

Products & Services

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Leadership in Health Affairs



www.hasc.org



Positioned for Success



Dear Member,

For nearly a century, the Hospital Association of Southern California (HASC) has effectively advanced the interests of hospitals in Los Angeles, Orange, Riverside, San Bernardino, Santa Barbara and Ventura counties. Today, as facilities face the challenges of health care reform, we remain committed to keeping you informed, prepared and positioned for success in the new health care environment.

Through in-house product development and prudent partnerships with companies we trust, our product portfolio offers innovative and affordable services designed to improve quality, enhance operations and boost revenue for your hospital. Read more about how HASC's products and services can help your organization thrive in this quick reference guide, and visit www.hasc.org for more information.

Sincerely,

Jim Barber
President & CEO



Advocacy & Membership

- 4 Associate Membership
- 4 HASC Event Sponsorship
- 5 Hospital Membership
- 5 Operational Educational Programs

Emergency Preparedness

- 6 Hospital Incident Command System (HICS) Training (Los Angeles County only)
- 6 ReddiNet® Emergency Medical Communication Systems

Financial Services

- 7 ControlPay™ Advanced Active Funds (in partnership with Commerce Bank)
- 7 Professional Data Services®

Human Resources

- 8 Allied for Health Compensation and Employee Benefit Survey
- 8 CalBiz Central (in partnership with CalChamber)
- 9 California Healthcare Career Center (in partnership with National Healthcare Career Network)
- 9 Executive Compensation Survey
- 10 Hot Jobs Compensation Survey
- 10 Human Resource Educational Programs
- 11 Human Resource Metrics Survey
- 11 Labor Resource Library
- 12 LEAD Academy®
- 12 Management Compensation Survey
- 13 Retention Planning for Executives (in partnership with The CAP-Ex Group)
- 13 Nonmanagement Compensation Survey
- 14 Pre-Employment Screening Services (in partnership with Pre-Employ.com)
- 14 Span of Control Survey
- 15 Survey Trek
- 15 Turnover and Vacancy Survey
- 16 Workforce Management Services (in partnership with ShiftWise)

Operational Improvement

- 17 Lodestone Data Connect®
- 17 Institute for Performance Excellence (IPE)
- 18 Society for Healthcare Improvement Professionals (SHIP)

Patient Access Services

- 19 Bridges for Newborns (Orange County only)
- 19 California Children's Services (CCS) (Orange County only)
- 20 Conservatorship Access Network (CAN) (Los Angeles County only)
- 20 Eligibility On Site (EOS) (Los Angeles and Orange counties only)
- 21 Medical Services Initiative (MSI) (Orange County only)
- 21 Rapid Application for Medical Programs (RAMP)
- 22 Recuperative Care (in cooperation with National Health Foundation)

Quality and Patient Safety

- 23 Southern California Patient Safety Collaborative
- 23 Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS®)
- 24 VSurvey (in partnership with Verge Solutions)

Contacts

- 25 Product Leads



Associate Membership

Associate membership is available to businesses that provide products and services to hospitals—including consulting, legal, architectural, design, executive search, supply chain and other firms.

Features & Benefits

- Increases visibility within the hospital industry.
- Expands networking opportunities.
- Offers member discounts on educational events.
- Provides listing with link on the HASC web site.
- Allows access to Annual Meeting and associate member lunch meetings.
- Provides corporate listing in Statewide Membership Directory and copy of directory.
- Offers consideration as faculty for education programs or strategic business partner.

Contact: Pat Wall, (213) 538-0715

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HASC Event Sponsorship

Sponsorship offers participating firms a variety of opportunities for visibility and social contact with hospital decision makers. Sponsorship opportunities include the Annual Meeting, Golf Tournament, Hospital Heroes, Southern California Patient Safety Colloquium and various one-day education programs.

Features & Benefits

- Provides networking and social opportunities with key decision makers.
- Improves opportunities for business growth.
- Enhances marketing opportunities.
- Provides access to event attendee lists.

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Hospital Membership

Membership gives general acute care hospitals, acute psychiatric facilities, and LTACs a seat at the table for critical policy discussions that impact the hospital industry in California. Members may participate as full voting members with advocacy benefits.

Features & Benefits

- Provides dual membership with the California Hospital Association (CHA).
- Supports members with HASC and CHA advocacy efforts.
- Includes consultations with expert staff.
- Reduces fees on EOS, ReddiNet, educational events, and other member-exclusive services.

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Operational Educational Programs

HASC educational programs offer full-day or half-day in-person educational sessions, web seminars and distance learning programs. Programs include HASC Annual Meeting, human resources topic, Medicare recertification insights, Lean principles and practices, violence in health care settings, palliative care, and reducing malpractice risks, among many other topics.

