

Annie B. Andrews

Rear Admiral, US Navy, Retired

Former Federal Aviation Administration, Assistant Administrator for
Human Resource Management, Retired



Annie B. Andrews served as the Assistant Administrator for Human Resource Management at the Federal Aviation Administration (FAA) from 2015-2022. While there, she directed personnel recruitment, retention, and accession; employee accountability, employee relations and labor relations; career and leadership development; employee compensation, benefits, and worklife; and workers compensation services to nearly 45,000 federal personnel across the nation.

Under her executive leadership, her office served with the mission: *"We take care of the people who make it safe to fly,"* engaging in strategic partnerships across the FAA and Department of Transportation to provide collaborative-shared services in the areas of workers compensation and learning management systems. She launched improved employees services systems and implemented the use of Robotic Process Automation and other efforts to streamline paperwork and processes. Her organization initiated efforts to shape the future FAA workforce

through innovative Strategic Workforce Planning and Succession Planning programs. She also led efforts to enhance the nation's aviation workforce through Diversity Recruitment efforts and initiatives to encourage the growth of women and youth in aviation.

A retired rear admiral, Ms. Andrews is the third African American female to achieve this rank in the United States Navy. Her distinguished naval career is highlighted by leadership roles including: commanding officer of Boston Military Entrance Processing Station, Navy Recruiting District San Francisco, and Recruit Training Command, Great Lakes; Chief of the Requirements Branch & Joint Manpower Planner for the Washington D.C. Joint Chiefs of Staff; Executive Assistant & Naval Aide to the Assistant Secretary of the Navy for Manpower & Reserve Affairs; and Senior Fellow on the Chief of Naval Operations Strategic Studies Group at the Naval War College.

Ms. Andrews' 32-year naval service culminated as the Commander, Navy Recruiting Command. As the Navy's top recruiter and principle advisor to the Chief of Naval Personnel and Chief of Naval Operations on recruitment strategy and objectives, she led recruitment efforts for officer and enlisted programs in both the Active Duty and Reserve components.

She holds a Bachelor of Science in Criminal Justice from Savannah State University, a Master of Science in Management from Troy State University, a Master of Arts in National Security and Strategic Studies from the College of Naval Command and Staff; she is also a graduate of the Armed Forces Staff College. She has been conferred honorary Doctorate of Humane Letters from both Wilson College in Pennsylvania and Savannah State University.

Ms. Andrews has received multiple awards and honors including the: 2014 "Stars & Stripes" Honors for Leadership; 2015 Savannah State University Award of Excellence for Noteworthy Leadership; 2015 Women of Color Lifetime Achievement; 2016 Court of Honor of "Distinguished Daughters" of the Philadelphia High School for Girls Outstanding Lifetime Achievement Award; 2017 Georgia Legislative Black Caucus Trail Blazer Award; 2018 she was inducted into the National Black College Alumni Hall of Fame for outstanding achievement in Government and Law. In 2022, Ms. Andrews received the Mary Jane Miller Volunteer Service Award for NFCU.