

## Officer Titling in the Financial Industry



**Karen C. Butcher**

MANAGING DIRECTOR



**Kathy Acierno Baron**

VICE PRESIDENT

Officer titles morph over time, both in terms of what a particular level means and what entitlements are offered. To respond to the changing landscape, Pearl Meyer conducted a Quick Poll to assess the situation in real time.

Ninety-two financial institutions participated in the survey, representing a combination of public and private banks and credit unions. The results provide a perspective on how this industry structures job titles, including how participating organizations structure their officer roles, how officer titles are determined, how promotion decisions are made, and what benefits and perks go with each title/role.

As states enact pay equity legislation, officer titling and the accompanying compensation, benefits, and perquisites will require closer scrutiny to ensure there is a systematic and defensible approach to officer titling.

### About the Authors

Karen Butcher is a managing director with Pearl Meyer. Her areas of expertise include executive and board compensation, broad-based compensation design and administration for employees at all levels, short- and long-term incentive compensation design, performance management, leadership development, and coaching.

Kathy Acierno Baron is a vice president with Pearl Meyer, where she specializes in talent management issues, including executive leadership development, succession management, and coaching. She was previously the director of workforce planning and talent mobility at Harvard University and an executive coach in Harvard's leadership programs. Kathy was responsible for aligning and leveraging talent acquisition to internal talent mobility and connecting external and internal talent pipelines. She also spent more than 15 years at Avery Dennison Corporation, most recently as the director of leadership and organizational development, where she designed and delivered succession management systems, employee retention strategies, leadership and team development programs, as well as high-potential development programs. She has coached more than 100 executives and senior leaders and is certified to administer and interpret a multitude of assessment instruments for both individual and team development.

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## About Pearl Meyer

Pearl Meyer is the leading advisor to boards and senior management helping organizations build, develop, and reward great leadership teams that drive long-term success. Our strategy-driven compensation and leadership consulting services act as powerful catalysts for value creation and competitive advantage by addressing the critical links between people and outcomes. Our clients stand at the forefront of their industries and range from emerging high-growth, not-for-profit, and private organizations to the Fortune 500.