



**THE STATE OF NEW HAMPSHIRE
INSURANCE DEPARTMENT**

21 SOUTH FRUIT STREET SUITE 14
CONCORD, NEW HAMPSHIRE 03301

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17

Roger A. Sevigny
Commissioner

Alexander K. Feldvebel
Deputy Commissioner

February 6, 2013

Her Excellency, Governor Margaret Wood Hassan
and the Honorable Council
State House
Concord, New Hampshire 03301

100% Insurance Assessment Funds

REQUESTED ACTION

Pursuant to RSA 94:6, the Insurance Department respectfully requests the Governor and Executive Council to authorize the Department to establish the salary for the Department's newly appointed Statistician, (Group DD) at Step 5 (\$74,060) effective upon his start date of March 4, 2013.

The source of funds is 100% agency income. Funding is available as follows:

Insurance Department Administration

02-24-24-240010-2520-014

BACKGROUND

The Statistician for the Life, Accident and Health Analysis & Actuarial Division has been vacant since July of 2011. After considerable review the Department has offered the position to a credentialed candidate, Mr. Kwanwo Asante, who has accepted the position.

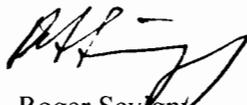
Because of the level of expertise that Mr. Asante is bringing to the Department, this request is respectfully submitted.

The New Hampshire Insurance Department urgently needs to fill this position in order to respond to the many highly quantitative and specialized needs of the Department. Mr. Asante has agreed to accept this salary, despite the fact his current pay scale and the average for a similar statistician position in the local area is more than twenty percent greater. The demand for qualified statisticians that understand health care finance continues to grow with health care reform and health insurance changes in general. The Department faces competition from health insurance carriers, health care delivery systems, consultants, and many specialized health care companies looking to hire similar employees. The Insurance Department is very fortunate to have this opportunity to include Mr. Asante in area of public service.

11

For details on Mr. Asante's qualifications, please see the attached resume.

Respectfully,

A handwritten signature in black ink, appearing to read 'R. Sevigny', written in a cursive style.

Roger Sevigny
Insurance Commissioner

Enclosures

11

KWADWO ASANTE

Profile:

- Extensive private and academic sector experience in the health services and research methodology.
- Expertise with large primary and secondary data set as applied to healthcare data and claims, purchasing decisions, evaluating physicians, systems performance and policy development for identifying and reducing variations in service delivery, outcomes and quality.
- Ten plus years of research, statistical and programming experience, with seven years in healthcare industry (and more in related fields). This includes analysis and reporting for federal and regulatory requests, and data warehouse design and development.
- Exceptional problem solving and communication abilities, quickly and successfully identifying project issues and solutions.
- Three plus years, teaching graduate level Research Methods and undergraduate Elementary Algebra and Statistics
- Comprehensive experience creating innovative performance measurement and evaluation tools.

Computing:

SAS (BASE, REPORT, STATS, SQL), S-plus, Minitab, SPSS, BASIC, C/C++, Access, Excel, SQL.

Education:

RENSELAER POLYTECHNIC INSTITUTE, Troy NY, 12/1997 - 12/1999
Advanced Coursework in Decision Sciences and Engineering Systems

RENSELAER POLYTECHNIC INSTITUTE, Troy NY, 1997
M.S., OPERATIONS RESEARCH

STATE UNIVERSITY OF NEW YORK, Albany NY, 1995
M.S., STATISTICS

NORTHEASTERN UNIVERSITY, Boston MA, 1985
B.S., MATHEMATICS (Minor in PHYSICS)

Experience:

EMBLEM Health, New York, NY, 11/09 – Present

Senior Risk Adjustment Analyst:

- Act as Subject Matter Expert and Business Area Liaison for maintenance and process improvement for Risk Adjustment data gathering, error correction and file submission processes for all Medicaid product lines to maximize revenue.
- Coordinates response to and data compilation/document collection for, ongoing regulatory and internal audits of Emblem Health Risk Adjustment processes for all Medicaid products
- Initiates and coordinates submission of files external agencies from multiple sources including mainframe data extracts from claims systems and diagnosis data supplied by medical groups, delegated entities and the risk adjustment revenue optimization vendors.
- Oversee and coordinate data mining and reporting activities, using physician and facility claims data.

CIGNA Inc., Bloomfield, CT, 09/07 – 04/09

Consumer Informatics Consultant:

- Outlined specific business goals, defined specific behavior metrics, and created data taxonomies and classifications, and data sources required.
- Led the design and execution of analyses across diverse data sets and contexts.
- Made key contributions to a multi-disciplinary research team whose role was to design models to characterize, understand and predict consumer behavior or psychographics in health care.
- Visualized, communicated and presented insights in a way that was compelling to business areas.
- Integrated and translated research findings into new modeling, visualization and data acquisition opportunities.
- Ensured full and clear documentation and communication of all processes, methods, and results.

VISITING NURSE SERVICES OF NEW YORK, New York, NY, 02/07 – 07/07

Senior Statistical Consultant/Analyst:

- Predictive model development to evaluate hospitalization risk and inferential statistics.
- Outcomes research and reporting. Monitored, analyzed and communicated aggregate and regional metrics against benchmarks where applicable.

