

## From the President of Salish Kootenai College



**DR. JOE McDONALD**  
Founder and President  
Salish Kootenai College

Dr. Joe McDonald has been an educator all his adult life, as a teacher, coach, and administrator at elementary, high school, and college levels, in small towns such as Oilmont, Plevna, and Hamilton, and in larger ones such as Missoula. He served as an assistant basketball coach at The University of Montana from 1964-65, and has served in elective political office as tribal councilman of the Confederated Salish and Kootenai Tribes (1974-1982).

As president of Salish-Kootenai College, Dr. McDonald has worked to recruit and train Indian teachers for Montana schools. He has received numerous awards and honors, including Carnegie Foundation service recognition (1998); the Montana Governor's Humanity Award (1996); an honorary Juris Doctorate from Gonzaga University (1994); an honorary doctorate in education from Montana State University (1992); and National Indian Educator of the Year from the National Indian Education Association (1989).

Dr. McDonald and his wife, Sherrie, have four children and several grandchildren.

Photos courtesy of SKC.

**Note:** This issue of *InSync* features Salish Kootenai College. Future issues will focus on other tribal entities of the Confederated Salish and Kootenai Tribes.

**Salish Kootenai College** (SKC) began as a branch campus of Flathead Valley Community College (FVCC), occupying office space donated by Polson School District. Beginning in the winter term of 1977, the Reservation Extension Center boasted sixteen part-time faculty and forty-nine students. The center offered forty-five credits at seven sites around the reservation. That same year, a resolution was passed by the tribal council to formally establish a tribal college on the Flathead Reservation. The college subsequently applied for membership in the new AIHEC (American Indian Higher Education Consortium) organization, at the time a consortium of twelve colleges.

The following academic year, the college had six full-time faculty and eventually moved to Pablo. The early years were difficult and funding was provided largely by grants, but in October 1978, the Tribally Controlled Community College Assistance Act was passed and provided a stable funding base. In 1981 the college broke ties with FVCC and formally called itself

Salish Kootenai College. The first academic catalog (1979-1981) listed three degree and four certificate programs, 117 courses, and a total enrollment of 142 students. SKC became accredited in 1984, the first tribal college in the Northwest to accomplish the goal. In 1989 the registered nursing program was established, only the third in the nation at a tribal college. And by its tenth year, the new catalog (1989-1991) identified six buildings, nine degree and five certificate programs, 310 courses, and 540 full-time students.

The decade of the '90s saw a ten-year accreditation in 1994. Several buildings were purchased from the tribes. Land was purchased to the east and south of the present campus and a new Fine Arts Center, science facility, and golf course are now completed. The new 2003-2005 catalog lists ten bachelor's degree programs, nineteen associate's degree programs, and eight certificate programs. The school currently employs 200 full- and part-time faculty and staff.



## KSKC-TV Public Television

Located in the D'Arcy McNickle Building on the campus of Salish Kootenai College, KSKC-TV public television serves the reservation population through broadcast and cable systems. Local programs, documentaries, and classes are televised, in addition to PBS news, public affairs, children's, and entertainment programming. KSKC recently completed *Sacred Salmon*, a program about pollution in the Columbia River system. A second program on this issue is in production for the Yakama fisheries program. Several other programs in various stages of production include *Beaver Steals Fire*, a coyote story told by Johnny Arlee and illustrated by Sam Sandoval; several videos for the Indian Lands Working Group; and a video for the Montana Department of Transportation. Classes in photography, video production, and communication are offered under the media center umbrella. Students in video production gain further experience by assisting in the production of programs for KSKC-TV.



D'Arcy McNickle Building, home of KSKC-TV on the Salish Kootenai College campus. Photos courtesy of SKC.

**Frank Tyro**, media center director, has a long history in media and film and has produced a variety of programs and videos. Among them are *Churchill*, *Travelers*, *I Can Hear the Birds Sing*, and *Native American Science*. Frank is a well-known wildlife photographer whose expertise lies in photographing the birds and animals of Arctic ecosystems.

