



Office of Talent  
& Human Capital

Mayor A C Wharton, Jr.



Dr. Douglas Scarborough is the Chief Learning Officer for the City of Memphis and the Executive Director of the Office of Talent and Human Capital. In Dr. Scarborough's role as Chief Learning Officer he heads the Office of Talent Development which is responsible for the learning and development of all City employees. Recently the Office of Talent Development instituted a comprehensive employee performance review system, implemented mandatory training for all City employees which coincides with the administration's four priorities and reorganized new employee organization.

In Dr. Scarborough's role as the Executive Director for the Office of Talent and Human Capital he serves as a liaison on education issues for Mayor A C Wharton, Jr. The Office of Talent and Human Capital was created by Mayor A C Wharton, Jr. in 2010 after he was elected City of Memphis Mayor with a 61 percent mandate for his gospel of "One Memphis" and his bold vision for his city's future. The Office of Talent and Human Capital addresses Memphis' key human capital needs by developing collaborative action around strategic problems with Memphis' workforce. Specifically, the office provides strategic action and direction for partnerships that develop, attract, and retain knowledge workers for the City of Memphis through programs like the Mayor's Urban Fellows program. Collaborative planning takes place through events that convened national mayors focused on post-secondary success, sponsored by the Lumina Foundation, and the Opportunity Challenge cohosted in conjunction with CEOs For Cities. Dr. Scarborough has presented the work of the Office of Talent and Human Capital for CEOs For Cities, the Federal Reserve, the National League of Cities, and other regional and national institutions. Additionally, during Dr. Scarborough's tenure with the

City of Memphis he has overseen the Local Workforce Investment Network, served as Interim Director of the PeopleFirst initiative, which is part of Memphis Fast Forward, led the process to implement a 311 one call system and assisted with zero based budgeting implementation.

Prior to working with the City of Memphis, Dr. Scarboro was the Director of Community Engagement at The Leadership Academy, [leadershipacademy.org](http://leadershipacademy.org). Dr. Scarboro has a B.A. in political science from Morehouse College, an MBA from Campbell University, an Ed. D. in Higher and Adult Education from the University of Memphis and completed Harvard University's Kennedy School's program for Senior Executives in State and Local Government.

In an effort to create the Memphis that he wants to see, Dr. Scarboro serves on the board of several local education and entrepreneurial organizations including EmergeMemphis ([www.emergememphis.org](http://www.emergememphis.org)), LaunchMemphis ([launchmemphis.org](http://launchmemphis.org)), Memphis College of Art ([www.mca.edu](http://www.mca.edu)), New Leaders for New Schools Memphis ([www.nlms.org](http://www.nlms.org)), Omni Charter Schools, PeopleFirst! Executive Committee ([www.memphisfastforward.com/peoplefirst](http://www.memphisfastforward.com/peoplefirst)), St. George's Independent School ([sgis.org](http://sgis.org)) and Memphis City Schools' Teacher Effectiveness Initiative ([www.mcsk12.net/TEI](http://www.mcsk12.net/TEI)).

In his spare time, Dr. Scarboro is an adjunct professor at Christian Brothers University teaching business strategy in the Masters of Business Administration Program. Dr. Scarboro is married to Dr. Nichole Saulsberry-Scarboro and has two sons.