

# MIM CHAPMAN, Ph.D.

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## EDUCATION

<b>Post-Doctoral Studies</b> in Multiple Intelligences	Harvard University (1998)
<b>Ph.D.</b> in Educational Leadership	Mississippi State University (1993)
<b>M.Ed.</b> in Counseling and Guidance	University of Alaska, Anchorage (1998)
<b>M.A.</b> in Education	Washington University, St. Louis (1966)
<b>B.Mus.</b> Summa Cum Laude	St. Louis Institute of Music, St. Louis (1964)
High School Valedictorian	Garfield High School, Akron, Ohio (1960)
Alaska K-12 Teaching Certification, Alaska K-12 Administrative Certification and Superintendent Endorsement	

## EDUCATIONAL EXPERIENCE

### **College Teaching** - 27 yr. (2000 - 2005 full-time; 1974, 1980-2000, 2006-present part time.)

Assistant Professor, University of Alaska School of Education, teaching education classes via distance delivery and mentoring interns in the Rural Educator Development Partnership Program. Previously developed and taught a variety of courses in School Administration, Teacher Education, Personal Development, and the Arts at Dalhousie University, Nova Scotia; Prince William Sound Community College, Cordova and Valdez, AK; U.A.F. X-CED Cross-Cultural Educational Development Program; Bristol Bay Campus, Dillingham, AK; and University of Alaska Anchorage.

### **Secondary Teaching** - 11 yr. (1974-78, 1984-93.)

Music, English, Math in Fairfax County, VA; Manokotak, and Aleknagik, AK.

### **Elementary Teaching** - 17 yr. (1966-74, 1984-93.)

Music in St. Louis, MO; Fairfax County, VA; Cordova, Manokotak, Aleknagik, and Anchorage, AK.

### **Public School Administration** - 9 yr. (1987-91, 93-98.)

Principal, Clark Middle School, Anchorage, AK, a school of about 850 students with a richly multicultural population. Led its restructuring from a Junior High to a Middle School; initiated a Schools-Within-A-School format providing four Schools of Choice within a community school: Inquiry-Based, International, Back-to-Basics, and Native Culture Focus; developed school-wide School-To-Career program. Clark was chosen as one of twelve schools nationwide recognized for innovative programs and included in the U.S. Dept. of Ed. "Leading for Diversity" project.

Assistant Principal, Central School of Science, Anchorage, AK. Assisting in restructuring from ABC Junior High to teamed mid-level school with a focus on Science and Technology.

Principal/Teacher, Aleknagik School, a K-12 school in Southwest Region School District, AK.

In addition to normal administrative duties, the 1989 collapse of the school roof necessitated immediate delivery of student and community crisis counseling, the development of a community-based instructional program housed in teachers' living quarters for almost a year, involvement with school reconstruction, community relations activities to restore confidence in the facility, and organizing the move back into the building. Initiated a model school pilot program, *The Aleknagik Project: A School Without Curricular, Age-Grade, or Staff-Administrative Walls*, awarded the 1991 Alaska ASCD "Curriculum Leader of the Year" award.

### **College Administration** - 2 yr. (1982-84.)

Coordinator of Cordova Campus of Prince William Sound Community College, University of Alaska, with sole responsibility for developing and implementing classes leading to the Associate of Arts Degree, selecting and evaluating instructors, advertising and public relations, long and short range academic and financial planning, student activities, scheduling and enrollment, and administration of the college program.

### **Curriculum Coordination** - 4 yr. (1971-75.)

Coordinator of Fairfax County, Virginia, General Music Teachers Association, writing curriculum, organizing in-service workshops, observing and advising teachers in 130 schools, organizing county-wide activities, developing and evaluating experimental programs, negotiating salary and work-loads, and writing statistical reports.

## PROGRAM DEVELOPMENT

**EPIC – Educators Preserving Indigenous Cultures** Alaska; Santa Fe, New Mexico; and Merida, Mexico; (2002-present.) Creation of student exchange program to provide Native Alaskans with an incentive to go into education and the opportunity to travel and study other indigenous cultures of North America and to form personal links with leaders of those cultures through sharing stories and cultural traditions, thus establishing partnerships that will extend into future classroom experiences.

**India's Feisty Feminine Faces of Deity** - Anchorage, Boston, Santa Fe (2004-present) Presentations and workshops based on studies in India, focusing on creating/finding inner images of power, beauty, and a positive attitudes toward sensuality.

**REPP: Rural Educator Preparation Partnership**, University of Alaska Fairbanks (2000-2003.) University faculty member with lead responsibility for writing and revising curriculum and student handbook each year and for revising the original program which was organized about the eight teaching proficiencies to fit the UAF on-campus course-based format.

