

CITY OF HIGH POINT

AGENDA ITEM



TITLE: Appointment – Human Relations Commission	
FROM: City Clerk's Office	MEETING DATE: September 16, 2024
PUBLIC HEARING: N/A	ADVERTISED DATE/BY: N/A
ATTACHMENTS: Application	

PURPOSE: To confirm the appointment of Eric Foushee to the Human Relations Commission.

BACKGROUND: Council Member McKiver is requesting the appointment of Eric Foushee to the Human Relations Commission; term effective immediately and expiring on November 1, 2025.

BUDGET IMPACT: N/A

RECOMMENDATION/ACTION REQUESTED: City Council is requested to confirm the appointment of Eric Foushee to the Human Relations Commission; term effective immediately and expiring on November 1, 2025.



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

Which Boards would you like to apply for?

Human Relations Commission: Submitted

Ward you reside in?

N/A

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

WEBSITES, PORTFOLIOS, PROFILES

- 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

