

# ***Julie A. Thorstenson, Ph.D.***

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## **EMPLOYMENT HISTORY**

5/15/19 – present ***Executive Director, Native American Fish and Wildlife Society, Northglenn, CO 80234 Telework***

Serve as the Chief Administrator for the Society a national non-profit organization that provides a national communication network to exchange information, management techniques and provide training related to Tribal fish and wildlife resources. Develop grants, cooperative agreements, and contracts with government agencies or private organizations. Manage staff, develop job descriptions and performance evaluations. Responsible for the planning and organization of the Society's day-to-day operations. Develops and implements annual operational plans. Promotes Tribal interests in the field of fish and wildlife resource management. Promotes membership with the Society. Advocates on behalf of Society and its members on legislation affecting Tribal natural resources, including fisheries and wildlife, pending before Congress or State legislatures. Promotes and develops youth opportunities to encourage interest in the natural resource field. Reports to the 14 member Board of Directors.

8/27/18 –12/30/19 ***Adjunct Instructor, Ogallala Lakota College – Cheyenne River College Center, Eagle Butte, SD 57625***

Taught *People and the Environment* and *Statistics for Social Science* undergraduate courses. Prepared lectures, labs, tutored, graded quizzes, tests, participation. Developed and compiled course material. Utilized power point, YouTube, and online learning system Jenzabar.

7/15/18- present ***Professional Consultant – Self-employed, 4T Consulting, LLC.,***

Provide professional consulting services in healthcare planning, organizational management, qualitative and quantitative research, wildlife and environmental surveying and planning. Grant writing services, i.e. writing, compliance, management, etc.

03/4/19 – 5/11/19 **Quality Assurance Officer, Indian Health Service, Whiteriver Service Unit, Whiteriver, AZ 85941**

Served as the Quality/Risk Manager and Patient Safety Officer at the Whiteriver Service Unit, which includes a 45-bed hospital and the Cibecue Health Center. Planned, directed, coordinated and integrated a hospital wide quality and risk management program activities within the service unit. Managed and oversaw all hospital patient safety programs to maintain an environment that optimized patient safety and reduced the likelihood of medical/healthcare errors. Provided professional/technical consultation to all paraprofessionals and professional staff toward establishing, maintaining and/or improving systems processes consistent with professional standards or protocols. Assisted and coordinated with Utilization Review/Discharge Planning in resolving identified systems issues/deficiencies that impact patient care and effectively communicate pertinent issues to management or governance. Supervised employees responsible for the Safety, Infection Control/Employee Health, Compliance/HIPAA, Discharge Planning/Utilization Review, Staff Development, Case Management, Security and Patient Advocate programs. Monitored existing systems, identified and analyzed deficiencies, assisted individuals or departments in assessment of services or quality improvement activities and formulated corrective actions as necessary and evaluated effectiveness of actions taken and reported results of organizational performance improvement(s) to governance. Worked with pertinent personnel to establish criteria and standards for highest achievable quality of health services. Monitored and ensured compliance with Joint Commission Standard guidelines, Indian Health Service and other Federal policies or guidelines. Provide interpretation of various requirements of Joint Commission Standards, Peer Review Organization regulations, and Healthcare Finance Administration (HCFA) regulations related to Medicare/Medicaid requirements. Served as the Chair of the Risk Management and Quality Council and was a member of the Executive Staff.

9/27/18 – 11/1/18 **High School Math Teacher – Long Term Substitute Teacher, Dupree High School, Dupree, SD 57623**

Taught 9 – 12 high school math courses, including Intermediate Math, Algebra I, Geometry and Algebra II to high school level students. Lectured, tutored, graded material, classroom management. Utilized online grading systems – Campus

7/10/16 – 7/10/18 **Clinical Services Administrator, Indian Health Service, Cheyenne River Health Center, SD 57625 (GS-601-13/10)**

Directly supervised Clinical Services Branches including: Pharmacy, Laboratory, Radiology, Physical Therapy, EMS/Ambulance, Optometry and Dietary. Served as the principal advisor to the Clinical Director for planning and coordination of professional and administrative functions of the Clinical Services Branch. Advised the Clinical Services Branch. Assisted Clinical Director with administrative duties such as, orientation of new providers, reviewing and revising bylaws and policies and procedures. Oversaw management of department budgets. Formulated and implemented Performance Management Appraisals for programs supervised. Performed employee relations and labor relations in accordance with the CBA and HHS regulations. Developed and implemented plans, programs for the improvement, expansion or contraction of clinical support programs for the revision of present programs and services to meet the changing needs of the patients. Oversaw accreditation activities for Clinical Services Branch, including CLIA and Joint Commission. Served as a Technical Evaluator and Contract Officer Representative I for federal contracts. Served on the following committees: Medical Staff, Pharmacy and Therapeutics, Ambulatory Care, Revenue Generation and Utilization Review.

