



BIOGRAPHY

Susan Cullen Dunbar, SES

Chief Human Capital Officer, Office of Human Capital

Susan C. Dunbar is the Chief Human Capital Officer for ICE. She has been in this position since May 2019. Ms. Dunbar previously served as the Acting Chief Human Capital Officer and Acting Deputy Chief Human Capital Officer, Operations.

Ms. Dunbar is responsible for managing more than 230 employees located in Washington, DC; Dallas, Texas; and Laguna Niguel, California, providing human resources services for more than 19,000 ICE employees worldwide. Programs overseen include hiring and staffing, classification, benefits and retirement, payroll and compensation, retention and recruitment, employee and labor relations, employee assistance and peer support programs, employee performance management and awards, workers' compensation, human resources (HR) policy, and HR information technology.



Ms. Dunbar has also served as the OHC Deputy Chief Human Capital Officer, Strategy & Services, and Executive Director for Employee and Labor Relations. In these roles, Ms. Dunbar was responsible for management of medical affairs, which included the workers' compensation program, executive services (for SES employees), employee and labor relations, assessments and workforce planning, and employee assistance and peer support programs.

Prior to joining OHC, Ms. Dunbar was the Division Director, Inspections and Detention Oversight, which was under the Office of Professional Responsibility (OPR). She was responsible for the management of three units that inspected and reviewed ICE offices, operations, and processes and provided executive management with an independent assessment of the effectiveness and efficiency of the overall ICE mission.

Since 2004, Ms. Dunbar has also served in other key positions within ICE. She was the Legislative Counsel within the Office of the Principal Legal Advisor, and the Policy Director for ICE.

Ms. Dunbar holds a law degree from Valparaiso University School of Law and a Bachelor of Arts degrees in international relations and political science from the University of Wisconsin at Madison.