

Human Rights		Mae Elaine Marsh-Prax
<b>General Information</b>		
Board/Commission and seat you are seeking: Human Rights, Public Seat		
Additional Boards/Commissions of interest:		
Preference Order Board 2) Education Commission of the States 3) Domestic Violence and Sexual Assault Council		
State Boards/Commissions on which you have served: Alaska State Vocational Rehabilitation Committee, Business Seat		
First Name Mae	Middle Name Elaine	Last Name Marsh-Prax
<b>Conflict of Interest</b>		
Full disclosure of personal financial data under AS 39.50.010 is required for certain boards and commissions. Are you willing to provide this information if required for the board or commission which you are applying? Yes		
Service in a public office is a public trust. The Ethics Act (AS 39.52.110) prohibits substantial and material conflicts of interest. Is it possible that you or any member of your family will benefit financially by decisions to be made by the board or commission for which you are applying? If you answer 'yes' to this question you MUST explain the potential financial benefit. No		
Please explain the potential financial benefit		
<b>Employment History</b>		

Employment work history including paid, unpaid, or voluntary.

I am a competent civil rights practitioner advising top officials in military, educational, and corporate environments. In my very successful 27-year federal career, I worked in Alaska for 20 years serving as a Program/Budget Analyst and then as the Equal Employment Opportunity (EEO) Officer for the Army at Forts Richardson, Wainwright, and Greely. I subsequently took an Army EEO Manager position in The Netherlands cultivating an international workforce and finished my federal career as the Deputy Director of EEO at the federal agency level with the Defense Contract Management Agency. In all of my positions, there was a vital civil rights compliance element, processing more than 2000 formal and informal complaints of discrimination, advancing civil rights, promoting just leadership, implementing competency-based selection processes, institutionalizing mediation programs, and developing strategic plans for the elimination of disparities.

In addition to my military networks, I am well connected with the local business and university communities as, following my federal career, I served as Director of Diversity and Equal Opportunity at the University of Alaska Fairbanks (UAF), where it was my honor to champion Title IX prevention of sexual assault. My leadership resulted in effective community partnerships, a comprehensive strategic plan creating a sound infrastructure correlated to required compliance, a functional transition plan, and ultimately ensured a vigorous response system, neutral and fair response procedures, and due process under the law and administrative processes.

Attached you will find my resume.

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## **Education, Training, Experience & Qualifications**

List both formal and informal education and training experiences:

Association for Title IX Administrators (ATIXA)

- ATIXA Title IX Administration 10/2016
- ATIXA Civil Rights Investigator 10/2016
- ATIXA Sexual Assault/Title IX Investigator 01/2015

Defense Equal Opportunity Management Institute (DEOMI)

- EEO Specialist 08/2003
- EEO Officer 08/2009
- Special Emphasis Program Manager 05/2000

Equal Employment Opportunity Commission (EEOC)

- Agency Level EEO Manager 2011

U. S. Health and Human Services

- Mediating Workplace Disputes 2011
- Mediating Workplace Disputes 2009

U. S. Department of Army

- EEO Manager Strategic Planning and Update 08/2008
- EEO Counselor 05/2000 with EEO Counselor Refresher annually through 2011
- Prevention of Sexual Harassment and Assault 04/2000 with update annually through 2011
- Lean Six Sigma Project Sponsor 02/2009
- iComplaints (complaints tracking system) 08/2004
- Facilitator Training 11/2004
- Suicide Prevention Skills 09/2004
- Organization Leadership for Executives 05/2003
- Mediation Theory and Practice 05/2002
- Role of the Special Emphasis Program Manager 04/2001
- Basic Staffing for EEO Specialist 12/2000
- Total Quality Management Facilitator Training, 09/1996
- Leadership, Education and Development Facilitator Training, 03/1995
- Interest Based Negotiation, 1995

U. S. Department of Interior

- BLM Basic EEO Counselor Course, 01/2004
- DOI EEO Counselor Course, 04/2008
- Cross Cultural Communication & Negotiation Skills, 01/2008
- Pathways: Drawing on Past to Shape Future, 05/2007
- Incident Management Team Human Resources Specialist (HRSP), 04/2007
- Core Plus Mediation/Facilitation, 01/2007
- Human Capital Management, 09/2006

