

Experience, Leadership Bring New Human Resources Manager to Grand Ronde

■ Husband, father, grandfather, fisherman, pilot and professional – Fred Grinnell is many things to many people.

By Justin Phillips

Coming in from the cold. That is what newly selected Human Resource Manager Fred Grinnell did.

Grinnell came to Grand Ronde after working six and a half years in Anchorage, Alaska.

"The winters were long and cold up there," said Grinnell.

Grinnell was born on the Turtle Mountain Indian Reservation where his mother, Alice (Monette) Grinnell, Chippewa, was born.

Grinnell is an enrolled member of the Prairie Band Potawatomi Tribe in Mayetta, Kansas.

Mayetta is also the place where Fred's father (the late) Ralph Grinnell, was born and raised.

Fred was raised on the Fort Hall Indian Reservation in Idaho where his dad worked as a Bureau of Indian Affairs agent until he retired.

Grinnell graduated from Washburn University in Topeka, Kansas with a Bachelors of Arts degree in Political Science with an emphasis in pre-law. He also holds the Senior Professional in Human Resources (SPHR) certification with the Society of Human Resource Management.

Before coming to Grand Ronde, Grinnell worked in Anchorage where he was a Senior Recruiter for a Native Corporation for over four years. He assisted the corporation with all human resources and employment issues.

"My primary job was to recruit Alaskan Natives and Native Americans on all of our joint-venture projects in construction, engineering and security," said Grinnell.

Grinnell accomplished a hiring rate

of 50 percent on all the corporation's joint venture projects and fostered similar hiring agreements with several craft unions. Also, Grinnell played a major role in increasing Native hires on the TransAlaska Pipeline, he initiated internships with several engineering companies, apprenticeship training with the craft unions on all company projects and drafted a partnership proposal for a bush pilot training program with the Alaska Job Corp.

Before leaving Alaska, Grinnell recruited four high school seniors from bush villages for the Native Engineering Program at the University of Alaska in Anchorage.

Previously, Grinnell also worked for the Cook Inlet Tribal Council in human resource development and was a Human Resources Field Manager for a large energy company in Anchorage.

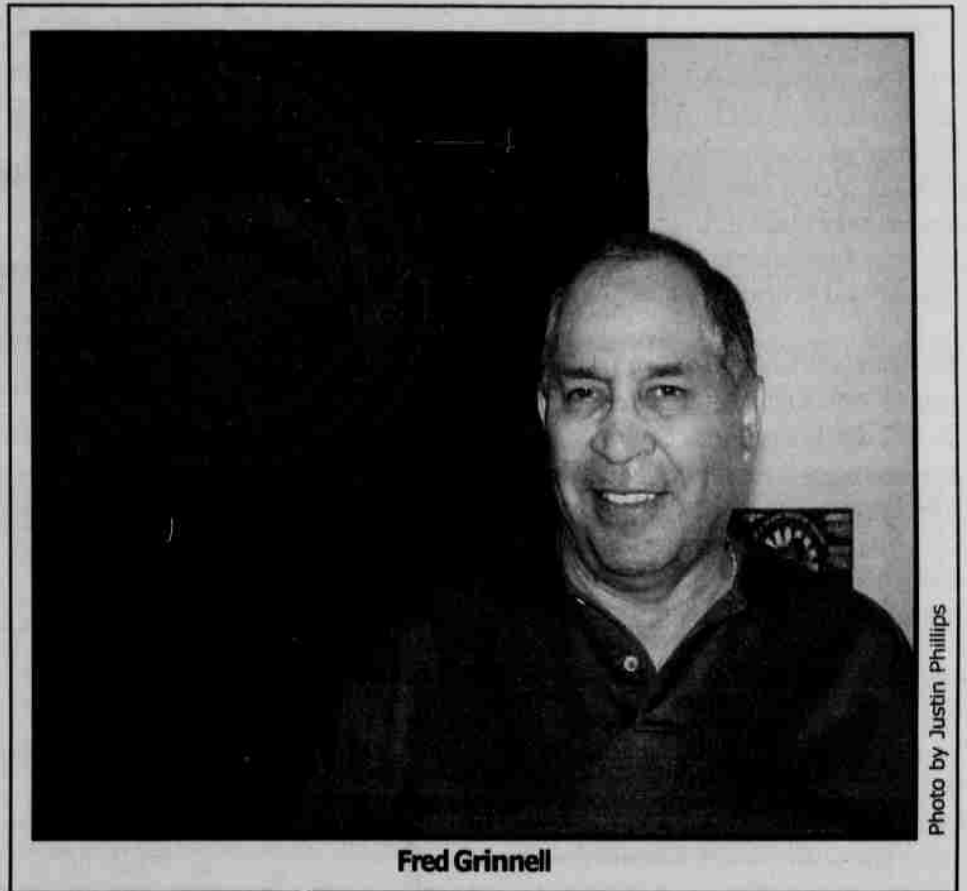
Grinnell said he has seen a lot of changes in employment laws and practices over the years and that his chosen profession has brought him into contact with a wide variety of people from diverse backgrounds.

