

# AFN Human Resources Reorganization Gets Rolling

By NANCY HARVEY

A new executive vice president for Human Resources took the reins at the Alaska Federation of Natives, filling a position vacant nearly one year.

Clifford Black, former executive director of the North Pacific Rim and former chairman of the AFN Human Resources Committee, was selected by that body Sept. 6 to head a new corporation which will operate AFN human service programs.

During the transition period and until the new corporation is established, Black will serve as executive vice president for Human Resources at AFN.

Outlining AFN's role during the transition, which formally

began Monday with Black assuming leadership of the human resource programs, President Byron Mallott stressed it would be AFN's policy to maintain maximum involvement of the Human Resources Committee in human resources policy and development.

"The AFN/HRC will be responsible for policy and program direction of all AFN human service programs activities, the land claims division excepted," Mallott said.

"And the EVP for Human Resources will be responsible for all AFN program operations, except land claims." Mallott acknowledged AFN, Inc. remains legally responsible for all programs currently operated by

AFN.

"Upon incorporation, adoption of by-laws, establishment of its board of directors, and then at the direction of the new board, AFN, Inc. and the new corporation will begin the process of formal transfer of human resource programs," Mallott continued.

"The transfer will probably take place over time depending upon the decisions and requirements of the funding agencies. AFN, Inc. will continue to operate those programs which, for whatever reason, are not able to be promptly transferred, until such time as terms of transfer can be reached or the programs expire," Mallot said.

However, Mallott stipulated

that AFN, Inc. does not intend to perpetuate existing programs which, for whatever reason, cannot be transferred.

Summing up the intent and purposes of the new AFN human service corporation, Mallot said the statewide corporation will be owned and managed by the twelve non-profit regional Native corporations. At such time as the new corporation board of directors is established, it will succeed the AFN Human Resource Committee in being responsible for policy and program direction of the human resource programs.

Although no longer directly involved with the administration of human resource programs to Alaska Natives, AFN, INC. will

continue as an advocate for Native people on human resource issues in cooperation and with both formal and informal ties to the new corporation. Mallott went on to say AFN, Inc. will expand its role, at the direction of the board of directors, in issues which affect the future of regional and, hopefully, village corporations, established by the Alaska Native Claims Settlement Act.