

Meet Your Mentors

Department of Labor's Great Hall
February 7, 2013



Alvin "Chip" Black
Program Manager
Department of Labor

Alvin "Chip" Black works for the U.S. Department of Labor as the Human Resources Line of Business and HR Systems Program Manager. Chip manages the corporate HR Information Systems capabilities of the Department including managing a major IT system transformation to the Department of Treasury's HR Shared Services Center.

Chip has 10 years of service with the Federal Government and started his career with the U.S. Office of Personnel Management as a Presidential Management Fellow. Prior to coming to the Department of Labor, Chip managed the Corporate HR reporting program for the Department of Defense. While at Defense, Chip also implemented a first-of-its-kind civilian human capital executive dashboarding program. Chip has always had a passion for HR and IT systems so it was no surprise that he has focused his career on workforce planning, HR data analysis, and systems.



Stephanie Sybil Brown
Chief, Human Resources Information Systems Branch
Department of Agriculture

Stephanie Brown serves as the Branch Chief of the Human Resources Information Systems Branch (HRISB) for the United States Department of Agriculture (USDA), Farm Service Agency (FSA). Mrs. Brown leads a team of HR professionals responsible for Human Capital reporting and directing, monitoring, evaluating, implementing, maintaining, enhancing, and influencing the operation of the agency's HR information systems. She joined FSA in January 2007 as a student of the Student Career Experience Program (SCEP) while completing her Master's Degree. She has experience in Payroll and Personnel Processing, Benefits, Time and Attendance, Performance Management and Awards and HR Information Systems.

Prior to joining FSA, Mrs. Brown held human resource positions in both the private and public sectors including the compensation and benefits area. Mrs. Brown's academic credentials and certifications include: Senior Professional in Human Resources (SPHR) Designation, Master's in Human Resources Management and Bachelors of Science in Psychology from University of Maryland University College.



Marcus A. Brownrigg

Chief, Departmental Human Resources Operations Branch
Department of Agriculture

Marcus Brownrigg works at the Department of Agriculture as the Chief of the Departmental Human Resources Operations Branch. He leads a human resources operations office that is responsible for staffing, classification, recruitment and benefits processing for 18 different USDA offices including the Office of the Assistant Secretary for Administration. His group is responsible for servicing over 3000 employees.

Mr. Brownrigg has had a long career spanning 15 years. Most recently, he served as the Special Assistant to the Associate Deputy Administrator of the Department of Veterans Affairs on a 6 month detail as part of the SES career development program. He held multiple leadership positions at the USDA Food, Nutrition and Consumer Services (FNCS) from 2003 to 2010. Prior to his positions at USDA, he worked at DC Department of Human Services, Social Security Administration, Department of Health and Human Services, and AmeriCorps. He received his BA and MPA from Auburn University.



Cathy Cestone

Supervisory Program Manager
Department of Labor

Cathy Cestone began her federal career as an MBA Fellow at the Department of Labor (DOL) in 2004. Through the MBA Fellows Program, she rotated to various offices at DOL, including a field rotation to the Occupational Safety and Health Administration's (OSHA) Boston office. Upon completion of the program in 2006, she was permanently assigned to OSHA. She worked in the OSHA budget office as a budget analyst and in the OSHA human resource office as an employee and labor relations specialist. In 2009, she transferred to DOL's Office of the Assistant

Secretary for Administration and Management (OASAM), Office of Workforce Planning and e-Innovations to work as a Human Resources Specialist. She eventually became the project manager for the LearningLink system in what is now the Office of Human Resource Systems and serves as the Deputy Director of that office. In addition, Ms. Cestone was selected for and completed a 6 month detail to the General Services Administration through the President's Management Council.

She received a BA in History and Political Science from Rutgers and an MBA and an MPP from the College of William & Mary. She also holds Project Management Professional (PMP) and Lean Six Sigma Green Belt certifications.



J. Christopher Chavis

Office of Continuous Learning and Career Management
Department of Labor

J. Christopher Chavis is an up and coming leader in Federal Human Capital Management. For the past 11 years, his experiences have been strategically aligned to prepare him for the Senior Executive Service. He has worked with the National Institutes of Health (NIH), the Department of Health and Human Services Headquarters Office (HHS), the Office of Personnel Management (OPM), the Performance Improvement Council (PIC), the Office of Management and Budget (OMB), and the Department of Labor (DOL). Chris has been recognized for his knowledge and leadership in the areas of Human Capital and SES Performance Management. Along with other certifications, Chris is a graduate of North Carolina State University's School of Design.

