



Mark D. Clookie, a career law enforcement professional, became the fourth civilian Director of the Naval Criminal Investigative Service (NCIS) on February 14, 2010, following his appointment to the position by the Honorable Ray Mabus, Secretary of the Navy. Mr. Clookie began his career with the Naval Investigative Service (NIS) in March 1982 and has served tours in Newport, RI; Bahrain; and various assignments in Washington, D.C. and at the Pentagon.

During his tenure as Director (NCIS), Mr. Clookie has stressed the need for cultural diversity at all levels of the organization, viewing diversity as an absolute strategic imperative for NCIS. To illustrate this point, in a short time period with limited hiring under Director Clookie's leadership, NCIS has already increased its percentage of the Hispanic Special Agent corps from under six (6) percent to eight (8) percent.

Director Clookie identified recruiting, training, and equipping a highly diverse workforce as a "core value" and strategic action in his 2011-2015 NCIS Strategic Plan Roadmap. In his Strategic Goals for Fiscal Years 2011 and 2012, the Human Resources Directorate in conjunction with the Office of Diversity Management and EEO has been instructed to develop a recruitment strategy that further diversifies the NCIS workforce. The recruitment and hiring of Hispanics is a significant part of his Strategic Goals.

Director Clookie has demonstrated that he is a strong supporter of diversity across the board and he values the skills, talents, experiences and contributions diverse workforce brings to NCIS and the Department of the Navy. Director Clookie has formally stated "Achieving a diverse workforce that is truly reflective of our great nation's demographics is an imperative. It ensures agility and flexibility and yields new, better ideas and capabilities to help us face an ever-changing global environment."

As the NCIS Director, Mr. Clookie has consistently mirrored the personal attributes and symbols of the "Eagle", those being vigilance, strength and courage. When he became Director he stressed I-ACT to the employees of NCIS...integrity, accountability, courage and teamwork.

Director Clookie has formally stated "diversity is very important to all military organizations and to our nation as a whole." Our strength is in our diversity, the more we

blend together and fight for a common cause, the more the true strength of America shows through.”

In closing, Director Clookie’s effort to promote recruitment and the hiring of Hispanics in NCIS are extremely commendable. His exceptional contributions in support of HAPCOA’s mission and goals are worthy of this prestigious award.