



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
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## BIOGRAPHY

# Steve Shih

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. In this capacity, Mr. Shih leads OPM's office responsible for managing the overall Federal personnel program relating to the Senior Executive Service (SES) and other senior professionals (i.e., Senior Level (SL) and Scientific and Professional (ST)) – specifically relating to the development and implementation of regulations and policies, as well as oversight and assistance, for agencies' selection, development, performance management, and recognition of Federal executives and senior professionals. Mr. Shih is also responsible for providing Government-wide leadership to agencies in general for all Federal employees with respect to performance management, awards, leadership development, and work-life and wellness programs (including telework).

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 Equal Employment Opportunity (EEO) and Diversity Programs, and also served in an acting capacity as the 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 Doctor degree from the Washington University School of Law. Mr. Shih is a member of the Bar Associations for both Virginia and Washington, DC.