



Paula Robinson is a Senior Consultant in the Total Compensation and Rewards practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc. Ms. Robinson advises boards and executives from a broad range of health care organizations, including integrated health care delivery systems, academic health centers, and community hospitals. She brings an in-depth understanding of clients' perspectives to this role, having both direct patient care and corporate human resources experience.

Prior to beginning her consulting work with Gallagher Integrated, Ms. Robinson provided in-patient nursing care to post-surgical patients at a subsidiary hospital of Allina Hospitals & Clinics, a large integrated delivery system in Minneapolis, Minnesota. Ms. Robinson also managed the FMLA and short-term disability benefit programs for a population of 12,000 employees at General Mills, Inc., a Fortune 500 company in Minneapolis, Minnesota. There she performed case management duties, supervised an administrative staff and vendor, and advised HR executives and direct line supervisors on compliance issues and best practices.

Prior to beginning her career in health care, Ms. Robinson worked in the not-for-profit sector, where she managed programs in performing arts and social services organizations.

Ms. Robinson received an M.B.A. from the Carlson School of Management at the University of Minnesota, a B.A. in Biology from Brown University, and a B.S. from the University of Minnesota School of Nursing.

PROFESSIONAL HIGHLIGHTS

- Provides ongoing guidance regarding governance of compensation for physician executives at a large multi-hospital physician-led health system
- Evaluated senior executive positions, many non-benchmark, at a large academic medical center and recommended competitive and equitable pay structure that accommodated and supported the organizational emphasis on development, which involved frequent rotation of executives and reallocation of areas of responsibilities
- Advised a large health system regarding a variety of post-merger executive compensation issues after it doubled in size
- Holds strong expertise in executive cash compensation analysis, health care reform, governance of compensation for physician executives, organizational structures, health care industry trends, nursing, and corporate human resources



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