

FY-2025 3rd Quarter Report

ONEIDA COMPREHENSIVE HEALTH DIVISION (OCHD)

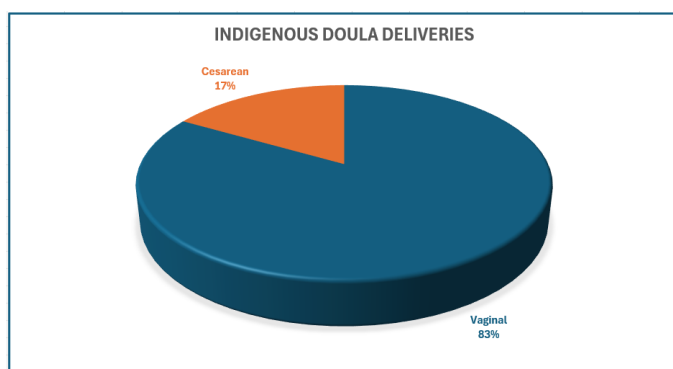
Status report of Outcomes/Goals

1. Which outcome/goal(s) does the Division wish to report on?
2. What metric is being used to measure the outcome/goal?
3. What are the accomplishments (i.e. positives, things for which the Division is proud, brags) have occurred over the reporting period that reflect the Division's progress for reaching the outcome/goal?
4. What can the community expect to see in the future (i.e. 6 months; next year; 18 months) from the Division related to the outcome/ goal?

Outcome/Goal # 1

Strengthening a Comprehensive Provision of Care – Strategic Direction 1

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Continuity of Operations Plan workshop completed May 2025 focusing on identifying critical services, dependencies, and recovery workflows, with an emphasis on the importance of prioritizing services and conducting regular testing and assessments. Multiple disciplines and divisions participated including Digital Technology Services, Emergency Management as both active participants and observers

Addition of **Michael S. Lundin, MD** to the Medical Clinic staff. Dr. Lundin hold board certification through the American Board of Internal Medicine and American Board of Preventive Medicine. He has specialties in Internal Medicine and Addiction Medicine.

Indigenous Doula Program is an initiative aimed at providing non-medical support to Oneida Community Health Center Obstetricians & Gynecology mothers during pregnancy, childbirth and the postpartum period. The goal is to revive and cherish the time-honored traditions and

values of birthing families, helping them along the sacred journey of prenatal care. Currently, there are eight doulas available to provide care. Accomplishment of 6 deliveries with 5 deliveries through vaginal birth and 1 through cesarean section.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Continuity of Operations Plan will involve the division departments identifying core group of key leaders and team members. This core group will champion further development of the plan based on the principles of the initial 4-day workshop.

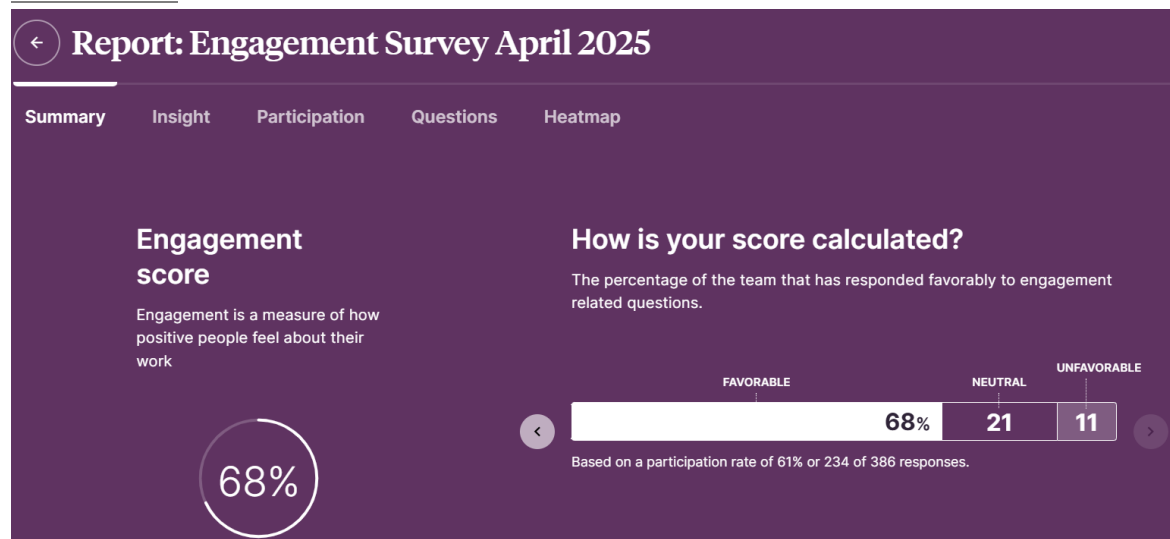
Dr. Lundin will serve as a key addition to the **Medication Assisted Treatment** clinic offered at the Oneida Community Health Center. Dr. Lundin's expertise will guide the next phase of the program offerings.

Indigenous Doula Program is integrated into the Indian Health Service compact and is an allowable service for the division. This program is budgeted for the Fiscal Year 2026 Population Based Programs. Expectation is to continue offering this service to the OCHD patient population.

Outcome/Goal # 2

Engaging & Developing an Inclusive and Empowered Workforce – Strategic Direction 3

MEASUREMENT:



ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Culture Amp Report of 'Engagement Survey April 2025' shared by the General Manager's office with the OCHD Executive Management Team and Director/Supervisors. Engagement is a measure of how positive people feel about their work. OCHD scored a 68% in this

'Engagement Survey April 2025.' The employee participation increased in 2025 compared to 2024 participation with 234 of 386 responses received.

