

CONFIRM.:

J. CHASE

HUMAN

RIGHTS

COMMISSION

JAMES H. CHASE
P.O. Box 5506
Fort Richardson, Alaska, 99505-0506
Work 907 428 6854
Home 907 345 8350
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FORMAL EDUCATION

Master of Science, Industrial Management
University of North Dakota
Grand Forks, North Dakota

Bachelor of Science, Biology
Morgan State College
Baltimore, Maryland

MOST RECENT POSITION

Aug State of Alaska
1995 to Department of Military and Veteran's Affairs
present P.O. Box 5800
Ft. Richardson, AK 99505-5800
907 428 6854, FAX 907 428 6872

Director, Governmental Affairs Office

As a temporary fully exempt employee I coordinated the implementation of the Board of Inquiry (BOI) recommendations. Additionally, I act as the unofficial Ombudsperson for all units within the Alaska National Guard and the Department of Military and Veteran's Affairs. I travel to the various unit locations and extend the open door policy by my presence. My other duties as assigned include, trainer, mediator, project team leader and committee member.

Since Owner, Polychrome Consultants
1977 State of Washington, UBID # 601 237 356
State of Washington, MBE Cert # M3M4710193
State of Alaska, BL # 203294 SIC 8740

Present workshops, seminars and provide other management services to a variety of clients on the subject of team building, cross cultural communications, assertive behavior, conflict and stress management, organizational development, survey development, implementation and analysis, and affirmative action and equal opportunity.

TEACHING EXPERIENCE

1977- Adjunct Instructor, School of Education, University of
1983 Alaska, Anchorage, 3211 Providence Drive, Anchorage, AK 99508.

ED 480 Education of Culturally Different Youth
ED 493 Small Group Techniques for High School Educators

1986- Adjunct Instructor, Alaska Pacific University,
1987 4101 University Dr, Anchorage, AK 99508

Management Science 492, Special Topic, Human Relations Management
Management Science 492, Special Topic, Employment Discrimination

1989 Adjunct Instructor, School of Business, University of Alaska
Southeast, 11120 Glacier Highway, Juneau, AK 99801

Business Administration 301, Principles of Management

PRIOR POSITIONS

1992- Grays Harbor College
1995 1620 Edward P Smith Drive
Aberdeen, WA 98520-7599 360 538 4022

Coordinator, Customized Industry Training & TIET Program
Identifies potential clients, assesses their needs, writes and
presents proposals, implements and administers customized training
program. Currently providing an 80 hour program to the prospective
and present employees of a revitalized paper mill. The training is
centered on Communications, Team Based Participative Management and
Business Training for Employees. Developed and currently instructs
an experimental course in Total Quality Management (TQM) for
vocational, occupational and science disciplines. Certified in
D.I.S.C. and a presenter of the MBTI. Identifies eligible
individuals who demonstrate the potential for developing as
entrepreneurs. Offers practical, functional training in basic
business and personal skills. Responsible for delivering no cost,
high quality technical support and consultation services to the
subject population.

JAMES H. CHASE, PAGE 3

10/91 Pierce College
thru 9401 Farwest Drive SW
12/91 Tacoma, WA 98498-1999
Telephone: 206 964 6543

Director, Economic Development Education

I served as the lead developer for Continuing Education Programs which deal with the various aspects of ECONOMIC DEVELOPMENT. The basic tenet of the position was to assess the continuing education needs of the Pierce College Service District which have a directed emphasis on ECONOMIC DEVELOPMENT. I reported at agreed upon intervals to the Dean of Continuing Education.

PRIOR POSITIONS, CONTINUED

1/91 Pierce College Foundation
thru 9401 Farwest Drive S.W.
9/91 Tacoma, WA 98498-1999 Telephone: 206 964 6633

Director, Veterans' Entrepreneurial Training Program

Responsible for the delivery of quality small business training for 100 veterans, spouses of veterans and survivors of veterans. Recruited participants. Scheduled core workshops, basic workshop and individualized instruction. Prepared and delivered a variety of business related workshops. Counseled program participants. Directed staff, monitored grant budget, prepared progress reports and completed final program evaluation. Planned and coordinated the scheduling of community volunteers, mentors and speakers. Guided assembly of individual business plans.

12/1989 Northwest Resource Associates
thru 909 NE 43rd, Suite 208
02/1990 Seattle, WA 98105 Telephone: 206 632 1201

Systems Manager, responsible for analyzing current operations in office procedures, accounting, data processing, word processing and resource utilization. Planned, developed and implemented processes and procedures to enhance total firm operations. Wrote curricula and developed lesson plans for a variety of training seminars and workshops. Acted as facilitator for a variety of training seminars and workshops.

5/1988 State of Alaska, Division of Pioneers' Benefits
to P.O. Box CL, Juneau, Alaska 99811
11/1989 Telephone: 907 465 4400

Administrator, Longevity Bonus Program

This position had overall responsibility for the administration of the Longevity Bonus Program. This program was a statewide program with nearly 19,000 participants and an annual budget of more than \$56,000,000 in FY89. Explained, advocated and defended the position or action taken by the Division before the public and the legislature.

Responsible for management of and planning for computer systems resources for the division which includes the central office and Pioneer's Homes at six locations across the state.

PRIOR POSITIONS, CONTINUED

11/1987 Special Assistant to the Chancellor, University of Alaska
to Southeast, 11120 Glacier Highway, Juneau, AK 99801,
4/1988 Telephone: 907 789 4550.

Duties: On-site-administrator for the Institute of Mining Technology. Provided daily counseling to students and faculty. Interacted regularly with industry representatives, legislators, and local, state and federal government agencies.

