

BIOGRAPHY FOR DR. DANIEL P. MCDONALD

NAME/DUTY TITLE: Dr. Daniel P. McDonald

DUTY TITLE: Executive Director of Research, Development, and Strategic Initiatives

EDUCATION: Dr. McDonald holds an MS in Systems Engineering and Management and a Ph.D. in Human Factors Psychology from the University of Central Florida. He is also a Certified Performance Technologist by the International Society for Performance Improvement.

PERSONAL/PROFESSIONAL INFORMATION: Since the beginning of his tenure in 2005, Dr. McDonald and his research team have made substantial contributions to DEOMI and the greater DoD. He and his team developed, transitioned and institutionalized the DEOMI Organizational Climate Assessment (DEOCS) and Assessment to Solutions process. DEOCS is used by every leader (over 21,000) and member (3.6 million) of the DoD per legislation and policy for the prevention of unwanted human behaviors to include sexual violence, suicide, harassment, and discrimination. For this work he received the DoD Medal for Exceptional Civilian Service, which is the highest honor a career civilian can receive. He and his team also designed, developed and transitioned the DEOMI.org information portal which provides human relations media and materials worldwide with approximately over 400,000 products downloaded annually. His team also established the program that provides OSD-approved posters and products in support of key National Observances that are seen by million monthly all over the world. He also founded and directs the Dr. Richard Oliver Hope Human Relations Research Center at DEOMI which conducts key research and development in support of policy, operations and education. For 13 years he also directed the operations of the Claiborne D. Haughton Jr. Library which is the largest of its kind in the world in support of human relations; and he founded the DEOMI press which publishes hundreds of reports, articles, presentations, and artwork annually.



Dr. McDonald's work has supported several Secretary of Defense level initiatives to include establishing cross-cultural competence requirements of the total force, developing a DoD-wide prevention strategy for sexual violence and harassment, and the institutionalization of diversity and inclusion through the Military Leadership Diversity Commission recommendations. Dr. McDonald regularly provides personal expert consultation to executive leadership on organizational climate to include the Chairman of the Joint Chiefs and the Under Secretary for Personnel and Readiness USD (P&R), and Superintendents of the Military Service Academies. 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 OSD working groups. Dr. McDonald was also appointed in 2011 by OSD as a US Representative to NATO Research Technical Group.

Prior to becoming a Director at 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 those 6 years he was responsible for strategic planning, and developing metrics, methods, and solutions for enhancing human and team performance Navy-wide. Prior to the Navy, from 1994-1999, Dr. McDonald held a Research Fellowship with the Consortium of Universities of the Washington Metropolitan Area and the US Army Research Institute. His research supported the examination of early virtual technologies and simulations as a viable means for training dismounted soldiers and Special Forces mission rehearsal.

Since his arrival, Dr. McDonald has attracted over 50 million of unprogrammed dollars to the institute through coordination with the Office of Diversity Management and Equal Opportunity and other Agencies with like missions seeking realized efficiencies and Return on Investment of over 1 billion dollars annually. Dr. McDonald has also published hundreds of reports, journal articles, chapters, and books on the topics of performance and human relations. Dr. McDonald is also a key member of DEOMI academic accrediting team, was an adjunct professor at the University of Central Florida teaching research and statistical methods in psychology, and holds a Secret security clearance.

**EXECUTIVE DIRECTOR
RESEARCH, DEVELOPMENT, AND STRATEGIC INITIATIVES**