

ROSLYN C. MURRAY

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ACADEMIC APPOINTMENTS

Brown University, Providence, RI

2024 Assistant Professor of Health Services, Policy and Practice (Research Track)
Center for Advancing Health Policy through Research (CAHPR)
Brown University School of Public Health

EDUCATION

University of Michigan, Ann Arbor, MI

2024 Ph.D., Health Services Organization and Policy (Economics Cognate)

Georgetown University, Washington, D.C.

2020 MPP, McCourt School of Public Policy

Stanford University, Stanford, CA

2015 BA, Human Biology

PUBLICATIONS

Peer-Reviewed Journal Articles

1. **Murray RC**, Whaley CM, Fuse Brown EC, Ryan AM, Hospital Payment Caps Could Save State Employee Health Plans Millions While Keeping Hospital Operating Margins Healthy, *Health Affairs*, December 3, 2024
2. **Murray RC**, Norton EC, Ryan AM, Oregon's Hospital Payment Cap and Enrollee Out-of-Pocket Spending and Service Use, *JAMA Health Forum*, August 23, 2024
3. **Murray RC**, Brown ZY, Miller S, Norton EC, Ryan AM, Hospital Facility Prices Declined as a Result of Oregon's Hospital Payment Cap, *Health Affairs*, March 4, 2024
4. **Murray RC**, Meyers DJ, Fuse Brown EC, Williams TC, Ryan AM, Association Between the Medicare Advantage Quartile Adjustment System and Plan Behavior and Enrollment, *JAMA Health Forum*, January 12, 2024
5. **Murray RC**, Meyers DJ, Fuse Brown EC, Ryan AM, Estimated Fiscal Effects of Medicare Advantage's Quartile Payment System, *JAMA Health Forum*, December 8, 2023

6. Ryan AM, Chopra Z, Meyers DJ, Fuse Brown E, **Murray RC**, Williams TC, Favorable Selection in Medicare Advantage is Linked to Inflated Benchmarks and Billions in Overpayments to Plans, *Health Affairs*, September 5, 2023
7. Fuse Brown EC, Williams TC, **Murray RC**, Meyers DJ, Ryan AM, Legislative and Regulatory Options to Improve Medicare Advantage, *J Health Politics Policy Law*, July 7, 2023
8. Markovitz A, **Murray RC**, Ryan AM, Comprehensive Primary Care Plus Did Not Improve Quality or Spending for the Privately Insured, *Health Affairs*, September 6, 2022
9. Milad MA, **Murray RC**, Navathe AS, Ryan AM, Value-Based Payment Models In The Commercial Insurance Sector: A Systematic Review, *Health Affairs*, April 5, 2022

Manuscripts in Submission

1. Ryan AM, Whaley CM, Fuse Brown EC, Radhakrishnan N, **Murray RC**, The Impact of Rhode Island's Affordability Standards on Hospital and Insurance Markets, (Under Review)

Manuscripts in Preparation

Murray RC, Ryan AM, Whaley CM, Oregon's Hospital Payment Cap: General Equilibrium Effects

Murray RC, Janjua H, Whaley CM, Estimating Savings from Site-Neutral Payment Caps for Low-Complexity Services

Murray RC, Radhakrishnan N, Whaley CM, Ryan AM, Assessing the Impact of Rhode Island's Affordability Standards on Physician Prices

Blog Posts

Williams TC, Fuse Brown EC, Meyers DJ, **Murray R**, Ryan AM, Medicare Advantage Audit Changes Let Plans Keep Billions In Overpayments, *Health Affairs Forefront*, February 27, 2023

Murray R, Delbanco SF, King JS, State Policies to Make Health Care More Affordable During COVID-19 and Beyond, *Health Affairs Forefront*, January 8, 2021

Murray R, Delbanco SF, King JS, How Can State Legislation Promote Value in Health Care? Three Innovative Models, *Health Affairs Forefront*, January 6, 2021

Murray R, Delbanco SF, King JS, Supporting Health Care Competition in the Era of COVID-19: Three Legislative Models for States, *Health Affairs Forefront*, January 4, 2021

Murray R, King JS, Delbanco SF, Lehan M, The State of State Legislation Addressing Health Care Costs and Quality, *Health Affairs Forefront*, August 22, 2019

January 2025

Delbanco SF, Lehan M, **Murray R**, Addressing Inappropriate Care: Employers Innovating To Reduce Waste, *Health Affairs Forefront*, May 29, 2019

