

# CHADWICK “CORNTASSEL” SMITH, JD, MBA

C: 918.453.1707 - E: chad@chadsmith.com

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## QUALIFICATIONS

- More than 28 years of experience in with tribal government development and tribal affairs
- Served 12 years as Principal Chief of the Cherokee Nation – second largest Indian nation in the US
- 26 years Attorney and Public Defender experience
- Extensive legal and organizational experience of articulating a vision, clearly defining the desired outcomes, developing an organizational strategy for achieving that vision / goal, aligning resources and effective talent, and providing feedback with insightful metrics
- Ensure effective branding, score-card performance, principle-based management and comprehensive marketing for private products and government services
- Change agent with proven success in organizational development and leadership, business, education, nation-building, law and government-to-government relations on the local, state, federal, and tribal levels
- By using effective branding, score-card performance, principle-based leadership and comprehensive planning, successfully managed 3,500 employees and \$600 M of private products and federal and tribal government services
- Leader with hands on approach demonstrated by establishing in 2009, the annual “Remember the Removal” youth leadership project and, with fourteen young Cherokees, rode 950 miles over 22 days on bicycles retracing the 1839 Trail of Tears from Georgia to Oklahoma, and supporting Special Olympics by repelling off a 19-story hotel and taking polar plunges

## PROFESSIONAL EXPERIENCE

### Tohono O’odham Nation - Sells, AZ Attorney General

2017 – 11/2018

*Tohono O’odham Nation (TON) reservation’s land area is 3,453.307 acres, the third-largest Indian reservation area in the United States. With a population of 33,000. TON operates gaming & resorts that includes 4 properties, over 2,700 slot games 148 hotel rooms, 8 restaurants/grills, conference and meeting rooms, 2,300 seat entertainment venue, and 1,950 employee.*

- Managed in-house law office of seven attorneys, three prosecutors and six support staff
- Project Issues included, but are not limited to: gaming, water rights, mining operations, law enforcement, legislative process, employment discipline and terminations, health care services, social welfare, revision of tribal codes, and advice to tribal agencies and departments, review of financing documents and preparation of opinions for \$500M loan
- Environmental issues - Supervise tribal negotiations with the Cyprus Corporation in its efforts to reopen a copper mine on the northern part of the Nation’s reservation
- Water and public lands - Supervised legal work for TON’s water law issues, including:
  - Drought contingency planning anticipating the impact on the Nation if Lake Mead drops below a certain level resulting in reduction of Central Arizona Project Water; Comprehensive Water Settlement Proposal of all water rights of the Nation to the Federal government;
  - Central Arizona Project Water Cooperative Fund that the Federal Government set up a to pay for delivery of the Nation’s water under the Southern Arizona Water Rights Settlement Act (“SAWRSA”); and
  - A contract for 8,000 acre-feet of Central Arizona Project Water that can be used for agricultural purposes in the Sif Oidak District

### Chad Smith Consulting, LLC Tahlequah, OK President

2011 - Present

*American Indian firm promoting leadership, resource development and tribal nation-building.*

- Consulting services for businesses, non-profit organizations and government entities
- **Legal Work** - Employment Law - Since 2012, filed 32 wrongful discharge cases against Cherokee Nation