11/10/14-7/8/16 **Chief Executive Officer, Health Department, Cheyenne River Sioux Tribe, Eagle Butte, SD 57625**

Responsible for oversight of Tribal Health Department, consisting of roughly 160 personnel and an annual budget of approximately \$15 million. Responsible for overall planning, organization, administration and management of the healthcare service and delivery system, which includes direct care services, contractual services, facilities, planning and development. Directed and evaluated short- and long-range planning. Completed staff

satisfaction survey with measurable goals and outcomes. Authored 2016 CRST Health Plan with goals and objectives for each program in the Health Department. Recommended and prepared plans of action regarding priorities and worked closely with the Tribal Health Committee. Coordinated all resources including work force, facilities and revenue including grants and donations. Served as the principle advisor to the Cheyenne River Sioux Tribal Council and Tribal Health Committee in all issues related to the healthcare of Native American people. Represented the Cheyenne River Sioux Tribe at local, state and Federal levels, including meetings with Indian Health Service, Great Plains Tribal Chairman's Health Board, Unified Health Board, Centers for Medicare and Medicaid Services, Substance Abuse and Mental Health Services Administration, etc., Supervised all Tribal Health staff and programs including Medical, Financial, Dental, Behavioral Health, Community Health Representatives Program, Four Bands Substance Abuse Healing Center, Fitness Center, Field Health, Diabetes Programs, Environmental Health, Patient Advocate and Tribal Health Grant Programs. Planned, directed, implemented and evaluated the delivery of the highest level of clinical and preventative ambulatory health services. Established and maintained management controls and systems for patient/client management, records management, financial management, accreditation, quality management, human resources management, professional credentialing programs and community health service programs. Ensured CRST Tribal Health, Indian Health Services 638 Master Health Contract Policies and other contracts were followed. Worked with other Tribes, State and Federal agencies.

9/22/14 – 11/9/14 ***Program Director of Breast & Cervical Cancer Early Detection Program, Cheyenne River Sioux Tribe, Eagle Butte, SD 57625***

Responsible for the overall operation of the Women's Health Clinic and mammography unit. Responsible for overseeing the implementation of accreditation, quality assurance and quality improvement and project activities. Coordinated with other agencies, developed promotion and education materials, provided training and conducted meetings. Designed research, collected data and performed data analysis. Oversaw the program evaluation; managed the CDC grant that funds the program. Authored grants and reports. Supervised all staff including clinical and support staff. Represented the program at

the local, State, Tribal and National level. **Left due to promotion to CEO.**

8/2015-12/2015

**Adjunct Instructor, Ogallala Lakota College – Cheyenne River College Center, Eagle Butte, SD 57625**

Taught People and the Environment undergraduate course. Prepared lectures, tutored, graded quizzes, tests, participation. Developed and compiled course material. Utilized online learning system Blackboard.

4/2014 – 30 day detail

**Acting Laboratory Supervisor, Indian Health Service, Cheyenne River Health Center, SD 57625**

30 day temporary detail. Responsible for overseeing laboratory personnel. Conducted administrative tasks, such as managing schedules, orientating new employees, implementing policies and procedures, advertising vacant positions and selecting contractors. Responsible for ensuring compliance for CMS. Analyzed data and developed reports.