Murray R, Lehan M, Delbanco SF, The Evidence for High-Value Benefit Designs, *NEJM Catalyst*, April 11, 2019

Delbanco SF, Lehan M, **Murray R**, The Evidence On Pay-For-Performance: Not Strong Enough On Its Own? *Health Affairs Forefront*, October 24, 2018

Murray R, Caballero A, Delbanco SF, The State of the Evidence on Payment Reform, *NEJM Catalyst*, July 18, 2018

Murray R, Delbanco SF, The Evidence on Shared Savings: Do We Know Enough? *Health Affairs Forefront*, July 17, 2018

Murray R, Delbanco SF, Two Ways Employers Should Push ACO Arrangements To Evolve, *Health Affairs Forefront*, April 9, 2018

Caballero A, **Murray R**, Delbanco SF, Are Limited Networks What We Hope And Think They Are? *Health Affairs Forefront*, February 12, 2018

Delbanco SF, **Murray R**, Focused Factories: Pairing Provider Payment and Consumer Benefit Design to Enhance Value, *Health Affairs Forefront*, January 10, 2018

Delbanco SF, **Murray R**, Tension Between High-Deductible Health Plans And Payment And Delivery Reform, *Health Affairs Forefront*, Oct 25, 2017

Delbanco SF, **Murray R**, The Potential Value Of Aligning High-Value Benefit Designs With Payment Reforms, The Payment Reform Landscape, *Health Affairs Forefront*, Apr 4, 2017

Berenson RA, Delbanco SF, Guterman S, Chernew M, Ginsburg PB, Upadhyay D, **Murray R**, Refining the Framework for Payment Reform, *Health Affairs Forefront*, Sep 19, 2016

Delbanco SF, **Murray R**, Galvin R, Tailoring Payment Reforms To Local Market Dynamics, The Payment Reform Landscape, *Health Affairs Forefront*, Jun 21, 2016

Delbanco SF, Berenson RA, Upadhyay D, **Murray R**, Understanding How Payment and Benefit Designs Work Together in Health Care, *Health Affairs Forefront*, May 25, 2016

Other Non-Peer Reviewed Publications

Murray RC, Whaley CM, Fuse Brown EC, Ryan AM, How Payment Caps Can Reduce Hospital Prices and Spending: Lessons from the Oregon State Employee Plan, *The Milbank Memorial Fund*, July 10, 2024

Berenson RA, Shartzter A, **Murray RC**, Strengthening Primary Care Delivery through Payment Reform, *The Urban Institute*, May 4, 2021

Murray R, Delbanco SF, King JS, Promoting Health Care Transparency via State Legislative Efforts, *JAMA Health Forum*, March 9, 2020

Berenson RA, King JS, Gudiksen KL, **Murray R**, Shartz A, Addressing Health Care Market Consolidation and High Prices, *The Urban Institute*, January 13, 2020

Delbanco SF, **Murray R**, Chernew ME, Scanlon DP, Guide for Purchasers: Methodologies for Evaluating Value-Oriented Strategies, *Catalyst for Payment Reform*, January 2019

Murray R, Delbanco SF, The Current Evidence for Bundled Payments, *American Journal of Managed Care*, April 30, 2018

Delbanco SF, Caballero A, **Murray R**, Variations in ACOs and Narrow Networks Challenge Efforts to Track Their Impact, *American Journal of Managed Care*, January 4, 2018

Berenson RA, Delbanco SF, Guterman S, Chernew M, Ginsburg PB, Upadhyay D, **Murray R**, Refining the Framework for Payment Reform, *The Urban Institute*, Sep 19, 2016

Delbanco SF, **Murray R**, Berenson RA, Upadhyay D, Benefit Designs: How They Work, *The Urban Institute*, May 3, 2016

Delbanco SF, **Murray R**, Berenson RA, Upadhyay D, A Typology of Benefit Designs, *The Urban Institute*, May 3, 2016

Berenson RA, Delbanco SF, **Murray R**, Upadhyay D, Matching Payment Methods with Benefit Designs to Support Delivery Reforms, *The Urban Institute*, May 3, 2016

Berenson RA, Upadhyay D, Delbanco SF, **Murray R**, Payment Methods: How They Work, *The Urban Institute*, May 3, 2016

Berenson RA, Upadhyay D, Delbanco SF, **Murray R**, A Typology of Payment Methods, *The Urban Institute*, May 3, 2016

