



Think Tank 2025

SPEAKER BIOS

Program Director



Sara Johnson, PhD

ProChange Behavior Solutions, HERO

Sara Johnson, PhD, is the Co-President & CEO of ProChange Behavior Solutions. She is also the Senior Research Fellow for the Health Enhancement Research Organization (HERO), immediate past Chair of the Art and Science of Health Promotion Conference, and immediate former Co-Editor of *Knowing Well, Being Well*. She has been the principal investigator on over \$10 million in federally funded research. Sara has been recognized as one of the Top Ten Most Influential Women Scholars in Health Promotion by the *American Journal of Health Promotion*. Previous honors have included receiving HERO's Mark Dundon Research Award and being named one of the 50 on Fire by Rhode Island Inno and Health Care Services Woman to Watch by *Providence Business News*, as well as being selected as a Top 10 Health Promotion Professional by the Wellness Council of America. She has more than 40 publications.

Host



Karen Moseley

HERO

Karen Moseley is President & CEO of the Health Enhancement Research Organization (HERO), a national think tank dedicated to advancing best practices in workplace health and well-being. Having worked in the non-profit sector for more than 30 years, Karen has led the development and dissemination of groundbreaking research and educational convenings within multiple health-focused organizations. She is the 2021 recipient of the Leader in Workplace Wellness Award presented by the Global Wellness Summit. In 2023, she was recognized as one of The Most Influential Women Leaders in Health Promotion by the *American Journal of Health Promotion*. Karen received her Bachelor of Science in business administration from the University of North Carolina at Chapel Hill.

Malia Lazu

The Lazu Group (The Urban Labs)



Malia Lazu is an award-winning strategist in diversity and inclusion, with over 20 years of experience driving economic development and urban entrepreneurship. As former EVP and Regional President at Berkshire Bank, she expanded access to capital, diversified the board, and launched ReevX Labs, an innovation hub for urban startups. She helped evolve the bank's focus beyond traditional services to create tangible community impact, particularly in communities of color.

Malia began her career as a political organizer, founding Mass VOTE and leading culture-shifting campaigns for civil rights activist Harry Belafonte and philanthropists Peter Lewis and George Soros. She is deeply engaged in civic leadership, serving on the boards of the Massachusetts Business Roundtable, Revolutionary Spaces, Chica Project, and others. Recognized by Essence as a founder to watch and by Boston Business Journal as a Woman Who Means Business, Malia continues to champion inclusive economic growth and innovation.

Sera-Leigh Ghouralal, PhD, MSc

Integrated Benefits Institute



Dr. Sera-Leigh Ghouralal is a senior researcher at the Integrated Benefits Institute specializing in workforce health and employee well-being. She leads proprietary People Analytics studies and oversees research projects examining trends in workplace health, disability, and productivity. Her recent research has explored women's health benefits and their impact on workplace retention and absenteeism, as well as emerging pharmacy benefit challenges in the post-pandemic workplace. Her work has been featured in ESG Dive, HR Dive, and BenefitsPro, and she hosts the "Research Roundup" podcast exploring workforce trends. Dr. Ghouralal holds a Ph.D. in Administration and Leadership Studies from Indiana University of Pennsylvania and combines expertise in data analytics with a background in psychology to deliver actionable insights that enhance workforce planning and employee well-being initiatives.

Erika L. Sabbath, ScD

Center for Work, Health, & Well-Being



Erika L. Sabbath, ScD, is Associate Professor in the Health and Mental Health field of practice. She is a social and occupational epidemiologist studying the contribution of the work environment to population health and disparities. Across multiple funded research studies, she examines the role of public policy changes, organizational policies and practices, and work-related stressors on health and wellbeing of healthcare workers and other helping professionals. Dr. Sabbath has two major research projects. First, along with Mara Buchbinder (UNC-Chapel Hill), she is principal investigator of the Study of OB-GYNs in Post-Roe America, a series of studies that aim to (1) characterize the personal and professional impacts for obstetrician-gynecologists (OB-GYNs) of practicing in a post-Dobbs v. Jackson policy context, and (2) develop and disseminate evidence-based recommendations to support OB-GYNs' professional wellbeing in states with restrictive abortion policy climates. The project has received funding from the Greenwall Foundation (2023-2024) and the National Institute for Occupational Safety and Health (R01 OH012664, 2024-2027). Second, since 2016, she has been the principal investigator of the NIOSH-funded Boston Hospital Workers Health Study (BHWHS), a longitudinal study of over 27,000 nurses and nursing assistants in the Mass General Brigham hospital system. BHWHS is the flagship research project of the Harvard Center for Work, Health, and Wellbeing, of which Dr. Sabbath is the Co-Director and Multi-PI (along with Glorian Sorensen, Harvard T.H. Chan School of Public Health).

