

2022 AAGEN Leadership Workshop

Advancing Leadership for the Future Workforce

DoubleTree by Hilton Hotel
Washington DC – Crystal City
300 Army Navy Drive
Arlington, VA 22202



September 9, 2022

4 September 2022

MISSION

AAGEN is a 501(c)(3) non-profit, non-partisan organization that promotes and supports Asian American and Pacific Islander leadership in government.

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Dear 2022 Workshop Attendees:

As Chair, I welcome you to this year's Asian American Government Executives Network (AAGEN) "Advancing Leadership for the Future Workforce" Leadership Development Workshop! This year's workshop will once again offer a variety of career advancement discussions intended to stimulate you as senior leaders in the new hybrid environment. The workforce is changing and posing more challenges than in the past. It is as leaders of the future, that we leverage opportunities for success.

Since our inception 29 years ago, AAGEN has grown into a non-profit corporation of over 600 members. We look forward to serving our community for many years to come and celebrating even more distinguished senior appointments in the future. AAGEN continues to make tangible impacts and has gained a highly respected reputation for developing and sustaining a diverse pipeline of leaders, especially AAPI leaders and representatives from all ethnic groups at the senior executive level in the Federal government.

This year's program along with our Senior Executive Service Development Program (SESDP) are widely recognized by OPM, the EEOC, and the White House Initiative on Asian Americans and Pacific Islanders. The eleventh SESDP cohort, selected based on rigorous merit review, is being initiated at this workshop. Welcome incoming FY23 SESDP cohort class. We encourage you to meet other members who have attained the SES status as a result of these trainings, as well as those more firmly on that path.

Throughout the workshop offerings, you will receive information to assist you in your career advancement and provide networking opportunities to meet senior leaders in government. We are confident that you will find something you can use among the two tracks' offerings.

Being able to host an event of this size cannot be done without giving thanks to the many speakers, sponsors, coaches, mentors, and team of volunteers who have put this outstanding program together this year! THANK YOU!! We know you will find this workshop helpful in preparing you to achieve your career goals and more importantly, to give you food for thought in your role as a leader in shaping our future.

Based on your feedback from previous years, we will be offering a reception at the end of the day to celebrate the workshops and time for you to network with colleagues. We invite you to attend this event to be held at 5:30 pm in the AAGEN registration area right outside the Washington Ballroom.

Congratulations on taking the opportunity to enrich your career by participating in this year's workshop. I wish you much success in your professional advancement. As public servants and military leaders, we applaud you for your dedication to serving our country and shaping it for the future.

AAGEN always supports the notion that one pays it forward for future generations. Thanks to all our members for your ongoing support. For those of you who are not yet members, please consider joining AAGEN and participating in our next decade of growth and achievement. We need strong leaders for tomorrow to work together in promoting a competent and diverse workforce.

Respectfully,

Vivian T. Chen, MSW, ScD.

Vivian Chen, MSW, ScD
Chair, Asian American Government Executives Network

April 29, 2022

Asian American, Native Hawaiian, and Pacific Islander Heritage Month, 2022**A Presidential Proclamation on Asian American, Native Hawaiian, and Pacific Islander Heritage Month, 2022**

During Asian American, Native Hawaiian, and Pacific Islander Heritage Month, our Nation recognizes the innumerable contributions, vibrant cultures, and rich heritage of Asian Americans, Native Hawaiians, and Pacific Islanders (AA and NHPs). As some of the fastest-growing racial and ethnic groups in the Nation, AA and NHP communities represent a multitude of ethnicities, languages, and experiences that enrich America and strengthen our Union.

AA and NHPs have long played an essential role in writing the American story. From serving our country in uniform, advocating for civil rights, starting new businesses, and winning Olympic medals, the contributions of the AA and NHP community touch the lives of Americans every day. AA and NHPs serve with distinction at the highest levels of Federal, State, and local government. I am proud to have Vice President Kamala Harris, the first person of South Asian descent to serve as Vice President, and Katherine Tai, the first Asian American United States Trade Representative, in my Administration.

As we celebrate AA and NHP communities, we must also redouble our commitment to combating the surge of anti-Asian hate crimes. The First Lady and I shared the Nation's outrage as we witnessed these crimes increase by 339 percent last year compared to the year before in cities across America. Many other incidents of anti-Asian bias, xenophobia, and harassment that surfaced throughout the COVID-19 pandemic were not even reported. We cannot allow these horrific acts to continue threatening the safety of AA and NHP Americans — especially women, girls, and the elderly. These acts are wrong; they are un-American; and they must stop.

In my first week in office, I directed all executive departments and agencies to combat xenophobia, hate, and discrimination against AA and NHP communities. I also signed into law last May the COVID-19 Hate Crimes Act to provide law enforcement with resources to identify, investigate, and report hate crimes and ensure that hate crimes information is more accessible to AA and NHP communities.

As we work to ensure that hatred has no safe harbor in America's future, we must confront shameful chapters in our history. That is why, for example, I signed into law the Amache National Historic Site Act — to memorialize the 10,000

Japanese Americans who were unjustly imprisoned at Amache during World War II. And we will continue to root out racial injustices of our past and advance equity for all Americans as we move forward.

Toward that aim, my Administration is making long-overdue investments in AA and NHP communities. I reestablished and expanded the President's Advisory Commission and the White House Initiative on Asian Americans, Native Hawaiians, and Pacific Islanders. The American Rescue Plan helped reduce poverty among AA and NHP families by approximately 26 percent. We have increased access to capital, training, and counseling for AA and NHP entrepreneurs so their businesses can thrive. We are also working to ensure that healthcare resources are available to AA and NHP communities. And we are rebuilding our immigration system so everyone is treated fairly and humanely — including AA and NHP communities.

This month, we celebrate our fellow Americans from AA and NHP communities and pay tribute to all they have done to help fulfill the promise of America for all. Together, let us recommit ourselves to building a country in which every American — regardless of who they are, where they come from, or what they look like — has an equal opportunity to thrive.

NOW, THEREFORE, I, JOSEPH R. BIDEN JR., President of the United States of America, by virtue of the authority vested in me by the Constitution and the laws of the United States, do hereby proclaim May 2022 as Asian American, Native Hawaiian, and Pacific Islander Heritage Month. I call upon all Americans to learn more about the history of AA and NHPs, and to observe this month with appropriate programs and activities.

IN WITNESS WHEREOF, I have hereunto set my hand this twenty-ninth day of April, in the year of our Lord two thousand twenty-two, and of the Independence of the United States of America the two hundred and forty-sixth.

JOSEPH R. BIDEN JR.

JUDY CHU, Ph.D.
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September 9, 2022

Dear Friends,

As Chair of the Congressional Asian Pacific American Caucus (CAPAC), I am pleased to welcome you to the 2022 Asian American Government Executive Network (AAGEN) Leadership Workshop.

AAGEN has helped Asian Americans and Pacific Islanders develop strong professional and leadership skills, building an invaluable pipeline of AAPI leaders who are ready to take on leadership roles in the federal government.



For nearly three decades, AAGEN has successfully utilized the knowledge and resources of AAPI leaders currently serving in the federal government to ensure that the next generation has the tools they need to succeed. One of the most powerful tools they've developed is a network that is invested in supporting future AAPI leaders. As we work towards addressing disparities in AAPI representation in senior leadership roles in the federal government, AAGEN has proven to be a crucial partner.

On behalf of the 77 Members of the Congressional Asian Pacific American Caucus, I applaud AAGEN and wish all of today's attendees a productive conference.

Sincerely,

A handwritten signature in black ink that reads "Judy Chu".

Judy Chu
CAPAC Chair

TED W. LIEU
33RD DISTRICT, CALIFORNIA

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August 30, 2022

Dear Friends:

Please accept my warmest wishes as you gather for the Asian American Government Executives Network's (AAGEN) 2022 Leadership Workshop.

Today, Asian Americans and Pacific Islanders are the fastest growing racial group in the United States. In Congress, AAPI representation continues to grow in both the U.S. House of Representatives and the U.S. Senate. As more AAPIs pursue careers in government, I am encouraged by AAGEN's mission to promote, expand, and support Asian American and Pacific Islander leadership in federal, state and local government.

Congratulations and best wishes for a memorable event. I look forward to continuing to work with AAGEN as you work to promote and expand diversity and inclusion in government and develop future AAPI leaders of America.

Sincerely,



Ted W. Lieu
Member of Congress



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Grace Meng
Congress of the United States
Sixth District, New York

August 31, 2022

Asian American Government Executives Network
1001 Connecticut Avenue, NW, Suite 320
Washington, D.C. 20036

Dear Asian American Government Executives Network,

It is my pleasure to extend a warm welcome to everyone attending the 16th annual Leadership Training Workshop hosted by the Asian American Government Executives Network (AAGEN).

AAGEN supports Asian American and Pacific Islander (AAPI) leadership in government and demonstrates its dedication to promoting leadership and professional development for AAPI leaders in public service. Through trainings, professional development, and scholarship opportunities, AAGEN is empowering AAPI leaders across all levels of government, and I commend them for their leadership.

I wish everyone in attendance a productive workshop and continued success in the future.

Sincerely,

A handwritten signature in black ink, appearing to read "Grace Meng".

Grace Meng
Member of Congress

MARK TAKANO

41ST DISTRICT, CALIFORNIA

COMMITTEE ON VETERANS' AFFAIRS
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Congress of the United States
House of Representatives
Washington, DC 20515

August 31, 2022

Dear Friends:

Congratulations on convening the 16th Asian American Government Executive Network's (AAGEN) 2022 Leadership Workshop.

As the AAPI community continues to grow, it is imperative local, state, and federal governments reflect the nature of their elected bodies. AAGEN's mission to promote, expand, and support Asian American and Pacific Islander leadership in public service directly encourages AAPI engagement. I am encouraged by this mission to support the future leaders of tomorrow.

This workshop is a unique opportunity to both celebrate and build upon the achievements and goals of Asian American and Pacific Islanders. There is no denying the vast contributions of Asian Americans and Pacific Islanders have strengthened the culture of the United States and I wish you all a successful event.

Sincerely,

A handwritten signature in black ink that reads "Mark Takano".

