

**Interview:**

**Wendy O. Wilson**  
**Auditor, GS-11**  
**Bank Examination and Oversight Commission**  
**Dallas Regional Office**

**How long have you been an auditor Ms. Wilson?**

Seventeen years. I went to work for the Naval Audit Service right after I graduated from college, but I left after two years to pursue opportunities in the private sector. I have worked for a mid-sized accounting firm in Chicago and had done two stints in the non-profit sector before returning to the government. I was living with my family in Dallas at the time BEOC opened its regional office here. I applied in the normal manner and was hired the week before the “grand opening,” as it were.

**How would you describe your career progression?**

Well, up until my promotion to GS-11, everything had been going well. Then, out of the blue, we get a notice from headquarters that the top brass decided to change the career track. I had been due for a career-ladder promotion to GS-12, but it never came. Apparently, some desk jockey at headquarters thought that you need an MBA to do the job at the GS-12 level. If you want to know the truth, I think that they’re trying to drive us out.

**Why do you believe that?**

For the life of me, I can’t figure out how an MBA requirement can possibly be more reliable indicator for success at GS-12 than successful performance at GS-11. The MBA can’t be a true indicator for success because the MBA is not limited to finance, but may also be obtained in human resources or business. On top of that, many of us have to work inflexible schedules. There’s no flexitime or flexiplace, so those of us with elementary-school kids have to spend a fortune on after-school care. On top of that MBA programs are prohibitively expensive. I talked to my director several times about BEOC paying for it, but he kept telling me there’s no money in the budget for it. Most of us can’t to afford an MBA program on a GS-9 or GS-11 salary.

**Have you taken any steps toward rectifying this situation?**

Yup. The last few weeks, I’ve been checking around, calling auditors at the other regional offices. I also got some complaints information from Mr. Cunningham at headquarters. I found out that, since they made the SAP program a prerequisite for promotion to GS-11, 60 people applied, but only 12 actually got picked for the program. And none of them were black females, not one. That’s when we got the idea about filing a class complaint.