Contact: William Spencer

202-653-7200

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Please Call Via Relay

FOR IMMEDIATE RELEASE

April 29, 2022

MSPB ANNOUNCES NEW DIRECTOR OF
THE OFFICE OF POLICY & EVALUATION

The Merit Systems Protection Board (MSPB) announces the appointment of Dr. Tiffany J. Lightbourn as the Director of Policy & Evaluation (OPE) at MSPB headquarters. Dr. Lightbourn joined MSPB on April 25, and in this senior executive position, she will lead objective, non-partisan studies that evaluate Federal merit system policies, and the operations and practices that guide the Federal workforce. OPE conducts data-driven studies that are typically governmentwide in scope and take a long-term perspective on merit and effective management of the Federal workforce. Our published reports communicate the findings and recommendations from these studies to the President, Congress, and other stakeholders and have influenced changes to workforce laws, regulations, policies, and practices.

Prior to joining MSPB, Dr. Lightbourn served as the Director of Human Resources Shared Services at the Internal Revenue Service (IRS) in the Department of the Treasury. At the IRS, Dr. Lightbourn led a high-performing team of human resources (HR) professionals who provided the full spectrum of HR services to IRS employees. In addition to this critical work, Dr. Lightbourn invested in numerous HR technology modernization initiatives to transform human capital service delivery and led the IRS Infectious Disease in the Workplace program during the COVID-19 pandemic. Prior to that position, Dr. Lightbourn served as Director of Employment Talent and Security in the IRS Human Capital Office.

Prior to joining the IRS, Dr. Lightbourn was a White House Leadership Development Fellow where in conjunction with the Office of Personnel Management and the Presidential Personnel Office, she led a governmentwide Hiring Excellence initiative to increase awareness and use of hiring flexibilities. Dr. Lightbourn is an experienced researcher and evaluator who seeks to make Government work better by utilizing performance and outcome data on Federal programs. As the Chief of Research and Evaluation at United States Citizenship and Immigration Services (USCIS) in the Department of Homeland Security (DHS), she created an award-winning program of applied research and statistics on immigration programs and

immigrant populations. Prior to joining USCIS, she served as the Deputy Director of the DHS Presidential Transition Team in the Under Secretary of Management. Dr. Lightbourn started her Federal career at the DHS Science and Technology Directorate where she created Science, Technology, Engineering, and Mathematics grant opportunities for scientists to contribute to the Department's understanding of terrorism, immigration, border, and maritime security.

Dr. Lightbourn is also an American Association for the Advancement of Science Fellow and former Professor of Psychology at Vassar College. She holds a doctorate degree in Social Psychology from the University of Michigan and bachelor's degrees in Psychology and Government from Beloit College.

The U.S. Merit Systems Protection Board (MSPB) is an independent, quasi-judicial agency whose mission is to protect the Merit System Principles and promote an effective Federal workforce free of Prohibited Personnel Practices.