

Our Pillars of Success

Strategic Plan 2018 ~ 2020

COLLABORATION

- ◆ Optimize consolidation and sharing of Administrative & Support Services with affiliate partners as feasible
- ◆ Work with JMH Providers & URMJ Consult Services to retain patients at JMH as often as possible
- ◆ Explore development of Rural Residency Program in collaboration with affiliate partners
- ◆ Develop Local & Regional Medical Staff Development Plan in collaboration with affiliate partners.
- ◆ Work collaboratively with providers, community based organizations and community members to develop population health strategy

FINANCE

- ◆ Implement a comprehensive plan to strengthen financial position
- ◆ Advocate with political leaders for long term solutions supporting financial viability for Rural Healthcare Providers
- ◆ Optimize Revenue opportunities in Hospital Based Outpatient Clinics
- ◆ Explore funding sources/ opportunities to expand behavioral health services in Allegany County
- ◆ Explore development of Retail Services
- ◆ Maximize Value Based Purchasing payment opportunities

CAPITAL

- ◆ Research Capital funding sources to support facility growth
- ◆ Develop facility plan to support expansion of specialty clinics
- ◆ Develop space plans that support efficiency and convenience of access for providers and patients
- ◆ Evaluate IT/EMR needs in collaboration with URMJ and affiliates

QUALITY

- ◆ Strengthen selected clinical service lines
 - * Infusion
 - * ENT
 - * Cardiovascular
 - * Orthopedics
 - * Urology
- ◆ Evaluate the addition of specialty service lines
 - * Explore Gastrointestinal
 - * Evaluate Dermatology
 - * Behavioral Health
 - * Endocrinology telemed & on-site clinic
- ◆ Work with URMJ to create opportunities for clinical staff to improve knowledge & skill
- ◆ Utilize LEAN Improvement process to enhance speed of process improvement

PEOPLE

- ◆ Develop 5 year Medical Staff Development Plan
- ◆ Support and engage spouse of newly recruited providers
- ◆ Develop an on-board program for new professional staff
- ◆ Maximize utilization of Visa program for recruitment of Medical Staff
- ◆ Develop programs to support staff retention
- ◆ Explore with Noyes/St. James the development of Regional Staff pool
- ◆ Continue Leadership Development
- ◆ Evaluate staff compensation to assure total compensation is fair & competitive within the Region



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