

KHALISA PHILLIPS, PHD, CPSI

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SUMMARY

Results-driven Child Development Psychologist and Human Factors Consultant leveraging 10+ years of federal service at the U.S. Consumer Product Safety Commission (CPSC) to deliver age grading and risk assessments for new products and expert witness litigation services for existing products within the children's products, playground equipment, and toy industries.

- **Regulatory Authority:** Co-edited the 2020 *Age Determination Guidelines* issued by the CPSC staff and directed critical human factors revisions for the 2025 CPSC *Public Playground Safety Handbook*.
- **Standards Leadership:** Voting member of ASTM F15 consumer products, Task Group Lead for Freestanding Toddler Climbers under F15.09 Home Playgrounds, active involvement in the F15.29 Public Playgrounds subcommittee and the Emerging Hazards Task Group for F15.22 Toys.
- **Industry Credentials:** National Recreation & Parks Association (NRPA) Certified Playground Safety Inspector (CPSI), age grading panelist at the 2026 Annual Meeting of the International Consumer Product Health and Safety Organization (ICPHSO), and member of the Society for Product Safety Professionals (SPSP). Presented the 2020 *Age Determination Guidelines* to Toy Fair International in 2020, and the draft *Guidelines* at a 2018 Age Grading Workshop at Covington & Burling, LLP.

EXPERIENCE

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| Self-Employed
<i>Child Development Psychologist</i> | Middletown, MD
2025-present |
| US Consumer Product Safety Commission
<i>Human Factors Psychologist</i>
Public Playground Equipment | Rockville, MD
2010 - 2025 |
- CPSC *Public Playground Safety Handbook* (publication #325): Served as human factors representative to the CPSC project team responsible for updating the 2025 *Handbook*. The updates addressed feedback from a variety of playground stakeholders, including the ASTM F15.29 subcommittee for public playgrounds responsible for the ASTM public playground safety specification F1487.
 - *Consumer Questions about Handbook*: Answered around 40-50 questions annually about playground technical requirements covered by the *Handbook*. Questions originated from departments across CPSC as well as the general public. Most questions were answered over the phone or email. Drafted and cleared several guidance letters to firms each year.
 - *ASTM Activities*: Represented CPSC at ASTM F15.29 public playground subcommittee meetings. Presented liaison reports for CPSC staff, participated in task group activities to develop ballot items, and reviewed all ballot items for human factors team.
- Home Playground Equipment**
ASTM Activities:
- Served as the designated CPSC staff representative to the ASTM F15.09 home playground subcommittee meetings. Presented liaison reports from CPSC, and prepared incident data sets for ASTM in close coordination with CPSC Epidemiology staff. Cleared and led discussions on in-depth investigations reports involving home playground equipment to ASTM. Supported product warning development efforts for strangulation hazards. Actively participated in all task group meetings to develop ballot items. Reviewed all ballot items for CPSC staff bringing in engineering, epidemiology, and health sciences expertise as needed.
 - Persuaded ASTM to form a new task group to address head entrapment incidents involving freestanding toddler climbers. Provided support from CPSC staff to develop a new standard for freestanding toddler climbers. Upon ASTM request, conducted a market scan of about a dozen toddler climbers to identify hazard patterns and concerning product features.
- Children's Toys**
- *Incident review team*: Co-led weekly team meetings responsible for reviewing playground and toy incidents including risk of harm assessments. Helped develop incident review protocols and train staff. Referred dozens of products yearly to Compliance for further investigation. Team efforts contributed to several

product recalls each year. Part of team that identified pattern of head entrapment incidents involving freestanding toddler climbers.

- *Age Grading*: Co-managed the age grading program by assigning samples, monitoring deadlines, and reviewing and approving age determinations. Responsible for evaluating 1,000-1,500 samples each year. Worked closely with mechanical engineers, chemists, and physiologists as needed. Provided age grade training for other technical staff, and Imports, Compliance and Field Operations, and General Counsel staff. Compliance staff used age determinations to issue regulatory violations. Served as human factors lead for approximately a dozen contested age-dependent cases at firm meetings upon request by Compliance and General Counsel. Several cases resulted in recalls due to substantial product hazard determinations or regulatory violations.
- *2020 Age Determination Guidelines*: Managed a CPSC-NIH contract from 2015-2018 involving researchers who conducted toy observations with children and made product-specific age additions and revisions to the *Guidelines*. Served as project manager from 2018-2020 with staff from across CPSC; team was responsible for soliciting public comments from stakeholders, incorporating their feedback, and issuing final changes to the *Guidelines*. Served as co-editor of all final content decisions for the *Guidelines*.

Juvenile & Household Products

- Supported human factors team by completing approximately 1-5 product safety assessments each year for Compliance defect cases, briefing the Commission upon request, and providing technical support for defects cases and ultimately recalls of consumer products. Most products were playgrounds, toys, juvenile /durable infant products, but my involvement covered all household consumer goods.
- Served as the designated CPSC staff representative to ASTM F15.19 wearable infant blankets. Prepared and presented yearly incident data, issued guidance letters from CPSC staff to ASTM, and supported ASTM standards development activities for a new standard for infant sleep sacks and swaddles.

EDUCATION

UNIVERSITY OF MARYLAND

Doctor of Philosophy

Human Development Education

College Park, MD

May 2010

HARVARD UNIVERSITY

Master of Education

Mind Brain and Education

Cambridge, MA

May 2004

MARLBORO COLLEGE

Bachelor of Arts in Psychology and Biology

Marlboro, VT

May 1999