



Consumer-Driven Health Benefits

EBRI-ERF Policy Forum #58

Henry J. Kaiser Family Foundation
Barbara Jordan Conference Center
1330 G Street NW, Washington, DC 20005
Thursday, December 8, 2005
9:00 a.m. – 12:00 p.m.

Speaker Biographies

Joseph R. Antos, Ph.D.

Joseph R. Antos, Ph.D., is the Wilson H. Taylor Scholar in Health Care and Retirement Policy at the American Enterprise Institute and an adjunct professor in the School of Public Health at the University of North Carolina at Chapel Hill. He is also a Commissioner on the Maryland Health Services Cost Review Commission. Dr. Antos previously served as the assistant director for health and human resources at the Congressional Budget Office, and earlier held senior positions in the Office of Management and Budget, the President's Council of Economic Advisers, the U.S. Department of Health and Human Services, and the Health Care Financing Administration (the precursor to the Centers for Medicare and Medicaid Services, CMS). His recent research focuses on the economics of health policy, including Medicare reform, health insurance regulation, and the uninsured. Dr. Antos has a doctorate in economics from the University of Rochester.

David Blitzstein

David S. Blitzstein has been the director of the United Food and Commercial Workers International Union (UFCW) Negotiated Benefits Department since 1990. The department advises UFCW local unions in collective bargaining on pension and health insurance issues and consults with the Union's 150 jointly trustee health and welfare and pension plans nationwide. Mr. Blitzstein also serves as a trustee of the \$4.0 billion UFCW Industry Pension Fund and the UFCW National Health and Welfare Fund. Mr. Blitzstein represents the UFCW as a member of the working committee of the National Coordinating Committee for Multiemployer Plans (NCCMP is a lobbying group for multiemployer plans), a member of the Employee Benefit Research Institute (EBRI), a member of the National Academy of Social Insurance and a Director of the Pension Research Council of the Wharton School - University of Pennsylvania.

Mr. Blitzstein is a graduate of the University of Pennsylvania and holds a master of science in labor studies from the University of Massachusetts in Amherst.

Sara Collins

Sara R. Collins, Ph.D., is senior program officer for the Program on the Future of Health Insurance at the Commonwealth Fund. She is an economist whose responsibilities include survey development, research and policy analysis, as well as program development and management for the Fund's national coverage program. Prior to joining the Fund, Dr. Collins was associate director/senior research associate at the New York Academy of Medicine, Division

of Health and Science Policy. Previously, she was an associate editor at U.S. News & World Report where she wrote articles on economics and health care. She was also a senior economist at Health Economics Research and a senior health policy analyst in the New York City Office of the Public Advocate. She holds an A.B. in economics from Washington University and a Ph.D. in economics from George Washington University.

Robert Crane

Robert M. Crane is Senior Vice President, Research and Health Policy, Kaiser Foundation Health Plan and Hospitals, and Director, Kaiser Permanente Institute for Health Policy. The Institute is responsible for identifying and analyzing long-term public policy issues and working with others to shape health policy development over the long term. Mr. Crane also has executive responsibility for the Kaiser Foundation Research Institute and serves as President, Kaiser Permanente International. During his 20-year career with Kaiser Permanente, Mr. Crane has held a number of senior management positions.

Prior to joining Kaiser Permanente, Mr. Crane worked for nearly four years with the New York State Department of Health where he served as Deputy Commissioner for Program and Policy Development and Director of its Office of Health Systems Management. This was preceded by eight years of executive and legislative branch experience at the federal level. Mr. Crane served on the staff of the U. S. House of Representatives' Subcommittee on Health and the Environment. Prior to this position, he held several management positions with the Department of Health, Education and Welfare. Mr. Crane was a senior executive fellow at Harvard's John F. Kennedy School of Government in 1981. He holds a Master's degree in business and public administration from Cornell University and a Bachelor's degree from the College of Wooster.

Karen Davis

Karen Davis, Ph.D., is president of The Commonwealth Fund, a national philanthropy engaged in independent research on health and social issues. Dr. Davis, a nationally recognized economist, has had a distinguished career in public policy and research. She served as deputy assistant secretary for health policy in the U.S. Department of Health and Human Services from 1977–1980, and holds the distinction of being the first woman to head a U.S. Public Health Service agency. Prior to her government career, Dr. Davis was a senior fellow at the Brookings Institution in Washington, DC, a visiting scholar at Harvard University, and an assistant professor of economics at Rice University. She has written extensively on health and social policy issues, and is a former president of Academy Health. Dr. Davis received her doctorate in economics from Rice University, and was awarded an honorary doctorate in humane letters from Johns Hopkins University in 2001.

