Nanci Hibschman

Nanci Hibschman is a Principal and National Practice Director in the San Francisco office of Sullivan, Cotter and Associates, Inc. With more than 20 years of consulting experience, Nanci advises boards and senior leadership of tax-exempt organizations on executive compensation programs and related governance, including compensation philosophy development, program design, competitive evaluations, reasonableness assessments and governance practices. As National Practice Director, Nanci is responsible for overseeing client engagements, quality standards and intellectual capital development for foundations; higher education institutions; policy, advocacy and research organizations; service and charitable organizations; and associations. Prior to joining SullivanCotter, Nanci was a Partner at Mercer, where she led the firm’s tax exempt organization group. Nanci earned her MA at Pepperdine University and BA in English and psychology from University of San Diego.