



Melanie Trowbridge

Vice President, People and Culture

Position with Firm

2023–present ***Vice President, People and Culture.*** Champions the firm’s culture and values as an integral member of PSC’s leadership team. Leads human resources (HR), talent recruitment, training and development, and diversity, equity, and inclusion (DEI) efforts. Supervises and mentors staff. Oversees the development of corporate policies, procedures, and systems. Maintains confidential and sensitive information on behalf of the firm.

Previous Professional Experience

2022–2023 ***Assistant Vice President for Human Resources, Office of Health Sciences, Michigan State University,*** East Lansing, Michigan. Developed and executed HR strategic planning and operations, including talent acquisition, training and development, performance management, succession planning, and analysis of people-related metrics and trends.

2019–2022 ***Facility for Rare Isotope Beams (FRIB) Chief Human Resources Officer,*** Michigan State University, East Lansing, Michigan. Led all HR staff and workforce development functions at the FRIB. Responsibilities included leadership and staff development, talent acquisition, adherence to the university’s compensation and benefits programs, DEI, immigration, workforce analysis and planning, performance management and reporting, and analysis of people-related metrics and trends.

2019–2019 ***Director of Human Resources,*** Capital Area Transportation Authority, Lansing, Michigan. Executed human resources strategy and operations. Introduced systems to improve the overall operation and efficacy of the HR department. Created and administered the HR budget and compliance with all federal, state, and local employment laws. Led labor contract negotiations.

2014–2019 ***Director of Academic Human Resources,*** Michigan State University, East Lansing, Michigan. Provided leadership for academic human resources policies, procedures, and practices. Advised deans, department chairs, and HR professionals on change initiatives, coaching/counseling, workforce planning, retention and engagement, and diversity. Ensured compliance with federal, state, and local employment laws. Served as team member for labor contract negotiations.

2011–2013 **Director of Human Resources, C2AE**, Lansing, Michigan. Administered human resources policies and programs in recruitment and staffing; employee relations; wages, salary, and benefits; performance management; training and development; reporting; worker’s compensation; and unemployment. Advised managers regarding change initiatives, performance actions, workforce planning, retention and engagement, and diversity.

Education Virginia Union University, BS in Chemistry
Western Carolina University, MS in Human Resources

Presentations

- “The FRIB Diversity Proposition.” July 2020. Presenter, U.S. Department of Energy annual review, Lansing, Michigan.
- “Intelligent Risk—An Innovative Approach to Faculty Recruitment.” September 2017. Speaker, College and University Professional Association for Human Resources National Conference, San Diego, California.

Associations

- Board member, YMCA of Metropolitan Lansing
- HR committee chair, YMCA of Metropolitan Lansing