

***Tammy L. Van Keuren, Director of Human Resources, Federal Mediation and Conciliation Service***

**Tammy L. Van Keuren** is the Director of Human Resources at the Federal Mediation and Conciliation Service (FMCS). In this role she is responsible for interpreting HR laws, executive orders, rules and regulations, and providing strategic, technical and professional advice and guidance to the Director, Deputy Director, Senior Leaders, employees and applicants. In addition, Tammy provides strategic guidance and HR policy direction to leadership on matters related to human resources management, strategic human capital and succession planning; regulatory compliance, and labor and employee relations.

Prior to joining FMCS in January 2015, Tammy was the Associate Director, HR Operations, for the Department of the Navy where she managed five HR Operating Centers across the United States which serviced over 250,000 civilian employees around the world. During her tenure with the Department of the Navy Tammy was also the Chief of Staff for the Deputy Assistant Secretary of the Navy for Civilian Human Resources where she served as the principle representative and civilian human resources subject matter expert, coordinating HR priorities and interest items with the Assistant Secretary of the Navy(M&RA), the Under Secretary of the Navy (UNSECNAV), the Secretary of the Navy (SECNAV), senior management of the Office of Civilian Human Resources (OCHR) and other organizations both internal and external to the Department of the Navy (DON).

Prior to her roles with the Department of the Navy, Tammy served as the Human Resources Program and Policy Manager for the Department of the Air Force where she was responsible for designing and executing human resources policies, programs and procedures for the USAF HR workforce.

Tammy has also held several key HR positions within the U.S. Office of Personnel Management to include Lead-HR Specialist where she supported the Director of OPM through the implementation of Hiring Reform Initiatives in support of President Obama's Memorandum dated May 11, 2010, Improving the Federal Recruitment and Hiring Process as well as establishing and recruiting for the Office of Diversity and Inclusion and Office of Healthcare and Insurance in support of Executive Orders 13583 and 13535. In addition to her role as Lead HR Specialist she was also OPM's Executive Resources Coordinator, responsible for all of the members of the Senior Executive Service and Political Appointees assigned to the organization.

Tammy has a Master's Degree in Human Resource Management from Central Michigan University and a Bachelor's Degree in Secondary Education/English from Eastern Washington University.