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Jana Bixby manages the research and publications department, part of the multinational benefits and human resources practice within Gallagher's benefits and HR consulting division. Bixby has 12 years of experience with global employee benefits. Her team is responsible for informing and educating multinational employers about global employee benefits developments to keep them compliant, current and competitive. In addition, she focuses on customized technical research and guidance regarding global employee benefits to support clients as well as the global workforce strategy and consulting team. Bixby serves as a program co-lead and speaker at the IBIS Institute core knowledge certificate training program for global benefits managers and global human resource professionals. She holds an M.A. degree in political science from University of Vienna, Austria.