves as the project leader of the Imnaha Steelhead Status & Smolt Monitoring project. This includes supervising biologists and technical staff, implementing field activities, contract management and project administration. Previously he served as the Tribe's project leader for the Northeast Oregon Captive Broodstock program and for the Lostine River Chinook Salmon Supplementation project. In addition, he represents the Nez Perce in meetings with state and tribal co-managers, federal agencies and in public forums.

Education

B.S. in Biology, Grand Valley State University, 1994

M.S. in Fisheries, Michigan State University, 1998.

Select Publications

Kinzer, R. N., Arnsberg, B., **Harbeck, J.**, Espinosa, N., Orme, R., Rabe, C., Vatland, S. 2021. Snake River Basin Adult Chinook Salmon and Steelhead Monitoring. 2020 Annual Report. Nez Perce Tribe, Department of Fisheries Resources Management, Research Division. Lapwai, ID.

Kinzer, R. N., Arnsberg, B., **Harbeck, J.**, Maxwell, A., Orme, R., Rabe, C., Vatland, S. 2020. Snake River Basin Adult Chinook Salmon and Steelhead Monitoring. 2019 Annual Report. Nez Perce Tribe, Department of Fisheries Resources Management, Research Division. Lapwai, ID.

J. Harbeck, N. Espinosa, A. Johnson, R. Rumelhart 2018. Imnaha River Steelhead Oncorhynchus mykiss Adult Monitoring Report. 2016 Annual Report to Bonneville Power Administration, Contract Number: 67555, Portland, OR

Hesse, J.H., **J.R. Harbeck** and R.W. Carmichael. 2004. Monitoring and evaluation plan for northeast Oregon hatchery Imnaha and Grande Ronde subbasin spring Chinook salmon. Prepared for BPA, DOE/BP-3267. Bonneville Power Administration, Portland, Oregon

Shane Vatland, PhD, Research Division Project Leader

Nez Perce Tribe Department of Fisheries Resources Management

Shane leads several fisheries research efforts for the Tribe in Northeast Oregon and has served in this capacity since the autumn of 2014. As a Project Leader in the Research Division, Shane evaluates multiple aspects of ESA-listed Chinook Salmon, steelhead, and Bull Trout populations in northeastern Oregon. Shane helped initiate and provide leadership to the Tribe's climate change program. Shane also contributes to the Tribe's efforts to reintroduce Sockeye Salmon to Wallowa Lake.

Education

Ph.D. Fish and Wildlife Biology, 2015. Montana State University.

M.S. Ecology, 2006, Utah State University.

B.A. Biology and Environmental Studies, 2002, St. Olaf College.

Selected publications

Kinzer, R. N., Arnsberg, B., Harbeck, J., Maxwell, A., Orme, R., Rabe, C., Vatland, S. 2020. Snake River Basin Adult Chinook Salmon and Steelhead Monitoring. 2019 Annual Report. Nez Perce Tribe, Department of Fisheries Resources Management, Research Division. Lapwai, ID.

Vatland, S., and A. Maxwell. 2020. Evaluating spring Chinook Salmon supplementation in the Lostine River, Oregon: 2018 annual progress report. Report to the Bonneville Power Administration, Project 1998-007-02, Portland, Oregon.

Cooke, S. J., A. J. Lynch, S. Vatland, D. A. Reich, and J. E. Clausen. 2019. On the state of fish, fisheries, and fisheries management practices around the globe: Sharing national perspectives to build understanding. *Fisheries* 44:53-55.

Edwards, M., and S. Vatland. 2018. Grande Ronde Basin spring Chinook Salmon captive broodstock program: Summary of Lostine River F1 progeny (1995-215). Report to the Bonneville Power Administration, Project 1998-007-02, Portland, Oregon.

Winfield, I., and 18 coauthors. 2016. International perspectives on the effects of climate change on inland fisheries. *Fisheries* 41:399-405.

Vatland, S., and A. Caudron. 2015. Movement and early survival of age-0 brown trout. *Freshwater Biology* 60:1252-1262.

Vatland, S., R. Gresswell, and G. Poole. 2015. Quantifying stream thermal regimes at multiple scales: Combining thermal infrared imagery and stationary stream temperature data in a novel modeling framework. *Water Resources Research* 51:31-46.

Vatland, S., P. Budy, and G. Thiede. 2008. A bioenergetics approach to modeling striped bass and threadfin shad predator-prey dynamics in Lake Powell, Utah-Arizona. *Transactions of the American Fisheries Society* 137:262-277.

Vatland, S., and P. Budy. 2007. Predicting the invasion success of an introduced omnivore in a large, heterogeneous reservoir. *Canadian Journal of Fisheries and Aquatic Sciences* 64:1329-1345.
