



CHIEF HUMAN
RESOURCES OFFICER
ACADEMY

XIX

Faculty Directory

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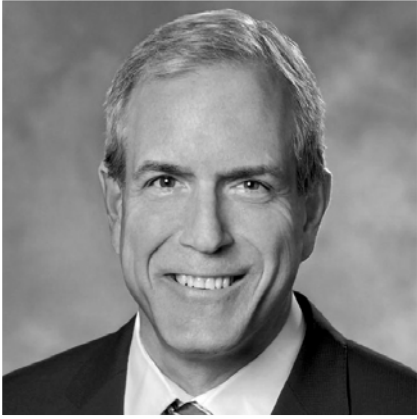
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BILL ALLEN

SENIOR PARTNER



Bill Allen has served in CHRO roles at listed companies for nearly 20 years and spent more than a third of his career outside the U.S. This experience has made him a sought-after executive advisor to private equity investment firms, including Sun Capital Partners, ICV Partners, and The Everstone Group.

Having served in eight roles during a 12-year tenure with PepsiCo, Bill counts this American multinational as his corporate “hometown”. Later, while leading the HR function at A.P. Møller-Mærsk (a diversified \$60B Danish conglomerate with 110,000 employees in 120 countries), he architected and implemented an operating system anchored in leadership, talent and performance that fueled the enterprise’s cultural and business transformation. At Atlas Air Worldwide Holdings, Bill was a key driver behind the capability buildout that allowed for the company’s dramatic growth between 1997 and 2003. At Macy’s Inc., he was deeply involved in a successful CEO succession, introduced an omnichannel-centric approach to talent, and drove a massive value-enabling restructuring of the HR function.

Bill is a frequent guest lecturer in business schools at Harvard, Auburn, Penn and Copenhagen universities. This fellow of the National Academy of Human Resources (NAHR) has actively participated in public policy development by serving on the boards of the: American Health Policy Institute, Health Transformation Alliance, and HR Policy Association. Bill also chaired the boards of the American Chamber of Commerce (Denmark) and the Consortium for Global Talent. He currently serves on the boards of NAHR, AI-powered recruitment startup GoGig, and private equity-owned Horizon Air Freight.

Be deliberate and decisive about the changes you make.

Bill Allen



Richard L. Antoine
Formerly Global Human Resources Officer, Procter & Gamble

Richard Antoine is President of AO Consulting, a human resources consulting firm working with CEO's and Chief HR Officers on leadership, talent development, and HR strategy. He is the Past President of the National Academy of Human Resources, the organization which recognizes outstanding and sustained excellence in Human Resources. Mr. Antoine retired from Procter & Gamble in 2008 after a 39 year career in Supply Chain and HR - most recently after 10 years as P&G's Global HR Officer reporting to the CEO, AG Lafley. During his P&G career, Mr. Antoine lived in several US locations and Kobe, Japan.

Mr. Antoine serves on the Board of IRC4HR. He also serves on the Advisory Boards of the University of Wisconsin College of Engineering and the University of Wisconsin Center for Brand and Product Management as well as the Human Resources Policy Institute (HRPI) HRPI at Boston University. Mr. Antoine is also a Trustee of the Procter & Gamble Employee Retirement Fund and a member of the P&G Diversity Advisory Board. He was elected a Fellow in the National Academy of Human Resources in 2004 and is a member of Personnel Roundtable (PRT). Mr. Antoine has a Bachelor of Science Degree in Chemical Engineering from the University of Wisconsin and an MBA from the University of Chicago.

Mr. Antoine and his wife of 50 years live in Longboat Key Florida.

Contact Info

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Lisa M. Buckingham



Lisa M. Buckingham served as Chief People, Place & Brand Officer for Lincoln Financial Group from December 2008 until her retirement in March 2021. During her tenure, she was responsible for all human resources practices and policies and for overseeing the corporation's brand and advertising, enterprise communications, consumer insights and corporate social responsibility activities, as well as foundation, facilities, aviation, and corporate strategic real estate areas. Buckingham also led Lincoln's business continuity and enterprise crisis management initiatives. A member of the Senior Management Committee, she reported directly to President and Chief Executive Officer Dennis R. Glass.

Buckingham began her career in retail, where she forged a foundation in human resources and labor relations. Prior to joining Lincoln, she held several executive level positions in human resources and organizational development at Thomson Reuters, where her accomplishments were rooted in the company's technology transformation from print to digital and offshoring to further streamline the organization, improve experience, and drive global efficiencies. Buckingham earned her Bachelor's degree from Georgetown University. Her areas of deep professional interest include board engagement, organizational development, total rewards strategies, culture, diversity, inclusion and belonging, digital transformation, change management, talent management, branding, wellness, engagement, and strategic communications.

Honors & Awards:

2021: Distinguished HR Executive Award with co-founders of People +Work Connect

2020: Named to the 50 Boldly Inspirational Leaders list by Employ Humanity

2020: Ranked number 2 on the Top 25 Global CHRO list by N2Growth and Stanford Graduate School of Business

2018: Elected a fellow of the National Academy of Human Resources (NAHR)

2017: Named HR Executive of the Year by *Human Resource Executive* magazine

2015: Included on Forbes' list of the Top 10 CHROs

2012: Named Pennsylvania Woman of the Year by the Pennsylvania Diversity Council

Public Board Experience:

Board Member, Lincoln Life and Annuity Company of New York: 2019 to 2021

Kevin Cox

Chief Human Resources Officer, GE



Kevin Cox is the Chief Human Resources Officer for GE. Appointed in February of 2019, Kevin is responsible for leading GE's global HR organization, including Talent Management, Leadership Development and Learning, Compensation and Benefits, Employee Relations and Security.

