

**ISU Department of Family Medicine
Strategic Plan FY2018-FY2022**

MISSION STATEMENT

Idaho State University Family Medicine Residency is committed to interdisciplinary, evidence-based care and service to our patients and community, university-based education of residents & students, and recruitment of physicians for the State of Idaho.

VISION STATEMENT

Idaho State University Family Medicine Residency (ISU FMR) envisions a clinically rich residency program; graduating courteous, competent, rural physicians.

GOAL 1

Access – Recruitment of physicians for Idaho

Objective A: Ensure national reputation and online national exposure to maintain a high number of high caliber applicants to ISU Family Medicine Residency.

Performance Measures:

High application rate and interview rate.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|---------------------|---------------------|-----------------------------------|-----------------------------------|-------------------------------------|
| -- 77 interviews | -- 69 interviews | 709 applications 78 interviews | 825 applications 90 interviews | >200 applications >70 interviews |

Benchmark: Applicant rate should be above 200 and interview rate should be 10 times the number of resident positions, or above 70 applicants per year.

Objective B: Match successfully each year through the Electronic Residency Application System.

Performance Measures:

Successful match each March.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| 7 | 7 | 7 | 7 | 7 |

Benchmark: Initial 100% fill rate for 7 slots, 0% SOAP

Objective C: Structure the program so that 50% of graduates practice in Idaho.

Performance Measures:

Percent of graduates practicing in Idaho.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| 2 of 7 | 6 of 7 | 3 of 7 | 5 of 7 | ≥50% |

Benchmark: at least a 50% rate of graduates practice in Idaho

Objective D: Train and encourage residents to settle and serve in rural and underserved locations.

Performance Measures:

Percent of graduates practicing in rural and underserved areas.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------------------|------------------------------|------------------------------|------------------------------|-----------|
| 60% rural 74% underserved | 59% rural 82% underserved | 58% rural 82% underserved | 58% rural 80% underserved | ≥75% |

Benchmark: 75% of graduates practice in rural or underserved areas

GOAL 2

Quality – Sustain and continuously improve medical care for Idaho citizens through education, quality improvement, and clinical research.

Objective A: Prepare and ensure the residents are educated to become board certified in family medicine.

Performance Measures:

Number of residents who take the American Board of Family Medicine exam within one year of training.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| 7 | 7 | 7 | 7 | 7 |

Benchmark: 95% of residents take the ABFM exam within one year.

Objective B: Achieve a high board examination pass rate.

Performance Measures:

Board examinations passed.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| 100% | 100% | 100% | 100% | 90% |

Benchmark: 90% of graduates passed the ABFM exam in the last five years.

Objective C: Achieve high resident quality improvement rate.

Performance Measures:

Number of quality improvement projects.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| 7 | 7 | 7 | 7 | ≥90% |

Benchmark: 90% of residents will complete a quality improvement project in PGY2 or PGY3.

Objective D: Achieve a high scholarly activity rate.

Performance Measures:

Scholarly department output.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| 30 | 31 | 26 | 9 | |

Benchmark: Number of scholarly activities publications & presentations.

GOAL 3

Efficiency – Improve long-term financial viability of the department/residency program.

Objective A: Maintain the best operational and financial structure to maximize funding streams and clinical revenues.

Performance Measures:

Maintain the new access point for Health West Pocatello Family Medicine.

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| Complete | Complete | Complete | Complete | Complete |

Benchmark: Complete and maintain affiliation agreement.

Objective B: Transition residency program through change in ownership and administration of Portneuf Medical Center

Performance Measures:

Level of support from PMC for ISU Family Medicine

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-----------|
| Complete | Complete | Complete | Complete | Complete |

Benchmark: Complete affiliation agreement with negotiated and maintained financial and programmatic support

Objective C: Maintained GME reimbursement

Performance Measures:

GME dollars reimbursed through cost reports

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|--------------------|--------------------|------------------|------------------|--------------------------|
| \$2.4M 18.6 FTE | \$2.5M 19.1 FTE | \$2.6M 18.5 | \$2.7M 18.5 | \$2.6 M 18.5 / 21 FTE |

Benchmark: Maximize GME reimbursement per FTE

Objective D: Additional funding streams

Performance Measures:

Identify and maintain additional funding streams

| FY14 (2013-2014) | FY15 (2014-2015) | FY16 (2015-2016) | FY17 (2016-2017) | Benchmark |
|------------------|------------------|------------------|------------------|-------------|
| 3 | 3 | 4 | 3 | ≥2 per year |

Benchmark: Awarded two new grants per year.

Key External Factors

1. **Access – Recruitment of physicians for Idaho.**
 - a. Number of applicants depends upon the pool of medical students choosing family medicine.
 - b. Number of applicants who match in the program is dependent on multiple factors including geographic ties and choice.
 - c. Number of residents settling in rural locations and in Idaho is dependent on freedom from other commitments such as loan repayment, military service, and service obligations to other states.

2. **Quality – Sustain and continuously improve medical care for Idaho citizens through education, quality improvement, and clinical research.**
 - a. Board examination pass rates are set nationally.
 - b. For quality projects, we are dependent on the efficiency of data base retrieval systems.
 - c. For medical research projects, we are dependent on external funding opportunities that vary nationally over time.

3. **Efficiency- Improve the Long-term financial viability of the department/residency program.**
 - a. Health West Board decisions.
 - b. Parent Legacy corporate decisions regarding PMC.
 - c. National decisions regarding payment for graduate medical education.

Evaluation Process

ISU Family Medicine utilizes yearly department Strategic planning and holds monthly Program Evaluation Committee Meetings to help establish and revise the goals and objectives of the residency.

Appendix 1

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.

| Complete | In Progress | Under Review |
|----------|-------------|--------------|
| ✓ | | |