12/2/12- 9/20/14

**Infection Control Coordinator, Indian Health Service, Cheyenne River Health Center, Eagle Butte, SD 57625**

Responsible for overseeing hospital wide infection control program. Monitor conditions on participation for CMS. Developed and provided training to employees for OSHA and CDC requirements and recommendations. Interpreted federal guidelines and requirements to develop and implement hospital wide policies and procedures related to infection control and employee health. Implemented antimicrobial stewardship program for the service unit. Established and implemented the surveillance system for evaluation and reporting infection inpatients, personnel and postoperative patients. Maintained records, collected data, and handled correspondence pertinent to the Infection Control/Employee Health Programs. Analyzed data from surveillance reports for trending for creation and distribution for hospital staff and administration. Served as a team leader and worked cooperatively with other departments within the hospital, including, Pharmacy, Medical Staff, Laboratory, Physical Therapy, Radiology, EMS, Nursing and Administration to accomplish facility and IHS goals. Worked in cooperation with the Area Office Infection Control/Environmental Health Specialist to ensure compliance with applicable federal regulations and

implementation of new and current methods. Chaired the Infection Control Committee, responsible for the agenda, conducting the meeting and taking and submitting meeting minutes. Served on the following hospital committees: Patient Safety, Pharmacy and Therapeutics, Quality Assurance/Performance Improvement, and Environment of Safety. The majority of these duties were performed independently.

8/2007-11/2012

**Lakota Campus Director, Presentation College, Eagle Butte, SD 57625**

Responsible for daily operations of a satellite campus for a private healthcare college. Worked primarily independently. Knowledge of all aspects of higher education, such as financial aid, advancement, recruitment, program development, academics and student services. Responsible for interpreting and implementing federal regulations, such as FERPA. Researched and developed solutions for the management and delivery of higher education. Worked with faculty to develop course and clinical schedules for students. Managed schedules, budgets, trained and supervised employees. Wrote reports and grant applications. Develop short-term goals and long-term strategic plans. Served as a liaison in conflict resolution with students, staff, etc. Developed and maintained partnerships with local, non-profit, Tribal and Federal entities. Attended and presented as needed to the College Board of Directors. Recruited new students and faculty. Served as an academic advisor. Served on several college committees, such as College Development Committee and College Institutional Review Board (IRB). Promoted Presentation College throughout the Reservation.

08/2008 –  
12/2012

**Adjunct Instructor, Presentation College, Eagle Butte, SD 57625**

Taught General Chemistry Lab, Medical Microbiology Lab and Ethics in Science courses. Managed laboratory, including equipment, supplies and overall safety. Taught aseptic techniques and proper lab safety to college nursing students. Prepared lectures and labs, tutored, graded quizzes, tests, participation. Developed and compiled course material for Ethics in Science course. Utilized online learning systems including, WebCT6, Blackboard and D2L.

01/2009-12/2011

**Graduate Assistant, South Dakota State University, Brookings, SD 57006**

Conducted research as part of a National Science Foundation grant focused on integrating diverse cultural perspectives into ethics education for scientists and engineers. Gathered research using qualitative methods, including, interviews, document reviews and focus groups. Traveled to partnering sites, including Bolivia, to research cultural perspectives. Developed research tools and methods and compiled for dissertation and conference presentations. Served on interdisciplinary team that developed a bilingual Ethics in Science course delivered at four institutions, including an international institution.

08/2003-12/2005 **Adjunct Instructor**, *Si Tanka University, Eagle Butte, SD (CLOSED)*

Taught introductory course in Environmental Science to college level students. Made lesson plans, quizzes and tests. Graded papers and submitted grades.

02/2000-08/2007 **Wildlife Habitat Biologist**, *Game, Fish and Parks Department, Cheyenne River Sioux Tribe, Eagle Butte, SD 57625*

Responsible for design, implementation, and maintenance of wildlife habitat restoration activities within the 2.8 million-acre Cheyenne River Indian Reservation. Developed, updated and maintained Game, Fish and Parks webpage. Wrote proposals and grants, managed budgets and accounts. Supervised and trained assigned personnel in natural resource management. Planned and implemented work schedules to accomplish grant activities and departmental goals. Conducted human resource activities such as developing job descriptions, reviewing and hiring employees and delivering disciplinary actions. Served as the acting Director in the Director's absence. Developed wildlife survey protocols and conducted wildlife and natural resource management surveys. Assisted with Black-Footed Ferret reintroduction efforts, including research, reporting and monitoring. Assisted with wildlife management throughout the Reservation, including conducting piping plover and interior least tern surveys, assisting in bison management and small mammal inventory. Coordinated noxious weed eradication activities for the Department. Established and maintained relationships with local, regional and federal government stakeholders. Operated Global Positioning System and Geographic Information Systems for Department using Pathfinder and Arc Info. Gave presentations locally, regionally and nationally.

