

Maryn Taylor  
300 Parkview Place, Coppell, TX 75019  
[maryn@alumni.utexas.net](mailto:maryn@alumni.utexas.net) | 214-683-1077

### **Education, Certifications, & Honors**

The University of Texas at Tyler

Doctor of Philosophy, Human Resource Development

December 2023 (expected)

Master of Science, Human Resource Development

May 2019

Amberton University

August 2008

Master of Business Administration, Strategic Leadership

The University of Texas at Austin

August 2000

Bachelor of Arts, Psychology; Bachelor of Arts, Music

Senior Professional in Human Resources (SPHR)

SHRM Certified Professional (SHRM-CP)

SHRM Veterans at Work Certificate

Tillman Scholar, Pat Tillman Foundation

### **Work Experience**

Tri Delta: Dallas, TX

September 2020 – present

Senior Director of People & Culture

- Partner with the CEO and senior leaders to develop and execute HR systems, processes, and practices to support continued growth and a focus on diversity, inclusion, and belonging. Serve as a strategic change maker to align organizational practices and policies and organizational design with culture and goals.
- Provide leadership and coaching to the People Team and Leadership Team with responsibility for all functional areas related to HR strategy and operations, talent acquisition, retention, talent development, onboarding, training, compensation, benefits, and employee relations.

Rise Health Solutions: Plano, TX

April 2017 – December 2020

Director of Human Resources & Operations

- Developed and implemented strategic and tactical HR processes and procedures for a rapidly growing startup technology company. Owned all HR functions including payroll, benefits design/administration, workforce planning/improvement, employee relations, compensation design, performance management, training, employee engagement, culture, records retention, regulatory compliance, 5500 filings, 401(k) audit, open enrollment meetings, learning and development, and leave of absence management.
- Provided strategic direction and project management leadership to Operations Team. Lead the project team to develop and implement consistent and repeatable operational processes for new customers.
- Demonstrated ability to implement creative solutions to complex problems using process management strategies and software. Designed new organizational structure for core service line to drive stronger customer focus and simplify offering to hospital partners.

Opportune IT Healthcare Solutions: Frisco, TX      September 2014 – March 2017  
Human Resources Manager

- Hired by a former consulting client to own all HR functions for a healthcare technology startup including payroll, benefits design/administration, performance management, employee relations, recruiting, and compliance with direct report to CEO.
- Participated in due diligence for the sale of the business and was retained by the acquiring company to provide transition support.

Superior HR: Frisco, TX      November 2012 – July 2014  
Human Resources Consultant

- Consultant to small- and mid-sized businesses. Focused on understanding business goals, strategy, and financial structure to serve as a trusted resource to C-suite executives and owners. Developed and implemented HR scorecard to provide quantitative data for decision making.
- Conducted audit of HR processes and policies, then recommended and implemented improvements. Generated personnel and payroll forecasts, developed compensation plans, and served as contact for executives on all HR issues, especially employee relations. Created workforce optimization strategy for client with 400+ remote workers.
- Guided selection, management, and development of staff with a strong focus on performance management, learning, leadership development, and coaching.

Maverick Capital: Dallas, TX      June 2008 – September 2010  
Human Resources Business Partner

- Drove HR process improvement, especially related to payroll and benefits. Conducted audit of vendors and benefits plans to increase benefits to employees while reducing administrative costs. Administered health & retirement plans for domestic and international employees (UK, Singapore). Recruited and onboarded back-office staff.
- Created first formal new hire orientation for both domestic and international employees. Created first employee engagement survey and implemented training based on results.

First Horizon National Corporation: Irving, TX      December 2001 – June 2008  
Human Resources Manager

- Performed HR-related due diligence to facilitate multiple acquisitions and eventual divestiture of the mortgage business. Facilitated integrations with new hire onboarding, compensation plan conversion, and payroll/benefits enrollment.
- Supported ~1000 employees (including CA & HI) with employee relations, payroll, and benefits. Developed standardized job descriptions and compensation guidelines for mortgage production employees, saving approximately \$3mm/year.

### **Technical Skills, Certifications, and Involvement**

- Software: Microsoft Office (Word, Excel, PowerPoint), R, SPSS, AMOS
- HRIS and ATS platforms: ExponentHR, ADP, Paychex, UltiPro, Paycom
- Volunteer Work: AmeriCorps; Digital Dunkirk; Dallas HR Association; Longhorn Alumni Band