



State Public Charter School Commission 2020 Intent to Apply Packet

Intent to Apply Packet Due:
April 13, 2020
12:00 Noon, Hawaii Standard Time

Please direct questions to:
Lauren Endo, Applications and Renewal Coordinator
Email: frameworks.compliance@spcsc.hawaii.gov

INTENT TO APPLY PACKET

I. Cover Sheet

Proposed School Name	
Name: Lima No'eau Career Academy	
Primary Contact Information	
Name: Nona Tamanaha	
Current Employer & Position/Title: The Queen's Health Systems, Vice President, Human Resources	
Mailing Address: [REDACTED]	
Phone: [REDACTED]	
Email: [REDACTED]	

Type of charter school (select one)

<input checked="" type="checkbox"/>	1. Start-up charter school, as defined in HRS Chapter 302D
<input type="checkbox"/>	2. Conversion charter school, as defined in HRS Chapter 302D Name of DOE school to be converted: Click or tap here to enter text.

Type of applicant group to establish an Applicant Governing Board (select one)*

<input checked="" type="checkbox"/>	2. Community group
<input type="checkbox"/>	3. Group of teachers
<input type="checkbox"/>	4. Group of teachers and administrators
<input type="checkbox"/>	5. DOE school (<i>conversion charter school applications only</i>)
<input type="checkbox"/>	6. School community council (<i>conversion charter school applications only</i>)
<input type="checkbox"/>	7. Nonprofit organization (<i>components 4-7 of the Intent to Apply Packet listed below are required</i>)** Name of nonprofit organization: Click or tap here to enter text.

Submit the following mandatory components of the Intent to Apply Packet:

<input checked="" type="checkbox"/>	1. Completed Intent to Apply Packet Cover Sheet
<input checked="" type="checkbox"/>	2. Completed and executed Intent to Apply School Summary form
<input checked="" type="checkbox"/>	3. A resolution from the Applicant Governing Board approving the execution of the Intent to Apply Packet
<input type="checkbox"/>	4. Proof of nonprofit registration with the Hawaii Department of Commerce and Consumer Affairs and a Certificate of Good Standing (<i>applicable only if applicant type is nonprofit organization</i>)
<input type="checkbox"/>	5. Copy of the Articles of Incorporation for the nonprofit (<i>applicable only if applicant type is nonprofit organization</i>)
<input type="checkbox"/>	6. Copy of IRS tax-exempt certification - OR - acknowledgment letter from the IRS regarding the tax status of the nonprofit (<i>applicable only if applicant type is nonprofit organization</i>)
<input type="checkbox"/>	7. A resolution from the nonprofit's board approving the establishment of an Applicant Governing Board (<i>applicable only if applicant type is nonprofit organization</i>)

*Only applicant group types listed are eligible to establish an Applicant Governing Board.

**Only nonprofit organizations that provide components 4-7 are eligible to establish an Applicant Governing Board.

II. Intent to Apply School Summary

Use this form to describe the proposed school, the Applicant Governing Board, and the nature of the plan for which you would like to submit a charter application to the Commission.

Proposed School					
Name: Lima No’eau Career Academy					
Geographic Location: All Islands/Statewide					
DOE Complex Area(s): All DOE Complex Areas					
Location(s) of Anticipated Student Population: All Islands/Statewide					
Grades Served Year 1 (SY 2021-2022): K-10					
Grades Served at Capacity: K-12					
Commission’s Priority Need(s) the school would address (if applicable): The school would provide additional school capacity for middle school and vocational programs.					
(If not addressing a Priority Need) Other significant, documented Hawaii educational need the school would address: Lima No’eau Career Academy would address two of the Commission’s Priority Needs (middle school and vocational programs) and therefore a response to this question is not applicable					
Research/evidence source(s) for documentation of educational need: Lima No’eau Career Academy would address two of the Commission’s Priority Needs (middle school and vocational programs) and therefore a response to this question is not applicable.					
Anticipated Student Population					
Describe the student population you anticipate serving.	%FRL	50%	% SpEd:	16%	% ELL: 2%
Other: Section 504: 5%					
Proposed School Description					
School Model/Focus (check all that apply)	<input type="checkbox"/> Alternative <input type="checkbox"/> Arts <input type="checkbox"/> Blended Learning <input checked="" type="checkbox"/> Career and Technical Education <input type="checkbox"/> Cultural Focus (<i>specify</i>): <input type="checkbox"/> Disability (<i>specify</i>):	<input type="checkbox"/> Language Immersion (<i>specify</i>): <input type="checkbox"/> Montessori <input type="checkbox"/> STEM <input checked="" type="checkbox"/> Virtual Learning <input type="checkbox"/> Other (<i>specify</i>):			

School Mission Statement (limit 100 words)	Your Future – Our Mission: At Lima No’eau Career Academy, our mission is to provide our keiki with a safe environment for collaborative learning which engages students, teachers, ohana, and community. We will implement a Project Based Learning model and strategically leverage technology to connect students with age-appropriate exploration, study, and experiences with vocations of their choosing. Our students will graduate prepared for their transition into a career or post-secondary education path and ready to achieve optimal individual growth in a diverse and changing world.
Enrollment Preferences or Priorities, if any (consistent with HRS §302D-34):	Lima No’eau Career Academy will not discriminate against any student or limit admission to enroll based on race, color, ethnicity, national origin, religion, gender, sexual orientation, income level, disability, level of proficiency in the English Language, need for special education services, or academic or athletic ability and will be open to any student residing in the state. If the number of students who submit an application exceeds the capacity of a program, class, or grade level, Lima No’eau Career Academy shall select students through a public lottery. Enrollment preference will be given to students enrolled in the charter school during the previous school year and to siblings of students already enrolled at the charter school. All other applicants will be enrolled on a first come, first served basis.

(If identified) Provide information below about the proposed School Director, and include in **Attachment 1** the individual’s professional biography and full resume (including contact information).

Proposed School Director (if identified)	
Name: To be determined	
Current Employer and Position/Title: To be determined	

Below, list the members of the Applicant Governing Board and the relevant expertise they bring to the board. In **Attachment 2**, include professional biographies and full resumes (including contact information) for each member of the Applicant Governing Board. Applicant Governing Boards must meet the requirements of HRS §302D-12. At a minimum, the Applicant Governing Board must possess expertise in **academic and financial management and oversight, best practices in nonprofit governance, human resources, and fundraising**. Other recommended areas of expertise for the board include legal expertise, community relations, and facilities development. *(Add lines to table as needed)*

Applicant Governing Board Members		
Name	Current Employer & Position/Title:	Relevant Expertise for the Board
Nona Tamanaha	The Queen’s Health Systems, Vice President of Human Resources	Human Resources, Academic Oversight, Community Relations, Best Practices in Nonprofit Governance
Robin Gomes	Gumz Enterprises, Principal Owner, Graphic Designer and Animator	Academic Oversight, Community Relations, Best Practices in Nonprofit Governance, Fundraising
Phillip Hasha	The Redmont Group, LLC, Principal and CEO	Financial Management and Oversight, Facilities Development, Best Practices in Nonprofit Governance, Community Relations, Fundraising

Jeffrey Masatsugu	Solo Practice, Attorney	Legal Expertise, Financial Management and Oversight
Rhoberta Haley	Chaminade University of Honolulu, Dean of School of Nursing and Health Professions	Academic Oversight, Human Resources
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School Enrollment Projection

Academic Year	Projected # of Students	Grade Levels Served
Year 1 (2021-2022)	500	K-10
Year 2 (2022-2023)	800	K-11
Year 3 (2023-2024)	1,000	K-12
Year 4 (2024-2025)	1,100	K-12
Year 5 (2025-2026)	1,150	K-12
At Capacity (specify year): 2025-2026	1,150	K-12

Do any of the following describe the Applicant Governing Board or the school to be proposed in the application?

- Will contract or partner with an Education Service Provider, Charter Management Organization, or other organization to provide school management services.
- Already operates schools in Hawaii.
- Already operates schools elsewhere in the United States.

If any of the boxes above are checked, fill out the table below.

Partner Information (if applicable)	
Education Service Provider or Charter Management Organization (includes existing charter school operators)	Name: K12 Management Inc. Primary Contact: Randall Greenway, Vice President, School Development Mailing Address: [REDACTED] Phone: [REDACTED]

State	Authorizer	Proposed School Name	Application Due Date	Decision Date
GA	State Charter Schools Commission of Georgia	Destinations Career Academy of Georgia	April 17, 2020	August 26, 2020


Does the applicant, any members of the Applicant Governing Board, or any partners of the applicant have any new schools scheduled, planned or projected to open in the U.S. in the next five years?

