



Aurora Young is a Managing Director in the Physician Services practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc. Ms. Young has worked in the healthcare consulting field for the past seventeen years.

Ms. Young's consulting is dedicated to helping clients better align their physician compensation systems, improve the financial performance of the physicians' practice, and ensure regulatory compliance. Her areas of focus include the audit, design, and implementation of physician compensation models, market research and surveys, total compensation compliance audits, practice operational improvement, and performance management system redesign. In addition, Ms. Young assists clients in the review and development of compensation strategies for physicians in administrative positions.

Her client base is national in scope and includes large multi-specialty clinics, integrated healthcare systems, stand-alone hospitals, prestigious academic medical centers, and children's hospitals.

Prior to joining the Physician Services practice, Ms. Young was a consultant in the HR Consulting practice where she assisted clients in the review, design, and implementation of staff and leadership total compensation and performance management programs. She also developed and managed Gallagher Integrated's survey business line, which produces some of the industry's leading surveys on healthcare compensation.

Ms. Young holds a Bachelors degree in Economics and an M.B.A. from the Carlson School of Management at the University of Minnesota. She began her professional career at Ernst & Young's practice in Milan, Italy. She has also served in financial analysis posts at Ecolab and Federated Department Store.



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