LEADERSHIP & DEVELOPMENT

(Vote for up to four candidates)

Tanner McKerlie

Derek Ray

Han (Henry) Chen

Brian Pauley

Hellen Hou

Weiling Lao

Tanner McKerlie, FSA, CERA, MAAA
Consulting Actuary
Milliman, Inc.
Chicago, IL

Professional Background
Tanner is a consulting actuary working in Milliman's Chicago office. He primarily consults on life and annuity appraisals with a focus on deferred annuity and fixed indexed annuity blocks. Prior to working at Milliman, Tanner spent four years in pension consulting, working on large defined benefit corporate pension plans.

Society of Actuaries Experience (Section and committee memberships and participation)
- Member, Leadership & Development Section
- Member, Actuary of the Future Section
- Member, Entrepreneurial & Innovation
- Volunteer, Candidate Video Talent

Other Relevant Volunteer Experience
- New Staff Trainer, Leadership Development Nonprofit – teaching volunteer staff how to facilitate and develop leadership skills in workshop attendees.
- Committee Member, New colleague development program (former employer) – facilitated and refined new colleague orientation and development sessions for university hires.
- Designed and facilitated several skills development sessions both in a professional environment and for university student organizations.

Why are you interested in leading this section?
I have always been passionate about Leadership & Development and helping others develop their people skills and further their careers. I've spent nearly a decade involved in leadership skills development through both nonprofits and professional engagements, and I would love to combine that passion and experience with my desire to contribute more actively to the SOA now that I have my Fellowship. I'm excited about the opportunity to be a part of shaping how our section enhances the skillset of members to benefit their skills and career growth and the profession more broadly.

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Derek Ray, FSA, MAAA
Principal & Consulting Actuary
Mercer
Dallas, TX

Professional Background

Derek Ray is a Principal and Senior Actuary within Mercer's Health & Benefits practice in Dallas, where he strategically advises and consults large employers on a variety of topics in the employee benefits space with an emphasis on health care finance.

With nearly 20 years of actuarial experience in both insurance and consulting, Derek previously led the Client Analytics department at BlueCross BlueShield of Texas, comprised of over 30 actuaries and analysts who were dedicated to client-facing health economics, advanced analytics, and data-driven insights to optimize health care spending. Derek also gained valuable actuarial experience at other notable companies, including Aetna and Willis Towers Watson.

Derek is especially passionate about building trust with stakeholders, using data-driven judgment to find a solution, and articulating technical topics to various audiences.

Derek is a Fellow of the Society of Actuaries, Member of the American Academy of Actuaries, and proud graduate of the University of Texas at Austin. He lives in Colleyville, Texas with his wife and three children.

Society of Actuaries Experience (Section and committee memberships and participation)

- Chair, Health Section Council, 2024
- Vice Chair, Health Section Council, 2023
- Secretary/Treasurer, Health Section Council, 2022
- Author of new "Health Economics" chapter within Group Insurance textbook (revised 2021 edition)
- Presenter and Member of 2019 SOA Annual Meeting Planning Committee
- Vice Chair, Actuary of the Future Section Council, 2018
- Secretary, Actuary of the Future Section Council, 2017
- Presenter and Member of 2017 SOA Annual Meeting Planning Committee
- Actuary of the Future Council Member, 2016 – 2019

Other Relevant Volunteer Experience

- Conference of Consulting Actuaries (CCA) Past Volunteer
    - Past Moderator at CCA Annual Meeting
    - Author of article within 'The Consulting Actuary', April 2016 edition
- Toastmasters International
    - President of BCBSTX Chapter, 2013-2014
    - Treasurer of BCBSTX Chapter, 2012-2013
- Colleyville Youth Baseball Association
    - Head Coach & Assistant Coach, 2020-Current
- Colleyville Youth Soccer Association
    - Head Coach & Assistant Coach, 2020-2024

Why are you interested in leading this section?

My term as chair of the SOA's Health Section Council comes to an end this year, and I am eager to continue contributing to the SOA section community. I have been a long-standing member of the Leadership and Development section and would love to make a difference in various L&D areas, such as 'soft skills', presentation delivery, executive presence, networking, and other business skills I believe all actuaries should possess to enhance their careers (and perhaps apply these skills in their personal lives). I believe I've made a positive impact in leadership roles of two section councils (Health & Actuary of the Future) and strive to make a positive impact on the Leadership & Development section!

