



**Idaho State University  
Department of Family Medicine  
Strategic Plan: 2023-2027**

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**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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2023
Not Avail	Not Avail	Complete	Incomplete	Complete

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

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

FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2023
0	0	0	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2024
0	Not Avail	0	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2024
Not Avail.	66%	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2024
Not Avail.	4%	6%	3%	6%

**Benchmark Definition:** This is a new performance measure and not previously tracked. Before FY2020, benchmark achieved and exceeded.

**2.3 By the end of FY2024, all programs have adequate, dedicated support**

FY 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2024
Not Avail.	60%	100%	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2026
Not Avail.	24%	20%	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2026
Not Avail.	20%	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2022
Not Avail.	2	4	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 2019 (2017-2018)	FY 2020 (2018-2019)	FY 2021 (2019-2020)	FY 2022 (2020-2021)	Benchmark 2023
Not Avail.	25%	25%	30%	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 2019 (2018-2019)	FY 2020 (2019-2020)	FY 2021 (2020-2021)	FY 2022 (2021-2022)	Benchmark 2024
Not Avail.	Not Avail.	5	20	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 medicine's 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 few 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*

The previously arranged location for the new building was in the old medical office building at the site of the old hospital. Due to covid the time line was delayed as construction at Northgate was delayed. Clinic drawings were finalized and then when it came time to sign the official contract there was a major barrier found, one that could not be rectified, leading to the need to as of 3/14/22, to locate a new location for a new clinic site. This has also delayed seeking funding from past graduates as the plan was to be able to show them clinic plans encouraging donations.

## **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.