**Roy Bigcrane** is the award-winning director of *The Place of the Falling Waters* and is program director for KSKC-TV. Roy, a media producer and Native American Filmmaker of the Year (1992), also won International Filmmaker of the Year at the 1992 Parnu Anthropological Film Festival for the film *The Place of the Falling Waters*, co-produced by Tompson Smith. Roy is also an outstanding film editor. Listed among his works are videos for the Bilingual Education Department on the Salish and Kootenai language alphabets. Roy also produced *The First Dawn* for The People's Center, a living cultural museum operated by the Confederated Salish and Kootenai Tribes on the Flathead Indian Reservation. Roy filmed and edited a series of videos of the Arlee Powwow from 1988-1998 and mentors many of the high school youth of the reservation at Two Eagle River School, where the students produce a television series called "The Eagle's Eye."



## Salish Kootenai College

**THE MISSION** of Salish Kootenai College is to provide quality post-secondary educational opportunities for Native Americans, locally and from throughout the United States. The college will strive to provide opportunities for individual self-improvement to promote and help maintain the cultures of the Confederated Tribes of the Flathead Indian Nation.

**THE VISION** of Salish Kootenai College is to foster curricula and vocational certification and associate's and bachelor's degree programs that meet the unique needs of the Native American population. While the college encourages diversity, its primary purpose is to serve the needs of Native American People.

### DEGREES AND CERTIFICATES OFFERED

#### **Bachelor of Arts (B.A.)**

Business/Entrepreneurship  
Social Work

#### **Bachelor of Science (B.S.)**

Environmental Science  
Forestry  
Information Technology  
Nursing

#### **Associate of Arts (A.A.)**

Business Management  
Education/Early Childhood Education  
General Studies/Psychology (MHCOP)  
Liberal Arts  
Native American Studies

#### **Associate of Applied Science (A.A.S.)**

Dental Assisting Technology  
Office Professions

#### **Associate of Science (A.S.)**

Education/Elementary Education  
Environmental Science  
Forestry  
General Studies/General Science  
General Studies/Pre-engineering  
Information Technology  
Nursing

#### **Certificate of Completion (C.C.)**

Dental Assisting Technology  
Digital Arts and Design  
Highway Construction Training  
Medical Office Clerk  
Native American Studies  
Nursing  
Office Professions

# SKC's Silver Fox Golf Facility: Recreation, Education, and Community

Salish Kootenai College invites you to tour the school's attractive campus and enjoy a round of golf at the new Silver Fox Golf Facility.

The Silver Fox Golf Facility was built to encourage the youth in our communities to learn the sport of golf. Last summer fifty-three children from our reservation participated in golf camp. We plan to offer this camp each summer as funds permit.

Students at Salish Kootenai College also use the facility for golf classes as well as recreation.

Golf lessons may be arranged through our golf pro. We hope you will enjoy our golf course as much as we have enjoyed building it for the community.

The new Silver Fox Golf Facility offers a relaxing round of golf amidst some of the most spectacular scenery in the West. Photos courtesy of SKC.



# Intercepting Your Communications

Many foreign governments, including friendly countries allied with the United States, have large programs to collect economic, political, and military intelligence by intercepting U.S. communications.

**Most U.S. long distance telephone and fax communication travels via the airwaves—and any signals in the air can be and frequently are intercepted.**

Many of the technological advances designed for our convenience can easily be used against us. Cellular telephones are especially vulnerable, but cordless phones, e-mail, answering machines, and voice mail can all be exploited in various ways.

Are you a potential target? If eavesdropping on anything you say or write could increase someone else's wealth or influence, then the answer must be yes, you are a potential target.

Some countries now focus their communications interception programs against the U.S. on collection of competitive economic and industrial intelligence, in addition to traditional military and political targets. Targets now include information such as marketing plans, customer lists, financial data, contract negotiations, research and development, and production technology for new products. The foreign collectors of this information typically pass it to companies in their country to foster national economic development. U.S. intelligence agencies are prohibited by law from sharing acquired foreign economic and industrial information with domestic U.S. commercial organizations. This can and often does put American companies at a distinct disadvantage.

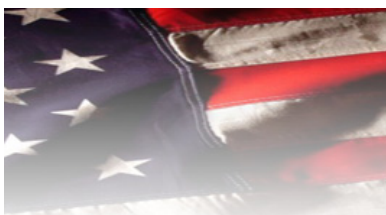
## Countermeasures

In most cases, there is no way to know whether an individual communication is being monitored. Because it is so easy to monitor communications and it happens so often, it is best to assume that any communication which contains information of great potential value to another person, organization, or country may be monitored. There are only two ways to counter interception of telephone and fax communications:

- Do not discuss or even allude indirectly to sensitive subjects over the telephone or fax.
- If you must use telephone or fax, encrypt all sensitive communications.