Yes (if so, complete this table, adding lines as needed) No

State	Authorizer	Proposed School Name	Grades Served	Opening Date

Certification

I certify that I have the authority granted by the Applicant Governing Board to submit this application and that all information contained herein is complete and accurate, and that a copy of the governing board resolution approving the execution of the Intent to Apply Packet is attached. I recognize that any misrepresentation could result in disqualification from the application process or revocation after award. The person named as the contact person for the application is so authorized to serve as the primary contact for this application on behalf of the Applicant Governing Board.



 Signature of Application Primary Contact
 Governing Board President
 Title

4/10/2020

 Date

Lima No'eau Career Academy
Charter School Applicant

Submission of the 2020 Intent to Apply Packet to the State Public Charter School Commission for the 2021-2022 School Year

Whereas the Governing Board of Lima No'eau Career Academy is a community group comprised of business and industry leaders, teachers, and parents who desire to establish Lima No'eau Career Academy as a new public charter school, and

Whereas the Governing Board of Lima No'eau Career Academy recognizes the need for vocational and career readiness education in Hawaii to meet the current workforce demands and in anticipation of an ever-changing career field, and

Whereas the Governing Board of Lima No'eau Career Academy recognizes the value of online education as a highly-effective tool to connect students and teachers with business and industry leaders to enable students to explore career pathways and advance their knowledge and skills in order to pursue an education that will result in a successful career, and

Whereas the Governing Board of Directors of Lima No'eau Career Academy recognizes the power of online learning to provide all children of Hawaii with access to new educational opportunities, and

Whereas the Governing Board of Lima No'eau Career Academy recognizes the importance of honoring the Hawaiian culture, history, and language by providing students a significant, relevant, and meaningful educational program that acknowledges and celebrates the rich, robust, and vibrant history of the native Hawaiian people, be it

Resolved that the Governing Board of Lima No'eau Career Academy authorizes Nona Tamanaha to submit the 2020 Intent to Apply packet to the Hawaii State Public Charter School Commission on or before April 13, 2020. Nona Tamanaha has the approval to sign and submit all the necessary letters, documents, forms, etc. in association with the Governing Board's charter school application to the Hawaii State Public Charter School Commission.

We, the Governing Board of Lima No'eau Career Academy hereby approve and adopt this resolution by Board vote on Thursday, April 9, 2020.



Nona Tamanaha – Governing Board President

Attachment 1

PROPOSED SCHOOL DIRECTOR

A proposed school director for Lima No'eau Career Academy is to be determined therefore that individual's professional biography and full resume (including contact information) cannot be provided at this time.

Attachment 2

APPLICANT GOVERNING BOARD MEMBER PROFESSIONAL BIOS

Nona Tamanaha

Ms. Tamanaha has 12 years of experience in senior leadership roles, working collaboratively with executive teams to create vision and strategic direction for organizations. She is currently the Vice President of Human Resources for the Queen's Health Systems where she is responsible for all areas of human resources including recruitment/retention, compensation, benefits, contract negotiations, performance improvement and organizational effectiveness, among other responsibilities. Prior to joining the Queen's Health Systems, she was the Regional Director of Human Resources for Starwood Hotels and Resorts Worldwide, Inc., serving as the lead HR Director for Hawaii and French Polynesia. She received her B.B.A. in Personnel and Industrial Relations from the University of Hawaii at Manoa. She has also completed a Dale Carnegie Leadership Training Course and completed courses 1, 2, and 5 of the Certified Employee Benefit Specialist (CEBS) Program, covering Health and Welfare and Employment Law.

Robin Gomes

Mr. Gomes is a graphic designer, animator and educator. He is the principal owner of Gumz Enterprises where he applies over 25 years of experience to manage the complete design process for his clients, from conceptualization to delivery. He also has over five years of experience as a classroom middle and high school teacher in the Hawaii public school system, including practical experience delivering online instruction. He is the co-founder of eList business Networking Group, which facilitates connections among and mentors entrepreneurs in Honolulu. He has an A.A. in Teaching from Leeward Community College.

Phillip Hasha

Mr. Hasha is a senior real estate executive who has spent the past eight years as Principal and CEO of the Redmont Group, LLC in Honolulu, a commercial real estate start-up that he cofounded. He is responsible for all company operations, including business development, sales and marketing, financial management, human resources, and transaction structuring and negotiations. Prior to starting his own firm, he worked as the Director of Finance for Direct Support Resources, Inc. in Honolulu and as a Certified General Commercial Real Property Appraiser. He has a B.S. in Business Administration with a major in Finance and an Executive M.S. of Real Estate Development, both from Auburn University.

Jeffrey Masatsugu

Mr. Masatsugu is an attorney, licensed to practice in all Hawaii courts with over twelve years of experience in discovery, motions practice, mediation and settlement negotiations, bench and jury trials and appellate practice in the areas of insurance defense, personal injury, bad faith, products liability, insurance coverage, casualty liability, construction litigation, and employment discrimination. He also has experience working for the Hawaii State Legislature. He has been a solo practitioner for the past seven years and worked for the Pacific Law Group for seven years

prior to opening his own practice. He earned his B.A. from Loyola Marymount University and his J.D. from Syracuse University.

Dr. Rhoberta Haley

Dr. Haley has over 40 years of experience in nursing and nursing education, including academic leadership positions. She was named the Dean of the School of Nursing and Health Professions at Chaminade University of Honolulu last year. Prior to her role as Dean, she served as Assistant Dean and Director of the Entry Level Master's Program at the Mervyn M. Dymally School of Nursing in Los Angeles, CA. She has also spent nearly two decades serving as the President of Paragon Mountain, Inc., a healthcare and computer consultation and service business which provides clients with a wide variety of consultation and services focused on the interface of IT and healthcare. She earned her B.A. from California State University in Sacramento, her M.S. from the University of California in Los Angeles, and her Ph.D. from the University of San Diego.

APPLICANT GOVERNING BOARD RESUMES

NONA TAMANAHA

SUMMARY:

- Twelve years in a senior leadership role working collaboratively with the executive team to create vision and strategic direction for the region.
- While in the position of Benefits Manager was able to raise our internal customer service ranking from second from the bottom to second place at the top in a year.
- Ability to work with all levels of associates and stakeholders such as owners, senior leadership, board members, union leadership.
- Ability to Lead Change/Be Nimble – participated in several organizational changes
- Member of the negotiating team for collective bargaining
- Ability to collaborate and work with other parties to achieve company objectives
- Ability to inspire and motivate others even during challenging times
- Ability to rebuild a human resources foundation to support a system

PROFESSIONAL WORK EXPERIENCE:

April 2014 – present

THE QUEEN'S HEALTH SYSTEMS
VP HUMAN RESOURCES

- Develop strategy, direction and culture of the organization consistent with the mission and values of the organization. Establish and achieve corporate goals, objectives and initiatives; Implement procedures to adequately safeguard the assets of The Queen's Health Systems.
- Responsible for all areas of human resources including recruitment/retention, compensation, benefits, Shared services; workers compensation, employee/labor relations, contract negotiations, performance improvement and organizational effectiveness, human resources information systems, and physician compensation. Accountable for the effective business and operational management of the division.
- Develops and implements the strategy to maintain a positive work environment at the organization with ongoing assessments and improvement plans.
- Directly manage all executive compensation issues and provide support to the Queen's Health System Compensation Committee.
- Provides leadership and direction in the development, implementation, interpretation and maintenance of standards, policies and procedures for areas assigned and ensures compliance with local, state and federal regulatory requirements and other governing and accrediting agencies such as The Joint Commission.
- Develops effective working relationships with other vice presidents to ensure coordination of systems and services.
- Responsible for an operating expense budget of \$14.5M.

Aug 2013 – March 2014

DIRECTOR OF CORPORATE HR, RECRUITMENT, TRAINING AND DEVELOPMENT

- Responsible for developing and implementing the organization's recruitment and retention strategies and programs.
- Develops the strategy for learning and development and organizational effectiveness.
- Provides human resources support and guidance to QHS Vice Presidents.
- Develop policies and procedures for the areas of responsibility assigned to this role.
- Responsible for the administration of the annual employee engagement survey and the strategy to ensure a positive work environment.

