

Resume
Sylvia M. Hussey, Ed.D, CPA



I – Employers, Roles and Responsibilities and Experiences

Office of Hawaiian Affairs (November 2018 to present)

Chief Executive Officer (December 2019 to present)

Interim Chief Executive Officer (July 2019 to November 2019)

The Chief Executive Officer (CEO) manages the internal operations of the Office of Hawaiian Affairs (OHA) by providing leadership, guidance, direction and executive oversight. The CEO implements the policies, rules, and directives adopted by the Board of Trustees (BOT), and guides the organization's operation within the parameters established by the BOT and in response to the concerns of OHA's beneficiaries. Additionally, the CEO works with other agencies, public and private, that also serve Hawaiians and Native Hawaiians consistent with OHA's mission of bettering the conditions of all Hawaiians.

Chief Operating Officer (November 2018 to June 2019)

Ka Pou Nui, the Chief Operating Officer, has overall strategic and operational responsibility for all Nā Paia programs and managed a group of Nā Poukihi, Division Directors. Ka Pou Nui provided leadership to the execution of the Office of Hawaiian Affairs' (OHA) strategic plan process and supervised the execution of all directives in a manner that aligned people, knowledge, and financial resources efficiently and effectively. Ka Pou Nui was also responsible for supporting and encouraging internal and external collaboration, driving internal sharing of information and knowledge, and developing new organizational performance models and systems.

Acting Chief Advocate (November 2018 to June 2019, concurrent with COO)

Oversaw the implementation of OHA's annual state legislative package of bills, including review of written testimony and providing oral testimony at public, legislative hearings. Assessed and reviewed laws, policies and practices that impacted Native Hawaiians and recommended appropriate strategies in consultation with Public Policy Manager and others; and networked with other government officials and agencies. Supervised the work of the Washington, D.C. bureau (WDCB) including working with Congressional Delegation offices and aides regarding Federal related matters (e.g., committees, appropriations, Administration for Native Americans (ANA), Native Hawaiian Revolving Loan Fund (NHRLF), Federal Matrix). Supervised the compliance function including advocacy regarding island community and repatriation matters.

Acting Chief Financial Officer (January 2019 to June 2019, concurrent with COO and Acting Chief Advocate)

Led and supervised the execution of the FY2020-FY2021 Biennium Budget (June 2019) and Realignment #1 (September 2019) with the Controller, including the accounting, reporting and procurement functions. Supervised the Native Hawaiian Trust Fund investment function including policy development and implementation. Supported the

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NHRLF operations in conjunction with its Board governance function and worked with the WDCB in discussion and advocacy with the ANA for changes in NHRLF. Supported the Grants Department in addressing reorganization, process improvements and State Auditor reports and functions.

Native Hawaiian Education Council (August 2014 to November 2018)

Executive Director

Responsible for management and oversight of the Council's statutory responsibilities to 'Coordinate, Assess, and Report & Make Recommendations' on the effectiveness of existing education programs for Native Hawaiians, the state of present Native Hawaiian education efforts, and improvements that may be made to existing programs, policies and procedures to improve the educational attainment of Native Hawaiians.

Beginning in 2017, the Council is composed of 15 named members, including the: Governor of the State of Hawai'i; Superintendent (of the Department of Education—one SEA/LEA); four County Mayors; University of Hawai'i system President; Executive Director of the Hawai'i Charter School Network; Chairs of the Department of Hawaiian Homes Commission, Office of Hawaiian Affairs and Workforce Development Council; CEO's of the Queen Lili'uokalani Trust and Kamehameha Schools; and two seats to be designated by the U.S. Department of Education for the Moloka'i/Lāna'i island and a private grant making organization.