**Native Family Strengthening Project**, Anchorage (1999-2002) Project to support urban Native youth and families.

**The Aleknagik Project: A School Without Curricular, Age-Grade, or Staff-Administrative Walls** - Aleknagik, AK (1989-91.) Created and implemented a model school project for Southwest Regional Schools based on cooperative learning and teaching techniques, hands-on, thematic, project-oriented integrated curriculum developed by the staff with input from students and parents, and a "round-robin" evaluation procedure for students, staff and administrators based on individual portfolios and peer-coaching. Winner of the 1991 Alaska Association for Administration and Curriculum Development "Curriculum Leader of the Year" award.

**To Be Female and in Alaska** - Dillingham, Cordova, and Valdez, AK (1980-87.) Created and taught a series of seminars focusing on self-awareness, communication skills, conflict resolution, career and personal goal setting, and the unique aspects of women's roles in Alaska.

**English as a Second Language** - Cordova, AK (1981-82.) Initiated and implemented an educational program to address the needs of cannery workers and other non-English speaking adults; recruited students; developed curriculum; and created fisheries-related materials.

**Cross-Cultural Humanities Program** - Fairfax County, VA (1974-78.) Developed and implemented new junior high humanities program based on hands-on experience in building, playing, creating and listening to folk instruments, music, literature and dance from various cultures.

**Jazz in the Schools** - St. Louis, MO (1969-70.) Initiated a jazz studies program, recruited and mentored local jazz musicians, and developed a series of jazz performances in the schools.

**Music in Our Society** - St. Louis County, MO (1967-70.) Developed materials for a sociological approach to arts education correlating folk, classical and popular music with art, architecture, dress and social customs of a society.

## COACHING, TRAINING, POLITICAL AND PUBLIC RELATIONS EXPERIENCE

**Consulting and Coaching** – Anchorage, AK and Santa Fe, NM (1991-present) Diversity workshops; Team-Building and Learning Styles Workshops using Myers-Briggs Personality Type Inventory and Multiple Intelligences; School Staff Inservice Workshops; Community Planning Retreats; Executive Coaching; Relationship Coaching in person and by phone/internet.

**Civil Rights Activism** - Anchorage, AK (1998.) State-wide staff position coordinating fundraising for the Alaskans for Civil Rights/"No on 2" campaign. Led the Fairbanks staff and volunteers in the Get Out The Vote effort, coordinated debriefing and future planning for Fairbanks forces and for the state fundraising committee, and continue to serve on Alaskans for Civil Rights State Steering Committee planning and implementing the group's ongoing political civil rights efforts.

**Political Lobbying** - Bandon, OR and Washington, D.C. (1980-81.) Organizer and chief lobbyist for FISH FORCE, a political coalition of West Coast fishermen with 13,000 supporters. Duties included organizing fishermen's rallies from Bodega Bay to Prince William Sound, writing policy statements and press releases, working with legislative aides, radio and TV interviews, testifying at Congressional hearings, and working on federal legislation to protect the American fishing industry.

**Mavis Island Community Service Project** - Cordova, AK (1982.) Project Director and spokesperson for the American Legion in securing grants, contributions and coordinating community volunteer effort to develop a youth camp on an island in Cordova's Eyak Lake.

## CONSULTING EXPERIENCE

**Future Search Retreats** – Iditarod, Yakutat,, Aniak, Togiak AK (1999 – present.) Community retreats involving community leaders, educators, and youth in visioning and planning for community development.

**Myers-Briggs Type Indicator (MBTI)** - Anchorage, Dillingham , Naknek, St. Paul Island, and other sites in rural AK and conferences in CA and MD (1990-present.) Workshops in a variety of work, school, and family settings using the MBTI to increase self-awareness and esteem, improve communication, facilitate team-building and collegiality, and in educational settings to help teachers adjust their teaching styles to students' preferred learning styles.

**The Welcoming Congregation** – Anchorage, Seward (1998 – present.) Workshops in faith communities to facilitate acceptance and understanding of diversity.

**How Homophobia Hurts Heterosexuals** – Various national and local venues, (2000-present.) Anti-harassment trainings.

**Is “Just Say NO” Enough To Know?** – Various national and local venues. (2000 – present..) Workshops on sexual education and research on health and sexual education in our culture.

**The Joy of Change** - Anchorage, AK (1997-present.) The change process in businesses and schools.

**Beyond Gender Stereotypes** - Anchorage, AK (1993-present.) Workshops on full-spectrum, non-gender-limited leadership, based on dissertation research using Bem’s Sex-Role Inventory.

**Arts Alaska Artist in the Schools Pilot Project** - Cordova, AK (1981-82.) Developed multi-sensory instructional techniques integrating music with basic skills development.

**Caribbean Broadcasting Company** - Barbados, West Indies (1976.) Worked in developing cross-cultural Educational Television programs for the West Indies television network.

