



Integrated Benefits Institute (IBI) 2025 Research Summit

Achieving Outcomes in Workplace Health and Productivity

PRE-EVENT ACTIVITIES Tuesday, February 25, 2025

4:00 – 6:00 p.m.

Summit Registration, Welcome Reception & IBI Case Study Presentation

Join us for a welcome reception to network with Summit attendees and hear from several organizations that have leveraged IBI research to drive change in their organizations.

Jim Huffman, CEO, **Integrated Benefits Institute**

Sera-Leigh Ghouralal, PhD, Senior Researcher, **Integrated Benefits Institute**

Scott Daniels, Director, Accommodations & Accessibility, **NBC Universal**

Tammy Fennessy, Director, Benefits, **Dicks Sporting Goods, Inc.**

Evan Scarponi, Head of Claims, Employee Benefits, **Equitable**

DAY ONE

Wednesday, February 26

7:30 – 8:30 a.m.

Continental Breakfast & Networking

8:30 – 9:15 a.m.

Patient-Centered Outcomes Research Institute (PCORI)

PCORI is an independent, nonprofit research funding organization that seeks to empower patients and others with actionable information about their health and healthcare choices. Since its authorization by Congress in 2010, PCORI has awarded more than \$4.5 billion to fund more than 2,400 research and related projects, including those that support the methods and capacity for conducting research. Health insurance plans and self-insured employer plans are responsible for a \$3.47 per person per year PCORI fee to partially fund research awards.

Greg Martin, Chief, Engagement, Dissemination, and Implementation, **PCORI**

Jim Huffman, CEO, **Integrated Benefits Institute**

Tara Lahti, Sr. Director, Strategic Customer Engagement, **Kaiser Permanente**

Cindy Perry, Sr. Managing Director, National Benefits, **PricewaterhouseCoopers (PwC)**



9:15 – 9:45 a.m.

Increasing Return-to-Work (RTW) rates with Early Intervention following Disability Claims

In the healthcare sector, early intervention is widely recognized as a crucial factor in improving health outcomes. We believe this principle holds true in the disability insurance industry – where initiating case management for disability claimants as soon as possible after they become disabled can lead to significantly higher return-to-work rates. Join us as we explore how to drive better outcomes for disability claimants.

Dan Jolivet, PhD, Workplace Possibilities Practice Consultant, **The Standard Insurance**

9:45 – 10:15 a.m.

Total Worker Availability: Measuring & Building Optimal Staffing – for Health & Productivity - Using Integrated Data

To function optimally, teams must be staffed with trained, experienced workers who attend work reliably. However, measuring worker availability can be challenging because the reasons that workers are unavailable are numerous. In this session, we will illustrate the combined impact of absence, disability, family leave, training, turnover, and overtime on team availability. The results will include a highlight of the health and turnover impact of being in locations with low availability and examples of how leaders use this information to prioritize positions for hiring.

Jennie Wheeler, AVP of Integrated Analytics, **Workpartners**

Sarah Papa, Sr. Director of Integrated Analytics, **Workpartners**

10:15 – 10:30 a.m.

Refreshment Break

Hosted by:

10:30 – 11:15 a.m.

Mental Health and the Next-Gen Workforce

This session will focus on Generation Z and the anticipated rise in mental health challenges within this demographic. We will examine how the profound changes in childhood experiences, particularly the emergence of a 'phone-based childhood,' have disrupted children's social and neurological development. As this generation begins to enter the workforce, employers will encounter higher rates of absenteeism and decreased productivity unless they develop tailored strategies to address the unique needs of this population.

Phil Lacy, Health & Productivity Practice Leader, **Marsh & McLennan Agency**

Brad Smith, PhD, Chief Science Officer, **meQuilibrium**

Josh Freund, Senior Benefits Manager, **Genentech Roche**



11:15 – 12:00 p.m.

Delaware Paid Family Leave: Employer Experience

The Delaware PFL is among the most challenging for employers. Hear from two large employers on their journey to be prepared for implementation.