MARK TAKANO
Member of Congress

AGENDA

7:30 AM – 5:00 PM	Registration Washington Ballroom Foyer		
7:30 AM – 8:30 AM	Breakfast & AAGEN Sponsors and Partner Exhibits Harrison Jackson Rooms		
8:30 AM – 8:40 AM	Opening Ceremonies & Welcome: Dr. Jiashen You , AAGEN Vice Chair Washington Ballroom National Anthem: Ms. Jennifer Nguyen Invocation: Mr. William C. Baron		
8:40 AM – 9:10 AM	Plenary Session: <i>NAPA's Grand Challenges</i> Ms. Terry Gerton , President and CEO of NAPA Washington Ballroom		
9:10 AM – 9:40 AM	Opening Keynote Speaker: The Honorable Erika Moritsugu , Deputy Assistant to the President and AA and NHPI Senior Liaison Washington Ballroom		
9:40 AM – 9:50 AM	Coffee Break Harrison Jackson Rooms (Visit Sponsors' Exhibits)		
9:50 AM – 10:50 AM	TRACK 1 TOOLKIT SKILLS Madison	TRACK 2 CAREER CULTIVATORS Monroe	COACHING SESSIONS Lincoln Hall (Downstairs)
	DEIA PRACTICES PANEL Ms. Sharon Wong Dr. Jeannette Haynie Mr. Anselm Beach	SENIOR EXECUTIVE REFORM Ms. Nicole Wright	EXECUTIVE COACHING / INTERVIEW SESSIONS
10:50 AM – 11:00 AM	Break Harrison Jackson Rooms (Visit Sponsors' Exhibits)		Continuously every 30 minutes
11:00 AM – 12:00 PM	VISIBILITY VECTORSCOPE Dr. Vu Pham Ms. Ria McVeigh	MENTORING MG Tony Taguba, USA (Ret.)	RESUME REVIEW Lincoln Hall Continuously every 30 minutes
12:00 PM – 2:00 PM	LUNCHEON PROGRAM: Salute to the Military Washington Ballroom Emcee: Ms. Denise Williams Luncheon Program Opening Remarks: Mr. Clarence "CJ" Johnson Keynote Speaker: The Honorable Gina Ortiz Jones , Under Secretary of USAF		
2:00 PM – 3:00 PM	OPTIMIZING SES APPLICATION ESSAYS Ms. Ellen Law	PANEL: EXECUTIVE FELLOWS FROM AAGEN SES DEVELOPMENT PROGRAM Dr. David Chien Ms. Natalie Lui Duncan Mr. Jun Jin Mr. Mark Kasman Ms. Denise Williams	EXECUTIVE COACHING / INTERVIEW SESSIONS Continuously every 30 minutes RESUME REVIEW Lincoln Hall
3:00 PM – 3:15 PM	Break Harrison Jackson Rooms (Visit Sponsors' Exhibits)		Continuously every 30 minutes
3:15 PM – 4:15 PM	EXECUTIVE STORYTELLING INTERVIEW TECHNIQUES Mr. Eric Won	COLLABORATIVE LEADERSHIP AND OPM'S PUBLIC ENGAGEMENT EFFORT Ms. Maria Lujan	
4:15 PM – 5:00 PM	Emcee: Ms. Denise Williams Closing Keynote Speaker: Y.H. "Eric" Kim , Executive Director, Office of Strategic Intelligence & Analysis, Office of the Under Secretary of Defense for Research and Engineering Washington Ballroom		
5:00 PM – 7:00 PM	Evening Mixer Washington Ballroom Presentation of AAGEN Scholarships: Dr. Jiashen You , AAGEN Vice Chair Recognition of Sponsors and Partners of AAGEN: Mr. Jack Bienko		

Keynote Speaker Biographies

(In Order of Appearance)



TERESA W. GERTON

Terry Gerton was named President and CEO of the National Academy of Public Administration in January 2017. The Academy is an independent, non-profit, and non-partisan organization,

chartered by Congress to assist government leaders in building more effective, efficient, accountable, and transparent organizations.

Ms. Gerton brings to the Academy nearly 12 years in the Senior Executive Service as a career member and as a political appointee, and 20 years of service as an active duty Army officer. She has a broad range of experience in all aspects of public service management, and her expertise has been recognized with both the Distinguished and the Meritorious Presidential Rank Awards.

Most recently, Ms. Gerton served from June 2013 to January 2017 as the Deputy Assistant Secretary for Policy for the U.S. Department of Labor Veterans' Employment and Training Service where her work helped drive the national veteran unemployment rate to its lowest in eight years. While at Labor, she also led the Department's Center for Faith-based and Neighborhood Partnerships.

Prior to joining DoL, Terry spent 2 years as a Vice President at The Cohen Group, a Washington, DC consulting company. From 2003-2011, she served for eight years as a member of the Senior Executive Service in the Department of Defense. In her last position there, she was the Executive Deputy to the Commanding General of Army Materiel Command where she was responsible for the daily operations of over 70,000 civilian and 1,500 military employees around the world. Prior to that, she served as AMC's financial controller for three years. She also served in the Office of the Secretary of Defense, Program Analysis and Evaluation where she was responsible for executing all aspects of the development of the OSD Future Years Defense Plan and submitting the plan to Congress.

Ms. Gerton's twenty years of military service included a variety of staff and leadership positions,

including the Executive Officer for the Army's largest battalion (a 1200-soldier corps support maintenance battalion at Fort Hood), Professor of Economics at the United States Military Academy, and Company Commander of a 300-person direct support maintenance company in Germany.

Ms. Gerton graduated from the United States Military Academy and earned an MBA from Duke University. She earned the Distinguished Presidential Rank award in 2011 and the Meritorious Presidential Rank award in 2008. She also received the Decoration for Exceptional Civilian Service in 2011.



ERIKA MORITSUGU was appointed in April by President Biden to serve as deputy assistant to the president and AA/NHPI senior liaison. She engages with AA and NHPI communities and leaders on issues such as advancing safety, justice, inclusion, and

opportunity through a whole-of-government approach to racial justice.

She previously served in the Obama administration as assistant secretary for congressional and intergovernmental relations at the Department of Housing and Urban Development under Secretary Julián Castro and was the first-ever Senate deputy legislative director at the Consumer Financial Protection Bureau. On Capitol Hill, she served as senior representative of Senator Tammy Duckworth of Illinois. She also worked for Senator Daniel K. Akaka of Hawai'i and at the Senate Democratic Policy Committee under Senate Majority Leader Harry Reid.

In the nonprofit sector, Moritsugu managed two teams at the National Partnership for Women & Families for economic justice and congressional relations, advancing workforce and health policies through a gender equity and race equity lens. She also led the Government Relations, Advocacy and Community Engagement team at the Anti-Defamation League.

Moritsugu attended Brandeis University, the College of William and Mary, and George Washington University Law School.



GINA ORTIZ JONES is the Under Secretary of the Air Force. She is responsible for the affairs of the Department of the Air Force, comprised of the U.S. Air Force and U.S. Space Force, to include organizing, training, and equipping Air and Space Forces and for the welfare of approximately

700,000 active duty, Guard, Reserve and civilian Airmen and Guardians and their families serving around the world. As the Under Secretary, she oversees the Department's annual budget of more than \$173 billion and directs strategy and policy development, risk management, weapons acquisition, technology investments and human resource management across a global enterprise.

Ms. Jones has spent her career working to protect U.S. economic and national security. Commissioned through the Air Force Reserve Officer Training Corps program at Boston University, Ms. Jones served as an Air Force intelligence officer and deployed to Iraq with the 18th Air Support Operations Group supporting close air support operations.

Upon separation from the Air Force, she advised on military operations in Central and South America with the 470th Military Intelligence Brigade and U.S. Army South. She joined the Defense Intelligence Agency (DIA) as an inaugural member of U.S. Africa Command in Stuttgart, Germany, and served in the Libya Crisis Intelligence Cell.

Following an assignment as Special Advisor to the DIA Deputy Director, Ms. Jones was detailed to the Interagency Trade Enforcement Center to serve as the Intelligence Community's Senior Advisor for trade enforcement. She later joined the Office of the U.S. Trade Representative as a Director for Investment, leading the Committee on Foreign Investment in the United States (CFIUS) portfolio.



Y.H. "ERIC" KIM is the Executive Director of the Office of Strategic Intelligence and Analysis (OSI&A), serving as the principal analytic officer for the Under Secretary of Defense for Research and Engineering (USD(R&E)) by

providing independent comparative technical analyses of military capabilities of the U.S. and its competitors. He is responsible for developing technical and operational assessments with intelligence-and threat-informed analysis in support of DoD technology investment and acquisition decisions to achieve technical overmatch. In addition, he serves as principal advisor to the USD(R&E) for providing decision advantage across the DoD Science & Technology Enterprise through integrated assessments of current, emerging, and disruptive capability developments and research across joint warfighting domains.

Mr. Kim previously served as Director of the Defense Technology Analysis Office and Executive Secretary of DoD's Reliance 21 and Science and Technology (S&T) Community of Interest for the Assistant Secretary of Defense for Research and Engineering. In this role he was responsible for fostering Joint-Service research on common elements of cross-cutting S&T areas and facilitating concept exploration efforts and studies of alternative concepts for the Department. Mr. Kim also spent 10 years at the Department of Army as a Senior Advisor to the Assistant Secretary of the Army (Acquisition, Logistics and Technology) and Program Executive Offices.

Mr. Kim holds a master of science in mathematics from the University of Tennessee and undergraduate degrees in mathematics and chemistry from Birmingham-Southern College.

Session Descriptions

TRACK 1 – TOOLKIT SKILLS

Madison

DEIA PRACTICES PANEL

Moderator:

- Ms. Sharon Wong

Panelists:

- Dr. Jeannette Haynie
- Mr. Anselm Beach

On his first day in office, President Biden issued an executive order (EO) which affirmatively established advancing equity, civil rights, racial justice and equal opportunity as the responsibility of the whole of our government. Since then, the President has signed a series of equity-related EO, and in June 2021, specifically issued *EO 14035, Diversity, Equity, Inclusion, and Accessibility (DEIA) in the Federal Workforce*, so Agency workforces reflect the diversity of America, and leverage inward-facing employment policies and practices to ensure public servants at all levels have an equal opportunity to succeed and lead. The Federal Government must be a model for DEIA, where all employees are treated with dignity and respect, and must strengthen its ability to recruit, hire, develop, promote, and retain our Nation's talent and remove barriers to equal opportunity, and provide resources and opportunities to strengthen and advance DEIA. The growing body of evidence demonstrates that diverse, equitable, inclusive, and accessible workplaces yield higher-performing organizations, generates higher levels of trust, increases employee engagement and sense of belonging, and enhance team innovation. Hear from Federal DEIA leaders on successful practices they are implementing to ensure the success of this whole-of-government effort.

VISIBILITY VECTORSCOPE

Dr. Vu Pham

Ms. Ria McVeigh

Visibility stands apart as a major, critical component of leadership success and career development, but not all types of visibility shines the same light. Can you shine too visibly or exist too invisibly? Does visibility have different types and different levels of impact? How can

you craft a systematic analysis and strategic path toward more effective visibility? Joins to learn more!

OPTIMIZING SES APPLICATION ESSAYS

Ms. Ellen Law

The Office of Personnel Management's (OPM's) measure of your readiness to serve at the highest echelons of Federal government is the essay portion of your application. These essays are your opportunity to show OPM and the Qualifications Review Board (QRB) that you have the right Executive Core Qualifications (ECQs) for the Senior Executive Service (SES). We will analyze the five required ECQs and their competencies and qualifications that the QRB seeks in reviewing your essays. If time remains, we will cover resumes and cover letters fitting of the SES application.

EXECUTIVE STORYTELLING INTERVIEW TECHNIQUES

Mr. Eric Won

According to research at Stanford University, stories are remembered up to 22x more than facts alone. Storytelling is the original social medium to build relationships when emotional links are created with your listener. Storytelling can engage others in a more human way, especially when they connect with you and your story in a meaningful way. In this session, participants will identify their professional passion, use a simple template to authentically tell their story focused on their audience, and identify one's behaviors that may help or hinder accurate messaging. The desired outcome is to create a story to win the hearts and minds of your listeners.

TRACK 2 – CAREER CULTIVATORS

Monroe

SENIOR EXECUTIVE REFORM

Ms. Nicole Wright

Ms. Wright will be sharing the latest updates from OPM regarding senior leadership and answer questions regarding the OPM direction in the Biden Administration.

MENTORING

MG Tony Taguba, USA (Ret.)

This session explores the important relationship between a mentor and a protégé working closely to help the protégé achieve his/her/their career goals toward senior executive level understanding and achievement. The elements of guidance, coaching, feedback, and encouragement are parts of the conversation.

PANEL: EXECUTIVE FELLOWS FROM AAGEN SES DEVELOPMENT PROGRAM

Moderator:

- Dr. David Chien

Panelists:

- Ms. Natalie Lui Duncan
- Mr. Jun Jin
- Mr. Mark Kasman
- Ms. Denise Williams

Dr. David Chien will lead a panel discussion consisting of AAGEN SES DP Program graduates. Natalie Lui Duncan, Jun Jin, Mark Kasman, and Denise Williams will discuss their personal journey. Each will describe their success stories and their experiences.