Jan 2008 – Aug 2013

STARWOOD HOTELS & RESORTS WORLDWIDE, INC. – HAWAII & FRENCH POLYNESIA

REGIONAL DIRECTOR OF HUMAN RESOURCES

- Design a strategic Human Resources Plan for the region and lead the execution of the plan. Insure there is alignment and engagement at the property level.
- Serve as a resource in the areas of compensation, compliance, labor relations, recruitment, core people processes (success planning), and other HR functions.
- Acts as a Talent Review process leader for General Manager and Executive Committee position which includes monitoring and assisting in the development of succession planning processes and identification of high potential associates.
- Oversees and monitors Engagement Index action planning and improvement process. Ensures that the property plans are providing the desired results and are in alignment with corporate direction and initiatives.
- Leads Property Human Resource Director staffing and development process.
- Participates in owner relations as required in the areas of labor relations and other HR issues.
- Liaison between corporate HR and the field in insuring that corporate wide initiatives are executed.
- Provide support and guidance for General Managers with HR matters.
- Responsible for addressing and resolving any ethicspoint (ombudsman line) issues.
- Provide budget instructions and guidelines for the region that supplement those instructions provided by corporate.
- Initiate, plan and coordinate learning and development programs for the region.
- Develop and implement workforce planning strategy for the region
- Responsible for governance and managing risk
- Active participant in labor negotiations during collective bargaining and developing a strong working relationship with our labor partners

August 1999-Dec 2007

KYO-YA HOTELS & RESORTS, LP dba Starwood Hotels & Resorts Waikiki Honolulu, Hawaii

AREA DIRECTOR OF HUMAN RESOURCES

- Oversees all Human Resources functions and legal issues for 5 resort hotels including the Sheraton Waikiki, The Royal Hawaiian, Sheraton Moana Surfrider, Sheraton Princess Kaiulani, and Sheraton Maui.
- Responsible for short and long-term planning of the Human Resources function; participant on the Regional Executive Committee team that develops strategic direction for the Company.
- Direct responsibility for the Human Resources functions as it pertains to the Support Services Unit of approximately 250 employees.
- Provide consultation as it relates to Human Resources matters to five properties.
- Create and implement policies and procedures; negotiate labor agreement; facilitates and directs the implementation of various corporate programs and initiatives.
- Responsible for preparing budget for the Department and provide input regarding such for the five properties.

June '96 – July 1999

HUMAN RESOURCES/BENEFITS MANAGER

- Administered all employee benefit programs for 500+ non-bargaining associates
- Managed health plans, pension plans (Defined Benefit and Defined Contribution), Employee Assistance Program, Group Life Insurance
- Responsible for maintaining costs and ensuring that benefits remain competitive; Initiated and proposed new and progressive benefit programs.

Mar '92 – June '96

SHERATON MOANA SURFRIDER HOTEL
ASSISTANT DIRECTOR OF HUMAN RESOURCES

- Managed various Human Resource functions including worker's compensation, salary administration, Affirmative Action Plan, recruitment, employee relations, labor relations and other projects

July '88 – Mar '92

PERSONNEL ASSISTANT

- Assisted with the re-opening of the Sheraton Moana Surfrider Hotel after its multi-million dollar renovation which included mass recruitment, the coordination of training, and the development of operating standards and procedures
- Responsible for the administration of worker's compensation, recruitment, employee relations and labor relations

Oct '86 – July '88

PERSONNEL/TRAINING SECRETARY

- Provided administrative support to the Director of Personnel and the Director of Training
- Maintained personnel files, distributed mail, administered and managed worker's compensation, handled all employment verifications, and performed other projects as assigned.

EDUCATION:

University of Hawaii at Manoa, Honolulu, Hawaii

Bachelors of Business Administration in Personnel & Industrial Relations

Dale Carnegie Leadership Training Course

CEBS Courses 1, 2, and 5 (Health & Welfare and Employment Law)

Starwood Training Courses

- Certified and conducted training to all managers in Change Management
- Certified Green Belt (Six Sigma)
- Certified as Property Service Culture Trainer (rolling out new brand culture)
- Certified as a trainer in Workplace Violence (training for managers)
- Attended a one-week course on labor relations
- Six Sigma for Leaders

SKILLS:

- HRIS System (Lawson, People soft and SAP)
- MS Office (Word, Excel, Power point)

PROFESSIONAL ORGANIZATIONS & COMMUNITY RELATIONS

- Member of the Advisory Board for the Masters in Human Resource Management Program at the University of Hawaii at Manoa

REFERENCES:

Available upon request

Robin Gomes

Graphic Designer, Animator



EXPERIENCE

Education

Classroom teaching, lesson plans and instructional materials in career technical education; ability to to redirect students exhibiting behavior problems; practical experience delivering online instruction; 5+ years teaching experience within Hawaii public school system in grades 7 - 12

Entrepreneur

Principal owner of Gumz Enterprises; graphic design specialist with 25+ years experience in the management of the complete design process from conceptualization delivery; specifically lead in design, development, and implementation of the graphic, layout, and production communication materials and provided counsel to clients on all aspects of the project

Community

Co-Founder of eList Business Networking Group; facilitated connections among and mentored local entrepreneurs; provided a forum to promote local burgeoning businesses and start-ups

SKILLS

Adobe Creative Suite:
Photoshop
Illustrator
Animate
After Effects
InDesign
Autodesk 3ds Max
Animation in Blender

EDUCATION

Associates of Arts in Teaching
Leeward Community College

PHILLIP HASHA

Profile: Senior Real Estate Executive

Outstanding track record of positioning businesses for sustainable growth, orchestrating successful turnarounds, establishing operational excellence, and instituting fiscal accountability.

Distinguished career providing strategic direction and operational leadership in start-up, mature, and turnaround environments. Expert in creating vision, identifying opportunities, driving revenue growth, and improving profitability. Inclusive leader and consensus builder with proven success in rallying people around corporate vision, mission, goals, and objectives. Noted for proactive approach to problem solving and expertise in anticipating and addressing potential issues before they arise.

- "...Phillip is someone who makes things happen - and does so in a way that looks out for the best interests of all parties involved, not just that of his firm." ~ Cathy Luke, President of Loyalty Development Group, Inc.
- "I've known Phillip for nearly three years and he has impressed me as one of the brightest, driven and talented individuals I've met. In my previous career as a naval officer which culminated in command of a Los Angeles-class fast attack submarine here in Hawaii, I worked with hundreds of the country's brightest and most driven individuals. Compared to that group, Phillip's talents and drive put him easily at the top; he's that good. In my current career in commercial real estate investment at The Shidler Group, I work with top real estate and finance professionals around the country. Phillip's acumen and understanding of complex development and finance issues rank at the top of the country's best." ~ Charles Harris, Partner, The Shidler Group.
- "...he does not get easily shaken. Regardless of the situation, good or bad, Phillip stays the course, adjusts on his feet as needed, and keeps things moving forward...his straight-forward and honest approach to business deals quickly gains the confidence of everyone involved, including investors..." ~ Ryan Takaki, Chairman of The Redmont Group

AREAS OF EXPERTISE INCLUDE:

Strategy, Planning & Execution - Organizational Restructuring - Turnaround & Change Management
Deal Structuring & Negotiations - Policy & Procedure Optimization - Commercial Real Estate Management
Client Consulting & Relationship Management - Bank/Investor Relations - Budgeting/Financial Management

Professional Experience

THE REDMONT GROUP, LLC; Honolulu, HI

October 2012–Present

Principal and CEO

Co-founded start-up commercial real estate company. Direct all company operations, encompassing business development, sales and marketing, transaction structuring and negotiations, client consulting, human resources, and financial management. Lead team of 60+ employees.

- ♦ **Established and grew firm to generate more than \$10M in annual revenues, across five different subsidiaries.**
- ♦ **Established Workplay**, a coffee and cocktail lounge, grossing more than \$1.3M in annual revenues Y1
- ♦ **Structured \$55M Acquisition** and Ownership of \$55M Office Building Acquisition in Honolulu
- ♦ **Obtained 27.1% IRR and 1.72 equity multiple** on 38-unit apartment complex within 30 months.

DIRECT SUPPORT RESOURCES, INC.; Honolulu, HI

January 2012–October 2012

Director of Finance

Recruited to direct all financial administration, business planning, and budgeting in alignment with company's overarching strategic plan. As second in authority to CEO, led team of 30+ direct reports in 100-employee organization. Worked with finance staff to ensure financial records were maintained according to GAAP. Managed cash flow, forecasting, and accounting. Led

preparation and approval of all financial reporting materials, metrics, and statements. Built and maintained banking relationships and made critical equity/capital-structure decisions.

- ♦ **Transformed division from three years of financial losses to attain 140% increase in net income** and fuel 42% increase in company net income by restructuring staff, creating performance incentive programs, establishing sales targets, growing revenue 12%, and leveraging real estate experience to reduce operating expenses by 5%.
- ♦ **Collaborated with owner and CEO to set organizational strategy** and financial policy/direction as integral member of senior leadership team. Aligned budget planning, cost controls, and division financial management with company strategy and long-term goals.
- ♦ **Steered organization in one cohesive direction** by reviewing, assessing, and recommending improvements to finance, HR, and IT procedures, processes, and administration.
- ♦ **Provided employees with highly competitive benefits packages** by evaluating/overseeing all negotiations.

HASHA APPRAISAL & CONSULTING SERVICE, INC.; Birmingham, AL

December 2007–December 2011

Certified General Commercial Real Property Appraiser

Valuated commercial real estate properties, including office, shopping center, general retail, light and heavy industrial, multi-family, subdivision, church, and vacant land, for local lending institutions. Conducted absorption studies, data and information analysis, demand analysis, demographic analysis, highest and best use studies, market analysis, retrospective values, and supply and demand analysis.

