



**Dr. Daniel P. McDonald**  
**Deputy to the Commandant / Executive Director, DEOMI Center of Excellence**

Dr. McDonald joined the Defense Equal Opportunity Management Institute as the research director in June 2005 and assumed his current position in July 2023. He directs all matters related to the DEOMI Center of Excellence for the commandant and Department of Defense (DoD).

With over 30 years of experience as a scientist for the DoD that includes roles as an executive consultant/advisor to hundreds of DoD senior leaders (former chairmen of the joint chiefs, secretaries of defense, various undersecretaries, service academy superintendents, operational commanders, and support units) on issues affecting performance and culture within their organizations, Dr. McDonald is internationally recognized as an authority on organizational assessment, performance, and culture.



He developed, institutionalized, and transitioned to undersecretary of defense for personnel and readiness (USD (P & R)) the DEOMI Organizational Climate Assessment (DEOCS) Assessment to Solutions process. Operating under new authorities under USD P&R since 2018, the DEOCS continues to support 17,000 commanders annually with assessments, tools, and resources, giving a voice to over 3.6M members of the force. For this “sea change” moment in the department, he received the DoD Medal for Exceptional Civilian Service in 2015. He has published over 100 scientific articles, and reports, and is the editor of three books on diversity and culture.

Dr. McDonald is also the founding director of the Dr. Richard Oliver Hope Human Relations Research Center (HRC) at DEOMI. HRC conducts key research and development in support of the DEOMI Center of Excellence priorities. For 18 years, he was also the director of the Claiborne D. Haughton Jr. Library, which is the largest of its kind, dedicated to the understanding of human relations. Additionally, he founded the DEOMI Press which publishes DEOMI’s research, media, and products for the DoD.

Dr. McDonald’s more recent DoD-level work includes developing cross-cultural competence (3C) requirements of the total force, developing a Model MEO program, and co-authoring the DoD Harassment Prevention Strategy. He has also testified as an expert on behalf of USD (P&R) before a Senate Armed Services subcommittee and is a member of several office of the secretary of defense working groups. In addition, he was appointed for three years each in 2011 & 2018 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 their impact on coalition readiness.

Prior to joining DEOMI, from 1999-2005, 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. During his six years, he was responsible for developing processes and testing solutions to enhance surface warfare teamwork and performance. Prior to the Navy, from 1994-1999, he held a research fellowship with the Consortium of Universities of the Washington Metropolitan Area and the U.S. Army Research Institute. His research supported the examination of early virtual technologies and simulations as a viable means for training dismounted soldiers and special operations mission rehearsal.

Dr. McDonald earned his doctorate degree in applied experimental and human factors psychology and master’s degree in systems engineering and management from the University of Central Florida. He is also a certified performance technologist recognized by the International Society for Performance Improvement.