

## Higher Education Center of Excellence

*University-savvy senior consultants and Executive Fellow consultant-practitioners with decades of consulting and university leadership experience*

Milliman understands the challenges facing higher education today. Our unique Center of Excellence model provides a multidisciplinary “one firm” resource for universities, colleges and university systems, with no geographic or financial boundaries. We build consulting teams with the most appropriate resources for your needs, regardless of office location, financial reporting, or other internal limitations.

Our consultants have experience in both relevant engagements with various types and sizes of universities, colleges, and public university systems, and a diverse range of corporate clients. We bring deep and broad knowledge of a full range of industry sectors with special sensitivity to the unique challenges and needs of institutions of higher learning. Unique among HR firms, Milliman teams regularly include current and former university CHROs, CFOs, and university presidents as Executive Fellow consultant-practitioners — bringing unparalleled experience to our consulting teams.

### Consulting services

The Global Higher Education Practice areas of consulting include:

- Health and group benefits
- Retirement benefits
- Compensation/Total rewards
- Workforce planning/HR transformation
- Student health
- Communications
- Customized benefits administration

### Shared governance

We understand shared governance. We know that colleges and universities consistently make decisions differently than corporate America. We are comfortable with and skilled in navigating these challenges as well as issues relating to legislative oversight and input.

We collaboratively partner with university leadership and faculty senates. We know how to efficiently engage staff advisory councils — whether as part of decision teams or to educate — to ensure full collaboration across your team, as well as university departments, divisions, schools, and campuses. Your Milliman team will engage with and coach your university HR teams, partnering with you to ensure the most efficient and positive results.

### Paying it forward

Milliman offers our university and college clients timely networking and learning opportunities, confidential survey services, and access to peer and comparator information in ways that are unavailable from other consulting firms.

Through our consortial groups, invited higher education clients receive intensive, advanced management education from senior resources and other nationally regarded experts across all areas of human capital management, faculty/staff benefits, compensation/total rewards, and related disciplines.

Our confidential peer survey services provide client institutions with a data gathering architecture that facilitates responses to difficult questions raised by your leadership or addresses specific challenges that are otherwise difficult to address.

Through our firm research and reporting services, we also offer daily, weekly, or periodic “insider” updates. This includes information regarding important legislative developments affecting our higher education, academic health system, and other not-for-profit clients. We provide summaries of important legislation and relevant research and an aggregated information service to ensure that you remain fully apprised of the issues and challenges most relevant to your daily and long-term strategic concerns.

## Trusted adviser

Milliman is committed to remaining engaged with and available to our higher education clients, long after any specific assignment is completed.

In some cases, that commitment may be reflected in on-campus gatherings and updates, training or learning sessions, custom webinars, or invitations to participate in national consortial events. In other cases, it may be periodic “check ins” or check-ups to ensure ongoing success of the efforts completed with our university partners.

We hope we become your most trusted adviser and consulting resource, both during and after our service to your team are complete.

## Contact Us



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Milliman is among the world's largest providers of strategic human capital consulting, benefits, retirement/actuarial, and total rewards consulting. Founded in 1947, Milliman is an independent firm with offices in nearly 65 locations throughout the U.S. and around the globe.