- ♦ **Valued \$500M+ in commercial assets** over five-year period, with 40% YoY revenue growth and \$120K+ in appraisal assignment fees for 2009 alone, ranking as second highest producer in office of seven appraisers.
- ♦ **Recognized as one of youngest professionals** in state history to earn Certified General Appraisal License.

Education

AUBURN UNIVERSITY - **Executive Masters of Real Estate Development**
AUBURN UNIVERSITY - **Bachelor of Science in Business Administration, Major in Finance**

Honors and Awards

2019 - NAIOP Kukulū Hale Award for Top Commercial Redevelopment under 40,000sf
2017 SBA Young Entrepreneur of The Year Award
2015 Forty under 40 Rising Business and Community Leaders - Pacific Business News
2015 Pacific Edge Magazine Best New Business Finalist
2011 MIT The CASE Competition - Auburn University Elected Representative

Current Community Service

Vice Chair - Hawaii Community Development Authority (HCDA)
Membership Chair - Entrepreneur Organization Hawaii

Previous Community Service

Co-Vice Chair - Echelon Board - Salvation Army of Hawaii (18)
Chair of the Board - Voyager Public Charter School (17-18)
Chair Properties Committee - University Avenue Baptist Church (17)

JEFFREY S. MASATSUGU, ESQ.



PROFILE

Attorney licensed to practice in all Hawaii courts with over twelve years experience in discovery, motions practice, mediation and settlement negotiations, bench and jury trials and appellate practice in the areas of Insurance Defense; Personal Injury; Bad Faith; Products liability; Insurance Coverage; Casualty Liability; Construction Litigation; and Employment Discrimination, and experience working for the Hawaii State Legislature.

EXPERIENCE

Solo Practice

2013-present

- Labor and construction law and lobbying for Labor-Management Cooperation Funds (finishing trades).

Hawaii State Senate Majority Research Office

Regular Session of 2013

- Drafted and amended bills and resolutions introduced in the regular session of the 2013 Hawaii State Legislature.
- Attended committee hearings and drafted committee reports for the Hawaii State Senate.
- Researched and drafted legal memorandums on state and federal issues for Hawaii State Senators.

The Pacific Law Group, AAL, ALC

2005 - 2012

- Provided legal representation of defendants in personal injury lawsuits filed in State and Federal Courts. Cases included motor vehicle accidents, slip and fall, product liability and assault and battery cases.
- Provided legal representation of insurance companies in binding Uninsured and Underinsured motorist arbitrations.
- Provided legal representation and legal opinions to insurance companies regarding insurance coverage issues and bad faith lawsuits.
- Assisted with the Hawaii State Bar Association and Hawaii State Judiciary committee that developed a standard form HIPAA compliant authorization for the release of health and medical information in personal injury cases.

- Assisted with the filing of a petition for a K-1 immigrant visa and application for employment authorization.

Chee & Markham, AAL, ALC, nka Chee Markham & Feldman

1999 - 2005

- Provided legal representation of defendants in personal injury lawsuits, including motor vehicle accidents, slip and fall and dog-bite cases, filed in state and federal courts.
- Provided legal representation to Hawaii corporations in construction litigation cases.
- Represented insurance companies in insurance coverage cases filed in state and federal courts.

Law Clerk, Hawaii State House of Representatives,
Judiciary and Hawaiian Affairs Committee

Regular Session of 1999

- Assisted with the analysis, drafting and revising of civil and criminal legislation and committee reports.

Law Office of Elizabeth Jubin Fujiwara

1995 - 1998

- Provided legal representation of plaintiffs in employment discrimination lawsuits and pre-lawsuit administrative procedures.

LICENSES

- Licensed to practice law in all courts of the State of Hawaii.

ASSOCIATIONS

- Hawaii State Bar Association

EDUCATION

- J.D. , Syracuse University, [REDACTED]
- B.A., Loyola Marymount University, [REDACTED]



Rhoberta Jones Haley, PhD, RN, FNP

EDUCATION

Ph.D. Nursing, University of San Diego, San Diego, CA
M.N. Family Nurse Practitioner, University of California, Los Angeles, CA
B.S.N. California State University, Sacramento, CA

PROFESSIONAL EXPERIENCE

Executive Leadership Experience:

2019-Present **Dean, School of Nursing and Health Professions**
Chaminade University of Honolulu
Honolulu, HI

2018-2019 **Assistant Dean and Director, Entry Level Master's Program**
Charles R. Drew University
Mervyn M. Dymally School of Nursing
Los Angeles, CA

Academic leadership as Nursing Assistant Dean for the only HBCU graduate institution in the western US. Highly diverse colleague and student population in a significantly under resourced/underserved region in southern California.

Compliance Officer for all School of Nursing programs.
Director and CA Board of Registered Nursing approved Program Administrator for the Entry Level Master's Program.
Surpassed ELM student admissions goals while maintaining student retention.
Increased NCLEX-RN exam pass rates.
Created program growth within an austere budget environment.

2017-2018 **Chief Academic Officer**
Arizona College, Phoenix, AZ

Academic leadership for BSN program with campuses in Arizona and Nevada.
Academic responsibility for AS Health Administration degree program and

five Allied Health Programs in Arizona.
Development and executive lead for new campus development in Texas, Florida, and California with planned start-to-teach in 2018.
Initial development planning for new campuses in 15 additional states.
Strategic roll-out of ATI Complete Partnership for BSN program
Launch of Blended Learning approach in general education
Canvas learning management system integration and support
Systematic program evaluation development and curriculum revision plan.

2014- 2017

Campus President and Professor, Chamberlain College of Nursing, St. Louis, MO

Leadership for campus providing BSN program to 600+ students.
Direct and indirect management for 50 full-time and 40 part-time colleagues.
Launched ATI Compete Partnership and Canvas Learning Management System as well as major student success program.
Campus President in Training and Campus President Orientation Taskforces participation.
Regional leadership for professional organizations and community service partnerships.
Excellent performance in meeting University-set campus goals for student admission, student and colleague retention, and NCLEX-RN exam first-time pass rates within budget guidelines.
Missouri Board of Nursing Taskforce member for Nurse Practice Act revision 2016-2017.
Interim Campus Dean, Sacramento CA campus 2015-2016 including initial work to obtain CA Board of Registered Nursing approval for this new school.
AACN Wharton Leadership Fellow 2015.

2013-2014

Director of Nursing, School of Graduate and Continuing Studies, and Professor, Olivet Nazarene University, Bourbonnais, IL

Directed all graduate nursing programs including Accelerated BSN, RN-BSN, MSN with tracks in Education, Leadership/Administration, and Family Nurse Practitioner as well as post-masters certificate programs. All programs required major curriculum evaluation/revision/implementation efforts as well as work related to accreditation and faculty development.

2011- 2013

Director, Doctor of Nursing Practice Program and Professor, School of Nursing, Azusa Pacific University, Azusa, CA.

Developed and launched new Doctor of Nursing Practice Program 2012
Provided consultation and clinical teaching for the MSN FNP program.
University service on Doctoral Studies Council, Workload and Compensation, Curriculum Committee, Western Association of Schools and Colleges Regional Accreditation Organization (WASC) Educational Effectiveness Review visit activities
School of Nursing service on Faculty Search Committee, Nursing Doctoral Committee, Graduate Studies Council, Research, Curriculum, Faculty Evaluation Task Force, MSN Team, DNP Team, and Health Center Faculty Practice project.
Development efforts for a new nurse-managed community clinic for faculty practice.
Activities for 2011/2012 successful Board of Registered Nursing re-approval visitation.
APU Online University development of new nursing program for LVN-RN and RN-BSN programs.
Research project for Western Association of Schools and Colleges regional accreditation educational effectiveness review, studying faculty scholarship endeavors and corresponding supportive and restrictive factors in the academic environment.
Developed and provided Advanced Nurse Practitioner Clinical Skills course series for faculty, graduate students, and alumni.
Analyzed Ethics course offerings in all School of Nursing programs and built a model for leveling and coordination of course content areas across all programs in 2011-2012. Did similar analysis for Pathophysiology content across all programs in 2012-2013.

2010-2011

Director of Regulatory Affairs and Nursing Development, Orbis Education Inc., Indianapolis, IN.

Corporate position with national responsibilities for regulatory affairs in new and existing sites.
Planning and implementation of activities related to Boards of Nursing, Certification Organizations, curriculum partners, healthcare systems partners, and community organizations.
Responsible for development of nursing strategies for student and faculty success including clinical simulation.
Programmatic evaluation and quality processes.
Business plan and partner development.

2008-2010

Director of Nursing Education, San Diego and Glendale, CA sites. The University of Oklahoma Nursing Program, Orbis Education Inc., Indianapolis, IN.