**National Organization of Women** - Washington, D.C. (1975-78.) Organized and facilitated communication and management skills workshops for women.

**Nova Scotia Department of Education** - Halifax, Nova Scotia, Canada (1974.) Taught music methods for elementary classroom and Special Education teachers.

**National, State, and Local Conventions and Special Events** (1970-present.) A variety of keynote speeches, workshops, and presentations on the change process, gender and multicultural issues, personal growth, educational innovation and reform, African music, and diversity topics.

## BUSINESS AND OTHER WORK EXPERIENCE

**Commercial Fishing Boat Owner and Operator** - Oregon and Alaska (1979-82.) Sole owner and co-operator of 58-foot fishing vessel used for salmon tendering and for crab, halibut and black cod fishing.

**Maritime Salvage and Freight** - Cordova, AK (1980-82.) Salvager, co-owner and manager of 48-foot power scow used for salvage and freight operations in the Prince William Sound area.

**Halibut Longline Fishing Deckhand** - Cordova, AK (1980-88.)

**Black Cod Pot Fishing Deckhand** - Southern Oregon (1979-80.)

**King Crab Fishing Deckhand** - Kodiak, AK (1978.)

**Cannery Worker** - Kodiak, AK (1978) and Cordova, AK (1980.)

**Cocktail, Food Waitress, Bartender** - The Mecca Lounge, Kodiak, AK (1978) The Black Sheep Restaurant and Lounge, Cordova, AK (1980) The Reluctant Fisherman Lounge, Cordova, AK (1981-83.)

**Music Studio** - Akron, OH and St. Louis, MO (1954-1970.) Private piano and group music theory teaching studio.

**Produce Business** - Akron, OH (1947-54.) Worker, salesperson and bookkeeper in family-owned business.

## COMMUNITY INVOLVEMENT

**Local Board of Directors: Out North Contemporary Art House**, Anchorage, AK (1995 – 2004)

**State Board of Directors: Alaska Psychiatric Institute**, Anchorage, AK (1995 – 1999)

**Founding Board Member of Alaska State Chapter of GLSEN (Gay, Lesbian, Straight Education Network)** (1998-2004)

**National Research Coalition Member of GLSEN (Gay, Lesbian, Straight Education Network)** (2003-present)

**National Board of Directors: Unitarian Universalists for Polyamory Awareness**, Boston, MA (2003-present)

**National Advisory Council Member of Institute for Twenty-First Century Relationships** (2003-present)

**Volunteer for Ushering in the Arts, Mayor's Task Force on Gangs, Citizen's Advisory Committee for the Mountain View Community Center, Mountain View Action Committee, Organizing Member of Mountain View Health Center Task Force**

**Member of Phi Delta Kappa, Delta Kappa Gamma, Pi Mu, American Society for Training and Development, American Association of University Women, Association for Psychological Type, National Association of Secondary School Principals, Association for Supervision and Curriculum Development, National Middle School Association, Hemlock Society, Unitarian Universalist Fellowship**

## PUBLISHED WORKS

**The Future Search Retreat:: Creating Community Ownership of Educational Outcome Goals.** *Journal of the National Association of Native American Studies* (2003.)

**WHAT IF? Rethinking Education: A School Reformer's Guide to Curriculum Development**, 2002. a 24-chapter textbook currently being used as the text in several classes, self-published and in process of final editing for external publication.

**THE VP (vagina-penis) DIALOGUES**, performance art piece produced by Out North Contemporary Art House Oct. 2002

**The Aleknagik Project: Cooperative Restructuring of a Rural School Based on a Culturally Sensitive, Integrated Curriculum, an Understanding of Myers-Briggs Learning Styles, and Teacher and Community Empowerment.** *Spectrum, Journal of School Research and Information.* Educational Research Service. Fall, 1995.

**The Aleknagik Project: A Success Story of Cooperative School Restructuring Based on Traditional Eskimo Learning Patterns and Myers-Briggs Type Theory.** *Orchestrating Educational Change in the 90's: The Role of Psychological Type.* Center for Applications of Psychological Type. 1994.

**Beyond Gender Stereotypes: A Study of the Relationship Between Gender, Sex-Role Identification and Excellence among Elementary and Secondary Principals in Urban Alaska.** Dissertation, Mississippi State University. 1993.

**Open Letter From A Dreamer To An Administrator.** *Totem Tales, The Alaska Journal of the National Association of Secondary School Principals.* Alaska NASSP, May, 1991.

**"I Know How You Love Challenges..."** in *Viewpoints, Reflections on the Principalship in Alaska.* ed. David A Hagstrom. Alaska Staff Development Network, 1990.

**Recorder Teaching.** Washington, DC: MusicWorks, 1987. A textbook used in teacher education.

**Music for Today.** St. Louis, MO: Ladue Public Schools, 1969. A student text based on contemporary folk and popular music.