COLLABORATIVE LEADERSHIP AND OPM'S PUBLIC ENGAGEMENT EFFORT

Ms. María Luján

Ms. Luján will be providing a summary of her role as Director of Public Engagement at OPM under the Biden-Harris Administration and how OPM will be working with diverse groups in the Biden-Harris Administration.

Speaker Biographies

(Alphabetical Order)



ANSELM A. BEACH assumed duties of the Deputy Assistant Secretary of the Army – Equity and Inclusion Agency on 10 November 2019. He serves as the Secretary of the Army’s designated proponent for Diversity and Inclusion, Civil Rights, Equal Employment Opportunity,

Military Equal Opportunity, Career Program, and Policy and oversight of Army Command Programs. Mr. Beach directs the daily operation and execution of one the most comprehensive complaints adjudication process, proactive management and prevention programs within the Federal government.

Mr. Beach previously served as the Acting Executive Director, Privacy and Diversity Office, U.S. Customs and Border Protection, Department of Homeland Security. In this Senior Executive Service position; he served as a principal advisor to the Commissioner on highly sensitive and complex workforce issues, and led five divisions: Diversity and Equal Employment Opportunity Division, Privacy, Freedom of Information Act Division, Custody Support and Compliance Division, and Mission Support Division to serve over 60,000 employees.



DR. DAVID CHIEN has been employed by the U.S. government for over 30 years, with 20 years at the U.S. Department of Transportation and 10 years at the U.S. Department of Energy. He received his Ph.D., in Energy Management and Policy Analysis at the University of Pennsylvania, and his M.S. in Mineral Economics from Penn State University.

He currently retired but most recently worked at the U.S. Department of Transportation (USDOT), Federal

Aviation Administration (FAA) as the Deputy and Executive Director (acting) of Economics and Forecasting within the Office of Policy and Plans. He previously worked at the Bureau of Transportation Statistics (BTS) as the Assistant Director of the Office of Advanced Studies. At FAA, his office provides key cost benefit analysis for all rules and regulations at the FAA, such as the drone and unmanned autonomous systems, and develops advanced technical and analytical aviation forecasts, which are used by the FAA and the aviation community for infrastructure planning and development at the airport and overall National Airspace level. He has mentored for over 23 years with more than 60 people.

Dr. David Chien has been actively involved with the Asian community through AAGEN’s (Asian American Government Executive Network) activities, such as serving as the Chair for the AAGEN’s signature SES (Senior Executive Service) Development Program. While at BTS, Dr. Chien developed a cost index, which was used by the White House to evaluate the Obama Stimulus Package on infrastructural transportation investments, and estimated economic multipliers, which were used for measuring the contribution of transportation to the GDP. He has been an Adjunct Professor for over 12 years at the Averett University Graduate Business School and teaches Advanced Business Research Methods and Application, Managerial Economics and Advanced Managerial Economics.

Prior to BTS, for two years, Dr. Chien was employed at the Federal Aviation Administration (FAA), Office of Investment Analysis and Operations Research in which he wrote standards and guidelines for cost-benefit analysis. While employed by the U.S. Dept. of Energy (USDOE), Energy Information Administration for ten years, Dr. Chien, developed the pioneering National Energy Modeling System (NEMS) Transportation Model, which was used to develop estimates of tax incentives for electric hybrid sales, and evaluate fuel tax policies. At the request of the White House, Dr. Chien used the NEMS transportation model to calculate the first U.S. estimates of greenhouse gas emissions for the Interagency Task Force on Climate Change (IAT) in order to develop

polices to meet the International Kyoto Protocol Agreements. The NEMS model was recently used to analyze and set the Corporate Average Fuel Economy Standards for both cars and light trucks. It has also been used previously by EPA to set emissions standards for heavy and medium duty trucks. Dr. Chien has published over 25 articles and provided over 60 presentations.



C. NATALIE LUI DUNCAN, a career member of the Senior Executive Service, serves as the Deputy Assistant Administrator in the U.S. Department of Agriculture's (USDA) Food Safety and Inspection Service's (FSIS)

Office of Management (OM). In collaboration with the Assistant Administrator, she is responsible for overseeing OM's delivery of a full range of services in support of the Agency's approximately 10,000 employees across, 6,400+ meat and poultry establishments, 10 district offices, 3 laboratories, and 12 program areas, including acquisition, human resources, real property management, fleet management, personnel suitability, safety, physical security, information management services, emergency management, and food defense. Ms. Duncan's role supports FSIS Strategic Goal 3: Achieve Operational Excellence.

Ms. Duncan's career over two decades has spanned across four Cabinet-level Federal agencies and multiple industry sectors.

Previously, Ms. Duncan served as the Deputy Chief Human Capital Officer of the U.S. Small Business Administration (SBA) and as the Agency's Acting Chief Human Capital Officer. In support of the 2017 Presidential transition, she served as the National Ombudsman and Assistant Administrator for Regulatory Enforcement Fairness (Acting) and as the Deputy National Ombudsman at SBA.

Upon joining USDA, Ms. Duncan served as the Executive Director, Executive Resources Management Division, Office of Human Resources Management. Previously, she served as a Department of Defense (DoD) Highly Qualified Expert and as the Special Assistant to the 4-Star Commanding General, U.S. Army Training and Doctrine Command, representing him on manpower and personnel matters at the Pentagon. Before her service with DoD, Ms. Duncan served in the U.S. Department of

Homeland Security as Senior Advisor to the Director of U.S. Citizenship and Immigration Services.

Prior to her public service, Ms. Duncan served in the Silicon Valley technology industry in progressively more senior global strategy, operations, and human capital management positions with both start-ups and established companies and served as a management consultant to *Fortune 500* companies.

She serves on the Board of Directors of the Combined Federal Campaign of the National Capital Region. She formally served on the Board of Directors of the Senior Executives Association Professional Development League and the Board of Visitors of the National Defense University — the Nation's preeminent institution for Joint Professional Military Education.

Ms. Duncan was awarded two degrees by Stanford University, including a Master of Arts Degree in Sociology - Organizational Studies and a Bachelor of Arts Degree in History. She is a SHRM Senior Certified Professional (SHRM-SCP) in Human Resource Management.



JEANNETTE HAYNIE is a retired Marine Corps officer with a PhD in International Relations from The George Washington University, an M.A. in Political Science from the University of New Orleans, and a B.S. in

Oceanography from the U.S. Naval Academy. She studies the intersections of gender, diversity, leadership, and security, particularly in the context of the U.S. military. She is currently serving as Senior Advisor to the Under Secretary of Defense for Personnel and Readiness.

As a Marine, Jeannette flew the AH-1W Cobra attack helicopter on active duty and in the Reserves. As a Reservist, she later served on the Joint Staff, focusing on aviation threats and homeland defense, and in the Marine Corps Commandant's think tank, advising senior leadership on critical and creative thinking, talent management, and the Women, Peace and Security (WPS) agenda. She came back on active duty to advise on the Service's response to issues of sexual harassment, sexual assault, and bias and to serve as research and strategy lead for the Marine Corps' office of talent management before retiring from uniformed service.

Jeannette has served as a Senior Fellow at nonprofit Women In International Security and as senior advisor on military affairs to the Secretary of Economic Development for the State of Louisiana. She has taught courses in Gender and Conflict and International Relations at The George Washington University and in Quantitative Methods of Disaster Resilience at Tulane University.

With a fellow Marine Corps veteran, in 2019, Jeannette created the Athena Leadership Project, a 501(c)(3) that explores how gender-diverse leaders impact national security. As co-director of Athena, she is a non-resident fellow at New America and an Adjunct Senior Fellow at the Center for New American Security. She served as a political scientist at the RAND Corporation before joining the Department of Defense in her current role, where she led research into gender and security, the WPS agenda, diversity in the U.S. military, military body composition, warfighting, and emerging operational concepts.

She is a member of the Presidential Leadership Scholars' Class of 2019, and with her husband, a fellow retired Marine, she has three children. She lives with her family in Alexandria, Virginia.



JUN JIN is the Deputy General Counsel (Civil Service) for the U.S. Agency for International Development. Mr. Jin joined USAID in 2004 and over the course of his career, he has served in various legal and non-legal capacities, including as the Acting General Counsel, the Assistant General Counsel

for Acquisition and Assistance, the West Africa Regional Legal Advisor to the U.S. Government's President's Emergency Plan for AIDS Relief and to the USAID Mission to Nigeria based in Abuja, Nigeria, the USAID Senior Development Advisor to the World Bank Group in the Office of the U.S. Executive Director, and Senior Counsel in the GC Division for Acquisition & Assistance. Mr. Jin is the U.S. Government's lead representative to the Methodology for Assessing Procurement Systems (MAPS) Working Group. Prior to USAID, Mr. Jin worked for five years as a lawyer in private practice, specializing in government contracts and construction

litigation. He has taught courses in international development law and international procurement at The George Washington University Law School, the Elliott School of International Affairs at The George Washington University, and The Columbus School of Law at The Catholic University of America. Mr. Jin is a graduate of the George Washington University Law School and the University of Pennsylvania and is a member of the D.C. Bar.



CLARENCE "CJ" JOHNSON, a member of the Senior Executive Service, is Director, Diversity Management Operations Center, Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness (USD(P&R)), Washington, D.C. He is

responsible for operationalizing diversity management and equal opportunity policies and programs affecting 1.4M active duty military personnel; 1.3M Reserve Component (RC) personnel; and over 900,000 civilians within the Department of Defense (DoD). He provides supervision and direction of the Defense Equal Opportunity Management Institute (DEOMI), the premiere DoD school in equal opportunity and equal employment opportunity (EEO) training, education and research; and the Investigations Resolutions Directorate, which investigates DoD EEO complaints. Additionally, Mr. Johnson directs DoD Diversity and Inclusion efforts, including diversity outreach and the Workforce Recruitment Program for College Students and Recent Graduates with Disabilities, and he provides executive support for the Defense Advisory Committee on Women in the Services.

Mr. Johnson joined the Senior Executive Service in February 2003, as Principal Director and Director, Civilian EEO (Policy), Office of the Deputy Assistant Secretary of Defense (Equal Opportunity). His duties in that office were transformed when he was made Director, Office of Diversity Management and Equal Opportunity (Policy), USD(P&R), a position he held until September 2018.

Prior to becoming a civil servant, Mr. Johnson was a United States Air Force officer. As an active duty colonel,

he served as Director, Military Equal Opportunity (Policy) in the Office of the Deputy Assistant Secretary of Defense for Equal Opportunity. He provided policy guidance to the military components regarding policies and programs which prescribe, promote, coordinate, and enforce equal opportunity and treatment of active duty and RC military personnel; oversaw policy implementation and evaluated/monitored the performance of DoD component programs; and provided oversight for DEOMI. His decorations include the Defense Superior Service Medal (one Oak Leaf Cluster), the Legion of Merit, and the Defense Meritorious Service Medal (three oak leaf clusters).

Mr. Johnson holds a Master's Degree in Human Resource Management from Webster University, Missouri, and a Bachelor's Degree in Biology from Tuskegee Institute, Alabama. Mr. Johnson is also a graduate of Air Command and Staff College, the Air War College, the National Security Management Course (National Defense University) and the Georgetown University Strategic Diversity and Inclusion Management Certificate Program.

He and his wife, Gloria, reside in Clinton, Maryland. They have three children and four grandchildren.



MARK KASMAN is Director of EPA's Office of International Affairs. In this capacity he leads EPA's international portfolio and is responsible for the full range of EPA's environmental policy development and program implementation in sovereign nations outside of the United States. Mr. Kasman represents

EPA within the United States Government and works closely with foreign governments, international organizations, and other key stakeholders on matters relating to the environment. On January 20, 2021, Mr. Kasman was appointed by President Biden to serve as EPA's Acting Assistant Administrator for International and Tribal Affairs until the time that EPA Administrator Michael Regan was confirmed by the U.S. Senate.