1/1979 Director of Affirmative Action, University of Alaska,
to Anchorage and Anchorage Community College, 3211 Providence
11/1987 Drive, Anchorage, AK 99508, Telephone: 907 786 1434

Duties: Responsible for implementing, coordinating and monitoring the University's Affirmative Action Plan for the local campuses in compliance with federal and state legislation, Presidential Executive Orders and court decisions. Insured that all educational services were delivered without illegal discrimination. Trained managers and first-line supervisors and other employees with regard to their affirmative action duties and responsibilities. Prepared and submitted reports as required.

Developed an accurate applicant and employee database in order to provide meaningful goals and timetables for the Affirmative Action Plan.

Represented the units served at federal and state agency hearings, grievance and court proceedings. Advised students, employees and applicants of their rights including mechanisms both internal and external which could help the individual obtain relief from a complaint.

PRIOR POSITIONS, CONTINUED

8/1977 Senior Associate, Center for Equality of Opportunity in
to Schooling, Alaska Native Foundation, 411 West 4th Avenue,
10/1978 Anchorage, AK 99501, Telephone: 907 274 2541

Duties: Organized and conducted workshops related especially to sex desegregation; provided technical assistance on race/sex desegregation issues to urban and rural school districts in developing needs assessment statements, program plans, affirmative action plans and grievance procedures. Analyzed race/sex desegregation problems and aided in planning for resolutions. Planned and facilitated workshops, seminars and conferences on multicultural values clarification, effective communications, team building, assertive behavior and other human relations subjects.

2/1975 Director, Human Relations/Equal Rights Commission for the
to City and Municipality of Anchorage, Alaska
6/1977

Duties: Directed the Commission's program; trained and supervised all staff employees; recommended the establishment of ordinances dealing with equal opportunity; made public appearances as required before groups and the general public; held workshops and seminars; counseled employers, investigated complaints and mediated the resolutions; maintained direct liaison with news media; sat as principal administrative officer at Commission meetings; prepared annual and supplemental budget.

7/1972 Chief, Social Actions Office, 21st Composite Wing, Elmendorf
to Air Force Base, Alaska
11/1974

Duties: Developed and administered Drug and Alcohol Education and Rehabilitation, Race Relations Education, Dissident and Protest, Domestic Actions, Equal Opportunity and Affirmative Action programs. Served a population of more than 11,000 persons.

3/1970 Chief, Management Engineering Division, Manpower and
to Organization, Alaskan Air Command, Elmendorf Air Force Base,
6/1972 Alaska

Duties: Reviewed and analyzed the command's manpower resources to assure credible and defensible utilization of authorizations. Utilized techniques of systems analysis, statistical analysis, time and motion study and layout process flow analysis. Quantified a reduction of 124 man power spaces equating to a savings of more than \$2 million.

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4/1969 Commander, Cape Newenham Air Force Station, Alaska
to
3/1970 Duties: Responsible for the air defense mission and the supporting functions of the remote Arctic radar station on a 24 hour a day basis. Responsible for the health, welfare and morale of more than one hundred officers, enlisted persons and Department of the Air Force civilians on isolated duty in an Arctic environment.

11/1954 Commissioned Officer, United States Air Force
to
11/1974 Duties: Various worldwide assignments as an Aircraft Pilot, Missile Crew Commander, Staff Officer and Instructor.

COMMUNITY AND PROFESSIONAL ACTIVITIES

Member American Affirmative Action Association
Northwest Region

Member Association of Psychological Type

Flotilla U.S. Coast Guard Auxiliary, Flotilla 2-2, Anchorage, Alaska
Commander

Member Anchorage Concert Chorus

Commissioner Alaska State Commission for Human Rights
1980-1989

Member International Association of Official Human Rights
Board of Agencies
Directors 1978-1987

Charter Juneau-Gastineau Club, Alaska Rotary International
Member 1988

President National Association of Human Rights Workers
1983-1984

President Nu Zeta Lambda Chapter, Alpha Phi Alpha Fraternity, Anchorage,
Alaska
1981-1982

HONORS AND AWARDS

- 1997 Commander's Award, U.S. Coast Guard Auxiliary
Flotilla 02-02, Anchorage, Alaska
- 1996 Vice Commander's Award, U.S. Coast Guard Auxiliary
Flotilla 02-02, Anchorage, Alaska
- 1994 Speakers Award, Hoquiam Rotary, Hoquiam, Washington
- 1994 Past President's Award, Masterworks Choral Ensemble, Olympia,
Washington
- 1991 Speakers Award, Lakewood Kiwanis, Tacoma, Washington
- 1988 Service Recognition Award, Institute of Mining Technology, for
"Contributing to the Rebirth of Underground Mining in Alaska"
- 1987 Service Recognition Award, National Association of Human Rights
Workers
- 1985 Employment Law Presenter Award, AAAA
- 1985 Service Recognition Award, Anchorage Community College
- 1985 Service Recognition Award, University of Alaska, Anchorage
- 1984 President's Award, National Association of Human Rights Workers
- 1980 Arts Affiliate Award, Anchorage Community College
- 1979 Farnsworth Service Award, Campfire
- 1977 Speaker Award, The Lions Club
- 1976 Golden Spike Award, Alaska Railroad
- 1974 Meritorious Service Medal, USAF
- 1973 Presidential Award, Anchorage NAACP
- 1973 Presidential Award, The Black Arts Association
- 1971 Outstanding Member of the Year, Alaska Industrial Management
Society
- 1970 Commendation Medal w/Oak Leaf Cluster, USAF
- 1969 Commendation Medal, USAF
- 1967 Combat Readiness Award, USAF