Other relevant training

- REACH – Building Community Unity, 05/2007
- Undoing Racism, 01/2007
- Communicating Across Culture, 08/2002
- CDR Associates, Boulder CO, Mediating Workplace Disputes, 03/2001
- Cross Cultural Communication and Negotiation Skills and Process, 01/2001
- Ken Blanchard Raving Fans Customer Service Facilitator Training, 09/1996
- Solutions to Violence, 03/1996
- Healing Racism I, II, III, 01-08/1996

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

I am a certified civil rights investigator, manager, counselor, complaints processor, facilitator, and mediator. Additionally, I am a certified trainer in many human resources and leadership topics having completed more than 1500 formal training events advancing civil rights, promoting just leadership, implementing competency-based selection processes, and executing plans to restore cohesion and productivity.

Alaska State Commission for Human Rights (ASCHR) approved trainer, 04/2019.

Certificate from Equal Employment Opportunity Commission (EEOC), Agency Level EEO Manager, 07/2011.

Certificate from the Association for Title IX Administrators (ATIXA) as Title IX Administrator, 10/2016; Civil Rights Investigator, 10/2016; Sexual Assault/Title IX Investigator, 01/2014.

Certificate from U. S. Health and Human Services as Mediator, 2009 and 2011.

Certificate from the Department of Interior as EEO Counselor, 01/2004 and 04/2008; DOI CORE PLUS Mediator, 02/2008; Human Resources Specialist (HRSP) with the capability to deploy with Incident Management Teams, 04/2007.

Certificate from Defense Equal Opportunity Management Institute (DEOMI) as EEO Specialist 08/2003; EEO Officer 08/2009.

Certificate from Department of Army as EEO Counselor from 2000 with recurring annual renewal through 2011; Instructor for Prevention of Sexual Harassment and Sexual Assault from 2000 with recurring annual renewal through 2011; Mediator 2002 with recurring renewal through 2016; Facilitator 11/2004; Instructor for Organizational Leadership for Executives 05/2003; Instructor for Total Quality Management Organizational Improvement Processes 09/1996; Instructor for Leadership, Education and Development Course 03/1995.

Certificate from CDR Associates as Mediator 03/2001.

Certificate from Ken Blanchard as Facilitator for Raving Fans Customer Service 09/1996.

List any community service, municipal government, and state positions held, and any awards received.  
Community Service

- Fairbanks North Star Borough School District, Diversity Committee, 2021
- Alaska State Vocational Rehabilitation Committee, 2015 to 2016
- NAACP Executive Board, 2009
- Fairbanks North Star Borough Mayors Group, Strategic Planning, 2008
- Fairbanks Chamber of Commerce, Board of Directors, 2006
- Fairbanks North Star Borough School District, Board Budget Committee, 2005

Awards

- Collaborated with Veteran Administration and Alaska Vocational Rehabilitation to expand recruitment. Implemented a streamlined process which resulted in increased employment for military veterans and people with disabilities. Subsequently, the Alaska State Vocational Rehabilitation Committee's 'Large Employer of the Year' was awarded to Colonel Donna Boltz of the United States Army, 10/2005.
- Department of Army, Exceptional Service Award, 12/2007
- Fairbanks North Star Borough, Family Friendly Workplace Award, 08/2006
- Department of Army, Pacific Region, Gold Swords for Excellence Award, 05/2004
- Department of Army, Pacific Region, nominee for Roy Wilkens Service Award, 03/2004
- Alaska Commission on Tolerance, listed as a valuable resource, 01/2004
- Martin Luther King, Jr. Community Service Award, 01/2004
- Southern Poverty Law Centers, profiled as an individual working towards equality, diversity, and justice, 01/2004
- Healy Lake Traditional Council, Leadership Feather, 08/2003
- National Education Association, Friends of Education Award, 05/1999
- Federal Achievement Medal for Civilian Service, 01/1994
- Commander's Award for Civilian Service, 04/1992
- Field Artillery Molly Pitcher Medal, 01/1989

## Conviction Record

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

No

Conviction Circumstances

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### **Certification of Accuracy & Completeness**

By submitting this online application, 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.

Type "I certify"  
"I certify"

Resume Addendum:

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### **Press Release Wording**

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Submitted: 10/20/2021 5:59:08 PM