



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
1900 E STREET NW, WASHINGTON, DC 20415

BIOGRAPHY

Stephen T. Shih



Steve Shih serves as Deputy Associate Director for Executive Resources and Employee Development. In this capacity, Mr. Shih leads the office responsible for managing the overall Federal personnel program relating to the Senior Executive Service (SES) and other senior professionals (i.e., Senior Level (SL) and Scientific and Professional (ST)). Mr. Shih is responsible for the development and implementation of regulations and policies, as well as providing day-to-day oversight and assistance to agencies on the selection, development, performance management, and recognition of Federal executives and senior professionals. Mr. Shih is also responsible for providing Government-wide leadership to agencies for all other Federal employees with respect to performance management, awards, and employee development. Mr. Shih's responsibilities include leading the following operational activities supporting the SES: biennial allocations; Qualifications Review Board (QRB) review of new SES appointments; SES Candidate Development Program certification; SES performance management appraisal system approval and certification; processing of Presidential Rank Awards; and the publishing of Government-wide SES reports (including an Annual Report and the Federal Plum Book).

Prior to serving in his current position, Mr. Shih was employed with the U.S. Department of Homeland Security (DHS), beginning in August 2008, where he served as the Deputy Civil Rights and Civil Liberties Officer, and Director for Equal Employment Opportunity (EEO) and Diversity Programs, in the Office for Civil Rights and Civil Liberties (CRCL). In this position, Mr. Shih reported to the Officer for Civil Rights and Civil Liberties ("Officer"), and provided executive leadership on all Departmental civil rights and civil liberties issues. As Deputy Officer, Mr. Shih was responsible for leading the Department's EEO and diversity management



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programs, and advised the Secretary, the Officer, and senior department officials on EEO and diversity issues. Mr. Shih's operational responsibilities included the development of EEO and diversity management policy, leading the Departmental EEO program, and issuing final decisions on all discrimination complaints filed by DHS employees and applicants. Mr. Shih also led the Department's diversity management and special emphasis programs, and developed Department-wide training on EEO and diversity management. Additionally, Mr. Shih was responsible for leading the Department's EEO Council, comprised of the EEO officers at each DHS Component. Furthermore, Mr. Shih represented DHS before the public and Congress on EEO and Diversity issues.

From August 2009 through January 2010, Mr. Shih also served in an acting capacity as the DHS Officer for CRCL. During this transition period, Mr. Shih served as the DHS Secretary's principle advisor on civil rights and civil liberties, and was responsible for leading CRCL in supporting the Department's mission to secure the nation while preserving freedoms and equalities in numerous ways, including: helping the Department shape policies consistent with civil rights and civil liberties; investigating and resolving complaints filed by the public regarding Departmental policies or actions; providing leadership to the Department's Equal Employment Opportunity and Diversity Management programs; and engaging the public regarding civil rights and civil liberties issues.

From August 2004 to August 2008, Mr. Shih served as the Chief of the Center for EEO at OPM. As the EEO Director for OPM, Mr. Shih served as the principle EEO advisor to the Director of OPM and represented the Director in all EEO matters within the agency. Mr. Shih was responsible for promoting EEO at OPM by providing guidance on all agency planning, policies and decisions, as well as administering programs and policies that helped the agency identify and eliminate systemic barriers to EEO. Additionally, Mr. Shih managed the EEO complaints program at OPM, with responsibility for providing EEO counseling for employees and applicants, administering the Agency's Alternative Dispute Resolution (ADR) program, processing formal complaints, conducting investigations, and issuing final agency actions.



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Prior to Mr. Shih's employment at OPM, Mr. Shih occupied the position of Supervisory Administrative Judge with the U.S. Equal Employment Opportunity Commission's (EEOC) Washington Field Office, beginning in February 2001, where Mr. Shih supervised a staff of administrative judges responsible for adjudicating federal sector EEO cases arising out of Washington, DC, Northern Virginia, and Europe. Mr. Shih initially entered on duty with the EEOC as an Administrative Judge in November 1993, and Mr. Shih began his legal career serving on a U.S. Congressional Subcommittee and in the contracts department of the U.S. Mint.

Mr. Shih has extensive experience in public speaking and training, and has been invited to give speeches, presentations, and training at numerous organizations, including: Office of the Director for National Intelligence; Central Intelligence Agency; Department of Justice; Interpol; Department of the Navy; various DHS Components, including the U.S. Coast Guard, U.S. Customs and Border Protection, Federal Law Enforcement Training Center, etc.; U.S. Postal Service; Department of Agriculture; Federal Aviation Administration; the Bureau of Engraving and Printing; D.C. Bar Association; Virginia Bar Association; Fed Talk radio show; National Asian Pacific Bar Association; LRP HR & EEO Conference; Federal Dispute Resolution Conference; and EEOC's EXCEL Conference. Mr. Shih has specifically trained organizations on the following topics: Model EEO Program; Title VII; ADEA; ADA; Rehabilitation Act; EPA; PDA; EEOC regulations; and litigation of EEO complaints (e.g., class actions, amendment of complaints, continuing violations, procedural dismissals, mediation, discovery, depositions, motions practice; summary judgment; pre-hearing conference advocacy; witness preparation; witness examination; admission of exhibits; trial objections; opening and closing statements; compensatory damages; attorneys' fees; and appellate advocacy). Mr. Shih has specifically designed and delivered comprehensive training on EEO, the No FEAR Act, and leadership, as well as the implementation of human resources policies and climate assessment studies.

Mr. Shih received a Bachelors of Science degree from Duke University and a Juris Doctors degree from the Washington University School of Law. Mr. Shih is a member of the Bar Associations for both Virginia and Washington, DC.