

Student-Athlete Insurance in Today's Era

Daniel J. Buckley, Managing Director of Special Risk
Kelly Eisenbies, Vice President
Ernie Hallbach, ATC., Account Manager

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Student Health &
Special Risk

Agenda



Meet the Team

Introductions to Gallagher Special Risk



Gallagher Special Risk at a Glance



Insurance Requirements for Athletic Injuries



Overview of Catastrophic Insurance



Secondary Athletic Accident Insurance



NCAA Post Eligibility Insurance



NIL



Benchmarking

Meet the Team

Daniel J. Buckley

Managing Director
Special Risk



About

Dan has been with Gallagher for over 20 years. He currently oversees the Sports & Special Risk practice, as well as assists the Division President with strategic planning and growth for the company. Dan remains dedicated to assisting his client schools in all aspects of their insurance programs including policy renewals and general plan administration. Dan was recognized as a Power Broker by Risk & Insurance Magazine for his superior service to his Higher Education clients.

Kelly Eisenbies

Vice President
Special Risk



About

Kelly has been with Gallagher for over a decade. In 2019, Kelly was recognized as a Power Broker by Risk & Insurance Magazine for her work managing accident medical policies and for providing superior service to her Higher Education clients; again in 2024 she was recognized as a Power Broker finalist. Kelly prides herself on maintaining regular correspondence with her clients to answer day-to-day coverage questions, to review claims summary reports, for strategic planning, and to execute competitive renewal negotiations.

Ernie Hallbach

Account Manager
Special Risk



About

Ernie started with Gallagher in February 2023, and prior to he was a client for over 15 years who brings with him more than 30 years of experience in Sports Medicine. Prior to Gallagher, Ernie worked at Quinnipiac University as the Associate Athletic Director for Sports Medicine. He still serves as UConn's independent medical observer for football games. His extensive intercollegiate sports knowledge allows us to offer clients loss control strategies based on years of real-world experience, along with ability perform an independent program review and consultation.

Gallagher Special Risk at a Glance

Gallagher's Athletic Practice

- Part of the **nation's leading and largest higher education practices** with a division solely focused on athletic/special risk accident insurance
- **Proven track record** managing more than 450 clients in higher education for their accident medical insurance needs
- More **NCAA** schools (27% of D1, 23% of DIII, and 19% of DII) trust us to place their athletic accident insurance coverage
- **Thought leaders** recognized frequently by Risk and Insurance Magazine for bringing innovative solutions to higher education insurance industry
- **Preferred relationships** with all accident insurance companies and third-party claims administrators; managing more than \$100M in accident insurance premium
- **Dynamic business model**; broker services, underwriting capabilities, claims advocacy, and consulting on best practices
- **Client centric** culture that focuses on providing the highest level of **customer service**

30+
Years

48
States

20+
Employees

1,400+
Clients

98% Client
Retention

Current Insurance Requirements

NCAA Student-Athlete Medical Insurance Legislation

“NCAA legislation requires all institutions to certify that student-athletes have coverage for medical expenses incurred from athletically related injuries within the NCAA Catastrophic Injury Insurance Policy deductible.

Assuming all institutions are in compliance with the regulation, the NCAA catastrophic program deductible will be covered by the student-athletes’ or parents’ personal insurance coverage, through a basic accident medical policy maintained by the institution, or through an institution’s formal self-insurance plan.

The legislation requires NCAA member institutions to certify insurance coverage for medical expenses resulting from athletically related injuries sustained while participating in defined covered events. This insurance coverage must be of equal or greater value than the deductible of the NCAA Catastrophic Injury Insurance Program and may be provided through parents’ or guardians’ insurance coverage, participants’ personal insurance coverage, or the institution’s insurance program. The legislation is intended to ensure that student-athletes have coverage for medical expenses related to injuries resulting from participation in covered NCAA sports activities.”

Benefits of Insurance

- Protects student-athletes/parents from incurring substantial, unexpected, out-of-pocket medical expenses for athletically related injuries.
- Protects member institutions from a liability perspective because student-athletes/parents are less likely to bring a lawsuit against the institution for an athletically related injury if medical expenses are covered through some form of insurance.
- Enables Sports Medicine / Athletic Training staff to refer and coordinate care for student-athletes regardless of their insurance status.

