

Curtis Alcantar**Federally Recognized Tribal Representative, Tejon Indian Tribe**

CSU Campus Preference: Bakersfield

Qualified:

Mr. Alcantar serves as the Natural Resources Manager for the Tejon Indian Tribe. Since 2021 he has served as a tribal monitor for the Tribe. Mr. Alcantar is responsible for establishing Tejon's Tribal Historic Preservation Office. Furthermore, Mr. Alcantar is pursuing a master's in applied Anthropology. Mr. Alcantar has also participated in repatriation consultations with UC Berkeley and various other institutions including Section 106 consultations. While Mr. Alcantar does not have a consecutive five years of experience in one of the fields listed in the statute, his cumulative experience in tribal monitoring, repatriation, consultation with both state and federal agencies exceed five years.

Tribal Chair Letter of Recommendation**References Contacted:**

Colin Rambo, Octavia Escobedo, and Claritsa Duarte recommend the candidate.

CSU Bakersfield Committee

1. Tribal Representative (Non-Federally Recognized): Vacant
2. Tribal Representative (Federally Recognized): Floyd Franco Jr. – Tule River Indian Tribe (Appointed August 1, 2024)
3. Tribal Representative (Federally Recognized): Vacant
4. Tribal Representative (Federally Recognized): Vacant
5. CSU Representative: Vacant
6. CSU Representative: Vacant
7. CSU Native American Studies Representative: Vacant

**Systemwide NAGPRA Implementation & Oversight Committee
Nominations Cover Sheet**

Committee Type: ☐ Both ☐ Systemwide Committee ☐ Campus Committee

Nominee Name: _____

Preferred Campus: _____

Alt. Campus: _____

Alt. Campus: _____

Position Sought: Tribal Nominee CSU Nominee

Alt. Campus: _____

Tribal/CSU Institutional Affiliation

Name of Tribe: _____

Name of Campus: _____

☐ Federally Recognized Tribe

☐ CA Indian Tribe

☐ CSU Administrator

☐ CSU Faculty

Staff

☐ NAGPRA Coordinator

Tribal Members (Check all that apply):

☐ Tribal Historic Preservation Officer work

☐ Repatriation of human remains and cultural items pursuant to CalNAGPRA/ NAGPRA

☐ Cultural resources protection under Tribal, state, and federal law

☐ Consultation with state and federal entities and agencies

☐ An Elder, Spiritual Leader

☐ A minimum of five years' experience

CSU Staff/Faculty Members (Check all that apply):

☐ Archaeology

☐ Anthropology

☐ Environmental Studies

☐ Ethnic Studies

☐ History (with a focus in California)

☐ Law

☐ Native American Studies

☐ Social Science

☐ Sociology

☐ A minimum of five years' experience working in field of study

Circle One: Complete Application (Includes Attachments)

☐ Short Bio, A Resume or CV

☐ Tribal Resolution/Letter (as applicable)

☐ Three References

Incomplete Applications

☐ Missing Attachments

☐ Needs Follow Up Call

☐ Other Explanation: _____

CSU or NAHC Reviewer: _____

Date: _____

CSU or NAHC Reviewer: _____

Date: _____

**NATIVE AMERICAN GRAVES PROTECTION AND REPATRIATION ACT
IMPLEMENTATION AND OVERSIGHT COMMITTEE**

NOMINATION FORM

The California State University (CSU) is committed to fully implementing the spirit as well as the legal requirements of both the Federal Native American Graves Protection and Repatriation Act (NAGPRA) and the California Native American Graves Protection and Repatriation Act (CalNAGPRA), which were enacted to acknowledge the fundamental human right of Native Americans, Alaska Natives, and Native Hawaiians to their ancestral Human Remains and Cultural Items.

On behalf of the Native American Heritage Commission (NAHC), the CSU is soliciting and accepting applications for the Systemwide and Campus Committees. The purpose of the committees is to provide oversight and guidance for the development and implementation of Systemwide and Campus CalNAGPRA and federal NAGPRA compliance, which includes NAGPRA policy development. All applications, incomplete or complete, will be forwarded to the NAHC for consideration. Nominee candidates will be interviewed by the NAHC for potential Commission nomination and appointment by the CSU Chancellor or chancellor's designee. The CSU is referencing the requirements as outlined in Assembly Bill 389 Section 8028.7 and Section 8028.71 to guide the committee selection and policy development processes.

