



Work-in-Progress

United States Agency for International Development Demonstration Project Authority Subject Matter Expertise

ABOUT THE NATIONAL ACADEMY

The National Academy of Public Administration is a non-profit, independent organization of top public management and organizational leaders who tackle the nation's most critical and complex public management challenges. With a network of more than 850 distinguished Fellows and an experienced professional staff, the National Academy is uniquely qualified and trusted across government to provide objective advice and practical solutions based on systematic research and expert analysis. Established in 1967 and chartered by Congress in 1984, the National Academy continues to make a positive impact by helping federal, state and local governments respond effectively to current circumstances and changing conditions. Learn more about the National Academy and its work at www.NAPAwash.org

BACKGROUND & PROJECT DESCRIPTION

The United States Agency for International Development (USAID) was created in 1961 with the passage of the Foreign Assistance Act by Congress which brought together several existing foreign assistance organizations and programs. USAID's objective is to support international partners in becoming self-reliant and capable of leading their own development journeys. This is accomplished by programs that aim to reduce the reach of conflict, prevent the spread of pandemic disease, and counteract the drivers of violence, instability, and other security threats.

USAID has contracted with the National Academy of Public Administration (the Academy) to provide guidance in the design and implementation of an innovative personnel system for the Bureaus for Global Health and Democracy, Conflict, and Humanitarian Assistance under the Office of Personnel Management's (OPM) Demonstration Project Authority. In this study, the Academy will (1) convene a Panel of Subject Matter Experts to share OPM Demonstration Project best practices and (2) provide guidance on successful union, congressional, and OPM engagement. The Academy will provide expert advice and recommendations to the USAID Mobility and Flexibility team on:

- a) Components of successful personnel Demonstration Projects;
- b) Design and implementation features of a successful Demonstration Project; and
- c) Lessons learned from engaging in the OPM Demonstration Project Authority process.

The Academy has formed a five member Panel of Fellows to oversee the work of the study team, provide guidance on project approach and issue recommendations for USAID to consider in the design and implementation of the Demonstration Project.

PANEL

Larry Cooley (Chair),* Senior Advisor, President Emeritus and Founder, Management Systems International. Former positions with Management Systems International: Project Director, Technical Director, and Senior Advisor.

Dan G. Blair,* Former President and Chief Executive Officer, National Academy of Public Administration. Former member and Chairman of the Postal Regulatory Commission, U.S. Postal Service. Former positions with the U.S. Office of Personnel Management: Deputy Director and Acting Director. Former Senior Counsel to U.S. Senator Fred Thompson, Senate Committee on Government Affairs; Staff Director, House Subcommittee on the Postal Service; Minority General Counsel, House Committee on Post Office and Civil Service.

David Chu,* President and Chief Executive Officer, Institute for Defense Analyses. Former Senior Fellow, RAND; Under Secretary of Defense for Personnel and Readiness, U.S. Department of Defense. Former positions with RAND Corporation: Vice President, Army Research Division; Director, Arroyo Center; Director, Washington Research Department; Associate Chairman, Research Staff; Economist. Former Assistant Secretary of Defense for Program Analysis and Evaluation, Office of the Secretary of Defense, U.S. Department of Defense; Assistant Director for National Security and International Affairs, Congressional Budget Office.

Janice Lachance,* Former Chief Executive Officer, Special Libraries Association; Management Consultant, Analytica; Director, Deputy Director, Chief of Staff, Director of Communications and Policy, U.S. Office of Personnel Management; Director of Communications, Congressional and Political Affairs, American Federation of Government Employees, AFL-CIO; Communications Director, U.S. Representative Tom Daschle; Administrative Assistant, U.S. Representative Katie Hall; Staff Director and Counsel, Subcommittee on Antitrust and Restraint of Trade, House Committee on Small Business, U.S. House of Representatives; Legislative Assistant, U.S. Representative Jim Mattox.

Reginald Wells,* Executive in Residence, American University. Former Deputy Commissioner for Human Resources, Chief Human Capital Officer & Chief Diversity Officer, U.S. Social Security Administration; Deputy Associate Commissioner for Disability Program Policy & Senior Advisor to the Deputy; Commissioner for Disability and Income Security Programs; Deputy Commissioner for the Administration on Developmental Disability, U.S. Department of Health and Human Services; Deputy Commissioner, Commission on Social Services, District of Columbia. Former positions at Mental Retardation/Developmental Disabilities Administration: Deputy Administrator/Acting Chief, Bureau of Community Services; Superintendent/Chief, Bureau of Habilitation Services. Former positions at Department of Health & Rehabilitation, County of Essex, NJ: Division Director, Geriatrics Center; Deputy Department Director for Planning and Development; Chief of Program Monitoring and Evaluation. Former Research Associate, National Center on Black Aged.

***Academy Fellow**

PROJECT STAFF

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