Mr. Kasman has over thirty years of environmental experience working in the federal government and international organizations. On loan from EPA in 2003-2005, Mark served as the Environment Management

Specialist for the Greater Mekong Sub-Region (GMS) at the Asian Development Bank (ADB) in Manila. Prior to coming to EPA, Mr. Kasman oversaw emerging agricultural programs for the United Nations Development Program in Jakarta, Indonesia, and worked at the Carter Center in Atlanta, Georgia.

Mr. Kasman has an M.A. in International Development from Columbia University, a B.A. in International Studies from Emory University, and was a Senior Executive Fellow at Harvard's Kennedy School. He has studied in Cairo as a Fulbright Scholar, in Jerusalem as a Dorot Fellow, and in Vienna with Emory. Mr. Kasman fosters rescue dogs and volunteers as an Emory Ambassador.



ELLEN LAW has been a resume coach, speaker, and lecturer for nearly 30 years. She began her career in this field when she wrote the first brochure on computer careers for Disney's Epcot Center. Since then she has helped new

graduates to senior executives to write and edit their resumes, job applications and essays, coaching them through applications for Federal positions as well as those in the private sector and scientific and academic arenas. She currently volunteers at Walter Reed Hospital, writing resumes for the Wounded Warriors. She has been a journalist, author and editor, and is a recent retiree from the Department of Defense, where she was a senior policy analyst writing policy and regulations on information management and data quality.

A mathematician and computer scientist by training, she holds degrees from Hunter College and American University, and certificates from The Kennedy School of Government at Harvard.



MARÍA LUJÁN serves as Director of Public Engagement at the Office of Personnel Management under the Biden-Harris Administration. In this capacity, she is responsible for leading and facilitating OPM's engagement with key

constituency communities and stakeholders to build relationships in support of OPM priorities and initiatives.

Ms. Luján has served in a wide array of leadership roles in the Federal government. Prior to her appointment at OPM, María was the Associate Chief for Regional Engagement at the Cybersecurity and Infrastructure Security Agency (CISA), where she applied her experience in public and congressional affairs to stand up a new regional external affairs program. During that time, María also served as External Affairs Officer for Operation Allies Welcome. María's earlier positions include Deputy Director for Congressional and Intergovernmental Affairs at the Federal Emergency Management Agency (FEMA); Intergovernmental Affairs Chief and multilingual engagement lead at U.S. Citizenship and Immigration Services (UCSIS); Advisor on in-language outreach for the White House Initiative on Asian Americans and Pacific Islanders; and, Senior Advisor at the White House Initiative on Educational Excellence for Hispanics. In each of these roles, María has led efforts to provide equitable access to federal tools and resources for state, local, tribal and territorial stakeholders, including limited English proficient (LEP) communities.

María holds a Bachelor's degree from San Diego State University and resides in Arlington, VA.



RIA McVEIGH - As an advisor to Elevate, Ria has a track record of successful organization transformations in industries that include: US government agencies and military branches, aerospace and defense, information technology, engineering and civil infrastructure, health and life sciences, and finance. Ria has developed the strategic plans for HR transformations at two Fortune 150 companies each with over 100,000 employees. Ria also has previously consulted with the U.S. Navy providing organizational alignment and change management services to various ashore and afloat commands working directly with Flag officers and SES'ers.

She received her MA degree in Art History from the University of Southern California and BA degree in Art History from the University of California, San Diego.



VU H. PHAM, Ph.D. - As the CEO of Spectrum Knowledge & Chair of Elevate, Vu H. Pham, Ph.D., works with hundreds of organizations from the Fortune 500 to major federal government and international non-profit agencies. Elevate is a multi-university partnership with the UC Office of the President—MESA. He heads several communities of practice with ERGs and Executive-level mastermind groups and has taught Executive Education and leadership at UCLA, UC San Diego, and UC Irvine.

Dr. Pham's work has been featured on national and international multimedia, such as CNN, MSNBC, the Associated Press, Forbes, Voice of America, Los Angeles Times, KSCI International Television, Strategic Innovators, Asian Week and Radio Free Asia. He has given numerous keynote speeches internationally and has written many publications. He has helped generate over a million dollars for non-profit groups and donates many hours to them.



MG ANTONIO M. TAGUBA, USA (Ret.) retired on 1 January 2007 having served 34 years on Active Duty. He is President, TDLS Consulting LLC, which provides business consulting services to small companies – disabled veteran owned and economically disadvantaged. He is the Chairman, Pan Pacific American Leaders and Mentors (PPALM), a national, all volunteer, nonprofit, 501(c)3 tax exempt organization committed to mentoring and professional development of military and civilian leaders. He served as Vice President for Army Account, SERCO Inc., a leading global services company from July 2007 to Nov 2008. As a community service advocate, he provides assistance to Veterans with their benefits issues, help raise funds for college scholarships, and as a volunteer to the United Services Organization (USO).

Born in Manila, Philippines on October 31, 1950, Major General Taguba was commissioned as an Armor officer following his graduation from Idaho State University in 1972. He served in numerous command and staff positions from platoon to General Officer level. His service tours included assignments in the United States, South Korea, Germany, and Kuwait forward deployed in support of Operation Iraqi Freedom and Operation Enduring Freedom.

Selected for Brigadier General in 1997, he served as Chief of Staff, US Army Reserve Command, as Assistant Division Commander, 24th Infantry Division (Mechanized), and as Commanding General, US Army Community and Family Support Command. Major General Taguba was then assigned as Vice Director, later as Acting Director of the Army Staff, Pentagon—responsible for directing and coordinating the staff actions of the Army's Executive Offices and Senior Staff directorates within Department of the Army, Department of Defense, Congress, and Interagency elements.

During Operation Iraqi Freedom, he was assigned as Deputy Commanding General for Support, Coalition Forces Land Component Command (CFLCC)/ARCENT/Third US Army, forward deployed to Kuwait. He was responsible for overseeing the logistical and support services to US and Coalition Forces totaling over 150,000 troops conducting combat operations in Kuwait, Iraq, and Afghanistan. His duty included coordination of host nation support from the Government of Kuwait, and security cooperation and training requirements with Saudi Arabia, Jordan, Egypt, and Qatar.

Upon his redeployment, he was assigned as Deputy Assistant Secretary of Defense for Reserve Affairs (Readiness, Training and Mobilization), Office of the Secretary of Defense, Pentagon. He was later assigned as Deputy Commanding General for Transformation, U.S. Army Reserve Command in his final assignment on active duty.

His numerous military awards include the Army Distinguished Service Medal (2 awards), the Legion of Merit (4 awards), the Bronze Star Medal, Meritorious Service Medal (6 awards), the Office of the Secretary of Defense Identification Badge, and the Army Staff Identification Badge.

He received an Honorary Degree of Doctor of Humane Letters from the University of San Francisco on May 17, 2008. He was appointed a Senior Fellow to New

Westminster College, British Columbia, Canada on June 21, 2013.

He is a graduate of Idaho State University with a BA Degree in History, Webster University with a MA Degree in Public Administration, Salve Regina University with a MA Degree in International Relations, US College of Naval Command and Staff with a MA Degree in National Security & Strategic Studies, US Army Command and General Staff College, and US Army War College.

He is married to Debra Ann Taguba. They are proud parents of two adult children—Lindsay, the Central Services Director of Newspring Church in South Carolina, and Sean, a US Army Captain who has deployed to Iraq and Afghanistan.



NICOLE S. WRIGHT, C.P.C. serves as the U.S. Office of Personnel Management's (OPM) Deputy Associate Director for Senior Executive Service (SES) and Performance Management. In this role, she provides

executive leadership in the development of regulations and supplementary guidance on the entire range of executive personnel activities including position management and authorization, merit staffing, noncompetitive placements (reassignments, noncareer appointments, limited appointments, reinstatements), pay administration, leave and benefits, performance management, awards, disciplinary actions and grievances, Reduction in Force (RIF) and removals.

Previously, Nicole served as the Associate Director for Executive and Political Resources within the Department of Transportation (DOT) where she led the establishment and implementation of the first Human Resource (HR) Shared Service Center for Executive and Political Resources, serving over 250 executives across the DOT enterprise. Prior to that, Nicole served as the Team Lead for the Senior Executive Resources Services group covering all operations aspects of executive resources functions, and Program Manager for the Senior Executive Service (SES) Qualifications Review Board (QRB) at OPM.

Nicole is a certified professional coach with over twenty-five years of military and federal human resources experience. She brings leadership and expertise in operational support, policy formulation, and strategic

planning to strengthen an organization's HR performance. An Army Veteran, with tours in South Korea, Georgia and the Pentagon, Nicole is dedicated to serving all. Her education includes a Master of Science in Human Resources Management and Development, a Master of Education in Professional Studies, and a Bachelor of Science in Management.



DENISE WILLIAMS is currently the Senior Advisor for Workforce 2030 in the Office of the Director of Administration and Management (ODA&M) where she is responsible for building an enduring civilian workforce cadre whose skills

knowledge, and abilities are aligned to promote and advance the National Defense Strategy and sustain the readiness of the civilian force across all functional domains.

Previously, Ms. Williams served as the Staff Director of the Office of the Secretary of Defense (OSD) Red Team, where she planned, directed, and ensured the timely execution of civilian and military personnel programs; developed program goals, objectives, and policies; and justified, directed, and allocated a multi-million dollar budget including human resources, materiel, and analytic projects across the Department of Defense (DoD). Prior to joining the OSD Red Team, Ms. Williams served as the Acting Human Intelligence Director for the Office of the Under Secretary of Defense for Intelligence and Security (OUSD(I&S)), where she was responsible for defense intelligence policy matters within the DoD, including promulgating policy issuances and conducting oversight of their implementation. Ms. Williams also served at the Defense Intelligence Agency (DIA) in a number of capacities, with deployments to both Afghanistan and Iraq. Key positions at the DIA included Executive Officer to the Chief of Staff, DIA; Policy Branch Chief; Senior Strategic Planner; Operations Officer; and All-Source Analyst.

Ms. Williams is a graduate of the Defense Senior Leader Development Program and earned a *Master of Science* degree in National Resources and Strategy from the National Defense University, an *Arts Master* degree in Regional Studies – East Asia from Harvard University,

and a *Bachelor of Science* degree in Foreign Service from Georgetown University.



ERIC WON is an Executive Managing Director at The Leadership Praxis. He is a senior corporate and federal executive with over 35 years of experience in leadership development, knowledge management, strategic planning, and management consulting and analytics. He has counseled and mentored Federal Senior Executives in

Cabinet agencies including the DOJ, DOD, DHS, HHS, EPA, NASA, USDA, and the Social Security Administration. Mr. Won is an experienced executive liaison with White House and Congressional staff, the Government Accountability Office, and corporate, academic, and non-profit sectors. The architect of intergovernmental joint initiatives and government-private partnerships, Mr. Won is a recognized leader in cross-agency and cross-functional initiatives among the civilian, military, and intelligence communities. He is a community organizer, committed and certified English as a Second Language instructor and citizenship examination trainer.



SHARON M. WONG was selected as the Executive Director for Strategic Recruitment, Diversity & Inclusion for the U.S. Department of Homeland Security in November 2016. In this capacity, she leads strategic recruitment, and diversity and inclusion

management for the third largest Department in the Federal government, covering nearly 240,000 employees located throughout the country and around the world.

Prior to this, Sharon served as the Deputy Director (and Acting Director) for OPM's Office of Diversity & Inclusion (ODI), the office that leads and manages the government-wide diversity and inclusion effort. As the Deputy Director for ODI, she was responsible for D&I

policy initiatives, coordinating with 60+ Federal agencies that submitted D&I Strategic Plans to provide technical assistance on implementing D&I strategies and goals, creating and sustaining D&I Councils and Employee Resource Groups (ERGs), developing and executing the D&I Dialogue Program to improve the Inclusion Quotient (New IQ) of agencies, and building strategic relationships for outreach and collaboration to improve the representation of diverse communities.