Rob McGee, VP, Integrated Absence Solutions, **Lockton Companies**

Jason Cousineau, VP, Integrated Absence Solutions, **Lockton Companies**

Paula Day, VP, Director of HR Compliance Consulting, **Lockton Companies**

Holly Keeton, AVP, Integrated Absence Solutions, **Lockton Companies**

Jennifer Connors, Leave Manager, **ChristianaCare**

Kristin White, Compensation & HRIS Manager, **Bayhealth Medical Center**

12:00 – 12:45 p.m.

Luncheon

12:45 – 1:15 p.m.

Resilience, Disability and Absence in Two Fortune 100 Companies

Two Fortune 100 companies sought to address workplace stress and attendance challenges by building workforce resilience. A media company, operating large-scale call centers, faced persistent challenges with employee absence. An insurance provider grappled with rising disability claims. Traditional wellness interventions showed promise but struggled with low participation and scalability. Learn how both organizations achieved significant improvements in decreased absence rates and shorter claim durations.

Brad Smith, PhD, Chief Science Officer, **meQuilibrium**

1:15 p.m. – 1:45 p.m.

How to be an Armchair Consultant by using Publicly Available Information

Understand where industry insiders go for insights to help them address some of healthcare's most challenging issues, including coverage of weight loss medications; the impact of virtual versus bricks and mortar care; evaluation of digital programs and digital therapeutics; carve-outs to surgical centers of excellence; benefits of integrated medical and pharmacy; comparative effectiveness of pharmaceuticals to aid in formulary design; and the impact of chronic condition management & gaps in care programs.

Dr. Steven Serra, National Medical Director, **Aetna**

1:45 p.m. – 2:00 p.m.

Refreshment Break

2:00 p.m. – 2:30 p.m.

Benefits Measurement for a Healthier Workforce

Amid the pandemic and tight labor market, many employers increased their benefits budgets to compete for talent. Recruitment and employee experience were the primary drivers of benefits decision making. But now employers need to make a critical shift to evaluating the health and cost outcomes of the benefits they provide. Through surveys and interviews with executives, Fidelity Health Thought Leadership found that while the measurement landscape for health benefits is complicated, innovative employers can illuminate the impact through a health benefit measurement framework that weighs effort required against value provided.

Sarah Haflett, VP, Health Care Thought Leadership, **Fidelity**

Ben Isgur, VP, Health Care Thought Leadership, **Fidelity**



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2:30 p.m. – 3:00 p.m.

Data-Driven Approach to Utilizing Obesity Treatment to Drive Clinical and Financial Value

Over 70% of the U.S. population has obesity or overweight translating into higher healthcare costs, increased disability and workers' compensation, and reduced productivity – the aggregate cost of obesity translates to trillions of dollars. In this session, the focus will be on how to identify the populations to treat – those with highest value using robust analytics that account for conditions and cost – as well as how to measure the effectiveness of treatment across medical and non-medical impact including both healthcare claims and other clinical and financial measures of success.

Elina Onitskansky, Founder & CEO, **ilant Health**

3:00 p.m. – 5:00 p.m.

IBI Research Committee

Learn more about IBI's Research process and a recap of 2024 Research projects. Participate in a roundtable discussion about top issues that are impacting workplace health & productivity, with outcome being top three topics that will shape IBI's Research Agenda for second half of calendar year 2025.

Heather Sell, PhD, Co-Chair of IBI Research Committee, **Pfizer**

Jennie Wheeler, Co-Chair of IBI Research Committee, **Workpartners**

5:00 – 6:00 p.m.

Networking & Closing Reception

Join us for cocktails and hors d'oeuvres while reflecting on the day's discussion with fellow attendees.

Hotel Information

JW Marriott Las Vegas Resort and Spa
221 N Rampart Blvd, Las Vegas, NV 89145

[Book your accommodations through this link](#)

This room block closes on 1/24/25. All Summit attendees can book at the IBI group rate as early as check-in 2/22 and as late as check-out 3/2 to extend their stay.

POLICIES ON VENDOR ATTENDANCE

Registration for this event is open to IBI members, sponsors, and invited guests. The dress code for this event is business casual. All details for this event and updates to the program can be found by clicking the link below:

<https://www.ibiweb.org/regional-events/lasvegas>

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