



INTEGRATED  
BENEFITS  
INSTITUTE

## Integrated Benefits Institute 2026 Research Summit

Achieving Outcomes in Workplace Health and Productivity

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### Wednesday, March 4, 2026

*Coquina Ballroom, Mediterranean Porte Cochere*

2:30 p.m. – 6:30 p.m.

#### Summit Registration

Grab your conference badge, say hello to a friend you haven't seen in awhile and get ready to stretch your thinking about workplace health and productivity!

3:00 p.m. – 4:30 p.m.

#### IBI Research Committee

Learn more about IBI's Research process and participate in a roundtable discussion about top issues that are impacting workplace health & productivity, with the outcome being the framework of IBI's Research Agenda for second half of the calendar year 2026.

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

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

**Sera-Leigh Ghouralal, PhD**, Senior Researcher, **IBI**

4:30 p.m. – 6:30 p.m.

#### Welcome Reception & IBI Poster Session

Join us for a welcome reception to network with Summit attendees and have an opportunity to learn more about IBI Research projects from 2025 and meet with the researchers.

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### Thursday, March 5, 2026

*Palazzo Ballroom ABC*

7:30 a.m. – 8:30 a.m.

#### Continental Breakfast & Networking



8:30 a.m. – 9:10 a.m.

### **Listening to the Patient Voice: Transforming Employer Health Coverage for Patients with Chronic Conditions**

Employees with chronic diseases—including mental health conditions—face greater burdens related to affordability, access, and cost-sharing, yet employer health plan design often centers on “average” or healthy individuals. This session will share qualitative and quantitative research on the experiences of adults with chronic conditions who have employer-sponsored insurance, highlight gaps in current benefit structures, and present actionable strategies and case studies to improve equity and outcomes.

**Anna Bobb, MPH**, Executive Director, **Path Forward**

**Bridget Doherty**, Director, Access and Policy Research, **Johnson & Johnson**

**Jake Spiegel**, Senior Researcher, **Employee Benefit Research Institute**

9:20 a.m. – 10:00 a.m.

### **Migraines and Chronic Conditions in the U.S. Employed Population: Prevalence, Productivity Loss, and Disability**

Migraine, a leading cause of disability among working-age adults, is often undiagnosed and inadequately treated. The impact of migraine to employers is poorly quantified. This analysis combines an employee survey, results from national government sponsored surveys, and disability claims, to estimate migraine prevalence, productivity loss, and disability burden in the U.S. workforce.

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

**Heather Sell, PharmD, BCPS**, Senior Director, U.S. Payer Account Medical Lead-Employers, **Pfizer**

10:00 a.m. – 10:30 a.m.

### **Refreshment Break**

10:30 a.m. – 11:10 a.m.

### **Insourcing Absence Management – Balancing Compliance, Cost, and Care**

In this workshop, we'll explore the growing trend of employers insourcing absence management to better balance compliance, cost, and employee care. We'll examine the motivations for this shift, including the need for greater control, improved employee experience, and greater visibility into data, as well as frustrations with third-party administrators. We'll conclude by looking toward the future, focusing on AI-driven compliance, predictive analytics, and the integration of absence management with broader workforce and well-being strategies, ultimately emphasizing the need to measure effectiveness and leverage data for continuous improvement.

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

**Allison Morgan**, Vice President, Solutions & Strategy, **FINEOS**



11:20 a.m. – 12:00 p.m.

## **Navigating Leave & Absence: Legislation, Employer Challenges, and Enhancing the Employee Experience**

The leave and absence landscape has undergone significant transformation over the past few years, driven by legislative changes and shifting employee expectations. Employers are navigating increasing complexity as they work to ensure compliance, support their workforce, and balance operational needs. This session will explore the most impactful developments, including Paid Family and Medical Leave programs and the Pregnant Workers Fairness Act, and the resulting implications for employers across various regions.

**Melanie Payton**, AVP, Absence Consulting & Audit Practice, **Brown & Brown**

**Jes Langley**, Senior Absence Consultant, **Brown & Brown**

**Gwen Cymerman**, Director of Benefits, **AdventHealth**

12:00 p.m. – 1:00 p.m.

## **Luncheon**

1:00 p.m. – 1:40 p.m.

## **From Invisible to Impactful: The Real Cost of Employee Absences**

Employers know absences hurt productivity—but the hidden costs are often ignored or buried in payroll. By accurately monitoring and tracking these expenses, HR leaders can uncover insights that reduce costs, boost productivity, and strengthen financial performance. In this session, we'll reveal the true impact of absenteeism and share practical strategies to manage it, including: The total cost of employee absences—and why it matters • How absence data can inform policies on across all leave, disability, and workers' comp.

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

1:50 p.m. – 2:30 p.m.

