

SHARON Y. (MORIWAKI) MIYASHIRO
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EXPERIENCE

2001 – Present

Special Projects Coordinator and Specialist, Department of Urban and Regional Planning; Interim Associate Director, Social Sciences Public Policy Center, and Principal Investigator, Hawai'i Energy Policy Project, College of Social Sciences, University of Hawai'i at Manoa (UHM).

As Special Projects Coordinator, responsible for developing and implementing interdisciplinary and collaborative projects to address public policy/public administration issues of significance to the community. As Interim Assistant Director of the Public Policy Center, assisted the Interim Director in establishing the Center and in ensuring its responsiveness to its affiliates and the communities it serves.

Major Achievements include:

- Drafted concept paper and governing document, which formed the basis for the Public Policy Center, and in close working partnership with the Interim Director, successfully launched the Center and obtained support for its establishment (November-December 2002); enrolled over 40 College faculty to affiliate with the Center to engage in public policy education, training and/or community programs; organized and convened over 100 community, government, and university leaders to the first annual Public Policy Conference on “Sustainable Policies: Developing Policy Issues and Program Actions for a Sustainable Hawai'i” (April 2003)
- Organized and coordinated the first Legislator-in-Residence Program (Fall Semester 2002) in which two legislators were selected to study and teach on campus as part of the town-gown collaboration emphasized by the Center
- Enrolled support from Hawai'i's energy stakeholders and community leaders in the Hawai'i Energy Policy Project to commit to developing a feasible plan to achieve renewable, clean, safe, affordable, and sustainable energy future for Hawaii by 2030. Managed project grant of \$300,000 from HECO and submitted grant proposals for additional support for the project
- Collaborated with the Hawai'i Institute for Public Affairs and UHM faculty in developing a proposal to conduct a Long-term Care Policy Summit and obtained funding from the 2002 Hawai'i State Legislature (\$40,000) to conduct the Summit in 2003
- Collaborated with district elected officials and Department faculty to develop a master plan study proposal for the Ala Moana/Sheridan community (\$95,000 approved by the Ala Moana Vision Team, City and County of Honolulu, in December 2002); and worked with the community to draft a proposal submitted to the U.S. Department of Justice to designate the area as a “Weed and Seed” site (2002)

1996 - 2001

Assistant Vice President for Academic Affairs (AVP), Office of the Senior Vice President and Executive Vice Chancellor (SVP/EVC), University of Hawai'i at Manoa (UHM).

As one of two AVP, provided staff support to the SVP/EVC in planning, organizing, and coordinating personnel policies, legislation, and administrative management of the Manoa campus. Coordinated collective bargaining negotiations; handled all grievance and arbitration cases and all formal complaints for the Vice President for Student Affairs, Senior Vice President for Research and Dean for the Graduate Division, and SVP/EVC for UHM. Provided consultation and training to the UHM Deans and Directors and their staff in solving personnel-related issues and legal complaints.

Major Achievements include:

- Provided staff support to UHM Deans and Directors in addressing various personnel/administrative issues, including the drafting of personnel policies, the Manoa Sexual Harassment Procedures and the UHM Sexual Assault Policy and Procedure;
- Coordinated development and implemented the performance evaluation criteria and procedures for UHM Deans and Directors;
- Developed and implemented systematic procedures for handling UHM's grievance and discipline cases under the several collective bargaining agreements; and instrumental in obtaining support and funding for a collaborative pilot project (UHM units, UH campuses, and the UHM Program for Conflict Resolution) to prevent and/or resolve more promptly potential grievances and other employee conflicts through alternative dispute resolution;
- As the President's designee to the joint Board of Regents-Board of Education Task Force to address the Felix consent decree, coordinated the agreements between the Department of Education and the UHM for training of special education teachers (with the College of Education) and speech therapists (with the Department of Speech Pathology and Audiology, John A. Burns School of Medicine), which resulted in ongoing funding for the two programs in the amount of \$2.1 million;
- As member of systemwide committees of the University of Hawai'i developed policies on workforce non-violence, faculty and other personnel policies, compensation plan for executive/managerial personnel.

1995 - 1996

Administrative Director of the Courts, Hawaii State Judiciary.

As chief of staff to the Chief Justice, responsible for administering the unified Hawai'i State Judiciary Branch (comprised of 12 trial courts, the Intermediate Court of Appeals, the Hawaii State Supreme Court, and the administrative support staff of the Administrative Director's (AD) Office). Ensured proper oversight of the Judiciary's programs and operating budget of \$87 million, capital improvement projects, personnel administration, and administrative support for all courts statewide, including the Judiciary's budget and legislative package; and responsible for ensuring that public funds are expended cost-effectively to meet the Judiciary's mission and for linkages to the co-equal branches of government and to the community.

