



PPALM Quarterly

Pan-Pacific American Leaders & Mentors

Summer 2018

From the Chairman's Foxhole

Summer is upon us! I am sure all of you have great plans this season – travel and vacation, or staying around the area and enjoying the sun and relaxation.

These past few months, the PPALM Board began addressing this year's key events and tasks to improve delivery of services to our members. These include three major events: the 5th APAICS – PPALM Military Luncheon held on May 17 in Washington, D.C., the upcoming 2nd Annual Wellness and Professional Development Seminar scheduled for this summer (date TBD), and the 11th Annual General Membership and Reception planned for Oct. 7 in Washington, D.C.

(Photo L-R: MG(R) Tony Taguba, RADM Joseph Vojvodich, USCG and Floyd Mori at the APAICS/PPALM Military Leadership Luncheon on May 17; photo by APAICS.)



Two of our key tasks are to evaluate and improve PPALM's dues program and revise the PPALM mentoring program. Both initiatives will be released for implementation in 2019. We have not reviewed the dues program since 2007 and are doing so in concert with our financial operations. For the mentoring program, we agreed to be more progressive and dynamic as a component in leadership development. We will keep you apprised of the progress of both initiatives and on implementation no later than January 2019.

Our Board members have much more to accomplish for the rest of the year. We are in the process of updating news and reports on the website. So, please log on and check out what's going on in our organization.

Congratulations are in order for several members of PPALM who continue to achieve success as leaders!

- Army LTC Sonny Rosales recently took command of 1st Battalion 5th Infantry Regiment at Fort Wainwright, Alaska.
- Army LTC Iven Sugai took command of 1st Battalion, 5th Field Artillery Regiment, Fort Riley, Kansas. His wife, Army Lieutenant Colonel Courtney Sugai took command of 541st Combat Sustainment Support Battalion forward deployed at Camp Arifjan, Kuwait.
- Navy Lieutenant Commander Jane Kuroda was selected for promotion to Commander. She is assigned as a JAG, Navy Reserve Civil Litigation unit, Navy Yard.
- Army LTC Faamao Capri was selected to be the Army G-1 (Human Resources) at the



Inside this issue:

Chairman's Message	1
5th Ann. APAICS/PPALM Military Ldrshp. Luncheon	2
Testimonial: Alyson Kil	3
Member Highlight: Janelle Kuroda	3
From the Board	3-4
On the Horizon	6

Board of Directors:

Chairman	MG Tony Taguba, USA (Ret.)
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VP, Mentorship	COL Paul Shelton, USA (Ret.)
VP, Membership	CPT Xiaoxu Lin, PhD, USA
VP, Communications	Maj. Renee Lee, ANG/Dept. of State
VP, Information Technology	Capt Jason Yee, ANG
General Counsel	Mr. Erick Soriano, Esq., LLP



From the Chairman's Foxhole (cont'd)

10th Mountain Division, Fort Drum, New York.

- Army LTC Khanh Diep was selected to attend the National Defense University at Fort McNair, Washington D.C. She was recently the Army G-1 (Human Resources) at Fort Carson, Colorado.
- Marine 1LT Jonathan Ung is now assigned at Corpus Christi to complete his flight training as a pilot in C-130 transport aircraft.
- Ms. Leaksmy Norin is enrolled in AAGEN's Senior Executive Service development program while assigned as a GS -15 in the Bureau of Legislative Affairs, Department of State.
- Air Force Lt. Col. (Ret.) and founding PPALM member Michael Yaguchi is the new President, PPALM Seattle/Tacoma Chapter.
- Army Major (Promotable) Rochelle Pressley was selected for promotion to Lieutenant Colonel. She is assigned as the Secretary of General Staff, 19th Theater Support Command, US Eighth Army, in South Korea. She was the former President, PPALM Chapter, Fort Bliss/El Paso, TX
- Mr. Steven Schock is enrolled in AAGEN's Senior Executive Service Development program while assigned as a GS – 15 at the Defense Intelligence Agency.
- Mr. Stan Fujii, PPALM-Metro DC chapter on receiving the AAGEN's 2018 Stan Suyat Leadership Award on June 5, 2018.

Congratulations all for your outstanding accomplishments! Be sure you share our success stories with others.

Enjoy your summer time. Thank you for your membership and continued support of PPALM.

Keep up the great and important work you do at your respective assignments and leadership positions. Stay safe and healthy!

