

Smith Helping Tribal Personnel Programs

Gerald L. Smith, son of Mr. and Mrs. Lloyd G. Smith, Sr. was recently appointed as the Native American Programs Advisor for the U.S. Civil Service Commission (USCSC), Intergovernmental Personnel Programs Division, Seattle Regional Office.

Smith will administer an

interagency agreement between the Bureau of Indian Affairs, Administration for Native Americans and the USCSC to provide training and technical assistance to tribal governments for the development and improvement in personnel management and to provide for an American Indian and Alaskan Native Personnel Intern Pro-

gram for those tribal groups within the states of Oregon, Idaho, Washington and Alaska.

More specifically, Smith will be responsible for determining the training and technical assistance needs in personnel management and coordinating teams of specialists to meet those needs.

The training and technical assistance will be provided on the basis of tribal interest, commitment, and need, and advice from the Affiliated Tribes of Northwest Indians (ATNI) Liaison Committee and the Northwest Federal Regional Council's Indian Services Resource Panel, of which Smith is to be designated a member.

The eight month personnel intern program will provide a high level of professional training in the key elements of personnel administration, such as wage and salary administration, classification and position management, and recruiting and selection.

Emphasis will be placed on giving the intern a maximum of "hands-on" practical experience by being placed in an operating personnel office for a supervised work training experience. The ATNI Liaison Committee will assist in the selection of the interns.

Previously, Gerald was located in Washington, D.C. where he was involved in conducting a national Indian planning assessment. He was also an instructor-consultant for the American Indian Management Institute in Albuquerque, New Mexico.

He holds a Bachelor of Science degree in Business Administration, Personnel and Industrial Management from the University of Oregon.



Gerald Smith has taken a new job with the U.S. Civil Service Commission in Seattle providing technical assistance to Indian personnel programs. (CDS Photo)

Kah-Nee-Ta Employee of the Month:



Kristi Svendsen

Learning Sales the Hard Way

During her baptism by fire as Kah-Nee-Ta's Assistant Director of Sales during the "frantic" summer months, Kristi Svendsen learned the hard way that her job was variously that of liaison, lobbyist and referee.

The new sales assistant, who has worked at Kah-Nee-Ta just five months, actually thrives in the middle of things. Kristi and her supervisor Shirley Simmons work closely with the coordinators of visiting groups to interpret their needs to Kah-Nee-Ta staff.

There is rarely a real conflict because Kah-Nee-Ta and the group generally have the same goal: to make the guests' stay as comfortable as possible. And most of the coordinators don't ask for anything unreasonable, says Kristi.

Still there are hazards in her middleman role. She and Shirley are likely to get all the blame — but are just as likely to receive all the praise when it's offered, which is about 50 per cent of the time, according to Kristi.

Despite the name of their department, Kristi and Shirley are not really involved in "selling" Kah-Nee-Ta. "We don't solicit from this office," says Kristi. Names of potential customers are forwarded to sales representatives out in the field and once contact is made, Kristi and her department jump into the picture to handle arrangements and other details.

"You have to be flexible," says Kristi of her job. She has filled in as banquet waitress, tour guide and entertainer in times of need.

Kristi got used to the pressures and demands of her job right away. She started work as a secretary May 31 when the tourist season was well underway and the hectic atmosphere

became normalcy to her. Said her supervisor, "It was very confusing, but she handled it very well and did an outstanding job."

Within two months Kristi had been promoted to Assistant Director of Sales, because, according to Kristi, "I didn't know how to type." Shirley offers different reasons for the rapid promotion.

"She's really sharp. She caught on quickly and she was extremely dependable. One thing that really qualified her for the job was her ability to analyze situations and people."

Kristi just plain enjoys people, too, a must in her line of work. "We have a really good cross-section of people," she says, "and most of them are glad to be here. I enjoy taking the responsibility for helping them have a good time while they're here."

Her supervisor notes that Kristi "gets along with just everyone — clients and employees as well."

This is what makes all the hassles and frustrations of her job worthwhile. She wouldn't trade it for anything, even though the long hours and long commutes leave precious little time for a private life. Kristi notes, however, that her satisfaction with her job creates good vibes in her Madras home, where she has two young children.

The employee of the month came from Hood River with a work history featuring retail sales work. Her supervisor appreciated the fact that the new employee was so "straightforward about what kind of work she wanted and she fit right into the sales department."

Having landed a rewarding position, Kristi intends to stay awhile and enjoy the people on the reservation and the sun of central Oregon.

Trees Reporter . . .

Bear Refuses Interview

When a good reporter stumbles across a bear, naturally he tries to get an interview. That is just what Roger Stwyer, "cub" reporter for Spilyay Tymoo, did last Saturday (October 15), and he learned a valuable lesson in the process. You really should have an appointment.

Roger was tromping around somewhere in the Mutton Moun-

tain area when he heard a noise that sounded something like snoring. While cautiously investigating and trying to identify the source of the strange sound, he almost stepped on a napping black bear which was contentedly snoozing among some rotting logs.

The surprised bear leapt to his feet while the equally sur-

prised reporter tried talking to the beast. They were practically face to face, about three feet apart.

"Goll Darn," muttered Roger as he slowly backed off, still trying to calmly speak to the bear and at the same time get a shell into his one-shot-at-a-time rifle.

The full-grown black bear began moving toward Roger, prompting him to fire a shot into the air in an attempt to end the disastrous interview.

When that didn't work, the reporter, who was peering at the bear from behind two Oak trees, decided he'd better climb. Roger started up the tree, and discovering that it was rotten, leapt from it to the one next to it.

The jarring effect of the Tarzan-like leap caused Roger's gun to discharge, sending a bullet whizzing past the back of his head.

The bear, apparently enjoying the show, became so curious at this point that he ambled up to Roger's tree, rose up on his hind legs with his paws up on the tree and listened to Roger swear.

After a while the bear became bored and slowly lumbered off, casting occasional glances back at the worried reporter. Roger hasn't seen the bear since, and it remains unclear just who had interviewed who.

Parents Needed For Title I Committee

Parents of children involved in the Title I Reading program in District 509-J will have an opportunity to participate by attending a meeting of the Title I Parent Advisory Council in Prinville November 1.

The Council, which serves in an advisory rather than policy-making capacity, needs members to represent the Warm Springs Elementary and Madras Junior High students who take part in Title I program.

Currently in the 509-J District, 205 children are being helped with Title I reading and

language arts funds, which this year total \$115,000. By the end of the year an estimated 277 students will be served. The reading resource staff of 14 is also expected to grow to 18.

If you have a child involved in a Title I program and would like to become a member of the Parent Advisory Council, you may attend the Prinville meeting which will be held at the Lakeshore Lodge from 8:30-3:00 on November 1. For more information, call Norma Ponsford at 475-6192 or Charlotte Stovall at 475-2495.