

Experience

Alaska Pacific University – Research Assoc. Professor Business & Indigenous Studies (Jan. 2020 – 2021.)

- In charge of administering the Alaska Native Executive Leadership Program (ANELP). For the 2020/21 school year, placed ANELP on hold during COVID and led an exhaustive evaluation of ANELP raising the necessary funds for the project and hired an outside objective evaluator. This is the first ANELP evaluation since its inception and was completed below budget and ahead of schedule.
- Created and taught an upper division course on Alaska Native Corporation Business Management.
- Taught Organizational Behavior and Foundations of Business in the Institute of Business and Public Policy.
- Assisted in the administration of the DOE One Health grant in partnership with Beth Leonard, PhD.

University of Alaska Anchorage (UAA) – Term Assistant Professor (August 2011 – May 2019)

- Developed the first minor in Alaska Native Business Management at the University of Alaska Anchorage (UAA).
 - >Created all Course Content Guides and Course Action Requests necessary for the minor and walked the 18-credit minor through the accreditation process. The minor became fully accredited through the Northwest Commission on Colleges and Universities (NWCCU) in 2014.
 - >In 2015 the Association to Advance Collegiate Schools of Business (AACSB) accreditation body extended AACSB accreditation to the UAA College of Business and Public Policy and noted various strengths, the number one being the minor in Alaska Native Business Management.
- Taught online, distance delivery, and face-to-face in the areas of Alaska Native Business Management and in Organizational Behavior. Class sizes ranged from 5 to 75 depending on topic.
- Utilized resources and professional network connections in the Alaska Native corporation (ANC) arena to further program.
- Served in various capacities at UAA including numerous hiring committees, Alaska Native advisory committees, and Alaska Native statewide projects.
- Co-Chaired the first annual Alaska Native Studies Conference in 2013. This is a University of Alaska system-wide conference and is now an annual event.

Denali Commission – Public Info. & Government Coordination Manager (June 2006 – August 2011)

- Worked directly with the Federal Co-Chair in Anchorage, AK and the Director of Programs to develop agency communication tools and strategies and fully implemented those strategies.
- Oversaw all aspects of public information for the agency.
- Solicited and hired all contractors to produce critical agency communication tools.
- Oversaw various program areas including agency conference sponsorships, government coordination and the Pre-Development Program.
- Certified as a Contracting Officer Technical Representative (COTR) and worked directly with federal Contracting Officers for the federal government and worked on all aspects of government contracting on behalf of the agency as it relates to public relations.
- Traveled to delegation offices in Washington DC. Met with public relations staff of delegation offices and kept them apprised of Denali Commission activities and program developments.
- Traveled frequently throughout the state, representing the Commission in numerous capacities at various functions.
- At the request of Sen. Murkowski, oversaw government coordination efforts for the Buckland water and sewer project, coordinating efforts between the Commission, the COE, the tribe and the village.

Alaska Native Heritage Center – VP of Operations & VP of Education (April 2004 – May 2006)

- Ensured the smooth and successful operation of the Alaska Native Heritage Center, a cultural gathering place and museum of the Alaska Native peoples in Anchorage, AK.
- Worked closely with the President/CEO and senior management team developing and implementing the future vision and mission of the Center.
- Developed and implemented policy and departmental budgets; negotiated contracts and managed day-to-day business operations of the Center.

- Responsible for designing, directing, overseeing, implementing, and evaluating the Center's operations, including management and supervision of the Center's Gift Shop (2 locations at the time), IT Department, Facilities/Maintenance and Tourism/Sales departments.
- Special Projects under my management included the Village Site Revitalization project and the roof reconstruction project. Oversight included day-to-day monitoring and management of contractors with complete oversight and supervision of project budgets (over \$2 million for both projects).
- In 2005, served in the dual role of VP of Operations and VP of Education. The addition of the education department to my duties placed all cultural and education program staff under my supervision.

Aleut Foundation - President (October 1998 – April 2004)

- Managed all aspects of the Aleut Foundation, the non-profit educational foundation for the Aleut region, headquartered in Anchorage, AK.
- Designed and implemented new programs: a modern database tracking system for the existing scholarship program, a Job Referral Program for Aleut shareholders, a Career Development Program, a Mentorship Program and a Travel Scholarship Program.
- Promoted education throughout the Aleut region via public speaking, newsletters, and informational mail-outs.
- Sought additional funding sources: applied for and received organizations first gaming permit and operated fundraisers utilizing that permit; designed and implemented first direct mail tracking system for the foundation.
- Organized meetings with counterparts from other Alaska Native educational foundations on a statewide level to discuss opportunities and facilitated information sharing – this group was called the ANCSA Education Consortium (AEC).
- Did all public speaking and solicitation of funds and informational meetings for the AEC; also authored proposals and PowerPoint presentations for the AEC. Successfully secured over \$1 million in scholarship funds for the AEC of which the Aleut Foundation benefited for over two years.

