



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT
1900 E STREET NW, WASHINGTON, DC 20415

BIOGRAPHY

Leslie Pollack

Dr. Pollack joined the Office of Personnel Management (OPM) in February, 1993. She is the Deputy Associate Director of HR Strategy and Evaluation Solutions in OPM's HR Solutions Division. In this position, Dr. Pollack oversees reimbursable programs Federal agencies need to develop high performing organizations, including competency modeling, selection and promotion, organizational assessment, program evaluation, workforce and succession planning, organizational design and position classification, and performance management. She also oversees OPM's Administrative Law Judge (ALJ) Program Office, which has sole authority for administering, planning, operating, and directing nationwide recruitment, examination, and employment for ALJs.

In her previous position in OPM, Dr. Pollack was Director of Succession Planning Programs where she managed two Governmentwide succession planning programs, the Presidential Management Fellows Program and the Federal Candidate Development Program. In prior positions, she managed Governmentwide survey programs, including the Federal Human Capital Survey and the Annual Employee Survey, the Federal classification program, Governmentwide occupational studies and competency-based HR applications, and OPM's Organizational Assessment Survey program.

Prior to joining OPM, Dr. Pollack worked in a number of settings in both the public and private sectors. In 1988, she joined a marketing research firm, Strategic Research and Consulting in Toledo, Ohio, where she served as a statistical consultant.

In 1989, Dr. Pollack joined HRStrategies, Inc., a human resources consulting firm, where she remained until 1992. At HRStrategies, she developed and validated selection procedures,



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including tests, videotaped assessments, and structured interviews. In addition to her selection work, Dr. Pollack developed and implemented organizational climate survey programs.

In 1992, Dr. Pollack joined the United States Postal Service as a research psychologist. While at the Postal Service, she developed selection procedures and measures to evaluate the impact of a large scale job redesign.

Dr. Pollack received a Bachelor of Arts degree in Psychology from Hamline University in 1983 and Master of Arts (1985) and Doctor of Philosophy (1988) degrees in Industrial and Organizational Psychology from Bowling Green State University.