



Aaron A. Payment, MPA

(BiiWaagaJiig)

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OBJECTIVE: To Serve American Indian people as an Elected Tribal Leader by Advocating Tribal Issues at local, state and federal levels.

EDUCATION: Doctoral Candidate – Educational Leadership

Central Michigan University ~ 3.98 GPA
(Course work & Comps completed ~ Dissertation Phase)

Master’s Education Administration

Northern Michigan University ~ 4.0 GPA
(projected completion 5/2014)

Master’s of Public Administration

Northern Michigan University (1991) 3.7 GPA

Master’s Education Specialist

Northern Michigan University ~ 4.0 GPA
(projected completion 5/2014)

Doctoral Studies, Political Science '92-'95

(Completed 23 credits)
Michigan State University ~ 3.4 GPA

Bachelor’s of Science: Sociology

Northern Michigan University (1988) 3.2 GPA

***Testified in U.S. Congress four times. Twice in the U.S. House Natural Resources Committee and twice in the U.S. Senate Indian Affairs Committee; Currently serve on Health and Human Services Secretary Tribal Advisory Council & the Health Research Advisory Council; Midwest Alliance of Sovereign Tribe, Vice President; Inter-Tribal Council of Michigan, Vice Chair; United Tribes of Michigan, former Vice Chair ***

PROFESSIONAL EXPERIENCE:

7/12 -
Current

Tribal Chairperson – *Sault Ste. Marie Tribe of Chippewa Indians*. Manage all governmental budgets and provide fiduciary oversight over five casino budgets. Provide signature authority over all grants, contracts, procurement, deeds, property, and all official documents of the Tribe. Manage legislation and government relations at the local, State and federal levels. Served as official spokesperson for the Tribe. Preside over strategic planning and project lead on Tribal Census project to prepare for increase evaluative expectations of federal agencies including means testing. Supervise all Tribal, Regulatory and Casino executive management. Facilitated philanthropic and fundraising efforts. Managed all economic, governmental, and legislative affairs of the Sault Tribe including presiding over Tribal legislative meetings. Negotiated a permanent settlement to the 1836/1855 Inland Treaty Rights Decree. Supervise Tribal Treaty Rights implementation including treaty fisheries; inland hunting, gathering and fishing rights implementation; conservation enforcement. Provide operational oversight over Tribal Court and Law Enforcement.

3/10 –
10/15/10

Tribal Executive Director, *Nottawaseppi Huron Band of the Potawatomi*. Responsible for all aspects of tribal governmental operations including supervising all executive level management and governmental services positions (health director, environmental director, executive resource planner, law enforcement director, enrollment coordinator, housing director, facilities director, human resources director, and communications officer. Also, assists the Tribal Council with the smooth and orderly operations of Tribal Council meetings, Tribal Council meeting workshop preparation sessions, and governmental and membership services follow up from Tribal Council meetings.

10/08-3/09

American Indian Liaison, *Michigan State University*. Responsible for creating, implementing and coordinating outreach to the American Indian Tribes in Michigan through the Michigan State University Extension and College of Agriculture and Natural Resources. Responsible for enhancing successful delivery of existing MSU/MSUE programs to tribal partners. Implemented the Building Strong Sovereign Nations tribal governmental elective office training program.

6/08-9/08

Data Consultant – *Upward Bound, Lake Superior State University*. Served as Dorm Supervisor for six weeks through the summer then worked August and September managing Upward Bound student database and compiling data on the college student population for submission of a federal TRiO grant.

