

**PROFESSIONAL RESUME**

**J. N. Musto, Ph.D.**

**Honors**

Executive Director Emeritus, University of Hawai'i Professional Assembly,  
Honolulu, Hawaii (2015)

Ho'oulu Leadership Awardee for Labor, Hawaii Institute for Public Affairs (2011)

**Earned Degrees**

Ph.D. The University of Michigan, Rackham School of Graduate Studies, Ann Arbor,  
Michigan, [REDACTED]

M.A. The University of Michigan, Rackham School of Graduate Studies, Ann Arbor,  
Michigan, [REDACTED]

B.S. Hillsdale College, Hillsdale, Michigan, [REDACTED]

**Immediate Past Position**

University of Hawaii Professional Assembly, Executive Director, January 1980 to  
September 2015

*The UHPA is the exclusive representative for bargaining unit 7, under HRS Chapter 89, for all the faculty of the University of Hawai'i University System. The System includes the community colleges, undergraduate, graduate, and professional schools including the William S. Richardson School of Law and the John A. Burns School of Medicine, located on the ten separate campuses throughout the state.*

**Administrative Duties:** Chief executive officer, ex officio member of the Board of Directors, and Chief Negotiator for the union; supervises and directs all staff and office functions; responsible for all contract administration, grievance processing, and arbitrations; implements all programs and policies of the Board of Directors, including legislative lobbying; carries fiduciary authority for the Board over the financial management of the union, and maintains all records and accounts for the organization.

## **Prior Professional Positions**

Michigan Education Association, UniServ Director for Higher Education, 1975 - 1980

Executive Director for the Central Michigan University Faculty Association, Mt. Pleasant, Michigan, and Ferris State University Faculty Association, Big Rapids, Michigan

*Administrative Duties:* Chief negotiator; responsible for collective bargaining, contract administration, arbitration and adjustment of grievances; implementation of affirmative action and Title IX programs; organizational campaigns, elections and hearings; public relations; legislative and political activities; office management; and conducting faculty training programs in various areas of labor related activities; engaged in organizing activities, mediations, fact-finding hearings, and arbitrations under MRS Chapter 379.

Northern Michigan University, Assistant Professor, 1973 - 1975

*Teaching:* Courses taught included: Educational Administration, Educational Law, Collective Bargaining Law and Practice, and Seminar for Student Teachers.

## **Professional Board Appointments, Commissions, and Task Forces**

Commissioner, Education Commission of the States, State of Hawaii, (2013 – Present)  
*Appointed and Reappointed by the Governor; confirmed by the State Senate*

ESGR Director of Ombudsmen, Department of Defense, (2011 - Present)  
*Charged with mediating employment disputes between service members and employers in both the public and private sectors*

ESGR Ombudsman, Department of Defense, (2009-2010)

Industrial Relations Research Association (IRRA) Hawaii, Past President, 2010,  
Executive Committee Member, (2000 – 2015)

Hawai'i P-20 Council, Member, (2007-2015)

## **Professional Organizations**

Industrial Relations Research Association  
American Arbitration Association  
Society of Professionals in Dispute Resolution (SPIDR)  
Phi Delta Kappa  
Hawaii Vocational Education Association

**Professional Service:**

Arbitration Panel, Unit 8, University of Hawaii Administrative Professional and Technical Employees, (2015)

Board of Trustees for the Hawaii Employer-Union Health Benefits Trust Fund (EUTF)  
Member, (2010)

National Education Association Higher Education Research Advisory Group,  
Washington, DC, Member, (1989-2007)

Labor Education Advisory Council (Center for Labor Education & Research)  
Member, (1990-2007)

Hawaii Public Television, Rice and Roses,  
Advisory Board (1987-2001)

State of Hawaii Judiciary's Center for Alternative Dispute Resolution (CADR)  
Member of the Panel of Mediators (1990-1997)

Hawaii Literacy, Inc., Honolulu, Hawaii  
Board of Directors (2002)

Research Corporation of the University of Hawaii (RCUH)  
Board of Directors (1995 - 1999)

Fact-finding Panel, California State University-California Faculty Association  
Public sector negotiations

California Faculty Association: Management Audit, Evaluation & Recommendations  
Study for CFA President Terry Jones, Fall 1996

Hawaii Public Employees Health Fund  
Board of Trustees, Governor's appointment (1987)  
Chair of the Health Fund (1987)

Faculty for America's Future (FAF)  
Secretary/Treasurer (1995)

Hawaii Council on Economic Education  
Chairman (1992-1993); Member (1982-1995)

Neighborhood Justice Center of Honolulu

Mediator (1980-2000)  
President (1988-1991)  
Vice President (1987)  
Chair, Personnel Committee (1985, 1986, 1987, 1992-1993)

Mediation Center of Hawaii, Statewide Coalition of Mediation Centers  
Treasurer (1991-1993)

A Committee on Excellence  
Member, Governor's appointment (January 1988-1991)

City Council of Honolulu, Committee on Economic Development & Transportation  
Member, Ad Hoc Committee on Tourism & Economic Diversification (1990)

Hawaii Central Labor Council  
State Trustee (1985-89))

Temporary Commission on Comparable Worth, Hawaii Legislature  
Commissioner, Governor's appointment (May 1985)

### **Community Service**

Central Union Church  
Trustee (1997, 2004-2008)  
President, 2006  
Deacon (1986-1997, 2001-2004)

Aloha United Way, Hawaii Chapter  
Board of Directors (1983-89; 1991-1998)  
Strategic Management Committee (1997-Present)  
Subcommittee on Organizational Restructuring (1997-2000)  
Speakers Bureau (1995 - Present)  
Budget Review Panel (1983-1989)  
Labor Participation Committee (1983-2000)  
Management Information System Subcommittee (1990)

Hawaii Dental Services (HDS)  
Board of Directors (1995)

Epilepsy Foundation of Hawaii  
Board of Directors (1987 to 1990)

Earth Day Hawaii '95, Program of the Conservation Council for Hawaii & UH Sea Grant  
Extension Service, August 1994

Topical Group Facilitator for Earth Day Community Planning Workshop

City & County of Honolulu Ewa Development Plan, 1995

Community Forum Discussion Facilitator

Alien Species Action Plan, 1994

Group Facilitator for Port-of-Entry Sampling & Inspection Committee

Pop '94 Community Issues Forum, 1994

Conference Facilitator on 1994 Political Campaign

Center for Alternative Dispute Resolution, The Judiciary, State of Hawaii, 1994

Facilitator for Hawaii Alien Species Action Plan Project

Alcohol & Drug Abuse Division Task Force, 1993; 1994

Member of Task Force reviewing Mandated Mental Health & Substance Abuse  
Treatment Insurance Benefits Project for State of Hawaii

Impact '89/Action '88/Decisions '87: Strategies For a Stronger Community

Oversight Committee (1987-88)

Issues Review Committee (Health Subcommittee) (1989)

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