

Education:

- **Senior Executives in State and Local Government-** Harvard University, John F. Kennedy School of Government.
- **Executive Master of Business Administration (EMBA)-**Shidler College of Business, University of Hawai`i at Manoa.
 - **Beta Gamma Sigma Honor Society Member-** Due to Academic Excellence.
 - **Pacific Asia Management Institute (PAMI) Certificate in International Business Management.**
- **Master of Science Zoology- EECB** (Ecology, Evolution, and Conservation Biology) University of Hawai`i at Manoa.
- **Bachelors of Science Zoology-** University of Hawai`i at Manoa.

Work Experience:

September 2017 to Present : Deputy Director, ‘Imiloa Astronomy Center, University of Hawai`i at Hilo. Assist with the oversight of operations and general management of all aspects of the Center, while fulfilling its mission to honor Maunakea by sharing Hawaiian culture and science to inspire exploration. Assist Director with the strategic development of programs and allocation of resources. Grant writing and reporting. Responsible for financial planning, fiscal reporting, and program compliance with relevant policies and procedures, working closely with diverse units in and out of the university system to deliver quality programs. Supervision of employees, knowledge of labor laws, university and government policy analysis.

July 2015 to August 2017: Director, University of Hawai`i at Hilo Conference Center and Hawaiian EDventure Program. Duties include the oversight and implementation of the Conference Center and the Hawaiian EDventure programs that promote international collaborations and strategic alliances through the facilitation of research-oriented scientific, humanities and educational conferences and experiential educational programs that focus on natural and cultural resources of Hawai`i. Responsible for financial viability analysis, fiscal reporting, and program compliance with relevant policies and procedures, working closely with diverse units in and out of the university system to deliver quality programs. Supervision of employees, knowledge of labor laws, university and government policy analysis. Part of leadership team involved in strategic planning of university units and financial analysis of a reorganization of community related programs at the University.

January 2014 to July 2015: State Administrator Division of Forestry and Wildlife, State of Hawai`i Department of Land and Natural Resources. Duties include the oversight and administration of the statewide Division of Forestry and Wildlife encompassing over one million acres of state land. Responsible for the protection and sustainable use of Hawai`i’s natural resources for current and future generations. Budgetary and financial oversight of state, federal, and private funds totaling over \$50 million. Oversight of all laws, rules and policies pertinent to program administration. Planning and coordination of emergency response for natural disasters

and wildland fires between State Civil Defense and county Civil Defense agencies. Represent the Division at local, national and international venues, and work closely with community, elected officials, private landowners, and other organizations to implement efficient management of the state's diverse natural resources including watershed protection from mountain to the ocean. Assist with statewide DLNR initiatives including watershed protection, endangered species issues, and IUCN World Conservation Congress 2016 planning. Work closely with legislators to develop meaningful legislation concerning Department priorities.

April 2013 to January 2014: Branch Manager Division of Forestry and Wildlife, Hawai'i Island Branch, State of Hawai'i Department of Land and Natural Resources. Duties included oversight and administration of Hawai'i Island's Division of Forestry and Wildlife including five key programs: Forestry, Wildlife, Na Ala Hele Trails, Natural Area Reserves System, and Operations. Strategic planning for the Hawai'i Island branch for land use priorities. Manage fiscal, personnel, policy creation and implementation, including compliance with pertinent regulations and laws, and issuance of permits. Coordinate broad-based natural resource management projects across the diverse landscapes of Hawai'i Island including watershed protection from mountain to the ocean. On-call for emergency natural disaster and wildland fire response, serving as the Planning Section Chief for the Division's Incident Command Team. Provide management assistance and oversight for the Island's three Watershed Partnerships and the Mauna Kea Management Board. Assist with Statewide DLNR initiatives including watershed protection, endangered species issues, and IUCN World Conservation Congress planning. Provide outreach and education opportunities for government officials, community groups, school groups and volunteers.