1995 - 1996

Administrative Director of the Courts (continued)

Achievements include:

- Organized and implemented a strategic planning process to assist the Chief Justice in "rightsizing" the Judiciary's budget and workforce necessitated by the State's budget deficit. The process included input from all sectors of the Branch; focused on clarifying the Judiciary's mission and core functions; identified cost-cutting strategies such as restructuring and/or streamlining operations as well as eliminating certain functions and positions. As a result of "mission-driven" management decisions, the Judiciary was able to submit to the 1996 Legislature a negative growth budget, including an 11.5% reduction in its workforce.
- Established a working team of central support programs --budget, fiscal and administrative support, personnel, telecommunications and automated information systems, staff attorney-- to better serve the courts through coordination, streamlining operations, and developing standards to enable delegation of certain responsibilities to the individual courts.
- Established Judiciary legislative team to work with legislators and their staff relating to the Judiciary's budget, programs and policies in the administration of justice, with successful outcomes, e.g. full funding of all filled positions in all courts and for major CIP programs; a special fund and appropriation of \$800,000 per year for four years to develop a new unified automated information system for all courts statewide.
- Established a working partnership with the Department of Public Safety's Law Enforcement Division to develop statewide standards, to assess all Judiciary buildings according to those standards, and to adopt a comprehensive security plan to guide implementation, including budgeting, staffing and training, to make all Judiciary buildings safe for the public and staff.

1991 - 1995 Director, State of Hawaii, Department of Human Resources Development ("HRD").

Responsible for all personnel policies and programs for 18 departments and 47,000 employees of the State of Hawaii. Provided statewide leadership in recruitment and examination; classification; compensation; labor-management relations; employee services (career counseling, performance appraisal, training, incentive programs, wellness and safety); workers' compensation; and workforce data collection and analyses. As Chair of the Conference of Personnel Directors, coordinated the compensation and labor-management relations of the State, including its four counties. As Chair of the Board of the State Deferred Compensation Program, provided oversight and monitored the third party administrator.

1991 - 1995 Director, Department of Human Resources Development (continued).

Achievements include:

- Reform of the State's civil service system through working partnerships with line department "users" and public unions, resulting in major amendments to State's recruiting laws and in renaming the department, from "Department of Personnel Services" (reflecting control and paper processing) to "Department of Human Resources Development" (reflecting facilitation and problem solving) as well as "infrastructure" changes for speedier and more responsive decision-making through amending procedures and rules to streamline operations, establishing automated information system strategic plan and infrastructure for statewide integration and use of human resource data;
- Implemented and established quality management principles in the department (1992), and developed training teams and modules for export to other State departments;
- As Chair of the Design Team for the Governor's "Turn of the Year" Executive Branch conferences, led efforts to "reinvent" government through professional development and networking of the State's senior managers, including the Governor's Office and Cabinet members, to encourage professionalism in public service;
- As Chair of the State's Strike Management Team, coordinated statewide efforts to minimize disruption during the 10-day white collar strike of 20,000 employees (April-May, 1994), and reduced employee trauma in its aftermath through post-strike information and counseling programs;

1987 - 1991 Deputy Director, State of Hawaii, Department of Labor and Industrial Relations.

Responsible for assisting the director in overseeing State labor and employment programs, covering quality of worklife (workers' compensation, occupational safety and health, and wage and hour programs) and employment development (job service, training, apprenticeship, school to work transition programs). Coordinated the department's employment and training programs and linkage with community groups. Coordinated the department's legislative program, working with division chiefs to draft testimony and testifying on behalf of the director and department at legislative hearings.

Major Achievements include:

- Obtained federal funding of \$2.4 million to develop the State's first "One-Stop" Center("JOB HELP STORE") to service the job training and employment needs of the State's Pacific/Asian immigrants;
- Established Pacific Occupational Safety and Health Conference, sponsored by the department's Occupational Safety and Health Division, to encourage greater compliance through education in safety and health, which was first held in 1991, and has continued to date.

Other Previous Employment

1985 - 1987 Associate, Law Firm of Cades Schutte Fleming & Wright.
Concentration in litigation; workers' compensation; health care law.

1980 - 1982 Program Administrator, Older & Non-English Speaking Service, State of Hawaii, Department of Labor & Industrial Relations.
Administered outreach program to the elderly and immigrants regarding employment services and labor laws and regulations.