ESSA Boot Camp (2), Participant

In 2016, along with eight other Hawai'i based education community members, attended two national ESSA Boot Camps that "...brought together diverse state advocates — from business, civil rights, disability, social justice, and education reform communities — to explore the risks and opportunities in ESSA to create school accountability systems that expect and support improving the academic needs of and improving the learning experiences for all groups of students — especially low-income students, students of color, students with disabilities, and English learners."¹

Governor's ESSA Plan (nka Hawai'i's Blueprint for Public Education), Partners in Education (PIE) group member

Presented to the Governor's ESSA Team (September 2016) an update regarding the Native Hawaiian Education Council and the statutory role of the Council regarding effectiveness of existing education programs for Native Hawaiians, including Federal policy implications of ESSA. Participated in Governor convened meetings to review the progress of, provide input to, and continue the discussion on a draft blueprint for public education in the State of Hawai'i.

¹ <https://edtrust.org/event/essa-boot-camp/>

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Pueo Consulting, LLC (Organized August 2014)

Owner

Formed to provide a broad range of statewide education and business supports in the following varied areas: administration; management; leadership; governance; organizational structure; strategic, tactical and operational planning, projections and execution; education and leadership program design and evaluation; bookkeeping and financial statement and report preparation; and project and program management.

Kamehameha Schools (August 2002 to July 2014)

**Vice President of Administration (July 2010 to July 2014) and
Interim HR Director (January 2013 to February 2014) – dual roles**

Responsible for management and oversight of the following units (over 240 staff members):

Enterprise Support Services

1. Enterprise Management Services (e.g., program and project management)
2. Information Technology
3. Human Resources

Educational Support Services

1. Admissions
2. Financial Aid and Scholarship Services
3. Ho'oulu Hawaiian Data Center (Hawaiian Ancestry Verification)
4. Applicant Service Center
5. KS Regional Resource Centers
6. KS Distance Learning

Vice President of Educational Support Services (June 2005 to June 2010)

**Project Manager for Ka Pi'ina: Education Workforce Capacity Building Project
(September 2007 to June 2012) – dual roles**

Vice President: Responsible for management and oversight of the following units (over 100 staff members):

1. Admissions
2. Financial Aid and Scholarship Services
3. Ho'oulu Hawaiian Data Center (Hawaiian Ancestry Verification)
4. Applicant Service Center
5. Educational Technology Services
6. Neighbor Island Regional Resource Centers
7. Education Support Office (Project Management)

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Project Manager: Responsible for leading and facilitating a collaborative effort to design, pilot, field test and implement a framework for 1,100 educators with four components or blueprints:

1. Transparent ***career paths and opportunities*** that provide career progression and professional growth with both explicit and implicit leadership roles and functions such as coach and mentor;
2. An enhanced ***performance management and evaluation*** system that focuses on continuous development of key organizational and professional core competencies with an appreciation for and sensitivity to both Hawaiian cultural and Christian values;
3. An enhanced ***professional growth and renewal*** program that links directly to career opportunities and performance management and evaluation while supporting the identification and use of daily professional growth and renewal opportunities; and
4. An integrated ***compensation*** program that will align and reward the effective delivery of educational programs and services which leads both an increase in the number of native Hawaiians served and improvements in student learning.

Annual fiscal project budgets ranged from \$500,000 (initial year) and five core team members to approximately \$3.6 million by 2013 and 30 team members.

Project work included policy and procedure drafting and implementation, Candidate Support Provider training and stipends, cohort financial support for fees and tests, cohort support for four cohorts of NBPTS candidates from 2010 to 2013.

Financial Aid and Data Center Director (August 2004 to June 2005)

Responsible for management and oversight of the combined financial aid and data center (e.g., ancestry verification) units—PreK-12 and summer financial aid and post high and pre-school scholarships.

Assistant Controller - Budget & Financial Planning (August 2002 to August 2004)

Responsible for management of Kamehameha Schools' (KS) consolidated budget and financial planning functions. Specific areas of responsibility include planning and executing the annual budget process; short, medium and long-term financial planning models, projection and analyses; performing appropriate financial analyses and benchmarking for decision making; policies and procedures; and management of department activities.

Candon Consulting Group, LLC (December 2000 to August 2002)

Director Independent consulting firm specializing in forensic accounting, business and complex bankruptcy trusteeship, corporate recovery services, fraud investigation, business valuation, lost profits and earnings calculations, business acquisition advice, profit improvement and business system testing and validation.