Grinnell has been working with the Tribe since September of 2000 in the Human Resources department.

He accepted the position of director of the program on May 1.

As director, Grinnell will cover all areas of Human Resources, including compensation and benefits, all of the recruitment, employee relations and writing policies that conform to Tribal ordinances.

When he is not working, Grinnell is fishing. Also, he has been a licensed pilot since 1977.



Fred Grinnell

Photo by Justin Phillips

"I want to get my glider pilot rating this summer," said Grinnell.

He is married to his wife Paula, who was a salmon fishing guide in California when they met.

"She is quite an avid fisherman and so am I," said Grinnell.

Together the couple has nine children and stepchildren (six boys and three girls) and nine grandchildren.

Grinnell has some goals he has set for his new position.

"I think my main goal is to make sure our recruitment and hiring policies and our mentorship policies are in compliance with the spirit of the Tribal ordinance," said Grinnell. "I would like to see mentorship program for Tribal members in every department including Human Resources. My goal before I leave is to see Hu-

man Resources staffed and managed entirely by Tribal members. So, I'm working at changing some of our current hiring and training practices to make that a reality."

Grinnell said he is glad he is here in Grand Ronde.

"I'm really glad I have the opportunity to work with the people in this Tribe," said Grinnell. "I will use my experience to promote the employment of Tribal members and strongly support mentorship programs while I'm here. I feel that this is a very healthy, growing Tribe, with a very comfortable working environment. I would like to extend an invitation to all employees to call or stop in when they have a problem or a concern. We will do our best to serve you."

International Visitors



Self-Governance by Native American Tribes was the topic of discussion when Nandielath Balakrishnan, Hiray Prashant and Gopaldaswamy Shekhar from India visited Grand Ronde on Monday, July 2. Balakrishnan, Prashant and Shekhar were accompanied by escort William Dargan and met with Tribal Council members Kathryn Harrison and Ed Pearsall. The group discussed Tribal life, politics and the pros and cons of Tribal self-governance. The visitors were taking part in the World Affairs Council of Oregon's ongoing International visitors program.



Photos by Justin Phillips

HATFIELD FELLOWSHIP DEADLINE EXTENDED

GRAND RONDE, OREGON – The Confederated Tribes of Grand Ronde has announced that the application deadline for the Mark O. Hatfield Congressional Fellowship has been extended to July 31. Each year, a Hatfield Fellow will be selected from Native American applicants to serve as an intern for a member of Oregon's Congressional delegation.

The Fellowship honors Mark Hatfield for his accomplishments as a United States Senator and Governor of Oregon and for his mentorship of many individuals who became leaders in their own communities.

"The Mark Hatfield Congressional Fellowship provides members of Pacific Northwest American Indian Tribes the opportunity to help make a difference in their personal lives as well as contribute to the quality of life within their communities," commented Kathryn Harrison, Chair of the Confederated Tribes of Grand Ronde.

Applicants must be enrolled adult members of federally recognized Tribes in Oregon, Idaho, Montana, and Washington, with preference given to federally recognized Oregon Tribes.

Highlight to the Fellowship include:

- The Hatfield Fellow will be rotated each year among the Oregon delegation.
- The Hatfield Fellow will serve for nine months (Nov/2002).
- The Hatfield Fellow will receive a monthly stipend, moving and travel expenses and tuition for the American Political Science Association (ASAP) orientation.

Application packets may be obtained by contacting Angela Blackwell at Spirit Mountain Casino at 1-800-760-7977, ext. 3957 or P. O. Box 39, Grand Ronde, Oregon 97347.

Deadline for submitting a completed application is July 31, 2001 at 5 p.m.