

DEOMI



CENTER OF EXCELLENCE

Dr. Daniel P. McDonald **Deputy to the Commandant / Executive Director**

Dr. Daniel P. McDonald assumed responsibilities as the Deputy to the Commandant of the Defense Equal Opportunity Management Institute (DEOMI), the Department of Defense (DoD) Center of Excellence (CoE) for human relations, on July 24, 2023.

As Deputy to the Commandant, Dr. McDonald leads strategic initiatives for the Institute. As Executive Director of the CoE, he guides the transformation of DEOMI, and ensures alignment of DEOMI's capabilities with DoD policies and plans.

Dr. McDonald, a native of Brevard County, Florida, has more than 30 years of experience working as a scientist and executive consultant/advisor to countless DoD senior leaders, such as former Chairmen of the Joint Chiefs, Secretaries and Under Secretaries of Defense, Service Academy Superintendents, and Operational Commanders, on the performance and culture issues impacting their respective organizations. He is internationally recognized as an expert in organizational assessment, team performance, and culture with over 100 published scientific articles and reports. He earned a Ph.D. in Applied Experimental and Human Factors psychology and a Master of Science in Systems Engineering and Management from the University of Central Florida.



Dr. McDonald joined the Institute in June 2005 as the Director of Research. Since then, he developed and institutionalized the DEOMI Organizational Climate Assessment (DEOCS) Assessment to Solutions process, and its 2018 transition to new authorities under the Office of the Under Secretary of Defense for Personnel & Readiness (USD(P&R)). The DEOCS continues to support 17,000 commanders annually with assessments, tools, and resources, giving a voice to over 3.6 million Service members. He is the founding director of the Institute's Dr. Richard Oliver Hope Human Relations Research Center (HRC), which conducts key research and development in support of the DEOMI CoE priorities. Additionally, he founded the DEOMI Press as a means of disseminating research to a DoD-wide audience through various digital media products. He served two nonconsecutive terms as a U.S. representative to the NATO Research Technical Group on the Human Factors and Medicine Panel, to study with international partners on shared issues related to culture and diversity and the impact it has on coalition forces' readiness. His recent work with the DoD includes developing Cross-Cultural Competence (3C) requirements of the total force, developing a model Military Equal Opportunity (MEO) program, and co-authoring the DoD Harassment Prevention Strategy.

Prior to joining the Institute, Dr. McDonald worked as a Senior Research Psychologist for the Naval Air Warfare Center, Training Systems Division, and the Chief of Naval Personnel's Human Performance Command, where he developed processes and tested solutions to enhance surface warfare teamwork and performance. Prior to his work with the Navy, he held a research fellowship with the Consortium of Universities of the Washington Metropolitan Area and the U.S. Army Research Institute, investigating early virtual technologies and simulations as a viable means for training dismounted soldiers and special operations mission rehearsal.

Dr. McDonald received numerous awards and decorations, including the DoD Medal for Exceptional Civilian Service, the highest honor a Federal Civilian employee can receive from the DoD.