



Department of Veterans Affairs

Senior Executive Biography

Tracey Therit

**Chief Human Capital Officer
Office of Human Resources and Administration/Operations,
Security and Preparedness**



Ms. Tracey Therit is the Chief Human Capital Officer for the Department of Veterans Affairs (VA). In this position, Ms. Therit plans, develops and oversees the implementation of human capital policies and systems, and serves as the principal advisor on matters involving workforce planning, staffing, classification, employee compensation, recognition and accountability. Prior to this position, she led VA's executive resources program and provided an enterprise-wide approach to executive personnel management for the VA's nearly 700 senior executives and equivalents, political appointees, experts and consultants, and Veterans Law Judges, which included executive recruitment, position management, talent management and succession planning, executive development, performance management, and benefits.

Ms. Therit was appointed to the senior executive service in 2015 as the Associate Deputy Assistant Secretary for Resolution Management at VA. She provided day-to-day oversight of VA's discrimination complaint, harassment prevention, and alternative dispute resolution (ADR) programs. She led two regions comprised of six district offices with over 250 full- and part-time employees.

Prior to joining the VA in 2006, Ms. Therit served from 2000 to 2006 with the Department of Health and Human Services (HHS), Center for Medicare and Medicaid Services in Baltimore, MD; 1994 to 2000 in numerous positions of increasing responsibility with the Equal Employment Opportunity Commission in Washington, DC, and Ms. Therit began her federal career in 1991 with the Office of Personnel Management in Washington, DC.

Ms. Therit is a member of the Association for Conflict Resolution, the Maryland Council for Dispute Resolution, and Mediators Beyond Borders. In 2018, she received the ICARE Award from the Secretary of Veterans Affairs, and in 2005, she received a Gold Medal Award for Outstanding Workforce Diversity/Equal Employment Opportunity Service from the Baltimore Federal Executive Board. She received a Master of Science in Conflict Resolution from George Mason University and a Bachelor of Arts in International Politics from George Washington University, in Washington, DC.