

SEA Board Candidate:

Dr. Ron Sanders (SES-6, retired)

Currently President and CEO of Publica Virtù (www.publicavirtu.com)



I'm a former SEA Board Member, having served the Association from 1990 to 2002 (I resigned when I became the OPM Associate Director responsible for SES policy, among other things), and I'm running for today's Board to do what I can to help the Association regain the prominence—and the membership—it once enjoyed.

In that regard, I spent almost 40 years in federal service, 20+ in career senior executive positions that have included USAF's Deputy Director of Civilian Personnel; DOD's Director of Civilian Personnel; IRS's first Chief HR Officer; and the Intelligence Community's first Chief Human Capital Officer, as well as OPM's

Associate Director. I've also spent time in academe (as the Director of a School of Public Affairs), the private sector (as a VP for a large consulting firm), and even as a political appointee (as Chair of the Federal Salary Council, until I resigned over the issuance of Schedule F), all detailed on Linked In.

Along the way, I've always promoted SEA as a potentially powerful voice for good government, and as a Board Member, I think I can help it realize that potential. That depends on the quality of SEA's leadership, and my reputation and credentials as a federal leader, HR expert, and change agent speak for themselves. For example, I've helped lead some of the federal government's most historic transformations, earning three Presidential Rank Awards and numerous other honors in the process. I also know federal personnel laws and rules like the back of my hand (not just their theory), and I can bring all of that to the Board, along with a powerful network of current and former public officials, elected and otherwise, scholars, and private sector execs to help SEA influence public policy.

This is especially critical today, given that our civil service is under attack. I've confronted those attacks head-on, and I can help SEA do the same. To that end, I would like to help SEA ease SES pay compression and lift the limits on career executive pay; combat Schedule F and its ilk, especially by enlisting other private sector and non-profit partners for support; reform the civil service system but in a more balanced way, especially when it comes to helping executives rid agencies of poorly performing/behaving employees; and foster greater SES diversity and increase ongoing development opportunities for current SES by building more effective Candidate Development Programs.

In addition to the above, I am a Retiree Member in good standing; currently a member of SEA's Human Capital and Intelligence CoPs; an advisor to the SEA Policy Committee and the SEA Summit Planning Committee; an elected member of the American Society of Public Administration's National Council; and a Fellow of the National Academy of Public Administration. But what sets me apart from other candidates is my proven ability to make things happen and as a Board Member, I'm ready to once again do so for SEA.