



Mary Heymans is a Managing Director & Senior Advisor in the Physician Services practice of Integrated Healthcare Strategies, a division of Gallagher Benefit Services, Inc. She has over 20 years of experience working in the healthcare industry, including professional consulting for healthcare organizations and physician practice management.

She previously oversaw a 10-state operation for a national physician practice management company. In this role she was responsible for contract negotiations and overseeing approximately 400 physicians and numerous support staff for the region.

Ms. Heymans has significant professional consulting experience in a variety of areas ranging from physician network development to practice operational improvement projects. Her current focus includes physician total compensation compliance audits, market research and surveys, the design and administration of new compensation systems, pay incentive systems, and performance management system redesign. She also specializes in physician organizational structure development and physician network development. Her client base is national in scope and includes large multi-specialty clinics, both large and small healthcare systems, prestigious academic medical centers and children's healthcare organizations.

Ms. Heymans is a frequent speaker on physician compensation related topics for Hospital Associations, Physician Specialty Associations, Health Care Law and Compliance Institutes, VHA, and other National Professional Organizations.

Ms. Heymans holds a Bachelor of Science degree in nursing from the University of Wisconsin – Madison, and a Master's in Healthcare Administration from the University of Minnesota – Minneapolis. Professional affiliations include the American College of Healthcare Executives and the Medical Group Management Association (MGMA).



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