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- The first four wrongful discharge cases against the Cherokee Nation resulted recovery of damages and attorney’s fees totaling \$1M. The Cherokee Nation Supreme Court found certain statutory provisions denying employees due process unconstitutional
- Also won a landmark case in the Oklahoma Supreme Court involving the Cherokee Nation’s Sequoyah School, a BIA Indian boarding school. *Scott v. Oklahoma Secondary Sch. Activities Association*, 2013 OK 84, 313 P.3d 89 (2013)
- Drafted Historic Legal Analysis of the Chickasaw Nation, May 2012
- **Leadership seminars and consulting** - Author of “Leadership Lessons from the Cherokee Nation” published 2013 by McGraw-Hill. This book reflects the principle based leadership model I developed and instituted at the Cherokee Nation.
- Conducted leadership seminars for Indian country based on the concepts in this book. I participated in the 2013 National Book Fair, in Washington DC. I conducted leadership seminars and consulting services for major tribes and tribal businesses including:
  - Eastern Band of Cherokee Indians, Cherokee North Carolina, August 2013.
  - Iskonigan (tribal business), Winnipeg, Canada, July 2013.
  - Island Mountain Development Corporation (tribal business) Harlem, MT, October 2013.
  - Tulsa Indian Leadership Conference, Tulsa, OK, September 2013.
  - Oklahoma Dept. of Health- Reviews of Tribal Liaison Logic Model, July 2013.
  - National Indian Gaming Conference- Tribal Leadership in Gaming, May 2013.
- **Small Business Development Training** - Participated with Redwind LLC, a Native American owned business, to conduct small business seminars for a number of tribes, including:
  - Native American Business Corp, Billings MT, June 2013.
  - Native American Small Business, Turtle Lake ND, July 2013.
  - Sissteton-Wahpahton Tribe, Lake Traverse ND, July 2013.
  - Navaho Small Business, Tuba City, AZ, August 2013.
  - Navaho Small Business Corp, Kayenta, AZ, May 2013.
  - Native American Business Corp., Agency, SD, April 2014.
  - Native American Business Corp., Barrow, AK, June 2014.
  - Pascua Yaqui, Tucson AZ, August 2014.
  - San Pasquali Band of Mission Indians, Valley Center CA, September 2014.
  - Pima Small Business, Chandler, AZ, July 2015.
  - Native Systems, Standing Rock SD, August 2015.
- **Public speaking** - Spoke on topics of Native American issues, leadership, and organization development at Universities and conferences including:
  - Limestone College- Gaffney, SC, November 2011.
  - CTG Resource Center, Atlanta GA, November 2011.
  - Center for Health Leadership and Practice, Webinar- Oakland, CA, March 2012.
  - University of Nebraska- Lincoln, NB, November 2012.
  - Center for Health Leadership and Practice- Oakland, CA April 2013.
  - Tribal Government Leadership Forum, Arizona State University - Tempe, AZ, February 2013.
  - American Indian Issues, University of South Carolina- Columbia, SC, November 2013.
  - American Indian Issues, University of North Carolina- Asheville, NC, November 2013.
  - American Indian Issues, University of Tennessee- Knoxville, TN, November 2013.
  - Key note APPEAL Conference- San Francisco CA, September 2014.
  - American Indian Issues, Penn State University, Lemont Furnace, PA, November 2015.

## **Cherokee Nation - Tahlequah, OK Principal Chief**

**1999 - 2011**

*Over 330,00 people are enrolled in the Cherokee Nation, with 189,228 living within the state of Oklahoma and has a tribal jurisdictional area spanning 14 counties in the northeastern corner of Oklahoma.*

- Elected Principal Chief of Cherokee Nation following a constitutional crisis - Served as the elected executive officer of the second largest Indian nation in the United States
- Focused on three initiatives: economic-self-reliance, Cherokee language and cultural revitalization, and community development
- Completely redesigned the Executive Branch by establishing financial accountability and improving operational systems, including human resources, legal and procurement. The Cherokee Nation

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received the highest award for excellence in governmental accounting 2001- 2011 from the National Association of Finance Officers.

- Developed a principle-based, leadership organization, challenging the executive staff to lead their disciplines toward the vision established for the Cherokee Nation.
- Created the Cherokee Nation Declaration of Designed Purpose ? principles through which the organization made decisions.
- **Legal Leadership** - Accomplished trial lawyer, including criminal, civil rights and Indian law litigation.
  - Developed legal policy and strategy for Cherokee Nation in defending sovereignty and business interests.
  - Recovered \$12M judgment against the United States in the U.S. Supreme Court for healthcare contract disputes.
  - Developed legal theories for retaining tribal rights recognized by federal courts, including water, hunting and fishing rights.
  - Admitted to the Bar of the Cherokee Nation Courts, Oklahoma Supreme Court, Eastern and Northern Oklahoma District Federal Courts, 10th Circuit U.S. Court of Appeals, and U.S. Supreme Court.
- **Native Nation and Economic Leadership** - One of a handful proven experts in Indian country on tribal nation building, organizational design, and leadership development.
  - Developed leadership programs for the Cherokee Nation, dramatically increasing employment, assets, revenues, health care and social services.
  - Led the Cherokee Nation to become the largest employer in Northeastern Oklahoma.
  - Created 5,500 jobs.
  - Built 600 miles of roads.
  - Installed 150 miles of waterlines.
  - Erected 30 community buildings.
  - Assisted 120 communities with internal governance and community development.
  - Increased assets from \$47M to \$1.2B.
  - Increased payroll from \$70M to \$248M.
  - Increased employment from 2,400 to 8,500 jobs.
  - Increased healthcare services from \$18M to \$310M.
  - Built the Nation’s law enforcement agency up to 32 cross deputized officers.
  - Diversified business interests by including environmental services, surveillance, tribal government consulting, and alternative energy.
- **Educational Leadership** - Developed an overall Cherokee Nation education plan to align with an overall economic plan focusing on leadership and self-reliance.
  - Built Sequoyah High School's reputation of “a school of last resort” with 50% occupancy to a school of “first choice” at 100% occupancy with a waiting list of 150 students.
  - Awarded \$27M in college scholarships from 2000 - 2011.
  - Developed program for issuing Cherokee Nation automobile tags. The successful issuance of 102,000 automobile tags allowed the Nation to contribute over \$24M to local schools.
  - Instituted Cherokee Scholars, which is a dormitory and class cohort at Northeastern State University.
  - Developed the Cherokee language emersion school, with 100 children attending pre-kindergarten to sixth grade are fluent and literate in the Cherokee language.
  - Developed a 40-hour Cherokee history class that 6,500 people have completed since 2000.
- **Business Leadership** - Developed an economic strategy for tribal government that produced \$1.2B in annual revenues.
  - Developed and executed a successful economic and tribal development plan that increased Cherokee employment from 2,500 to 8,500 in 10 years.
  - Appointed the Board of Directors for Cherokee Nation Businesses (CNB), the tribal corporation which operates gaming, business development, environmental solutions, healthcare services and aerospace manufacturing. Increased business assets from \$47M to \$703M, including \$450M in construction of clinics, schools, and gaming operations.
- **Community Leadership** - Assisted communities to develop leadership and implemented programs and policies that allowed less bureaucracy and more direct input from community members.

