



**Idaho State University  
Department of Family Medicine  
Strategic Plan: FY 2020-2024**

**Focusing on Idaho's Future:**

*discover* **OPPORTUNITY**

**Idaho State University  
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Strategic Plan: FY 2020-2024**

**Mission**

Through interprofessional clinical education we develop compassionate, skilled healthcare providers who better lives and communities.

**Vision**

To improve lives by serving on the forefront of healthcare and education.

**Goal 1: Expand to a New Facility**

**Objective: By FY2024, establish an expanded, modern interprofessional healthcare training facility.**

**Performance Measures:**

***1.1 By the end of FY2020, the clinic site is identified***

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2020</b>
Not Avail	Not Avail	Not Avail	Not Avail	Complete

**Benchmark:** This is a new benchmark and not previously tracked. This is a significant achievement toward accomplishing Goal 1.

***1.2 By the end of FY2022, 10% past graduates are donors***

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2022</b>
0	0	0	Not Available	10%

**Benchmark:** Currently, the Department of Family Medicine does not have any past graduates that donate funds to the Department. This is a new benchmark and not previously tracked.

***1.3 By the end of FY2022, 5 new non-graduate donors are identified***

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2022</b>
0	0	0	Not Avail	5

**Benchmark:** Currently, the Department of Family Medicine does not have any past graduates that donate funds to the Department. This is a new benchmark and not previously tracked.

**Goal 2: Recruit and Retain Faculty and Staff**

**Objective:** By the end of FY2022, create and implement a long-term recruiting and retention plan using a proven transparent and inclusive process.

**Performance Measures:**

**2.1 By the end of FY2022, 80% of employees report feeling “satisfied”**

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2022</b>
Not Avail.	Not Avail.	Not Avail.	Not Avail.	80%

**Benchmark Definition:** This is a new performance measure and not previously tracked. Before FY2020, baseline data will be collected and benchmarks established.

**2.2 By the end of FY2022, the Department reduces by 50% of employee turnover**

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2022</b>
Not Avail.	Not Avail.	Not Avail.	Not Avail.	50%

**Benchmark Definition:** This is a new performance measure and not previously tracked. Before FY2020, baseline data will be collected and benchmarks established.

**2.3 By the end of FY2022, all programs have adequate, dedicated support**

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2022</b>
Not Avail.	Not Avail.	Not Avail.	Not Avail.	100%

**Benchmark Definition:** This is a new performance measure and not previously tracked. Before FY2020, baseline data will be collected and benchmarks established.

**Goal 3: Establish a Culture of Diversity**

**Objective:** By the end of FY2024, establish a culture of diversity to improve the learning environment and graduate diversity

**Performance Measures:**

**3.1 By the end of FY2024, improve by 50% learner diversity that reflects community diversity**

FY 2016 (2015-2016)	FY 2017 (2016-2017)	FY 2018 (2017-2018)	FY 2019 (2018-2019)	Benchmark 2024
Not Avail.	Not Avail.	Not Avail.	Not Avail.	50%

**Benchmark:** This is a new performance measure and not previously tracked. Before FY2020, baseline data will be collected and benchmarks established.

**3.2 By the end of FY2024, increase by 80% learners and employees feeling that there is a culture of diversity**

FY 2016 (2015-2016)	FY 2017 (2016-2017)	FY 2018 (2017-2018)	FY 2019 (2018-2019)	Benchmark 2022
Not Avail.	Not Avail.	Not Avail.	Not Avail.	80%

**Benchmark:** This is a new performance measure and not previously tracked. Before the end of FY2020, baseline data will be collected and benchmarks established.

**Goal 4: Cultivate Community Relationships**

**Objective:** By the end of FY2022, cultivate collaborative relationships with 75% of the regional healthcare and educational entities that affect learner education and recruitment.

**Performance Measures:**

**4.1 By the end of FY2020, establish contacts in graduate medical education in eastern Idaho**

FY 2016 (2015-2016)	FY 2017 (2016-2017)	FY 2018 (2017-2018)	FY 2019 (2018-2019)	Benchmark 2020
Not Avail.	Not Avail.	Not Avail.	Not Avail.	75%

**Benchmark:** This is a new performance measure and not previously tracked. Before the beginning of FY2020, baseline data will be collected and benchmarks established.