Source: [NCAA Student-Athlete Medical Insurance Legislation - NCAA.org](https://www.ncaa.org/sportscareers/2015/11/17/ncaa-student-athlete-medical-insurance-legislation)

Overview of Catastrophic Insurance

NCAA Catastrophic Insurance Program

- Sponsored and paid by the NCAA for its members
- The insurance covers the student-athlete who is *catastrophically* injured while participating in a covered intercollegiate athletic activity
- The policy has a \$90,000 deductible and provides benefits in excess of any other valid and collectible insurance
- It is important to understand that injuries do not need to necessarily be catastrophic to be covered by this program; “bleed over” claims are common with medical expenses exceeding the \$90,000 deductible
- The deductible must be met within two years following the date of injury
- The Catastrophic program deductible will be covered by the student-athlete’s or parents’ personal insurance coverage or through a basic accident medical policy carried by the institution (or through an institution’s formal self-insurance plan)
 - Over 90% of Gallagher’s NCAA DIII, 89% of DII, and 83% of DI clients have a 104-week benefit period on their basic accident medical policy
 - Remaining clients either have 52 weeks or extended benefit periods ranging from 3 years up to 10 years
- NCAA now offers Post-Eligibility Insurance (PEI) as of 8/1/2024



Source: [NCAA Insurance Programs and Resources - NCAA.org](https://www.ncaa.org/sportscareers/eligibility/insurance) and [NAIA Intercollegiate Sports CAT Insurance](https://www.naia.org/insurance)

Secondary Athletic Accident Insurance

Reduce Institutional Liability

Access to Care for Injured Athlete

Covers gaps with health insurance



Most NCAA institutions purchase a blanket accident policy to cover the medical expenses their injured student-athletes incur, which also covers the gap up to the catastrophic policy deductible.

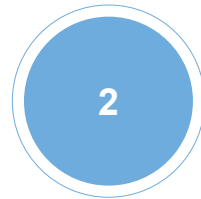
- Excess/Secondary Coverage – often referred to as ICS (intercollegiate sports) or gap coverage
- \$90,000 or Higher per Injury Medical Expense Benefit
- Deductible options can be customized and typically range between \$0 - \$1,000 per Injury
 - 77% of our NCAA DIII schools, 67% of DI and 69% of our DII schools have a \$0 deductible
- Policy is designed to cover the expenses not paid by a student-athlete’s health insurance, including copays, coinsurance, deductibles, and potentially denied amounts
 - Gaps with primary health insurance plans are expanding: the average family deductible was over \$4,000 in 2024 for employer-based health insurance programs
 - Secondary plans assist Sports Medicine staff in process of referring athlete for care, especially if their primary insurance is out-of-network or not accepted at the facility

Secondary Athletic Accident Insurance

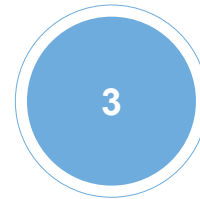
Intercollegiate Sports (ICS) Accident



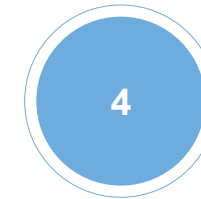
Fully Funded Insurance Program: Institution purchases a blanket accident insurance policy and pays an annual premium for coverage. Claims are funded by the insurance carrier, but processed by a Third-Party Administrator (TPA); These policies all have a coordinating per injury deductible which is satisfied by primary insurance payments.



Fully Funded with a self-funded per Injury Deductible: Institution purchases a blanket accident policy and pays an annual premium for coverage. Claims above the deductible will be funded by the carrier, however, the institution will fund the expenses below the deductible threshold; option to administer claims internally or outsource to TPA (preferred/most common).



