



Melissa Norcia

**Chief Administrative Officer
California State Teachers' Retirement System (CalSTRS)
Sacramento, California**

Melissa Norcia is the chief administrative officer at California State Teachers' Retirement System (CalSTRS), with over one million members and beneficiaries, and a long-term investor with assets under management exceeding \$367 billion. Ms. Norcia leads human resources, procurement management, facilities management, business continuity and sustainability. She also partners with other executives in overseeing multiple mission-critical projects, including the expansion of the CalSTRS Headquarters office in West Sacramento and management of internal resources that support the organization. Ms. Norcia joined CalSTRS in 2009 as the equal employment opportunity officer and was promoted to various leadership roles before being appointed director of human resources in 2015. Ms. Norcia also served as staff support to the teachers' retirement board compensation committee. Her leadership experience includes growing and managing various human resources programs, overseeing facilities operations and services and acquisitions and compliance. Ms. Norcia has over 30 years supporting the state in various leadership roles. Ms. Norcia is a native of Sacramento and holds certificates in labor-management relations and human resources development and management from the University of California, Davis. Since February 2019, Ms. Norcia has maintained the designation of Senior Personnel in Human Resources (SPHR) with the HR Certification Institute.