Paul Fronstin, Ph.D.

Paul Fronstin is a senior research associate with the Employee Benefit Research Institute, a private, nonprofit, nonpartisan organization committed to original public policy research and education on economic security and employee benefits. He is also Director of the Institute's [Health Research and Education Program](#). He has been with EBRI since 1993.

Dr. Fronstin's research interests include trends in employment-based health benefits, consumer-driven health benefits, the uninsured, retiree health benefits, employee benefits and taxation, and public opinion about health care. He currently serves on the steering committee for the Emeriti Retirement Health Program, the board of advisors for CareGain, and on the Maryland State Planning Grant Health Care Coverage Workgroup. In 2001, Dr. Fronstin served on the Institute of Medicine Subcommittee on the Status of the Uninsured.

Dr. Fronstin has testified before various committees of the U.S. House of Representatives and U.S. Senate. He has appeared before over 100 groups to share his expertise on employee benefits. He has also made numerous presentations for congressional staff and the media.

Dr. Fronstin earned his bachelor of science degree from SUNY Binghamton and his Ph.D. in economics from the University of Miami.

Sherry Glied

Sherry Glied is Professor and Chair of the Department of Health Policy and Management of Columbia University's Mailman School of Public Health. She holds a B.A. in economics from Yale University, an M.A. in economics from the University of Toronto, and a Ph.D. in economics from Harvard University.

In 1992-1993, she served as a Senior Economist for health care and labor market policy to the President's Council of Economic Advisers, under both President Bush and President Clinton. In the latter part of her term, she was a participant in President Clinton's Health Care Task Force. In 1996-1997, she was a Visiting Assistant Professor in the Department of Health Care Policy at Harvard Medical School. Professor Glied's principal areas of research are in health policy reform and mental health care policy.

Her research on health policy has focused on the financing of health care services in the U.S. She is an author of recently published articles and reports on managed care, women's health, child health, and health insurance expansions. Her book on health care reform, *Chronic Condition*, was published by Harvard University Press in January 1998. She is a recipient of a Robert Wood Johnson Investigator Award through which she has been studying the U.S. employer-based health insurance system. She is currently conducting research sponsored by the Commonwealth Fund on the characteristics of uninsured Americans and on strategies to expand health insurance coverage.

Her work in mental health policy has focused on the problems of women and children. She is an author of two reports to the Commonwealth Commission on Women's Health on the changing pattern of mental health service use by women and has published several studies in this field. She has also written extensively on the economic determinants of children's mental health service utilization. She is a member of the MacArthur Foundation's Network on Mental Health Policy. In conjunction with the network, she is co-authoring a volume with Richard Frank that examines the well being of people with mental illness over the past 50 years.

Michael T. Myers, Jr., M.D.

Michael T. Myers, Jr., MD, MBA, is the Associate Medical Director of Partners Community HealthCare, Inc. (PCHI). PCHI, a subsidiary of Partners HealthCare System, Massachusetts' largest managed care physician network, which is comprised of some 6,500 primary care, community, and academic specialists affiliated with the Massachusetts General Hospital, Brigham, and Women's Hospital, Faulkner Hospital, Newton-Wellesley Hospital, and North Shore Health System.

As Associate Medical Director, Dr. Myers works closely with the 15 regional service organizations (RSOs) comprising PCHI's physician network on various initiatives to help them meet quality and efficiency goals under their managed care "pay-for-performance" contracts.

Before joining PCHI, Dr. Myers held a number of health industry, health policy, managed care, and government program positions, including: Principal, MDXcel Consulting; Director, PricewaterhouseCoopers; Medicare Medical Director, Blue Cross Blue Shield of Massachusetts; Medicaid Managed Care Medical Director, Commonwealth of Massachusetts. His clinical experiences include work as a solo practitioner in Dorchester, MA, and staff attending physician, MIT Medical Department.

Dr. Myers is a board-certified internal medicine physician and a graduate of Harvard Medical School (MD), Northeastern University (MBA), and Johns Hopkins University (BA).

Dallas L. Salisbury

Dallas Salisbury is president and CEO of the Employee Benefit Research Institute (EBRI). EBRI was founded in Washington, DC, in 1978. EBRI provides objective information regarding the employee benefit system and related financial security issues. The objective: that decisions be made based on verifiable facts. Mr. Salisbury joined EBRI at its founding in 1978.

