



New Fellow Spotlight

Kimberly Walton

Kimberly Walton was named TSA's Executive Assistant Administrator for Enterprise Support in June 2018. Walton is responsible for implementing processes that strengthen enterprise support services and driving efficiencies across TSA's human resources, acquisition and procurement, training, logistics, and other critical enterprise support functions. Prior to this role, she served as the Assistant Administrator for the Office of Civil Rights and Liberties, Ombudsman and Traveler Engagement. Prior to joining TSA, Walton served as the Deputy Chief Administrative Officer at the U.S. Patent and Trademark Office, where she provided resource management support to the Under Secretary of Commerce for Intellectual Property and Director of the U.S. Patent and Trademark Office. Before joining the U.S. Patent and Trademark Office, Walton was Director of Civil Rights for the U.S. Department of Commerce. In this role, she advised the Secretary of Commerce and other department senior staff on all equal employment opportunity, diversity and civil rights matters. She also chaired the department's diversity council. Before joining Commerce, Walton was an attorney with the U.S. Equal Employment Opportunity Commission. Walton has received a Department of Homeland Security Secretary's Award for Diversity Management, TSA Silver Medal Award, TSA Core Values Award. Additionally, Walton received the TSA Trailblazer Award in recognition of pioneering efforts toward the advancement of women. While at the U.S. Department of Commerce, Walton received a Silver Medal Award and two Bronze Medals. She is also a graduate of the National and International Security Program at Harvard University's John F. Kennedy School of Government.

Walton holds a law degree from the Catholic University of America's Columbus School of Law and is a member of the District of Columbia Bar. She studied psychology at the University of Tennessee and organizational psychology at Columbia University.

Which of the Academy's Grand Challenges resonates with you most?

Many of the grand challenges resonate with but I think GRAND CHALLENGE #5:

FOSTER SOCIAL EQUITY resonates the most. As a public servant my career has centered on promoting diversity, equality and fairness for employees and the traveling public. As a result, I think my long time emphasis on fairness and equity would particularly support the grand challenge of Social Equity.

What inspires you during these challenging times?

2020 has presented many challenging events, likely to alter the way we work, think and live for years to come. With the spread of novel coronavirus in the United States, I committed to keeping my workforce informed as the pandemic evolved. I firmly believe that a fully engaged workforce is an informed one that actively contributes in delivering on our mission. I was inspired as I talked to my team at how resilient and adaptable they were. Their jobs were to support of all of TSA, and they delivered by being innovative, creative and they continue to deliver on our programs; helping to keep our employees safe and reduce the risk of exposure to each other and the traveling public. Finally, I was inspired on how my team took care of each other by staying connected, checking in with teammates and simply caring. In continuing my commitment to engage and communicate, I started a dialogue about the social unrest. I firmly believe that diversity is one of our greatest strengths. I see it every day in the work we do, the materials we produce and the decisions we make. Our unique selves, our amazing, powerful, diverse community of women and men contribute to a better whole, this is absolute! While I started the dialogue I was inspired by how many employees expressed their desire to be a part of the solution in combating hate, discrimination and unfair treatment.

What was the first concert you attended?

The first concert that I can remember attending occurred at an outdoor concert venue with Earth, Wind and Fire. I can still remember them singing some of my EWF favorites like: Shining star, Devotion, Reasons, and That's the way of the world.

What do you enjoy most about the work you do?

As Executive Assistant Administrator for Enterprise Support at the Transportation Security Administration (TSA), I am privileged to lead one of TSA's four main pillars and am responsible for implementing processes that strengthen enterprise support services and drive efficiencies across TSA's human resources, acquisition and procurement, training, logistics, and other critical functions. Enterprise Support provides services to 62,000 employees, manages 14,000 pieces of security equipment nationwide to secure (pre-covid 19) 2.2 million passengers daily; trained over 7900 new officers, spent \$1.89B in contracting dollars; and managed over 15,000 computers. As you can see this organization has Enterprise wide Impact and every day we have the ability to fill the void and innovate, problem solve and make meaningful change for employees and the traveling public. I come to work every day energized and humbled by the realization of the public service is a public trust, and determined to provide measurable results in order to provide the highest level of service to the public service.

Who or what inspired you to work in public service?

Throughout my career, there has always been a cadre of leaders who are passionate and dedicated to public service. Many of these leaders could be making more money in the private sector, but they committed to serving our government as public servants. These individuals help our agencies remain stable and functioning through transitions in power and keep our nation moving forward and allow us to continue to provide services to the public we serve during these transitions. I am also optimistic about the future of leadership as I increasingly have seen leadership get more reflective of citizens we serve. This diversity drives creativity and innovation due the diversity of thought and perspectives brought to the table. It makes our government better. I am also energized by the increasing sensitivity to promoting more inclusive work environments. We want everyone to feel welcome and experience a sense of belonging and feel valued so are comfortable with engaging their colleagues, supervisors, managers and leaders.