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- Supported the **State of Hawaii, Department of Education** in the design and development of a:
 - Customized special education case management system.
 - Customized discipline incident reporting system.

Tasks included: database, function and form design specification, review and testing, presentation and training, documentation development, contract development and management and overall project management and over-site.

- Supported the **State of Hawaii, Department of Land and Natural Resources** in the testing of reports for the implementation of the State Land Inventory Management System (SLIMS). Tasks include reviewing of report specifications, on-line testing of scenarios and results, preparing test reports and communicating with client and programmer.
- Supported and prepared expert witness rebuttal report and loss profits computation.
- Prepared business valuations for mediation, marital asset determination and dissolution proceedings.
- Executed tasks related to receivership and bankruptcy trustee assignments.

KPMG Consulting (September 1996 to November 2000)
Senior Manager

- As the Project Manager, assisted the **State of Hawaii Department of Education** with the special education/special services re-engineering, design and specification project. Tasks include process review interviews, documentation, system requirements gathering and analysis, workshop facilitation and re-design sessions, system design, implementation and training assistance.
- As the Project Manager, assisted the **State of Hawaii, Department of Land and Natural Resources, Land Division** in their re-engineering and requirements definition project. Tasks include documentation of current processes, facilitation of re-engineering workshops, requirements definition, product search and evaluation, implementation strategy development, project management and policies and procedures development.
- Assisted **Kamehameha Schools** in their strategic planning efforts with primary focus on the operations and administration functions. Tasks included function review, stakeholder focus groups, workshop facilitation, recommendation development and operational benchmarking activities.
- Supervised and directed as Project Manager, **the State of Hawaii Department of Education's human resources** re-engineering, design and specification project for approximately 27,000 employees. Tasks included process review interviews, documentation, system requirements gathering and analysis, workshop facilitation

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and re-design sessions. Also provided time and attendance requirements definition services in connection with the human resources work.

- Assisted with the implementation of a **client server financial accounting system for a government transportation** entity which included such applications as encumbrances, allocations and appropriations, general ledger, accounts payable and receivable, fund accounting, project costing integration and federal reporting requirements
- Assisted an **airline client** with the proposed implementation of an enterprise wide financial (general ledger, payables, receivables, etc.) and human resources (including benefits and payroll) management system. Preliminary implementation tasks include detail process reviews of the human resources, payroll and benefits function, re-engineering of current processes, detail requirements definition, system selection and recommendation, conversion and training.
- Assisted with the **State of Hawaii's payroll** re-engineering, design and specification project for the statewide payroll system of approximately 60,000 employees. Tasks included process review interviews, documentation, system requirements gathering and analysis, workshop facilitation and re-design sessions. Also provided time and attendance requirements definition services in connection with the payroll work.
- Administratively responsible for the **information technology consulting** staff based in Honolulu. Tasks included: recruitment, scheduling, staffing, training, deployment, performance review and appraisal.

Honolulu Board of Realtors (January 1996 to August 1996)

Finance Director

- Supervised accounting and finance staff responsible for the general ledger, accounts payable, membership dues and other receivables, information systems and property management functions. Activities included monthly closing and financial statement preparation, annual budget preparation and membership due computation and financial report preparation and presentation.
- Conducted and facilitated property management activities (as the owner's representative) with tenants and contracted property management agent. Activities included periodic site inspections, lease review, financial statement review of the individual units and/or the building, contractor coordination for building services, building disaster and/or emergency policy and procedure development (e.g. bomb threat, natural disaster, etc.), periodic reporting to the appropriate Board committee.

