

## AMY MCDUFFEE



Amy McDuffee is a recognized authority on public pension governance in the United States. She is guided by a longstanding conviction that governance is a strategic asset that equips boards to make sound decisions, align leadership, and steward long-term value for the people they serve.

As the CEO of Mosaic Governance Advisors, Amy leads a specialist advisory team with deep expertise in public fiduciary governance. Under her leadership, Mosaic has become a leading authority in public pension governance and is known for advancing the field and setting a high standard for effective, strategic governance. The firm's work centers on helping boards build proactive and disciplined governance structures that provide clarity, alignment, and confidence in complex decision-making. Mosaic is widely recognized for strengthening board effectiveness, supporting leadership alignment, and guiding boards and executive teams through periods of change and heightened expectations.

Before founding Mosaic in 2017, Amy served as a lead consultant in Aon Hewitt Investment Consulting's Fiduciary Services Practice, where she advised many of the firm's largest public fund clients. Her earlier experience includes senior leadership roles at a global asset manager, a statewide public retirement system, and an international financial services company, where she built and led its registered investment advisory subsidiary.

Amy began her career at Mercer in the National Governance and Policy Practice, where she supported institutional investor boards in enhancing governance effectiveness. This early experience reinforced a commitment to governance excellence that continues to guide her work.

She holds a degree from the University of Wisconsin–Stevens Point and is a Certified Employee Benefit Specialist (Wharton/IFEBP). She has earned a Certificate in Public Plan Policy and an executive education certificate in ESG governance from Berkeley Law School. Amy is a frequent speaker and educator in the public pension industry and has served on the boards of the Committee on Retirement and Benefits Administration for the Government Finance Officers Association and the IFEBP Public Employees Board. She is also active in her local community and recently completed a term on a Colorado public school board, where she served as Vice Chair and as a member of the finance committee.