Directed all nursing education activities at two California sites.
Received NLNAC re-accreditation for maximum time period.
98% first-time NCLEX-RN pass rate, 100% for December 2009 graduates.
Excellent retention rates for students and faculty.
Responsible for accreditation, compliance, regulatory, and FERPA matters.
Responsible for all hiring, development, and evaluation of faculty.
Communication with all business partners.
Marketing activities and investor communication.
Development and oversight of local sites quality processes, budget processes, simulation development, e-learning strategies, student success strategies, and clinical placements.

2008

Clinical Education Coordinator/Liaison, School of Nursing, San Diego State University, San Diego, CA.

Developed and inaugurating this position.
Responsible for faculty and student compliance with regulatory and contractual requirements.
On administrative team, focused on many projects including program evaluation and development of a DNP program.
Liaison to Orbis Education accelerated BSN program with University of Oklahoma in San Diego and Glendale California including Board of Registered Nursing approval processes and accreditation activities.

2006-2008

Director and Professor, School of Nursing, Touro University Nevada, Henderson, NV.

Expanded fledgling accelerated BSN and MSN programs.
Inaugurated generic BSN and RN-BSN programs.
Began first DNP program in Nevada or California.
Earned CCNE 5 year initial accreditation-maximum given to a new program.

2005-2006

Director of Academic Nursing Practice, Co-Director Nursing Center for Family Health, Assistant Professor, School of Nursing, Purdue University, West Lafayette, IN.

Responsible for development and evaluation of an academic practice plan.
Member of planning team and faculty for the ninth DNP program in U.S.

Business plan development for 2 existing nurse-managed clinics that were not profitable; made them profitable using strategies to increase revenue. Developed and opened two new nurse-managed clinics for underserved clients.

Developed bid and received contract to provide Worklife research activities and services to staff/faculty at Purdue West Lafayette campus; generated a net income of approx. \$200,000 to the School of Nursing in first year.

Wrote grant proposal and received United Way program grant for clinics support.

2001-2003
1992-1996

Clinical Placement Coordinator, Hahn School of Nursing, University of San Diego, San Diego, CA.

Developed and inaugurated this position, and initiated clinical preceptor recognition and awards programs.

Responsible for faculty and student compliance with regulatory and contractual requirements.

On administrative team that was responsible for new program development, grant-writing, contract development and tracking, accreditation and evaluation activities, and curriculum evaluation.

During this time, the School of Nursing began 2 new tracks in the NP programs, a Case Management MSN program, a Clinical Nurse Specialist MSN Program, an Urgent/Emergent post-MSN NP program, and developed an International Education focus.

Nursing Consultation Experience:

2002-Present

President, Paragon Mountain, Inc.

Healthcare/Computer consultation and service business.

Corporate, university, medical practice, and retail clients.

Provide a wide variety of consultation and services focused on the interface of IT and health care. Projects include electronic health records systems, use of technology and simulation in professional education, research data management, e-learning strategies, surveillance, and computer security.

2008

Curriculum Consultant, Chapman University, CA

Developed a business strategy for a new School of Nursing for a private University in Southern California. Researched and developed proposals for various degree programs and strategies to implement those programs.

Provided market research analysis, Dean Search, faculty search, curriculum development, marketing approaches, and Board of Registered Nursing

communication plans. School successfully launched based on this initial work including BSN, MSN, and DNP programs.

2003

Nursing Consultant, Summer Sports Programs, Nike Sports Camps, University of San Diego, San Diego, CA.

Developed clinical services and delivered services to multiple sports camp sessions. Researched and developed clinical protocols and urgent/emergent care guidelines. Provided documentation and risk analysis, projected future needs, and evaluated program.

2000-2001

Curriculum Consultant, Department of Nursing, California State University, San Bernardino, San Bernardino, CA.

Developed curricula for a new Case Management MSN program, identified and evaluated potential faculty, did initial marketing analysis based on regional needs.

1998-2000

Curriculum Designer

Developed and delivered an Advanced NP Skills Course Series- continuing education courses on microscopy, suturing, radiology, and EKG interpretation for nurse practitioners.

1992-1995

Coordinator, Continuing Education Programs, Continuity Care: A Professional Nursing Corp., San Diego, CA.

Coordinated all educational offerings for this nurse-owned corporation. Team member in development and delivery of courses, marketing and business analysis.

1990-1992

Curriculum Designer, Health Assessment Courses Series

Developed, marketed, and delivered basic and advanced health assessment courses for staff RNs at Kaiser through UCSD Extension.

1978-1979

In-Service Director/Marketing, Quality Care, Inc., San Bernardino, CA.

Analyzed risk, developed orientation and in-services for all staff, marketed services to agency and individual clients, built business plan.

Academic Teaching Experience:

- 2014-2017 **Professor**, Chamberlain College of Nursing. St. Louis, MO
Prelicensure nursing courses:
Health Assessment
Community Nursing
Simulation for clinical courses
Student Success Tutoring
- 2013-2014 **Professor**, School of Graduate and Continuing Studies, Olivet Nazarene University, Bourbonnais, IL
Gerontology- Accelerated BSN Spring 2013
Pathophysiology- Accelerated BSN Spring 2013
- 2011-2013 **Professor and Course Coordinator**, School of Nursing, Azusa Pacific University, Azusa, CA.
Doctoral Advanced Pathogenesis course
MSN Bioethics and Health Policy course, Advanced Practice Role course, NP seminars.
DNP Residency courses, Translational Research Projects Chair.
- 2009 **Lecturer**, College of Nursing, University of Oklahoma, Oklahoma City, OK.
Online accelerated BSN course.
- 2008 **Lecturer**, School of Nursing, San Diego State University, San Diego, CA.
Lecturer and clinical instructor for BSN and MSN programs.
- 2007-2008 **Professor**, Touro University, Henderson, NV.
Lecturer for the accelerated BSN, MSN, and DNP programs.
- 2005-2006 **Assistant Professor**, School of Nursing, Purdue University, West Lafayette, IN.
Lecturer and clinical instructor for BSN, RN-BSN, and MSN programs.
- 2003-2005 **Associate Professor**, School of Nursing, Point Loma Nazarene University, San Diego, CA.
Lecturer and clinical instructor for BSN and MSN programs. Chair or committee member for thesis students. Undergraduate advising. Had first Honors Scholar student in nursing; she received Wesley Award for top research student.
- 2001-2003 **Instructor**, Hahn School of Nursing and Health Science, University of San Diego, San Diego, CA.
Various courses in MSN and RN-BSN programs.

- 1999-2002 **Research Assistant**, NIH Women's Health Project, P.I. Dr. Diane Hatton, University of San Diego, San Diego, CA.
On team that developed and implemented a research project focused on formerly homeless families seeking healthcare, using quantitative and qualitative methods. Data analysis and dissemination of findings.
- 1992-2000 **Instructor**, Department of Nursing, San Diego State University, San Diego, CA.
Lecturer and clinical instructor for BSN, RN-BSN, school nurse credential, and MSN programs.
- 1996-1997 **Lecturer and Clinical Instructor**, Statewide Nursing Program, CSU Dominguez Hills, Carson, CA.
Lecturer and clinical instructor for RN-BSN and MSN programs. Developed clinical protocols, clinical evaluations, and clinical preceptor placements for the nurse practitioner program.
- 1992-1996 **Instructor**, Hahn School of Nursing, University of San Diego, San Diego, CA.
Lecturer and clinical instructor for RN-BSN and MSN programs.
- 1984-1992 **Unsalariated Clinical Faculty**, Hahn School of Nursing, University of San Diego, San Diego, CA.
Provided guest lectures and preceptor supervision for nurse practitioner students.
- 1984-1987 **Unsalariated Clinical Faculty**, University of California, Los Angeles, School of Nursing, Los Angeles, CA.
Provided preceptor supervision for nurse practitioner students.
- 1983-2005 **Unsalariated Clinical Faculty**, University of California, San Diego, School of Medicine, San Diego, CA.
Provided guest lectures and preceptor supervision for nurse practitioner and nurse midwife students.

Clinical Practice Experience

- 2000-2010 **Nurse Practitioner**, Internal Medicine, Hillcrest Internal Medicine, Inc., San Diego, CA.
Provided primary care for complicated and frail elderly patients in an intense internal medicine setting with many hospitalizations and urgent appointments. Part-time 2000-2007 and occasional 2009-2010.