Kevin has been a leader in Human Resources for nearly three decades, focused on driving business results through the unique intersection of strategy, talent, and culture. With a distinct focus on leadership, his areas of expertise include developing top talent, succession planning for critical roles, helping organizations thrive in dynamic conditions and leading large-scale complex change.

Prior to joining GE, Kevin served as the Chief Human Resources Officer at American Express for 14 years. Previously, he spent 16 years at Pepsi-Cola and the Pepsi Bottling Group (PBG), where he held positions leading strategy, business development, technology, and Human Resources. He played a significant role in the successful initial public offering of PBG in 1999.

In addition, Kevin has extensive corporate board experience, having served on the boards of the Kraft Heinz Company, Corporate Executive Board (CEB), Virgin Mobile USA, American Express Global Business Travel, and Chefs' Warehouse.

Active in several professional organizations, Kevin serves as Chairman of the Health Transformation Alliance, as a board member of the Human Resources Policy Association and as a member of Gartner's CHRO Leadership Board. He is also a former chair and current advisory board member of the Cornell University Center for Advanced Human Resources Studies, and co-founder and board member of the University of South Carolina's Center on Executive Succession.

Kevin is a recipient of the 2015 Distinguished Human Resource Executive Award from the Academy of Management (AOM). This annual award honors executives who have made significant contributions in the field of HR practice, research and education. In 2009, he was named a Fellow of the National Association of Human Resources.

Kevin holds a Master's of Labor and Industrial Relations from Michigan State University and a Bachelor of Arts from Marshall University. He is based in Boston and Connecticut, where he and his family enjoy their involvement with a wide range of charitable organizations in the community. His passion for learning to play the guitar has given way to his current obsession with pursuing his private pilot's license.



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Richard R. Floersch

SENIOR STRATEGIC ADVISOR

Richard R. Floersch is Senior Strategic Advisor to HR Policy Association and its Center On Executive Compensation. Rich joined the Association in January 2016 from McDonald's, where he was Executive Vice President, Chief Human Resources Officer.

Mr. Floersch served as Executive Vice President and Chief Human Resources Officer of McDonald's Inc. for over a decade, leading the company's commitment to its people during a critical and successful period for the company. Mr. Floersch and his global team led programs critical for retention, development and cultivating the next generation of McDonald's leaders. He also oversaw the resources and opportunities offered to employees at company-owned restaurants to help them reach their personal and professional goals.

In addition to his 12 years with McDonald's, Mr. Floersch served as Senior Vice President of Human Resources for Kraft Foods International from 1998 to 2003. Previously, he was Vice President of Corporate Compensation at Philip Morris. A leader in the broader HR industry, Mr. Floersch served as Vice Chair of the HR Policy Association and as the Chair of its Center On Executive Compensation, and on the Board of Directors at Skills for Chicagoland's Future, a non-profit initiative to match local employers with qualified unemployed job seekers in the Chicago metro area. He also served as a member of the Executive Committee of the Personnel Roundtable and was elected a fellow of the National Academy of Human Resources in 2009.

Mr. Floersch earned his bachelor's and master's degrees in Business Administration from the State University of New York at Buffalo.



Diane Gherson

Ms. Gherson is a Senior Lecturer in Organization Behavior at the Harvard Business School.

In December 2020, Diane retired as an officer of IBM after serving seven years as Chief Human Resources Officer, responsible for the people and culture of IBM's 360,000 person global workforce. Ranked #3 on Forbes World's Best Employer 2020 list, IBM is also ranked #3 Best Managed Company by the WSJ/Drucker Institute.

Diane holds a U.S. patent in the field of predictive analytics, and has been widely recognized as a high-impact, technology savvy CHRO who has redefined the HR profession for the digital era.

During her tenure as CHRO, Diane redesigned all aspects of the company's people agenda and management systems to support a massive shift in the business portfolio, shaping a culture of continuous learning, innovation and agility. She championed the company's global adoption of design thinking and agile methods at scale, as an example, driving a company-wide, co-created overhaul of performance management. Diane was a trailblazer in infusing AI and automation across all HR offerings, resulting in hundreds of millions of annual net benefits and world-class employee engagement. She also established an industry-recognized DOL-certified apprenticeship program, providing a career gateway to tech roles for people without degrees from disadvantaged backgrounds. Under her leadership, IBM achieved historic increases in diversity representation and published its first diversity and inclusion report.

Diane's work has been widely profiled, including in *Harvard Business Review*, *MIT Sloan Management Review*, *Business Insider*, *Forbes*, *Fortune*, *the Economist*. Diane has also formed and led coalitions of CHROs to proactively advocate on Capitol Hill on social issues affecting employees, such as DACA, transgender inclusion, and health care cost transparency.

Diane was named HR Executive of the Year by *HR Executive* in 2018, and elected Fellow of the National Academy of Human Resources (NAHR), the highest honor granted in the HR profession. She was named by *Business Insider Top 100 People Changing the World of Business* alongside Elon Musk, Larry Fink, Ken Frazier and Tarana Burke, and also by *HR Executive* to their inaugural top 100 list of HR Tech Influencers.

Diane is a non-executive Director of Ping Identity, a cyber-security software company. She also serves on the Board of the National Academy of Human Resources and is an Executive Advisory Board Member at Semper Virens Venture Capital.

Prior to joining IBM in 2002, Ms. Gherson was a management consultant, leading the global compensation and performance practice at Willis Towers Watson. Diane holds a Bachelor's degree from Trinity College, University of Toronto and a Master's degree in Industrial & Labor Relations from Cornell. She completed PhD coursework but not her degree at the Sloan School of Management, MIT.

