

**Dr. Tim Lagan** has worked in both public and private sector organizations researching and delivering human capital solutions for the Federal Government. Dr. Lagan received his Ph.D. from the State University of New York at Albany in 2007 and has since presented his research at national and international conferences. Prior to joining MGS, Dr. Lagan served as a Personnel Research Psychologist in OPM's Competency Assessment Branch. In his current role at MGS, Dr. Lagan manages a team of Industrial/Organizational Psychologists helping Federal agencies address challenges related to recruitment, selection, and workforce planning.