

EDUCATION

- University of Hawai‘i at Mānoa. Master’s degree in Public Administration with an emphasis on the administration of experiential environmental education programs. Master’s Capstone project explored the prospects for plant industry self-regulation to prevent the introduction of new invasive ornamental plants. Academic work included collaboration between sectors, facilitation, organizational reform, and legislative and budgetary processes. 12/00
- University of Hawai‘i at Mānoa. B.A. degree in Liberal Studies focused on Marine Ecosystems. Academic work included marine science, botany, conservation biology, natural history of Hawai‘i, environmental studies, and resource management. 2/97
- Kapi‘olani Community College. Coursework in Liberal Arts, transferred to UH Mānoa. 5/91

RECENT WORK EXPERIENCE

Program Manager & Public Information Officer: University of Hawai‘i at Mānoa-Pacific Cooperative Studies Unit/Coordinating Group on Alien Pest Species (CGAPS) 9/02-Present

- Lead [CGAPS](#), a partnership of federal, state, and county agencies, and non-governmental organizations whose aim is to coordinate and catalyze action to close gaps in Hawaii’s invasive species prevention and control programs, including policies, human and built infrastructure capacity, and public engagement. Advance progress on the [2025 Strategy](#).
- Work with political and agency leaders at the local, state, and national levels to communicate biosecurity needs and possible solutions, and convey strategic action needs back to partners.
- Guide and supervise the work of two CGAPS Legal Fellows, both seasoned lawyers with expertise on marine and terrestrial invasive species policy issues, to focus on gaps and needs in local, national, and occasionally international invasive species policies and programs; Guide and supervise the CGAPS Planner, the Statewide Rapid ‘Ōhi‘a Death Outreach Coordinator, and occasional student assistants and interns.
- Lead grant and report writing for CGAPS staff and projects, securing and managing an average budget of \$750K annually from multiple sources.
- Secured an 11-year commitment for annual funding from a private foundation for CGAPS invasive species prevention projects and staff, worth nearly \$5 million. Secured a subsequent 5-year commitment through 2028 at an 11% increase. Coordinate interagency project proposals, plan and implement projects, and supervise contractors and deliverables.
- Plan and coordinate invasive species messages at the policy and public levels. Coordinate and deliver testimony, appropriations requests, and information in line with the 2025 Strategy. Lead statewide Public Outreach Working Group on invasive species; coordinate the O‘ahu Little Fire Ant Incident Command meetings and structure; provide strategic communications for the State Ballast Water and Hullfouling program; and formed and facilitate the ongoing bi-monthly multiagency meetings to address invasive marine species in Pearl Harbor.
- Conduct public awareness and opinion research and social marketing concepts to design and produce outreach materials & delivery methods for priority projects, including PSAs, videos, posters, flyers, and displays; design and conduct measures of effectiveness.
- Media and decisionmaker point of contact on invasive species issues, and liaison to facilitate inter- and intra-agency communication.

**Public Relations & Education Specialist: University of Hawai‘i at Mānoa-Pacific
Cooperative Studies Unit/Maui Invasive Species Committee (MISC)**

1/00-9/02

- Led the branding of the newly-formed MISC in 2000, worked with a designer on a style that could be adapted as other islands Invasive Species Committees were formed. Led the subsequent co-branding of the Invasive Species Committees through coordinated logos and strategic communications.
- Worked with Maui County public officials, community groups, schools, nursery industry groups, and the public on invasive species issues through meetings, presentations, videos, press releases, written articles and testimony, and other forms of media.
- Coordinated with the Mayor, Research Corporation of the University of Hawai‘i, and others to receive, train, and employ more than fifty new staff on Maui through the Legislature’s Emergency Environmental Workforce following the economic and job losses stemming from the 9/11 attacks. Worked with a cameraman to plan, film, and edit a video report of the statewide projects and people who benefited from the program that employed 400+ people.
- Wrote grant proposals and reports. One successful grant supported a new full-time data and mapping position, a cornerstone of science-driven invasive species management.
- Assisted the Coordinator in drafting the MISC Action Plan
- Designed and produced outreach materials such as posters, flyers, videos, displays
- Acted as the point of contact between MISC and county officials, media, and other organizations