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- Negotiated and executed compacts with the state of Oklahoma for gaming, tobacco, automobile tags, child welfare, and hunting and fishing.
- Promoted self-help community projects that resulted in the communities building and/or expanding 30 community buildings and the installation of 150 miles of water lines.
- Organized 24 Cherokee community groups in urban areas.
- **Governmental Leadership** - Served three four-year terms as Principal Chief of the Cherokee Nation.
  - Provided leadership to diverse government operations, including healthcare, social services, child protection, housing, law enforcement, education and cultural programming, emergency management and community development.
  - Appointed members for Boards and Commissions to provide governmental checks and balances for a stable and progressive tribal government.
  - Established the first editorially independent newspaper among Indian nations in 1999.
  - Established an office in Washington, D.C. to develop relationships with congressional and federal agency offices, and to advance and protect the interests of the Cherokee Nation.
- **Environment Leadership** - Developed in 2008, a third water law theory adopted by the Eastern District of Oklahoma Federal Court referred to as the “Five Civilized Tribes Water Law”. See Oklahoma v. Tyson Foods, Inc., 258 F.R.D. 472, 478 (N.D. Okla. 2009).
  - In 1993, drafted the environmental laws for the Cherokee Nation, including creation of an Environmental Protection Commission.

## Private Practice - Tulsa, OK

1997 - 1999

### Attorney

- Conducted a general practice of law, represented clients in civil rights litigation and appeals, general civil litigation, criminal defense and Indian law

## Public Defender’s Office - Tulsa County - Tulsa, OK

1996 - 1997

### Assistant Public Defender

- Conducted criminal jury trial defense of indigent defendants in Tulsa County District Court

## Cherokee Nation - Tahlequah, OK

1991 - 1995

### Attorney/ Director - Office of Justice / Tax Advisor

- Provided ongoing services as a Prosecuting Attorney for the Cherokee Nation and Tax Advisor to the Cherokee National Tax Commission
- Conducted legal and historical research of the Cherokee Nation. Prosecuting duties included jury trials, criminal cases, delinquent juvenile hearings, and Indian Child Welfare cases

## Private Practice - Tulsa, OK

1989 - 1995

### Attorney

- Conducted a general practice of law, represented clients in civil rights litigation and appeals, general civil litigation, criminal defense and Indian law

## U.S. Dept. of Treasury - Tulsa, Oklahoma

1987 - 1989

### Estate Tax Attorney

- Performed audits of estate tax returns, performed valuations of businesses and real estate

## Creek County - Sapulpa, OK

1983 - 1987

### Assistant District Attorney

- Tried criminal and juvenile jury cases, participated in preliminary hearings, bond settings, extraditions, arraignments, and non-jury trials
- Served as first chair trial prosecutor in approximately
- 20 jury trials; conducted approximately 200 preliminary hearings

## U.S. Dept. of Treasury - Tulsa, OK

1980 - 1982

### Estate Tax Attorney

- Performed audits of estate tax returns, performed valuations of businesses and real estate