Ms. Wong came to OPM in September 2011, after serving as the D&I Officer at NASA/GSFC, where she led the D&I efforts since the program inception in 2000, leaving NASA/GSFC with a #2 ranking for Diversity (out of 220+ agencies) in the Best Places to Work in Government, as well as a detail to NASA HQ to standup the NASA D&I program. Her work experiences include 15 years as a Lead Software Integration and Test Engineer at NASA, and in Strategic Planning and Outreach at NASA HQ.

Ms. Wong also serves as the National President for OCA, a national Asian Pacific American (APA) social justice and civil rights advocacy organization; she's a past Chair of the Asian American Government Executives Network (AAGEN), an organization of federal APA executives; and a Past President of the FAPAC (Federal APA Council). Ms. Wong served on the Maryland Commission for Women, and the Human Rights Campaign (HRC) Board of Governors. She is a lifetime member of Blacks in Government (BIG) and the Federally Employed Women (FEW).

Ms. Wong received a NASA Equal Opportunity Award, the Astronaut Silver Snoopy Award, and an Outstanding Leadership Award. She received AAGEN's Stanley Suyat Memorial Leadership Award, the Community Catalyst Award by the National Queer Asian Pacific Islander Alliance (NQAPIA), the Lifetime

Achievement Award from FAPAC, and was inducted into the Wall of Honor at Wheeling Jesuit University. She has a B.S. in Physics, a M.S. in Engineering Systems Analysis from the University of Central Florida (UCF), and a Diversity Management Certificate from Cornell University.

Executive Coach Biographies

(Alphabetical Order)



JAMEELA RAJA AKBARI serves as the Director of the Office of Accessibility and Accommodations (OAA) for the Department of State (Department). OAA aims to create a barrier-free environment and provides

centralized disability services and expertise to advance the Department's mission worldwide.

Prior to joining OAA in May 2019, Jameela worked on workforce planning and oversight issues related to IT at DOS for five years. Jameela began her federal career in 2001 as a Presidential Management Fellow at the Department of Health and Human Services. She has also worked at the Social Security Administration, the U.S. Office of Management and Budget, and did a detail to the Department of Education's Office of the Deputy Secretary and the Bureau of South and Central Asia in the Department. Jameela holds a bachelor's degree in psychology from the University of Chicago and a master's degree from Harvard University's Graduate School of Education. She completed the Department of State's Senior Executive Service Candidate Development Program in 2019. She lives with her spouse and three children in Northern Virginia.



GURPREET BHATIA has 25+ years of experience in the Department of Defense (DoD) and 3 years in private industry. In the DoD, he has served in multiple technical and leadership roles across his career taking on challenging roles and serving as a change agent. He is a member of the

Senior Executive Service and currently serves as the Principal Director for Cybersecurity / Deputy Chief Information Security Officer for the Department of Defense, Pentagon.

Mr. Bhatia has experience in Information Assurance, Cybersecurity, foreign partnerships, legislative affairs, and as an organizational leader and Liaison Officer overseas. He served as a 2016 Brookings Institute Legislative Fellow, serving in a member office in the U.S. Senate.

He is a recipient of many awards including Joint Staff Meritorious Civilian awards and the National Partnership for Reinventing Government, Hammer Award. He received a Bachelor's in Electrical Engineering from University of Alabama, Huntsville; Masters in Electrical Engineering from Johns Hopkins University; and Masters in Business Administration (MBA) from Georgetown University.



DR. HOSHING CHANG decade of successful leadership achievement in the Center for Tobacco Products (CTP), U.S. Food and Drug Administration. She built the nation's first National Environmental Policy Act program for tobacco regulations. As a result, she won an Outstanding Service

Award in 2015 and 13 other awards, including an FDA Commission's Special Citation and a CTP Center Director's Special Citation. A believer in making leaders who make more leaders with significance in all facets of life, Dr. Chang coaches professionals and provides leadership training. She holds a Doctor of Philosophy in Biochemistry, a Master of Science in Environmental Science from the University of Maryland, a Bachelor of Science in Microbiology from the Soochow University in Taiwan, and a coaching and leadership certification from the John Maxwell Leadership Certified Team.



DR. RAVI CHAUDHARY is Senior Advisor, Assistant Secretary of the Navy for Energy, Installations, and the Environment. He is also President Biden's nominee for Assistant Secretary of the Air Force. He previously served as a Senior Executive at the U.S. Department of Transportation

where he was Director of Advanced Programs and Innovation, Office of Commercial Space, at the Federal Aviation Administration (FAA). In this role, Dr. Chaudhary was responsible for the execution of advanced research programs in support of the FAA's Commercial Space Transportation mission. While at DOT, he also served as the Executive Director, Regions and Center Operations, where he was responsible for integration and support of aviation operations in nine regions located nationwide.

Dr. Chaudhary is a former Air Force officer and pilot, serving on active duty from 1993 to 2015. He has completed a variety of operational, engineering, and Pentagon staff assignments in the Air Force. As a C-17 pilot, he conducted global flight operations, including numerous combat missions in Afghanistan and Iraq, as well as a ground deployment as Director of the Personnel Recovery Center, Multi-National Corps, Iraq. As a flight test engineer, he was responsible for flight certification of military avionics and hardware for Air Force modernization programs supporting safety and mishap prevention. Earlier in his career, he supported space launch operations for the Global Positioning System (GPS) and led third stage activities to ensure full-operational capability of the first GPS constellation.

As a systems engineer, he supported NASA's International Space Station protection activities to ensure safety of NASA Astronauts. Dr. Chaudhary also served as a member of the President's Advisory Commission on Asian Americans, Native Hawaiian, and Pacific Islanders during the Obama Administration. Dr. Chaudhary holds a Doctorate specializing in Executive Leadership and Innovation from the Georgetown University D.L.S. Program, an M.S. in Industrial Engineering from St. Mary's University as a NASA graduate fellow, an M.A. in Operational Arts and Military Science from Air University, and a B.S. in Aeronautical Engineering from the U.S. Air Force Academy. Dr. Chaudhary hails from

Virginia, where he lives with his wife of 25 years, Uma, and their two children.

LILIAN CHENG joined the Bureau of the Fiscal Service in the US Department of the Treasury as Chief Counsel in September 2020.



Prior to joining Fiscal Service, she served as Acting General Counsel and Deputy General Counsel for the U.S. Agency for Global Media, where she oversaw legal support for international broadcasting clients that delivered services reaching a

weekly audience of 350 million people in 60 languages across 100 countries.

Before USAGM, Lillian worked at the U.S. Secret Service for over 12 years. As Associate Chief Counsel over the Enforcement and Operations Division of the Office of Chief Counsel, she and her team focused on providing legal support for the agency's investigative and protective operations, which ranged from complex financial crimes to National Special Security Events. Prior to working for the Secret Service, Lillian served as a state prosecutor in the Middlesex District Attorney's Office in Massachusetts.

Lillian graduated from Amherst College in 1995 with a B.A. *magna cum laude* and received her J.D. *magna cum laude* from Notre Dame Law School in 1998. After law school, she served as a law clerk on the New Hampshire Supreme Court and then for a U.S. Magistrate Judge for the District of Massachusetts. She is admitted to practice in Massachusetts, New Hampshire, and Arizona. She is also certified as a Project Management Professional (PMP).

DR. DAVID CHIEN

See Speaker Biographies



ARSENIO (BONG) GUMAHAD II served as a member of the Senior Executive Service (SES). He was the Director of the Command, Control, Communications, Computers/Intelligence, Surveillance, & Reconnaissance (C4ISR)

Division in the Office of the Under Secretary of Defense for Acquisition and Sustainment (A&S). In this position, he was responsible for acquisition oversight of the Intelligence Community (IC) Major Systems Acquisition (MSAs). His portfolio included MSAs of the National Reconnaissance Office (NRO), National Geospatial Intelligence Agency, National Security Agency, Defense Intelligence Agency, and other activities. His Department of Defense portfolio included major C4ISR communications systems, command & control for advanced weapons platforms, as well as related ground-based intelligence production, exploitation, and dissemination systems. He also served as the Interim Director of the Defense Microelectronics Cross Functional Team.

Mr. Gumahad is a United States Air Force retired Colonel. He served as a signals intelligence (SIGINT) Research & Development (R&D) engineer, a payload manager, program element monitor, a space segment director, and an acquisition executive in several classified space programs for the NRO. He is a recipient of three NRO Gold Medals for distinguished service, the Secretary of Defense Medal for Exceptional Civilian Service, and the Director of National Intelligence Exceptional Service Medallion.

Mr. Gumahad holds a Bachelor of Science degree in electrical engineering from the New Jersey Institute of Technology; a Master of Science degree in electrical engineering (electro-optics) from the Air Force Institute of Technology; a Master of Arts degree from Georgetown University; and a Master of Engineering degree from the University of Illinois at Chicago. Mr. Gumahad also graduated from the United States Air War College, the Defense Systems Management College, and the National Security Agency Senior Cryptologic School. He is a member of AIAA and IEEE.



HUN KIM has over 30 years of experience leading and managing digital transformation, IT modernization, cybersecurity, critical infrastructure protection, risk management, enterprise architecture, electronic commerce, online fraud, and identity theft in various US Federal government agencies including

the White House, Federal Reserve Board, Department of Homeland Security, Internal Revenue Service, Department of Housing and Urban Development (HUD), Department of the Navy and Army. He chaired the President's Critical Infrastructure Protection Board, IT Security Training and Education Committee and the DOD IT Improvement Committee.

Mr. Kim is currently the CEO of KIM Global Consulting (KGC), LLC, which provides strategic advice to the government and private companies on Cybersecurity, Critical Infrastructure Protection, Risk Management, and process improvements. From July 2019 to August 2021, he was the Chief Information Security Officer at HUD. During the fall 2017, Mr. Kim was an Adjunct Professor at George Mason University teaching Enterprise Security Case Study to graduate students in Management of Information Security program. Mr. Kim previously worked as the Director, Online Fraud Detection and Prevention at the Internal Revenue Service; Special Assistant to the Staff Director at the Federal Reserve Board; Special Assistant to the Federal CIO at the White House; Chief of Staff, Office of Cybersecurity and Communications and the Deputy Director of the National Cybersecurity Division at the Department of Homeland Security; and Director, Critical Infrastructure Protection group and Enterprise Architecture group at the Department of the Navy CIO Office.



JENNIFER W. LYONS is the Deputy Manager for the Gateway Program's Deep Space Logistics at NASA's Kennedy Space Center in Florida, a role she has held since 2020. From April 2021 to May 2022, Lyons also served as acting Manager for DSL while the permanent manager was on an Agency detail.

As Deputy Manager, Lyons leads the integration of commercial logistics missions to the Gateway; a unique, orbiting outpost around the Moon that will support NASA's Artemis missions to the lunar surface, as well as the agency's Moon to Mars exploration initiatives. Her responsibilities include oversight of the design, development, test and evaluation of the commercial spacecraft, launch vehicles and integration services. She led the source evaluation board for the Gateway Logistics Services (GLS) contract, which provides a recurring commercial supply and transportation capability to support crew, science, and exploration needs, while also enabling long-term commercial capabilities for deep space.

Lyons joined NASA and the Kennedy Space Center in 1988 as an operations engineer in the Shuttle Processing organization after working for Grumman Aerospace on the Joint Surveillance Target Attack Radar System (Joint STARS) Program.