Currently, Chris is working with the DOL Office of Continuous Learning and Career Management where he is developing a Mentoring Program for the Department. He has just completed a 6-month rotation, as a Fellow in the President's Management Council (PMC) Inter-Agency Rotational Program, with the Performance Improvement Council (PIC) where he worked as a Portfolio Manager to several Federal Agencies assisting them in establishing their Federal Priority Goals. Prior to going on his rotation, Chris performed a 90 day detail with OPM's Office of Executive Resources and Employee Development (ERED).

With his extensive knowledge of Federal Human Capital, SES Performance Management (at the OPM and the large Federal Agency level) and his work with the Office of Management and Budget (via the PIC) on the President's priorities, Chris is surely on the path to becoming a model for the Senior Executive Service of the future. And on top of all of this, his accomplished career in Design as a Creative Director really sets him apart.

Kim Green

Acting Director, Office of Executive Resources
Department of Labor



Kim Green is the Acting Director of the Office of Executive Resources at the U.S. Department of Labor. She provides oversight for developing policies and providing operational support affecting members of the Department's SES and non-career staff. Previously, she served as the Director for the Office of Training and Development and provided direction and assistance on training and career development, succession management, and career assistance programs and services.

Prior to coming to the Department of Labor, she worked for the Department of Transportation and the Defense Information Systems Agency. At DISA she held numerous human resource management positions. She has over 30 years of experience in Human Resource Management. Ms. Green holds a Masters in Public Administration (MPA) and is an alumna of the American University Key Executive Program, the Council for Excellence in Government and the Federal Executive Institute.



Keith E. Johnson

Director, Office of Human Resources
Department of Transportation, Federal Motor Carrier Safety Administration

A native of Dallas, Texas, Keith E. Johnson is the Director of Human Resources for the Federal Motor Carrier Safety Administration. Johnson is responsible for leading and managing a team of professionals involved in Human Resources Management (HRM). He serves as principal adviser to the FMCSA Administrator and to other agency Executives on HRM activities. He is responsible for shaping the agency's direction on Human Resources Management (HRM) policy and general HR operations and serves as an expert on the interpretation and application of merit system principles and veterans' rights among other laws, rules, regulations, and public policies governing HRM.

Prior to this assignment, Johnson was the Director of Human Resources for the General Services Administration's Rocky Mountain Region. His Federal career began in 1998 with an assignment as an HR Generalist at the Department of Transportation's Federal Highway Administration. Johnson has also served in a variety of Human Resources positions within the United States Air Force and the Department of Veterans Affairs. From 1986 until 1998, Johnson served on active duty with the United States Air Force. During this time he earned Associate, Bachelor and Master of Science Degrees in Human Resources Management, Marketing and Business administration as well as a certification in Paralegal Studies. Johnson is also an adjunct faculty member of the Graduate School USA. He designs and teaches courses within the private and public Human Resources Management curriculum.



Lesla Kapustka

Federal Bureau of Investigations
Department of Justice

Lesla joined the Compensation/Personnel Actions Unit in HRD in 2005. A St. Louis native, Lesla earned her Bachelor's Degree in Social Work from Southeast Missouri State University and her Master's Degree in Public Administration/Human Resources from Golden Gate University in San Francisco. She is currently serving as the Unit Chief of the Time and Attendance/Special Pay Unit (TASPU) which is responsible for WebTA (T&A, work scheduling, leave related corrections, payments, SES Critical element stats, policy, etc), the Military Program, the AVP Program, 3R, SLRP and EAI payments, Aggregate Pay, TDY Post Differential/Danger Pay, Comp Time payouts, and other miscellaneous special payments. Before joining the Bureau, Lesla worked in HR for the private sector, and in HR for the federal government for the Dept of Navy, Dept of Army, Dept of Air Force and the USDA.