Lindsay Bower, MPH

MercerWELL



Lindsay Bower is a Senior Principal within MercerWELL at Mercer, bringing 15 years of experience in health management. Before joining Mercer, she led initiatives to improve clinical quality outcomes within a large academic healthcare system. She currently leads Mercer's national sub-specialty group focused on employer strategies for reproductive health, family building, and women's health, helping organizations design tailored benefit structures to meet their goals.

Beyond reproductive health, Lindsay drives strategic well-being initiatives, including multi-year strategy development, program design, vendor evaluation, and health management measurement. She collaborates with Mercer Health and Benefit leads to help clients identify and implement impactful health improvement opportunities. Lindsay holds a Master of Public Health in Health Policy and Management from the University of Georgia, along with a Master of Accounting and a Bachelor of Arts in Economics from UNC-Chapel Hill. She lives in Atlanta with her husband, two young sons, and two dogs.

Amanda Yarmuth

Lockton



Amanda Yarmuth started her career as an account manager for a wellness firm, designing, implementing, and analyzing population health and general wellness programs. Prior to Lockton, Amanda worked for a self-funded health plan solution as a practice manager with a focus on comprehensive care management services, including traditional wellness programs, disease management, case management, care navigation, and utilization management.

Amanda joined Lockton in 2017 as a Senior Account Executive on the Precision Health Practice team and moved into her current role of Vice President in July 2022. Amanda's particular areas of expertise include:

- Population health management strategy
- Healthcare delivery and management solutions
- Evaluation and management of population health solutions
- Population health analytics and reporting
- Leadership and associate development

Kate D'Amico

USI



Kate D'Amico has over 23 years' experience successfully driving analytics based program design, implementation and outcome-driven wellness programs, resulting in high levels of client satisfaction and program engagement. In her diverse experience, she has launched and managed corporate wellbeing programs, supported members as a wellness coach and advised clients as senior client success manager, before starting at USI. At USI, she works closely with account teams and clients to develop a customized approach to wellness, based on the client's unique needs, goals and interests, commitment, engagement and resources. Kate is a member of WELCOA, Women in Manufacturing Association, the Worksite Wellness Council of Massachusetts and recently joined a panel discussion at the WiM Conference this past October, sharing insights on population health and the impact on worker's comp claims.

Kate is passionate about wellness and the importance of making your health a priority. She strives to share that with her two daughters and setting examples for them and others through her career and personal journey.

Kara Museler, CFP, CDFA

The Hilton Group at UBS Financial Services



Kara Museler joined The Hilton Group in 1996, working with high net-worth clients for nearly 30 years. A Certified Financial Planner and Certified Divorce Financial Analyst, she was recognized multiple times by Forbes as a Best-in-State Wealth Advisor, America’s Top Women Wealth Advisor, and was named a Working Mother Magazine Top Wealth Advisor Mom. Kara spent her career in the male-dominated field of financial services. Before joining The Hilton Group, she rose to the level of producing branch manager at Morgan Stanley where she guided 14 advisors and was responsible for \$15M in production. She is a world-class sailor with a competitive spirit and drive, a licensed U.S. Coast Guard captain, mentors other financial advisors. She provides hundreds of hours of inspirational leadership helping female entrepreneurs throughout the Northeast. She hosts an “Own Your Worth” seminar series for women business leaders, and is featured regularly on The Hilton Group’s podcast. Kara’s skills in sailing were recognized with titles including four-time U.S. Collegiate All-American and Athletic Hall of Fame Inductee at the College of Charleston in South Carolina. She enjoys time with family sailing the waters of North America and the Caribbean.

DeAnna Minus-Vincent, PhD

Black Women's Health Imperative



DeAnna Minus-Vincent has tackled the toughest issues plaguing our country today—equity, poverty, housing, health, and education, just to name a few. Known for her programmatic and policy expertise, she has also transformed organizations by dramatically increasing revenue, service regions, and product mix. Drawing from a broad range of lived and learned experiences, DeAnna currently serves as the EVP of Strategy and Innovation for the Black Women’s Health Imperative, the only national organization solely focused on the health of Black women and girls. She is also the owner of two New Jersey territories of The Tox, a luxury brand focused on bodywork aimed at improving the lymphatic and digestive systems.

Previously, DeAnna was EVP and Chief Social Justice and Accountability Officer at RWJBarnabas Health, where she designed award-winning strategies to improve health outcomes, promote equity, and reduce costs. Throughout her career, she has managed budgets exceeding \$160 million, led teams of over 130, and served on numerous boards. DeAnna holds a Master of Public Administration from Rutgers University, a Bachelor of Arts in Sociology from Morgan State University, and is currently pursuing a Doctorate in Business Administration focused on Leadership and Innovation.