Best regards to all,
Tony Taguba
MG, U.S. Army (Ret.)
Chairman

5th Annual APAICS/PPALM Military Luncheon (Courtesy of APAICS)

In light of Asian Pacific American Heritage Month (#APAHM2018), APAICS hosted the 5th Annual Military Leadership Luncheon in conjunction with *Pan-Pacific American Leaders and Mentors* (PPALM) on May 17, 2018. The Military Leadership Luncheon is dedicated to promoting leadership diversity and Asian American and Pacific Islander representation within our armed forces. Promoting diversity in the military encourages and strengthens the voice of Asian Americans and Pacific Islanders throughout our nation.

Speakers at the event included PPALM Chairman **MG Tony Taguba**, outgoing APAICS President & CEO **Honorable Floyd Mori**, incoming APAICS President & CEO **Madalene Xuan-Trang Mielke**, **BG Carol Eggert**, and **Congressman Mark Takano** - each who shared their personal stories of serving or having family members that served, and the importance of diversity in the U.S. military.

The keynote remarks were delivered by **RADM Joseph Vojvodich**, US Coast Guard, who currently serves as the Deputy for Mission Support at U.S. Coast Guard Headquarters, which is responsible for staffing, training and equipping the Coast Guard to meet all mission requirements.

APAICS also recognized WWII veterans who were in attendance: **Lt. Celestino Almeda**, served with the Philippine Commonwealth Army, U.S. Army;





Testimonial: Alyson Kil (VP, Finance)



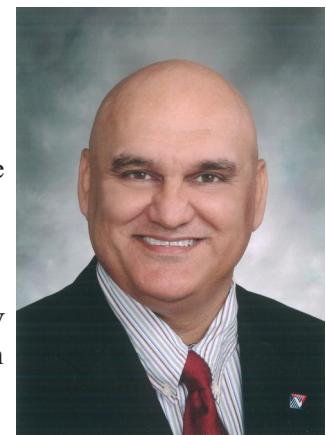
The only way I got to where I am is through the many mentors I've been blessed to have throughout my life. It is only natural that I give back and through PPALM I have been able to have both. Through PPALM, I have met so many leaders in the military community that have given me advice about my career and in life, who have advised me and guided me through my four years of being active duty in the NCR region, and have helped me succeed. I truly believe I am successful because someone else believed in me, and my success belongs to all those who have helped me. I truly owe so much to PPALM for providing me the opportunity to meet and connect with our nation's finest leaders and move ahead in my military career, where the APA population has the lowest promotion rate within the officer corps. It is essential that we help our community and maintain a strong network where we can rely on each other and build each other up, as that makes our community stronger and allows us to be more effective as a population that wants to give back and serve our country.
(Photo: Alyson and mentee)

Member Highlight: Janelle Kuroda

Long-standing PPALM member Janelle Kuroda was selected for promotion to the rank of Commander (O-5) on May 29. Kuroda is a judge advocate (JAG) in the U.S. Navy Reserve and is currently attached to the Navy Reserve Civil Litigation unit at the Washington Navy Yard in D.C. Outside of the Navy, Kuroda is a foreign affairs officer at the U.S. Department of State, Bureau of International Narcotics and Law Enforcement Affairs, where she serves as an anti-corruption advisor in the Office of Anti-Crime Programs.

Welcome, New Members!

Dr. Ray Jardine is the Chairman & CEO of Native Hawaiian Veterans, LLC and Chairman of the Kina'ole Foundation. He served as the Senior Emergency Managers for the United State Postal Services for Hawaii and Guam in 2004. He was appointed by President Bush as the Vice Chair of the National Veterans Business Development Corporation and was reconfirmed by President Obama. He served as the Minority Veterans Advisor to Secretary Shinseki. He was appointed to the Emergency Management Advisory for three Governors. He was the SBA Business Leader of the Year in Hawaii for 2016 and was runner up for the SBA National Business Leader of the Year. Hawaii Business magazine ranked NHV as 134 of the top 250 companies in Hawaii, and in Hawaii Business News as one of the fastest 50 growing companies in Hawaii in 2016. He was recognized as the Business Executive of the Year in 2015 by Pacific Edge magazine, and Asian Enterprise Entrepreneur of the Year in 2013. NHV has done business in all states/territories and in 20 countries. He is the recipient of the Gordon H. Mansfield National Veterans Advocated award in 2017 and in 2018 the Hawaii SBA 8(a) Business of the Year. Dr. Jardine enlisted in the Army in 1971 and retired in 2004 in the rank of Colonel. Dr. Jardine's degrees include a MA, MSS, MBA and a doctorate degree.