Adjunct Faculty: Marine Science 1010, Hawai‘i Pacific University

7/98-12/99

- Designed coursework and conducted weekly classroom lectures and outdoor labs to introduce students to basic marine science concepts, Hawaii’s shoreline and nearshore environments, fieldwork techniques, and field safety
- Responsible for planning and teaching observational skills and techniques in the field at a variety of locations around O‘ahu, including area natural history, geology, and ecosystem components unique to each area
- As an American Red Cross dual-certified Lifeguard and Lifeguard Instructor, taught students snorkeling skills, basic marine survey techniques, and how to conduct field safety assessments to prepare students to design and safely conduct their own practicum which is required for a marine biology undergraduate degree
- Taught American Red Cross Standard First Aid and Adult CPR, and certified students as part of the coursework required for advancing in the degree program
- Responsible for creating, implementing, and evaluating practical assignments, labs, and skills

Daycamp Program Coordinator: Seacamp Association, Big Pine Key, FL

5/99-8/99

- Worked as part of the 7-person leadership team to train and evaluate approximately 80 staff—primarily young adults with science undergraduate degrees or coursework—over the course of a month prior to the arrival of youth campers. Trained and certified staff in American Red Cross Standard First Aid and CPR for all, and Lifeguard certification for most staff, boat handling, and other safety protocols for staff. Conducted staff training in marine science and ecosystem topics, teaching techniques, and camper group management.
- Shared and rotated overall camp supervisory responsibilities to ensure the safety of campers and property, responsible for enforcing policies and procedures, and assessing and managing risk

- Administered the non-residential Day Camp program including scheduling, budget tracking, equipment and supplies purchasing, staff supervision, and implementation of the experiential marine science program for groups of 10-13 year-olds
- Designed and placed radio and print advertising, responsible for promoting program

Education Department (various positions): Waikīkī Aquarium *6/92-1/95; 1/96-6/98*

- Community Enrichment Program Coordinator (1998): Administered the community education program during the coordinator's sabbatical. Planned and taught classes including reef walks, natural history, week-long children's science classes, and other special topic classes. Scheduled and managed instructors and volunteers for classes
- Interim Coordinator for the Blue-Water Marine Laboratory (BML; 1997): Coordinated 6-week summer marine science program for high school students, including basics of marine biology, oceanography, environmental studies, and seamanship. Led the work of four university undergraduates, a marine science instructor to deliver program content to thirty high school students. Program also served to train interested students to be peer-instructors aboard a 100' UH research vessel during the following school year
- Program Manager for BML (1992-1995, 1996): Taught marine science, seamanship, and safety topics, and labs in the classroom, at field sites, and aboard ship for students, staff, and teachers statewide. Functioned as lead teacher and safety officer aboard UH research vessel during cruise weeks

ADDITIONAL EXPERIENCE & CERTIFICATES

- 2022 appointed to the Invasive Species Advisory Committee, co-chaired the subcommittee that researched and produced a white paper on [Underserved Communities](#) and participated in a second subcommittee that produced the [National Priorities](#) white paper. Became Vice-Chair of ISAC in November 2023, reappointed in 2024 and served as Chair through 2025 with the adoption of white papers on [Marine Biosecurity](#) and [Food Security](#). A synthesis of some of the topics in these papers were also published as journal articles on [islands](#) and
- 2023 recognized by the Landscape Industry Council of Hawai'i (LICH) as the [7th Director Emeritus](#) for sustained contributions to the green industry. LICH conservation liaison since 2005 and Board of Directors January 2011-January 2023. Assisted in the planning and coordination of educational offerings including articles for the bi-monthly magazine, statewide annual conference, webinars, and other projects.
- 2023-2024, served as the biosecurity lead to coordinate federal and state agencies and brief Governor Green and First Lady, Festival Director, and others on progress and issues in preparation for the June 6-16, 2024 [Festival of Pacific Islands Arts and Culture](#) in Hawai'i.
- Co-chair and editor of the [Strategic Action Plan for Biological Control](#), a Working Paper produced by members of the Biocontrol Working Group at the 2022 Pacific Ecological Security Conference (PESC) held in Palau. In 2024, co-authored a [journal article](#) published in NeoBiota on this and two other Strategic Action Plans produced in concert with the PESC.
- Coordinated the production of a short explainer video in 2022 on [how classical biological control works](#) and a second explainer in 2023 on [how biological control saved the wiliwili](#) from extinction. Co-wrote the script, reviewed the rough and fine cuts, and worked with the contractor to fine-tune the final product.
- Co-founder of the Pacific Regional Invasive Species and Climate Change ([Pacific RISCC](#)) management network in 2019 following the lead of the Northeast RISCC, to focus research and communications on the synergistic effects of these two super-drivers. As part of the Core