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U. S. Souvenir, Inc. (November 1990 to October 1995)

Corporate: Chief Financial Officer

Subsidiary: Controller/General Manager

- Supervised daily operations of Hawaii's largest wholesale active-wear distributor which included operations in Hawaii and Guam.
- Supervised managers who were responsible for inventory purchasing, distribution and warehouse functions, sales, promotions and advertising, accounting and administration.
- Planned and performed acquisition related due diligence procedures including transition of new owners with employees, customers and vendors as well as a computer conversion and installation.
- Supervised the consolidation of three separately located subsidiary accounting departments to one corporate accounting department, including the personnel and payroll functions.
- Supervised accounting and administration staff including the controller, accounts payable, account receivable, credit and collections, general ledger, personnel and payroll, inventory control, production scheduling, risk management and information technology functions.
- Supervised the payroll and personnel departments for the corporate entity including payroll conversion and processing and maintenance of personnel files and related tasks (e.g. unemployment filing, workers' compensation, benefits, insurance, 401(k), employment agreements, etc.).
- Maintained banking relationships and periodically reviewed loan covenant requirements.
- Maintained corporate legal relationships and periodically reviewed legal contracts, documents, cases and/or other matters.
- Prepared 1) monthly, quarterly and annual financial statement and sales information; 2) sales and expense projections including annual expense and departmental budgets; 3) Board of Directors and bank presentations.

KPMG LLP (June 1984 to November 1990)

Manager (7/1/89)

- Coordinated all phases of financial audits including planning, staffing, client service, preparing management letters, budgeting and issuing audit reports.
- Managed multiple audit engagements of clients in construction, government, retail, healthcare, investment services, not-for-profit and agribusiness industries. Engagements also included employee benefit plans, profit sharing and 401 (k) plans.

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- Participated in engagements involving acquisition and mergers, and complex accounting and auditing issues relative to foreign parents of US subsidiaries.
- Participated in two initial public offerings of securities filed under the Securities Act and the subsequent reporting requirements.
- Instructed audit personnel for selected local and national office training programs.
- Assisted in local office recruiting function for audit department.

II - Education, Affiliations and Non-Profit Board Participation

• **Education**

- University of Hawaii – Manoa, Ed.D. Doctor of Education, Professional Educational Practice; Dissertation Topic: Laying the Foundation for a Developmental Evaluation of the Omidyar Fellows Program, Cohort I (2014)
- University of Hawaii – Manoa, Masters in Education Foundations (2009)
- Brigham Young University - Hawaii, Bachelor of Science, Accounting (1984)
- Kohala High School, Island of Hawai'i [Student Body President, Student Council, State Student Council Planning Committee, Future Farmers of America]

○ **Affiliations:**

➤ **Industry**

- Member, American Institute of Certified Public Accountant (AICPA)
- Member, Hawaii Society of Certified Public Accountants (HSCPA)
- Member, Society of Human Resources Management (SHRM)
- Member, Hawai'i Education Research Association (HERA)
- Member, American Education Research Association (AERA)
- Member, Hawai'i-Pacific Evaluation Association (H-PEA)
- Member, American Evaluation Association (AEA)

➤ **Accreditation**

- Hawai'i Association of Independent Schools (HAIS), former Finance Committee member, former Accreditation team member

➤ **Leadership**

- Pacific Century Fellows Program, Member, Class of 2004
<http://pacificcenturyfellows.com/index.php?page=alumni-1997-present>

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- **Cultural/Civic**
 - Prince Kuhio Hawaiian Civic Club Member
 - Education Committee Chair, 2015 to 2017; and
 - Strategic Planning Committee Chair, 2017, 2018.
- **Non-Profit Board Participation:**
 - Native Hawaiian Education Council member, 2014 (approved 5/2014, resigned 8/2014 due to Interim Executive Director appointment)
 - Friends of Iolani Palace Board member, 2008 to 2014
 - Hakipu`u Learning Center (Charter School) Board member, 2012 to 2014
 - Honolulu Zoological Society Board member, 2006 to 2011
 - National Indian Education Association, Board member 2015 to 2017, Board Treasurer 2015 and 2016, Board Vice President 2017; Board member 2019 to 2021, Board Treasurer 2019
- **Commission:**
 - State Public Charter School Commissioner, appointed by the Board of Education in June 2016, renewed June 2019 and resigned in December 2019 due to position at the Office of Hawaiian Affairs

III - Hawai'i Association of Independent Schools (HAIS), Collaboration with the University of Hawai'i - Mānoa (UHM) Professional Programs - Participant/Instructor/Faculty

