



### **John M. Palguta**

John Palguta is currently an adjunct professor at Georgetown University's McCourt School of Public Policy where he teaches a graduate seminar on "Effective People Management in Government." John is also the former Vice President for Policy at the Partnership for Public Service, a non-profit, non-partisan organization dedicated to meeting the workforce needs of government by inspiring a new generation to serve and transforming the government workplace. Before retiring from the Partnership in February 2016, John had responsibility for a comprehensive program of review and analyses of the human resources issues in the federal government. The results of those efforts provided useful data and analyses on problems and opportunities for change; and assisted federal government policy makers, managers, and other interested individuals and organizations in developing viable solutions to the considerable workforce challenges confronting the federal government.

John was instrumental in the development of one of the Partnership's premier initiatives, the *Best Places to Work in the Federal Government* rankings. He also launched and managed the Partnership's *Federal Human Capital Collaborative*, an active community of HR leaders from a broad cross-section of federal departments and agencies who work together to share best practices and to devise government-wide strategies and solutions to workforce issues identified by the members of the Collaborative.

Prior to joining the Partnership in December 2001, John was a career member of the federal senior executive service as Director of Policy and Evaluation for the U.S. Merit Systems Protection Board (MSPB), the culmination of a federal career spanning almost 34 years of progressively responsible experience in federal human resources management and public policy issues.

John was appointed MSPB's Director of Policy and Evaluation in June 1997. He previously served as Deputy Director. As Director, he had overall responsibility for the Board's statutory mission to conduct periodic studies of Federal human resources management policies, programs, and procedures to determine if they were operating in accord with statutory merit systems

principles and achieving their intended purposes. Reports from those studies are directed to the Congress and the President.

John joined MSPB in December 1979. He was one of the first staff members in the Board's studies and oversight function, established by the Civil Service Reform Act of 1978. He served first as a senior research analyst and, from 1984, a supervisory analyst before becoming Deputy Director in 1989. Prior to joining MSPB, he was a branch chief in the Office of Personnel Management's personnel office.

Earlier in his career, John held various positions with the U.S. Civil Service Commission, starting as a personnel management intern in 1970 in the Commission's San Francisco Region and later serving as a personnel management advisor for Federal agencies in the four states served by the region. In 1976, he moved to Washington, DC, to become an agency officer in the Commission's Bureau of Personnel Management Evaluation.

John received a B.A. degree in Sociology from California State University at Northridge and a Master of Public Administration degree from the University of Southern California. He is active in a number of professional associations and is a Fellow of the National Academy of Public Administration, and a past President of the Federal Section of the International Public Management Association for Human Resources (IPMA-HR).

John has received a number of honors over the years including MSPB's highest honor, the Theodore Roosevelt Award. He also received the 2006 Warner W. Stockberger award which is the highest honor presented annually by IPMA-HR to recognize an individual who has made outstanding contributions in the field of public sector HR management.

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