In 1993, she served as a member of the Space Station Redesign Team and was assigned temporarily to NASA Headquarters. Upon returning to Kennedy, she was chosen as the NASA Vehicle Manager (NVM) for OV-103/Discovery. As NVM, and subsequently as the acting flow director, she was responsible for planning and management of orbiter and integrated space shuttle operations for the orbiter Discovery. She was the first woman to serve as NASA Convoy Commander (NCC) for a space shuttle landing and was the first woman to serve as the senior official for ferry flight cross-country operations of the orbiter and Shuttle Carrier Aircraft (SCA).

In 1998, she served as Kennedy's Strategic Planning Manager. In this role, she advised the Center Director and Deputy Director, as well as senior management, on Kennedy strategic planning policy, initiatives and

analyses concerning present and future Kennedy operations and development.

During 2003-2004, she was the Deputy Director of Kennedy's Human Resources Office, before transitioning to the Launch Services Program (LSP).

As LSP chief of the Fleet and Systems Management Division, she led the program's technical integration of the launch vehicle fleets and missions, providing required insight and approval for independent NASA assessment of launch vehicle readiness, and launch vehicle certification. In 2010, she chaired the NASA Launch Services (NLS) II source evaluation board, which awarded multiple contracts to meet NASA's requirements for competitive, commercial launch services through 2020.

Lyons was a recipient of a Space Flight Awareness Management Honoree Award in 2018, NASA Exceptional Service Medals in 2005 and 2018, the Kennedy Space Center Strategic Leadership Award in 2004 and 2020, NASA Exceptional Achievement Medals in 1993 and 2001, and numerous group achievement awards. She received a Bachelor of Science in Aerospace and Ocean Engineering from Virginia Tech, a Master of Science in Space Technology from the Florida Institute of Technology, and a Master of Science in Engineering Management from the University of Central Florida.



JOHN UNYONG MOON is currently DOE Senior Liaison and Liaison Coordinator for Department of Energy Environmental Management (DOE EM). He was previously the Acting Principal to the Assistance Secretary of the Office of

Economic Impact and Diversity. Mr. Moon's career with the Department of Energy spans over 29 years, providing him with extensive knowledge in the areas of management and operation.

Formerly, Mr. Moon was the Director of the Office of Small Site Completion at DOE EM. Prior to that, Mr. Moon was the Senior Site Program Manager from HQ to the field sites e.g., Carlsbad Field Office and Savannah River Site. He was responsible for effectively implementing EM responsibilities, obligations, and activities at EM funded operations at Los Alamos, Sandia, Livermore, West Valley, Moab, etc.

Mr. Moon holds a Bachelor of Science degree in Nuclear Engineering (Nuclear Safety), a Master of Science degree in Nuclear Engineering (Nuclear Energy), and a Master's degree in Business Administrative. Mr. Moon has completed his Senior Executive Service Developmental Program with AAGEN and a certified SES CDP at the Department of Agriculture. He is currently the DOE certified Senior Technical Safety Manager and DOE certified Federal Project Director.



DR. MINH NGUYEN

currently serves as a Deputy Director for the FAA's Office of Policy and Plans. He oversees policy development and analysis that provide critical support to the Administrator and FAA organizations. In this capacity, he leads the FAA legislative team to oversee the complex development, proposals, and

implementation of the FAA Reauthorization Act of 2018. He led the development of the "Accelerating Regulatory Reform for Commercial Space" plan. This plan formed a basis for expedited rule-making activities for commercial space Launch and Re-entry rule to meet the U.S President's aggressive deadline. He participated in briefings to the White House Vice President's Office to obtain buy-in and support for the plan. He led the FAA COVID-19 Regulatory and Policy relief taskforce, and presented frequent updates on plans, priorities, and challenges to DOT Undersecretary of Policy as part of the Economic Growth Council, and Economic Rebuilding Task Force. He manages engagements and provides executive secretariat support to the Management Advisory Council (MAC), a highest-level advisory committee for the FAA Administrator. He leads teams to develop strategic direction, priorities, and governance structure for the FAA Administrator, as known as charting the FAA's future initiative.

In his previous capacity as Acting Deputy Regional Administrator for the Northwest Mountain Region, he assisted the regional administrator to oversee a broad range of responsibilities and aviation matters. He presented the Regional Administrator to perform stakeholder and aviation constituency outreach, promoted

NextGen technologies in the region, including delivering keynote speeches for local televisions regarding DataComm deployment at SeaTac Airport. He directed the planning and strategy to relocate 1,600 employees from 4 buildings into a new regional office building, and oversaw the campus relocation activities.

He also contributed to the advancement of the FAA's national airspace modernization effort (e.g., NextGen) in his capacities as chief of staff for the Senior Vice President of NextGen, division manager for the Office of Business Case Integration and Modeling, and a member of the Administrator's Strategic Initiatives Group.

Prior to joining the FAA, he worked at the MITRE Corporation, Veracity Engineering, Argon ST, and Naval Research Laboratory, leading advanced research programs.

Dr. Nguyen served as a Vice Chair of the Asian-American Government Executives Network (AAGEN) (2015-2017), and has been training aspiring leaders to becoming senior managers and executives in the federal government, as part of AAGEN's Senior Executive Development Program. His contributions have been highlighted on TV interviews, and he was the recipient of the Federal Asian Pacific American Council (FAPAC) for significant contributions toward the Asian American and Pacific Islanders (AAPI) representation at all levels.

He obtained his undergraduate, graduate, and doctorate degrees in Electrical Engineering from Virginia Polytechnic Institute and State University (Virginia Tech). He loves to play golf, especially with his father and 2 sons, and to go skiing.



JOON PARK has been serving as USDA Agricultural Research Service Associate Administrator for Research Management and Operations since June 2022. As such, Mr. Park is responsible for the leadership of 2,000 scientists and additional 4,400

employees in over 90 laboratories nationwide and abroad. He is also responsible for the agency's overall budget, administrative operations, diversity & equal opportunity, technology transfer, communications, and research reviews.

Prior to this, Mr. Park served as the Research, Education and Economics (REE) Mission Area Business Center Chief Operating Officer (COO) and the Deputy Administrator for Administrative & Financial Management (AFM) with the USDA Agricultural Research Service in Washington D.C. Mr. Park led an organization of over 500 business professionals throughout the United States that provide human resources, financial management, acquisition, property management, facilities engineering, extra mural agreements, information technology and homeland security services to the four USDA REE Agencies: Agricultural Research Service (ARS), Economic Research Service (ERS), National Institute of Food and Agriculture (NIFA) and the National Agricultural Statistics Service (NASS). Mr. Park has held other positions with the USDA Agricultural Research Service to include serving as the ARS Human Resources Director in Beltsville, MD from 2010 –2012 and as the ARS South Atlantic Area Deputy Area Director for Business Management in Athens, GA from 2007 – 2010.

Mr. Park began his Federal career with the Naval Air Systems Command in Patuxent River, MD through the Acquisition Intern Program in 1996 and served in various Logistics Management positions through 2007.

Mr. Park graduated from Liberty University in 1996 with a B.S. degree in Government and received his Master of Business Administration (MBA) from The Johns Hopkins University in 2002. In addition, Mr. Park is a graduate of the Federal Executive Institute in Charlottesville, VA, the National Security Studies Program at the George Washington University in Washington, D.C, the Key Executive Leadership Certificate Program at the American University in Washington D.C, and the USDA Senior Executive Service Candidate Development Program (SESCDP).



GIAO PHAN serves as Naval Sea Systems Command's (NAVSEA) Executive Director. In this capacity, she provides executive leadership to more than 85,000 military and civilian personnel across the globe who execute the research, development, acquisition, maintenance, modernization,

and inactivation of the Navy's battle force and most major combat and Hull, Mechanical, and Electrical (HM&E) systems.

Ms. Phan entered the Senior Executive Service (SES) in November 2007 as the Coast Guard Deputy Director of Acquisition Programs where she oversaw 400 military and civilian personnel in their execution of a broad acquisition portfolio including 12 multi-billion dollar projects, 7 subordinate Program Offices, and a \$30 billion investment portfolio dedicated to the modernization and recapitalization of surface, air, command and control, and logistics assets required for the USCG's maritime missions.

Most recently, Ms. Phan served dual hatted as the Executive Director for Ship Maintenance and Modernization (SEA21B) & Deputy Commander for Navy Regional Maintenance Center (CNRMC) at the Naval Sea Systems Command (NAVSEA). In this capacity, she oversaw the programs responsible for the life-cycle management of the Navy's in-service surface ships, including critical modernization and maintenance efforts, as well as Foreign Military Sales, training, and ship inactivation; she also provided executive leadership to the operations and management of the Regional Maintenance Centers in the execution of private sector, depot-level maintenance and modernization, surface ship intermediate-level maintenance, and fleet technical and engineering support world-wide.

She also served as the Executive Director of Program Executive Office, Aircraft Carriers (2013-2019), where she was responsible for a \$40 billion acquisition portfolio including the design and construction of Ford-class aircraft carriers, execution of the mid-life Refueling Complex Overhauls for Nimitz-class carriers, inactivation of USS Enterprise (CVN 65), and life cycle sustainment for all in-service USN carriers.

She began her Navy civil service career in 1984 and has held numerous leadership positions managing

development and integration programs including Deputy Program Manager for the In-Service Aircraft Carrier Program Office (2006 - 2007) and Assistant Program Manager for Nimitz-class carriers (2004 - 2006), where she led the design, construction, test, and delivery of the final ship, USS George H. W. Bush (CVN 77), a \$6 billion dollar ACAT I program. Other previous assignments include Director for Aircraft Carriers and Amphibious Ships for Deputy Assistant Secretary of the Navy for Research, Development and Acquisition (Ships), and as the Electronics Systems Manager for the Seawolf Fast Attack Submarine Program.

Ms. Phan received her Civil Engineering degree from Virginia Tech, and earned her MS in Management from Florida Tech. Her awards include Navy Distinguished Civilian Service Award (2019), the AAGEN Stanley Suyat Memorial Leadership Award (2016), USCG Superior Achievement Award (2013), Federal Asian Pacific American Council Outstanding Individual Leadership Award (2013), Women of Color STEM Career Achievement in Government Award (2010), Navy Superior Civilian Service Award (2006), and the Navy Meritorious Civilian Award (2004).



EDWARD P. SO is an experienced technical leader with a proven track record leading the full spectrum of cyber support to the law enforcement, intelligence, financial and judicial sectors to include software design, technology integration, computer forensics, cyber tradecraft, open source intelligence and network intrusion response.

Ed was appointed to the Senior Executive Service in 2017 and had 31 years of Federal Service. He recently served as the Chief Information Officer for the U.S. Department of Justice (DOJ), Executive Office for Immigration Review (EOIR). In this position, Ed led the agency's digital transformation and modernized the computing, data and security infrastructure that supports the nation's immigration court proceedings, appellate reviews, and administrative hearings. Most notably, he managed the accelerated development of the EOIR Courts and Appeals System (ECAS) and transformed a paper-

based court process to a cloud-based production application, the first one across the entire DOJ.

Prior to transforming EOIR, he also served as the Principal Computer Scientist for the U.S. Naval Criminal Investigative Service (NCIS), where he was selected as a Defense Intelligence Senior Leader (DISL) in 2014. In this capacity, he spearheaded the formation of the agency's Cyber Directorate and the Innovation Development Group. As the agency's senior technical advisor, Ed led the development of solutions to address cyber-related law enforcement, counterintelligence, terrorism challenges within NCIS, the Intelligence Community and the Department of the Navy.

Ed began his career at NCIS in April 1999, as the agency's first Computer Scientist, and designed the operational network infrastructure for the Computer Investigations and Operations Department. From 2002 to 2005, he managed multiple operational software development projects supporting proactive counterintelligence, insider threat and research and technology protection initiatives. From 2006 to 2014, he served as the Division Chief for the Cyber Technical Division and led the design of several Improvised Explosive Device (IED) forensic capabilities, directed the recruitment of the entire NCIS computer scientist team and initiated the NCIS cell phone forensics program.