- 7/04-7/08** **Tribal Chairperson/CEO – Sault Ste. Marie Tribe of Chippewa Indians.** Managed all governmental budgets (\$83,007,763) and five casino budgets (\$105,362,373) for a total of \$188,370,146. Balanced 437 Tribal, casino, and enterprise budgets all four years during my administration. Total payroll managed = \$76,035,848 representing nearly 3,000 team members. Total federal grant and self-governance fiscal support = \$23,778,585. Total State revenue = \$ 1,094,419. Overall budget supported by \$31,860,228 of net gaming/ enterprise revenue. During my tenure, increased third party revenue from just over \$1.5 million to nearly \$5 million through improving billable revenue systems, and evolving our behavioral health to a billable medical model. Provided signature authority over all grants, contracts, procurement, deeds, property, and all official documents of the Tribe. Negotiated settlement of federal American Indian treaty rights. Provided leadership over all litigation. Managed legislation and government relations at the local, State and federal levels. Served as official spokesperson for the Tribe. Presided over strategic planning. Supervised executive management. Facilitated philanthropic and fundraising efforts. Managed all economic, governmental, and legislative affairs of the Sault Tribe including presiding over Tribal legislative meetings.
- 8/96-7/04** **Vice-Chair, Tribal Board of Directors - Sault Ste. Marie Tribe of Chippewa Indians.** Served as a general member (8/96-7/00) and Vice Chair (7/00-6/04) of Tribal legislature. Enacting laws, codes, and ordinances similar to government activity at the local level. Familiar not only with the basis for Tribal law, but also a working knowledge of local, state, and federal government processes as well.
- 9/03 – 8/04** **Academic Coordinator, Upward Bound Program – Lake Superior State University.** Coordinated academic component including schools visits to participating schools, tracked points earned by students for spring trip and provided update-to-date student academic progress reports, academic advising, and worked with students to set goals for up-coming academic semesters. During summer semester, provided frequent updated grade point average reports to students and parents. Taught students how to calculate GPAs, and developed computer based GPA calculator to continuously evaluate their academic progress.
- 2/01-1/03** **Deputy Executive Director/ Judicial Branch Division Director Sault Ste. Marie Tribe of Chippewa Indians.** Assisted Tribal Chair and Executive Director in providing executive management of the governmental/ programs and services. Performed a wide range of complex administrative tasks including planning, policy development, grant and financial administration. Served as judicial branch division director over Law Enforcement, Tribal Court, and Conservation and Environmental Regulation.
- 1998 - 04** **Grants Writer & Policy Project Management Consultant. Inter-Tribal Council of Michigan, JKL Bahweting Anishinabe School, Kellogg Foundation, Michigan Rural Systemic Initiative.** Wrote winning proposal to fund and provide JKL and CLM Community Action teacher assistant/ head start aide associates degree program through BMCC. Acted as policy consultant for Kellogg Foundation for Chippewa County ‘Pre-Birth through Age 3’ project including conducting environmental scan. Project management for statewide 2000 Kinship Care social welfare conference. Policy agent for Michigan Rural Systemic Academic Initiative.
- 7/98- 04** **Project Coordinator, Anishnabe Future Leaders. Inter-Tribal Council of Michigan.** Provided a summer camp and fall retreat to Native American youth ages 13 - 19 from tribal communities and urban areas across the State. These camps provide curriculum designed to promote positive lifestyles to Native youth, exposing them to Native professionals who are successful in a variety of career fields, addressing issues of importance to them.
- 12/94- 12/96** **Instructor, Political Science/ Native American Studies & Grant Administration, Lake Superior State University.** Taught Native American Studies and Political Science courses including developing and teaching Political Science Research and Statistics Course (4 credits) and passing through the curriculum process 16 credits of the Ojibwe language and a 2 credit Introduction to Native America Course for a total of 22 credits added to the college catalogue. Acted as Title III Grant Coordinator and principally co-author the Title III continuing application shifting focus from academic support for minority students to “disadvantaged” students. Also co-authored a MI Office of Equity Grant for \$100,000 for student retention which introduced and funded campus wide Supplemental Instruction initiative. Provided initial academic advising to provisional admits.
- Summers** **Dorm Supervisor, Upward Bound Program. Lake Superior State University.** Served as residentially based lead supervisor in this program for disadvantaged but college bound youth from “first generation college” families. Native Americans have traditionally represented 30% of the student population. Also served as **Tutor Counselor/ Floor Manager summers: '91, '88, '87, '86, '85. Thirteen summers total.**
- 3/94 - 12/94** **Native American Student Services Coordinator, Michigan State University.** These responsibilities were performed while pursuing my doctoral studies at MSU. Assisted Native American students with a variety of issues pertaining to their overall retention in higher education. This responsibility was performed for the four identified ethnic populations at MSU through the Residential Minority Aide Program.

- 7/91 - 8/93** **Federal-State Policy Administrator/ Assistant to the Executive Director, Sault Ste. Marie Tribe of Chippewa Indians.** Provided coordination and assistance to the Tribe on federal, State, and Tribal issues necessitating legislation, court rule, executive order or other action to resolve identified issues. This was mainly done through implementation of the Native American Legislative Task Force agenda items identified by the Grand Assembly of Tribes in Michigan. Assisted the Tribal Chairperson/ Executive Director, with a variety of administrative and constituent relations tasks including: responding to membership inquiries and interests, coordinating information for consumption by the Tribal Chair, scheduling meetings with program directors, coordinated and provided input on special task assignments, and some basic management and strategic planning over select programs and services. Wrote the Tribe's first public information brochure used to educate legislators on the Sault Ste. Marie Tribe of Chippewa Indians as a sovereign Indian nation. Performed legislative responsibilities and government relations work at the State capital.
- 3/89 - 9/90** **Dean's Assistant – Dean of Students' Office/ Minority Retention Coordinator, Northern Michigan University.** One quarter time was spent as an Assistant Dean of Students which included: academic advising to provisional admits, grade appeals, granting absences excuses, assisting students with withdrawing from the university, and matching academic support services when necessary. Implemented NMU's first Minority student orientation program, managed minority peer assistant program, monitored student progress, made referrals to support services were necessary, aided student groups in multi-cultural programming, evaluated program for State reports, recommended programmatic changes, and wrote the successful 1990-91 4-S Grant. Aided students with financial aid, registration, scheduling, grades appeals, student/ faculty conflict resolution, and the multitude of services available for first generation and/or minority college students.
- 1/89 - 3/89** **Native American Counselor/ Recruiter, Upward Bound Program, Lake Superior State University.** Worked briefly with program to increase the population of Native American students in the program through recruitment visits to high schools. The remainder of the time was spent as an Upward Bound Counselor and in developing Native American student programming.
- 1/88 - 12/88** **Native American Recruitment Assistant, Northern Michigan University.** Assisted the department's two Minority Counselors in recruiting prospective Native American students. This included representing the university at high school "college nights" programs across the State. Using a tracking system, we monitored their admissions progress and aided them with situations regarding financial aid, housing, scheduling, etc.

