
EXECUTIVE PROFILE

A proven leader with 30+ years of experience in the public and private sector, serving in multiple levels of management and responsibility. Experienced in government relations, public policy, academia, human services and healthcare. An engaging and dynamic leader who excels in various situations and industries. Adept in executive level policy and management decisions, extensive executive level education, and a recognized community leader. Skilled in communication, management, and mediation, with a talent for identifying opportunities and challenges and mediating creative solutions.

PROFESSIONAL EXPERIENCE

Interim Director • 2024 to Present

Department of Human Services, State of Hawaii

Support and directs the Department of Human Services (DHS) operations, policy, and budget decisions for the Department. Oversees the Social Services Division (SSD), Benefit, Employment and Support Services Division (BESSD), MedQuest Division (MQD) and Division of Vocational Rehabilitation (DVR), and supports administratively attached Office of Youth Services (OYS), Hawaii Public Housing Administration (HPHA), and various statewide commissions. Directly manages the Department's fiscal, human resources and budgetary responsibilities. Coordinates with the Hawaii State Legislature, State and Federal partners and the Governor of the State of Hawaii. Director provides leadership for over 2,700 positions in over 80 offices statewide. DHS serves nearly a third of Hawaii's population with one or more benefits and services.

Significant Achievements

- Support the administrative budget and promote the policies of administration.
- Successful transition from the Legislative Branch to the Executive Branch of governance.

Deputy Director • 2023 to 2024

Department of Human Resources Development, State of Hawaii

Support the Department of Human Resources Development (DHRD) to provide timely and responsive leadership, executive resources, and fully support the State of Hawaii in the recruitment, management, and retention of a high-performing workforce. Deputy Director assists with recruitment activities; provides guidance and support for personnel actions; classifies positions based on duties and responsibilities; ensures compensation of employees at proper pay levels; supports the collective bargaining process; directs effective employee-employer relations; administers workers' compensation benefits; and ensures a safe and healthy work environment for the State of Hawaii's 14,000 public employees. DHRD's goal is to recruit and retain "the best and the brightest" employees, so that State government can deliver efficient and effective services to the public.

Significant Achievements

- Legislative liaison to the Legislature.
- Support the administrative budget and promote the policies of a new administration.
- Successful transition from the Legislative Branch to the Executive Branch of governance.

State Representative • 2005 to 2023

District #37 Hawaii State Legislature, State of Hawaii

Current Chair of the House Committee on Health, Human Services, and Homelessness. Past Chair of House Committees on Water, Land, and Hawaiian Affairs, Transportation, Health, Tourism, and Culture and Arts. Served as Vice Chair of Consumer Protection and Commerce. Responsible for all policy and improvement projects related to committee jurisdictions. Directed and worked in conjunction with state departments and agencies to achieve statewide policies and goals. Reviewed operational budgets, capital improvement requests, and programmatic initiatives to ensure proper implementation with legislative intentions and expectations. Managed operational and community outreach initiatives and programs for representative district. Organized, coordinated, and participated in various community outreach activities and projects.

Significant Achievements

- Passed legislation to cover all Keiki through Medicaid.
- Support Child Welfare Services by fighting for more positions and providing pay differentials.
- Protecting Social Services through the maintenance of the Rainy-Day Fund.

Clinical Director • 1998 to 2007

Ho'okupo Program, Honolulu & Kona, HI

Provide clinical and administrative supervision of four programs in an adolescent day treatment program for at-risk youths located on Oahu and on the Big Island. Developed and opened programs, interviewed, trained and supervised various levels staff, which included social workers, teachers, and treatment counselors. Collaborated with various agencies and State departments to promote programs and maintain a high-quality community-based program. Provided individual and group supervision, developed trainings and addressed various human resource activities to promote team work and professionalism.

Significant Achievements

- Provided direct supervision and incorporated various individual and team building resources to ensure a high functioning team.
- Worked with the executive director to incorporate social behavioral techniques and promote interdisciplinary cohesion.
- Coordinated care for all participants including therapeutic, academic, substance abuse, community development and family-based services.

Additional Career History (Instructional & Teaching)

Instructor, Honolulu Community College, 2009 – 2014

Adjunct Lecturer, Hawaii Pacific University, 2011 – 2016

Adjunct Lecturer, University of Phoenix, 2014 – 2016

Math Teacher, Building Industry Association of Hawaii, 2016 – Present

EDUCATION AND PROFESSIONAL DEVELOPMENT

University of Hawaii at Manoa

Executive Master of Business Administration (eMBA) 2002

Master of Social Work (MSW) 1996

Bachelor of Arts Psychology (MBA) 1992

CERTIFICATES OF PARTICIPATION

Stanford University, Advanced Leadership Program for Asian-American Executives

Certificate of Participation, 2015

Harvard School of Public Health and Harvard Kennedy School's Center for Public Leadership,