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## EDUCATION

- MBA - Hospitality Management - University of Nevada-Las Vegas 2008
- JD - University of Tulsa Law School, Tulsa, Oklahoma 1980
- MS - Public Administration -University of Wisconsin, Madison, Wisconsin 1975
- BS - Social Science Education with honors. University of Georgia, Athens 1973

### University Professor

- Visiting Professor - "Cherokee History" and "Indian Law" - Dartmouth College 1996
- Adjunct Instructor- "Legal History of the Cherokee Nation"- Northeastern State University 1994
- Adjunct Instructor- "Legal History of the Cherokee Nation" - Rogers State University 1992

## LICENSES

- State Bar - State of Arizona 2018
- State Bar - State of Oklahoma 1980
- U.S. Supreme Court 1997

## HOBBIES AND INTERESTS

- Enjoy rebuilding old Studebaker cars and have bicycled (970 miles) Trail of Tears over a 23 day period

## PERSONAL

- Enrolled member of the Cherokee Nation

## CONGRESSIONAL TESTIMONY

- July 2, 2007, Confirmation Hearing of Charles Grimm as Assistant Secretary for Indian Health Service, Senate Indian Affairs Committee
- February 16, 2006, S. 1970, Amend Trail of Tears System Act, Subcommittee on National Parks of the Committee on Energy and Natural Resources
- April 27, 2006, HR. 3085, Amend National Trail of Tears System Act. Subcommittee on National Parks of Committee on Energy and Natural Resources
- April 14, 2005, FY 2006, Bureau of Indian Affairs Appropriations, Interior Appropriation Committee, Appropriations, House Appropriation Subcommittee on Interior, Environment and Related Agencies
- April 28, 2004, S. 2172, Contract Support Costs, Senate Indian Affairs Committee
- June 4, 2004, S. 281 and S. 725, Tribal Transportation Program and Improvement Act, Senate Indian Affairs Committee
- April 17, 2002, HR. 3534, Arkansas Riverbed Settlement Act, House Committee on Resources
- May 16, 2000, HR. 4148, Tribal Contract Support Cost, House Committee on Resources

## PRESENTATIONS

- Visiting Lecturer, Tribal Economic Systems, May 2006, International School of Business, Moscow, Russia
- Speaker, "Symposium on the American Indian," Northeastern State University, 1993, 1994.
- Commencement Speaker, Sequoyah High School 2000-2011; Cave Springs High School, 2005-2006; Bell School, 2006; Belfonte School, 2004 and others.
- Keynote Addresses and Lectures, University of North Carolina, American Indian Heritage Month, 2005; Oklahoma Museum Associations, 2005; Oklahoma Association of Collegiate Registrars and Admission Offices, 2006: Native American Financial Advisor Educational Summit, Merrill Lunch, 2007; Oklahoma Association Serving Impacted Aid Schools, 2007; Oklahoma State University American Indian Science and Math Association, 2007: U.S. Supreme Court Justice Sandra Day O'Connor Visit/ Women's Leadership Conference, 2007; Western History Conference, 2007



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- Panelist, Native American Journalism Conference, 2003; Tribal Employee Rights Office Technical Compliance Conference, 2003; Congressional Forum for Native Americans, 2004; Ash Institute for Democratic Governance and Innovation, Harvard University, 2005, Tar Creek Comprehensive Forum, 2005 American Indian Chamber of Commerce, 2006; Oklahoma Gubernatorial Election and Tribal Leaders Forum, 2006; Indian Reservation Roads Program Conference, 2006; Leadership Oklahoma Class XX, 2007; Panelist, "Sovereignty Symposium," Oklahoma City, OK, 1999-2007; Federal Bar Association, Panelist "Freedmen" Oklahoma City, Oklahoma, 2009.