Brig. Gen. John Y.H. Ma retired from the U.S. Army Reserve on 24 August 2010. Prior to his retirement, he served as Commanding General 9th Regional Readiness Command, Pacific Army Reserve and later as Deputy Commanding General (USAR), US Army, Pacific, Shafter, HI. He served six years on active duty, two years in Korea with the 1st Signal Brigade and later in Hawaii with the 25th Infantry Division.

After leaving active duty he joined the Pacific Army Reserve, serving in variety of staff and command assignments, including Assistant G3, Assistant G3 Plans, IX Corps (Reinf); Deputy Chief of Staff for Information Management, Deputy Chief of Staff for Engineering, 9th Army Reserve Command; Deputy Chief of Staff for Force Management, 9th Regional Readiness Command; and Commander, 322nd Civil Affairs Brigade.



Prior to his retirement from federal civil service, he served over eight years as Deputy for Management Support, 9th RRC; and over 20 years with Deputy Chief of Staff for Engineering, USARPAC, as an engineer planner and later, program manager for military construction and Army family housing; and six years at Pearl Harbor Naval Shipyard as a Test Engineer. BG Ma has a Bachelor of Science Degree in Civil Engineering from the University of Hawaii and a MBA from Pepperdine University.



From the Board

Erick Soriano (Counsel)

JUDGE ORDERS ASIAN-AMERICAN FEDERAL GOV. SCIENTIST ACCUSED OF ESPIONAGE TO BE REINSTATED:

The U.S. Department of Commerce has been ordered to reinstate a Chinese-American scientist who had been accused of spying for China, a ruling that comes more than free years after those federal charges were dropped by the U.S. Department of Justice. The decision was released on April 23, 2018, by Chief Administrative Judge Michele Szary Schroeder of the U.S. Merit Systems Protection Board, an agency that hears employment-related appeals by federal employees. That [decision](#) was very critical of the Department of commerce/NOAA's action. Click [here](#) for the full decision.

Mike Asada (Executive Director)

Since joining PPALM last summer, my goal was simple: to expose young professionals in the military or government to get the right advice for your career aspirations. Mentoring is a primary mission and core value of PPALM. The concept is a way of capitalizing on the wisdom and insights of role models and/or experienced individuals, who are committed to supporting the development and success of junior members.

It is the principle means for the organization and its members to share, encourage and inculcate the professional values and attributes associated with being a successful professional leader and contributor to society. So what type of mentors should you look for? And how do you utilize mentors to help you?

Here are my top 5 pieces of advice:

1. A good mentor breaks you out of your comfort zone. There will always be people around to comfort you, but a good mentor is one that encourages you to keep improving and pushes you into new experiences. I've had one mentor who told me to break out of my comfort zone and plan to thrive in an unknown field to gain knowledge. It has been a rewarding experience taking this advice, so I know firsthand that this works!
2. A good mentor knows your personal strengths and weaknesses. Try to improve upon your weaknesses by finding the mentor who will complement them. You don't always have to be exactly like your mentor to get along. In fact, finding someone with different skillsets than you will be helpful since you'll have even more to learn from this person.
3. Know how to utilize your mentor. You've finally found your mentor leader, but now what? A lot of time, mentees asked the mentors, "what do you think I should be doing?" or "what are the best assignments?" Those are the wrong questions to ask as a start before sharing who you are.
4. Perception vs. reality. Your vision might differ from the reality of things — be specific and know how to make the most of your mentors by asking those hard questions. If your relationship with your mentor still doesn't align with your goals, try to take the leap of faith by asking your mentor if there is anyone with whom you should connect or network in a certain field.
5. Don't feel like you must find someone in your career field or in the same location. And yes, you should have both men and women as your mentors. Find those who are very different from you because you'll get the best range of possibilities and perspectives.

Finally, PPALM strives for the following benefits:

- Increase self-awareness and personal growth
- Enhance career development and options
- Promote job satisfaction
- Develop new ideas and new skills
- Increase knowledge of the federal and military personnel systems
- Develop the full potential of each individual
- Promote a sense of satisfaction that comes from helping another person to learn, grow and develop
- Enable the passing of technical and ethical knowledge gained from years of professional experience



What PPALM will do:

- Pair you with a mentor from your chapter or national organization (if possible)
- Exchange contact information
- Be available as a resource for any questions/concern

What you will get:

- Connect with a mentor from the national organization or PPALM chapter of your local area
- Work closely with PPALM members and your designated mentor to make new connections
- Invest in the present and future of PPALM!

Thank you for your interest in the Pan-Pacific American Leaders and Mentors (PPALM) organization. We look forward to having you join us in serving your career objectives.