- 2008 **Nurse Practitioner**, Family Practice, Metro Family Physicians Inc, San Diego, CA.
Provided primary and urgent care to patients of all ages in a family practice setting. Received Laser dermatologic therapies education. Provided on-call services.
- 2005-2006 **Nurse Practitioner**, Nurse Managed Clinics, Purdue University, West Lafayette, IN.
Provided care to patients of all ages in four nurse-managed clinics.
- 2003 **Nurse Practitioner**, Summer Sports Programs, Nike Sports Camps University of San Diego, San Diego, CA.
Provided 24-hour care to residential sports campers ages 8-21 years, including campers with chronic illnesses that involved insulin pump use, severe asthma, and life-threatening insect/food allergies.
- 1995-1996 **Nurse Practitioner**, Volunteer, Primary Care Clinic, St. Vincent de Paul Health Center, San Diego, CA.
Provided care to homeless adults and children as well as shelter residents in an evening/weekend primary care setting. Many patients had dual diagnosis/psychiatric diagnoses as well as significant chronic and acute health issues.
- 1994-2000 **Nurse Practitioner**, Internal Medicine and GYN, Center for Women's Medicine, San Diego, CA.
Provided primary care and gynecologic care to adolescent and adult women. Consultant for patients referred for complicated hormone replacement therapy.
- 1982-1987 **Nurse Practitioner**, Family Practice & Sports Medicine, Southern California Permanente Medical Group (Kaiser), San Diego, CA.
Provided care to patients of all ages in a primary care setting. Served on several quality improvement and manpower task forces, reviewer of practice protocols, served on various family practice education and administration committees. Preceptor for many nurse practitioner and medical students.
- 1981-1982 **Staff Registered Nurse**, Per Diem, Complicated Antepartum/Postpartum, Kaiser Permanente Medical Center, San Diego, CA.
Professional nursing care for patients with complicated pregnancies and recoveries. Family education, breast-feeding support, discharge planning, follow-up care coordination. Lactation Consultant and Infant Stimulation Consultant.

- 1978-1980 **Staff Registered Nurse and Relief Supervisor**, St. Mary's Desert Valley Hospital, Apple Valley, CA.
Staff nursing in medical-surgical, pediatrics, labor and delivery, postpartum, nursery, and relief supervisor for 90 bed hospital including ICU and ED. Created a lactation hotline, protocol to include fathers in delivery for c/sections, on Alternative Birth Center development committee, received 2 annual merit awards for exemplary service.
- 1978-1980 **School Nurse**, Barstow Unified School District, Barstow, CA.
Responsible for all school nursing services at two junior high school campuses including athletic training activities, classroom teaching in family life content, and Individual Education Plans with team conferences and home visits for over 300 special education students.

LICENSURE AND CERTIFICATION

Registered Nurse: State of Alabama, Arizona, California, Florida, Hawaii, Illinois, Indiana, Louisiana, Missouri, Nevada, Oklahoma.
Nurse Practitioner, State of California
Nurse Practitioner Furnishing Number (prescribing authority), State of California
Public Health Nurse, State of California
Community College Teaching Credential, State of California

PRESENTATIONS

National/Regional

June 2013. Ophthalmic Procedures and Minor Procedures Workshops American Academy of Nurse Practitioners Annual Conference, Las Vegas, NV.

October 2012. Grounded Theory Study of the Impact of Scholarship on Teaching and Learning, 18th Qualitative Health Research (QHR) Conference, Canada. (Competitive peer-reviewed presentation).

April 20, 2012. Impact of Scholarship on Teaching and Learning. Azusa Pacific University Research Grant on Faculty Research (RGFR) Project, Western Association of Schools and Colleges Regional Accreditation Organization Regional Conference, Costa Mesa, CA. (Competitive peer-reviewed presentation).

June 21-23, 2012. Ophthalmic Procedures Workshops American Academy of Nurse Practitioners Annual Conference, Orlando, FL. (Invited).

June 23-26, 2011. Ophthalmic Procedures Workshops American Academy of Nurse Practitioners Annual Conference, Las Vegas, NV (Invited).

October 25-29, 2008. Disparities in Health Care Access and Utilization for Individuals Who Are Homeless, 136th APHA Annual Meeting, San Diego, CA. (Competitive peer-reviewed presentation).

October 25-29, 2008. Nurse Practitioner Adoption of Clinical Innovations, 136th APHA Annual Meeting, San Diego, CA. October 25-29, 2008. (Competitive peer-reviewed presentation).

October 3-6, 2008. Nurse Practitioner Adoption of Emotionally-laden Clinical Innovations, Vulnerable/ Special populations, 14th Qualitative Health Research conference, Banff, Alberta, Canada. (Competitive per-reviewed).

July 13-16, 2006. Disparities in Health Care Access for the Homeless, 31st National Primary Care Nurse Practitioner Symposium, Keystone, CO. (Competitive peer-reviewed presentation).

July 13-16, 2006. Nurse Practitioner Adoption of Clinical Innovations, 31st National Primary Care Nurse Practitioner Symposium, Keystone, CO. (Competitive peer-reviewed presentation).

April 6-8, 2006. Nurse Practitioner Adoption of Clinical Innovations, Western Institute of Nursing 39th Annual Communicating Research Conference, Albuquerque, NM. (Competitive peer-reviewed presentation).

April 6-8, 2006. Disparities in Health Care Access for the Homeless, Western Institute of Nursing 39th Annual Communicating Research Conference, Albuquerque, NM. (Competitive peer-reviewed presentation).

April 2-5, 2006. Nurse Practitioner Adoption of Clinical Innovations, Qualitative Health Research Conference, Edmonton, Alberta, Canada. April 2-5, 2006. (Competitive peer-reviewed presentation).

April 2-5, 2006. Disparities in Health Care Access for the Homeless, Qualitative Health Research Conference, Edmonton, Alberta, Canada. (Competitive peer-reviewed presentation).

November 2005. Nurse Practitioner Adoption of Clinical Innovations, Sigma Theta Tau International 38th Biennial Convention, Indianapolis, IN. November 2005. (Competitive peer-reviewed presentation).

November 2005. Disparities in Health Care Access and Utilization for Individuals Who Are Homeless, Sigma Theta Tau International 38th Biennial Convention, Indianapolis, IN. (Competitive peer-reviewed presentation).

October 2005. Disparities in Health Care Access and Utilization for Individuals Who Are Homeless, Sigma Theta Tau International Southern California Regional Research Conference, Cerritos, CA. (Competitive peer-reviewed presentation).

July 2005. Disparities in Health Care Access and Utilization for Individuals Who Are Homeless, 16th International Nursing Research Congress Sigma Theta Tau International, Hawaii. (Competitive peer-reviewed presentation).

October 2, 2004. The Eyes Have It, APN Clinical Workshop, Emergency Nurses Association Annual Meeting, San Diego, CA. (Invited).

November 11-13, 2002. NIH Homeless Women Project, American Public Health Association Annual Meeting. Philadelphia, PA. (Competitive peer-reviewed presentation).

April 5, 2002. NIH Homeless Women Project, Qualitative Health Research Conference, Banff, Alberta, Canada. (Competitive peer-reviewed presentation).

August 22, 2001. Culturally Competent Care Presentation and OBGYN Panel Presentation, Kaiser OBGYN Regional Annual San Diego Conference, San Diego, CA. (Competitive peer-reviewed presentation).

November 14, 2000. Emergency Contraception Research Study, American Public Health Association, Annual International Meeting, Boston, MA. (Competitive peer-reviewed presentation).

April 20, 1995. Heroic Journey through Doctoral Education Research Study, American Educational Research Association Presentation, San Francisco, CA. April 20, 1995. (Competitive peer-reviewed presentation).

October 27-29, 1994. Heroic Journey through Doctoral Education Research Study, American Educational Research Association Presentation, St. Paul, MN. (Competitive peer-reviewed presentation).

PROFESSIONAL SERVICE

NP Expert Panels, Undergraduate Seminar, APU, November 2012

NP Care of Homeless Patients, NP Management course lecture, APU, October 2012

NP Transition to Practice, NP Adv. Practice Roles course, APU, Fall 2011, Spring 2012, Fall 2012

Community presentations in San Diego (CA), Glendale (CA), Henderson (NV) and Indianapolis (IN) on various aspects of accelerated BSN education, NP practice, doctoral education 2008-2011

SDSU Expert Panels, Simulation scenarios, NP Practice, NP guest lectures, SDSU 2008

Community Presentations on the DNP degree, Las Vegas area, 2006-2008

Homeless Access and NP Innovation Adoption Research presentations. Indiana Public Health Association Annual Conference, Purdue University, West Lafayette, IN. May 10-12, 2006.

HIV/AIDS History and Current Status, Purdue School of Nursing, IN. April 13, 2006.

Homeless Access and NP Innovation Adoption Research Posters, Johnson Leadership Conference, Purdue University, IN. April 8, 2006.

HIV/AIDS History and Current Status, Purdue School of Nursing, IN. November 1, 2005.

NFS Panel Moderator, Point Loma Nazarene University, San Diego, CA. September 27, 2004.