Prior to joining NCIS, Ed served in several positions at the Export-Import Bank of the United States. From 1996 to 1999, he was responsible for managing the Networks Branch, where he designed the award-winning Ex-Im Bank website. In addition to his duties as Computer Security Officer and managing the data and voice networks, Ed served as technical liaison for Ex-Im Bank's five regional offices, senior management and political appointees. From 1992 to 1996, Ed was the Manager of Office Automation and Computer Applications, where he supervised the programming team supporting the bank's financial systems and the client-server information portal.

Ed received a Bachelor of Science degree in Aeronautical Engineering with a minor in French from Rensselaer Polytechnic Institute, a Master of Business Administration in the Management of Science, Technology, and Innovation with a minor in Organizational Behavior and Development from The George Washington University, and a Post-MBA Certificate in International Financial Management from

The George Washington University. Ed lives with his family in Alexandria, VA. He is a former competitive rower and coach and looks forward to returning to the water soon. Until then, he enjoys watching hockey as a die-hard Washington Capitals fan and being his kids' biggest supporter on the sidelines for their sports.



DR. LUIS "LOUIE" TUPAS is the Deputy Chief for Soil Science and Resource Assessment at the Natural Resources Conservation Service (NRCS). Dr. Tupas, a career member of the Senior Executive Service since 2014, served as the Deputy Director for Bioenergy, Climate, and

Environment, the Acting Deputy Director for Food Science and Nutrition, and the Director for International Programs at the USDA National Institute of Food and Agriculture (NIFA).

Louie provided national leadership to address global change and climate impacts on agriculture, forestry and other landscapes, expand bioenergy and bioproducts development and grow the bioeconomy, and enhance the sustainable utilization of agricultural working lands and waters.

He also developed and implemented strategies for natural resources and environmental systems (air, soil, water) management, advancement of food science and human nutrition, and promoted international collaborations and engagement through research, education and extension programs.

Louie was a postdoctoral fellow and then served as a faculty member at the University of Hawaii at Manoa from 1991-2002. He began his government career in 2002 as a Program Director at the US National Science Foundation's Office of Polar Programs. In 2004, he joined USDA NIFA (then known as the Cooperative State Research, Education, and Extension Service) as the first National Program Leader for Global and Climate Change. Louie subsequently became the Director for the Division of Global Climate Change and then served concurrently as the Acting Director for the Division of Bioenergy, Bioproducts and the Bioeconomy, and the Division of Environmental Systems.

DENISE WILLIAMS

See Speaker Biographies



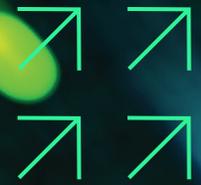
DR. HOWARD Q. ZHANG is the Center Director for the USDA ARS Henry A. Wallace Beltsville Agricultural Research Center. Dr. Zhang is a member of the Federal Senior Executive Service.

Howard was born and raised in Hunan Province of China. He received his BS from Hunan Agricultural University in 1982, MS from the University of Guelph in 1987, and Ph.D. from Washington State University in 1992. He served two years as post-doctoral associate at Washington State University. He was then appointed Assistant Professor (1994-1999), Associate Professor (1999-2003) and Full Professor (2003-2004) at the Ohio State University. In 2004 he joined USDA as Research Leader for the Food Safety Intervention Technologies Research Unit at the USDA ARS Eastern Regional Research Center. He led research on food safety intervention technologies for produce, juices and beverages, and meat and ready-to-eat foods. He was selected as Director for the USDA Western Regional Research Center in 2009. He led research on Produce Safety, Foodborne Toxin Detection and Prevention, Healthy Processed Foods, Bioproducts, Crop Improvements and Genetics, and Exotic and Invasive Weeds. In 2017 he was appointed Center Director for BARC where directs over 160 senior scientists conducting research in crop production and protection, animal production and protection, entomology, food quality and safety, and natural resource preservation.

His areas of expertise include nonthermal processing technologies, pulsed electric fields, packaging, electronic instrumentation and process automation. He is a pioneer and inventor of PEF technology and Ultrasonic Sealing. He authored 6 US patents, 105 peer-reviewed journal publications, 2 books, 20 book or book chapters, 50 invited talks and 170 conference papers.

He received the Institute of Food Technologists' 2001 Samuel Cate Prescott Award for Research during his tenure at OSU for his work on PEF technology. He received the Research and Development Associates' 2009 Colonel Rohland Isker Award for his team research and technology implementation of ultrasonic sealing while at

ERRC. On behalf of WRRC he received the designation by American Chemical Society as Landmark for Flavor Chemistry Research in 2013. He served as Chair of the Nonthermal Processing Division of IFT in 2002. He is member of IFT, American Society of Agricultural and Biological Engineers (ASABE), Institute of Electrical and Electronics Engineers (IEEE) and American Chemical Society (ACS). He also served as President of the Chinese American Food Society (CAFS) in 2012-2014. He was elected IFT Fellow in 2014.



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Resume Reviewer Biographies

(Alphabetical Order)

ELLEN LAW

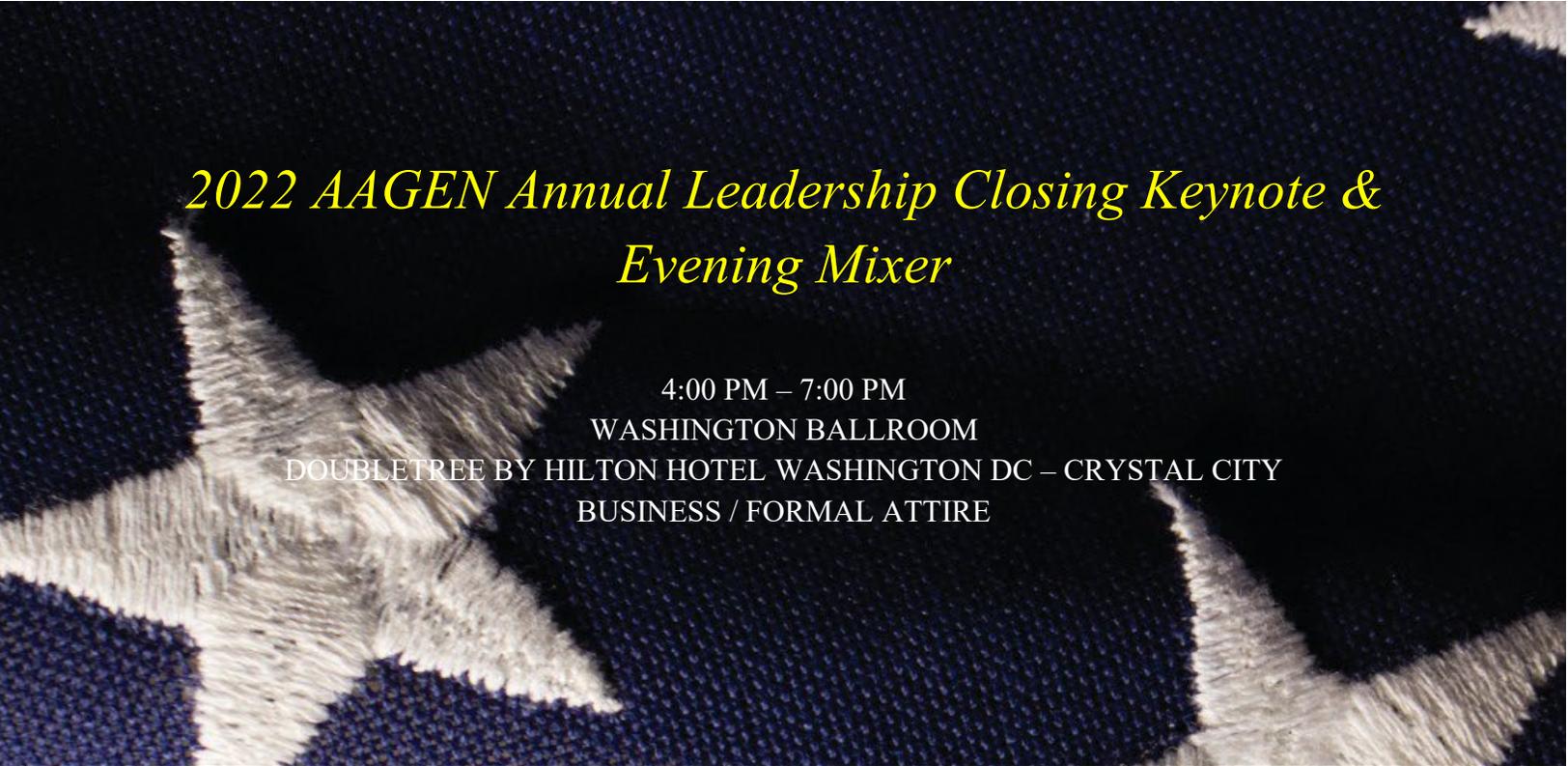
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*2022 AAGEN Annual Leadership Closing Keynote &
Evening Mixer*

4:00 PM – 7:00 PM
WASHINGTON BALLROOM
DOUBLETREE BY HILTON HOTEL WASHINGTON DC – CRYSTAL CITY
BUSINESS / FORMAL ATTIRE

Emcee: Ms. Denise Williams, AAGEN Executive Director

2022 AAGEN Closing Keynote

Y.H. “Eric” Kim

Executive Director, Office of Strategic Intelligence & Analysis
Office of the Under Secretary of Defense for Research and Engineering

Presentation of AAGEN Scholarships

Dr. Jiashen You, AAGEN Vice Chair

Recognition of Sponsors and Partners of AAGEN

Mr. Jack Bienko, AAGEN Board of Directors

2022 AAGEN Scholarship

Scholarship Program Committee

The mission of Asian American Government Executives Network (AAGEN) is to promote, expand and support Asian American and Pacific Islander (AAPI) leadership in Government. In accordance with AAGEN's mission, the scholarship program has been designed to assist students in their continuing education to better prepare themselves for positions of leadership and trust in the Federal, State, and Local governments.

Each year, the Scholarship Committee receives applications from all over the country, from students entering or continuing their baccalaureate, masters, and doctorate studies; many while fully employed.

The process of deliberation and decision for the committee was difficult because each candidate is so accomplished, and each has the potential to bring significant change to leadership in the public sector. The students selected have the combination of academic excellence, public service, and leadership potential that is the core of AAGEN's values.

The AAGEN Scholarship Program is pleased to announce the selection of four individuals to receive scholarships to further their education. Each one is highly qualified and socially engaged.

2022 AAGEN Scholarship Recipients

Ayesha Islam

Harvard Kennedy School
Master in Public Policy

Vincent Kwan

University of California
Hastings College of Law
Juris Doctorate

Jiaying Kaei Li

University of Michigan
Ford School of Public Policy
Master of Public Policy

Shofiqur Rahman

Georgia Institute of Technology
Master of Science, Computer Science



Thanks to the U.S. Department of Transportation for its generous contribution to the AAGEN Scholarship Fund

Honorary Guests

(Alphabetical Order)



WILLIAM (BILL) C. BARON was born in Harrisburg, Pennsylvania and raised in the United States, Africa, Europe, and the Middle East. He graduated from The American University in 1980 with an interdisciplinary Bachelor of Science degree in Political Science, Psychology,

Physics, Chemistry, and Biology. After university Bill was directly commissioned in the U.S. Navy Reserve in 1984 as an Intelligence Officer (10 years) and served as a branch and division chief, in various units, and in the Pentagon with the Chief of Naval Operations and with the Director of Naval Intelligence. He was a Reserve Naval Attaché until 1994. Bill also served as an Intelligence Officer (civilian) in the Defense Intelligence Agency and with the Joint Staff: J2/Joint Chiefs of Staff for 13 years. Following U.S. Government civilian and military service, Bill built a private international oil and gas exploration and production company – taking the company public and then retiring from the oil industry in 2000. In 2001 Bill entered an Eastern Orthodox Seminary, earning a Master of Divinity degree (M.Div.) and a Doctor of Sacred Theology (S.T.D.) degree. He also holds earned degrees of Ph.D., LL.M., D.O., J.D., and an M.A., from foreign and domestic accredited universities and a national-level Academy of Science.