July 2003 to April 2013: Natural Area Reserves System Program Manager, Hawai'i Island Branch, State of Hawai'i Department of Land and Natural Resources. Duties included oversight and administration of Hawai'i Island's Natural Area Reserves System, the State's most highly protected areas, including management of all employees and fiscal matters. Served as the Planning Section Chief for the Division of Forestry and Wildlife Incident Command Team during times of emergencies such as wildfires. Developed Cooperative Agreements, Memoranda of Understanding/Agreements with other agencies, private landowners, NGOs and cooperators to facilitate management. Ensured program compliance with relevant state and federal laws. Wrote and reviewed several grants, management plans, environmental assessments, conservation district use permits, and research /access permits. Coordinated broad-based natural resource management projects across the diverse landscapes of Hawai'i Island including maintenance and monitoring of forest and coastal areas, wildlife surveys, and planning and implementation of projects, including cultural assessments and consultation. Provided management assistance and oversight for Hawai'i Island's three Watershed Partnerships. Provided outreach and education opportunities for government officials, community groups, school groups and volunteers.

November 2000 to July 2003: Natural Area Reserves Specialist for the State of Hawai'i DLNR, DOFAW. Duties included writing management plans, environmental assessments, and grant applications. Aided in fiscal budgeting and administration, forest timber surveys, wildlife surveys and management, community outreach including volunteer coordination, data entry and analysis. Day to day management of DOFAW lands including rigorous field operations in remote areas of the Island of Hawai'i, along with wildland fire fighting.

November 1997 to November 2000: Coordinator for the US Forest Service/ National Tropical Botanical Garden Dry Forest Project. Coordinated and implemented management and outreach objectives of the Dry Forest Working Group, a multi-agency cooperative working toward the preservation of dry forest remnants in the State of Hawai'i, including several

endangered species on private land. Supervised volunteers and field assistants, entered and analyzed scientific data, participated in grant writing and budgeting, coordinated educational tours and outreach projects with local school children, community groups, and developers. Worked closely with the Native Hawaiian lineal decedents of the region.

May 1998 to October 2000: Interpretive Naturalist for the ecotour company Hawai'i Forest and Trail. Duties included educating visitors on the Natural History of the Hawaiian Islands including biological, geological and cultural information, maintenance and driving of 4x4 vehicles, and ensuring the safety of participants in remote areas of the Island of Hawai'i.

January 1991 to May 1998: Research Assistant at the University of Hawai'i at Manoa, Kewalo Marine Lab assisting with surveys, data collection and analysis, USFWS federal grant coordination and reporting across multiple islands in the state including Maui, Molokai, Lanai, and Oahu.

Awards and Fellowships:

- 2017 **Hawaii Investment Ready Cohort III**
- 2014: **Omidyar Fellows Program Cohort III**
- 2014: **National Association of State Foresters Foundation
Harvard University Fellowship**
- 2013: **EMBA Beta Gamma Sigma Honors**
- 2012: **EMBA Scholarship Award**
- 2012: **Pacific Century Fellowship Program, Class of 2012**
- 2008: **"Most Outstanding Graduate"** Hawai'i Leadership Academy, Group 9
- 2006: **"Team of the Year"** Award Department of Land and Natural Resources

Boards and Committees:

- **Endangered Species Recovery Committee** (2018-present)
- **Hilo Yacht Club Board of Trustees** (2020-present)
 - *Vice Commodore*
- **Hawaii Island Chamber of Commerce** (2015-present)
- **Japanese Chamber of Commerce** (2015-2019)
- **Three Mountain Alliance Foundation** (2016-present)
 - *President*
- **Ka'ahahui O Ka Nahelehele** (2015-2019)
 - *Treasurer*
- **Boys and Girls Club of the Big Island** (2015-present)
 - *Strategic Planning and Resource Development Committee*
- **Friends of Hakalau National Wildlife Refuge**
 - *Endowment Committee* (2015-2019)
- **Hawai'i Preparatory Academy** (2012-2019)
 - *Strategic Planning Committee*
- **Bishop Museum Business Planning Task Force:** (2015)
- **National State and Federal Endangered Species Act Joint Task Force:**
 - (2014-2015) *National Association of Fish and Wildlife Agencies*
- **UH Mauna Kea Management Board:** (2007-2014)
 - *Secretary and 2nd Vice Chair 2013*

- *Chair Environment Subcommittee 2013*
- *Administrative Rules Subcommittee Member*
- **Kohala Watershed Partnership: (2006-2014)**
 - *Chair Executive Committee 2013*
- **Three Mountain Alliance Watershed Partnership: (2000-2014)**
 - *Executive Committee Member 2010*
- **Mauna Kea Watershed Alliance: (2010-2014)**
 - *Executive Committee Member 2012*
- **Hawai'i Community College Forest TEAM Program: (2002-2015)**
 - *Advisory Board Member*