Pamela Malam

Deputy Assistant Secretary, Human Capital and Diversity
Department of the Interior

Pam assumed her position as Deputy Assistant Director for Human Capital and Diversity and Deputy Chief Human Capital Officer for the Department of Interior in January 2010 after serving as the Associate Director for Human Capital for the U.S. Geological Survey (USGS), a bureau within Interior. Pam provides leadership and executive oversight for Interior’s Human Capital programs including human resources, diversity, civil rights, employee and organizational development, and occupational health and safety.

Pam began her career as a student trainee and progressed to the Senior Executive Service. Her career experiences include 18 years in technical and professional roles at a mapping center, followed by several staff and management roles at the USGS. In addition to her experience at the USGS, Pam completed several long-term assignments with other domestic and international government organizations, including the U.S. Forest Service, the Bureau of Engraving and Printing, and the British Ordnance Survey in Southampton, England. Pam is a 1992 graduate of the Office of Personnel Management’s Women’s Executive Leadership Program and a 2001 graduate of the Department of the Interior’s Senior Executive Service Candidate Development Program. She has received numerous awards during her career: Meritorious and Superior Service Awards, Secretarial Executive Leadership Award from the Department of the Interior, and 2012 New Millennium Award for Human Rights from Interior’s GLOBE Chapter.



Thomas Mulhern

Director, Human Resources
Department of the Interior

Thomas Mulhern is a career Federal human resources executive, and currently serves as the Director of Human Resources for the United States Department of the Interior (DOI). In this position, he provides overall strategic guidance support, compliance and consultative human resources support and assistance to the DOI’s 70,000 people workforce and 11 Bureaus and the Office of the Secretary. Mr. Mulhern is currently leading the DOI’s efforts in several human resource strategic initiatives and serves as a Department representative on several activities in support of the United States Office of Personnel Management, Chief Human Capital Officers Council and President’s Management Council initiatives and activities.

Prior to DOI, Mr. Mulhern served roles with the Department of Homeland Security, as the Deputy Chief Human Capital Officer for Immigration and Customs Enforcement, and Administrative Appeals Officer for the Transportation Security Administration. Mr. Mulhern also served as the Director of Employee and Labor Relations for the Department of Justice, United States Marshals Service. Mr. Mulhern entered federal service as a Presidential Management Intern. He holds a MA in Labor Relations from Indiana University of Pennsylvania School of Labor and Industrial Relations and BA in Education from Bloomsburg University of Pennsylvania. He is certified in both facilitation and mediation.



Sakeithea "Kay" Rodgers
Human Resources Officer
Department of Labor

Kay Rodgers has worked in the Federal Government over the past 13 years. Kay has held the position of Human Resources Officer for the Department of Labor (DOL), Employment and Training Administration (ETA), since September 2011.

She began her federal career in the Student Temporary Employment Program (STEP) with the Department of Justice (DOJ), Immigration Naturalization Service (INS). As an intern, she worked full-time in the Office of Human Resources while acquiring her Bachelors of Art (BA) in Mass Media Communication from the University of the District of Columbia (UDC). She continued her education at Bowie State University where she obtained a Masters of Business Administration (MBA) in Marketing. Over her career she has held varying positions in the human resources field. Her resume shows a diverse combination of federal and contractor experience at various organizations that include: the Defense Threat Reduction Agency (DTRA), Department of Health and Human Services (HHS), Department of Army, and the Federal Deposit Insurance Corporation (FDIC).



Kim S. Sasajima
Director, Office of HR Policy and Accountability
Department of Labor

Kim Sasajima joined the U.S. Department of Labor (DOL) as the Director, Office of HR Policy and Accountability in January 2012. She and her team of senior HR Specialists are responsible for establishing HR policy for the Department, issuing guidance and ensuring accountability. In addition to policy and accountability, Kim and her team provide HR consultation on workforce restructuring, strategic workforce planning, workforce transition, HR data and analysis, and diversity.

Prior to DOL, Kim held progressively responsible HR positions over the past 25 years with two Departments, one large Agency and a Bureau. Kim has held numerous positions at the following agencies: General Services Administration, Department of Health and Human Service, Department of Homeland Security (DHS), and the Internal Revenue Service in Washington DC and in Baltimore Maryland. Kim has a Bachelor's degree in Sociology, Health Science, and Policy from the University of Maryland Baltimore County.



