

DEOMI



CENTER OF EXCELLENCE

Dr. Daniel P. McDonald **Deputy to the Commandant / Executive Director**

Dr. Daniel P. McDonald currently serves as the Deputy to the Commandant and Executive Director at the Defense Equal Opportunity Management Institute (DEOMI) Center of Excellence, where he is responsible for Strategy, Programs, and Requirements. He has held this position since July 24, 2023.

He previously served as DEOMI's Director of Research for eighteen years and the acting Director of Education and Training for one year during the COVID-19 pandemic academic transition.

A widely regarded expert in organizational performance, climate assessment, human factors, teamwork, and instructional systems, he has testified on Capitol Hill and worked with the Senate Armed Services Committee, House Armed Services Committee, and Government Accountability Office on various related issues.



Dr. McDonald was the pioneering scientist and developer of the Defense Organizational Climate Survey (DEOCS), which he institutionalized in 2013 as the Department of Defense's singularly required performance-enhancing capability supporting all commanders and the 3.6 million members of the total force to promote positive command climate and improved organizational effectiveness. For this achievement, he received the DoD Medal for Exceptional Civilian Service, the highest honor for a Federal Civilian employee.

He has consulted for hundreds of DoD senior leaders, including several former Chairmen of the Joint Chiefs of Staff, Undersecretaries of Defense, Service Academy Superintendents, and Operational Commanders on their organizational effectiveness initiatives. As a scientist, he has published more than 100 scientific articles, reports, and books. He was twice selected as a U.S. representative to the NATO Research Technical Group on the Human Factors and Medicine Panel, collaborating internationally with scientists to improve Coalition operations.

Dr. McDonald has more than two decades of management and directorship experience and has led DEOMI through profound transformations as a Center of Excellence, ensuring an adaptive organization that meets the Department's needs. Dr. McDonald was previously a Senior Research Psychologist for the Naval Air Warfare Center, Training Systems Division, and for the Chief of Naval Personnel's Human Performance Command, where he developed and tested solutions to enhance surface warfare teamwork and performance through adaptive and embedded training solutions, and helped establish human systems integration standards for future platform acquisitions. As a former member of the acquisition workforce, Dr. McDonald has procured and oversaw the execution of nearly \$100 million dollars in support of his programs.

Prior to his tenure with the Department of the Navy, he was awarded a research fellowship with the Consortium of Universities of the Washington Metropolitan Area and the U.S. Army Research Institute, investigating first-generation virtual technologies and simulations as an effective means for training dismounted soldiers and special operations personnel. He holds a Ph.D. in Applied Experimental and Human Factors Psychology and a Master of Science in Systems Engineering and Management from the University of Central Florida, as well as numerous other professional certifications. He is also currently an Adjunct Professor at the Florida Institute of Technology, College of Aeronautics.

Dr. McDonald has received numerous awards and decorations during his nearly three decades of federal service.