O'Neill, Gloria
Univ. of Alaska Bd of Regents

COOK INLET
TRIBAL
COUNCIL, INC.

January 12, 2009

[redacted]

[redacted]

Dear [redacted]

I have attached my application to serve on the Board of Regents for the University of Alaska for your consideration.

I am a lifelong Alaska of Yupik descent who has devoted my entire adulthood to making Alaska a better place to live. As President and CEO of Cook Inlet Tribal Council since 1998, it has been my privilege to oversee one of the largest non-profit organizations in Anchorage – an organization which provides Alaska Native people with educational opportunities, workforce skills, family assistance, and addiction recovery services. During my tenure, CITC has expanded from an organization with an annual budget of $8 million to one of more than $40 million, and from a staff of less than 70 to almost 300.

I have built my career on the philosophy that true self-determination is based in self-sufficiency and the ability to take responsibility for one's own life, family, and community. For the past decade, I have worked to mold CITC into an organization that provides a "hand up instead of a hand out." Our goals are positive reflections of this attitude toward self-reliance, promoting educational opportunities and employment.

For individuals who must overcome personal challenges in order to take full advantage of the opportunities available to them, CITC offers the means to: conquer dependency on drugs and alcohol; finish school, or receive their GED; transform broken families into stable and nurturing homes for children; equip men and women to become better parents; enable the homeless to find a place to live; and forge a path toward healing the mentally ill through counseling and the creation of art. Through all of our services, we work to achieve excellence, with the understanding that programmatic excellence pays dividends in the number of people who will advance toward their own full potential.

I believe that the future of every Alaskan is interdependent with that of all Alaskans, and that no community exists in isolation. While CITC's focus is advancing the potential of Alaska Native people, our programs benefit individuals of many ethnicities, and help to improve the quality of life for everyone. As the leader of a major non-profit

agency, I also believe that it is my responsibility to work in collaboration with organizations not only in Anchorage but throughout Alaska in order to effectively use resources and achieve results for benefit of all our citizens.

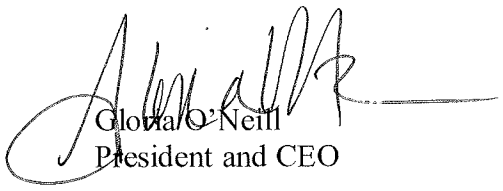
I have a lifelong commitment to education, based in the belief that educational advancement is the surest path to self-realization, and to becoming a positive contributor to the community. I attribute my own achievements not only to the values instilled by my family, but also to the quality education that I received in Alaska's academic institutions, including the University of Alaska.

I believe that this is a time of profound change for all organizations: one that requires an unwavering focus on sustainability through effectiveness, accountability, and partnerships. Every organization must construct a roadmap toward the future – one that embraces the many complexities of our time, yet includes a compelling vision of the desired destination. To be meaningful, our plans must also provide clear and actionable goals, and measures of progress, to ensure continuous progress and ultimate success.

It would be my honor to work with the Board of Regents to help shape the future of the University of Alaska. I step forward for this service in gratitude for the educational opportunities that I have enjoyed, and to do my utmost to help others have the same opportunity.

I hope to bring my unique blend of skills and perspective to this work: the work of helping to make a great institution greater and stronger, and to be an even more powerful force in advancing the potential of all Alaskans.

Sincerely,



Gloria O'Neill
President and CEO

STATE OF ALASKA
OFFICE OF THE GOVERNOR
P.O. Box 110001, Juneau, AK 99811-0001
Phone: (907) 465-3500 Fax: (907) 465-3532

BOARDS AND COMMISSIONS APPLICATION FORM

INSTRUCTIONS

A separate application is required for each position for which you apply. Complete and specific answers will aid in rapid and accurate processing of your resume. Please type or print legibly in ink. Forward to the above address. Be sure your answers are true. A willfully false answer may result in your disqualification or removal from office if you are appointed.