Features & Benefits

- Offers hospitals both traditional and cutting-edge education programs.
- Reduces attendance fees for members.
- Accesses CEUs on select programs.
- Provides professional development opportunity for staff.

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Hospital Incident Command System (HICS) Training

Through a grant from Los Angeles County Emergency Medical Services (LAC-EMS), HASC provides HICS training at no cost to the hospital. The training includes a pre-developed HICS lecture, tabletop exercise and handouts.

Features & Benefits

- Offers training in two, 2-hour modules to better accommodate staff.
- Includes on-site hospital training.
- Provides course instructor materials upon request for ongoing trainings.

Contact: Ryan Burgess, RN, MSN, (805) 320-5809
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ReddiNet® Emergency Medical Communications System

ReddiNet is an emergency communications system that facilitates the exchange of emergency data, such as ED capacity, bed capacity and disaster assessments, among fire/rescue, hospitals, ambulance companies and other emergency responders.

Features & Benefits

- Offers intercounty and interstate options to expand the communication network as needed for large incidents.
- Involves its end users in key decisions and advisory groups.
- Offers online independent learning and specialty training.
- Includes flexible, scalable commercial-grade satellite service.
- Works as an extension of the local EMS agency by providing support for reporting, drilling and compliance, working with committees and volunteering for agency events.
- Provides 24/7/365 support from ReddiNet's management and support staff for emergency coordination.

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ControlPay™ Advanced Active Funds (in partnership with Commerce Bank)

Commerce Bank's ControlPay™ Advanced Active Funds provides participating hospitals revenue share dollars based upon their spending level. No credit facility or UCC filing is required. As more HASC member hospitals participate, the greater the revenue share back to each hospital. This program works with your existing accounts payable system to automate payments to qualified vendors.

Features & Benefits

- Creates a new revenue stream for hospitals.
- Eliminates the need for a credit facility or UCC filing.
- Includes a comprehensive and expanding list of qualified vendors.
- Replaces paper checks with electronic payments.
- Reduces administrative costs.

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Professional Data Services® (PDS)

Professional Data Services (PDS) provides online access to all paid claims information for inpatient, outpatient and ER visits for participating facilities. Hospitals select their own compare groups and use the information to benchmark reimbursement, charges, LOS and quality. They also gain information about changing market conditions and their relative position so they can plan their strategy for facing the challenges of health care reform.

Features & Benefits

- Provides accurate market analysis.
- Enhances strategic planning.
- Provides information for smarter business development.
- Empowers contract negotiation.
- Helps develop effective revenue management.

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Allied for Health Compensation and Employee Benefits Survey

The Allied for Health Compensation and Employee Benefits Survey provides data on executive, management and nonmanagement compensation. Data include average wages and salaries; pay ranges; shift differentials; per diems; and a full array of benefits.

Features & Benefits

- Gets compensation and benefits data from almost 300 acute care hospitals across California.
- Selects specific data points based on beds, gross operating expense, full-time equivalent or geographic location.
- Provides active involvement in the annual review process, and helps drive future changes to ensure relevant data points are collected.

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CalBizCentral (in partnership with CalChamber)

CalBizCentral is a one-stop shop for information, products and resources that answer California and federal labor law and HR questions. You get access to up-to-date forms, checklists and policies as well as comprehensive information about business and employment law compliance.

Features & Benefits

- Provides HASC members with a 15 percent discount on purchases made through HASC's AllHealth website.
- Allows easy access to a wide array of employment posters and pamphlets, and other related materials.
- Offers a one-stop shop for required information and resources.

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California Healthcare Career Center (in partnership with the National Healthcare Career Network)

As a member of the National Healthcare Career Network, the California Healthcare Career Center provides access to more than two million health care professionals from more than 200 associations—including niche associations like the Renal Physicians Association and the Infusion Nurses Society. Professional societies attract the candidates you want on your staff—individuals dedicated to their fields and taking steps to advance their knowledge and careers.

Features & Benefits

- Provides account management tools to build a professional job posting.
- Tracks each posting, including candidate views and applications.
- Enables proactive searches for candidates from an extensive database.
- Sets the criteria for your ideal candidate and receive daily e-mails when matching candidate resumes are posted.
- Offers discounted member pricing.

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Executive Compensation Survey

The Executive Compensation Survey identifies executive hospital pay for 21 positions in health care facilities and systems throughout California. The comprehensive report includes data from facilities reporting on base compensation, incentive and deferred compensation, and benefits. Data are reported by facility size, number of beds, number of employees and geographic regions.