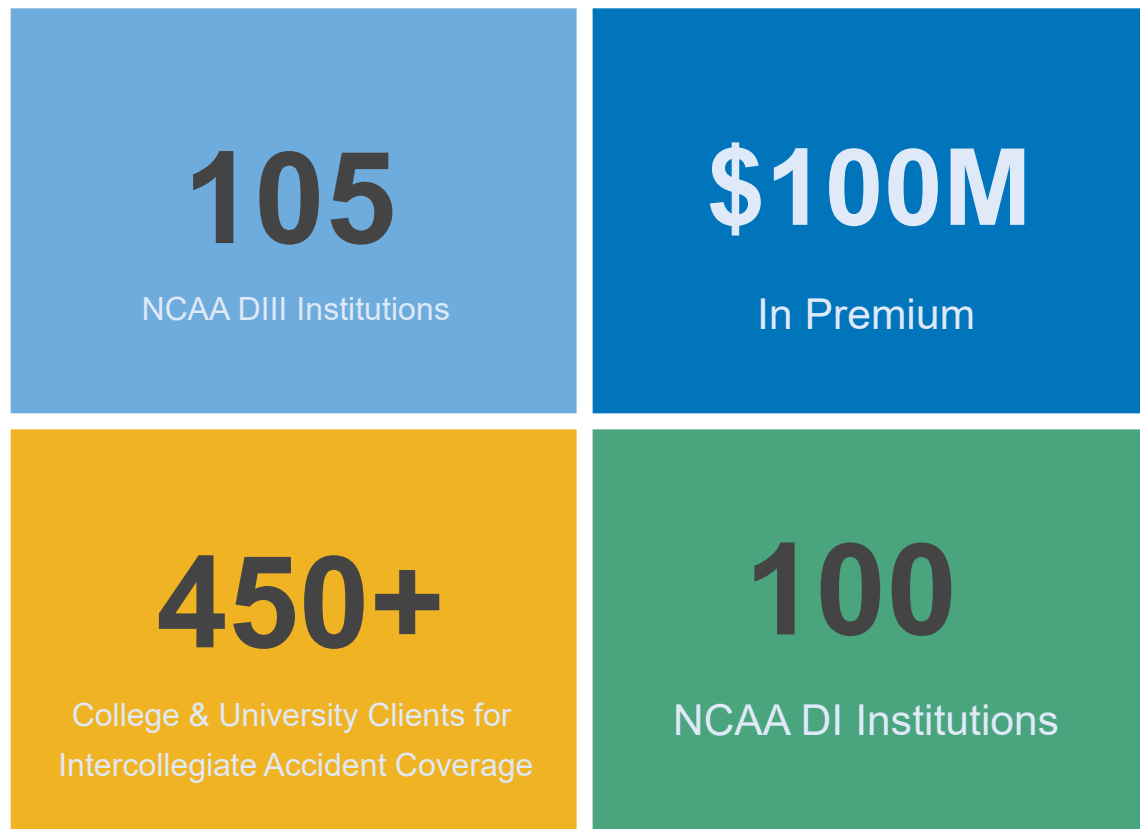
Self-Insured Retention: Institution purchases a stop loss insurance policy; The stop loss insurance policy has an Aggregate Deductible which represents the total amount the institution would be responsible for self-funding in medical claims during a given policy year; Claims incurred beyond the aggregate deductible (or attachment point) are then paid by the insurance carrier, and administered by the program's TPA



Mandatory Student Accident (MSA) in conjunction with ICS: Institution purchases a blanket accident policy that covers all students on campus for injuries, not just student-athletes. By expanding coverage the institution is spreading risk to all students, and has the option to subsidize the annual premium by charging a per student fee for coverage

Secondary Insurance Market

We have preferred access to over a dozen A-Rated insurance carriers in the Athletic Accident Insurance niche!



Insurance Carrier	Premium
Guarantee Trust Life Insurance*	\$17 million
Zurich Insurance Co.	\$16 million
Mutual of Omaha Insurance*	\$12 million
United States Fire Insurance	\$10 million
AIG (National Union Fire)	\$6 million
<i>All Other Insurers (10+)</i>	\$40+ million

**our team has underwriting capabilities with these insurers*

NCAA Post Eligibility Insurance (PEI)

Program Overview

- Provided to member institutions by the NCAA
- Coverage began on August 1, 2024
- Available to **all** student-athletes at all institutions in all three divisions
- Athletes are eligible for **up to two years (104 weeks) after separation** from their NCAA member school for properly documented injuries
- Policy is excess to other coverage
- Will cover up to \$90,000 in medical expenses with no deductible for athletically related injuries sustained during participation in an NCAA qualifying intercollegiate sport
- Includes \$25,000 benefit for mental health services related to an injury

Source: [Post-Eligibility Insurance Program - NCAA.org](https://www.ncaa.org/sportscareers/athletes/peip)

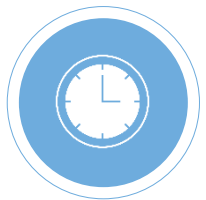
NCAA Post Eligibility Insurance (PEI)

Important Considerations

It is imperative that student-athletes not only report injuries in a timely manner but that there is proper documentation at the institution of such injury:



Injury Tracking – Is your institution using an EMR (Electronic Medical Record) platform?



Record-Keeping – Access until the 104-week benefit period is exhausted and note the student-athletes date of separation.



Incoming & Exit Paperwork – Medical records for transfers, include language around exit questionnaire/exam, develop a policy and highlight your requirements here.

- This policy does not change an institution's existing basic accident policy as this program offered by the NCAA will be supplemental to your existing coverage to support student-athletes after they separate from your institution
- **Benefit Period** – Date of Injury vs. Date of Separation

For more information visit: [NCAA Post-Eligibility Insurance Program](#)

Strategic Risk Mitigation and Protection

Gallagher's Unique NIL Insurance Solutions

Why is it Important?

Athletic Departments are increasingly recognizing the importance of protecting their investments in student-athletes, particularly in the context of Name, Image, and Likeness (NIL) support, marketing and donor alignment. By adopting strategies similar to those used by professional organizations and entertainment agencies, these departments can safeguard against potential risks such as injury or illness.