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Han (Henry) Chen, FSA, MAAA, FCIA
Senior Manager
Ernst & Young, LLP
Chicago, IL

Professional Background

Henry is a Senior Manager in EY’s Insurance and Actuarial Advisory Services organization. He is based in the firm’s Chicago office. He has more than 12 years of experience in the insurance industry, including time spent in both consulting and industry-based roles. Henry specializes in actuarial modernization, process improvement/redesign, product development and actuarial target operating model design. His successful track record of guiding multiple life and annuity insurers through large-scale actuarial transformations underscores his ability to understand complex business challenges and develop effective solutions.

Henry is a frequent speaker at SOA events on transformation topics. He currently serves as the Chair of the Entrepreneurship and Innovation Section and has previously chaired the SOA’s Actuarial Innovation and Technology Research Steering Committee.

Henry holds a B.Math in Actuarial Science and Statistics from the University of Waterloo in Canada..

Society of Actuaries Experience (Section and committee memberships and participation)

- Chair, Entrepreneurship and Innovation Section (2023-current)
- Chair (2019-2021) and member, Actuarial Innovation and Technology Steering Committee (2019-current)
- Friend of Council, Leadership and Development Section (2024-current)
- Volunteer, SOA Professional Development (2023-current)
- Committee Member, Volunteer Awards Committee (2022-current)
- Committee Member, QFI PM Exam Committee (2017-current)
- Council member, Technology Section (2017 – 2020)
- Speaker and Moderator for a variety of sessions at SOA Annual Meetings, SOA Life Symposiums (2020-current)
- POG members for various AIT research projects (2018-current)

Other Relevant Volunteer Experience
None

Why are you interested in leading this section?
I am deeply interested in leading the Leadership and Development section because I am passionate about fostering continuous learning and empowering professionals to excel in their careers. With over 12 years of experience in the insurance industry, I have witnessed firsthand the transformative impact of strong leadership and effective personal development. The mission of this section aligns perfectly with my belief in the importance of lifelong learning, improving interpersonal skills, and enhancing business acumen.

Currently, I serve as the Chair of the Entrepreneurship and Innovation Section and have previously chaired the Actuarial Innovation and Technology Steering Committee. These roles have equipped me with broad leadership experience and a deep understanding of the SOA's mission.

I am committed to promoting networking opportunities within the actuarial community. By connecting professionals and encouraging the exchange of ideas, we can drive innovation and improve decision-making processes. Leading this section would allow me to leverage my expertise to provide valuable tools and resources for personal and career development, ultimately helping our members to succeed and thrive in their careers.

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Brian Pauley, FSA
Vice President, Marketing
Canada Life Re
New Albany, Indiana

Professional Background
I started my career in life and annuities, before moving to health insurance where I have spent most of my career. I primarily focused on Medicare Advantage (MA) and Part D pricing. I recently made a shift and now work in reinsurance marketing and sales.

Society of Actuaries Experience (Section and committee memberships and participation)
I have been extensively involved in SOA volunteer work as part of my actuarial career, which includes having received the SOA Outstanding Volunteer of the Year Award in 2013 and 2018. Below is a summary of the volunteer leadership roles I have served on.

- Chair, SOA Initiative 18|11: *What Can We Do About the Cost of Health Care (*2017 – 2021)
- SOA Executive Board Member and President Elect Nominating Committee (2017 – 2020)
- General Officer, Group and Health Curriculum Committee (2019 - 2023)
- Chair, Health Section (2016 – 2017)
- Vice-chair, Leadership and Development Section (2013 - 2014)
- Chair, Group and Health Advanced Examination Committee (2014 - 2019)
- Vice-chair, Group and Health Design and Pricing (DP) Exam Committee (2019 - 2022)
- Vice-chair, Group and Health Company-Sponsor Perspective (CSP) Exam Committee (2013 – 2014)
- Faculty, FSA Examination Item Writer Training (2016 - 2018)

Other Relevant Volunteer Experience
In college at the University of Southern Indiana, I served terms as the student trustee on the Board of Trustees and President of the Student Government Association.

Why are you interested in leading this section?
I have a passion for leadership, development and growth. In 2017, I took a big step in this area by becoming a certified leadership speaker, trainer and coach with the Maxwell Leadership Certified Team (MLCT). I also have a passion for the actuarial profession, which is why I have given much of my time as an SOA volunteer during my career. Serving on the Leadership and Development Section will allow me to combine these two passions. This will be of great value to SOA actuaries because we are in a time of change and transition for our profession. This will raise the bar for our influence in a rapidly changing world. Leadership is influence, and I want to help put tools and resources in place to take our profession to the next level.

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Hellen Hou, FSA, ACIA
Guardian Life
New York City, NY

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Weiling Lao, FSA, MAAA
Deloitte Consulting LLP
Hartford, Connecticut

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