



Nicole Orr is the Director of Payroll and Tax Compliance at Pace University. Nicole's 12 + years of professional experience has provided her with a diverse knowledge base that includes payroll administration, Federal, State and Local Tax Compliance (SALT), and benefits administration. Her expertise, coupled with her drive for continuous improvement and a commitment to excellence make her an asset to growth minded clients in all industries.

Nicole believes that effective communication is critical to any organization; as it builds trust and inspires positive effects on employee engagement, empowerment and customer relations. She understands success is not an accident; it is keeping a positive attitude, persevering, and being open to change and continuous learning.

Nicole is passionate about her work and enjoys the research, analysis and teaching opportunities that are endless within all Payroll, Human Resources and Finance departments. She is an active member of the national American Payroll Association. Nicole serves on the IRS Issues Subcommittee, APA Best Practice Subcommittee and the APA Social Networking Committee. She is also an active member of the APA's NY Metro Chapter in NYC.

Nicole holds an A.A.S. in Accounting from College of Southern Nevada and graduated Summa Cum Laude with a B.B.A from Monroe College. She currently holds her SHRM-SCP certification and is a Certified Payroll Professional (CPP).