Team, the Pacific RISCC continues to organize and host webinars focused on Pacific island research findings and needs. As part of the Pacific RISCC, co-authored a [book chapter](#) in *Island Ecosystems* (pp.59-78), published in 2023.

- Executive producer for the 2018 documentary, “[Saving ‘Ōhi‘a, Hawaii’s Sacred Tree](#),” to help people learn about and prevent the spread of the deadly pathogens killing Hawaii’s most important native forest tree, ‘ōhi‘a lehua (*Metrosideros polymorpha*). Coordinated the broadcast on network affiliates statewide and partner screening events that reached hundreds of thousands. It won three Emmy Awards and was a featured selection in several environmental film festivals. The Hawai‘i Tourism Authority’s website is one of several portals to view the film which also provides information on how visitors can protect ‘ōhi‘a.
- Participant of the International Union for the Conservation of Nature (IUCN) Invasive Species Specialist Group (ISSG). Assisted IUCN, ISSG, and SSC leadership in launching the [Honolulu Challenge](#) in 2016, and worked with partners for the [reporting of outcomes](#) in 2021. Coordinated the logo design for IUCN for branding.
- Chaired the organization, design, and programming of the IUCN Oceania-Hawai‘i Pavilion at the 2020 IUCN World Conservation Congress (WCC) in Marseille on behalf of the Hawai‘i Conservation Alliance and served as a media contact for the 40-person Hawai‘i delegation.
- Participated as part of the core team in the multi-year effort to bring the IUCN WCC to Hawai‘i. Coordinated the messaging, visuals, and staffing for the five Hawai‘i booths at 2012 IUCN WCC in Jeju, Korea. Coordinated the logo design to brand the effort and booths. The [logo design](#) was revised and adopted by IUCN for the 2016 WCC in Honolulu, Hawai‘i.
- With the CGAPS Legal Fellow Kevin Richardson, drafted an IUCN Motion calling for an internationally binding agreement on biofouling, and worked with the University of Hawai‘i at Mānoa William S. Richardson School of Law to submit the motion for consideration at the 2016 IUCN WCC. [Resolution 048](#) was adopted, and to-date, three reports detailing the policies, research, and funding have been filed, compelled in part by the Resolution.
- Participant of the Pacific Invasives Partnership, a program of the South Pacific Regional Environment Programme focused on regional needs and solutions, including peer learning networks including the Pacific Island Learning Network.
- Participant in the Alliance for Coastal Technologies/Marine Ecosystem Research Center technology testing workshops and as part of the testing team in Alameda, CA for sampling during the testing of in-water vessel hull cleaning and capture technology, resulting in [publication](#) of the collaborative work (2018-2020).
- Recipient of the [National Invasive Species Council Outreach Award](#) in 2015, and a special commendation by the Hawai‘i State Legislature that same year recognizing contributions.
- Trained in social marketing through multiple workshops by experts in this discipline. One early project used survey results and focus groups to assess the barriers to public reporting of pests such as snakes—not known to be present and are illegal to possess in Hawai‘i—and resulted in the institution of a new single-number hotline, open 20 hours per day, that met the needs of agencies and the public. Another project still in use was the creation of the [Plant Pono](#) website and risk assessment service to transition the Hawai‘i-Pacific Weed Risk Assessment from a University of Hawai‘i research project to a free, publicly accessible resource that helps people make informed plant import, purchase, design, and planting decisions.
- University of Hawai‘i Marine Option Program Certificate awarded in 1996.