Board or Commission and seat for which I am applying: Board of Regents, University of Alaska
(For example, Board of Agriculture, public seat)

Please list any other State Boards or Commissions on which you currently or previously have served:

Name: Gloria O'Neill

Mailing Address: [redacted]

Residence Address: [redacted]

City, State and Zip Code: Anchorage, AK 99516

Home or Message Telephone: [redacted] Business Telephone: [redacted]

Fax Number: [redacted] Cell Phone: [redacted]

Email address: [redacted]

AS 39-05-100 requires that a person appointed to a state board or commission be a registered voter prior to the last general election:

Are you a registered voter: YES X NO _____ Voter Registration Number (Optional): _____

Social Security Number (Optional, required if appointed for travel, reimbursement etc.): _____

Have you ever been convicted of a misdemeanor within the past five years or a felony within the past ten years?

YES _____ NO X if "YES", explain the circumstances on a separate sheet of paper and attach it to this application. A conviction is not necessarily grounds for disqualification. The number of convictions, nature, recentness, and relationship to the board position applied for, will be evaluated and a determination will be made after a review of all relevant facts.

CONFLICTS OF INTEREST: Certain boards and commissions require full disclosure of personal financial data under AS 39.50.010. If required for the board or commission for which you are applying, are you willing to do so?
YES X NO _____

Could you or any member of your family be affected financially by decisions to be made by the board or commission for which you have applied? YES _____ NO X

If "YES", explain:

TRAINING AND EXPERIENCE: (If resume attached, it is not necessary to complete items A-D)

A. List any professional licenses, certifications, or registrations and dates obtained that may be used as qualifying criteria:

Resume attached

B. List both formal and informal education and training experiences: (Use additional paper if necessary).

Resume attached

C. List any community service, municipal government, and state positions held, and any awards received. Include both compensated and uncompensated positions (such as president of a service organization or a mayor). Include length of time serviced.

Resume attached

D. Employment work history – paid, unpaid or voluntary: (Use additional paper of necessary).

Resume attached

The Office of the Governor and the State of Alaska have an Affirmative Action Equal Employment Opportunity Program. To assist in the program, you are asked to voluntarily answer the following questions to provide the information necessary for reporting purposes. Under State and Federal law, the information you provide will not be used to illegally discriminate against you.

[redacted]

MILITARY SERVICE (if applicable, give dates): _____

CERTIFICATION: I swear the information I have entered on this form is true to the best of my knowledge. I understand that if I deliberately conceal or enter false information on the form my application may be rejected, I may be removed from the list of eligible candidates, or I may be removed from the position. I agree that the Office of the Governor may contact present or former employees or other persons who know me to obtain an additional information about my skills and abilities. I understand that the information on this application is public information and may be released through a legal request for such information.

Signature (in ink): _____ Date: 1/12/09

Please attach a current resume with your application.

STATE OF ALASKA
OFFICE OF THE GOVERNOR

BOARDS AND COMMISSIONS

Name: Gloria O'Neill Date: 1/12/09

(Indicate top three boards/commissions of interest by number with #1 as your preference)

	Accounting Board
	Aerospace Development Corporation
	Aging Commission
	Agriculture & Conservation
	Alaska Juvenile Justice Advisory Committee
	Alaska Retirement Management Board
	Alaska Statehood Celebration Commission
	Alaska-Alberta Bilateral Council
	Alcohol/Drug Abuse
	Alcoholic Beverage Control
	Architects/Engineers/ Land Surveyors
	Arts Council
	Assessment Review Board
	Aviation Advisory Board
	Bald Eagle Preserve
	Bar Association
	Barbers & Hairdressers
	Bering Sea Fishery Advisory Board
	Big Game Commercial Services
	Boating Safety Council
	Broadcasting Commission
	Children's Trust Board
	Chiropractic Examiners
	Clemency Advisory Committee
	Commemorative Coin Commission
	Commercial Fisheries Entry
	Commercial Fishing/Agriculture Bank
	Community Service Commission
	Denali Access System Advisory Committee
	Dental Examiners
	Disabilities/Special Education
	Domestic Violence/Sexual Assault
	Education & Early Development
	Education Commission/States
	Emergency Medical Services
	Emergency Response Commission
	Employment of People with Disabilities
	Exxon Valdez Oil Spill Trustee
	Faith-Based & Community Initiatives Council
	Fire Standards Council
	Fisheries