Executive Biography

Tracy Keogh

Chief People Officer and Growth Partner
Great Hill Partners



Tracy Keogh is the Chief People Office and Growth Partner for Great Hill Partners, a Boston-based private equity firm investing in high-growth companies across the software, digital commerce, financial technology, healthcare and digital infrastructure sectors. Tracy focuses on talent development and people strategy for the firm and the portfolio companies.

Prior to joining Great Hill in 2021, Tracy was Chief Human Resources Officer at HP for ten years. She had worldwide responsibility for HP's strategic human resources function and employee communications. She led HR including culture and engagement, people operations, organization effectiveness, total rewards, talent and global inclusion, equity and diversity.

Prior to her role at HP, Tracy was the Senior Vice President of Human Resources at Hewitt Associates (acquired by Aon), the world's largest provider of human resources consulting services. Previously, Tracy led HR at Bloomberg LP, the financial data, news, and analytics provider. Prior to joining Bloomberg, she was Vice President of Human Resources for Analog Devices and Sapient Corporation. In addition to her human resources background, she has a wide range of leadership experiences in operations, sales, marketing and management consulting at a number of organizations.

In 2018, Tracy was appointed to the Board of Directors for Cisive, a global provider of human capital management and risk management solutions. She is also on the Boards of the HR Policy Association, HR Policy Institute and the National Academy of Human Resources (NAHR).

In 2015, Tracy was recognized by *Human Resources Executive* magazine as HR Executive of the Year. That same year, she was inducted as a Fellow into the National Academy of Human Resources. Previous honors include Tracy being named to the Top 50 Most Powerful Women in Technology by the National Diversity Council and being recognized as a global Top 10 Breakaway Leader in Human Resources by Evanta. In 2019, Tracy was awarded a Gold Stevie Award for HR Executive of the Year by the American Business Awards and was named HR Leader of the Year by Digiday.

Tracy holds a Master's degree in Business Administration from the Harvard Business School and a Bachelor's degree in Psychology from Smith College. She also attended the University of Geneva in Switzerland.

Tracy is based in Boston, Massachusetts.

Pamela (Pam) Kimmet

Chief Human Resources Officer

Pam Kimmet is the Chief Human Resources Officer for Manulife and is a member of Manulife's Executive Leadership Team.

In her role as Chief Human Resources Officer, Pam is responsible for overseeing the Company's Human Resources function and providing leadership to the people and culture elements of the Company's transformation.

Prior to joining Manulife as CHRO, Pam served as the Chief Human Resources Officer at Cardinal Health, Inc., a global health care services and products company. Pam previously led the HR functions at Coca-Cola Enterprises, The Bear Stearns Companies, Inc. and Lucent Technologies. Pam also held a range of strategic HR roles at Citigroup and General Motors. She served as a member of Manulife's Board of Directors from March 2016 to September 4, 2018 and as a member of Perspecta's Board of Directors from June 2018 to May 2021.

Pam serves as Chair of the HR Policy Association, and she was also the past Chair of the Association's Center for Executive Compensation. Additionally, she serves on the boards for the Center for Advanced Human Resources Studies at Cornell University, and the Center for Executive Succession at the University of South Carolina. In 2009, Pam was named a Fellow in the National Academy of Human Resources. Pam is a member of the Board of Directors of Perspecta, Inc., a leading information systems and mission services provider to the U.S. Government. She holds an MBA from Michigan State University and a Bachelor of Science in Industrial and Labor Relations from Cornell University.





DAVID LEWIN

David Lewin, Ph.D., is the Neil H. Jacoby Professor Emeritus of Management, Human Resources and Organizational Behavior at the UCLA Anderson School of Management, and a Managing Director and Head of the Human Capital and Labor & Employment Practices at the Berkeley Research Group (BRG). He is a recent past President of the Labor and Employment Relations Association (LERA) and presently chairs the LERA's Strategic Thinking Committee.

Professor Lewin is the author of many published works on such topics as human resource strategy, human resource management practices and business performance, workplace and organizational dispute resolution, and compensation and reward systems. His books include *The Labor Sector; The Modern Grievance Procedure in the United States; Public Sector Labor Relation, Analysis and Readings; Contemporary Issues in Employment Relations; Human Resource Management: an Economic Approach; The Human Resource Management Handbook; The Oxford Handbook of Participation in Organizations; Handbook of Qualitative Research Methods in Human Resources: Innovative Techniques; and Advances in Industrial and Labor Relations, Volume 25* (in press).

Professor Lewin serves on the editorial Boards of *Industrial Relations, California Management Review, Journal of Change Management, and Work, Organization and Employment*. He is also a founder, Fellow and former Director of the National Academy of Human Resources, a founder and faculty member of the Columbia Business School/New York City Police Department Police Management Institute (PMI), and previously served as a member of the Board of Directors of K-Swiss, Inc.

Professor Lewin consults widely on human resource management issues with business, government and voluntary organizations in the United States and abroad. He also serves as an expert witness in employment litigation, having testified at trial and arbitration hearings on 62 occasions. His recent expert retentions involve issues of organizational governance, no poaching, the reasonableness of executive compensation, gender discrimination and sexual harassment, retaliatory termination, managerial and employee misclassification, and independent contractor vs. employee status.



Daniel Marsili – Retired CHRO, Colgate-Palmolive Company
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Daniel Marsili retired late 2020 as Chief Human Resources Officer of Colgate-Palmolive Company, a \$16Bn public global consumer goods company dedicated to Oral Care, Personal Care, Home Care and Specialty Pet Nutrition, where he was responsible for leading the Company's HR function and had responsibility for more than 35,000 people worldwide. Daniel was CHRO from 2005 through 2020. He currently is a principal of Yale Point Advisors, and consults with Not-for-Profit organizations assisting them with leadership development and best practice in Human Resources Strategy.

