

# CITY OF HIGH POINT

## AGENDA ITEM



<b>TITLE:</b> Appointments to the High Point Economic Development Corporation	
<b>FROM:</b> City Clerk's Office	<b>MEETING DATE:</b> May 6, 2024
<b>PUBLIC HEARING:</b> N/A	<b>ADVERTISED DATE/BY:</b> N/A
<b>ATTACHMENTS:</b> Applications	

**PURPOSE:** To confirm the appointments of Eric Foushee and Jay Wagner to the High Point Economic Development Corporation.

**BACKGROUND:** Mayor Jefferson is requesting the appointments of Eric Foushee and Jay Wagner to the High Point Economic Development Corporation with terms effective immediately and expiring on December 31, 2025.

**BUDGET IMPACT:** N/A

**RECOMMENDATION/ACTION REQUESTED:** City Council is requested to confirm the appointments of Eric Foushee and Jay Wagner to the High Point Economic Development Corporation with terms effective immediately and expiring on December 31, 2025.



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## Profile

Eric  
First Name

Foushee  
Last Name

efoushee@mha-triad.org  
Email Address

910 Mill Ave  
Street Address

Suite or Apt

HIGH POINT  
City

NC  
State

27260  
Postal Code

Home: (336) 500-5918  
Primary Phone

Alternate Phone

MHA of the Triad  
Employer

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## Which Boards would you like to apply for?

Economic Development Corporation: Submitted

## Ward you reside in?

N/A

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## Interests & Experiences

**Please list any work, volunteer, and/or educational experience that you would like us to consider in the review of your application.**

I have served as a Board member for the Pitt County Chamber of Commerce, NC Hospital Association, American Hospital Association, National Association for Behavioral Health, Pitt County Transportation Committee and Pitt County Planning and Zoning committee.

[Eric Foushee\\_DBA\\_Resume.pdf](#)

Upload a Resume

## Have you participated in Leadership High Point?

Yes  No

**If yes, please list the year in which you participated in Leadership High Point:**

## Gender \*

Male



# Eric Foushee DBA

NC [foushee95@gmail.com](mailto:foushee95@gmail.com)

## WEBSITES, PORTFOLIOS, PROFILES

- [foushee95@gmail.com](mailto:foushee95@gmail.com) [linkedin.com/in/eric-foushee-mba-mha-dba-17590932](https://www.linkedin.com/in/eric-foushee-mba-mha-dba-17590932)

## PROFESSIONAL SUMMARY

Healthcare executive with over 20 years experience in both non-profit & for profit health care settings. Emotionally intelligent with the ability to analyze financial & operational data to help drive decision making, process improvement and implement systemic changes. Excellent communicator with exceptional interpersonal skills to effectively network, collaborate, negotiate and maintain positive partnerships with internal/external stakeholders. Dedicated to implementing innovative solutions to address and retain human capital. Expertise in evaluating and analyzing operational, clinical and financial performance.

## SKILLS

- Transformational Leadership
- Business Intelligence
- Financial & Operational Analysis & Strategy
- Employee Engagement & Retention
- Operational Efficiency
- Healthcare Planning
- Profit Margins
- Executive Leadership
- Critical Thinking
- Organizational Turnaround

## WORK HISTORY

**INDEPENDENT HEALTHCARE CONSULTANT** *03/2023 to CURRENT*

### Sheppard Pratt Solutions

- Led corporate restructuring and turnaround initiatives through the development of new organizational leadership strategies.
- Initiated on-time, under-budget project management to optimize performance.
- Spearheaded cross-functional teams development across departments to achieve business goals for bottom-line profits and increase accountability.
- Conducted market analysis and made recommendations for strategic growth opportunities
- Developed OKR's derived from raw company data to track improvements in organizational efficiency.
- Conducted research and investigations into labor cost and employee retention strategies.

## **EXECUTIVE VICE PRESIDENT OF OPERATIONS**

*05/2022 to 12/2022*

### **Rogers Memorial**

- 15 Indirect Reports: 975 Combined Annual Budget: \$1.8B Reported
- Reporting to the CEO implemented a functional organizational structure and developed departmental decision matrix to improve speed of decision making among nurse leaders and reduced labor expense by \$1.2M through outsourcing & lean supply implementation
- Implemented budget reduction plan generating more than \$4M annual bottom line improvement
- 29% increase in EBITDA in 7 months through implementing labor reduction strategies
- Reversed \$3.0M annual loss to positive net income of \$578K month-over-month by increasing patient volume in hospital and ambulatory clinics through enhancing intake call center process improvement initiatives
- Eliminated overtime and staffing agency use within 3 months by restructuring and optimizing nurse/tech/physician schedules
- Established physician dyad teams responsible for improving tiered structured huddles
- Led pilot that reduced no shows in ambulatory locations by 21% in 90 days
- During the first 4 months organization saw a 15% increase in admissions and 32% increase in net collections through MDI enhancements
- Managed fiscal, business and operational strategies of divisions.
- Delivered business strategy and developed systems and procedures to improve operational quality and team efficiency

