



Department of Alcohol &  
Drug Addiction Services



Department of  
Mental Health

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### Highest vote-getters from the 4/24 SWOTs forum:

#### **Strengths:**

1. Staff expertise and experience (50)
2. Strong relationships with stakeholders (30)
3. Quality services that are consumer/person centered, holistic, recovery-oriented & evidence-based (27)
4. Focus on integration of physical and behavioral health (23)
5. Within the system there is a capacity to change and respond to new goals. (22)
6. Hospital system (18)
7. Health care reform gives opportunities to provide better care (5)
8. We serve the most vulnerable population (5)

#### **Weaknesses:**

1. Silos and bureaucracy (37)
2. Lack of effective communication (25)
3. Staff feel that they are not empowered to make decisions (22)
4. Access and continuity of care (20)
5. Funding amount and structure (19)
6. Reactive versus proactive (18)
7. Too many layers of management (16)
8. Institutional/cultural barriers (14)
9. Lack of career growth (5)
10. No blueprint (4)
11. Employee retention issues (1)

#### **Opportunities:**

1. Modernize and improve technology and associated skills (44)
2. Combining the best in resources and expertise from the two departments (43)
3. Integration of services within behavioral health and with primary care (39)
4. To be the drivers in healthcare reform both at the state level and nationally (15)
5. Development of strong research and evaluation (13)
6. Shift dollars from institutions to community for a balanced approach (11)
7. Development of joint prevention efforts (11)
8. Modernize and streamline policies and procedures for effective operations and cost savings (6)

**Threats:**

1. Differing staff cultures and silos (43)
2. Workforce shortage including physicians and other disciplines (28)
3. Stigma, fear and public opinion (26)
4. Resources are poor in rural areas leading to unequal access to services (23)
5. Funding and budget (18)
6. Confusion among stakeholders of roles, responsibilities, policies, procedures and priorities (18)
7. Change in administration (14)
8. Polarization and lack of understanding among stakeholders (7)
9. Continuum of care in jeopardy (6)
10. Lack of funding for high need, high risk populations (2)