Prior to his leadership role as CHRO, Daniel held a succession of HR roles at Colgate that included corporate strategic roles and leading divisions in Africa/Middle East, Latin America and North America. Additionally, throughout his career he led compensation, benefits and labor relations and was elected a Corporate Officer in 2005. Before joining Colgate, Daniel held HR management positions with PepsiCo and the Hyatt Corporation.

In leadership roles outside Colgate, for 5 years he chaired the Steering Committee of the Human Resources Policy Institute at Boston University's Questrom School of Business. He also was co-chair of the Gartner CHRO Global Leadership Board

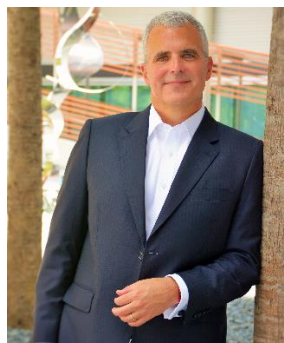


Anthony J. Nyberg, Ph.D.
Professor and Distinguished Moore Research Fellow
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Dr. Anthony J. Nyberg is a Distinguished Moore Research Fellow and Professor at the Darla Moore School of Business at the University of South Carolina, where he teaches Negotiations, Compensation and Performance Management, and Research Methods. Dr. Nyberg is an expert in applying quantitative methods to research focusing on how organizations compete through human capital resources, specifically through C-Suite succession and the strategic role of pay and performance management in attraction, retention, and motivation.

Dr. Nyberg's work has been published in the *Academy of Management Journal*, *Academy of Management Review*, *Journal of Applied Psychology*, *Journal of Management*, and *Harvard Business Review*, among others. He serves as an Associate Editor for the *Academy of Management Journal* and on the Editorial Boards for the *Journal of Applied Psychology*, the *Journal of Management*, *Africa Journal of Management*, and *International Journal of Human Resource Management*. He has received numerous awards for teaching, reviews, and research including for best dissertation and best published manuscript. He has been named a *Featured Scholar* and a *Breakthrough Rising Star* by the University of South Carolina, and received the *Early Career Achievement* award from the HR division of the Academy of Management. His research has been highlighted in major media outlets, including Business Week, Time Magazine, National Public Radio, US News & World Report, Harvard Business Review, and CNBC.

Anthony received his doctorate in Management and Human Resources from the University of Wisconsin-Madison. Prior to that he received an MBA from Tulane University where he focused on Accounting and Marketing. He also holds a Bachelor of Arts in philosophy and mathematics from St. John's College in Annapolis, Maryland. Prior to earning his Ph.D., Anthony served for nine years as the managing partner for an international financial services firm based in Northern California, where he held Series 7, 24, 55, and 63 licenses. During that time, he was also a licensed Mediator and served as an Arbitrator for the National Association of Securities Dealers, and earned his Certified Financial Analyst designation.





Mary George Opperman serves as the Vice President and Chief Human Resources Officer for Cornell University, which employs approximately eighteen thousand staff and faculty on campuses in Ithaca, Geneva (NY), New York City and Qatar, as well as dozens of research facilities across the country and beyond.

Mary is committed to advancing an equitable workplace culture and advances this goal as an advocate for employees, and an ambassador with the local and regional communities. Her portfolio at Cornell includes oversight of the Division of Human Resources, the Office of Inclusion and Belonging, Institutional Equity and Title IX Compliance, and the Center for Regional Economic Advancement. Mary is passionate about creating a culture of belonging at Cornell that values and supports employees as whole persons, and in turn, is mindful of the connection between the workplace, the individual, and the community in which we live.

Mary is an active supporter of her community and has served on numerous boards of local and national organizations. She is currently serving on the boards of Tompkins County Area Development, the Southern Tier Regional Economic Development Council, the Legacy Foundation of Tompkins County, the Sciencenter, the Boyce Thompson Institute, the National Academy of Human Resources Foundation and Ithaca College. She is also a member of the Governing Body for the New York HR Leadership Summit and the ILR Advisory Council.

Prior to joining Cornell in 1996, Mary spent 13 years in the human resource function at Harvard University. She is a fellow of the National Academy of Human Resources and is certified by the Society for Human Resource Management as a senior professional in human resources. She has a bachelor's degree from the State University of New York at Oneonta in political science and a master of science degree in organizational behavior from Cornell University.



Christy Pambianchi is executive vice president and chief people officer (CPO) at Intel Corporation. As CPO, she is responsible for driving Intel's people strategy and fostering a vibrant culture focused on bold innovation, flawless execution, and continuous development and learning.

Pambianchi was previously at Verizon, where she served as executive vice president and chief human resources officer (CHRO). During her time there, she reimagined Verizon's HR mission and practices, delivering an enterprise strategic transformation workforce plan to stay at the forefront of the digital transformation. In addition, she ran Verizon's internal COVID-19 response. In April 2020, Pambianchi joined as founding CHRO with cross-industry HR leaders from Accenture, Lincoln Financial Group and ProCore to launch the People+Work Connect platform, creating the first business-to-business platform for HR leaders to work together to accelerate talent movement and reduce negative impacts on mass unemployment.

Prior to Verizon, Pambianchi was most recently an executive vice president of People & Digital at Corning Inc., forming a dual role leading human resources and information technology to create a digital transformation roadmap. Earlier, Pambianchi served in other senior leadership roles at Corning, including as CHRO for 12 years.

Before joining Corning, Pambianchi spent 10 years at PepsiCo Inc., starting in labor and employee relations field roles in multiple regions before moving into corporate organization capability and, finally, providing HR support for a companywide IT transformation.

