



Craig Strom is a Principal Consultant in the Total Compensation and Rewards practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc.

Mr. Strom's work centers on auditing and designing executive, management, and staff total compensation programs at not-for-profit healthcare organizations. He routinely works with a broad spectrum of organizations located across the country, ranging from some of the largest integrated delivery systems and academic medical centers to community hospitals and clinics. He has also worked with a number of medical groups, state hospital associations, primary care associations, children's and specialty hospitals.

Mr. Strom assists boards and senior leadership with ensuring proper governance of compensation, including appropriate competitiveness, effectiveness, alignment with mission, and compliance with regulations governing not-for-profit organizations.

Mr. Strom is a law school graduate of the University of Minnesota and received his B.B.A. in financial management, summa cum laude, from the University of North Dakota.

PROFESSIONAL HIGHLIGHTS

- Nearly two decades of experience helping organizations develop, implement and communicate total compensation philosophies and programs from executives through staff.
- Principal driver for launching multiple inaugural, and now nationally leading compensation surveys including Nursing, Advanced Practice Clinicians, and Healthcare Associations and Related Institutions, among others.
- Expert on healthcare executive, director, and manager incentive structures, goals, and awards.
- Expert on healthcare staff salary program design including salary structures, pay differentials, and special pay practices.
- Guest speaker at state and national healthcare associations.



Craig Strom
Principal Consultant &
Senior Advisor