



Michelle LoweSolis

Office of the Under Secretary of Defense for Personnel and Readiness
Defense Human Resources Activity
Defense Civilian Personnel Advisory Service



Ms. Michelle LoweSolis, a member of the Senior Executive Service, is the Director, Defense Civilian Personnel Advisory Service (DCPAS), Defense Human Resources Activity, Office of the Under Secretary of Defense for Personnel and Readiness. Her responsibilities include the development and oversight of civilian human resource plans, policies, and programs for more than 950,000 Department of Defense employees worldwide. Ms. LoweSolis's portfolio spans the full spectrum of Human Capital Management, to include workforce planning, talent acquisition and management, development and sustainment, performance management, labor and employee relations, and leader development.

Ms. LoweSolis's career spans 34 years as a Federal civilian, with her first assignment with the 6570th Air Base Group, Brooks AFB, Texas as a classification specialist and Chief, Personnel Systems Management. Prior to her current assignment, Ms. LoweSolis served as the Assistant Deputy Under Secretary, Management and Assistant Deputy Chief Management Officer, Headquarters U.S. Air Force. In that capacity, she was responsible for improving the effectiveness and efficiency of Air Force business operations, advised Air Force senior leadership on establishing strategic performance goals, and also served as the Air Force's Assistant Director of Business Transformation, overseeing implementation of continuous process improvement initiatives Air Force wide.

Ms. LoweSolis has served in numerous force support positions. She served as the Director of Plans and Integration, Deputy Chief of Staff for Manpower, Personnel, and Services, Headquarters U.S. Air Force, where she was responsible for strategy, planning, programming, IT systems, and career field management for the Air Force HR enterprise. Ms. LoweSolis served as the Director of Civilian Personnel Integration at the Air Force Personnel Center, Randolph AFB, Texas, where she led a team who delivered classification, staffing, benefits, retirements, reduction in force, injury and unemployment compensation, and force development support for the civilian workforce Air Force-wide. She also centralized NAF payroll while serving as Director, NAF Transformation at the Air Force Services Agency.

Ms. LoweSolis earned her Master of Business Administration degree from American University, Washington, D.C. In 1984, she earned her Bachelor of Science degree in Business Administration and Management, from Trinity University, San Antonio, Texas.

In her current role as Director, DCPAS, Ms. LoweSolis's focus is to strengthen the human resource community by delivering effective policy, transforming business processes, and advancing human resource expertise.