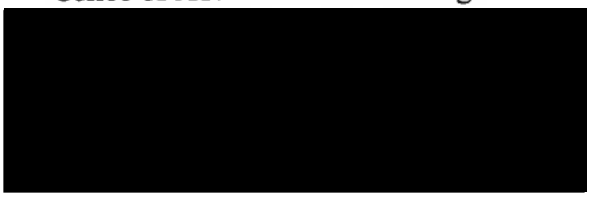
Kathleen A. Frederick

Chief Administrative Law Judge
Office of Administrative Hearings



LEGAL EXPERIENCE

Office of Administrative Hearings (OAH), Anchorage, Alaska
Chief Administrative Law Judge (2014-present)
Appointed by Governor Parnell. Oversee the operations and management of the State's central panel of administrative law judges (Anchorage and Juneau), who hear cases in more than 80 categories. This includes: developing policies and procedures; supervising the office; employing judges and staff; establishing case management and performance standards; managing the budget; providing peer review and training for judges; conducting alternative dispute resolution; hearing cases and writing decisions; considering complaints alleging violations of the Code of Hearing Officer Conduct (applicable to all state hearing officers and administrative law judges); and reporting to the Governor and Legislature on the activities of the office. The chief's duties also include monitoring State agencies' administrative hearing processes and reviewing their hearing-related regulations; providing training to executive branch adjudicators; and recommending changes in the law to improve administrative adjudications.

Selected Accomplishments:

- restructured support staff to increase efficiency;
- selected, designed, and implemented the roll out of a computerized case management system (allows OAH to track and monitor case due dates and achieve a paperless file for high-volume cases);
- created an unpaid intern program to provide law clerking support and achieve greater productivity per dollar of budget;
- spearheaded a pilot project which resulted in an automatic mediation program. This medication program lowered the cost of the Medicaid services hearings, saved hundreds of thousands of dollars in agency costs, and won a Denali award for cost-savings initiative in 2016;
- reduced and then eliminated OAH's significant backlog of cases from 2014-2017. *In 2017, OAH for the first time in its thirteen-year history finished the calendar year with no overdue cases*;

- began an outreach program to municipalities and school districts to supply hearing officer and mediation services on an as-needed basis, generating additional income and fulfilling those entities' need for cost-efficient hearing officer and mediation services. The referrals from these entities quintupled in two years as word spread of OAH's low-cost, high quality, and timely services;

- prepared an ALJ training manual for new ALJs to decrease the amount of time needed for a new ALJ to come up to speed;

- began using contracts and part-time work to create flexible capacity to respond nimbly to spikes or dips in caseload; and

- collaborated with DOA-IT in 2018 to develop new software to allow OAH to have the best online research tool for administrative decisions of any central panel in the United States.

Office of Elder Fraud and Assistance, Anchorage, Alaska
Assistant Public Advocate (2011-2014)
Litigated and mediated cases statewide involving elder fraud in District Court, Superior Court, and Probate Court. Supervised pre-litigation investigation by Elder Fraud's investigation team on assigned cases, presented programs on Elder Fraud, and mediated cases.

Charter College, Wasilla, Alaska
Paralegal Studies Instructor (2010-2012)
Taught courses in civil procedure, contracts, legal research and writing, real estate, torts, criminal law, and alternative dispute resolution.

Law Offices of Kathleen A. Frederick, Wasilla and Willow, Alaska
Solo Practitioner (2008-2011)
Practice focused on business, real estate, employment law, mediation, and Alaska Native issues.

Baxter, Bruce & Sullivan, Juneau, Alaska
Attorney (2002-2008)
Practice encompassed employment law, administrative law, corporate law, real estate, civil litigation, education law, and Alaska Native issues.

Selected Accomplishments:

- represented clients involved with wage and hour disputes, contested unemployment compensation claims, discrimination lawsuits, and wrongful discharge claims;

- represented clients with a variety of civil litigation matters (real estate, constitutional law, admiralty law, breach of contract, construction disputes, condemnation etc.); and

- served as general counsel for corporate and non-profit entities, including two Native corporations.

Frederick & Associates, Plymouth Meeting, Pennsylvania
Managing Attorney (1993-2002)
Practice concentrated on employment law, business, real estate, civil litigation, and education law. Managed small firm consisting of three attorneys and two support staff.