## PUBLICATIONS

- Cherokee Nation Youth Choir, 2000-2009, Executive Producer and founder, released ten CD recordings of gospel and patriotic music sung in the Cherokee language. Received Native American Music Award 2002, 2003, 2007 and 2008. Performed at the White House, Smithsonian Institute, Viet Nam Veterans Wall, National Cathedral, Kennedy Center, and Macy Thanksgiving Day Parade
- *Building One Fire – Art and World View in Cherokee Life*. Written by Chad Smith, Benny Smith and Dr. Rennard Strickland, 2009. A history of Cherokee cultural and art images uniquely organized around the concept that art transfers cultural attributes and messages.
- *Coach Tommy Thompson and the Boys of Sequoyah*, Foreword by Chadwick Smith written by Patti Dickenson, 2009. A History of Sequoyah High School, University of Oklahoma Press.
- *Cherokee*, Foreword by Chad Smith, photographs by David Fitzgerald, text by Robert Conley, 2002. A photographic and narrative portrayal of the Cherokee people.
- *The Trail of Tears*, Foreword by Chad Smith, photographs by David Fitzgerald, text by Dr. Duane King, 2007. A photographic and narrative portrayal of the infamous forced removal of Cherokees from their homeland in 1838.
- *Declaration of Designed Purpose*. Wrote and edited a comprehensive strategy document that included the history of the Cherokee Nation, vision, mission, guiding principles, desired outcomes, attributes, organizational structure and metrics to achieve a hundred year plan for the Cherokee Nation. 2000.
- *Proceedings of the Cherokee Nation Historical Convention*. Co-edited by Dr. Rennard Strickland, this is a series of 24 essays by recognized scholars of Cherokee history on the one hundred-fifth anniversary of the Cherokee National International Indian Council of 1843, 1999.
- *Cherokee Nation Code Annotated*. Assembled and recodified. 1992.
- *Cherokee Nation Caselaw Book*. Assembled and edited a compilation of federal statutes, treaties, and cases of the Cherokee Nation. 1992.
- *Cherokee Nation Legal History Course book*. Assembled and edited. Prepared the text and teaching materials for a 40 hours Cherokee Nation Legal History Course which has been completed by 6,500 tribal citizens. 1992.
- *The Cherokee Nation Response to the Cherokee Outlet Celebration*. Oklahoma Indian Bar Review. Article about the Cherokee story of the Cherokee Strip Land Run. 1994.
- *Cherokee Nation Criminal Procedure Code, Penal Code, Juvenile Code, and other legislation*. 1991.
- *Cooperative Law Enforcement Agreement* involving Cherokee Nation, Department of Interior, and State of Oklahoma providing cross-deputization of over 20 state and local law enforcement officers. 1991.

## APPOINTMENTS AND BOARD POSITIONS

- **National Indian Women’s Health Board**, 2003-2012., Board member and Secretary
- **Arkansas Riverbed Commission**, Chairman 1999-2011, Consortium of Cherokee, Chickasaw and Choctaw Nations to manage ninety-six miles of the Arkansas Riverbed
- **Inter-Tribal Council of the Five Civilized Tribes**, 1999-2011. President April, 2001 to April, 2003. Organization of the Cherokee, Creeks, Chickasaw, Choctaw and Seminole tribal nations of Oklahoma designed to promote common interests. Represents 500,000 tribal members
- **Cherokee Nation Education Corporation**, President 1998-2004; Advisory Committee 2004-present. Non-profit organization designed to promote education and culture. \$2 M in assets.
- **Cherokee National Historic Society**, Ex-Officio member 1999-2011. Non-profit organization dedicated to preservation of Cherokee culture and operates the Tsalagi Ancient Village and Museum
- **Greenwood Cultural Center**, Board member 2005. Dedicated to African-American cultural and enhancement of Greenwood community, the historic Black Wall Street in Tulsa, Oklahoma.

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- **Schwan’s Community Development Advisory Board**, Board member 2005. Assisted with locating Schwan’s operations in Stilwell, Oklahoma, a predominant Indian community. Schwan’s increased employment by consolidating operations in Stilwell, Oklahoma from 400 to 1200 employees.
- **Oklahoma State Chamber**, Executive Board Member 2004-2011. The state chamber of commerce is dedicated to furthering a positive business climate in Oklahoma.
- **Oklahoma Academy**, Member 2004-2011. Non-partisan research and advocacy group for the advancement of quality of life goals for Oklahoma.
- **Autry National Center Stewardship Board**, Board member 2005-2009. The Autry National Center was established in 2003 following the merger of the Southwest Museum, the Women of the West Museum, and the Museum of the American..

## OTHER

- Inductee, Outstanding American, National Wrestling Hall of Fame, Stillwater, Oklahoma. June, 2010
- Designer, Cherokee Nation Veterans Center, Tahlequah, Oklahoma 2009. Energy efficient solar envelope construction 4,000 square foot office and meeting building designed for community participation in construction.
- Honoree, Junior Diabetes Research Foundation Gala, May, 2008
- Seven Seals Award, National Committee for Employer Support of National Guard and Reserves, 2005
- Ambassador of Year, Red Earth Foundation June 2009
- Whitney M. Young Jr. Service Award, Indian Nations Council Boy Scouts of America. August, 2009
- Eagle Scout, Boy Scouts of America, Nashville, Tennessee, 1969