



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

BIOGRAPHY

Stephen T. Shih, Esq.

Steve Shih serves at the U.S. Office of Personnel Management (OPM) in the position of Deputy Associate Director for Senior Executive Services and Performance Management, to which he was appointed in October 2010. In this capacity, Mr. Shih leads OPM's office responsible for human capital management policy for Senior Executive Service (SES) and other senior professionals – including for the selection, development, performance management, and recognition of Federal senior executives and senior professionals. Mr. Shih is also responsible for leading Government-wide policy for all Federal employees with respect to performance management, awards, leadership development, employee engagement, and work-life and wellness programs (including telework and Employee Assistance Programs).

Prior to his appointment at OPM, Mr. Shih was employed at the U.S. Department of Homeland Security from August 2008 to October 2010, where he served in the position of Deputy Civil Rights and Civil Liberties Officer for EEO and Diversity Programs, and also served in an acting capacity as the Assistant Secretary-level Officer for Civil Rights and Civil Liberties.

From October 2004 to August 2008, Mr. Shih served as the EEO Director at OPM.

From November 1993 through September 2004, Mr. Shih was employed at the U.S. Equal Employment Opportunity Commission's Washington Field Office, where he served as an Administrative Judge and later as the Chief Administrative Judge.

Mr. Shih received a Bachelors of Science degree from Duke University and a Juris Doctors degree from the Washington University School of Law. Mr. Shih is a member of the Bar Associations for both Virginia and Washington, DC.