Sensitive information should not be discussed by phone or sent by fax on any unencrypted line. Long distance communications and cellular phone calls are especially vulnerable to monitoring as they go through the airwaves. Many people think they are being secure by using double-talk, or talking around a sensitive subject, when using the phone. This may fool a casual eavesdropper who hears only that one conversation, but it is generally ineffective when someone is monitoring all your calls.

To reduce the chances of your phone number getting on the target list, avoid key words or phrases that intelligence collectors may use in automated searches to identify conversations of potential intelligence interest. Examples are organization names, project code names, product names, names of senior personnel, and labels such as sensitive and company confidential.



## SECURITY SCENE

If you have any questions, comments, and/or suggestions regarding the SECURITY SCENE, please contact:

**COREY BADGLEY**

Acting Director of Quality Management  
cbadgley@sktcorp.com

Encryption works. The growth of wireless communications has prompted a comparable growth in encryption to thwart the many eavesdroppers. Within the U.S. government and defense industry, the secure telephone unit (STU-III) provides a secure means for discussing classified information over the telephone.

If you have a STU-III secure telephone, use it, but remember that even the STU-III depends upon strict telephone security discipline. A defector from one of the foreign intelligence services that monitor U.S. communications reports that STU-III encryption is unbreakable. However, he also advised that the chitchat that occurs before the STU-III is switched to secure mode and after it is switched off of secure mode is a bonanza of valuable information.

Communications monitors can identify STU-III lines, so these phone numbers are obvious targets. Therefore, a STU-III line being used in non-secure mode may be more likely to be monitored than another line that never carries encrypted communications.

## Voice Mail Is Vulnerable

A disgruntled former employee, John Hebel, regularly broke into the voice mail system of his former employer, Standard Duplicating Machines Corporation (Standard) of Andover, Massachusetts, as part of a scheme to make unauthorized use of the company's sales leads and confidential marketing information.<sup>1</sup>

Hebel was employed as a field sales manager for Standard between October 1990 and September 1992. Standard was engaged in the sale and distribution of reprographic and print finishing equipment throughout North America. Hebel worked out of an office he maintained in his home in Ballwin, Missouri.

Standard had an electronic voice mail system. Each Standard employee had his or her own voice mail box, which could be accessed from remote locations. Messages containing sales leads and other confidential marketing information would often be left in voice mail boxes.

After Standard terminated Hebel in September 1992, Hebel went to work for Duplo U.S.A. Corporation, a subsidiary of Duplo Manufacturing Corp. of Tokyo, Japan. Duplo hired Hebel as its midwest regional manager. Duplo and Standard were direct competitors in the market for commercial collating equipment.

Hebel developed a scheme to defraud Standard by gaining unauthorized access to its voice mail system. By virtue of his prior employment at Standard, Hebel knew the telephone number for accessing Standard's voice mail system from remote locations. He knew that the "default" password for a particular voice mailbox would be the employee's telephone extension plus the pound sign, and that virtually no Standard employees had utilized unique passwords to protect their voice mail boxes. Hebel also knew which Standard executives and employees were likely to receive sales leads and other confidential marketing information in their individual voice mail boxes.

Between November 1992 and September 1993, Hebel accessed Standard's voice mail system from remote locations on several hundred occasions. He did it, without authorization, by using the passwords of various Standard executives and employees. His purpose was to obtain sales leads and confidential marketing information which he could use for the benefit of Duplo and for his own personal benefit.

Standard learned of Hebel's activity through an unsolicited phone call from a customer who had been solicited by Hebel after leaving a message on Standard's voice mail system. The FBI arrested Hebel for wire fraud on November 5, 1996, and he was sentenced in March 1997 to two years probation.

### Reference:

<sup>1</sup>FBI Director Louis Freeh, Statement before the Senate Select Committee on Intelligence, January 28, 1998. Also PR Newswire, *Former Sales Manager Charged in Voice Mail Scam*, November 5, 1996.

# Employees of the Quarter

WE'RE PLEASED TO HONOR THESE OUTSTANDING EMPLOYEES.