Pambianchi holds a bachelor's degree from Cornell University's School of Industrial and Labor Relations. She serves on the boards of the National Academy of Human Resources Foundation, the Center for Advanced Human Resource Studies at Cornell University for the School of Industrial and Labor Relations, the HR Policy Association, the Health Transformation Alliance, and the Center for Executive Succession at the University of South Carolina, Darla School of Management. She also serves as a board member of the Lumina Foundation, an organization committed to increasing the percentage of citizens in the U.S. with post-secondary education and credentials. Pambianchi has also been active in the FIRST robotics program, serving five years as head coach at the high-school level for FTC Team 5484 and as a tournament director. In 2017, she was installed as a fellow to the National Academy of Human Resources.



Timothy J. Richmond

Executive Vice President, Chief Human Resources Officer

Tim Richmond is Executive Vice President, Chief Human Resources Officer for AbbVie, responsible for leading the global human resources function focused on engaging high-performing employees and amplifying a culture that drives business performance. As a result of this focus, AbbVie has been named to more than 40 Great Place to Work® and Top Employer® lists and is prominently recognized on “Best of” lists related to diversity, leadership and engagement, as well as for corporate responsibility and business performance.

Prior to AbbVie’s separation from Abbott, Mr. Richmond served as Divisional Vice President, Compensation and Benefits. Previously, he held various human resources management positions at Abbott Laboratories and 3M Company.

Mr. Richmond serves on the Board of Directors for the Warriors and Quiet Waters Foundation and the Travis Manion Foundation, both focused on supporting veterans and strengthening communities. At AbbVie, he is the executive chair of the Veterans Employee Resource Group, formed to leverage AbbVie’s veterans to increase the company’s remarkable impact.



GINNI ROMETTY

Ginni is a leader, innovator, and convener who believes in changing the way we do business to create equitable and inclusive workforces, advocating for companies to act as responsible stewards in creating a better tomorrow, and mentoring the next generation of leaders. Ginni is the current co-chairman of OneTen and the former executive chairman and CEO of IBM.

Ginni became Chairman, President and Chief Executive Officer of IBM in 2012. Beginning her career with IBM in 1981, Ginni held a series of leadership positions across the company. Ginni led a historic reinvention of the IBM portfolio and culture in the face of digital disruption and new entrants to the industry, transforming the company from a traditional hardware, software and services company to a leader in hybrid cloud and AI. In just five years, she divested \$10B of businesses, refocused organic investments, and acquired 65 companies, including Red Hat, the largest acquisition done in the software industry. These new products and services comprise 50% of the company's \$80B revenue.

Under her leadership, IBM achieved record results in diversity and inclusion. She championed the hiring of people of diverse backgrounds and education levels to participate in the digital economy by creating early career opportunity and development for disadvantaged populations enabling thousands of new collar jobs and driving the reinvention of education around the world.

Ginni serves on the Council on Foreign Relations, the board of trustees of Northwestern University, where she is Vice Chair, the board of trustees of Memorial Sloan-Kettering Cancer Center, and the board of directors of JPMorgan Chase & Co. She is a member of the advisory board of Tsinghua University School of Economics and Management, and a member of the Singapore Economic Development Board International Advisory Council.



JOE RUOCCO

Joe Ruocco is the former Chief Human Resources Officer for The Goodyear Tire and Rubber Company, a position he held for seven years following a long and successful career with GE. Upon retiring from Goodyear in 2015, Joe established Ruocco Consulting, LLC and began investing in and advising early to mid-stage private companies. He currently is the Managing Director of Coastal Capital Partners, LLC, a private investing firm.

Joe is a Senior Advisor to PJT Camberview, a leading source of independent, investor-led advice for management teams and boards of public companies on how to succeed with investors. He also serves as the Chair of the Board of Trustees of the National Academy of Human Resources Foundation. Additionally, Joe is an Advisor to the National Wheelchair Basketball Association (NWBA) and the Captain of its “Champion’s Circle” serving as an ambassador for the sport.

Joe spent 23 years at GE in progressively larger HR leadership positions. He was elected a GE Officer in 2002. Joe's last role with GE was as the Vice President of Human Resources for GE's Industrial Business.

In 2008, Joe was elected an Officer and Senior Vice President of Human Resources for Goodyear, a position he held until 2015. Under Joe's leadership at Goodyear, the percentage of "ready-now successors" for the top positions at the Company more than tripled as a direct result of the implementation and execution of a world-class Global Talent Management and Leadership Development process leading to the recognition of Goodyear on AON Hewitt's 2014 list of *Top Companies for Leaders*. Additionally, Joe and the Goodyear team negotiated groundbreaking and unprecedented labor agreements with the USW which were game changers for the company.

Joe was elected as a Fellow of the National Academy of Human Resources (NAHR) in 2011. He also served on the Board of Cornell's Center for Advanced Human Resources Studies (CAHRS) and continues as an Instructor at Cornell. Joe serves as a guest speaker at a number of major universities and also manages a process that places executives into guest speaking roles at schools across the country.

Joe was a member of the HR Policy Association (HRPA) and continues as a Special Contributor to HRPA. He holds a BS degree from Cornell University's School of Industrial and Labor Relations and an MBA from Syracuse University.

Eva Sage-Gavin



Eva Sage-Gavin is senior managing director of Accenture's Global Talent and Organization consulting practice. She leads the team that helps Accenture's clients harness digital technologies and evolve their workforces to innovate, unlock new sources of value and "lead in the new." She also plays a pivotal role in shaping the practice's market strategy, including offerings and investments. Sage-Gavin is honored to be recognized as a Top 100 HR Tech Influencer by HR Executive for shaping the world of HR Technology and helping to determine its future.

Sage-Gavin has more than three decades of broad experience in Fortune 500 global consumer, technology and retail corporations. She has served in C-suite roles and as a Chief HR Officer at Gap, Inc., PepsiCo, Disney Consumer Products, Sun Microsystems and Xerox.

