



MEETING MINUTES OF THE HAWAII TECHNOLOGY DEVELOPMENT CORP (HTDC) BOARD OF DIRECTORS

September 09, 2024
Entrepreneurs Sandbox = Large Classroom
643 Ilalo St. Honolulu, HI 96813

Member(s) Present

Staff Present

Craig Nakanishi, Chair (Mr. Nakanishi)	Wayne Inouye, Acting Executive Director
Sandra Fujiyama, Vice Chair (Ms. Fujiyama)	(Mr. Inouye)
Edward Barnabas, (Mr. Barnabas) (arrived at 1:38 pm)	Stephanie Yuu-Sato, (Ms. Yuu-Sato)
Gregory Kim, (Mr. Kim) (arrived at 1:39 pm)	
Presley Pang, (Mr. Pang)	
Matthew Sullivan, (Mr. Sullivan)	
Gregory Uehara, (Mr. Uehara)	
Rick Volner Jr. (Mr. Volner Jr.) (arrive at 1:33 pm)	
Dane Wicker, (Mr. Wicker)	

Member(s) Absent

Counsel Present

None	Elise Amemiya, Deputy Attorney General
	(Ms. Amemiya)

Guest(s) Preset

Member(s) of the Public Present

Michael Morrison, CPS HR Consulting	Christopher Lum Lee
(Mr. Morrison)	

1. Call to Order

Meeting called to order at 1:31 p.m.

2. Roll Call

Members present: Chair Nakanishi, Ms. Fujiyama, Mr. Pang, Mr. Sullivan, Mr. Uehara, Mr. Wicker, Mr. Barnabas arrived at 1:38 p.m., Mr. Kim arrived at 1:39 p.m. and Mr. Volner Jr. arrived at 1:33 p.m.

3. Introduction of New Hawaii Technology Development Corporation (HTDC) Board Member, Gregory Uehara

Mr. Inouye introduces new Board member, Mr. Gregory Uehara who is replacing Vincent Kimura who spent two terms as a HTDC Board of Director.

Mr. Uehara advises that he is excited to join the HTDC Board. Born in Honolulu and a graduate of Castle High School, minor grad at College of Idaho and University of Washington where he attended engineering school. Worked three years at intel at San Jose and returned for his M.S and Ph.D at Berkeley. In 1993 he returned to his dream job teaching electrical engineering with Vassilis at University of Hawaii. In 2000, his sabbatical year he moved to Austin, Texas and became Engineering Director for Silicon Labs. In 2005 he spent a year at Austin Ventures at the time it was third largest venture capital in the United States. Moved to Mavell Semiconductor then returned to Kailua in 2012 to work from home for the next three years. In 2015, started full-time wearable startup, due to his horrible back pain, learned to utilize core muscle that is poorly taught by therapists, coaches and trainers. Currently working as a consultant.

4. Hiring of HTDC Executive Director Position

Mr. Inouye introduces Mr. Morrison, Principal Consultant of CPR HR Consulting.

Mr. Morrison provides a brief description of himself. Advises that he is originally from Sacramento, California and four years ago moved to Kailua-Kona. He previously worked for State of California Department of Corrections for 14 years, seven of which he was Human Resource Chief. Overseeing 6,500 employees, 36 facilities, creating a recruitment unit for hard to fill classifications. Made the change due to the connection to Hawaii and was able to work remotely for Uber as a corporate recruiter and most recently for CPS HR Consulting where he still specializes in California state government executive recruitment as well as Colorado state government and expanding to Florida. In this role he has hired numerous executive directors, this being the fourth commission board.

Mr. Morrison provides an overview of the CPS process. Using the ideal candidate profiles used during the previous search he did outreach and advertisement on many diverse job boards, sent to various locations, created brochures just to get the word out. Also did own outreach on LinkedIn recruiter, and prior list of applicants. The ideal candidate profile was executive leadership was very important, not only dealing with a team and staff but dealing with the board and external and internal stakeholders. Have strategic leadership, a person who is willing to come in, learn and listen, willing to foster innovation and vision, bring in great solutions and ideas, have government experience, and technology experience. These are the main profiles used in the search. Went thru each applicant, put them in categories, those that were labeled as “highly competitive were then video interviewed. From there we have the list of final candidates.



Mr. Uehara asks how much information was provided about HTDC to the candidates or was that research done primarily on their own?

Mr. Morrison advises that some did their own research and had questions that he could not answer. He could only provide answers that he found on our website. He would say 70% did their own independent research.

Mr. Wicker asks what the number of applicants and the type of categories was they were split into.

Mr. Morrison advises there were 90 applications and three categories, highly competitive, competitive, mildly competitive and there was a fourth category labeled as not competitive and they consisted of IT managers or did not meet any of the criteria.

Mr. Pang asks if there is an update on the timeframe. When do you expect a callback or negotiations as well as arrival time.

Mr. Morrison advises that after this meeting he hopes that we narrow the candidates to three or four to interview and the schedule will be based on when the board will be able to meet and some candidate will be able to arrive in two weeks while some will take approximately a month.

Mr. Wicker asks if any have other offers pending.

Mr. Morrison advises that none have pending offers. The top nine have advised that HTDC is their top choice.

Mr. Kim asks how the applicants were prioritized.

Mr. Morrison took the initial feedback and scored the applicants on what he thought was important but is now will defer to the board for their thoughts.

Mr. Kim asks if there was one thing that each candidate had to possess.

Mr. Morrison advises, motivation, innovation and vision. They needed to have a plan and experience to back it up.

Mr. Uehara asks that some candidates did not score high on the relocation.

Mr. Morrison advises it was not relocation but the current connection to Hawaii. One candidate who has a home here in Hawaii who is willing to move his entire family here. All of them are serious to move here.



Mr. Wicker asks of the 81 other applicants, for the Hawaii applicants were exclusions or parameters provided.

Mr. Morrison advises that he prioritized those applicants but their background did not meet the expectations. Asking the board for guidance if having that Hawaii connection is important than having other qualifications.

Chair asks if there is any testimony from the guests.

Guest, Christopher Lum Lee states that he submitted testimony and he stands on it.

Chair advises that we will be going into Executive Session to consider a final list of candidates to interview for the position pursuant to Hawaii Revised Statutes §§ 92-4 and 92-5(a)(2).

Chair calls for a motion to move into Executive Session.

Motion to convene into Executive Session made by Mr. Wicker / Second by Mr. Barnabas

Motion approved, 8 – 0 with all members present voting in the affirmative, Mr. Uehara abstained from voting.

Executive Session Convened at 1:56 p.m.

Executive Session adjourned at 3:31 p.m.

Pursuant to HRS §92-4(b) a report of the Board's discussion and final action taken in the executive meeting was made. Chair advises Mr. Morrison presented a list of nine candidates for Board consideration. After discussion of the candidates, the Board decided to conduct interviews with the top three candidates.

Chair advises that a Doodle Poll will be created to schedule a meeting to hold the interviews for the Executive Director's position. This will be an approximate six hour meeting, one hour to one hour fifteen minutes per candidate with a break in between interviews. Questions by the board to be submitted directly to Mr. Morrison to filter out duplicates and to be asked during the live interview.

After the interviews a regular board meeting to be held in October, a date to be advised.

Chair advised the Executive Director's report will be skipped unless there are questions.

Chair calls for a motion to adjourn.

Motion to adjourn made by Mr. Sullivan / Second by Mr. Wicker



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Meeting adjourned at 3:45 p.m.

Respectfully submitted,

Stephanie Yuu-Sato
Acting Executive Secretary