If you are interested in serving or nominating a candidate please review the criteria below, complete the following application materials, and submit completed materials with 1) a short biography or resume demonstrating that the nominee meets the criteria below; 2) a letter of support from Tribe, Tribal resolution or a letter of interest with this form; and 3) a list of at least three references, with name, telephone number, and email address for each.

Committee Term: 3-year renewable staggering term

Tribal Nominees: Support letters or Tribal resolutions for Tribal nominees should be from Tribal governments, Tribal community organizations or Institutional leadership organizations, include the strengths of the candidate, as well as any information that might be relevant.

CSU Nominees: Support letters or resume for CSU nominees should include professional experience demonstrating the ability to work in collaboration with Native American Tribes successfully on issues related to repatriation or museum collection management.

Please note, the CSU and NAHC will keep completed application on file for committee positions that may become available in the future.

QUALIFICATIONS

Tribal Nominees

A voting member of a California Indian tribe shall be an elder, spiritual leader, tribal leader, or tribal member, as designated by the governing body of the individual's tribe, with a minimum of five years' prior experience in any of the following:

- Repatriation of human remains and cultural items pursuant to federal NAGPRA;
- Cultural resources protection under Tribal, state, and federal law; or
- Consultation with state and federal entities and agencies.

Preference shall be given to members of a California Indian Tribe. If no members of a California Indian Tribe meeting the qualifications of 8028.71 subdivision (c) paragraph (1) are available, members of other Tribes may serve.

CSU Nominees

CSU Nominees must be affiliated with or employed by the California State University and have the following:

- A graduate degree in any of the following: Archaeology, Anthropology, Native American Studies, Ethnic Studies, Law, Sociology, Social Sciences, Environmental Studies, or History, with a focus in California
 - If there are no candidates satisfying this clause, candidates that have degrees and direct professional experience in fields relevant to repatriation or tribal cultural resources matters shall be deemed to meet the requirements of the clause; and
- A minimum of five years' experience working in his or her field of study.

Preference shall be given to members who have demonstrated, through their professional experience, the ability to work in collaboration with Native American tribes successfully on issues related to repatriation or museum collection management.

In the event that candidates from the California State University are not available or do not meet the above criteria, the California State University representative positions may be filled by retired emeriti of the California State University who meet the above criteria.

Note: At least two CSU nominees to the Systemwide one CSU nominee to the Campus Committee(s) must be affiliated with an American Indian or Native American Studies program

You are encouraged to submit a nomination/self-nomination if the nominee meets a majority of the requirements, even if you are unsure as to whether they meet a specific requirement.

COMMITTEE(S) SOUGHT

Please indicate the Committee(s) to which the nominee is seeking appointment. If nominating for a campus committee(s), list the campus(es) where the nominee is interested in serving, in order of preference. Check all that apply. If a nominee selects both the CSU Systemwide Committee and Campus Committee, their application will be considered for both Committees and they may be appointed to either, however at this time Committee members will only serve on one Committee at a time, unless the pool of candidates does not allow.

☐ CSU Systemwide Committee (*if only Systemwide please skip to Nominator Information below*)

☒ Campus Committee (*please fill out Section A below*)



A. If the Nominee would like to serve on a Campus Committee, please fill out the following additional information.

Campus Committee (*Preferred Campus*): CSU, Bakersfield

Alternative campus(es) Nominee will consider (*candidates are encouraged to complete this section, if possible*):

1) _____

2) _____

3) _____

SUBMISSION INFORMATION

Nominator Information (if applicable)

Name: Curtis Alcantar Title: Cultural and Natural Resource Manager

Tribal/CSU Institutional Affiliation: Tejon Indian Tribe

Email: calcantar@tejonindiantribe-nsn.gov Phone: 6616995138

Nominee Information

Name: Curtis Alcantar Title: Cultural and Natural Resource Manager

Tribal/CSU Institutional Affiliation: Tejon Indian Tribe

Email: calcantar@tejonindiantribe-nsn.gov Phone: 6616995138

Position Sought: ☒ Tribal Nominee ☐ CSU Nominee

Please attach:

- (i) A short biography and, if desired, a resume or CV;
- (ii) A tribal resolution or letter of support from Tribe (if applicable), and
- (iii) A list of at least three references, with name, telephone number, and email addresses for each.

