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Dr. Sera-Leigh Ghouralal is the Director of Research at the Integrated Benefits Institute (IBI), where she leads the organization's research agenda on workforce health, employee benefits, and productivity. She holds a Ph.D. in Administration and Leadership Studies from Indiana University of Pennsylvania and a Master of Science in Mental Health Psychology from the University of Liverpool.

Dr. Ghouralal has built a reputation for turning complex workforce data into strategies that drive real organizational change. She leads high-impact studies on leave and absence management, mental health in the workplace, disability and return-to-work, early disease detection, and employee well-being, drawing on large-scale datasets and advanced analytics. Her peer-reviewed research has been published in the Journal of Occupational and Environmental Medicine and cited by over 100 organizations, with coverage in HR Dive, BenefitsPro, and ESG Dive. She presents regularly at national industry forums and webinars, bringing data to life for CHROs, benefits leaders, and HR professionals across the country.