Space Mark, Inc. - Project Coordinator (January 1997 – October 1998)

- Managed the recruitment and hiring of employees (up to 180) for the Adak caretaker contract held by Space Mark, Inc., an Alaska Native 8(a) government contracting firm owned by the Aleut Corporation, headquartered in Colorado Springs, CO with an office in Anchorage, AK.
- Conducted interviews, selected and hired staff, sent offers of employment and handled all pre-hire requirements.
- Collaborated with the CEO, the Project Manager and Operations Manager on all contract hiring and personnel issues including: employee conflicts, promotions and disciplinary actions and all RIF's. Traveled to and from Adak regularly to meet employee needs.
- Designed and implemented a modern database Job Bank; as a result, time to identify potential shareholder candidates for any given area was greatly reduced.

Big Brothers Big Sisters of Honolulu, Inc. – Community Relations Coord. - Honolulu, HI (01/1995 – 01/1997)

- Handled all media relations and press for the agency. Recruited volunteers through public speaking engagements, radio, TV, newspapers and other media avenues. Sought and acquired media coverage on all events for the agency.
- Worked with the Executive Director on all fundraisers.
 - >Organized fundraisers, solicited donors, oversaw all budgetary issues and solicited prizes.
 - >Organized and facilitated the largest fundraiser ever in the history of the organization in 1996.
- Designed and implemented a modern database for the agency. This database was the first ever designed for the agency and dramatically reduced agency costs. Increased donor/solicitation list by over 300% after database implementation.
- Wrote, designed and produced in-house monthly newsletters for the agency.
- Promoted to management position in less than 9 months of hire. Managed all governance and administrative activities.

Aleut Corporation – Director of Shareholder Affairs (September 1989 – July 1994)

- Hired by the Aleut Corporation, headquartered in Anchorage, AK, right out of college.
- Managed stock transfers, personnel, certificate issuance and registration, dividend payments, trust account maintenance, record keeping and shareholder public relations for over 3,200 shareholders (tribal members) of record.

- Educated shareholders through public shareholder seminars and newsletters on current issues affecting Alaskan Natives. Handled production of all organization communication tools including newsletters and annual reports.
- Coordinated the Aleut Corporation's Annual Shareholder's Meeting and election; arranged speakers, facilities, and entertainment for annual seminars, annual meetings, and annual banquets and determined their remuneration.
- Oversaw the corporation's complete database redesign and implemented a new, modern shareholder database tracking system. Handled the implementation of that new database.
- Reduced the shareholder department operating budget by over 40% in FY 1990 and continued to reduce shareholder department expenses in FY1991 and 1992.

Board Service

- Elected to and currently serve on the Aleut Corporation board of directors, an Alaska Native regional corporation. Selected by my peers to serve as Chairman of the Board in 2006 and continued in that prominent leadership role until October 2011 when I stepped down to pursue my Ph.D. and join the UAA team, however, continued on the board as a director. Reelected ***Chairman of the Board*** in 2016 and continue in that role.
- Appointed by the governor to serve as a Commissioner on the Alaska Commission on Postsecondary Education (ACPE). Elected by my peers to serve as ***Chairman of the Board*** of ACPE in 2005 - 2007. Stepped down from this board in 2007 after becoming Chairman of the Board of the Aleut Corporation.
- Appointed to serve on the Municipal Public Transit Advisory Board.
- Instrumental in the creation of the ANCSA Education Consortium (AEC) and served as Co-Chair until my departure from the Aleut Foundation in 2004. The AEC is a group representing the 12 Alaska Native regional non-profit educational foundations.
- Served on the Foraker Group Operations board of directors 2000 - 2004.
- Served on the Advisory Board of the Salvation Army 2002 - 2003.
- Served as an Alaska Native representative to the Gates Millennium Scholars Program (Founded by Bill and Melinda Gates.)
 - > Worked with the American Indian Graduate Center on the selection committee for this prestigious scholarship program from 2000 - 2003 (4 consecutive years).
- Served on the TekStar, Inc. board of directors from October 1999 to May 2001. Held the office of ***Chairman of the Board***.
- Served on the Southcentral Counseling Center board of directors in 1999.
- Appointed by the governor to the State of Alaska Job Training Council (1993 – 1994). Resigned after we moved outside.

Education

- University of Alaska, Fairbanks –Ph.D. Indigenous Studies with a concentration in Indigenous Leadership.
- University of Alaska, Anchorage - Masters in Business Administration - Inducted into the international honor society Beta Gamma Sigma and Phi Kappa Phi
- Warner Pacific College - Portland, Oregon - Bachelors in Business Administration with an *Emphasis in Management* and *Minor in Mathematics*.

References

- References available upon request.