

FOR OFFICIAL USE ONLY
C. Michelle Bryan
Director for Resource Management
Federal Protective Service / Office of the Director / Management Directorate



C. Michelle Bryan is the Deputy Director for Resource Management at the Federal Protective Service (FPS), Department of Homeland Security (DHS). She provides strategic leadership and executive oversight of the following programs in support of the FPS law enforcement and security mission: budget and finance, human resources, acquisition, personnel security, procurement, diversity and inclusion, ethics, project management, labor relations and the organizations program analysis and evaluation efforts. In this capacity, she oversees an annual budget of over \$1.5 billion and supports a workforce of approximately 1400 federal employees and over 13,000 contractors.

Ms. Bryan directed FPS' effort to develop and implement a new revenue cost model for FPS Basic Security fees; an effort that was attempted several times since FPS moved to DHS (2003). Under Ms. Bryan's leadership, FPS was successful in receiving approval for a revenue model, which replaced the antiquated square foot real estate model that had existed for more than 50 years. Her efforts culminated with the approval of the new revenue cost model by the Office of Management and Budget, and the Budget Officer Advisory Council with a fee increase of \$28.5M. Additionally, Ms. Bryan led efforts to establish an FPS Cyber-Physical program, focusing on the cybersecurity of building automation systems and the potential impact to facility security.

Since joining FPS in November 1995, Deputy Director Bryan has served in several positions at both headquarters and in the regions. She served as the Deputy Director of Policy and Strategy Development where she provided oversight of the organization's legislative affairs, communications, engagement, public affairs and Performance Quality and Compliance Division. Ms. Bryan served as the FPS Chief of Staff and strategic advisor to the Director of FPS From 2007-2015. In this role, she led multiple change management initiatives and two major organizational realignments: from the General Services Administration (GSA) to the Immigration and Customs Enforcement (ICE), and later to the National Protection and Programs Directorate (NPPD) with minimal impact to agency operations.

Ms. Bryan previously served a detail assignment at the Federal Law Enforcement Training Center in Glynco, GA, as the Deputy Assistant Director for Administration. In this role, she led change management initiatives around human capital programs and operations and partnered with key stakeholders to communicate and implement organizational and cultural change. Ms. Bryan also served as the Acting Chief Diversity Officer for the Immigration and Customs Enforcement Agency and as the FPS Chief of Mission Support in Baton Rouge, Louisiana in the aftermath of Hurricanes Katrina and Rita.

Deputy Director Bryan is a graduate of the DHS Senior Executive Service Candidate Development Program, recipient of the Georgetown University McDonough School of Business Change Management and Leading Government Change certification, and alumni of the Federal Executive Institute Leadership for a Democratic Society Program and a certified Fascinate Advantage Advisor. A native of Georgia, Ms. Bryan and her family now reside in Maryland.