

## Felícita (Feli) Solá-Carter

### **Executive Coach/Senior Advisor to Government Executives Leadership and Diversity Strategies Consultant and Trainer Present**

**2009 to**

Executive Development Coach – Excellence in Government Program and Senior Advisor to Government Executives, Partnership for Public Service  
Executive Coach and Leadership and Diversity and Inclusion Workshops – Federal Hispanic Career Advancement Summits, Office of Personnel Management, Department of State, Department of Labor, Department of Transportation, Department of Homeland Security, and other Federal and local agencies as well as national and local nonprofit organizations.

### **U.S. Social Security Administration – 1971 – Jan 2009 Assistant Deputy Commissioner for Human Resources & Deputy Chief Human Capital Officer**

Shared full responsibility for executive leadership of the agency's human resources programs in support of a 60,000 employee workforce. Oversaw a human resources workforce of nearly 400 employees, managed an operating budget of approximately \$60 million, and oversaw the management and delivery of all technical training and learning products, employee retention and development programs, personnel-related functions, civil rights and equal opportunity, labor-management and employee relations, human capital planning, and executive personnel services. Highest ranking female Hispanic executive in the agency and first Puerto Rican female to be appointed to the Senior Executive Service at SSA.

Career began as a Claims Representative in New York City. Rapidly progressed into higher-level supervisory and managerial positions throughout the New York and New Jersey metropolitan areas. In 1991, relocated to the Headquarters campus as Senior Advisor to the Principal Deputy Commissioner and subsequently the Associate Commissioner for Training for over 4 years before becoming the Assistant Deputy Commissioner for Human Resources/Deputy Chief Human Capital Officer.

#### **Key Achievements:**

- Acclaimed leadership programs for executive, mid-level and supervisory succession planning measures.
- Instrumental in SSA being recognized as a Top 10 Best Places to Work in Government
- Key architect in the design of the agency strategy for building the national "Business Case for Diversity"
- Hispanic College Fund Legacy Award – the first federal agency recognized with this award for leadership and support of the Hispanic Youth Symposium
- Inaugurated rigorous management and executive development programs ensuring a continuous pipeline of well-rounded, talented future leaders
- Catalyst and architect of a recognized succession management strategy in the federal sector

- Championed innovative training delivery methods including the agency's first on-line University
  - Developed alternative training strategies for employees with disabilities
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## **EDUCATION**

Bachelor of Arts (BA) • College of Mt. St. Vincent • Riverdale, NY – 1971  
Federal Executive Institute, Leadership for a Democratic Society, 1997  
EQ-I Certification, 2009  
SDI L1 Certification 2014

## **COMMUNITY SERVICE**

Chair, Vice-Chair, and Member, Board of Trustees  
Howard County Community College, 2016 – Present  
Board of Trustees and Officer, Horizon Foundation, Howard County, MD 2009 – 2017  
President, Conexiones, 2007-2014  
Executive Board, Maryland Association of Community Colleges  
2020-Present  
Former Board Member and Treasurer, Bright Minds Foundation  
Advisory Councils and Committees, Howard County Public School System, 2004-2018  
Howard County Library System, Choose Civility Campaign  
Howard County Executive Committees, including General Plan and La Alianza  
Leadership Howard County, Leadership Premier Class of 2011

## **PROFESSIONAL AFFILIATIONS**

Strategic Advisor to Government Executives (SAGE), Partnership for Public Service  
Past Chair, Baltimore Federal Executive Board  
Senior Advisor to the Federal Training Institute, League of United Latin American Citizens  
Past Chair, Maryland Hispanic Youth Institute Hispanic Heroes, Hispanic College Fund

## **HONORS**

2021 and 2008 – Maryland's Top 100 Women, The Daily Record  
2014 – Howard County Women's Hall of Fame  
2009 – Governor's Hispanic Non-Profit of the Year  
2008 – Hispanic Hero Award, U.S. Hispanic Youth Entrepreneur Education  
2006 – Human Resources Leadership Award, Social Security Administration  
2004 – Presidential Rank Award for Distinguished Executive  
2003 – Presidential Rank Award for Meritorious Executive