## **PRESIDENT, PRINCIPAL PARTNER**

*05/2022 to CURRENT*

### **CK Blackmon Associates**

- Established partnerships and initiated executive management agreements with leading healthcare organizations
- Engaged in strategic cost reduction methods, payer negotiations/operations for short and long term growth initiatives
- Utilized data driven insights to improve financial and operational performance for client sites.
- Developed and implemented new strategies and policies in collaboration with executive partners to establish and achieve long-term business objectives, providing company with strong and sustainable organizational leadership.

## **ADMINISTRATOR/VP OF OPERATIONS**

*02/2015 to 05/2022*

### **Cone Health**

- Direct Reports: 10 Indirect Reports: 560 Combined Annual Budget \$1.2B Reported to: President
- One of the largest health systems within NC ranked in the top 3%

nationally

- Enabled better service across divisions by requiring direct reports to launch departmental employee workgroups and monthly employee stay interviews.
- Increased commercial patients by 28% in primary care, acute care & urgent care facilities
- Reduced no-shows in ambulatory centers from 32% to 12%
- Optimized operational and financial performance for primary care, urgent care & behavioral health service lines through OKP & KPI daily management enhancements
- Saved \$375K annually through operational efficiencies and waste reduction strategies (outsourcing environmental services (EVS))
- Increased margin contribution by \$482K monthly by implementing revised departmental budgets and organizational restructure plan
- Achieved highest Press Ganey engagement scores within the first 12 months and top honors awards for 7 consecutive years with over 90% employee participation & 98% physician satisfaction
- Developed multidisciplinary team that reduced denial rates by 42% through labor optimization and scheduling strategies
- Designed employee retention initiative that reduced turnover from 39% to 14% from 2015-2022
- Secured over \$2M in state and local funding
- Negotiated management agreements to oversee operations for 2 academic medical centers and established a residency program in partnership with.
- Acted as liaison among governing boards, medical staff and department heads.
- Developed and updated policies and procedures, maintaining compliance with statutory, regulatory and local, state and federal guidelines relating to HIPAA, benefits administration and general liability.
- Direct day-to-day administrative and operational functions for 428 inpatient beds, 11 ambulatory locations including 2 urgent care centers and 150 primary care clinics.

## VP OF OPERATIONS

09/2012 to 02/2015

### Monarch Healthcare

- Direct Reports: 5 Indirect Reports: 227 Combined Annual Budget \$629M Reported to: COO
- Achieved an average operating cash flow of 11.2% and operating income of 2.8% from 2013- 2015
- Increased net profit from \$4.9M to \$8.7M by adding revenue enhancing services
- Successfully implemented Cerner (EHR), in all 29 locations
- Enhanced revenue by double digits from 2012-2015 through revenue optimization strategies
- Operating income margin improved from 1.8% in 2012 to 16.7% in 2014

- Grew the organization from 8 locations in 6 counties to 29 locations spanning 19 counties

**EXECUTIVE VICE, PRESIDENT (PARTNER)**

*12/2010 to 09/2012*

**Restart Healthcare (Purchased By Pitt Memorial)**

- Successfully drafted and was awarded State and Federal contracts totaling 6 million within the first year
- Grew net revenue from \$49 million to \$79 million in two years
- Increased net margin from 2.9% to 16% through charge master analysis and revenue cycle enhancements
- Renegotiated and managed all payor contracts and developed central admission process in all satellite locations
- Acquired and led executive team accountable for acquiring 10 of 19 locations within a 24-month period.

**PRESIDENT/CEO/CHAIRMAN**

*07/2005 to 12/2010*

**A New Horizon**

- Contract management health organization providing administrative and operational support to hospitals, ambulatory clinics and third party payors
- Successfully negotiated partnerships with 22 physician owned clinics and 6 hospitals to manage
- ED throughput, operations, and provider engagement strategies
- Accountable for the management, reporting, and oversight of \$19M in contractual obligations with East Carolina University and Pitt Memorial Hospital (Vidant) and others
- Net margin increase of more than 22% in 85% of clinics that stayed with us 12 months or more
- Accountable for full P&L responsibility, financial oversight, strategy and business development for the organization

