

Health & benefits consulting

Understanding the critical role of faculty and staff health and benefits in achieving institutional objectives

Health and benefits

Faculty and staff are critically important to the success of your institution. There is no question that their health and well-being contributes to engagement and delivering a high-quality educational experience to students.

Insightful benefit programs define health and well-being broadly. Benefit programs, and supporting advocacy services designed around the whole person, drive value and effective utilization.

A well-designed health and benefits strategy includes programs that recognize the continuum of risk.

- **Preventive:** Reduce the likelihood of faculty and staff “migrating up” the risk continuum, whether it is medical, psychological, financial, and/or disability risk.
- **Predictive:** Intervene appropriately when signs indicate there will be negative risk migration without involvement.
- **Emergent:** Anticipate and respond to evolving workforce risks.
- **Prescriptive:** Address specific, targeted risks through highly customized solutions.

Milliman’s Global Higher Education Practice has dedicated consultants with decades of experience in helping universities and colleges address specific needs and concerns of faculty and staff, while considering critical strategic decisions in an ever-changing benefits landscape.

Our consultants understand the various facets of shared governance, are comfortable with — and skilled in navigating — the many challenges, as well as issues relating to legislative oversight and input.

Data-driven decision-making

Milliman invests millions of dollars in research and tools that are critical to supporting decision-making. Your institution’s stated objectives for its health and benefit programs, are the foundation for identifying misalignments or gaps in your existing programs. Through data analysis we ensure an ongoing continuous improvement process focused on achieving alignment over time. MedInsight and our Benefits Benchmarking Database are just two of the tools that support our strategic consulting work.

MedInsight®

MedInsight is one of the most highly regarded platforms for healthcare analytics in the world. Since 1997, it has helped organizations leverage their data for operational intelligence and insight into key performance metrics. Our benchmarking capabilities draw on vast empirical data — covering over 2.5 billion records and 75 million lives.

Regardless of market conditions or legislative climate, one thing has remained a constant — using data as a competitive advantage should be part of your core health and benefits strategy.

MedInsight integrates, audits, and reviews every single piece of data, flagging inconsistencies and anomalies, so you can trust your data from the point of intake all the way to the analysis of your benefits financial health.

Combined with our university-savvy consulting expertise, we can help your institution solve your toughest healthcare benefits challenges.

Higher education benefits benchmarking database

As you recruit and retain faculty and staff, accurate comparative information on plan designs and costs is important in understanding your institution's competitive position.

Milliman maintains a database of health benefit information for almost all colleges and universities in the U.S. This database includes detailed information on premium rates and benefit designs for each option offered by an institution.

On behalf of our higher education clients, Milliman also facilitates peer-to-peer custom survey services. This service provides institutions with a data-gathering architecture that responds to specific issues raised by senior university leadership and to challenges that are new to a university or college. As an objective third party, we collect data while maintaining participant confidentiality.

Strategy, design/solution, and operational support

Milliman's health and benefits consulting services includes strategy development, design/solution expertise, and operational support.

Strategy and design/solution

Our role, as your independent trusted adviser and consulting partner, is to work with you to test your benefits strategy against the broader strategic objectives of your institution. The ultimate goal is to ensure alignment.

A core component of a successful strategy is a measurement approach to determine whether the health and benefits programs are meeting expectations. Where we see underperformance, we present design and solution options — and the anticipated impact — for consideration.

Operational

- **Actuarial:** Our world-class actuarial expertise helps you handle the complexity of estimating financial risk in healthcare, retirement, and other benefit areas.
- **Communications:** Consultants can provide basic “over the shoulder” advice, or manage the entire scope of health and benefits communication campaigns, from strategy to fulfillment and interpret what we hear to help work with universities and colleges to create communication strategies that increase awareness and engagement in your health and benefits programs.
- **Administration:** Total benefits administration consultants partner with institutions to implement and manage a solution that meets their unique vision and culture. We streamline complex administration requirements and understand all the details in managing benefit administration.

Contact Us



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