Jason Yee (VP, Information Management) and Juan Rodriguez (Director, Information Management)

You may have received many emails about the European Union's General Data Protection Regulation (GDPR), a regulation meant to protect the privacy and data of EU Citizens and residents. Here at PPALM, we've talked about this with our Counsel and have determined that the language of the regulation is relatively ambiguous and arguably subject to interpretation as to its general applicability to U.S.-based nonprofit organizations. Because PPALM (A) does not directly conduct business in the European Community, and (B) to the extent that it collects personal data from its U.S.-based members that may reside temporarily in an EU member country, the data it collects are only de minimis and incidental, PPALM arguably is not, at the present time, subject to GDPR. We will revisit this issue in the future as the organization evolves and expands its footprint.

Nevertheless, some of the requirements of GDPR are really good ideas and we want to implement them here as well as part of our overall approach to protecting the confidentiality of your personal information. Our membership management system WildApricot makes this straightforward and have implemented the following:

1. We will appoint our VP of Information Management (Jason Yee) to be our Data Protection Officer (DPO).
2. The DPO will ensure data is secure with security best practices including secure transmission with HTTPS.
3. The DPO will ensure that data is completely removed if requested by members.
4. The DPO will notify members of any security breach within 72 hours.

We're dedicated to providing the best mentoring and mentoring services in the modern business world, and you can trust us to be forward-thinking and always protecting your privacy and data security.

Please visit <https://ppalm.wildapricot.org/Sys/Profile> and update your PPALM Mentor/Protege Profile. This profile is critical to the mentorship team so we can find you a mentor/protege. Additionally, you can search through the profiles of other PPALM members in good standing here: <https://ppalm.wildapricot.org/directory>.

Paul Shelton (VP, Mentorship)

Hello PPALM members around the world! The other members of the Executive Board and I are excited to announce some coming changes to our mentoring program. To date, the program has been largely informal. This has made our most important deliverable to our membership difficult to measure, collect data and ultimately improve upon.

Over the next few months, I will be leading an advisory committee of PPALM and non-PPALM leaders (chapter officers and volunteer mentoring consultants) to build a new and improved mentoring program. We intend to formalize the mentoring relationship and process as well as make it more prescriptive in matching, tracking and evaluating performance.

Expect to be contacted as we will want your feedback as we develop our plans. We will have a draft of the program for the Executive Board's review in August and follow up at the annual membership meeting with a briefing on the new program. Finally, we expect to launch a pilot program in December to test and finalize our plans for a new start.

Our goal is to deliver an effective, measurable, improved mentoring program in 2019.

**Renee Lee (VP, Communications)**

If you'd like to share any updates with the PPALM family, please send me an email at rhl@ppalm.org. These updates can be promotions, career moves, accomplishments, etc.

CPT Xiaoxu Sean Lin, Ph.D. (VP, Membership)

For the past 10 years, PPALM has grown from a small dedicated group of leaders to a valuable nation-wide non-profit organization with multiple chapters and hundreds of members. PPALM has become a professional network of Asian Americans and Pacific Islanders, military and civilian, committed to serving the nation by providing leadership, education, mentoring, and fellowship opportunities. Due to the need to support local chapters and the rapidly rising costs for event organizing and hosting, as well as for covering basic operational costs, the Board of Directors at PPALM has approved a plan to enact an across-the-board increase of the membership fees (see the table below). There will be a \$5 increase for one-year and three-year regular membership fees, effective January 1, 2019; followed by another \$5 increase for one-year and three-year regular membership fees, effective January 1, 2020.

Membership Level	Effective January 1, 2019	Effective January 1, 2020
One-year regular	\$40	\$45
Three-year regular	\$105	\$110
Life Time Membership		\$500
Student Membership		Free
Associate Membership	Cancelled and Rolled into One-year membership for existing members.	

We have made every attempt to avoid the increase of membership fees, but we refuse to compromise on quality, even though we are an all-volunteer non-profit organization. We encourage local chapters to take this as an opportunity to encourage enrollment of new members this year, so they can take advantage of current membership fees and what PPALM offers.

On the Horizon

PPALM will hold our **2nd Annual Wellness and Professional Development Seminar** this summer in the Washington area (August 11 TBC). This is the second of a series we launched in 2017. How do we handle and address these issues as they impact our mental, physical and spiritual well-being? This program attempts to provide useful information on dealing with issues that generally arise in the personal professional space. Stay tuned for an update on date, time and logistics information.

Save the date! PPALM will hold our **11th Annual General Membership and Reception** on Sunday, Oct. 7 in the Washington area. The venue and other details are still TBD, but stay tuned for an update later this summer.