Features & Benefits

- Establishes trends based on compensation and comparability data by peer group.
- Quickly benchmarks and establishes competitive rates.
- Builds custom reports.
- Accesses all market data from participating organizations.
- Adjusts the data by geographic area, industry, organization, size, pay strategy.

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Hot Jobs Compensation Survey

Hot Jobs Compensation Survey provides information on difficult-to-fill and market-sensitive jobs throughout California. The report is released annually each March. Data are collected two times a year on hourly rates, salary ranges, per diem and shift differential on 17 health care jobs.

Features & Benefits

- Provides a snapshot of average wages and average wage increases during the year.
- Includes data displayed by geographic regions.
- Creates custom reports.

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Human Resource Educational Programs

Human resource educational programs cover a wide array of topics including: labor union updates, Joint Commission competency, recruitment and retention, using social media, and more. In-house training programs can be customized to meet your individual needs.

Features & Benefits

- Offers educational programs that are affordable, timely and relevant.
- Provides in-house training programs that are highly interactive and include group discussions and role playing.
- Offers continuing education units for professional development.

Contact: Karen Ochoa, (213) 538-0765
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Human Resource Metrics Survey

The HR Metrics Survey captures data on key human resource metrics from hospitals. The survey focuses on workers' compensation, acquisition, recruiting, retention and turnover, and compensation and benefits. Use the data to determine how your internal HR operations compare to others hospitals.

Features & Benefits

- Provides a benchmark, allowing leaders to know where they stand and how they compare externally to peers.
- Demonstrates the value of HR with metrics.
- Creates customized reports.

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Labor Resource Library

An online resource and research tool, the Labor Resource Library provides access to the most current database of collective bargaining agreements, financial reports, bylaws of labor unions and union locals active in California health care. The service also includes web seminars on a variety of labor-related topics.

Features & Benefits

- Accesses comprehensive database of collective bargaining agreements, financial reports, bylaws of labor unions and union locals active in California.
- Provides valuable insights on labor unions' impact on hospitals.
- Enables searching by keyword or category for information specific to any hospital, region, union or union local, or any class of employees.

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LEAD Academy®

LEAD Academy is an intensive six-day, 12-module workshop for new and veteran health care managers to improve professional strengths, build productive relationships and support excellent patient care practices. Attendees receive training from world-class facilitators leading to a Certificate in Health Care Leadership.

Features & Benefits

- Permits access to faculty trained in Lean and Six Sigma.
- Improves staff performance.
- Increases self-management skills.
- Creates performance goals that reinforce the organization's vision.
- Understands leadership styles.
- Earns a certificate of completion.

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Management Compensation Survey

The Management Compensation Survey collects data on current management pay and practices for about 95 hospital positions. A comprehensive annual report provides data on average annual salary range, annual bonus and total cash compensation, as well as incentive/bonus plan design, management perquisites and alternative rewards programs. Data are reported by facility size, number of beds, number of employees and geographic areas.

Features & Benefits

- Provides key statistics and regional reports.
- Accesses information about average salary increase/salary structure adjustments.
- Enables review of the types of alternative rewards programs offered.
- Helps determine the prevalence and eligibility for incentive/bonus plans.
- Accesses performance criteria for incentive/bonus plans.
- Offers access to typical management benefits and perquisites.

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Nonmanagement Compensation Survey

The Nonmanagement Compensation and Employee Benefits Survey collects data about more than 160 positions on current non-management hourly pay and practices in the hospital industry. A comprehensive annual report includes data on base hourly rates, salary range, per diem rates, specialty pay, and weekend and shift differentials; signing, referral and relocation bonuses; and an employee benefits section featuring common benefit design elements.

Features & Benefits

- Access key summary statistics of rates, pay structure midpoints.
- See additional pay practices including holidays, reward programs, higher education pay, and shift pay practices.
- Review employee benefits like eligibility, retirement and paid time off.

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Pre-Employment Screening Services (in partnership with Pre-Employ.com)

Increase workplace security and protect employee confidentiality with services from Pre-Employ.com. Available services include screenings, applicant tracking and I-9 compliance services, as well as screening for volunteers, contractors and vendors, and incoming employment and salary verifications—all confidential and secure.

Features & Benefits

- Provides HASC members with discounted pricing.
- Tracks and verifies expired licenses, and manages the process of updating records and providing documentation for auditing purposes.
- Includes a secure connection to the SSA and DHS databases.
- Offers clinical placement background screenings and drug testing programs.
- Accesses instant employment and income verifications.