**4.2 By the end of FY2021, in collaboration with Portneuf Medical Center establish a medical education task force**

FY 2016 (2015-2016)	FY 2017 (2016-2017)	FY 2018 (2017-2018)	FY 2019 (2018-2019)	Benchmark 2021
Not Avail.	Not Avail.	Not Avail.	Not Avail.	100%

**Benchmark:** This is a new performance measure and not previously tracked. Before the end of FY2020, baseline data will be collected and benchmarks established.

**4.3 By the end of FY2022, 75% participate in an annual graduate medical collaboration opportunity**

<b>FY 2016 (2015-2016)</b>	<b>FY 2017 (2016-2017)</b>	<b>FY 2018 (2017-2018)</b>	<b>FY 2019 (2018-2019)</b>	<b>Benchmark 2022</b>
Not Avail.	Not Avail.	Not Avail.	Not Avail.	75%

**Benchmark:** This is a new performance measure and not previously tracked. Before the end of FY2020, baseline data will be collected and benchmarks established.

**Key External Factors**

Securing partial state funding for a new site.

At a minimum maintain current program funding from the state of Idaho and Portneuf Medical center.

Maintaining current faculty FTE to resident ratio at around 1:3

**Evaluation Process**

The residency will create 4 subcommittees with members from various areas of the department. These subcommittees will create action plans and benchmarks. These subcommittees will report back to the already established program evaluation committee and Department chair. These findings will be discussed and presented at faculty/staff meetings. Annually, the Department will come together to analyze the data to determine if objectives are being adequately met. After a updated SWOT process, and after careful consideration of the analytics, the group may adjust benchmarks or objectives to ensure the goal remains achievable and relevant.

**Red Tape Reduction Act**

Please see the Board of Education strategic plan for Red Tape Reduction Act information.

State Board of Education Goals				
	Goal 1: EDUCATION SYSTEM ALIGNMENT	Goal 2: EDUCATION READINESS	Goal 3: EDUCATIONAL ATTAINMENT	Goal 4: WORKFORCE READINESS
<b>Idaho State University</b>				
<b>GOAL 1: Expand to a New Facility</b>				
<i>By FY2024, establish an expanded, modern interprofessional healthcare training facility.</i>				✓
<b>GOAL 2: Recruit and Retain Faculty and Staff</b>				
<i>Objective: By the end of FY2022, create and implement a long-term recruiting and retention plan using a</i>	✓		✓	
<b>GOAL 3: Establish a Culture of Diversity</b>				
<i>Objective: By the end of FY2024, establish a culture of diversity to improve the learning environment and graduate diversity</i>		✓		
<b>GOAL 4: Cultivate Community Relationships</b>				
<i>Objective: By the end of FY2022, cultivate collaborative relationships with 75% of the regional healthcare and educational entities that affect learner education and recruitment.</i>				✓

Idaho State University  
Cyber Security Compliance

This appendix provides an update to Idaho State University’s cyber security compliance with Idaho Executive Order 2017-02. Each area of concentration addresses ISU’s level of completion as outlined in accordance with the executive order’s standards. Please see the 2017 Cybersecurity Inventory Report recently submitted to the SBOE’s Audit Committee for additional details regarding the reporting of each the categories.

*Adopt and to implement by June 30, 2017, the National Institute of Standards and Technology (NIST) Cybersecurity Framework*

Complete	In Progress	Under Review
✓		

*CSC 1: Inventory of Authorized and Unauthorized Devices.*

Complete	In Progress	Under Review
	✓	

*CSC 2: Inventory of Authorized and Unauthorized Software.*

Complete	In Progress	Under Review
	✓	

*CSC 3: Secure Configurations for Hardware and Software on Mobile Devices, Laptops, Workstations and Servers.*

Complete	In Progress	Under Review
	✓	

*CSC 4: Continuous Vulnerability Assessment and Remediation*

Complete	In Progress	Under Review
✓		

*CSC 5: Controlled Use of Administrative Privileges.*

Complete	In Progress	Under Review
	✓	

*Develop employee education and training plans and submit such plans within 90 days*

Complete	In Progress	Under Review
✓		

*All state employees complete the state’s annual cybersecurity training commensurate with their highest level of information access and core work responsibilities.*

Complete	In Progress	Under Review
✓		

*All public-facing state agency websites to include a link to the statewide cybersecurity website—[www.cybersecurity.idaho.gov](http://www.cybersecurity.idaho.gov).*

Complete	In Progress	Under Review
✓		