To achieve this, programs are shifting from a reactive to a proactive approach. This involves implementing comprehensive risk management strategies that not only protect the athletes on the field but also ensure the sustainability of the athletic programs, ultimately enhancing the value and impact of their investments.



Strategic Benefits of Disability Protection:

- Acts as a risk management tool to protect program ROI
- Positions the department as forward-thinking and fiscally responsible
- Helps stabilize planning around roster value and NIL-supported initiatives

Our Differentiator and Solution:

- Unique disability product(s) structured with the Athletic Department and/or the Collective as the owner and beneficiary
- Designed to provide financial relief to the institution if a high-value NIL athlete suffers a qualifying disability
- Centralized claim adjudication provides streamlined support
- Helps protect against loss of marketing, performance, or donor momentum tied to player availability
- This product is customizable and is crafted to meet the unique needs of each client. As a result, we are able to offer a variety of creative solutions such as:
 - Bowl game coverage to ensure key-player retention
 - Full coverage for contract length
 - Unique coverage available for a singular athlete, key athletes or an entire team

Student-Athlete and Collegiate Risk Solutions

PTD	Permanent Total Disability
CI	Critical Injury/Illness
TTD	Total Temporary Disability
	Death and Disgrace
	Incentive Exposure

Permanent Total Disability (PTD): A one-time lump sum payment which is made if the athlete is deemed permanently disabled and is not expected to return to playing in his respective sport. *Athlete is beneficiary.*

Critical Injury/Illness (CI): Named peril injuries that pay a definitive benefit amount to the beneficiary. *Athlete is beneficiary.*

Total Temporary Disability (TTD): A per-game payment that is made equal to the purchased policy amount in the event an athlete is unable to play do illness or injury. The waiting period or “deductible” for this benefit is three games. Benefit payments begin with the 4th game missed due to the Temporary Disability. The benefit amount is 100% of the contractual value. *University/ Athletic Department is beneficiary.*

Death and Disgrace: A reimbursement of contractual obligations in the event of an athlete’s death or if an athlete’s behavior were to result in disgrace to the athletic program and/or university.

Incentive Exposure: Benefits paid based on upon named incentives which are attained through performance of the athlete.

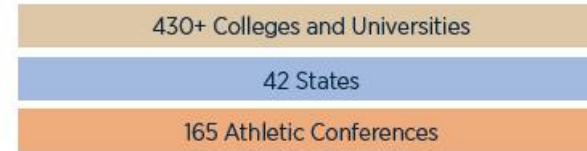
Peer Benchmarking

As the only benchmark summary of its kind available in the intercollegiate athletic accident market, the report offers a deep-dive into details of how Gallagher’s client institutions structure their programs. You can benchmark your existing program on details such as:

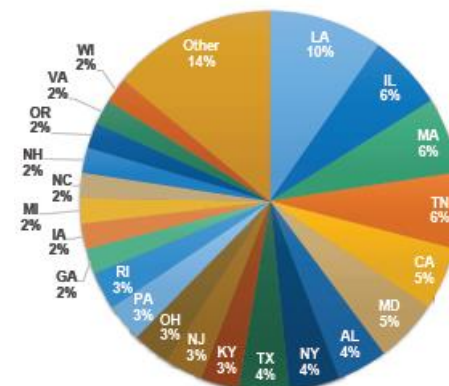
- Program structure – fully insured vs. self-funded?
- Per injury maximums and deductibles — self-funded deductible?
- Annual premiums and program costs
- Accidental death and dismemberment (AD&D) benefits
- Benefit period
- Impact of institution-sponsored student health plans— athletic injuries covered?
- Coverage for club sports
- Reports are available for NCAA DI, DII, DIII, NAIA and junior college (NJCAA & CCCAA) institutions

Clients By the Numbers

Three offices located in Massachusetts, Michigan and New Jersey

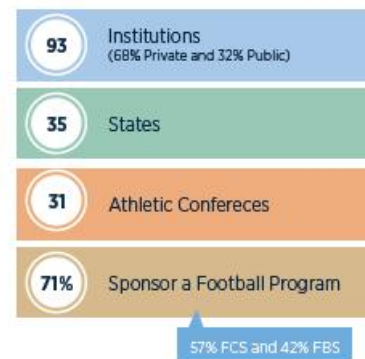


Clients by State



Other includes 13 states with one client each (CT, FL, ID, IN, ME, MN, MS, NE, OK, SC, VT, WA and WY).

Client Sample



Discussion



Thank you for your time!

Daniel J. Buckley

Managing Director of Special Risk

Dan_Buckley@ajg.com

617-769-6421

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