

THOMAS PARRY, Ph.D.

President

Integrated Benefits Institute

Thomas Parry is President and co-founder of the Integrated Benefits Institute, an independent, not-for-profit, national organization incorporated in 1995. The Institute provides research, absence benchmarking, measurement/modeling tools, and educational programs to improve health, lost-time and productivity management. IBI is supported by more than 1,000 organizations employing 20 million people in the U.S. Employer organizations represent more than 90% of IBI's membership.

Dr. Parry co-founded IBI and has served as IBI's President and Chief Executive Officer. During his tenure at IBI, he has directed IBI's activities and was involved in IBI's research, measurement/ modeling and benchmarking programs. He has guided many studies at IBI — including research analyzing the impact of medical care on disability outcomes and two studies on how Chief Financial Officers view the importance and impact of health: the first, examining CFOs' view of health and healthcare in their companies; the second, assessing how CFOs would link workforce health to business-relevant outcomes. He also was the chief architect of IBI's disability/absence benchmarking and health and productivity measurement programs. Dr. Parry continues to speak on integrated benefits and health and productivity issues at conferences and symposia both in the United States and abroad. He also served for five years as research advisor to the Roadway Express Inc. Medical Board.

Before co-founding the Integrated Benefits Institute, Dr. Parry served 11 years as Research Director at the California Workers' Compensation Institute. His research at CWCI encompassed a wide variety of topics in workers' compensation. While at CWCI, Dr. Parry was engaged in some of the earliest research and analysis on 24-hour coverage and integrated benefit issues.

Dr. Parry received his Bachelor's, Master's and Ph.D. degrees from the University of California, Berkeley.