HONORS & AWARDS

2022-2024	Evaluating Oregon's Legislation Limiting In- and Out-of-Network Rates for State Employees (dissertation grant of \$270,316), funded by Arnold Ventures
2020-2024	PhD Scholarship (full tuition and stipend), University of Michigan
2019-2020	Teaching Assistant of the Year, McCourt School of Public Policy, Georgetown University

PRESENTATIONS

Invited Seminars & Talks

- 2025 “Hospital Payment Caps Could Save State Employee Health Plans Millions While Keeping Hospital Operating Margins Healthy.” National Academy for State Health Policy State Employee Health Plan Network Meeting. Virtual Event
- 2024 “How Payment Caps Can Reduce Hospital Prices and Spending: Lessons from the Oregon State Employee Plan.” National Association of Insurance Commissioners Health Innovations (B) Working Group. Virtual Event.
- 2024 “Hospital Prices Declined as a Result of Oregon’s Hospital Payment Cap.” Catalyst for Payment Reform Quarterly Member Meeting. Virtual Event.
- 2024 “Hospital Prices Declined as a Result of Oregon’s Hospital Payment Cap.” Peterson-Milbank Office Hours. Virtual Event.
- 2023 “Changes in Enrollee Cost-Sharing and Care Utilization After Two Years of Oregon’s Hospital Payment Cap.” Brown University, School of Public Health. Providence, RI.
- 2023 “Changes in Medicare Advantage Benchmarks Have Little Effect on Enrollment, Insurer Offerings, and Benefit Generosity.” MA Data Lab. Virtual.
- 2022 “Value-Based Care in the Commercial Space.” Out-Of-Pocket Health. Virtual.
- 2020 “Policy Approaches to Healthcare Affordability-Is Now the Time to (Finally) Make Progress?” Altarum: Healthcare Value Hub. Washington, D.C.

Conferences

- 2024 “Oregon’s Hospital Price Regulations Led to Reductions in Enrollee Cost-Sharing and Increases in Service Use.” American Society of Health Economists 13th Annual Conference, San Diego, CA.
- 2024 “The Effect of Oregon’s Payment Cap on Hospital Finances, Operations and Patient Access and Experience.” American Society of Health Economists 13th Annual Conference, San Diego, CA.
- 2023 “Changes in Hospital Prices After Two Years of Oregon’s Hospital Payment Cap.” 2023 Association for Public Policy Analysis and Management Fall Research Conference. Atlanta, GA.
- 2023 “The Policy Implications of Modifying Medicare Advantage Benchmarks: Effect on Enrollment, Insurer Offerings, and Benefit Generosity.” Poster presented at: Academy Health Annual Research Meeting 2023. Seattle, WA.
- 2023 “The Policy Implications of Modifying Medicare Advantage Benchmarks: Effect on Enrollment, Insurer Offerings, and Benefit Generosity.” Poster presented at: American Society of Health Economists 12th Annual Conference. St. Louis, MO.

- 2023 “Changes in Hospital Prices After Two Years of Oregon’s Hospital Payment Cap.” American Society of Health Economists 12th Annual Conference. St. Louis, MO.
- 2022 “The Comprehensive Primary Care Demonstration Did Not Improve Quality or Spending for the Privately Insured.” American Society of Health Economists 11th Annual Conference. Austin, TX.
- 2022 “Discussant: Practice-style Spillovers in Hospital Care: Evidence from Lower Extremity Joint Replacement Surgery.” American Society of Health Economists 11th Annual Conference. Austin, TX.
- 2017 “Innovation: Benefit Designs that Work.” Memphis Business Group on Health 2017 Annual Conference. Memphis, TN.

Campus or Departmental Talks

- 2023 “Diversity, Equity, & Inclusion Workshop: Anti-Racism in the Core Curriculum.” Health Services Organization and Policy Workshop for Integrating and Discussing Topics in Healthcare. Virtual.
- 2023 “Diversity, Equity, & Inclusion Workshop: Anti-Racist Approaches in Research.” Health Services Organization and Policy Workshop for Integrating and Discussing Topics in Healthcare. Virtual.
- 2023 “Diversity, Equity, & Inclusion Workshop: Expectation Setting and Guests in the House.” Health Services Organization and Policy Workshop for Integrating and Discussing Topics in Healthcare. Ann Arbor, MI.
- 2021 “Effect of Reference Pricing on Medical Prices: A Systematic Review.” University of Michigan VBP/ACO Working Group Meeting. Virtual.