**EDUCATION**

**Doctorate** | Business Administration

*12/2019*

**North Central University**

**Master's** | Healthcare Admin & Business Admin

*05/2009*

**University of Central Florida**

**BS** | Health Services Administration

*05/2004*

**East Carolina University**

**AFFILIATIONS**

AHA Board of Governance 2022-Present NABH Board Member 2022-Present  
BLDC CDC (Board Chair 2020-Present) AABH Board President 2015-2018  
National Recovery Board Member 2011-2013 Chamber Board of Directors  
2005-2010

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## Profile

Jay  
First Name

Wagner  
Last Name

jwagner@highpointlaw.com  
Email Address

1714 Country Club Dr  
Street Address

Suite or Apt

High Point, NC  
City

NC  
State

27262  
Postal Code

Home: (336) 906-2241  
Primary Phone

Mobile: (336) 906-2241  
Alternate Phone

Fisher Wagner, PLLC  
Employer

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## Which Boards would you like to apply for?

Economic Development Corporation: Submitted

## Ward you reside in?

3

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## Interests & Experiences

**Please list any work, volunteer, and/or educational experience that you would like us to consider in the review of your application.**

Former Mayor and Council Member. Former Member of EDC Board as Mayor

[Resume.1-5-2024.docx](#)  
Upload a Resume

## Have you participated in Leadership High Point?

Yes  No

**If yes, please list the year in which you participated in Leadership High Point:**

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## Gender \*

Male

**Jay W. Wagner**  
**Fisher Wagner, PLLC**  
**P.O. Box 5506**  
**High Point, N.C. 27262**  
**336-883-9156**  
[jwagner@highpointlaw.com](mailto:jwagner@highpointlaw.com)

### **Education**

North Carolina Central University School of Law (JD, *Cum Laude*, 1998)

- North Carolina Central Law Journal
- North Carolina Central Moot Court Board, Senior Board Member
- Phi Delta Phi

University of North Carolina at Chapel Hill (AB, History & Political Science, 1990)

Bloomberg Harvard City Leadership Initiative: 2022 Graduate

Oak Ridge Military Academy (1986 Battalion Commander, Valedictorian & Graduate)

### **Experience**

2002-Present, Fisher Wagner, PLLC, (Partner since 2009). Commercial and Residential Real Estate. Land Use and Zoning. Municipal Law. Civil Litigation. Corporate and Business Law. Wills, Trusts, and Estates.

1998-2002, Cecil & Cecil, PA, High Point, North Carolina (Associate)

1993-1995, High Point Bank & Trust Company, High Point, North Carolina (Lender)

1990-1992, Oak Ridge Military Academy, Oak Ridge, North Carolina (Teacher & Coach)

### **Professional Memberships**

Admitted to: North Carolina State Bar (1998)

U.S. District Court, Middle District of North Carolina (1998)

North Carolina Bar Association

- Real Property Section
- Zoning and Land Use Section
- Solo and Small Practice Section

North Carolina Association of Municipal Attorneys

Council on the New Urbanism

North Carolina Downtown Development Association

18<sup>th</sup> Judicial District Bar, Secretary/Treasurer (2005-2006)

High Point Bar Association

### **Community Service**

Mayor of High Point (2017-2023)

High Point City Council, Mayor Pro-Tem & Ward 4 Representative (2012-2017)

- Planning & Development Committee, Chairman
- Prosperity and Livability Committee

High Point Market Authority, Executive Committee Member (2017-2023)

Forward High Point, Board Member (2016-2023)

High Point Metropolitan Planning Org., Transportation Advisory Comm.: Vice Chairman (2017-2023)

Piedmont Triad Regional Development Corporation, Board Member (2017-2023)

Guilford County Economic Development Alliance, Leadership Group Member (2017-2023)

High Point Economic Development Corporation, Executive Board Member (2017-2023)

North Carolina Leadership Forum (2019)

High Point University Board of Ambassadors (2018-Present)



High Point Chamber of Commerce, Board Member (2017-2023)  
High Point Area Arts Council, Board Member (2014-2017)  
High Point Convention and Visitors Bureau, Board Member (2012-2014)  
Uptowne High Point, Inc., Founder & Legal Counsel  
YMCA of Greater High Point, Board Member (2009-2018), Past Chairman  
YMCA Camp Cheerio, Board of Directors (Board Member 2005-2017), Past Chairman  
The City Project, Board Member (Vice Chairman, 2007-2012)  
City of High Point, Core City Plan Steering Committee, Vice Chairman (2005-2007)  
City of High Point, Planning & Zoning Commission, 2003-2010 (Chairman, 2006-2007, 2008-2009)  
Rotary Club of High Point, Former Member (Paul Harris Fellow)  
Oak Ridge Military Academy Board of Trustees (2009) and Board of Visitors (2006-2009)