## EDUCATION

- 2012 Ph.D. in Biological Sciences, South Dakota State University, 1175 Medary Ave., Brookings, SD 57006
- 2005 Master of Science in Biological Sciences, South Dakota State University, 1175 Medary Ave., Brookings, SD 57006
- 1999 Bachelor of Science in Biological Science with Zoology emphasis. Animal Science and Chemistry minors. South Dakota State University, 1175 Medary Ave., Brookings, SD 57006
- 1995 High School Diploma, Isabel High School, Isabel, SD  
*Valedictorian*

## PUBLICATIONS/PROFESSIONAL PRESENTATIONS

- 2020 *Native Women Leading in Conservation – Native Identity in Conservation.* National Wildlife Federation Women in Conservation Leadership Summit – Virtual
- NAFWS and Working with Tribal Natural Resource Programs.* Ecological Society of America National Annual Conference – Virtual.
- Tribal Engagement in State Wildlife Action Plans* – National Tribal and Indigenous Climate Conference – Virtual.
- Intro to Tribal Lands and Their Management* – University of Georgia and Southern Regional Extension Forestry Webinar Series for Native American Month - Virtual
- 2019 - 2020 *State of the Society Report.* Report to the NAFWS Board of Directors.
- 2018 “*Water your own lawn first – knowing your story and how to make an impact locally.*” Breakout session presenter – One Hope Youth Conference. Cheyenne River Four Bands Community Fund, Eagle Butte, SD
- 2018 *Outpatient Provider Productivity Report.* Monthly report prepared for the Indian Health Service Clinical Director. Cheyenne River Health Center, Eagle Butte, SD



- 2014 – 2016 *Tribal Health CEO Report*. Monthly report prepared and presented to the Tribal Council Health Committee. Eagle Butte, SD
- 2013 & 2014 *Hand Hygiene Training* – Presentation to all Cheyenne River Health Center IHS staff. Eagle Butte, SD
- 2013 & 2014 *Bloodborne Pathogen Training* – Presentation to all Cheyenne River Health Center IHS staff. Eagle Butte, SD
- 2012 *“Incorporating Culture into Ethics Education for Scientists”* – Dissertation.
- 2011 *“Bolivia Trip”* – Presenter for Presentation College Lunch and Learn Series. Aberdeen, SD
- 2011 Peer Reviewer for *Great Plains Research Journal*
- 2011 *“Assessment: The “A” Word”* – presentation for Incorporating Diverse Perspectives into Ethics Education for Scientists and Engineers Workshop. Kyle, SD
- 2011 *“Institutional Ethics Research Report”* – presentation for Incorporating Diverse Perspectives into Ethics Education for Scientists and Engineers Workshop. Kyle, SD
- 2011 *Cottonwood Riparian Site Selection on the Cheyenne River Sioux Reservation*. *Great Plains Research* 21: 39-48. Lead author.
- 2010 Presenter. Presentation Sisters of the Blessed Virgin Mary International Conference. Aberdeen, SD
- 2010 Honored Guest Speaker. SDSU American Indian Education and Cultural Center Grand Opening and Dedication. Brookings, SD
- 2008 *Field Guide to Small Mammals and Furbearers Found on the Cheyenne River Sioux Reservation, South Dakota*. Contributing Editor
- 2008 *“Tribal Wildlife Grants – Past, Present and Future”* – Moderator for panel discussion Native American Fish and Wildlife Society Great Plains Regional Conference. Lander, WY
- 2008 *USDA SARE Circle of Sustainability* – participated in round table discussion. Eagle Butte, SD

- 2007 *Wildlife Management on the Cheyenne River Sioux Reservation* – presentation to Unidad Academica Campesina Carmen Pampa and SDSU faculty and students. Eagle Butte, SD
- 2006 *Habitat Restoration on the Cheyenne River Sioux Reservation* – presentation to Purdue University Extension Educators. Eagle Butte, SD
- 2005 *“Habitat Selection using GIS”* – Presenter, Native American Fish and Wildlife Society Great Plains Regional Conference. Rapid City, SD
- 2005 *“Native cottonwood riparian habitat site selection using GIS on the Cheyenne River Sioux Reservation”* – Thesis
- 2004 *“Turkey Transplanting Efforts on the Cheyenne River Sioux Reservation.”* Native American Fish and Wildlife Society National Conference. Jackson Hole, WY