1977-1980 Assistant Director & Associate Researcher, Hawaii Gerontology Center ("HGC") University of Hawai'i.
Managed HGC staff to develop and obtain funding for the multidisciplinary Center and its programs, focusing on research and training. Conducted or consulted on demonstration projects on innovative models to serve the health and social needs of the elderly.

1976 - 1977 Chief, Evaluations Branch, and Acting Training Director, California State Department of Aging.
Served as Statewide Consultant to the Deputy Director and Field Operations Chief in developing statewide aging policies and programs, specifically its nutrition programs; statewide training plan; and coordination of higher education activities in aging.

Other Previous Employment

- 1972 - 1976** **Assistant Professor, School of Social Work; and Associate Researcher & Crime Prevention Evaluation Project Director, Andrus Gerontology Center, University of Southern California.**
Taught courses in research methods, statistics, and gerontology. As research associate, obtained funding from and directed evaluation study on the effectiveness of the NRTA/AARP Crime Prevention Program for the Elderly.
- 1973 - 1976** **Research Psychologist, Veterans Administration, Wadsworth Hospital Center, Central Research Unit.**
Part-time research consultant conducting follow-up study of high risk suicidal ex-patients; and other studies of stressors (natural disasters; aging).

AWARDS

- 1993** Hawaii State Public Administration Award from the American Society for Public Administration for "innovative management of the Department of Personnel Services ... established a new direction...set recruitment, examination and certification timeliness, and improved the overall quality of service...develop(ed) the department's first long-range plan..."
- 1994** Eugene Rooney, Jr. Leadership Award from the National Association of State Personnel Executives (NASPE) for "her dynamism and outstanding leadership in human resources development."
- 1989** Community Service Award (for developing Elder Law Day) presented by the Hawaii State Bar Association, Young Lawyers Division

EDUCATION

- 1982 - 1984** **Loyola Law School (Los Angeles, California)**
J.D., 1984 (Cum Laude; Dean's List; St. Thomas More Honorary Society; Alpha Sigma Nu [Jesuit Honorary]; AmJur Awards in Torts & Administrative Law).
- 1985** Bar Admission: California (1985); Hawaii (1985)
- 1963 - 1971** **University of Southern California (Los Angeles, California)**
Ph.D. (Sociology/Gerontology), 1971 (Doctoral fellowship, National Institute of Child Health & Human Development, 1967 - 1971)
M.A. (Sociology/Gerontology), 1969.
B.A. (Sociology), 1967 (Cum Laude; Phi Beta Kappa; Alpha Kappa Delta [sociology honorary]).

COMMUNITY & OTHER CIVIC ACTIVITIES

- 2003 – present`** Board of Directors, Hawai‘i Technology Institute, Honolulu, Hi.
- 2003** Moderator, “By the People” National Issues Convention on America’s Role in the World, sponsored by McNeil/Lehrer Productions and Kettering Foundation, Philadelphia, Pa.
- 2002** Member, Core Functions Advisory Commission, State of Hawai‘i 2002 Legislature, to review core functions of state government
- 2001 – present** Co-Chair, Team Aloha “Good Neighbor Store” serving over 1,000 underprivileged and/or abused children (Christmas project)
- 1997 - present** Board of Directors, March of Dimes -Chapter of the Pacific; Co-Chair, Membership Committee (1998 – 2001); Co-Chair, Communications Committee (2002 –)
- 1990** Chair, Opening Ceremonies and Banquet, 90th Anniversary Celebration of the Arrival of Okinawans, United Okinawan Association
- 1978 - present** Member, Democratic Party of Hawai‘i
- Rules Committee Co-Chair, 2002 State Convention
 - Resolutions Committee Co-Chair, 2002 Oahu County Convention
 - Regional Vice Chair, Oahu County Democratic Party (2000-
 - Member, State Central Committee (1996-2000)
 - State Democratic Party of Hawai‘i Coordinated Campaign (1996)
 - Delegate, Democratic National Convention (1992)
 - Hawai‘i State Coordinator, Dukakis for President Campaign (1988)
 - Member, Credentials Committee, Democratic National Convention (1988); and Co-Chair, Credentials Committee, 1988 State Convention
- 1987 -1997** Community Scholarship Fund Committee, Hawai‘i Community Foundation.
- 1978 - 1986** Member and Secretary, Hawai‘i State Commission on the Status of Women
- Chair, 1989 State Women’s Conference of over 2,000 participants
- 1978 - 1982** President (1980 - 1982) and Secretary (1978 - 1980) and Member of Board, St. Louis Heights Community Association, (Honolulu, Hawai‘i)

UPON REQUEST

- Invited presentations and publications
- References