

County Council of Howard County, Maryland

2026 Legislative Session

Legislative day # 6

RESOLUTION NO. 58-2026

Introduced by: Chairperson at the request of the County Executive

Short Title: Appointing- Rebecca Paulson Fields - Commission for Women.

Title: A RESOLUTION confirming the appointment of Rebecca Paulson Fields to the Commission for Women.

Introduced and read first time on May 4, 2026.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

Read for a second time and a public hearing held on May 18, 2026.

By order Michelle Harrod
Michelle Harrod, Administrator to the County Council

This Resolution was read the third time and was Adopted , Adopted with amendments __, Failed __, Withdrawn __ by the County Council on June 1, 2026.

Certified by Michelle Harrod
Michelle Harrod, Administrator to the County Council

NOTE: [[text in brackets]] indicates deletions from existing language; TEXT IN SMALL CAPITALS indicates additions to existing language. ~~Strike out~~ indicates material deleted by amendment; Underlining indicates material added by amendment.

REBECCA P. FIELDS

PROFESSIONAL SUMMARY

Accomplished Human Capital Program Manager with experience leading complex, enterprise-wide workforce programs in a large Federal environment. Recognized for building, modernizing, and sustaining high-impact programs that enhance employee experience, supervisor effectiveness, policy compliance, and organizational performance.

Expert in program governance, stakeholder engagement, policy development, communications, and change management, with a consistent record of delivering results across onboarding, telework/remote work, employee engagement, intranet governance, workforce analytics, and Department/government-wide initiatives.

CORE EXPERTISE

- Enterprise Program Management & Governance
 - Executive & Stakeholder Advisory
 - Human Capital Policy & Compliance
 - Strategic Communications & Change Management
 - Intranet Governance & Content Strategy
 - Workforce Planning & Analytics
 - Employee Experience, Engagement & Retention
 - Telework & Remote Work Programs
 - Onboarding & Supervisor Enablement
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PROFESSIONAL EXPERIENCE

Human Capital Program Manager

*Interior Business Center (IBC), Department of the Interior
July 2001-December 2025*

Enterprise Program Leadership

- Led and sustained multiple high-visibility, enterprise-wide human capital programs serving a geographically dispersed workforce, consistently aligning programs with evolving Department and bureau strategies.
- Served as a trusted advisor to executive leadership, associate directors, supervisors, HR partners, and union representatives on workforce policy, engagement, and operational impacts.

Intranet Governance & Digital Communications

- Served as program owner for IBCnet, IBC's employee intranet, overseeing governance, content strategy, and enterprise-wide collaboration with content owners.
- Led full intranet redesign from planning through deployment, including navigation, content architecture, stakeholder engagement, testing, communications, and training.
- Ensured content accuracy, plain language standards, and alignment across IBCnet, customer-facing sites, and public pages.

Employee Engagement & Workforce Analytics

- Led analysis and interpretation of Federal Employee Viewpoint Survey (FEVS) results for the Executive Team and all directorates.
- Developed tailored briefings, dashboards, and action-oriented insights to support leadership decision-making and targeted engagement strategies.

Policy Development & Modernization

- Authored and modernized numerous human capital policies and handbooks, including Telework, Remote Work, Awards & Recognition, Fitness Reimbursement, New Employee Orientation, and Exit Interviews.
- Led cross-functional coordination with numerous internal and external partners to ensure compliant, implementable policies.

Telework & Remote Work Programs

- Developed and led the IBC Telework Program for multiple years, providing policy interpretation, compliance guidance, and individualized support to employees, supervisors, and executives.
- Drafted and implemented the IBC Telework Handbook, FAQs, templates, and communications, ensuring alignment with evolving Department and Federal policy.
- Co-led development and implementation of IBC's Remote Work Program, including policy analysis, process design, documentation, approval workflows, and union engagement.

Workforce Programs & Special Initiatives

- Designed and launched a comprehensive Exit Interview and Exit Survey Program to capture actionable workforce insights.
- Developed standardized workforce planning reports and profiles, collaborating with data and systems teams to improve automation and accuracy.
- Frequently selected to support Department-wide initiatives, pilot programs, and cross-bureau collaboration due to depth of expertise and strong judgment.
- Strengthened supervisor effectiveness and employee engagement through data-driven insights and targeted guidance.

Onboarding & New Employee Orientation

- Owned end-to-end program management of IBC's New Employee Orientation Program (NEOP), supporting thousands of employees over multiple years through in-person, hybrid, and fully virtual delivery models.
- Modernized onboarding by creating digital, fillable electronic documents, improving compliance tracking and user experience.
- Successfully pivoted NEOP to a virtual format during COVID-19, designing engagement strategies, presenter guidance, logistics, and technical protocols that resulted in sustained satisfaction rates between 93–95%.

Program Analyst

*U.S. Office of Personnel Management
December 1999-July 2021*

CoreTech Consulting Group

*Senior Technical Recruiter
June 1998- December 1999*