Submit completed nomination materials to nagpra@calstate.edu by **February 2, 2024**.

Incomplete materials will not be considered.

Curtis Alcantar began his career in the world of anthropology as a tribal monitor in early 2021 as an enrolled member of the federally recognized Tejon Indian Tribe. He achieved his AA in Anthropology from Bakersfield College in 2022, his BA in Anthropology from California State University, Bakersfield in 2024, and will begin coursework on his MA in Applied Anthropology from Cal Poly Humboldt. He has transitioned from a tribal monitor to an Archaeological Technician to a full-fledged Archaeologist in the span of a few years, working at firms like ASM Affiliates, Inc., Dudek, and Stantec. Curtis currently serves as the Natural Resource Manager for the Tejon Indian Tribe where he was hired to establish the Tribal Historic Preservation Office (THPO) and to manage cultural resources and environmental protections under the Natural Resources Department. His work focuses on Section 106 consultations, NAGPRA consultations, protecting archaeological sites, GIS mapping, excavations, landscape preservation, habitat restoration, pictographs/petroglyphs, and lithic identification.

CURRICULUM VITAE

Curtis Alcantar

Natural Resource Manager

calcantar@tejonindiantribe-nsn.gov · (661) 699-5138

EDUCATION

- 2022 **A.A., Anthropology**, Bakersfield College, Bakersfield, CA.
- 2024 **B.A., Anthropology**, California State University, Bakersfield, CA. Emphasis: **Cultural Resource Management**. Cumulative GPA: 3.60, Major GPA: 3.90.

AWARDS/HONORS

- 2022-2024
 American Indian College Fund Scholarship (\$30,800 for tuition expenses)
- 2022 **Caroline Webber Memorial Scholarship** (\$300 for tuition expenses)
- 2023-2024
 Dr. Robert W. & Jean L. Sheldon Scholarship (\$3,000 for tuition expenses)
- 2023-2024
 Native Forward Scholars Fund: Land Conservation and Indigenous Languages Scholarship (\$10,000 for tuition expenses)

RESEARCH INTERESTS

Pacific Coastal archaeology (emphasis on California), tribal consultation and collaborations, maritime societies, stone pictographs/petroglyphs, lithic analysis, archaeometry, geoarchaeology, environmental archaeology, early New World migrations

SPECIAL SKILLS

Experimental lithic replication, land surveying, excavations (STPs and CUs), ArcGIS Pro, Section 106 consultation, NAGPRA consultations, presentations, and tribal collaborations.

PROFESSIONAL EXPERIENCE

- 2025 **Natural Resource Manager**, Tejon Indian Tribe, Bakersfield, CA
- Managed the CRM and EPA Departments and Tejon tribal monitors. Conducted survey inventories for proposed projects within the Kern County area. Led the Tribe on all NAGPRA cases to bring ancestors back home. Consulted with various museums and universities for potential repatriations and proposed projects. Compiled a Tribal Cultural Register that contains information on all known archaeological sites and traditionally culturally significant locations.
- 2023-2025
 Archaeologist, Stantec, Bakersfield, CA
- Conducted surveys in Southern California and Nevada. Performed cultural desktop reviews on various projects to define RPM's for each project. Utilized ArcGIS Online, Google Earth, Field Maps, and Survey123 on a regular basis.
- 2023
 Summer Intern, Bonneville Power Administration, Portland, OR.
- Worked on multiple projects within the Yakima, Warm Springs, Cowlitz, and Siletz tribal lands. Used archaeological databases to conduct research on previous surveys, findings, and potential for cultural impacts on current projects. Conducted background research to write cultural reports for ongoing projects. Attended tribal meetings on a federal government level.
- 2022-2024
 On-Call Archaeologist, Dudek, Bakersfield, CA.
- Conducted surveys and monitored in Yosemite National Park and surrounding areas. Worked with several tribal members to ensure proper care is taken if cultural resources were found. Documented daily reports and photos. Tracked transects via ArcGIS, Google Earth, and Field Maps applications.
- 2022 **On-Call Archaeological Technician**, ASM Affiliates, Inc., Tehachapi, CA.
- Conducted surveys in the Mojave/Tehachapi, CA areas. Learned how to properly apply UTM's and

use them to run transects. Documented isolates and sites found on surveys.