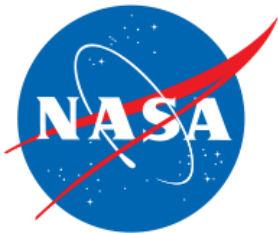
Cynthia Vaughan

Director, Human Resources Line of Business
Department of Veterans Affairs

Ms. Cynthia Vaughan is the Director of the Human Resources (HR) Line of Business within the Office of Human Resources Management at the Department of Veterans Affairs. In this capacity, she is leading VA's migration effort to an HR Line of Business Shared Service Center Provider. Prior to this assignment, she served as the Director, Human Resources Information Service within the Office of Human Resources Management where she provided advice and guidance to Senior Management and key officials on matters pertaining to the VA's Human Resources

Information Technology systems.

Ms. Vaughan has 32 years of federal service, with over 20 years experience in the human resources field. Before returning to VA in 2010, she was the Associate Director, Human Resources Systems Division for the Department of Transportation (DOT), Office of the Secretary, overseeing the programs, policies and initiatives for the DOT HR Information Technologies systems to support the Departmental Strategic Plan and E-Government Initiatives. During her tenure with the DOT, she led efforts to implement an automated staffing solution, an entry on duty solution, and migrated the Department to the electronic Official Personnel Folder. She streamlined HR Information Technology initiatives in the Federal Aviation Administration by implementing a HR Investment Review Board. She also served as a mentor for DOT's Leaders for Tomorrow Mentoring Program. Ms. Vaughan is certified as a Project Management Professional by the Project Management Institute.



Karen Weaver

Human Capital Strategist, Office of Human Capital Management
National Aeronautics and Space Administration, Goddard Space Flight Center

Since October 2012, Karen Weaver has served as the Human Capital Strategist in the Office of Human Capital Management (OHCM), where she supports the Center's human capital strategy activities. Prior to her current assignment, Karen served as the Office Chief for the Organizational Leadership and Culture Office in OHCM from 2011 to 2012. She served as the Communications Strategist for OHCM from 2010 to 2011. From 2007 to 2010, she was a matrix Organizational Development Specialist within the Goddard Procurement Operations Division, where she worked culture change activities related to diversity.

Before her transition to OHCM at Goddard, Karen served as a Senior Human Capital Specialist in the Agency Office of Human Capital Management from 2004 to 2007. She served in several roles supporting the Workforce Management Development and the Workforce Systems Divisions. From 1998 to 2004, she served in the Goddard Procurement Operations Division as a Procurement Analyst with responsibilities around procurement training and career development. From 1996 to 1998, she served as a Human Resources Specialist and Lead for the Headquarters (Center) Training Office. Between 1987 and 1996, she served in various roles in the Headquarters and Agency procurement offices including Contract Specialist, Contracting Officer and Procurement Analyst positions. Prior to joining NASA, she served in private industry

for 10 years and worked in the area of procurement at various companies including Gallaudet University, Metro Transit Authority, The Omega Group, Computer Sciences Corporation and General Electric. She has also served as an adjunct professor at Prince George's Community College with teaching responsibilities in the area of career planning and development.

Karen received her Bachelor's Degree from Georgetown University, a Master's degree in Counseling Psychology from Bowie State University; and a Masters of Theological Studies and Master's of Divinity from Wesley Theological Seminary. She is a certified counselor through the National Board of Certified Counselors and a certified coach through the International Coaching Federation.



Marsha A. Wiggins

Director, Human Resources Division
Department of Agriculture

Marsha Wiggins is the Human Resources Director for the Department of Agriculture (USDA), Marketing and Regulatory Programs Business Services (MRPBS). She joined USDA in December 2011 from the Department of Homeland Security, Office of the Secretary. She spent a significant portion of her career in the U.S. Customs Service, before moving to the DHS Office of the Secretary as Deputy Executive Director of HR Management Services. She has held numerous management positions in the Human Capital Field during her career. She served as Port Director of the Los Angeles International Airport (LAX) during the attacks

of September 11, 2001.

She began her career in 1983 as a Personnel Clerk at the Library of Congress. Her background is in human resources operations, change management, and organizational problem solving. She is a graduate of the George Washington University. Her leadership philosophy is based on knowing your customer, being flexible, and providing sound advice and great customer service.