Qualitative Research Lecture, MSN program, Point Loma Nazarene University, San Diego, CA. September 21, 2004.
Point Loma Nazarene University, Community Day, Health Promotion Booth. July 10, 2004.
Point Loma Nazarene University, MSN Advisory Board. San Diego, CA. June 8, 2004.
Preceptor Development Consulting Program Lecture, Kaiser Permanente, San Diego, CA. May 27, 2004.
Handheld Computer Use in a Clinical Environment, Point Loma Nazarene University, School of Nursing, San Diego, CA. April 21, 2004.
Change Theory Lecture, Point Loma Nazarene University, School of Nursing, San Diego, CA. April 3, 2004.
Mid-City Festival of Health, Church of the Nazarene, San Diego, CA. March 27, 2004.
Mission Valley Campus Chapel Program Development Program, Point Loma Nazarene University, San Diego, CA. January – May 2004.
Handheld Computer Presentation, Point Loma Nazarene University, School of Nursing Faculty, San Diego, CA. September 10, 2003.
Clinical Placement Program Lecture, USD Visiting Scholar group, San Diego, CA. July 28, 2003.
Domestic Violence Lecture, San Diego State University, San Diego, CA. July 24, 2003.
Advanced History Taking Lecture, San Diego State University, San Diego, CA. July 24, 2003.
Women's Health Lecture, PLNU, San Diego, CA. April 30, 2003.
Cochrane Research Program, Point Loma Nazarene University, San Diego, CA. Faculty and Students, April 28, 2003.
PDA Clinical Applications, MEPN Faculty Group, University of San Diego, San Diego, CA. April 8, 2003.
Health Care Requirements, University of San Diego SON Faculty, San Diego, CA. April 8, 2003.
Health Care Regulations, San Diego Academic-Service Nursing Consortium, San Diego, CA. March 28, 2003.
HIPPA Training Series, SON, University of San Diego, San Diego, CA. February 2003.

RESEARCH ACTIVITIES

2011-2012. Research Grant on Faculty Research (RGFR) Project in support of Western Association of Schools and Colleges Regional Accreditation Organization Educational Effectiveness Evaluation, Azusa Pacific University.

2006-2009. Homeless Grant, Schutz Engel Purpose Grant, Touro University Nevada.

2006. Nutrition and Lifestyle Behaviors in Response to Health Promotion in the Workplace, Purdue University.

2005. Homeless people's access to healthcare services in San Diego, CA, Point Loma Nazarene University.

2003-2005. Doctoral Dissertation Research at University of San Diego: Nurse Practitioner Adoption of Clinical Innovations.

2000-2003. NIH Research Project: Homeless Women/Children Access to Healthcare, University of San Diego.

2000. Nurse Practitioner Attitudes Towards a New Clinical Intervention, Preliminary Study II, University of San Diego.

1999. Nurse Practitioner Attitudes Towards a New Clinical Intervention, Preliminary Study, University of San Diego.

1999. Intimate Partner Violence research project, University of San Diego.

1992-1994. Heroic Journey: Doctoral Education Research Project, University of San Diego.

1982. Attitudes Towards Breast Self- Exam, University of California, Los Angeles.

1981. Retinitis Pigmentosa: Family Perspectives, University of California, Los Angeles.

1977. Women's Attitudes About Pap Smear Screening, California State University Sacramento.

EXTRAMURAL GRANTS

Family Health Clinic- Monon, United Way of White County (Indiana), 2005, (with J. Novak & K. Schafer), \$43,000.

Point Loma Nazarene University Research and Special Projects Grant, 2005, \$2000.

Gamma Gamma Chapter Research Grant, 2004, \$1000.

REVIEWER EXPERIENCE

Reviewer: Advanced Emergency Nursing Journal. Lippincott, Williams, & Wilkins, 2006-present.

Reviewer STTI Southern California Odyssey Annual Research Conference, abstract reviewer, 2007-present.

PUBLICATIONS

Haley, R & K. Woodward, "Perceptions of Individuals Who are Homeless: Health Care Access and Utilization in San Diego", Advanced Emergency Nursing Journal, September 2007.

Hoyt, K. & Haley, R. (2005) Innovations in Advanced Practice: Assessment and Management of Eye Emergencies in: Innovations in Advanced Practice Issue of Topics in Emergency Medicine Philadelphia, PA: Lippincott, Williams, and Wilkins.

Heinrich, K.T., Rogers, A., Haley, R., Taylor, A. (1997). Mid-Life Doctoral Students Rediscover "Voice" in a Community of Scholarly Caring. Journal of Professional Nursing, 13 (6), 352-364.

PROFESSIONAL ORGANIZATIONS

Sigma Theta Tau International Nursing Honor Society
Nursing Knowledge International Board of Directors 2006-2007
Foundation Board, Fellows Committee 2006-2011
Foundation Board Committee on Corporations and Foundations 2004-2005
Chapter President, Gamma Gamma, 1986, 2008.
Chapter President-Elect, Phi Pi 2015-2017

American Nurses Association

American Association of Nurse Practitioners
California Association of Nurse Practitioners

American Organization of Nurse Executives
Association of California Nurse Leaders

National League for Nursing

RECENT PROFESSIONAL DEVELOPMENT

March 2018 AACN Spring Semiannual Meeting Finance Committee, Washington DC
October 2016 AACN Fall Semiannual Meeting (Deans/Directors), Washington DC
March 2016 AACN Spring Semiannual Meeting (Deans/Directors), Washington DC
November 2015 AACN Fall Semiannual Meeting (Deans/Directors), Washington DC
November 2015 Sigma Theta Tau International Biennial Convention, Las Vegas, NV
July 2015 AACN Wharton Leadership Fellow 2015
March 2015 AACN Spring Semiannual Meeting (Deans/Directors), Washington DC
October 2014 AACN Fall Semiannual Meeting (Deans/Directors), Washington DC
September 2014 NLN Annual Conference, Phoenix
November 2013 Sigma Theta Tau International Biennial Convention, Indianapolis, IN
October 2013 AACN Fall Semiannual Meeting (Deans/Directors), Washington DC
June 2013. AANP Annual Conference, Las Vegas, NV.
January 2013. AACN Doctoral Conference, Coronado, CA.
October 2012. 18th Qualitative Health Research (QHR) Conference, Canada.
September 2012. DNP LLC Conference, St Louis, MO.
June 2012. AANP Annual Conference, Orlando, FL.
March 2012. California Association of NPs Annual Conference, Rancho Mirage, CA.
January 24-28, 2012. AACN Annual Doctoral Education Conference, Ft Meyers, FL.
September 13-16, 2011. Gerontology Advanced Practice Nurses Association Annual Conference, Washington DC.
June 23-26, 2011. AANP Annual Conference, Las Vegas, NV.

UNIVERSITY/ORGANIZATIONAL SERVICE

Olivet Nazarene University 2013-2014

Director of Nursing, School of Graduate and Continuing Studies programs, including:
Accelerated Bachelor of Science in Nursing Program, RN to BSN Program,
Master of Science in Nursing Programs: Education, Leadership, Family Nurse Practitioner
and post masters certificate programs.

Curriculum evaluation, revision, implementation.

CCNE accreditation activities.

Initial development of proposed Doctor of Nursing Practice program.

Various nursing committees and task force projects.

Azusa Pacific University 2011-2013

Director, Doctor of Nursing Practice program- developed and launched new doctoral program
University Doctoral Studies Council, Doctoral Curriculum Committee, Workload and
Compensation Committee.

SON Research, Curriculum, Faculty Search, Leadership Group, Technology, DNP Team, MSN
Team, Graduate Studies Council

APOU Online Course development team for LVN-RN and RN-BSN program

Faculty Evaluation Task Force

Health Center faculty practice project

Nurse-Managed Community Clinic development project

BRN Re-Approval visit committee- received full approval 2011-2012

WASC RGFR Research Project- university wide research on educational effectiveness

Advanced Nurse Practitioner Clinical Skills course series for faculty, students, and alumni

Ethics Courses Project-lead project to analyze Ethics course offerings in all School of Nursing
programs and build a model for leveling and coordination of course content areas across a
programs. Now in similar effort to level Pathophysiology content across all programs.

NCLEX-RN pass rate analysis project- all pre-licensure programs

DNP to PhD and BSN-DNP curricula development projects- in progress now

Western Association of Schools and Colleges Regional Accreditation

Organization Substantive Change Proposal in development 2012-2013

University of Oklahoma 2008-2011

NLNAC Accreditation Committee

Accelerated BSN Program Committee

Various course committees

San Diego State University

Fall 2008

Program Committee- member

Doctor of Nursing Practice Committee-Co-Chair

SON Executive Committee- member
Informatics Committee- invited guest

Spring 2008

Program Committee- member (undergraduate and graduate level program evaluation, curriculum, student admissions and progression)

Doctor of Nursing Practice Committee-Co-chair (exploration/development of proposed program)

SON Administrative Committee-member

Touro University Nevada

July 2007

New programs beginning: Generic BSN, RN-BSN, Doctor of Nursing Practice.

