

Leadership Edge

Featured



Mentor

De Ann Doonan, CPP

With more than 25 years of expertise in global payroll strategy, transformation, and operational excellence, De Ann Doonan is a recognized leader in her field. As Senior Director of Global Payroll at Analog Devices since 2011, De Ann has successfully led payroll centralization initiatives across more than 29 countries, implemented advanced digital platforms, and driven significant improvements in accuracy, customer satisfaction, compliance, and executive engagement.

Her career includes impactful roles as Global Director of Payroll at Dell and Director of Payroll at Wyndham Hotels and Resorts. De Ann holds a Management degree from Texas Wesleyan College and serves the payroll profession through her involvement with the National Speakers Bureau, the Educational Advisory Board, the Emerging Technology Subcommittee, and the Best Practices Subcommittee of Payroll.Org.

De Ann's accomplishments have earned her induction into PAYO's Hall of Fame (2021), the Texas Payroll Professional of the Year award (2008) and the Lifetime Achievement Award from the Texas Payroll Conference Board (2025), as well as the Dallas Chapter Payroll Professional of the Year Award (2005) and Lifetime Achievement Award (2024). She is a frequent presenter at industry-leading events, including PAYO's 2024 Payroll Executive Summit, the 2021 Leadership Summit, and the 2021 Congress, where she served as an industry expert.

An accomplished author and speaker, De Ann has contributed best practices articles to Pay Tech and authored white papers for UKG/Kronos, sharing her insights on payroll innovation, implementation best practices and leadership. She is a returning speaker to both the Texas Payroll Conference and PAYO Congress and has also presented at ADP's ReThink and UKG Kronos Aspire.