Other Presentations

- 2019 “The State Laws Impacting Healthcare Cost and Quality Database.” Catalyst for Payment Reform Virtual Summit. Virtual Event.
- 2017 “Holding Health Plans Accountable for their Accountable Care Organization (ACO) Arrangements.” Catalyst for Payment Reform Virtual Summit. Virtual Event.
- 2017 “Keeping Tabs on your Health Plan.” Catalyst for Payment Reform. Virtual Event.
- 2017 “Understanding Market Dynamics.” Catalyst for Payment Reform. Virtual Event.

TEACHING EXPERIENCE

Georgetown University, McCourt School of Public Policy, Washington, D.C.

Principles of Microeconomics, Teaching Assistant (virtual) - Summer 2020, 2021, 2022, 2023

Advanced Applied Econometrics, Teaching Assistant (virtual) - Spring 2021, 2023

Microeconomics II: Market Failures & Public Economics, Teaching Assistant - Spring 2020

Intermediate Microeconomics, Teaching Assistant - Fall 2019

RESEARCH EXPERIENCE

University of Michigan, Ann Arbor, MI

2021-2024 Research Assistant for Andrew Ryan, PhD

Georgetown University, Washington, D.C.

2018-2020 Research Assistant for Robert Berenson, MD

PROFESSIONAL EXPERIENCE

National Academy of Social Insurance, Washington, D.C.

2019 Rashi Fein Intern on Health Policy

Catalyst for Payment Reform, Berkeley, CA

2020 Consultant

2016-2019 Senior Project and Research Manager

2014-2015 Project and Research Assistant

PROFESSIONAL ACTIVITIES

Departmental Service

2022-2023 Diversity, Equity, & Inclusion Committee, Department of Health Management & Policy, University of Michigan

Affiliations

2021-Present American Society of Health Economists

2023-Present Association for Public Policy Analysis and Management

2023 AcademyHealth

2020-2024 Center for Evaluating Health Reform, University of Michigan

Peer Review Activities

American Journal of Managed Care, Health Affairs, JAMA Health Forum, The European Journal of Health Economics

PRACTICE ACTIVITIES

Media Coverage of Research Works

1. Providence Business News. Study: Hospital payment caps could save millions for state employee health plans. December 15, 2024.
<https://pbn.com/study-hospital-payment-caps-could-save-millions-for-state-employee-health-plans/>
2. Medical X press. Hospital payment caps could save millions of dollars for state employee health plans. December 11, 2024.
https://medicalxpress.com/news/2024-12-hospital-payment-caps-millions-dollars.html#google_vignette
3. Healthcare Innovation. Researchers: Hospital payment caps could safely save millions. December 10, 2024.
<https://www.hcinnovationgroup.com/policy-value-based-care/news/55248871/researchers-hospital-payment-caps-could-safely-save-millions>
4. AISHealth. Hospital Payment Caps: ‘Band Aid’ or Promising Cost-Control Solution? September 13, 2024.
<https://aishealth.mmitnetwork.com/blogs/health-plan-weekly/hospital-payment-caps-band-aid-or-promising-cost-control-solution>
5. RevCycle. Hospital payment cap slashes prices in Ore. March 14, 2024.
<https://revcycleintelligence.com/news/hospital-payment-cap-slashes-prices-in-ore>
6. The Lund Report. Economists ask if Oregon’s hospital price cap, birth control expansion worked as planned. June 13, 2023.
<https://www.thelundreport.org/content/economists-ask-if-oregons-hospital-price-cap-birth-control-expansion-worked-planned>
7. Healthcare Innovation. Research: CPC+ model has not controlled costs or quality on private side. September 19, 2022.
<https://www.hcinnovationgroup.com/policy-value-based-care/value-based-care-quality-measurement/article/21281238/research-cpc-model-has-not-controlled-costs-or-quality-on-private-side>
8. Aledade. Episode 125: Commercial value-based care. June 20, 2022.
<https://resources.aledade.com/aco-show-podcasts/episode-125-commercial-value-based-care>

9. Catalyst for Payment Reform. Roslyn Murray on value-based payment models in the commercial sector. May 13, 2022. <https://www.catalyze.org/roslyn-murray-health-affai/>
10. HealthLeaders. Do commercial value-based models work? April 14, 2022. <https://www.healthleadersmedia.com/payer/do-commercial-value-based-models-work>