Existing program continuing with curricular re-design: Entry Level Masters, BSN-MSN.

In early development and not yet announced: Adult Nurse Practitioner Program with Geriatric Sub-Specialty.

Summer 2007

School of Nursing Director, member or chair of all SON committees, College HHS Administrative Group, University Institutional Review Board, University Safety Committee.

Chair for 4 Evidence-based Project Student Committees. Acquired all accreditations, licenses, and approvals for all new and existing programs. CCNE accreditation for both BSN and MSN programs awarded for five years, maximum number of years awarded to a new program for initial accreditation. Received Nevada State Board of Nursing approvals for new and existing programs. On-going curriculum revision of existing programs and development of four new nursing programs. Initial development of an Advanced Studies Certification for School Nurses in collaboration with the Clark County School District and the Touro University Nevada School of Education (program will begin September 2007)

Spring 2007

School of Nursing Director, member or chair of all SON committees, College HHS Administrative Group, University Institutional Review Board, University Safety Committee.

Chair for 4 Evidence-based Project Student Committees. Continued all accreditation and licensing activities in support of new and existing programs. On-going curriculum revision of existing programs and development of four new nursing programs.

Fall 2006

School of Nursing Director, member or chair of all SON committees, College HHS Administrative Group, University Institutional Review Board, University Safety Committee. Hosted CCNE Accreditation Visit –seeking initial accreditation, Western Association of Schools and Colleges Regional Accreditation Organization School of Nursing programs accreditation visits, completed new program proposals for Nevada Commission on Post-Secondary Education. Curriculum revision of existing programs and development of four new programs. Received Nevada State Board of Nursing approvals for new and existing programs.

Purdue University

Spring 2006

Director of Academic Nursing Practice, Co-Director of Nursing Center for Family Health, University HIPAA Committee/HIPAA Officer School of Nursing, Curriculum, Faculty Affairs, Level 4 (graduate) Committee, Faculty Practice, Computer Project (Electronic Medical Records, scheduling, databases), Student Drug Policy group, Hurricane Katrina Project, Monon Clinic development, Trinity Clinic development, WorkLife Project development/screening/telephonic coaching, CCNE accreditation activities.

Fall 2005

Director of Academic Nursing Practice, Co-Director of Nursing Center for Family Health, University HIPAA Committee/HIPAA Officer School of Nursing, Curriculum, Faculty Affairs, Level 1 (fresh/soph) Committee, Level 4 (graduate) Committee, Faculty Practice, Computer Project (Electronic Medical Records, scheduling, databases), Student Drug Policy group, Conference Attendance Policy group, Hurricane Katrina Project, KySS Project, Monon Clinic development, Trinity Clinic development, WorkLife Proposal/Project development, CCNE accreditation activities.

Point Loma Nazarene University:

2004-2005

Senior Team, MSN Team, Academic Student Affairs Committee, Mid-City Clinic, Community Recognition, Information Technology Services Committee, WASC, HIPAA.

2003-2004 Senior Team, MSN Team, Academic Student Affairs Committee, CCNE Accreditation, Mid-City Clinic, Community Recognition.

University of San Diego:

2002 - 2003, Calendar Committee

2002 - 2003, Senate Benefits Committee

2001 - 2003, Clinical Nurse Specialist Program Committee, Masters Entry Program in Nursing, Student Affairs Committee, Board of Trustees Student Affairs Committee student member, Student Advisement, Clinical Faculty Orientation Program, Student Affairs Committee.

HONORS AND AWARDS

AACN Wharton Leadership Fellow 2015

Sigma Theta Tau International Chapter Heritage Award (Chapter Historian), November 2003

Sigma Theta Tau International Gamma Gamma Chapter Research Award, 2001

Kaiser Permanente San Diego Region Employee of the Quarter, 1986

COURSE RESPONSIBILITIES

Olivet Nazarene University:

Spring 2013

NURS 388 Gerontology (ABSN)

BIO 330 Pathophysiology (ABSN)

Azusa Pacific University:

Spring 2013

GNRS 513 Advanced Nursing Practice Role

GNRS 734 DNP Residency

Advisor/Chair- Translational Research Projects (doctoral capstone)-11 students

Fall 2012

GNRS 714 Advanced Pathogenesis

GNRS 592B Primary Health Care of the Mature and Aging Family

GNRS 734 DNP Residency

Advisor/Chair- Translational Research Projects (doctoral capstone)-11 students

Summer 2012

GNRS 734 DNP Residency

Advisor/Chair- Translational Research Projects (doctoral capstone)-11 students

Spring 2012

GNRS 504 Bioethics

GNRS 734 DNP Residency

Advisor/Chair- Translational Research Projects (doctoral capstone)-11 students

Fall 2011

GNRS 504 Bioethics and Health Policy

GNRS 512 Advanced Health Assessment- mentor new faculty and remediate students

Summer 2011

GNRS 512 Advanced Health Assessment (FNP program)

University of Oklahoma:

June 2009

Contemporary Professional Nursing, online

Summer 2009

Health Assessment Lab Glendale

SDSU:

Fall 2008

NU 202 Health Assessment Lab

NU 620 Nurse Practitioner Program clinical instructor

Touro University Nevada, Henderson, Nevada:

Fall 2007

NURS 514 Health Assessment

NURS 656 Advanced Research

NURS 700/701/702 Evidence-based Project

Summer 2007

NURS 700/701/702 Evidence-based Project

Spring 2007

NURS 528 Pharmacology

NURS 700/701/702 Evidence-based Project

Fall 2006:

NURS 634 Advanced Health Assessment

NURS 700/701/702 Evidence-based Project

Purdue University, West Lafayette, Indiana:

Spring 2006:

GNURS 503 Advanced Health Assessment

GNURS 622/623 FNP Seminar/Clinical

GNURS 675 Leadership Role Transition & Synthesis

Fall 2005:

NURS 206/207 Health Assessment Lecture/Lab

GNURS 611/613 FNP Seminar/Clinical

Point Loma Nazarene University, San Diego, California:

Spring 2005:

NU 461 Community Health Nursing

GNSG 605 Advanced Health Assessment

GNSG 607 Advanced Pharmacology

GNSG 692 Capstone

Graduate Thesis

Undergraduate and Graduate Advising

Fall 2004:

NU 441 CAI Pharmacology

NU 461 Community Health Nursing

GNU 609 Teaching Practicum

Graduate Thesis
Undergraduate and Graduate Advising
Summer 2004:
GNU 692 Capstone
Clinical
MSN Thesis
Undergraduate and Graduate Advising

Spring 2004:
NU 461 Community Health Nursing
GNSG 605 Advanced Health Assessment
GNSG 606 Advanced Pathophysiology
GNSG 607 Advanced Pharmacology
GNSG 692 Capstone
Graduate Thesis
Undergraduate and Graduate Advising

Fall Semester 2003:
NU 441 CAI Pharmacology
NU 461 Community Health Nursing
GNU 609 Teaching Practicum
New Faculty Seminar
Thesis/Advising

University of San Diego, California:

NU121M, Health Assessment (MEPN) summer 2002 Course developer/coordinator, lab instructor
NU 140 Health Assessment- lecturer /seminar/ lab instructor
NU 221 Advanced Health Assessment- lecturer/lab instructor
NU 228/238 Child Health Management for Nurse Practitioners- lecturer / seminar / clinical
NU 229/239 Young Adult Health Management for Nurse Practitioners-course coordinator/lecturer/
seminar faculty coordinator / clinical instructor faculty coordinator / seminar / clinical instructor
NU 230/240 Older Adult Management for Nurse Practitioners – lecturer/ clinical instructor
NU 241 Individual NP Practicum – clinical instructor
NU 283 Women’s Health Management – seminar leader, lecturer, contributed to course
development
NU 297 Nurse Practitioner Capstone Course- lecturer/research project coordinator/ clinical

San Diego State University, California:

NU 202 Health Assessment – lecturer/lab instructor
NU 505 Advanced Health Assessment – lab instructor, lecturer in school nurse credential classes,
advanced health assessment, ambulatory care

CSU San Bernardino, California:

Curriculum consultation – developed course on health assessment (BSN program) and MSN Case Management curriculum plan and individual courses.

Statewide Nursing Program, CSUDH, California:

NU 540 Role Performance Theory- Master's Program

NU 550 Family Theory Class- Master's Program

Nurse Practitioner Program Site Visitor, Clinical Instructor, Clinical Placements, and Program Evaluation

UCSD Nurse Practitioner Program, San Diego, California:

Unsalariated Clinical Faculty - Clinical Preceptor and guest lecturer, Family Practice Education Committee

UCLA Nurse Practitioner Program, Los Angeles, California:

Unsalariated Clinical Faculty - Clinical Preceptor

Mesa Community College, San Diego, California:

Breastfeeding Class for Expectant Parents