**Music in Our Society.** St Louis, MO: Ladue Public Schools, 1968. Two fifteen minute sound filmstrips in a cross-cultural humanities program introducing a sociological approach to the arts.

## PAPERS PRESENTED AT PROFESSIONAL CONFERENCES (samples of recent presentations)

"Reaching Urban Native American Students through Schools of Choice Within Large City Schools." National Association of Native American Studies, Houston, TX, 2005.

"Feisty Feminine Faces of Deity: What Gifts Do Hindu Goddesses Bring Modern Asian and American Women and Men?" International Association of Asian Studies, Houston, TX, 2005.

"An Alternative to Suspension: What If We Taught Interpersonal Skills Rather Than Punishing Students for Not Having Them?" National Association of African American Studies, Houston, TX, 2005.

"Feminine Faces of Deity: Finding The Goddess Within Ourselves." Institute for Twenty-First Century Relationships, Boston, MA 2004.

"Is 'Just Say NO!' Enough to Know? An Investigation of the Success of Sexual Education in our Society." American Association of Sex Educators, Counselors, and Therapists, Chicago, IL, 2004.

"Future Search Retreats – Creating Community Ownership of Educational Outcome Goals." National Association of Native American Studies, Houston TX, 2003.

"A Quantitative and Qualitative Investigation of Sex Education in American Schools." Building Bridges Conference of the Institute for Twenty-First Century Relationships, Seattle, WA 2003.

"Reaching and Teaching the Techno-Dummy: Using Myers-Briggs Personality Type Information To Help Hesitant Students Access Cyberspace." International Conference of the Society for Information Technology and Teacher Education, Albuquerque, NM, 2003.

"The Aleknagik Project: Creating Community-Based Education." Alaska Native Education Summit, Anchorage, AK 2002.

"How Homophobia Hurts Heterosexuals." National Conference of GLSEN (Gay, Lesbian, Straight Education Network), Los Angeles, CA, 2002.

"Making Schools Safe For All Students." Safe Schools Coalition, Anchorage, AK, 2002.

"Safe School Training in the Last Frontier." National Conference of the Gay, Lesbian, Straight Education Research Network, New, York, NY, 2001.

"Community-Based Education Built on Traditional Yup'ik Learning Practices and Myers-Briggs Type Theory: A Success Story of Cooperative Restructuring and a New Kind of School Without Walls." Ethnography in Education Research Forum, University of Pennsylvania Center for Urban Ethnography, Philadelphia, PA 2001.

"School Restructuring Based on Myers-Briggs Type Information." Institute for the Study of Psychological Type, Gainesville, FL

## AWARDS

**Who's Who Among Top Executives**, 1998 for leadership at Clark Middle School

**Woman of Achievement "In Recognition of Outstanding Leadership and Excellence in her Chosen Field"**, Alaska YWCA and British Petroleum, December, 1996.

**Communicator of the Year**, Northwest Region Toastmasters International, October, 1994.

**Curriculum Leader of the Year**, Association for Supervision and Curriculum Development, 1991.

**Certificate of Recognition for Innovation Immersion**, Southwest Region Schools, 1991.

**Award of Gratitude "In Appreciation for your Outstanding Dedication and Unselfish Commitment to the Children of Aleknagik During a Time of Crisis"**, Southwest Region School District, November, 1989.

## CLASSES DEVELOPED AND TAUGHT FOR UNIVERSITY OF ALASKA

**Communication in Multi-Cultural Classrooms**

**Foundations of Modern Educational Practice**

**Curriculum Development**

**The Rural Educator Preparation Partnership (24-credit Integrated certification program for post bac students)**

**Art, Music, and Drama in the Elementary Classroom**

**Secondary Instructional Methods**

**Student Internship in a Multi-Cultural Setting**

**Foundations of Literacy Development**

**Please Understand Me – Myers-Briggs Learning Styles in the Classroom**

**Onward To Excellence – Community Involvement in Educational Outcome Goals**

**Introduction to Music, Art and Drama**

**Foundations of Educational Administration**

**To Be Female and in Alaska**

**Oral Communication**

**(most of these classes were developed for distance delivery and taught via internet and audioconference)**

## PERSONAL

Important assets are vitality, versatility and perseverance; ability to relate well to a wide variety of types of people; creativity in perceiving needs and organizing effective ways of addressing them; and skill in facilitating group achievement. Extensive travel throughout the United States and Canada, the Caribbean, Mexico, Europe, Iceland, China, Southeast Asia, Nepal, Sri Lanka, India and Africa. Divorced with no children. Thrive in challenging positions in which leadership, creativity and organizational skill may be productively combined with educational, political, and public relations experience.

## WEBSITE

<http://www.mimco.org>