	Fisherman's Fund Advisory & Appeals
	Forestry
	Game
	Health Council
	Historical Commission
	Historical Records Advisory
	Homeless Council
	Housing Finance Corporation
	Human Rights
	Humanities Forum
	Independent Living Council
	Industrial Development/Export Authority
	Interstate Oil & Gas Compact
	Judicial Conduct
	Judicial Council
	Knik Arm Bridge
	Labor Relations Agency
	Libraries Advisory
	Local Boundary Commission
	Marine Pilots
	Marine Transportation Advisory Board
	Marital & Family Therapy
	Medical Board
	Mental Health Board
	Mental Health Trust Authority
	Midwives
	Minerals Commission
	Municipal Bond Bank
	Natural Gas Authority
	Natural Gas Pipeline Corporation
	Natural Resources Conservation Dev
	North Pacific Anadromous Fish
	North Pacific Fisheries Management Council
	North Pacific Research Board
	Nursing
	Occupational Safety
	Oil & Gas Conservation Commission
	Optometry
	Pacific Marine Fisheries Commission
	Pacific Salmon Commission-Commissioners
	Pacific Salmon Commission- Northern Panel

	Pacific Salmon Commission-Transboundary Panel
	Parole Board
	Permanent Fund
	Pharmacy Board
	Physical/Occupational Therapy
	Pioneer's Home Advisory
	Police Standards Council
	Postsecondary Education
	Professional Counselors
	Professional Teaching Practices
	Psychologist/ Psychological assoc.
	Public Offices Commission
	PWS Oil Spill Recovery Institute
	Railroad Corporation
	Real Estate Appraisers
	Real Estate Commission
XXX	Regents
	Regulatory Commission (RCA)
	Royalty Oil & Gas Development
	Safety Advisory Council
	Seafood Marketing Institute
	Seismic Hazards Safety Commission
	Social Work Examiners
	Student Loan Corporation
	Subsistence Resource Commissions
	Suicide Prevention Council
	Telecommunications
	Uniform State Laws
	Veterans Advisory Council
	Veterinary Examiners
	Violent Crimes Compensation
	Water and Wastewater Works
	Western Interstate Comm/Higher Educ
	Wood-Tikchik State Park
	Worker's compensation
	Worker's Compensation Appeals Commission
	Workforce Investment Board
	Yukon River Panel

If appointed, a press release will be issued announcing your appointment pending the completion of the appointment process with the Governor's office. Please supply our office with the following information that will be included in the press release.

(Name): Gloria O'Neill, (Age): ____ of (Hometown): Anchorage
is (Job title/Place of employment): CEO/President, Cook Inlet Tribal Council.
(Name) holds (Listing of earned degrees like bachelor's, master's, ect.): B.A. Sociology, UAA; MBA Alaska Pacific University.

(Or list relevant experience to the position you are being appointed to)

Examples:

John A. Doe, 38 of Soldotna, is Director of T-Shirts & Co. Doe holds a bachelor's degree in business administration from X University and a master's degree in communications from X University.

John A. Doe, 38 of Palmer, is the owner and operator of Doe and Associates, Inc. Doe previously served as division manager at X, Inc. Doe is a certified personnel consultant.

GLORIA O'NEILL

[redacted]

Anchorage, Alaska 99516-4830

[redacted]

QUALIFICATIONS

- During my tenure as President/CEO of Cook Inlet Tribal Council (CITC), the organization's annual operating budget has expanded from $8 million to $40+ million, and from less than 70 employees to 300 staff and 50+ programs, significantly increasing resources for Alaska Native people.
- Provided vision, inspiration and leadership to multiple groups of people with diverse interests to build a unified mission.
- Implemented and promoted a paradigm shift from the concept of clients as passive recipients of services to participants who are responsible for their own lives and realize their own potential.
- Integrated a for-profit model of business and leadership into a non-profit structure while continually achieving the core mission.
- Transitioned CITC into an organization that acts as an ambassador of Native interests on a regional, statewide and national level.
- Provided leadership focusing on building innovative, fiscally sound and accountable infrastructure to create and maintain high employee morale, energy and organizational effectiveness.
- Developed a national network of business, community and political leaders.
- Recognized as a leader within the statewide Native and non-Native community.

