

1. I have a true passion for rehabilitation and after many years of working with both Arizona and Hawaii Correctional Industries both as employee and consultant, I have accumulated a lot of experience and knowledge about the systems and what has been successful and what has not. My hope is to bring this knowledge to the board to further the success of Hawaii Correctional Industries.

2. My role, if given the opportunity, will be to advise both the Director of HCI and the Department of Public Safety with practical input in order to help CI operate successfully and responsibly.

3. I believe I am qualified because I bring practical experience, a strong work ethic, and a problem solving mindset. My professional background has required me to manage projects, employees, systems, and make decisions based on efficiency, safety and value for all participants. These skills translate well to evaluating CI and identifying ways they can operate more effectively.

4. During my term I hope to support programs that provide meaningful job training and skills that translate directly into employment opportunities to those experiencing incarceration. I would also bring a unique perspective to agricultural career opportunities for those participants that would like to further the food security of the State of Hawaii.

5. Practicality: I always focus on solutions that work in real life situations, which can help the board evaluate programs based on effectiveness and measurable results.

Integrity: I believe in making decisions based on fairness, transparency, and responsibility.

Dedication: When I commit to an undertaking, I take the responsibility seriously and work to contribute meaningful input and effort to the group.

6. My deep knowledge of agriculture from 21 years with the University of Arizona in the College of Agriculture, private consultant, and developing agriculture programs within two CI organizations make me uniquely qualified to advise the committee. Also having dealt directly with former Governor Ige on some of these issues as a past employee of CI allows me to bring an even sharper focus to this particular area.

7. I do not foresee any possible conflicts of interests if I am given the opportunity to serve the committee. The only reasonable course of action, should a conflict arise is to bring it before the Committee and the Director of Public Safety allowing their input to set the tone for a possible resolution.

Mahalo for this opportunity,
Shane Doughty

JOSH GREEN, M.D.
GOVERNOR
KE KIA'ĀINA



STATE OF HAWAII | KA MOKU'ĀINA 'O HAWAII
**DEPARTMENT OF CORRECTIONS
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Programs

No. _____

TESTIMONY ON GOVERNOR'S MESSAGE NO. 622
SUBMITTING FOR CONSIDERATION AND CONFIRMATION TO THE
CORRECTIONAL INDUSTRIES ADVISORY COMMITTEE, GUBERNATORIAL
NOMINEE SHANE DOUGHTY.

by
Tommy Johnson, Director
Department of Corrections and Rehabilitation

Senate Committee on Public Safety and Military Affairs
Senator Carol Fukunaga, Chair
Senator Chris Lee, Vice Chair

Wednesday, March 11, 2026; 3:00 p.m.
State Capitol, Conference Room 016 & via Videoconference

Chair Fukunaga, Vice Chair Lee, and Members of the Committee:

I submit this testimony in support of the nomination and confirmation of Shane Doughty to the Correctional Industries Advisory Committee.

The function of the Correctional Industries Advisory Committee is to advise and guide the Hawai'i Correctional Industries (HCI) Administrator in moving forward with sound and profitable business ventures specifically designed to provide meaningful work experience to inmates so they may successfully transition back into the community.

Mr. Doughty will bring extensive knowledge and experience, in both agriculture and business, to HCI. His expertise as a project manager and program coordinator for large-scale organizations makes him the ideal candidate for the Correctional Industries Advisory Committee. In addition, as a former Agriculture Specialist and Operations Manager with HCI, Mr. Doughty's previous experiences will effectively assist in improving HCI's ongoing vocational training for inmates to ensure real world skills and employment upon release.

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March 11, 2026
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For these reasons, DCR respectfully urges the Committee on Public Safety and Military Affairs to advise and consent to the nomination of Shane Doughty to the Correctional Industries Advisory Committee.

Thank you for the opportunity to submit testimony in support of Governor's Message No. 522 and the confirmation Mr. Doughty.