AWARDS:

- ❖ 2013 Sergeant Shriver Achievement Award
- ❖ 1999 NMU Distinguished Young Native American Alumni
- ❖ 1994 - MAEOPP (Mid-America Association of Education Opportunity Program Personnel) TRIO Achiever Award

COMMITTEE/ BOARDS (Previously Served):

- ❖ **Sault Ste. Marie Tribe of Chippewa Indians Committees:**
 - Tribal Vice Chairperson {past}
 - Kewadin Gaming Authority, Chair {current}
 - Greektown Casino Management Board of Directors, Member and Board Chair {past}
 - Economic Development Commission, Chair {past}
 - Joseph K. Lumsden Bahweting Anishnabe PSA Charter School Board (President) {past}
 - Sault Tribe Gaming Commission, Chair {current}
 - Community Services Data Project Committee {past}
 - Cultural Committee {past & current}
 - Tribal Strategic Planning Committee (database management, communications, and census sub-committees) {past}
 - Tribal Housing Board of Commissioner {past}
- ❖ **Community Wide Committees:**
 - Chippewa - Luce - Mackinaw Community Action Board of Directors {current}
 - Habitat for Humanity Board of Directors for Chippewa County {past}
 - Community Care Clinic Board & Chippewa Dialysis Board {current, past}
 - Sault Area Public Schools – Native American Retention Task Force {past}
 - 1993 LSSU Native American Strategic Planning Committee {past}
 - Native Americans in Marquette County Incorporated – Board Member {past}
 - Lansing Indian Center Board of Directors {past}

- Northern Michigan University: {past}
 - Alumni Board of Directors, Human Relations Advisory Board, Affirmative Action/ EEO Committee, King-Chavez-Parks Minority Visiting Professor Committee, Senior Level Search Committees (VPAA, Minority Services Director); and Advisor to NMU Chapter of American Indian Science and Engineering Society.

❖ **Statewide/Nationwide:**

- HHS Secretary Tribal Advisory Council {current}
- HHS Health Research Advisory Council {current}
- United Tribes of MI, Vice Chairperson (2004-2008); Member (2012-current)
- Midwest Alliance of Sovereign Tribes, Vice President {current}
- Inter-Tribal Council of Michigan, Vice Chair {current}
- Michigan Political Leadership Program: Advisory Board, Alumni Steering Committee, Recruitment and Selection Committee, Fundraising Committee {current}
- Native Americans in Higher Education Advocacy Council {past}
- Michigan Native American Legislative Task Force {past}
- Michigan Minority Affairs Council of Michigan Universities {past}
- Delta Sigma Phi Fraternity – Deputy District Governor (District XXIII) {past}

CURRICULUM VITAE

COURSES DEVELOPED (22 credits):

Political Science Research and Statistics – 4 credits
 Anishinabemowin I - 1st Year, 1st Semester – 4 credits
 Anishinabemowin I - 1st Year, 2nd Semester – 4 credits

Introduction to Native America – 2 credits
 Anishinabemowin I - 2nd Year, 2nd Semester – 4 credits
 Anishinabemowin I - 2nd Year, 2nd Semester – 4 credits

COURSES TAUGHT (16 credits):

Introduction to Public Administration - 3 credits
 Political Science Research and Statistics – 4 credits
 Contemporary Native American Issues – 3 credits

Policy Analysis and Evaluation – 3 credits
 Seminar in Native American Studies – 3 credits

EXTRA-CURRICULAR:

- ❖ Michigan Political Leadership Program Fellow - Inaugural Class (1992)
- ❖ Michigan Native American Fellows Program (1991-'92)
- ❖ Co-authored Native American Policy booklet for MI legislators, 1992
- ❖ Lake Superior State University Inter-Collegiate Cross Country Runner (Varsity 2 years) - earned academic honors
- ❖ Long Distance Runner for 25 years

REFERENCES*

Cathy Abramson, Secretary ~ Board of Directors, Sault Ste. Marie Tribe of Chippewa Indians
Phone: 906-322-3823 **Email: Cabramson@saulttribe.net**

Chase, Denise, Vice Chair ~ Board of Directors, Sault Ste. Marie Tribe of Chippewa Indians
Phone: 906-298-1888 **Email: Dchase@saulttribe.net**

Nancie Hatch, Retired ~ Superintendent of the JKL Bahweting Anishinabe School
Phone: 906-259-21476 **Email: nanciejh@charter.net**

Diedre Malloy, Board of Directors, Sault Ste. Marie of Chippewa Indians
Phone: 906-440-8535 **Email: Dmalloy@saulttribe.net**

Matthew Wesaw, Chairperson ~ Pokagon Band of Potawatomi Indians Tribe
Phone: 517-719-5579 **Email: matthew.wesaw@pokagon.com**