

**SPEAKER BIOGRAPHIES**  
**Employer-Based Coverage: Shore It Up or Ship It Out?**  
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**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. His 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. Dr. Fronstin earned his undergraduate degree from SUNY-Binghamton and his Ph.D. in economics from the University of Miami.

**ROBERT GALVIN, M.D.**, is Director of Global Healthcare for General Electric (GE). In addition to responsibility for GE's \$3 billion in annual health spending, he leads health policy for the corporation and oversees GE's clinical group, encompassing over 200 clinics in 20 countries. Dr. Galvin has focused on issues of market-based health policy and financing, with a special interest in quality measurement and improvement. He sits on the board of the National Committee for Quality Assurance and is a member of the Commonwealth Fund's Commission on a High Performance Health System. He is a co-founder of the Leapfrog Group and the founder of one of the first national pay-for-performance programs, Bridges to Excellence. Dr. Galvin's work has received awards from the National Health Care Purchasing Institute, the National Business Group on Health and the National Coalition for Cancer Survivorship. He is an adjunct professor of medicine and health policy at Yale University, where he leads a seminar in the private sector at the School of Medicine and the MBA program at the School of Management. Dr. Galvin received his undergraduate and M.D. degrees from the University of Pennsylvania, and an MBA in health care management from Boston University.

**LEN NICHOLS** directs the Health Policy Program at the New America Foundation, which aims to expand health insurance coverage to all Americans while reining in costs and improving the efficiency of the overall health care system. Before joining New America, Dr. Nichols was the Vice President of the Center for Studying Health System Change, a Principal Research Associate at the Urban Institute, and the Senior Advisor for Health Policy at the Office of Management and Budget during the Clinton reform efforts of 1993-94. He has testified frequently before Congress and state legislators and has published widely in a variety of health related journals. Previously, Dr. Nichols was Chair of the Economics Department at Wellesley College, where he taught for 10 years. He also served as a member of the Competitive Pricing Advisory Commission (CPAC) and the 2001 Technical Review Panel for the Medicare Trustees Reports. He was on the advisory panel to the Robert Wood Johnson Foundation's Covering America project and has been a consultant to the World Bank, the InterAmerican Development Bank, and the Pan American Health Organization. Dr. Nichols received his Ph.D. in economics from the University of Illinois.

**GERALD M. SHEA** is Assistant to the President for Governmental Affairs at the AFL-CIO, a post he assumed in 1995. Prior to joining the AFL-CIO in 1993, Mr. Shea spent 21 years with the Service Employees International Union (SEIU) as an organizer and local union official in Massachusetts and as senior staff member of the national union. Shea is a member of the Board of the National Quality Forum (NQF), the Board of the Joint Commission on the Accreditation of Health Care Organizations (JCAHO), of the HHS Quality Alliance Steering Committee, and the principals group of the Hospital Quality Alliance. He is a founding board member of the Foundation for Accountability (FACCT) and chairs the RxHealthValue Project. He is a past member of the Social Security Advisory Board, the Medicare Prospective Payment Advisory Commission (MedPAC) and its predecessor, the Prospective Payment Advisory Commission. Mr. Shea is a native of Massachusetts and a graduate of Boston College.