The EBRI mission: "to contribute to, to encourage, and to enhance the development of sound employee benefit programs and sound public policy through objective research and education." EBRI has earned widespread regard as an organization that "tells it like it is." The Institute does not lobby and does not advocate or oppose any policy position. EBRI is supported financially by for-profit and non-profit corporations of all types, foundations, unions, government organizations, and international organizations seeking to better understand U.S. economic security programs. Researchers, policymakers, and the media rely heavily on EBRI research. Mr. Salisbury and his team are regularly featured at congressional and commission hearings and in print and broadcast media around the world. EBRI is one of the 20 most frequently quoted "think-tanks" in the nation.

Prior to joining EBRI, Mr. Salisbury held full-time positions with the Washington State Legislature, the U.S. Department of Justice, the Employee Benefits Security Administration of the U.S. Department of Labor (formerly known as the PWBA), and the Pension Benefit Guaranty Corporation (PBGC).

Mr. Salisbury is currently a member of a number of commissions and study panels and he serves on many editorial advisory boards. He is a Fellow of the National Academy of Human Resources, recipient of the Award for Professional Excellence from the Society for Human

Resource Management, and the Keystone Award of WorldatWork. He currently serves as a member of the Board of Directors of the NASD Investor Education Foundation; the Advisory Committee to the Comptroller General of the United States, and on the GAO Advisory Group on Social Security and Retirement. Mr. Salisbury was a delegate to the 1998 and 2002 National Summits on Retirement Savings hosted by the President and congressional leaders. He has served on the Secretary of Labor's ERISA Advisory Council, the Presidentially appointed PBGC Advisory Committee, the Board of Directors of the Society for Human Resources Management, the U.S. Advisory Panel on Medicare Education, and the Board of Directors of the National Academy of Social Insurance.

Mr. Salisbury has written and lectured extensively on economic security topics. His most recent books are: *The Future of Social Insurance: Incremental Action or Fundamental Reform?* (published in 2001 by the Brookings Institution Press); *IRA and 401(k) Investing and Managing Money in Retirement* (both published in 2000 by Dorling Kindersley).

Mr. Salisbury holds a B.A. degree in finance from the University of Washington and an M.A. in public administration from the Maxwell School at Syracuse University.

L.H. Schellman

Max Schellman is manager, U.S. Benefits for the Procter & Gamble Company. Mr. Schellman has more than 30 years of experience in virtually all areas of human resources. His current responsibilities include planning, design and management of employee benefits plan and programs. He was a delegate to the 2002 White House and Congressional SAVER Summit (National Summit on Retirement Savings) and a delegate to the 2004 GAO Health Care Forum hosted by the Comptroller General.

Mr. Schellman is currently chairman of the board of the Employers Council on Flexible Compensation (ECFC), a nonprofit trade association committed to the study and promotion of defined contribution plans, 401(k) plans, cafeteria plans, and other elective compensation plans. Approximately 14–18 million Americans receive flexible benefits from the more than 2,800 members of the ECFC. Additionally, Mr. Schellman sits on the Communications and Education Committee of the Profit Sharing/401(k) Council of America (PSCA) and has served as a judge for the PSCA Signature Award (awards to plan sponsors for excellence in plan communications and education) for many years.

He is past treasurer and board member for Prevent Blindness Ohio. For the Athenaeum of Ohio, he is a member of the advisory council to the president and the alumni board of trustees and is on the adjunct faculty as a lecturer in pastoral ministry. He is an ordained deacon in the Archdiocese of Cincinnati.

Mr. Schellman received a B.S. degree in civil engineering and a M.S. degree in engineering management from the University of Missouri-Rolla. He also has a M.A. in pastoral ministry from the Athenaeum of Ohio.

Martín J. Sepúlveda, M.D.

Martín J. Sepúlveda, M.D., is vice president of Global Wellbeing Services & Global Health Benefits for the IBM Corporation. His research interests include health information privacy reform, health promotion programs and risk reduction program measurement, total health management, value-based health care purchasing, and global occupational health services delivery. He is a fellow of the American College of Physicians, the American College of Occupational and Environmental Medicine, and the American College of Preventive Medicine. Dr. Sepúlveda was recently awarded the Distinguished Alumnus Award for Professional Achievement by the University of Iowa, and his team has achieved numerous national and international awards in occupational health & safety. He serves on the Board of Directors of the Employee Benefit Research Institute, the Board of Advisors to the School of Public Health at the University of Iowa, and the Board of the National Business Group on Health. He received his M.D. and M.P.H. degrees from Harvard University, completed internal medicine residency at the University of California Hospitals & Clinics, internal medicine fellowship at the University of Iowa Hospitals & Clinics, occupational medicine residency at NIOSH, CDC, and Epidemic Intelligence Service at the Centers for Disease Control & Prevention.