



Shannon Malone is a Senior Survey Analyst with the Total Compensation and Rewards practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc. Ms. Malone has extensive expertise in developing and conducting national, regional, and local salary survey market studies. Ms. Malone is a central figure in nearly all of the compensation surveys produced by Gallagher Integrated, facilitating the development and maintenance of the firm's main compensation databases.

Ms. Malone uses her expertise in quantitative reasoning to analyze and interpret the data needs of healthcare organizations. She collects and interprets data from multiple sources, thereby providing the most accurate information to her clients. Ms. Malone provides quantitative insight into compensation structures for all levels of healthcare employees with an emphasis on executive pay.

Prior to joining Gallagher Integrated, Ms. Malone was a Total Rewards Associate with a national professional services firm, specializing in compensation market analyses, developing functional job descriptions, providing peer group analysis, and interpreting statistical data.

Ms. Malone holds a Bachelor of Arts degree in Psychology from the University of Iowa. She also earned a Master of Arts graduate degree in Industrial/Organizational Psychology from The Chicago School of Professional Psychology, where her primary areas of interest were the advanced statistical analysis of psychometric data, comprehensive job analysis, cultural assessments, and survey design, administration, and analysis.

Ms. Malone is a member of the Society of Industrial Organizational Psychologists, as well as a member of the National Society of Collegiate Scholars.

PROFESSIONAL HIGHLIGHTS

- Lead survey data analyst for the firm's National Healthcare Leadership Compensation Survey, National Healthcare Staff Compensation Survey, and the National Nursing Compensation Survey
- In 2010, published over 4,500 pages of compensation survey results
- Provides ongoing compensation support to survey team members, consultants, and clients



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