Experience (cont'd)

COMMUNITY HEALTH NETWORK, Wallingford, CT, 01/06 – 01/07

Health Data Analyst/Contractor:

- Obtained and analyzed data required to support Health Promotion activities.
- Provided data consulting and support to the supervisor of Disease Management and the nursing staff.
- Verifying statistical sample sizes and validity of health care study design.
- Analyzing and summarizing information to pinpoint opportunities for program improvements.
- Conducted ROI analysis for programs and summarized findings for presentation to internal committees and outside agencies.
- Analysis and benchmarking of HEDIS scores related to the disease management programs.
- Analyzed health risk appraisal data and trends information from previous years.
- Ensured data integrity between systems used for reporting of data.

AETNA INC., Hartford, CT, 08/04 - 9/05

Senior Actuarial Consultant:

- Assisted with actuarial analyses for product pricing and reserve reviews.
- Created and revised spreadsheets used in product pricing, reserving, and other actuarial projects.
- Queried, compiled, and reconciled data used in product pricing and reserve reviews.
- Assisted in preparing financial reports, state filing submissions and responses.
- Assisted with miscellaneous actuarial projects as required.

CAPITAL DISTRICT PHYSICIAN HEALTH PLAN, Albany NY, 08/03 - 08/04

Corporate Decision Analyst/Consultant:

- Managed data/information projects and processes.
- Applied data management, manipulation and statistical techniques to evaluate program effectiveness.
- Identified success factors and improvement opportunities and suggest potential solutions to help business owners make decisions.
- Assisted in study design and continuous improvement efforts to enhance performance.
- Analyzed and interpreting business issues to positively impact goals, improve operational efficiencies and develop business decision models.
- Developed metrics and methods to improve and track the metrics.

ALBERTUS MAGNUS COLLEGE, New Haven, CT, 09/01- 12/03

Adjunct Faculty:

- Conducted university courses for undergraduate and graduate students.
- Taught Mathematics, Statistics and Research Methods.
- Supervised students' projects and stimulated class discussions.

HARTFORD HOSPITAL, Hartford, CT, 09/01- 07/03

Quality Statistician/Business Systems Analyst:

- Performed ad-hoc analysis and designed complex statistical analyses.
- Responsible for business scorecard development as well as generating reports utilizing various data sources.
- Performed all phases of the model building process, including exploratory data analysis, variable selection, report generation, and interpretation of results.
- Involved in the documentation of various types of projects and auditing of both internal and external data.
- Utilized knowledge of analytic and statistical concepts, techniques and methods to ensure that tasks are performed to specifications and within qualitative requirements.

PEPSI COLA COMPANY, Purchase NY, 10/00 - 08/01

Operations Analyst:

- Analysis, managing, tracking, and distribution of actionable information from the consumer complaint database for product quality improvement.
- Optimizing the capabilities of various internal databases.
- Preparing and distributing standard reports to plants and suppliers.
- Utilizing statistical process control methodologies to identify trends and drive systematic issue resolution.

Experience (cont'd)

UNITED HEALTH GROUP, Meriden, CT, 12/98 - 10/00

Statistician:

- Compiled and analyzed data regarding billing and utilization practices of Medicare service providers.
- Analyzed and interpreted statistics to point out significant differences in relationships among sources of information, and prepared conclusions and forecasts based on data summaries.
- Performed statistical trend analysis and forecasting.
- Designed sampling methodology and developed data analysis strategies.
- Provided guidance on the interpretation of data and statistical issues, and presenting critical study results of best practices.
- Access database development, relational database programming, querying and analysis.

GENERAL ELECTRIC COMPANY, Schenectady NY & Danbury CT, 06/97 - 11/98

Risk Analyst:

- Developed and implemented statistically based rules to automate decisions on applications.
- Maintained database of approved applications by business divisions, monitored performance of existing decision models and produced reports for division managers.
- Validated existing statistical models and analyzed performance data to continuously prove quality business operations and decision-making.

Co-op, Steam Turbine Quality Engineering Division:

- Data gathering and mining for Black/Green belt projects.
- Worked closely with engineers on creation and statistical manipulation of files and data.
- Managed department level customer drawing measurement for steam turbine/generator.

RENSSELAER POLYTECHNIC INSTITUTE, Troy NY, 09/96 - 05/97

Teaching Assistant, Department of Decision Sciences:

- Prepared and graded examinations and projects.
- Held weekly tutorials for a graduate level Applied Statistics course.

BASSETT RESEARCH INSTITUTE, Cooperstown NY, 01/97 - 05/97

Statistical Consultant/Programmer:

- Assisted researchers in statistical data analysis.
- Explained statistical outputs to medical doctors.
- Wrote and debugged SAS programs.

NEW YORK STATE DEPARTMENT OF HEALTH, Albany, NY, 09/94 - 06/96

Research Assistant:

- Analyzed controlled drug prescription data.
- Performed statistical analysis on scripts and patients.
- Analyzed geographic and demographic prescribing trends.
- Edited, managed, and cleaned up a large data set.

MONROE COMMUNITY COLLEGE, Rochester, NY, 09/88 - 06/92

Technical Assistant:

- Taught students at pre-college level in physics and mathematics.
- Recruited and prepared students for G.E.D. tests.
- Assisted in seminar projects and record keeping.