Selected Accomplishments:

- represented clients in administrative law matters;
- represented clients in state and federal courts to successful jury verdicts; and
- served as general counsel for two companies, representing those companies in a wide variety of civil litigation and corporate law matters.

Baldwin, Renner Bragg & Adler, Wayne, Pennsylvania
Associate (1992)
Practice focused on business, real estate, and employment law; firm dissolved in December, 1992.

Law Offices of Kathleen A. Frederick, Bryn Mawr, Pennsylvania
Solo Practitioner (1990-1991)
Practice focused on business, real estate, and employment law.

Reed Smith Shaw & McClay, Philadelphia, Pennsylvania
Associate (1987-1990)
Practice focused on business and real estate law. Member, Associate Training Committee.

Schnader Harrison Segal & Lewis, Philadelphia, Pennsylvania
Associate (Summer 1982 and 1984-1987)
Practice focused on litigation and business law. Member, Attorney Recruitment Committee.

United States District Court for the Eastern District of Pennsylvania, Philadelphia, Pennsylvania
Law Clerk to the Honorable James T. Giles (Summer 1981)
Researched case law and prepared draft opinions.

EDUCATION

Villanova University School of Law, Villanova, Pennsylvania (1983), J.D. *cum laude*.
Research/Projects Editor of the *Villanova Law Review*

Gettysburg College, Gettysburg, Pennsylvania, B.A. *magna cum laude*.
Honors: Phi Beta Kappa; Phi Alpha Theta (History), Psi Chi (Psychology), Sigma Alpha Iota (music); departmental honors in history and psychology

BAR ADMISSIONS

- Alaska (1999)
- Pennsylvania (1984, currently inactive)
- United States District Court for the District of Alaska (2002)
- United States District Court of the District of Pennsylvania (1984)
- Third Circuit Court of Appeals (1987)
- Ninth Circuit Court of Appeals (2002)

SELECTED COMMUNITY ACTIVITIES

- Palmer Museum (2013-2015), Board of Directors
- Alaska Public Offices Commission (2008-2011), Vice-Chairman (2008-2011)
- Alaska Public Broadcasting Commission (2006-2008)
- Juneau Bar Association, Secretary and Vice President (2006-2008)
- United Way of Southeast Alaska, Chairman of the Board (2005-2006), Vice President (2003-2005)
- Juneau Chamber of Commerce, Board of Directors (2006-2008)
- Juneau Rotary (2002-2008)
- Courtwatch (KTOO-FM), commentator on legal issues and court cases (2005-2009)
- Iditarod 2010, Dog Musher (Bib #46)

INTERESTS

Dog mushing, wilderness travel, and renovating properties

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PARTIAL LIST OF OAH ACCOMPLISHMENTS
CY 2014-2018

- OAH restructures its support staff for increased efficiency – **2014**
- OAH selects, designs, and rolls out a computerized case management system (allows OAH to track and monitor case due dates and achieve a paperless file for high volume cases) – **2014-2015**
- OAH begins an unpaid intern program to provide law clerking support and achieve greater productivity per dollar of budget – **2014-2015**
- OAH implements a project to eliminate its backlog of cases – **2015**
- OAH designs and creates an automatic mediation program to lower the cost of the Medicaid services hearings, saves hundreds of thousands of dollars in agency costs, and wins a Denali award for this cost-savings initiative – **2015-2016**
- OAH reduces its inventory of ripe but uncompleted decisions from 103, representing a significant backlog, to a healthy 19 – **mid 2015-mid 2016**
- OAH begins providing hearing officer and mediation surveys to municipalities and school districts on an as-needed basis, generating additional income and fulfilling the need for cost-efficient hearing officer and mediation services – **2016**
- OAH's services to municipalities and school districts quintuple in two years as word spreads of low-cost, high quality, timely service from OAH – **2016-2018**
- The Chief ALJ prepares an ALJ training manual for new ALJs to decrease the amount of time needed for a new ALJ to come up to speed – **2017**
- OAH begins using contracts and part-time work to create flexible capacity to respond nimbly to spikes or dips in caseload -- **2017**.
- *OAH for the first time in its thirteen-year history finishes the calendar year with no overdue cases* – **2017**
- OAH and DOA-IT collaborate to develop new software to allow OAH to have the best online research tool for administrative decisions of any central panel in the country – **2018**