



Howard Ferguson

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



Mr. Howard R. Ferguson is the Director, Department of Defense Expeditionary Civilian (DoD-EC) Program Office, Defense Civilian Personnel Advisory Service (DCPAS), Office of the Under Secretary of Defense for Personnel and Readiness, and the strategic advisor to the Deputy Assistant Secretary of Defense for Civilian Personnel Policy, on matters pertaining to expeditionary civilian support of the National Defense Strategy.

His responsibilities include serving as the subject matter expert and strategic advisor on the DoD-EC Program, to include developing policy, guidelines, and strategic initiatives in support of an expeditionary civilian workforce that is ready, trained, and available for expeditionary missions that include: (1) contingencies, emergencies, and combat support operations; (2) humanitarian missions, disaster relief, and restoring order in civil disorders; and (3) stabilization, reconstruction, transition, and security assistance missions of the Department of Defense.

Mr. Ferguson has been with DCPAS since 2010 and has held various positions, to include Management and Program Analyst, Enterprise Solutions and Integration Directorate; Chief, Mission Support Division (MSD); Chief, Finance and Procurement Branch, MSD; Chief of Staff/Special Assistant to the Director, DCPAS, and Chief of Operations and Requirements, Civilian Expeditionary Workforce Program Office, DCPAS. Mr. Ferguson has received two Office of Secretary of Defense Medals for Exceptional Civilian Service.

Mr. Ferguson retired from the Army as a Colonel, and Army Aviator, after more than 26 years of service in a wide variety of positions, to include assignments with the Joint Staff, J-1, Manpower & Personnel Directorate; Army Staff, Deputy Chief of Staff G-8; Combat Aviation Brigade, 3rd Infantry Division; U.S. Army Human Resources Command; Combat Aviation Bridge, 25th Infantry Division; Operations Group, National Training Center, Ft. Irwin, CA; U.S. Army Aviation Center, Ft. Rucker, AL; Aviation Bridge, 18th Airborne Corps, Ft. Bragg, NC; and the Infantry Basic Officer Leaders Course, Ft. Benning, GA.

Mr. Ferguson holds a Master of Science degree in National Resource Strategy from the Dwight D. Eisenhower School for National Security and Resource Strategy, National Defense University, and a Bachelor of Science in Business and Finance from Mount St. Mary's University, Emmitsburg, MD.

In his current role as Director, DoD-EC Program Office, Mr. Ferguson's focus is to review the projected demand for expeditionary civilians and develop long-term strategies to incorporate expeditionary civilians into the Department of Defense (DoD) Total Force planning process, via collaboration with the DoD Components, the Joint Staff, and the Combatant Commands.