*Each of these employees has demonstrated an excellent work ethic, a positive attitude, and the initiative to go "above and beyond" in the performance of his or her duties.*

**Congratulations** to these exceptional employees and to all the nominees from each of SKT's locations!

## S E C O N D Q U A R T E R 2 0 0 5

CORPORATE HEADQUARTERS  
St. Ignatius, Montana

### René Mitchell

RECEPTIONIST



René has been employed by SKT since November 2004 and has been a wonderful asset to the corporate office, where she serves as receptionist as well

as a helper to all. Should you ever call the corporate office, her voice will greet you with professionalism and enthusiasm. René serves as the point of contact for *InSync*, arranges the conference room schedule, and heads up our catering when needed. She coordinates travel arrangements for our board of directors and assists SKT's president in his day-to-day activities. We can't thank you enough, René, for all your hard work. You are most deserving of this award!

IT OPERATIONS  
Fort Wainwright, Alaska

### Elizabeth Lemelin

SENIOR TECHNICAL  
SUPPORT SPECIALIST



Liz Lemelin has been employed by SKT since October 2003 and currently provides support to the environmental department for the Department of Public Works.

She is charged with preparing, tracking, and administering funding documents for Fort Richardson, Fort Wainwright, and Fort Greely. She also coordinates and prepares DD250s (certifications of payment), work orders, and spreadsheets through the COR, as well as Acquiline program quarterly requirements for fund obligations. Ms. Lemelin ensures the smooth operation of the environmental office by routing calls, coordinating travel plans, preparing meeting minutes, preparing work orders, managing the calendar, and administering the timesheets and L&Es for Fort Wainwright.

"Liz is a tireless worker and always brings a smile and positive attitude to the workplace; she is a valuable asset to SKT, the DPW, and military personnel. We feel privileged to have her as a member of our team," says Alaska Program Manager Erin E. Ealum.

AEROSPACE OPERATIONS  
Iraq

### Charles Hermon

OPERATIONS SPECIALIST



Charles works as the management officer for the U.S. Regional Embassy Office (REO) in Basrah, Iraq, where he supervises human resources and logistical

support. His responsibilities include supervision of essential support agencies, budget management, and establishing procurement procedures and contracting priorities.

Charles and his staff provide outstanding support services to a diverse set of customers in a hostile environment. His logistics skills are tested every day as he supports the Army Corps of Engineers, the International Police Liaison Office, the Force Protection unit, legal advisors, the U.N. Southern Region Office and the Danish Aid Mission.

Working in a volatile and dangerous security environment creates unique challenges for Charles to negotiate as he ensures services are provided as efficiently as possible. He has earned the faith and support of everyone he serves, and at the same time he has made a great many improvements to the daily lives of his 550 co-workers at the compound. Most importantly, he has taken the essence and spirit of what it is to be an SKT employee to a new level. Thank you, Charles, for a job well done!

DAYTON OPERATIONS  
Dayton, Ohio

### Eddie Lockard

SENIOR RESEARCH TECHNICIAN



Since joining SKT in July 2004 after 28 years of service with AK Steel, Eddie Lockard has continuously applied his wealth of experience to achieve excellence

in every aspect of his work. Although Eddie has many responsibilities, his effort in support of the USAF C-130 aircraft center wing box teardown evaluation has been exemplary.

Eddie has been solely responsible for the extraction and non-destructive disassembly of various sub-assembly components from select fatigue-critical areas of the center wing. Following Eddie's disassembly and meticulous cataloging and identification of sub-components for future reference, the parts are then chemically paint-stripped in preparation for non-destructive eddy current inspections capable of identifying potential cracks in the structure. Subsequent failure analysis of identified cracks in the critical load-bearing center wing structure will serve to assist the USAF in managing the mature and proven C-130 fleet by providing a timely snapshot of the health of the center wing.

Eddie's passion for perfection is eclipsed only by his infectious positive attitude.

## BENEFITS CORNER

If you have any questions, comments, and/or suggestions regarding the BENEFITS CORNER, please contact:

**KATHY J. OLSEN**  
SKT Benefits Coordinator  
kolsen@sktcorp.com

**IF YOU ASK ME WHAT IS THE MOST IMPORTANT KEY TO LONGEVITY, I WOULD HAVE TO SAY IT IS AVOIDING WORRY, STRESS, AND TENSION. AND IF YOU DIDN'T ASK ME, I'D STILL HAVE TO SAY IT.**

GEORGE BURNS

# Stress in the Workplace: Strategies for Well-being

Over seventy-five percent of Americans consider their jobs stressful. Although something that causes stress in one person may not be a problem for another, the things we can't control seem to universally cause us the greatest stress.

