Idaho State University
Department of Family Medicine
Strategic Plan: 2022-2026

Focusing on Idaho's Future:

*discover*OPPORTUNITY

**Idaho State University
Department of Family Medicine
Strategic Plan: 2022-2026**

This is a new plan

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 FY2026, establish an expanded, modern interprofessional healthcare training facility.

Performance Measures:
1.1 By the end of FY2022, the clinic site is identified

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2022
Not Avail	Not Avail	Not Avail	Complete	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

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2022
0	0	Not Avail	0	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 FY2024, 5 new non-graduate donors are identified

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2024
0	0	Not Avail	0	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 FY2024, 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 FY2024, 80% of employees report feeling "satisfied"

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2024
Not Avail.	Not Avail.	66%	66%	80%

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

*There has not be an intervening survey since COVID.

2.2   By the end of FY2024, the Department reduces by 25%, 5 year avg. employee turnover

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2024
Not Avail.	Not Avail.	4%	0%	3%

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 FY2024, all programs have adequate, dedicated support

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2024
Not Avail.	Not Avail.	60%	100%	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 FY2026, establish a culture of diversity to improve the learning environment and graduate diversity

Performance Measures:

3.1 By the end of FY2026, improve by 50% learner diversity that reflects community diversity

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2026
Not Avail.	Not Avail.	24%	28%	36%

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 FY2026, increase by 50% learners and employees feeling that there is a culture of diversity

FY 2018 (2017-2018)	FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	Benchmark 2026
Not Avail.	Not Avail.	20%	20%	30%

Benchmark: This is a new performance measure and not previously tracked. Before the end of FY2021, baseline data will be collected and benchmarks established.

*There has not be an intervening survey since COVID.

Goal 4: Cultivate Community Relationships

Objective: By the end of FY2023, cultivate collaborative relationships with ##% of the regional healthcare and educational entities that affect learner education and recruitment.

Performance Measures:

4.1   By the end of FY2022, establish new contacts in graduate medical education in eastern Idaho

FY 2018 (2017-2018)	**FY 2019** (2018-2019)	**FY 2020** (2019-2020)	**FY 2021** (2020-2021)	**Benchmark 2022**
Not Avail.	Not Avail.	2	4	4

Benchmark: This is a new performance measure and not previously tracked. Before the beginning of FY2021, baseline data will be collected and benchmarks established.

4.2   By the end of FY2023, in collaboration with Portneuf Medical Center establish a medical education task force

FY 2018 (2017-2018)	**FY 2019** (2018-2019)	**FY 2020** (2019-2020)	**FY 2021** (2020-2021)	**Benchmark 2023**
Not Avail.	Not Avail.	25%	25%	100%

Benchmark: This is a new performance measure and not previously tracked. Before the end of FY2021, baseline data will be collected and benchmarks established.

4.3   By the end of FY2024, increase by 400% , the number of healthcare workers participating in regional graduate medical education opportunities

FY 2018 (2017-2018)	**FY 2019** (2018-2019)	**FY 2020** (2019-2020)	**FY 2021** (2020-2021)	**Benchmark 2024**
Not Avail.	Not Avail.	5	5	20

Benchmark: This is a new performance measure and not previously tracked. Before the end of FY2021, baseline data will be collected and benchmarks established.

Key External Factors

Funding

Many of the department of family medicines goals and objectives assume a stable level of funding from the state of Idaho, Portneuf medical center, health insurance, Health West, and the federal government. If any of these entities were to change their reimbursement or financial support of our department it would have broad reaching effects and limit our ability to reach many if not all of our goals. We saw that this year as support from ISU dropped, limiting our ability to work on regional education advancement.

Regional GME changes

A portion of our goals center on increasing our regional presence in GME. In just the past 2 years we have seen that Idaho Falls opened a new family medicine residency and the Internal Medicine residency in Blackfoot closed. Further changes in the region will continue to affect our ability to achieve these goals.

Portneuf Medical Center

A significant portion of our funding and most of our clinical training is reliant on our partnership with Portneuf medical center. PMC hired a new CEO which is always a very scary situation for a residency. However after 6 months the new CEO seems to be incredibly supportive of the residency, even during a time of increased financial stress and cuts at the hospital from COVID.

Evaluation Process

Idaho State University department of family medicine has established an ongoing process for evaluating and revising goals and objectives. Our strategic plan was organized into our main categories and a chair for each category was appointed. Quarterly meetings are held to continue to evaluate and revise the goals and objectives as needed. These groups then report back to the director and other faculty for a decision on how to proceed with the proposed changes and/or adaptations. The department will also continue to hold yearly department strategic planning meetings to consider all current goals and objectives as a whole, and to evaluate where we are in the process.

Appendix 1

	State Board of Education Goals			
	Goal 1: EDUCATION ALSYSTEM ATTAINMENT	Goal 2: WELL EDUCATED CITIZENRY	Goal 3: WORKFORCE READINESS	Goal 4: EDUCATIONAL SYSTEM ALIGNMENT
Idaho State University				
GOAL 1: Grow Enrollment				
Objective: Increase new full-time, degree-seeking students by 20% (+450 new students) over the next five years.		✔	✔	✔
GOAL 2: Strengthen Retention				
Objective: Improve undergraduate student retention rates by 5% by 2022.	✔	✔	✔	
GOAL 3: Promote ISU's Identity				
Objective: Over the next five years, promote ISU's unique identity by ##% as Idaho's only institution delivering technical certificates through undergraduate, graduate and professional degrees.	✔	✔	✔	✔
GOAL 4: Strengthen Communication, Transparency and Inclusion				
Objective: Over the next three years, ISU will continue building relationships within the university, which is fundamental to the accomplishment of all other objectives.	✔	✔		✔
GOAL 5: Enhance Community Partnerships				
Objective: By 2022, ISU will establish (# TBD) new partnerships within its service regions and statewide program responsibilities to support the resolution of community-oriented, real-world concerns.		✔	✔	

Paperwork Reduction Act

All education related administrative rules are promulgated under the State Board of Education's authority through the Office of the State Board of Education. The State Board of Education's K-20 Education Strategic Plan incorporates this requirement for all of the agencies, institutions, and special/health programs under the Board's oversight and governance.

Appendix 2

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 of 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.

Complete	In Progress	Under Review
✔		