



## **Tre' McCalister**

Tre' McCalister leads the Total Health Management consulting practice for Mercer in the Central Market region. She has been developing, implementing and managing health and wellness programs and disease prevention initiatives for corporations for more than 20 years. Tre's areas of expertise include integrated health management analysis, health and productivity design and strategy development, and onsite clinical/health and wellness services. Her focus is on helping clients develop and align compliant health management strategies, engagement initiatives, policies and incentives to support employee and organizational health and performance goals.

Prior to joining Mercer, Tre' was responsible for leading U.S. health management and global wellness benefits for two large multi-national companies in the technology industry. Her experience includes managing employee health benefits initiatives; advising top executive leaders on health benefits cost, programming and design, leading cross-functional teams to direct company comprehensive health strategy for both U.S. and global health management initiatives. Throughout her career, Tre' has managed various health benefits programs including U.S. healthcare strategy/design, leading integrated health and disability, comprehensive health improvement/wellness programs and on-site clinics. She also has experience leading complex implementations for global programs such as; Employee Assistance Program, work-life and wellness initiatives, in more than 60 countries. Under Tre's leadership during her recent tenure at Dell Inc, Well at Dell, the company's comprehensive health and wellness program received many accolades, including four National Business Group on Health, Best Employer for Healthy Lifestyle Awards (one Gold Award and three Platinum awards), the 2012 IHPM Value Based Health Award, CEO Cancer Gold Accreditation, and the 2013 C. Everett Koop Award.

Tre' has a doctorate in Health Education with concentration in Business Administration from the University of Texas at Austin, and an MA in Health Promotion and she completed her post-doctoral work with the Health Management Research Center at the University of Michigan specializing in corporate employee health program evaluation. Tre' also is an Adjunct Assistant Professor at the University of Texas at Austin and has acted as an editor and reviewer for various health promotion industry publications. She also serves on several supplier client advisory councils and in leadership roles for local and national health and wellness organizations, including the Board of the Austin Mayor's Health and Fitness Council, the NBGH Workforce Well-being Board and Silicon Valley Employers Forum. In 2013, Tre' was recognized by The Institute of Health and Productivity Management (IHPM) with the annual Value Based Health Leadership Award recognizing her contributions as a practitioner in the health and wellness field.

In 2015, Tre' was nominated and chosen by her peers at one of the top 100 Health Promotion Practitioners in the U.S. by WELCOA (Wellness Council's of America).

