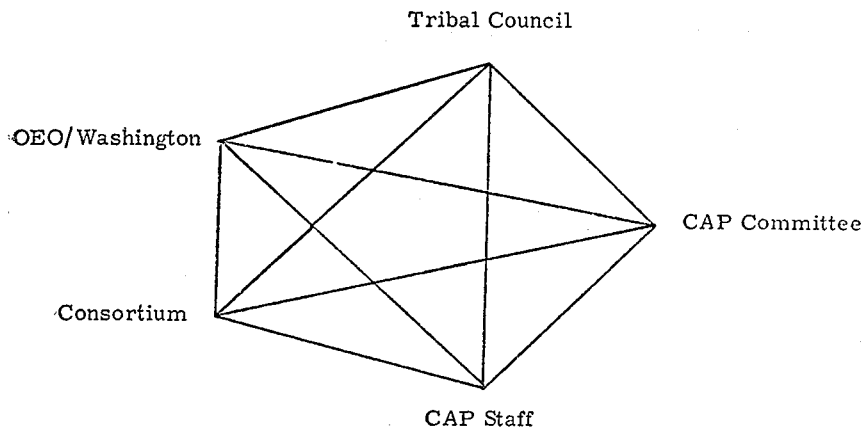




There is a high degree of uncertainty throughout the CAP system clearly manifest in the confusion in each member group concerning how to act in regard to the others. This uncertainty about proper, or appropriate, action is two-fold: how to act *toward* the others, and what action might properly be expected *from* the others. This type of problem could be considered one of "role definition," if this concept may be extended to include organizations as well as individuals.

Role definition, within any human interaction system, is achieved by the establishment of the rights of each of the members, or member-groups, over the others—singularly and collectively—and the duties of each of the members toward the others. When the reciprocal rights and duties of any members are formally defined, then the role of that member in the system has by definition also been defined.

When the CAP system is looked at in this light, certain important relations emerge:

*a. Tribal Council*

Duties to OEO defined, but not its rights over OEO.

Rights over CAP staff defined, but not its duties to CAP staff.

Right over CAPCom defined, but not its duties to CAPCom.

Rights and duties to Consortium not uniformly understood.

Thus the tribal councils needs its rights vis-a-vis OEO defined (e.g., the right of appeal). It also needs to understand the rights of the CAP staff and the CAPCom over it (i.e., duties of the tribal council toward these two parties). Without these two conditions, the tribal council is structurally subordinate to OEO, while not itself being integrated into a working CAP system on the reservation. The tribal council may direct the reservation part of the CAP system, but it is not an integrated system that is being directed.

*b. CAP Staff*

CAP staff duties to the tribal council are defined by the tribal council. Its rights vis-a-vis the tribal council are a matter of concern and constant manipulation.

Its duties to OEO are imperfectly understood. Its rights vis-a-vis OEO are formally non-existent.

Neither its rights nor its duties vis-a-vis the Consortium are clear.

Thus, the CAP staff is, structurally, under the domination of the tribal council—for good or for ill. By not having either its rights or its duties to the other parties spelled out (and thus without a well-defined role-relationship to these other parties), it is without allies.

*c. CAPCom*

Duties to tribal council are largely defined by the tribal council.

Rights over the tribal council are advisory only.

Rights and duties to CAP staff are ill-defined, and often mediated by the tribal council.