A former senior advisor at Boston Consulting Group (BCG), Sage-Gavin contributed to BCG's CEO Advisory practice, directly coaching CEOs. She also served as a senior advisor to G100 companies, supporting CEOs, board directors and chief human resource officers.

The first female member of multiple public technology company boards, Sage-Gavin served as Co-chair of Women Corporate Directors, Bay Area chapter.

Sage-Gavin is executive in residence at the Cornell University School of Industrial and Labor Relations, is the former chair of the Center for Advanced Human Resource Studies and is a recipient of the William B. Groat award for lifetime achievement in the field of human resources. She is a guest lecturer at Stanford University's Graduate School of Business and at the Santa Clara University Leavey School of Business. Sage-Gavin serves on the advisory board of Aspen Institute's UpSkill America and is a Fellow of the National Academy of Human Resources.

Eva holds a bachelor's degree in industrial and labor relations from Cornell University.



Libby Sartain

Libby Sartain, SHRM-SCP, SPHR is now an active business advisor and Board Member after a distinguished 30-year career in human resources.

As CHRO of both Yahoo! Inc. and Southwest Airlines, Sartain led significant business transformation initiatives as a member of executive leadership teams and guided global human resources efforts focusing on attracting, retaining, and developing employees. Her focus has been growth companies where she developed employment brand strategies that helped grow the workforce exponentially while establishing company reputation as a leading employer of choice. Both Yahoo and Southwest were listed on the Fortune 100 Best Companies To Work For in America and the Fortune 500 during her tenure.

Sartain serves on the Boards of Directors of ManpowerGroup (NYSE: MAN) and AARP. She was a director of Peet's Coffee & Tea, Inc., (Nasdaq: PEET) from 2005 to 2012. She is on the Board of the SHRM Foundation and is a Trustee for the National Academy of Human Resources Foundation. She advises several start-ups and Fortune 500 organizations on HR, Employer Branding and Talent Management.

Sartain served as Chairman of the Board of the Society for Human Resource Management in 2001 and was named fellow of the National Academy of Human Resources in 1998. Human Resources Executive named her as one of the 25 most powerful women in HR in 2005.

She holds an MBA from the University of North Texas and a BBA from Southern Methodist University.

Sartain co-authored: *HR from the Heart: Inspiring Stories and Strategies for Building the People Side of Great Business*, AMACOM, *Brand from the Inside: Eight Essentials to Connect Your Employees to Your Business*, Jossey-Bass, and *Brand for Talent: Eight Essentials to Make Your Talent as Famous as Your Brand*, Jossey-Bass. She contributed to and edited *The Chief HR Officer: Defining the New Role of Human Resource Leaders*. Recent e-Books include *Cracking the Culture Code* with Brent Daily and *The Rise of HR: Wisdom from 73 Thought Leaders* with Dave Ulrich and Bill Schiemann. She is a frequent speaker and is often quoted as a thought leader in human resources in the business Media.

Laurie Siegel



Laurie Siegel served as a Senior Executive at several global companies, including ten years as the Chief Human Resource Officer of Tyco International. Ms. Siegel joined Tyco as part of a new team charged with restoring the company's reputation, financial strength and governance practices. She oversaw the total overhaul of the leadership team, initiatives to restore the confidence of the 240,000 employees around the globe, and many of the workstreams associated with the spin-offs of Covidien, TE Connectivity, ADT Corporation and the merger of Tyco Flow Control with Pentair.

Prior to joining Tyco, Ms. Siegel served in senior leadership roles at Honeywell International, and as a management consultant.

Ms. Siegel currently serves as a director of CenturyLink, Factset, CRC and Scoop. She chairs the compensation committees at CenturyLink and Factset.

Ms. Siegel is a Senior Advisor to the G100 Companies, and chairs the G100 Talent Consortium. She is CEO of LAS Advisory Services, where she works with leaders of public and private companies to align their organizations and leadership teams with strategic and operational priorities.

Ms. Siegel has earned several awards including being named a top 100 Director by the National Association of Corporate Directors, one of the most influential Directors by Women's Inc., and a Fellow of the National Academy of Human Resource. She currently serves as a NACD Blue Ribbon Commissioner on Talent Oversight.

Ms. Siegel holds an MBA from the Harvard Business School, a Masters in City Planning jointly from the Harvard Kennedy School and the Harvard School of Design, and a Bachelor's Degree from the University of Michigan.

JILL B. SMART



After spending over 33 years at Accenture, Jill retired from the organization and is currently the President of the National Academy of Human Resources (NAHR), the founder and CEO of JBSmart Consulting, LLC. a Director at EPAM Systems, a Director at AlixPartners, a Director at HireRight, and a member of the Cerity Partners Advisory Board

The National Academy of Human Resources is the organization where individuals and institutions of distinction in human resources are recognized for professional achievement by election as a "Fellow of the NAHR". In addition, the NAHR furthers the HR profession through numerous educational activities as well as research initiatives.

JBSmart Consulting LLC is focused on consulting and coaching Chief Human Resources Officers and other business leaders on a variety of subject matter areas related to organizational talent and all human resources functions such as organizational design, talent development, leadership development, and HR transformation.

Based in Philadelphia, EPAM Systems, Inc. (NYSE: EPAM), a leading global product development and platform engineering services company, is focused on delivering results through best-in-class software engineering, combined with innovative strategy, consulting and design capabilities. With 25 years of experience in the information technology industry, EPAM's 28,000 people serve their customers in over 25 countries across North America, Europe, Asia and Australia.

AlixPartners is a results-driven global management consulting firm that specializes in helping businesses successfully address their most complex and critical challenges. Clients include companies, corporate boards, law firms, investment banks, private equity firms and others. Founded in 1981, AlixPartners is headquartered in New York, and has offices in more than 20 cities around the world. Jill is a representative of strategic investment partner La Caisse de dépôt et placement du Québec ("CDPQ"), which handles the Canadian province's \$308 billion in pension plan and insurance program investments.