Team Leadership Training: Members of the OCHD leadership, directors, and supervisors participated in the 2025 Leadership Conference #LeadBoldly through Leadership One.

DISC Training and 360 Evaluations completed by various OCHD departments to enhance employee relations and work environment.

Education Team: Completed policy update and website revisions for clinical education placements that prioritizes offerings to Oneida Nation citizens, Oneida Nation descendants, Indian Health Service scholarship recipients, and veterans. OCHD collaboration with Human Resources Department and Oneida Higher Education for targeted HRD Summer Intern participants that are Oneida Nation citizens and Higher Education scholarship recipients. HRD Interns are assigned a division summer project. The summer 2025 project is based on recommendations for Anna John Resident Centered Care Community Cultural Growth Initiatives.

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

Education Team: Goal is an avenue of recruitment for future employment of Oneida Nation citizens. First cohort of HRD Summer interns are enrolled in Doctor of Pharmacy program, Bachelor of Science Nursing program, Bachelor of Science Human Biology with Exercise Science emphasis program, and Bachelor of Arts Business Marketing program.

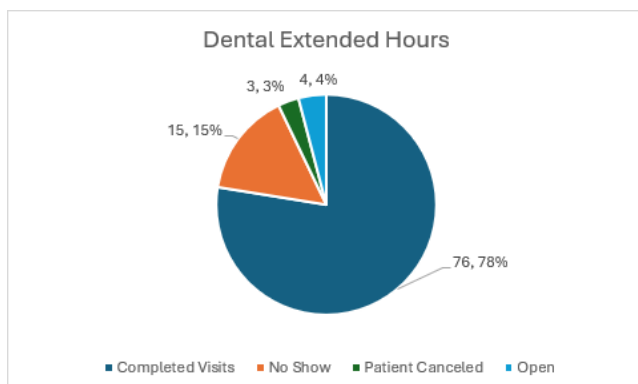
Culture Amp Report identified the OCHD top opportunities for the areas with the most potential for positive change as two-way communication, people important to company's success, and action as result of survey. Division will roll out recommended inspirations to improve these top opportunities.

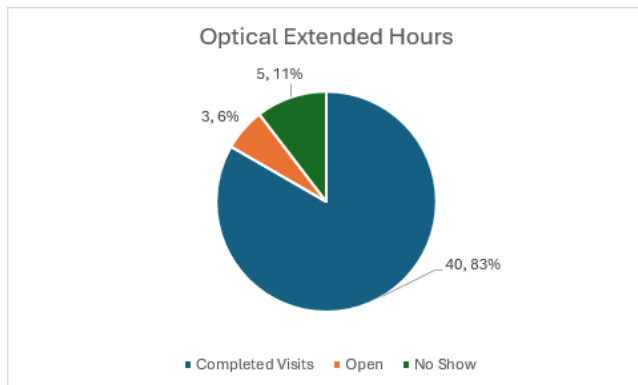
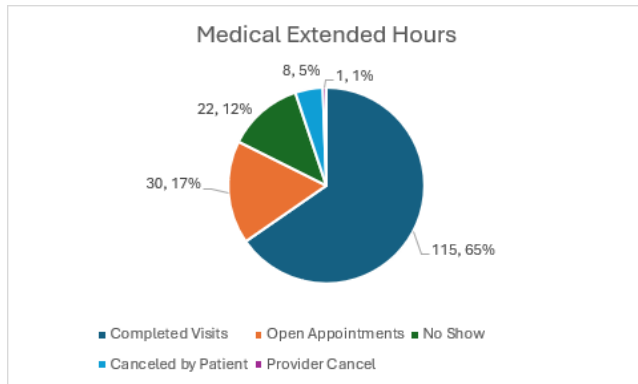
Outcome/Goal # 3

Advancing Customer Focused Experience – Strategic Direction 4

MEASUREMENT:

Monday Extended Hours Data (7:00 - 8:00 am, 4:30 - 6:00 pm) – Quarter 3, 2025





ACCOMPLISHMENTS RELATED TO THE OUTCOME/GOAL:

Pilot Extended Monday Hours 7:00 am to 6:00 pm commenced on Monday, January 6, 2025 at Oneida Community Health Center in response to "Hours of Operation" Community Survey. Third quarter data included for review.

STI Prevention work group education billboards displayed for the month of the NFL draft. Billboard 100% funded through the Epidemiology Cooperative HIV/STI/HCV grant. Achieved goal of destigmatizing STI while promoting education and discussion on STI prevention.

Dental Clinic Extended Hours: Dental Clinic offering extended hours Monday to Wednesday, 7:00 am to 6:00 pm with [Dr. Yvonne White](#), [Dr. Ana Nikolova](#), and [Dr. Oria Valente](#).

EXPECTATIONS/FUTURE PLANS REGARDING THE OUTCOME/GOAL:

STI Prevention work group strategic planning with Brown County, City of De Pere, and Vivent Health. Vivent Health has been at the forefront of the fight against HIV since the earliest days of the epidemic.

Clinical Pharmacist anticipate start date in the fourth quarter. Clinical Pharmacists play a key role in managing chronic diseases, optimizing medication therapy, and improving patient outcomes. They collaborate with healthcare teams to adjust treatments, educate patients, and ensure safe, effective medication use. Their contributions enhance care quality and support preventive health efforts.

Dental Clinic Extended Hours goal is to provide patient treatment complete services with as many complex patients as possible utilizing the extended hours. Target patient population are those with extension treatment plans, college students, emergent root canal therapies, and patients with behavioral issues.

Contact Info

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Indigenous Doula Program: 6 total deliveries in pilot phase.

Oneida Nation Internship Program



Comprehensive Health Division, Human Resource, and Higher Education collaboration.