National Preparedness Leadership Initiative Executive Program, 2011

University of California Los Angeles, Anderson School of Management
Certificate in Health Care Executive Program July, 2010
Department of Homeland Security Certificate from Emergency Management Institute
Advance Public Information Officer Course, May 2010

ADDITIONAL TRAINING AND PROFESSIONAL DEVELOPMENT

- Center for Excellence in Disaster Management & Humanitarian Assistance
 - *Humanitarian Assistance Response Training, October 2019*
- United Nations Institute for Training and Research
 - *Workshop on Negotiation Skills and Techniques, Geneva Switzerland, September 2019*
- Asian Institute of Management
 - *2nd Strategic Disaster Risk Management and Leadership Program, Philippines, May 2019*
- University of Tsukuba Japan
 - United Nations Education, Science and Cultural Organization, 3rd Capacity Building, *Workshop on Nature-Culture Linkages in Disaster and Resilience, October 2018*
- National Disaster Medical System (NDMS)
 - *Victim Information Center (VIC) 101 training, June 2018*
- Asian Disaster Preparedness Center
 - *Climate Risk Management in a Changing Environment (CRM-08), Thailand, July 2017*
- Dale Carnegie Training
 - *How to Communicate with Diplomacy and Tact, New York, November 2016*
- National Council for Behavioral Health
 - *Adolescent Mental Health First Aid Instructor Training, October 2016*
- INSEAD: Business School for the World Executive Education
 - *Innovators for Community Wellness (ICW) Programme, Abu Dhabi, May 2014*
- Wharton Executive Education
 - *Environmental Sustainability Leadership, February 2014*
- Mediation Center of the Pacific
 - *Basic Mediation Training, October 2013*
 - *Advanced Mediation Training, November 2013*
- INSEAD: Business School for the World, Singapore
 - *Leading Successful Change, May 2013*
- University of California Berkeley, Center for Executive Education: Haas School of Business,
 - *Negotiation and Influence, June 2013*
- Northwestern University, Kellogg School of Management Executive Program
 - *Branding: Creating, Building, and Rejuvenating Your Brand, 2011*
- Fisher College of Business Executive Education, Ohio State University
 - *Griffith Insurance Education Foundation Risk Management and Insurance Studies, 2011*
- University of Virginia, Darden School of Business
 - *Certificate for the Program for Emerging Political Leaders, July 2010*
- Hong Kong University of Science & Technology, School of Business and Management
 - *Certificate from Public Affairs in Asia Institute, August 2008*

HONORS AND AFFILIATIONS

AWARDS

- Legislator of the Year, Healthcare Association of Hawaii, 2011, 2012, & 2021
- Hawaii Chapter Hero, American Red Cross, 2021
- Hawaii Legislative Advocate of the Year, Building Industry Association, 2015

- Legislative Advocacy Award, Hawaii Wing Civil Air Patrol, 2014
- Distinguished Service Award, Hawaii Dietetic Association, 2012
- Legislator of the Year, Hawaii Psychiatric Medical Association, 2011
- Certificate of Recognition, Honolulu Fire Department, 2011
- Legislator of the Year 2010, Hawaii Dental Association
- Legislator of the Year 2009, Hawaii Medical Association
- Flemming Fellows, Class of 2006
- Pacific Century Fellows, Class of 2006
- Beta Gamma Sigma member since 2001

COMMUNITY VOLUNTEERISM

- Appointed Co-Chair of Health and Human Services Committee, National Conference of State Legislatures, January 2022-Present
- Federal Bureau of Investigation Honolulu Citizens Academy Alumni Association, Board Member, January 2021-Present
- Federal Bureau of Investigation Honolulu Citizens Academy Program, April 2019
- Chair of Oahu Metropolitan Planning Organization, Policy Committee, 2016 – 2018 and Member, 2007-2008, Reappointed 2012 – Present.
- Neighborhood Board Member, Waipahu district 22 since 6/99 till 11/04
- American Red Cross, Disaster Mental Health Volunteer, 2004-Present
- American Red Cross, Services to the Armed Services Instructor Volunteer, 2014-Present
- Adolescent Mental Health First Aid Presenter Volunteer, 2016-Present
- Volunteer for Hawaii Department of Health, Medical Reserve Corps, 2004-Present
- Pacific Century Fellow, 2006
- Citizen Police Academy, 14 class graduate and Business Police Academy, 4 class graduate
- US Army War College, Strategy Implementation Seminar, Fort Carlisle Barracks, 2011
- US Army War College, National Security Seminar Participant, Fort Carlisle Barracks, June 2007
- Leeward YMCA Board of Managers, 2000-2002
- Former Honolulu Police Department volunteer
- Founding Member of Hawaii 2050 Sustainability Task Force and member, 2005 - 2008
- Appointed to Workforce Development Council, 2007 - 2015