HireRight is the market-leading provider of on-demand employment background checks and screening. With clients in over 200 countries and territories, nearly fifty percent of the Fortune 100 use HireRight's services. Based in Irvine, California HireRight has offices around the globe.

Based in New York, Cerity Partners is an SEC-registered investment advisor offering independent, comprehensive financial advice to individuals and their families, businesses and their employees, and non-profit organizations. Cerity Partners has been recognized by The Financial Times, Forbes, Worth, Investment News, and Private Asset Management as one of the leading and/or fastest growing independent wealth managers in the United States.

Jill retired from Accenture in 2014. At the time of her retirement, she had been Accenture's Chief Human Resources Officer for 10 years, with overall responsibility for the full employee lifecycle of all Accenture people globally—including resource planning, recruitment, on-boarding, training and development, staffing and deployment, performance management, engagement and retention, succession planning and transitions. She was also a member of Accenture's Global Management Committee.

Under Jill's leadership, Accenture's global headcount grew from 100,000 to 289,000, with offices and operations in more than 200 cities in 56 countries. Jill delivered for Accenture during periods of explosive growth, often hiring more than 5,000 people per month, and also successfully navigated a major economic contraction. In addition, Jill oversaw a comprehensive shift in Accenture's talent strategy to focus on emerging markets.

To better support Accenture's dramatic growth and evolution, Jill transformed the HR function—improving HR's agility at changing with the business, boosting the efficiency of HR's processes, and enhancing the career experience of HR practitioners—while also reducing cost.

Before being appointed chief human resources officer in September 2004, Jill was Managing Director of HR delivery, which entailed overall responsibility for human resources operations and people development. From 2000 until 2003, she was head of the company's People Enablement business practice, which included training and knowledge management.

Prior to assuming HR management roles, Jill spent most of her career at Accenture leading business integration consulting work for clients in the financial services, federal and state government, transportation and health services industries. Her client experience focused primarily on integrating strategy, technology business processes, functional applications and human performance components to lead clients through major change initiatives.

From 2017 through 2019, Jill was an Advisory Board member of JB Training Solutions, a Chicago-based learning and development company that develops employees throughout their entire life cycle - from entering the workforce all the way to succeeding as an executive, through training programs that build stronger leaders, powerful communicators, and exceptional employees in a multigenerational workforce.

From 2015 until its sale in 2018 Jill was on the board of Alexander Mann Solutions (AMS). Based in London, AMS helps companies and individuals fulfill their potential through talent acquisition and management, providing solutions across the entire talent life cycle—from strategic workforce planning and employer branding, to assessment and selection, to on-boarding and employee engagement.

Jill is a Fellow and Director of the National Academy of Human Resources, a Fellow of the Human Resources Policy Institute (HRPI), a member of the Peer Roundtable for CHROs (PRT), a member of the G100 Talent Consortium Advisory Board, and has been a Director of the HR Policy Association (HRPA). Jill has been an active member of HR50 and the RBL Institute.

Jill is and has been very involved at the University of Illinois. She held a six-year gubernatorial appointment on the Board of Trustees of the University of Illinois system from 2015 until 2020, is on the board and has been a Director and Officer of the Alumni Association, is on the Gies College of Business Dean's Business Council (and has served as the Council's Chair) and serves on the board of the University's Chicago Athletic Association Board. She has served as an adjunct faculty member and has been on the Advisory Council of Illinois Business Consulting (IBC).

Jill is also a guest faculty member of the University of Michigan Ross School of Business Global Human Resources Executive Program.

Jill is a Trustee of Chicago's Goodman Theatre, and is active in The Chicago Network. She has also been on the Board of Fenwick High School.

Jill received an MBA from the University of Chicago and a bachelor's degree in business administration from the University of Illinois.



Susan M. Suver

Executive Biography

Susan M. Suver (Sue) is a global business executive specializing in business transformation, high-performing culture, human capital strategy, and corporate communications in global companies within the mobility, automotive, manufacturing, mining and hospitality sectors.

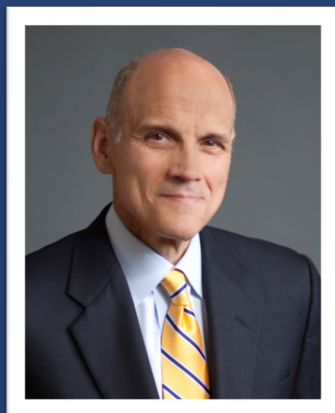
She is recently retired and held the following roles:

- Senior Vice President & Chief Human Resources Officer at Aptiv PLC (formerly Delphi)
- Senior Vice President, Human Resources & Administration, United States Steel Corporation
- Vice President, Global Human Resources, Arrow Electronics, Inc.
- Vice President, Organizational Effectiveness & Communications, Phelps Dodge Corporation

Sue is a Fellow of the National Academy of Human Resources, and serves on its Board of Directors. She serves as an advisor to Signature Surge, an executive development program for senior ranking women leaders, and is an executive coach. Throughout her career, she has been an active leader on the Boards of numerous professional and community organizations including the Human Resources Policy Association, Robert Morris University, Vibrant Pittsburgh and the YWCA-Metropolitan Phoenix. She speaks on topics of business transformation, organizational change, CEO and executive succession, human capital strategy, executive compensation, corporate and crisis communications.

Sue received a bachelor's degree in communications from Arizona State University, and attended executive education programs at the University of Michigan and Thunderbird School of Global Management.