### **GRANT WRITING**

- Authored NAFWS National Conference Support Grant, BassPro – 2019. \$10,000.
- Authored Tuberculosis Patient Incentive Grant, South Dakota Department of Health – 2015. \$11,250
- Authored Certified Nursing Assistant Training partnership for Presentation College and Cheyenne River Sioux Tribe – 2012. \$64,000
- Authored Letter of inquiry for John T. Vucuerich Foundation matching dollars for scholarships for Native American students – 2011. \$10,000
- Authored Cheyenne River Sioux Tribe Stewardship Grants, U.S. Army Corps of Engineers – 2000 – 2007. \$95,000 annual
- Co-Authored “Small Mammal Inventorying on the Cheyenne River Sioux Reservation”, U.S. Fish and Wildlife Tribal Wildlife Grant – 2005. \$180,000
- Authored Cheyenne River Sioux Tribe Game Warden Enhancement, US DOJ COPS Tribal Resource Grant Program – 2004. \$62,901
- Authored Cheyenne River Sioux Tribe Noxious Weed Grants, U.S. Army Corps of Engineers – 2003 -2007. Average \$25,000 annual
- Authored “Riparian Restoration through Noxious Weed Control”, U.S. Fish and Wildlife Tribal Wildlife Grant – 2003. \$248,000

### **PROFESSIONAL MEMBERSHIPS**

- Ecological Society of America 2020-
- The Wildlife Society 2019-

- Association for Professional Infection Control (APIC) 2013-2014
- Gamma Sigma Delta
- Golden Key International Honour Society
- Native American Fish and Wildlife Society
  - Board of Directors – Great Plains Representative 2007-2009
  - Board of Directors – Great Plains Alternate Representative 2005-2007
- West River Women’s Leadership Circle 2005

## **COMMUNITY INVOLVEMENT**

- Dupree High School Athletics Booster Club – 2018 – 2019
- Lantry Cemetery Board Secretary – 2017 - 2019
- 4H Leader – 2010 –
- Dupree Youth Wrestling club – parent volunteer – 2009 – 2018
- STARBASE 2.0 Afterschool Science Program Mentor – 2010
- SDSU Cooperative Extension Advisory Board – 2016 – 2017

## **CERTIFICATES/TRAINING**

- The Foundations of Wildlife Chemical Capture Certificate - 2021
- Reviewer Certificate – The Journal of Wildlife Management – 2020
- Reviewer Certificate – Wildlife Monographs - 2020
- Understanding the 2020 Revised CEQ NEPA Implementing Regulations 2020
- US Fish and Wildlife Service Alaska Native Relations 101 Training 2020
- HHS Supervisory Training 2019
- Alternative Preliminary Teaching Certificate 2018
- Joint Commission Training 2017
- HHS Supervisory Training 2017
- HHS Contractor Officer Training Level 1 - 2017
- AAAHC Training 2014
- HIPAA training 2013 – 2018
- APIC EPI 101 Certification 2013
- CITI Responsible Research Conduct Training 2009
- Supervisory Institute Training 2007
- Introduction to ArcGIS 1 – 2004
- Management Training: Supervisory Skills 2003
- Wildlife Handling/Immobilization Training 2001
- Introduction to ArcView GIS 2001
- Para Archaeological Training 2000

## **AWARDS RECEIVED**

- 2018 Bush Foundation Native Nations Selected Rebuilders Cohort 10
- 2012 SDSU featured alumnus [www.sdstate.edu](http://www.sdstate.edu)

- 2008 SDSU Distinguished Young Alumna
- 2004 Recognition of Achievement from the Native American Fish and Wildlife Society Great Plains Region.
- 2003 – 2004 NAFWS Scholarship
- 1999 Great Plains Regional Reserve Breakaway Champion
- 1998 – 1999 Great Plains Rodeo Region Breakaway Director
- 1998 Great Plains Regional Breakaway Champion
- 1997 – 1999 SDSU Rodeo Scholarship
- 1997 – 1998 DuPont Fellowship
- 1997 – 1998 2+2+2 Scholarship
- 1996 Isabel High School Rodeo Scholarship
- 1995 SDSU Valedictorian Scholarship
- 1995 Isabel High School Alumni Scholarship
- 1995 Isabel High School Quiz Bowl Scholarship
- 1995 Kimberly Means Memorial Scholarship
- 1995 Ardell Bjugstad Scholarship