Common job stressors include a heavy workload, intense pressure to perform at peak levels, job insecurity, long work hours, excessive travel, office politics, and conflicts with co-workers.

## Early Warning Signs of Stress

While dealing with stress is a normal part of everyday life, the following early warning signs serve as red flags alerting you to stress on the job:

- Insomnia
- Anxiety or depression
- Low morale
- Short temper
- Headache
- Stomach or back problems

## Managing Job Stress

The good news is that it's possible to manage job stress by becoming aware of what increases or decreases your level of stress. The following are six methods to help you manage your stress at work:

**Plan and prioritize:** Don't panic, set realistic deadlines, don't rush into the first idea you have, and always have an alternative plan.

**Focus on what you can control:** Create a "to do" list to prioritize your work. Break larger tasks into smaller, more doable steps.

**Slow down:** Think things through before you act, and begin with an end result in mind. If you don't get something right the first time, you'll waste more time having to do it again.

**Think outside the box:** Don't do things under pressure. Search for alternatives that will save both time and money, and put your projects into fresh perspective.

**Use all your resources:** If things don't go exactly as planned, don't rely on your internal resources. If possible, outsource tasks to someone reliable.

**Take a break:** To release stress, make time to take a break. Taking a walk or discussing your work situation with another person may help you gain a fresh perspective.

## Helpful Tips for Coping with Stress

- Take care of your physical and emotional health.
- Learn some relaxation techniques.
- Keep an open mind.
- Talk about your feelings.
- Consider joining a support group.
- Consider seeing a professional counselor.
- Hold onto your sense of humor.

## Steps for Deep Breathing

- Lie down on a flat surface.
- Place one hand on your stomach, just above your navel.
- Place the other hand on your chest.
- Breathe in slowly and try to make your stomach rise a little.
- Hold your breath for a second.
- Breathe out slowly and let your stomach go back down.

Everyone experiences periods of job stress. But if your feelings of stress become persistent and overwhelming, contact your health care provider, who can teach you healthy ways of coping.

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## New Employees

We're pleased to welcome these new members of SKT's winning team.

### IT OPERATIONS PACIFIC NORTHWEST

Dick VanMeerten—6/1/05  
Safety/Occupational Health Specialist  
Bangor, Washington

Mary Ann Pearson—6/18/05  
Procurement/Logistician Coordinator  
Bangor, Washington

Lee Rimer—6/13/05  
Support Technician  
Portland, Oregon

### IT OPERATIONS MONTANA

Amy Schlatter—6/6/05  
Remote Sensing Analyst  
St. Ignatius, Montana

### IT OPERATIONS ALASKA

David deSilva Fish—7/1/05  
Environmental Engineer  
(Air Quality)  
Fort Wainwright, Alaska

Jennifer Murray—7/5/05  
Utilities Support Specialist  
Fort Richardson, Alaska

Gary Rasmussen—7/5/05  
Telecommunications Technician  
Fort Richardson, Alaska

Michelle Herschbach—7/18/05  
Environmental Support Specialist  
Fort Richardson, Alaska

Donald Hass, Jr.—7/18/05  
Environmental Compliance Specialist  
Fort Richardson, Alaska

Tricia Currier—8/6/05  
Graphics/Visual Information Specialist  
Fort Wainwright, Alaska

Donald Gibson—8/8/05  
PRISMS Specialist  
Fort Richardson, Alaska

Aime Haakenson—8/8/05  
Real Estate Specialist  
Fort Richardson, Alaska

Wayne Irion—8/16/05  
Planner  
Fort Richardson, Alaska

Ronald Quincy—8/16/05  
Electrical Specialist  
Fort Richardson, Alaska

### AEROSPACE GEORGIA

Nivea Smith—6/1/05  
Management Assistant  
Warner Robins, Georgia

Felex Jackson—6/15/05  
Logistics Specialist  
Warner Robins, Georgia

Dianna Walker—6/20/05  
Management Assistant  
Warner Robins, Georgia

Carol Leser—8/8/05  
Management Assistant  
Warner Robins, Georgia

Richard Marks, Jr.—8/8/05  
Quality Control Technician  
Warner Robins, Georgia

### AEROSPACE IRAQ

Adam Gabriel—7/6/05  
Administrative Specialist III  
Iraq

Steven Hearne—8/24/05  
Operations Specialist II  
Iraq

### IT OPERATIONS MONTANA

Amy Schlatter—6/6/05  
Remote Sensing Analyst  
St. Ignatius, Montana