Following seminary, Bill was an ordained priest for a number of years and then was commissioned in the U.S. Army Chaplain Corps in 2005. Chaplain Baron served in a variety of assignments to include an Intelligence Battalion, a Cavalry Squadron, as Operation Jump Start - Joint Task Force Chaplain, and as Chaplain of a Training Brigade. He completed one combat tour, in Iraq, as a Squadron Chaplain. Following his tenure as the Command Chaplain of the U.S. Army Reserve Legal Command, he served for two years on the Army Staff at the Office of the Chief of Chaplains retiring in 2021 at the rank of Lieutenant Colonel. Bill is a graduate of the U.S. Naval War College and numerous Department of Defense schools. He has completed the Chaplain School: Basic

and Advanced Courses, Command Chaplain Course and graduated from the U.S. Army Command and General Staff College. He is COG, FEMA and NIMS qualified.

Bill is an Archbishop in the Eastern Orthodox Church. He is the Eparch of the Old Dominion. During his tenure as Archbishop he also served as Chancellor of St. Elias Seminary and Graduate School. He was ordained a Deacon (2004), Priest in 2005, and elevated and consecrated to the Episcopate in 2009. H.Em. Abp. Seraphim (Baron) lines of apostolic succession run through the Greek, Russian, Cypriot, and Antiochian Orthodox Churches to Andrew the Apostle. Additional lines of apostolic succession run through the Patriarchate of Constantinople (Cyprus), the Patriarchal See of Antioch, the Patriarchate of Moscow and the Greek Orthodox Church - Patriarchate of Alexandria and All Africa.

From 2013 to 2021 Bill held positions of trust in The U.S. Department of State and retired from federal service in December of 2021. He is decorated with the Bronze Star Medal, Meritorious Service Medal (3 oak leaves), Army Commendation Medal, Army Achievement Medal, National Defense Service Medal, Global War on Terrorism Service Medal, Armed Forces Reserve Medal (M Device and Silver Hour Glass Device), and other military medals, recognitions, ribbons and badges. He qualified for the Army Staff Badge, Military Emergency Management Badge (MEMS) and a U.S. Navy insignia/badge. He has been awarded the U.S. Department of State Superior Honor Medal /award and the Meritorious Honor Medal/Award.



DR. VIVIAN CHEN was selected to be the Chief Learning Officer of USDA. She is responsible for re-establishing the multi-million dollar talent management program to enhance workforce development and leadership for USDA. She has over 35 years of experience in public health, grants management,

resource and community development, evaluation and research. Her career stretches from national health policy formulation at the U.S. Public Health Service (PHS) to public health, health professions quality assurance and licensing, research and evaluation, and community work. Prior to joining the USDA Department, she established the Emergency Medical Services program in partnership with the National Park Service in the Forest Service and worked in the Food Safety and Inspection Service. Dr. Chen served as the Health Operations Director/Deputy Health Commissioner at the City of Milwaukee Health Department where she managed all aspects of the city's health department a billion dollar budget and programs including the establishment of a BSL3 laboratory and automation of the food safety inspections and establishment of programs to reduce teen pregnancy and infant mortality. She was a member of the steering committee that planned and implemented the School of Public Health in the University of Wisconsin Milwaukee and transformed the Health Department to an Academic Health Department.

As a senior policy consultant, Dr. Chen has authored a number of publications on drug abuse analysis, epidemiology modeling, women's health, food safety and health policy. Prior to working in the local government, she served as a PHS Commissioned Corps officer where she led various offices in the U.S. Department of Health and Human Services and assisted in the establishment of the now, Institute on Diversity in NIH. During her time at the Bureau of Primary Health Care, Dr. Chen established the Office of Minority and Women's Health; created a demonstration program integrating hepatitis B vaccinations into the community health centers; and a demonstration program that integrated substance abuse and mental health assessments into primary care settings as well as in jails. She was responsible for the management and policies of health care quality assurance program that oversees the National Practitioners Data Base and implemented the HIPAA Data Base. Surgeon General David Satcher appointed her as the Chief Professional Officer (CPO) for the Health Service Officers (HSO) category, the top HSO position in the PHS Commissioned Corps; serving as the first Asian American and first female to serve as the HSO CPO.

Dr. Chen has served as past president for both Pan Asian Women and the Women's American Organization for Research and Training, and has worked closely with primary care networks, public health policy organizations,

minority and women's groups, and community health centers for over 35 years. Currently she is the Asian American Government Executive Network (AAGEN) Chair and past Co-chair of Leadership Development of the Senior Executive Service Development Program. Dr. Chen is a graduate of the University of Wisconsin-Madison, and received her MSW from the University of Michigan (UM), a Masters Certificate in Gerontology from the UM Institute on Gerontology, and a Doctor of Science degree in Health Policy and Administration, Epidemiology and Mental Health, from the Johns Hopkins University, School of Hygiene and Public Health (now known as the Bloomberg School of Public Health). A retired Captain (0-6) with the US Public Health Service, Dr. Chen joined the Senior Executive Service in 2010.



JENNIFER NGUYEN

Having fallen in love with performing at a young age, Jennifer Nguyen found her "big voice" at the tender age of 16. Though already a seasoned performer, she debuted in the local music scene at an acoustic jam session organized by Quan Van NOVA shortly after relocating to the DMV. These days she is known within the Vietnamese and larger Asian community for her voice and passion. Aside from singing for large events and various fundraisers, she was the Director of Communications for the National Organization for Vietnamese American Leadership of Greater Washington, DC, a member of the Entertainment Committees for both the East Coast Asian American Student Union and the Union of North American Vietnamese Student Associations' Annual Conferences, and sashed as Miss Vietnam DC Miss Congeniality (2nd Runner-Up) 2013.

Professionally she is formerly a private dental practice office manager and federal consultant for the Federal Emergency Management Agency. She resides in Northern Virginia with her husband and son.



DR. JIASHEN YOU is the Director of Information and Data Access Division in the Office of Enterprise Data and Analytics at U.S. Equal Employment Opportunity Commission (EEOC). Jiashen leads EEOC's data modernization effort and is responsible for designing, launching and managing the agency's Enterprise Data Warehouse. He manages

EEOC's data access and policy issues and oversees all operations of the EEOC library. At EEOC, Jiashen chairs the EEOC AANHPI Network, a Voluntary Employee Organization.

Jiashen joined the Board of Asian American Government Executive Network (AAGEN) in 2019 and was elected Vice Chair in 2021. He is an DEIA advocate and a proponent for the LGBTQ+ community. As the Chair for the American Statistical Association (ASA) LGBTQ+ Advocacy Committee in 2021, Jiashen led a fundraising campaign to successfully endow the ASA Pride Scholarship. He is currently involved in several interagency working groups on DEIA matters and volunteers in multiple ASA mentoring programs as an organizing committee member.

Dr. You graduated from University of Hawaii with double majors in mathematics and computer science before earning his master's degree in Mathematics and Ph.D. in Statistics at University of California, Los Angeles. He is a proud graduate of AAGEN's SES DP of Class 2020 and a Harvard Kennedy School Senior Executive Fellow. Dr. You currently holds an adjunct position at George Washington University.

Acknowledgments

AAGEN is truly grateful to the members of the Conference Planning Committee for their tireless efforts to make our Leadership Conference a success. Throughout the past year, our volunteers have contributed countless hours of their own personal time and effort to set work plans, attend meetings, resolve issues, and deliver products to ensure a smooth and seamless Conference and Reception. They know that their efforts touch the lives of many people who will benefit from the conference in terms of professional growth, networking and career enhancement. We appreciate their dedication to AAGEN's mission – to promote, expand, and support Asian American and Pacific Islander leadership in the government.

Many, many thanks to:

The Conference Planning Committee

Committee Chair: [Jack Bienko](#)

Program Book: [Serena Chan](#)

Committee Members and Volunteers (in alphabetical order):

[Senthil Arul](#)

[David Chien](#)

[Minh Nguyen](#)

[Denise Williams](#)

[Roxanne Baskett](#)

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AAGEN would like to extend our warmest appreciation for the generous support of our sponsors, partners, and donors, whose incredible generosity make it possible for us to bring to the AAPI community once more the AAGEN 2022 Leadership Workshop and 2022 AAGEN Awards and Evening Reception.

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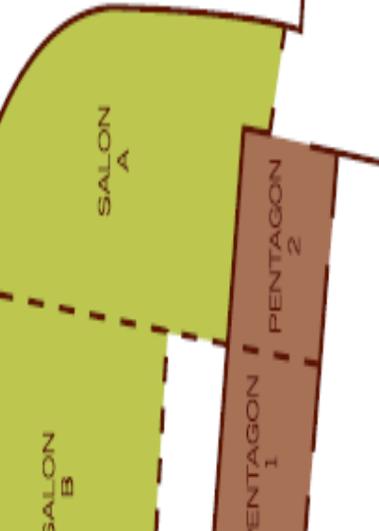
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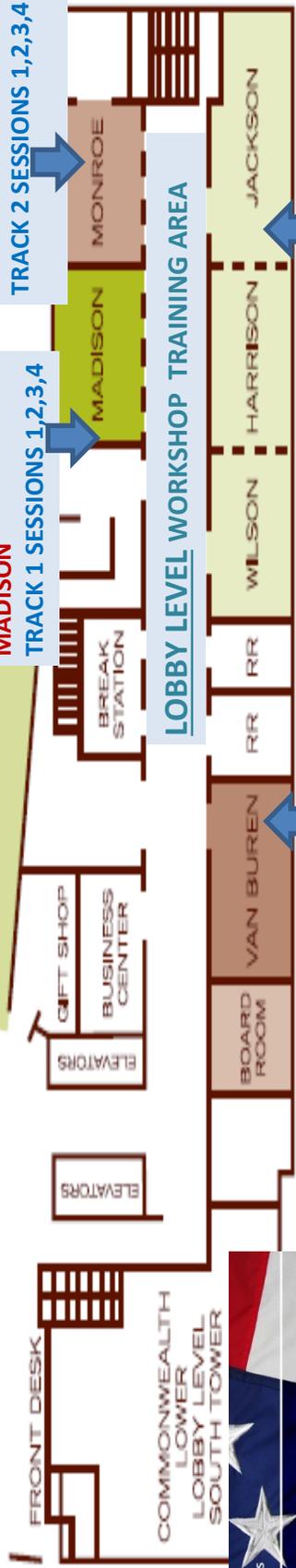


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MONROE
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BLUE - WORKSHOP EVENTS
PURPLE - EVENING RECEPTION EVENT





OUR MISSION

The mission of AAGEN is to promote, expand and support Asian American and Pacific Islander (AAPI) leadership in Government.

OUR PROFILE

The Asian American Government Executives Network (AAGEN), founded in 1993, is a 501(c)(3) non-profit, non-partisan organization of the highest ranking Asian American and Pacific Islander career and appointed executives, foreign service officers, legislative and judiciary members, and military officers in Government.

OUR HISTORY

In early 1993, several Federal Asian American senior executives met informally to become better acquainted, to explore the possibilities of setting a more structured network, and to find ways to identify other executives. It was agreed that through a network, we would be able to establish a high level voice and representation for ourselves and other Asian Americans in Federal service, to help each other, and to maintain visibility that other similar organizations have achieved for their respective interests. In the ensuing months, the group grew quickly with executives representing more than 20 Federal agencies, and the network was formed.

Please visit our website for membership and additional information!

www.aagen.org