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Charles G. Tharp

EXECUTIVE VICE PRESIDENT

Charlie Tharp is Executive Vice President of HR Policy Association. In that role, Dr. Tharp is engaged in membership outreach and development and helping to further enhance the position of the Association as the leading organization for chief human resource officers. He also is Senior Advisor, Research and Practice of the Association's Center On Executive Compensation and a Visiting Lecturer in the School of Industrial and Labor Relations at Cornell University.

Tharp has over 25 years of corporate experience, including key human resource positions with General Electric, PepsiCo, Pillsbury, CIGNA and Bristol-Myers Squibb, where he served as Senior Vice President of Human Resources. Tharp also served as the interim Executive Vice President of Human Resources for Saks, Incorporated. Earlier in his career he served as an executive compensation consultant for the global consulting firm of Towers Perrin.

Tharp holds a Ph.D. in Labor and Industrial Relations from Michigan State University, J.D. from the Quinnipiac School of Law, a Masters in Economics from Wayne State University and a BA from Hope College where he was Phi Beta Kappa and a Baker Scholar. In 1998 Tharp was elected a Fellow of the National Academy of Human Resources and in 2010 was elected a Distinguished Fellow of the Academy, the highest honor in the HR profession. He previously served as President of the Academy, a member of the NAHR Board of Directors and has served as a past Vice Chairman of the Board of Directors of HR Policy Association.

ELEASE E. WRIGHT



Elease Wright built a successful 30-year career at Aetna Inc., a leading diversified health care benefits company, where she served as its Chief Human Resources Officer until her retirement in 2012. In her more than 25 years of human resources experience, she has held HR leadership positions in financial services, business reengineering, education, employee relations and leadership development.

In her career with Aetna, Ms. Wright helped shape what is one of the nation's most heralded business transformations. She was instrumental in attracting and retaining key talent during Aetna's difficult multi-year transition from broad-based insurer to health care leader. Her focus on both business success and attention to values and employee engagement yielded a highly effective senior team that took Aetna from a period of financial decline to one of significant, continuing success. More recently, Ms. Wright served as a consultant for RW2 Enterprises, a consulting firm that advises executives on leadership and high performance cultures.

In 2014, Governor Dannel Malloy appointed Ms. Wright to the Connecticut Board of Regents for Higher Education, which oversees seventeen statewide colleges and universities and where she serves as a member of the Board's Executive Committee, Human Resource and Education Committee, and Chairs the Audit Committee. She was reappointed to the Board of Regents by Governor Ned Lamont in 2019. Ms. Wright also is the Vice Chair of the National Academy of Human Resources board; and serves on the boards of Hartford Hospital and the Hartford Stage, an internationally recognized theater company. In the past she has served on the boards of Cornell University's Center for Advanced Human Resource Studies (CAHRS), the Human Resource Policy Association (HRPA) and the Greater Hartford Region YWCA where she served as Board President.

Contact Information

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Patrick M. Wright

THOMAS C. VANDIVER BICENTENNIAL CHAIR, PROFESSOR

DIRECTOR, CENTER FOR EXECUTIVE SUCCESSION



**Darla Moore
School of Business**

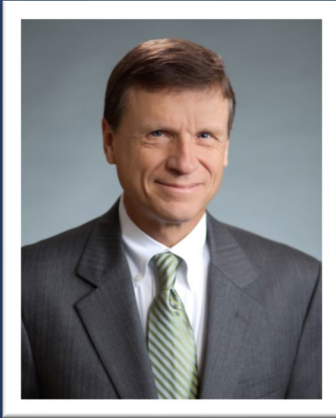
Biography

Patrick Wright is Thomas C. Vandiver Bicentennial Chair in the Darla Moore School of Business at the University of South Carolina and the Founder and Director of the Center for Executive Succession. Prior to joining USC he has served on the faculties at Cornell University, Texas A&M University and the University of Notre Dame.

Professor Wright teaches, conducts research, and consults in the area of Strategic Human Resource Management (SHRM), particularly focusing on how firms use people as a source of competitive advantage, the changing nature of the Chief HR Officer role, and the challenges and best practices in CEO succession. He has published over 70 research articles in journals, over 60 chapters in books and edited volumes and has co-authored two textbooks and two books on HR practice. He is the past Editor-in-Chief for the *Journal of Management*, and during his tenure, JOM made it on to the FT50 list.

He has conducted programs and/or consulted for a number of large organizations. He currently serves as a member on the Board of Directors for the Society for Human Resource Management and the National Academy of Human Resources (NAHR) and is a former board member of HRPS, SHRM Foundation and World at Work (formerly American Compensation Association). In 2005 he was named a Fellow in the National Academy of HR, in 2015 he was named a Fellow in the Academy of Management, and from 2011 to 2019 he has been named by *HRM Magazine* as one of the 20 "Most Influential Thought Leaders in HR". In 2014, he won SHRM's Michael R. Losey for Human Resource Research Award and in 2017 he won the Herb Heneman Career Achievement Award in the HR Division of the Academy of Management.

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Daniel V. Yager

SENIOR ADVISOR, WORKPLACE POLICY AND CEO EMERITUS

Dan Yager is the former Chief Executive Officer of HR Policy Association and current Senior Advisor of Workplace Policy. In his 30 years with the Association, he has become a nationally recognized expert on employment policy issues.

Mr. Yager has been involved in the legislative arena in Washington since 1976. He joined the Association in 1988 after serving six years on the minority staff of the House Education and Labor Committee, the last three of which he served as Minority Counsel. Mr. Yager has authored several books on labor relations and teaches association training courses on the law of collective bargaining and labor dispute planning. In 2014, Mr. Yager was elected a Fellow of the National Academy of Human Resources, the organization where individuals of distinction in human resources are recognized for exceptional professional achievement. He is a graduate of the University of Nebraska and received his J.D., *cum laude*, from the University of Santa Clara School of Law in 1975. He is a member of the District of Columbia Bar and the California State Bar.