



Michael R. Gloor, MA, MHA

Senior Consultant
SAGE Healthcare
Collaborative, Inc.
Cellular 308.379.1714
mike@sagehc.com

Formal Education

B.A. Hastings College, Hastings, NE
M.S. (Human Resources Management), University of Utah, Salt Lake City, UT
M.H.A. (Healthcare Administration), University of Minnesota, Minneapolis, MN

Professional History

Present: Senior Consultant, SAGE Healthcare Collaborative, Inc.

Providing consulting services related to legislation and advocacy, policy development, hospital legislative affairs, business development, physician-hospital transactions, board development, leadership development, hospital operations, public health administration, and executive coaching for individuals and teams.

2009 to 2017: State Senator, Nebraska Legislature, Lincoln, Nebraska

One of forty-nine Senators in the country's sole remaining one-house Unicameral. Policy focus on health and human services, insurance, banking and tax policy. Elected by the legislative body into leadership roles including: Vice-Chair-Health and Human Services Committee; Vice-Chair-Legislative Planning Committee; Chair-Banking, Commerce and Insurance Committee; current Chair, Revenue Committee.

Signature Policy Efforts

- Initiated legislation that established primary care Patient Centered Medical Homes (PCMH) in the Department of Medicaid and further expansion that now includes all health insurance payors in Nebraska. Having imbedded this initiative in our delivery system assures that it will continue after my departure.
- Developed and legislated Nebraska's first personal property tax credit program. Furthermore, in collaboration with the Chair of the Legislative Education Committee and Nebraska's Governor, strategized and legislated a property tax relief package for residential, commercial and agricultural property owners.

1993-2008: President/Chief Executive Officer, Saint Francis Medical Center, Grand Island, Nebraska

Working with a 15 member Board of Directors, managed all components of a 220 bed regional referral hospital in central Nebraska. The Medical Center was also supported by its affiliated foundation governed by a separate Board of Trustees, of which I served as Board President. Total employment of the Medical Center was 1,300 with another 200 employed through joint ventures. Annual operating budget prior to my leaving approximately \$90

million. Service lines included general acute care and diagnostics, Level II neonatal care unit, free standing oncology clinic, 36 bed rehabilitation unit and a 24 bed substance abuse treatment program (both inpatient and outpatient), as well as a multi county Home Care and Hospice program.

Signature Accomplishments

- Increased credentialed physician medical staff (residing in the community) from 48 to 120.
- Evolved the Oncology program into an affiliate of the University of Nebraska Medical Center's Oncology Department, their first "outstate" endeavor, allowing SFMC patients and oncologists access to research protocols.
- Restructured our Foundation and directed a reorientation of support activities from capital projects to outreach and public health programs. Grew giving club memberships tenfold, and established a grant writing and procurement position.
- Developed both Ambulatory Surgery and Imaging Center joint ventures with community physicians. Joint ventured with several hospitals to form a multi-state institutional laundry located on our hospital campus.
- Working with Case IH corporate staff in Lancaster, Pennsylvania, planned and implemented the Midwest's first employer sponsored health clinic serving employees of both the local manufacturing plant and eligible hospital employees.
- Collaborated with Good Samaritan Hospital, Kearney, Nebraska, and our joint medical staffs to form and operate Nebraska's first provider owned Health Maintenance Organization (HMO)-Pioneer Health Plan.
- Instituted a system-wide Customer Excellence Program. Within 2 years SFMC was a leader in a nationwide database and in 2005 awarded the Nebraska Edgerton Award for quality excellence, the first non-manufacturing organization to receive that award in Nebraska. More significantly, in 2003 SFMC was one of four National finalists for the prestigious Foster McGaw Community Service Award. The eventual winner was Henry Ford Health Systems, Detroit, Michigan.
- Prioritized community outreach as a goal for each hospital department. Results included Nebraska's first School Health Clinic at Grand Island Senior High (enrollment approximately 2,000) staffed by a primary care provider. Additionally, aggressively pursued outreach to the general population, with emphasis on the Hispanic community, by placement of a public health clinic (Wellness Works, Por Su Salud) at the area's largest retail mall in Grand Island.
- Immediately prior to resigning my position to assume my elected office we completed a 10 year planning process culminating in the opening of a newly constructed 13 story \$100M patient care tower. The project was paid for entirely from a portion of our reserves.

1981-1992: Chief Operating Officer, Saint Francis Medical Center, Grand Island, Nebraska

Reporting to the Chief Executive Officer, oversaw the operations of ancillary and clinical programs at the institution. Responsibilities also included strategic planning.

Signature Accomplishments

- In 1987, my institution purchased the competing, similar sized, hospital in Grand Island. It was my responsibility solely, to consolidate operations of the two separate campuses including consolidation of managers, staff, equipment and facilities within a 5 month window. This was accomplished successfully, with minimal disruption of services, and eventually included transitioning inpatient care to a single campus.

1980-1981: Director of Human Resources, Saint Francis Medical Center, Grand Island, Nebraska

Responsible for the personnel functions of a 275 employee hospital. This also included management of both in service and community education staff, security and institutional strategic planning.

1977-1980: Assistant Director, Greater Nebraska Health Systems Agency, Scottsbluff and Grand Island, Nebraska

Second in command to the Director of a federally funded health planning organization funded under the provisions of H.R. 93-641. GNHSA was one of three Nebraska Health Systems Agencies and served 71 of Nebraska's 93 counties.

Signature Accomplishments

- Provided oversight and coordination of the staff and Advisory Boards of 4 subarea Councils. Represented the agency in the collaboration of Agency, State Health Department, health associations and Legislative staff in drafting Certificate of Need Legislation. The bill was introduced and passed.

1973-1976: Clinical Manager, U.S. Air Force Hospital, Bitburg Germany.

Professional Memberships

- Member Grand Island Community Foundation Board of Directors (current)
- Member of Council of State Governments and National Council of State Legislators (past)
- Nebraska Delegate, Interstate Streamline Sales Tax Commission. (current)
- Fellow, American College of Healthcare Executives and served as Nebraska Regent. (past)
- Member, American Hospital Association, Long Range Policy Committee, Washington D.C. (past)
- Nebraska Delegate, American Hospital Association Region 6 Policy Board (past)
- Member and Chair, Nebraska Hospital Association Board of Directors (past)
- Member and Secretary, Midlands Health Partners Board of Directors (statewide preferred provider organization) (past)
- Member and Chair, Grand Island Area Economic Development Corporation (past)
- President, Pioneer Health Plan, Nebraska's first Provider owned and operated HMO (past)

*References available upon request