EMPLOYMENT

President and CEO, *Cook Inlet Tribal Council, Inc.* Anchorage, Alaska 1998-Present

- Responsible for daily operations of organization and carrying out the corporate mission.
- Oversee 300 employees and a $40+ million dollar operating budget.
- Developed and achieved a vision for a new 75,000 square-foot multi-use community facility, the Nonprofit Services Center, which houses 4 Cook Inlet Region Inc. (CIRI) non-profits. Raised and negotiated funding and financing for the project cost of $18 million.
- Within 6 years, increased the organization's budget by over 300 percent through competitive grant awards, creative partnerships, fundraising, establishment of for-profit enterprises, and government appropriations; with fixed assets increasing by nearly $30 million.
- With CFO, initiated a shared services concept for community nonprofits to provide information technology and accounting resources to 40 local organizations managing nearly $85 million in assets.
- Consistently achieved annual unqualified audit opinions.
- Developed effective working relationships with federal, state and local officials for contract management.
- Negotiated several significant contracts with federal, state and local governments resulting in increased revenue to the CIRI region.
- Negotiated federal contracts in excess of $45 million which includes an annual Temporary Assistance to Needy Families (TANF) program.
- Partnered with congressional and legislative leaders through educational efforts to develop new legislation increasing opportunity and resources to the Alaska Native community.
- Testified before U.S. Congress and the Alaska State Legislature on behalf of CITC and CIRI.
- Developed operating procedures and performance standards and implemented an ethical code of conduct with the support of senior staff to professionalize the organization.
- Implemented progressive values-centered management philosophy to foster innovation and efficiency.
- Established comprehensive 5-year strategic plan reframing corporate values and operating principles.
- Built collaborative working relationship with 17-member Board of Directors resulting in a highly functional and cohesive board representing the entire Cook Inlet Region. All tribal representatives are seated for the first time since the organization's inception.

Various Positions, *Cook Inlet Tribal Council, Inc.* Anchorage, Alaska 1992-1998

- Held positions at increasing levels of responsibility, from operating programs to managing large divisions.
- Negotiated and implemented federal contracts to expand organizational revenues.
- Guided staff with leadership and supervision to enhance CITC's strategic mission and goals.
- Evaluated and scheduled staff development to promote upward mobility and skill development.
- Developed and implemented multimillion dollar budgets.
- Leveraged resources and utilized partnerships to maximize opportunities for the Native community.
- Coordinated the delivery of programs and services among the Cook Inlet Region, Inc., regional non-profits and related agencies to maximize resources in an efficient and professional manner.
- Developed relationships with key state and community leaders to foster collaboration and explore opportunities for additional resources.

EDUCATION

Alaska Pacific University **Master of Business Administration** 2000
University of Alaska Anchorage **B.A. Sociology, minor in Business Administration** 1996

Academic Achievements:
Member of Alpha Kappa Delta International Sociology Honor Society, 1993; Golden Key National Honor Society Award, 1993; National Dean's List 1993-1995; CIRI Foundation. Scholarship 1987 and 1992; Who's Who Recognition 1992; and, Honor Roll 1990-1991.

CURRENT BOARDS/COMMITTEES

- 2006-Present: Bureau of Indian Affairs/National Tribal Budget Advisory Council
- 2006-Present: Anchorage Community Land Trust, Board Member
- 2004-Present: Anchorage Museum of History and Art, Founder, Board Member; Vice Chair
- 2001-Present: U.S. Census Bureau Committee, Advisory Committee on Race and Ethnicity, appointed by U.S. Secretary of Commerce
- 2000-Present: Cook Inlet Housing Authority, Commissioner
- 1998-Present: Alaska Federation of Natives, Board Member

PAST BOARDS/COMMITTEE

- Anchorage Museum Association Board, Member
- University of Alaska Anchorage Advisory, Board Member
- Enstar Community Advisory, Board Member
- Mayor's Business Development Council, Board Member
- BP Exploration Inc. Community Advisory, Board Member
- The CIRI Foundation, Board Member
- Alaska Workers' Compensation Board Member (2007)
- The Ronald McDonald House Charities of Western Washington, Board Member
- Alaska Native Concerns Municipal Committee, Chair

AWARDS

- 2004: Woman of Achievement from British Petroleum and YWCA of Anchorage
- 2003: Light of Hope Award from Court Appointed Special Advocate Association (CASA)
- 2001: Athena Society Member from the Anchorage Chamber of Commerce for outstanding leadership, excellence and dedication to promoting women in business
- 2000: President's Environmental Award from the U.S. Environmental Protection Agency
- 1998: Top Forty Under 40 from the Alaska Journal of Commerce
- 1998: Participated in Leadership Anchorage