2021-2025

Cultural Resource Monitor, Tejon Indian Tribe, Bakersfield, CA.

- Monitored with an archaeologist firm on a multi-year project in the Mojave/Edwards Air Force Base area that consisted of over 4,600 acres. Gained extensive knowledge in identifying flakes, stone tools, burial sites, beads, and learned how to conduct tribal collaboration. Collaborated with the San Manuel monitors for the length of the project. Participated in NAGPRA consultations with UC Berkeley and Fresno State.

PROFESSIONAL SOCIETIES AND AFFILIATIONS

Society for California Archaeology (2022-)

Society for American Archaeology (2023-)

Native and Indigenous Coalition Club (2022-)

REFERENCES

Colin Rambo, MAIS

Senior Archaeologist

Stantec

San Diego, CA

(484) 515-4790

colin.rambo@stantec.com

Octavio Escobedo

Tribe Chairman

Tejon Indian Tribe

(661) 834-8566

oescobedo@tejonindiantribe-nsn.gov

Claritsa Duarte, BA

Cultural Resources Analyst

Agua Caliente Band of Cahuilla Indians

Palm Springs, CA

(951) 463-1567

claritsaduarte@gmail.com

Last update: 04/30/2025



30 April 2025

David Silva, NAGPRA Coordinator
California State University, Bakersfield
9001 Stockdale Hwy, Mail Stop: 33 BDC
Bakersfield, CA 93311
Sent via email to: dsilva@csub.edu

RE: Letter of Support for Curtis Alcantar to join CSU Bakersfield's NAGPRA Committee

Dear Mr. Silva,

The Tejon Indian Tribe supports Curtis Alcantar's application to join CSU Bakersfield's campus NAGPRA committee. Curtis Alcantar has taken the lead in NAGPRA cases for the Tejon Indian Tribe and has proven that he is more than capable of assisting and/or leading the campus committee towards repatriation for all collections housed within the CSU Bakersfield repository. We're confident that he can be an exemplary asset for research, completing inventories, and all tribal consultations as repatriation requests are processed.

Should you have any questions or concerns, you may call the Tribal Office at (661) 834-8566.

Sincerely,

Octavio Escobedo III
Tribal Chairman
Tejon Indian Tribe



From: [Curtis Alcantar](#)
To: [David Silva](#); [nagpra](#)
Subject: NAGPRA Implementation and Oversight Committee Application - Curtis Alcantar
Date: Thursday, May 1, 2025 8:53:06 AM
Attachments: [Outlook-1qck3slq.png](#)
[Alcantar CV.pdf](#)
[Curtis Bio.pdf](#)
[Letter of Support for Curtis Alcantar.pdf](#)
[CSU Committee Nomination Form 12.18.2023.pdf](#)

This Message Is From an External Sender

This message came from outside your organization.

[Report Suspicious](#)

Hello,

My name is Curtis Alcantar and I am the Natural Resources Manager for the Tejon Indian Tribe located in Kern County, CA. David Silva, CSU Bakersfield's NAGPRA Coordinator, reached out to see if I was interested in joining the campus NAGPRA committee. I am very much interested and hope to help both CSU Bakersfield and CSU as a whole towards a better and more inclusive collaboration effort with tribes. Please see attached to view the items requested in the nomination form.

You will find my CV with three references, a short bio, a letter of support from Tejon's Chairman, and the nomination form. If you have any questions, please let me know.

Thanks,

Curtis Alcantar, B.A. (*Kitanemuk*)

Natural Resources Manager

M: 661.699.5138 | P: 661.834.8566 | www.tejonindiantribe.com

