

## MERCER CONSULTING | BIOGRAPHIES

### **LYN HARPER**

*Senior Principal, Career Higher Education Vertical Lead*

*Role: Engagement Lead*



Lyn has over 25 years' experience and has been a Senior Principal at Mercer since 2014, advising clients on executive compensation and benefits, faculty compensation, workforce rewards, talent strategy and governance. She has particular expertise with organizations in the non-profit sector, especially those in higher education and healthcare.

In addition to supporting the California State University in its recent review of staff compensation, Lyn's most recent work with other higher education institutions has been with public, private, large and small institutions, including: Alvernia University, American University, American Career College, American Public University, Auburn University, Bentley University, CalArts, Catholic University of America, College of St. Rose, College of Mount Saint Joseph, Denison University, Elon University, Fairfield University, Fordham University, Georgetown University, Grand Valley State University, Iona College, Johns Hopkins University, Johnson & Wales University, Keck Graduate Institute, Lipscomb University, Manhattan College, Michigan State University, Middlebury College, Norfolk State University, Nebraska Wesleyan University, New Jersey Institute of Technology, New School, Norfolk State University, Ohio University, Ohio State University, Pace University, Penn State University, Pomona College, Purdue University, Quinnipiac University, Rhodes College, Rowan University, Saint Joseph's University, Saint Louis University, Scripps College, Temple University, University of Minnesota, University of San Francisco School of Law, West Virginia Higher Education System, Wilmington University, the University of Arizona, the University of Maryland, Baltimore, University of Oklahoma, University of Virginia, Virginia Union University, Western Governors University, and Wilmington University.

Lyn is particularly active in several of Mercer's Communities of Interest: Higher Education, Healthcare and Non-Profit. She contributes by developing tools and resources specific to the needs of these sectors as well as to speak at Mercer sponsored events on current issues affecting these industries. She has also spoken at other industry events including World at Work, regional SHRM conferences, the Washington Area Compensation and Benefits Association, the Association of Jesuit Colleges and Universities, and the College and University Professional Association for Human Resources. She has spent 25 years providing strategic, human resources, operational and financial guidance to education, healthcare, real estate, technology, small utilities, private and public pension funds, and many other tax-exempt clients throughout the United States.

Lyn graduated from the University of Virginia with a Bachelor of Planning and subsequently earned an MBA from the University's Colgate Darden Graduate School of Business Administration. She serves on the board of a privately owned utility service provider, People's Water Service. Lyn is also a certified Hogan Assessments Coach and an Intercultural Development Inventory (IDI) Qualified Administrator.

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### **MARY MERDES**

*Senior Associate*

*Role: Project Lead*



Mary is a Senior Associate at Mercer primarily supporting the West. As a part of the Career practice, her work focuses on the review, design, and implementation of broad-based employee pay programs and career architectures.

Mary has over twenty years of compensation experience including twelve years leading compensation strategy and redesign initiatives, both as a consultant and director of compensation. Mary has extensive experience working with complex university systems and has represented groups within higher education.

Her previous work included the development and redesign of total compensation philosophies and strategies, development and implementation of job frameworks and corresponding salary structures and merging of pay programs and structures as a result of acquisition or movement to shared service models. This work included presentations to labor management committees and various boards.

Prior to joining Mercer, Mary worked as a Compensation Director for Higher Education and Healthcare organizations and as a consultant providing expertise in compensation strategy, career frameworks, and compensation practices.

Mary has a Bachelor's Degree in Communications from the University of Wisconsin and a Master's Degree in Human Resources from the University of Minnesota.

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### **MICHELLE CORMAN, Ph.D.**

*Senior Principal, Mercer | Sirota*

*Role: Faculty Feedback and Listening*



Michelle's primary responsibilities encompass executing employee lifecycle initiatives within organizations, ranging from onboarding to exit. These programs assess culture, climate, performance, and leadership & management practices. In the day-to-day, Michelle oversees all major employee listening activities associated with her clients. In addition, as an Industrial / Organizational Psychologist, Michelle is involved in questionnaire design, people performance data analysis and interpretation (including linkage analysis), synthesizing data narratives, and coaching leaders and managers alike to create impactful change within their organizations and work groups.

Before joining Mercer | Sirota, Michelle was an Adjunct Professor at the City University of New York –Baruch College for four years. She also obtained seven years of research and data analytic experience through managing various research laboratories at Baruch College and the University of Kentucky.

Michelle earned her Bachelor's degree from the University of Kentucky and her Ph.D. in Industrial / Organizational Psychology from the City University of New York – Baruch College. Her research expertise centers on leader personality, business ethics, organizational climate and culture, and the ways in which those factors interact to impact employees.

Michelle is also a certified Hogan Assessments Coach. She is affiliated with the American Psychological Association (APA), the Society for Industrial and Organizational Psychology (SIOP), the Metropolitan New York Association of Applied Psychology (METRO), and the Bay Area Applied Psychologists (BAAP).

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### **DAN LEZOTTE, Ph.D.**

*Partner, Workforce Strategies and Analytics*

*Role: Pay Equity and Salary Compression Senior Advisor*



Dan has more than 30 years of experience in the fields of Talent Management and Industrial-Organizational (I-O) Psychology, having held positions in consulting, industry, and academia. As the practice lead for Mercer's Workforce Strategy & Analytics practice, he leads strategy and analytics projects related to talent acquisition and selection, pay equity analysis, diversity equity & inclusion analytics, strategic workforce planning, and business impact modeling of HR practices. Dan's clients represent all industries although he has a specific focus on higher education institutions. He also serves as a consulting expert in matters involving EEOC and OFCCP compliance, with respect to adverse impact in talent acquisition/management processes and practices.

Dan received his doctorate in I-O psychology from the Illinois Institute of Technology. His professional credits include publishing and presenting papers and workshops in the areas of compensation/reward systems including pay equity, assessment and selection processes, legal defensibility of HR programs (selection, promotion, pay), and HR analytic methodologies.

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### **BRIAN STUCKY, Ph.D.**

*Principal, Workforce Strategies and Analytics*

*Role: Pay Equity and Salary Compression Lead*



Brian Stucky works with organizations' human capital data to develop sophisticated analytic solutions that address key business outcomes.

He is a Principal in Mercer's Workforce Strategy and Analytics practice based in Los Angeles and leads pay equity projects across the West. He has more than 10 years of experience in statistical consulting with a concentration in pay equity analysis. Brian's work involves using workforce analytic methodologies to understand, quantitatively, how employees are rewarded by the organization. Specifically, the pay equity approach employed by Mercer and delivered by Brian involves using statistical methodologies to help clients understand the key drivers of pay across the organization, the organization's true pay gaps, and importantly, provides clients with efficient and effective pay equity remediation strategies.

More broadly, Brian's consulting experience involves working with company data to identify the predictors of workforce outcomes as well as significant links between human capital practices and business objectives. In addition to leading pay equity engagements, he also has extensive experience conducting external and internal labor market analyses, developing predictive models of employee turnover, evaluating organizational risks, identifying key workforce segments, and modeling the human capital factors that drive revenue. Other quantitative areas of expertise and interest include scale and survey development, psychometrics and statistics.

Brian holds BS degrees in English and Psychology from the University of Kansas, and a MA and Ph.D. in Quantitative Psychology from the University of North Carolina at Chapel Hill. He has presented his statistical work at numerous national and international conferences and has over 70 peer-reviewed scientific publications, 5,000+ citations, and many book chapters and edited volumes that cover the use of advanced statistical methods for behavioral research.