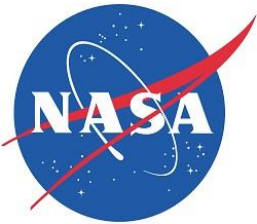


Rich Douglas PhD, SPHR

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Rich established the Human Capital strategy team and set a more strategic course for the Human Capital and Training mission—Kathy Hochman, Chief Human Resource Officer, USCIS

Dr. Rich Douglas did an exceptional job as the architect of the DHS Leadership Institute—George Tanner, DHS Chief Learning Officer

Objective: Provide consulting and business development services to senior leaders, leveraging learning to help complex and geographically diverse organizations achieve strategic objectives.

Who I Am: A leader—and human resource developer—with extensive multi-sector experience who combines subject-matter expertise, extensive credentials, and business experience to create real business impact by ensuring people have tools and knowledge they need.

Selected Achievements

- **Led the development** of the first-ever human capital strategic plan for US Citizenship and Immigration Services (USCIS) to lead 11,000 employees around the world who secure the nation's borders
- **Created and led** the DHS Leadership Institute, delivering leadership education to employees from non-supervisors to executives to improve the day-to-day performance of the second-largest department in the government
- **Proposed, created, and led** the Training Analysis and Design branch for USCIS, enhancing leadership, technical, and immigration services training
- **Proposed, designed, and led** successful projects to earn college credits and Project Management Institute Registered Provider status for CIA University's Project Management program, improving the management of billions of dollars
- **Designed and delivered** the first-ever leadership development courses for the DHS Under Secretary for Preparedness in order to equip future leaders of this newly created department to manage rapid change

Employment History

Strategic Consulting:

- Senior Manager, Department of Homeland Security, 2008 – Present
- Senior Consultant, Office of the Chief Learning Officer, DHS, 2007 - 2008
- Senior Consultant, Center for Systems Management, 2005 – 2007

Learning and Development:

- Campus College Chair, University of Phoenix, 2003-2004
- Senior Trainer, AT&T, 2001 – 2004
- Trainer, Prince William Health System, 2000 – 2001
- Training Manager, Corrections Corp of America, 1997 – 2000
- Education and Training Officer, US Air Force, 1977 - 1996

Education

- Doctorate, Human Resource Development, University of Leicester, UK
- Ph.D. in Higher Education, Union Institute and University, OH
- MBA, National University, CA
- B.S. in Business, The University of the State of New York, NY

Professional Certifications

- Senior Professional in Human Resources (SPHR)
- Project Management Professional (PMP)

Dissertations

- Human Resource Development, University of Leicester: The Chief Learning Officer: A Grounded Theory of the Leaders of the HRD Practice
- Distance Learning, Union Institute and University: Accreditation and its Impact on the Acceptability of College Degrees