Certifications and Specials Skills:

- **Co-Active Internal Corporate Coaching:**
 - Completed Fundamentals training January 2017
- **Hale Kuamo'o Hawaiian Language Center of Ka Haka 'Ula O Ke'elikōlani College of Hawaiian Language:**
 - Faculty and Staff Hawaiian Language Workshops, Summer 2016.
- **Hawai'i Island Chamber of Commerce**
 - Employment Law Training 2015-2019.
- **Ka Huli Ao Center for Excellence in Native Hawaiian Law, William S. Richardson School of Law, University of Hawai'i:**
 - Hawaiian Traditional and Customary Rights law training session (2013)
- **Department of Homeland Security:**
 - Advanced Incident Management/Unified Command (ICS 400/ICS Forms)
- **U.S. Forest Service Wildland Fire Fighting Courses and Incident Command Training:**
 - Incident Command Planning Section Chief S-440
 - Command and General Staff I-420
 - Intermediate and Advanced Fire Behavior S-290/S-390
 - Basic Wildland Firefighting S130/190
- **Federal Aviation Administration:**
 - Helicopter Safety B-3
- **Juniper Geographic Information Service:**
 - ArcGIS for Natural Resource Management
 - Spatial Analyst for ArcGIS
 - Working with Geodatabases
- **State of Hawai'i Judiciary, Center for Alternate Dispute Resolution:**
 - Facilitation 101 (2003)
 - Mediation skills (2007)
 - Dealing with Difficult People (2009)
 - Negotiation Skills (2009)
- **State of Hawai'i Department of Human Resources and Development:**
 - Fundamentals of Management and Hawai'i Leadership Academy (2007-2008).

Personal:

Graduated high school from the Hawai'i Preparatory Academy on the Island of Hawai'i as a member of the Cum Laude Honors Society. Accomplished distance runner and outrigger canoe paddler. Coach of soccer and running.

Publications:

Cordell, S., McClellan, M., Yarber Carter, Y. Hadway, L.J. 2008. Towards Restoration of Hawaiian Tropical Dry Forests: The Kaupulehu Outplanting Programme. *Pacific Conservation Biology*.

Giardina, C.P., C.M Litton, J. Thaxton, S. Cordell, L.J. Hadway, D.R. Sandquist. 2007. Science Driven Restoration: A Candle in a Demon Haunted World? Response to Cabin (2007). *Restoration Ecology*.

Cordell, S.; Sandquist, D.R.; Litton, C.; Cabin, R.J.; Thaxton, J.; Hadway, L.; Castillo, J.M.; Bishaw, D. 2004. An invasive grass has significant impacts on tropical dry forest ecosystems in Hawai'i: The role of science in landscape level resource management and native forest restoration in West Hawai'i. In: Proceedings of the Society for Ecological Restoration annual meeting, 2004 August 24-27; Victoria, Canada

Cordell, S., R.J. Cabin, and L.J. Hadway. 2002. Physiological ecology of native and alien dry forest shrubs in Hawai'i. *Biological Invasions* 4:4.

Cabin, R.J., S.G. Weller, D.H. Lorence, S. Cordell, L.J. Hadway, R.M. Montgomery, D. Goo, and A. Urikami. 2002. Effects of light, alien grass, and native species additions on Hawaiian dry forest restoration. *Ecological Applications* 12(6): 1595-1610.

Cabin, R.J., S.G. Weller, D.H. Lorence, S. Cordell, L.J. Hadway. 2002 Effects of microsite, water, weeding and direct seeding on the regeneration of native and alien species within a Hawaiian dry forest preserve. *Biological Conservation* 104: 181-190.

Cabin, R.J., S.G. Weller, D.H. Lorence, T.W. Flynn, A.K. Sakai, D. Sandquist and L.J. Hadway. 2000. Effects of long-term ungulate exclusion and recent alien species control on the preservation and restoration of a Hawaiian dry tropical forest. *Conservation Biology* 14: 439-453.

Cabin, R.J., S.G. Weller, D.H. Lorence, and L.J. Hadway. 1999. Restoring tropical dry forests with direct seeding: the effects of light, water and weeding. *Ecological Restoration* 17: 237-238.

Hadway, L.J. and M.G. Hadfield. 1999. Conservation status of tree snails species in the genus *Partulina* (Achatinellinae) on the Island of Hawai'i: a modern and historical perspective. *Pacific Science* 53: 1-14.