## **Workplace Determinants of Health: Combining Workplace Factors with SDOH to Enhance Prediction**

This session will quantify the value in prediction of various integrated workforce outcomes by leveraging workplace determinants of health along with social determinants of health. We will share actions identified by different (de-identified) clients utilizing this combination of integrated data.

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

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

2:30 p.m. – 3:00 p.m.

## **Refreshment Break**

3:00 p.m. – 3:40 p.m.

## **Seeing Biomarkers Before Symptoms: A New Employer Edge**

Most workplace health strategies wait for symptoms. But data tells a different story: by the time symptoms surface, cost and complexity have already taken hold. This research report shares new findings from an ROI study conducted by the Integrated Benefits Institute (IBI), focused on the economic value of early disease detection—using personal health data to spot health risk before symptoms appear. Drawing from IBI's meta-analysis of 61 peer-reviewed studies across six high-burden conditions—including cardiovascular disease, diabetes, and chronic kidney disease. We make the business case for earlier, smarter detection.

**Brock Anderson**, Head of Population Health & Enterprise Partnerships, **Function Health**

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



3:45 p.m. – 4:30 p.m.

### **From Lost Hours to Real Dollars: Quantifying Mental Health's Impact on Productivity**

The mental health crisis isn't just a well-being issue; it's a performance threat with a measurable price tag. Yet for years, benefits leaders have lacked reliable, clinical tools to quantify what poor mental health really means for performance, budgets, and organizational capacity. That's finally changing. In this session, we'll explore Lyra Health's latest peer-reviewed research, which offers the clearest productivity measurement the field has seen. Using a clinically validated tool designed specifically for mental health, researchers measured exact productivity gains when employees engage in high-quality care.

**Anna Ialynytchev, PhD**, Senior Clinical Health Economics Researcher, **Lyra Health**

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## **Friday, March 6, 2026**

**Palazzo Ballroom AB**

8:00 a.m. – 9:00 a.m.

### **Continental Breakfast & Networking**

9:00 a.m. – 9:40 a.m.

### **Family Care Support as a Driver of Workforce Health and Measurable Productivity Outcomes**

Caregiving is a central determinant of workforce health and productivity. Every day, employees navigate care crises that ripple directly into health outcomes and time away from work. Employers now want proof of what works to support employees and their families — concrete data, validated outcomes, and scalable models they can implement with confidence. Through the lens of this case study, we'll examine the specific interventions that shifted outcomes: rapid-response care coordination, personalized support, and ongoing guidance that helped employees manage chronic and acute care needs more effectively.

**Theresa Roma**, Head of Insurance Solutions, **Wellthy**

**Hillary Saputski**, Wellness Program Manager, **Guardian**

9:50 a.m. – 10:30 a.m.

### **Gen Z Perspectives: What Employers Should Know to Attract and Retain the Next Generation**

Generation Z, born between 1997 and 2012, now represents 27% of the global workforce, making their integration into organizational culture a strategic priority. In this session we will display the results of in-depth interviews with Gen Z participants aged 19–24 to identify the values and expectations shaping their workplace engagement. The findings provide HR professionals and employers with actionable insights that can be leveraged to strengthen recruitment, retention, and overall organizational performance.

**Kristin Tugman, PhD, CRC, LPC**, CEO & Founder, **Tugman Consulting**

**Trish Payne**, VP, Business Development, **Atlanta Life**

**Courtney Johnson**, VP, **Atlanta Life**



10:30 a.m. – 11:00 a.m.

## Next Steps & Closing Remarks

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

## Hotel Information

JW Marriott Orlando, Grande Lakes  
4040 Central Florida Pkwy, Orlando, FL 32837

[Book your accommodations through this link](#)

This room block closes on 2/4/26. All Summit attendees can book at the IBI group rate.

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

## Integrated Benefits Institute

IBI is the leading research and analytics-driven member association focused on employee health, wellbeing and productivity. Health and productivity professionals from multiple industries join the non-for-profit IBI community to access independent research, leave and disability benchmarks, analytical tools, data resources, and educational/networking opportunities to be able to strategically invest in the health of their workforce and maximize productivity and performance of their businesses.

Our members are able to leverage the following:

### Research

Stay updated on the latest research and resources to assess the impact of wellbeing on employee productivity and make informed decisions about workforce health investments.

### Data Resources

Benchmark against other companies with access to the nation's largest leave/disability database leveraging over 9 million claims from 100+ employer policies over 2,300 industry groups.

### Tools

Leverage IBI's proprietary analytical tools to assess the value and impact of your health and productivity strategies.

### Networking and Educational Events

Exchange ideas and solutions with IBI's 1,600+ employer and supplier members and connect with employer benefits decision-makers at our national recognized annual forum, regional events, and online platforms.

[Learn more about our tools, research and analysis here.](#)

[www.ibiweb.org](http://www.ibiweb.org)