

[The Segal Group](#) has been a leading, independent firm of benefit, compensation, and human resources consultants since its founding in 1939. Their Higher Education Practice has a dedicated team of consultants who have advised and partnered with colleges and universities for over 60 years in the following areas: organizational effectiveness, compensation, and career strategies, retirement, health, and communications. Segal has worked with over 300 institutions, and typically conducts approximately 30 – 40 compensation studies a year.

Segal has strategic partnerships with

- College and University Professional Association for Human Resources (CUPA-HR)
- National Association of College and University Business Officers (NACUBO)
- Association for Collaborative Leadership (ACL)
- American Council of Education (ACE)
- Network for Change and Continuous Innovation (NCCI)

Key Segal team members for Oberlin College's Compensation Study include:

[Carolyn Cowper, MBA](#)

*Vice President*

- Compensation Co-Engagement Leader responsible for ensuring a successful project and program outcome as well as providing deep expertise in compensation analysis and program design
- 18 years of higher education compensation consulting experience
- Segal's Higher Education Vertical Leader for the Compensation & Career Services Practice
- Member of Segal's Higher Education Practice Leadership team

[Heather Kazemi, CCP, SPHR](#)

*Vice President*

- Compensation Co-Engagement Leader responsible for ensuring a successful project and program outcome as well as providing deep expertise in compensation analysis and program design
- Over 26 years of consulting experience
- Project Management Office Leader for the Compensation & Career Services Practice
- Oberlin alumna