- University of Hawaii - Manoa, EdD - Doctor of Education in Professional Educational Practice
 - **Cohort IV** - Community mentor and advisor and Dissertation in Practice Committee member for three students, June 2021 to present
 - **Cohort III** - Community mentor and advisor and Dissertation in Practice Committee member for three students, June 2017 to July 2020
 - **Cohort II** - Community mentor and advisor and Dissertation in Practice Committee member for two students, September 2014 to June 2017
 - **Cohort I** - Participant, Graduation July 2014
Laying the foundation for a developmental evaluation of the Omidyar Fellows Program, cohort I
- University of Hawaii - Manoa, Masters in Education Foundations
 - **Cohort VI** - Co-Instructor with Dr. Val Iwashita (former Head of School, Iolani School) - Private School Finance and HR - June 2016
 - **Cohort V** - Co-Instructor with Dr. Val Iwashita (former Head of School, Iolani School) - Private School Finance and HR - Summer 2014

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- **Cohort IV** - Co-Instructor with Robert Witt (retired Executive Director for the Hawaii Association of Independent Schools) – Private School Finance and HR – Summer 2011
- **Cohort III** Participant – Summer 2008 and 2009

IV – Chaminade University, Instructor/Faculty

- Masters in Charter School Leadership
 - **Cohort IV** – EDUC 740 Current Issues in Education – Fall 2020
 - **Cohort III** – EDUC 740 Current Issues in Education – Fall 2018; EDUC 790 Issues of Peace, Social Justice & Education Reform

V - Presentations/Panels

- **September 2019**, Hawaii-Pacific Evaluation Association, Presentation: Aloha Framework; Facilitator: Evaluation and Mauna Kea. (Ko`olau, O`ahu)
- **November 2018**, Association of Hawaiian Civic Clubs, State Convention, Native Hawaiian Education Council, Federal and State updates. (Lihue, Kaua`i)
- **January 2018**, Native Control of Native Research panel at the Hawaii Educational Research Association (HERA) annual conference, Facilitator. (Manoa, O`ahu)
- **November 2017**, Association of Hawaiian Civic Clubs, State Convention, Native Hawaiian Education Council, Federal and State updates. (Seattle, Washington)
- **September 2017**, Native Hawaiian Education Summit, Native Hawaiian Education Council. organizer. (Ko`olau, O`ahu)
- **July 2017**, Worlds Indigenous Peoples Conference on Education (WIPCE), presentations regarding Native Hawaiian Education Council Common Indicators & System Framework, Keaomalalama: Native Hawaiian Education and National Indian Education Association (Toronto, Canada)
- **November 2016**, Association of Hawaiian Civic Clubs, State Convention, Native Hawaiian Education Council, Federal and State updates. (Las Vegas, Nevada)
- **June 2016**, Carnegie Project on the Education Doctorate (CPED), Symposia: Practice Theory as a Framework of Transformation: Exploring the Impact of the Consultancy Projects in the University of Hawai`i at Mānoa EdD Program. (Portland, Oregon)
- **September 2015**, Hawaii-Pacific Evaluators Association (H-PEA), Symposium, Native Hawaiian Education Council, Common Indicators Matrix, Cohort Field Testing and Collective Impact. (Ko`olau, O`ahu)

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- **July 2015**, Native Hawaiian Education Summit, Native Hawaiian Education Council, Common Indicators Matrix, Cohort Field Testing and Collective Impact. (Kapalama, O`ahu)
- **January 2015**, Hawaii Education Research Association (HERA), Poster Session, Native Hawaiian Education Council, Common Indicators Matrix. (Manoa, O`ahu)
- **November 2014**, Association of Hawaiian Civic Clubs, State Convention, Native Hawaiian Education Council, Common Indicators Matrix. (Waikoloa, Hawai`i Island)
- **October 2014**, National Indian Education Association Convention, with Drs. Keiki Kawaiaea and Lisa Watkins-Victorino, Native Hawaiian Education Council, Common Indicators Matrix. (Anchorage, Alaska)