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Retention Planning for Executives (in partnership with The CAP-Ex Group)

For an executive or physician benefits package that keeps the long-term financial goals of your hospital in mind, the CAP-Ex Group offers a compelling retirement plan that rewards key talent while simultaneously returning all cash contributed into the plan, plus interest, back to your hospital.

Features & Benefits

- Creates a growing asset for the hospital.
- Benefit does not create an expense.
- Returns funds to the hospital plus interest.
- Attractive retirement plan for executives/physicians.
- Benefit tied to vesting provisions to improve retention.
- Potential for greater income levels during retirement.

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Span of Control Survey

This benchmark study is designed to collect data and provide an analysis of managerial and supervisory structures from the top down, by department and by specialty areas, for nursing and other ancillary departments. Key areas of focus include the number of management and supervisory levels from the CEO down; the number of people directly supervised by each manager/supervisor; and the number of people indirectly supervised by each manager/supervisor.

Features & Benefits

- Shows how a wide or narrow span of control works for your organization.
- Creates a clear communication line between the top and bottom of the business.
- Improves coordination and motivation with clear expectations.
- Improves employee communication in your organization.

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Survey Trek

Survey Trek is a custom survey service that collects data on difficult-to-benchmark and hybrid positions from selected peer facilities. Collected data is aggregated and a final report is provided to the sponsoring and participating facilities.

Features & Benefits

- Provides a free copy of the survey results.
- Accesses updated salary data on specific jobs.
- Prevents anti-trust violations with third-party data collectors.

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Turnover and Vacancy Survey

The statewide, quarterly Turnover and Vacancy Survey is designed to provide insights on turnover and vacancy trends in the California hospital industry. Turnover, accession and vacancy rates are reported for all hospital employees (including registered nurses), registered nurses exclusively, per diem employees and seven specific, hard-to-recruit-for positions.

Features & Benefits

- Reports turnover, accession and vacancy rates for all hospital employees (including registered nurses) or registered nurses exclusively.
- Includes per diems and seven specific, hard-to-recruit-for positions.
- Provides an individual facility report that compares their data to the aggregate.
- Accesses data displayed by Northern and Southern California regions.
- Includes national health care data from the Bureau of National Affairs.
- Allows customizable survey options.

Contact: Marvin Hernandez, (213) 538-0726
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Workforce Management Services (in partnership with ShiftWise)

ShiftWise enables hospitals to manage their internal and external contingent labor usage with software that consolidates ordering, license/credentials management, billing, and self-scheduling. Services include staff and supplier management, software integration solutions, agency escrow payment, customer support, and training tailored to your company's specific needs.

Features & Benefits

- Provides instant visibility of all available staff from internal and supplier resource pools.
- Offers single consolidated electronic invoice for staffing agencies.
- Accesses external contingent staff credentials online.
- Allows internal agency nurses to proactively communicate availability and preferred shifts with online calendar function.

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Lodestone Data Connect®

Lodestone Data Connect provides detailed data to analyze and benchmark performance and cost against hospitals in your region and across the nation. A broad spectrum of metrics includes clinical utilization; physician practice performance; patient, employee and physician satisfaction; and workforce efficiency. Lodestone is powered by iVantage Health Analytics.

Features & Benefits

- Quantifies improvement opportunities and teaches best practices.
- Benchmarks your clinical and operational costs against peers.
- Identifies trends to improve processes, reduce waste and guide business development.
- Drives effective cultural change with collaborative learning.

Contact: Mark Gamble, (213) 538-0760
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Institute for Performance Excellence (IPE)

HASC's Institute for Performance Excellence (IPE) offers hospitals and other health care organizations comprehensive, customizable programs focused on change management, data analysis, Lean and Six Sigma. Services include organizational assessments, planning and program deployment; facilitation of improvement projects and events; and training and professional development.

Features & Benefits

- Implement Lean, Six Sigma and other performance improvement programs.
- Develop staff through training, mentoring and custom program development.
- Learn from world-class research and scholarship to implement best practices.

Contact: Jennifer Wortham, (626) 633-6437
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Society for Healthcare Improvement Professionals (SHIP)

Established by IPE, Society for Healthcare Improvement Professionals (SHIP) provides a network for those in performance improvement to connect and access the tools, resources, best practices and credentialing opportunities necessary to build sustainable performance excellence in any health care organization. Professional designations include Performance Improvement Associate (Green Belt); Professional (Black Belt); and Leader (Master Black Belt).

Features & Benefits

- Distinguish yourself with a professional designation in performance excellence.
- Receive SHIP member savings on educational programs and products.
- Access project management, program management and performance improvement tools/templates and job boards.

Contact: Jennifer Wortham, (626) 633-6437
jwortham@ipeus.org, www.shipus.org



Bridges for Newborns

The Bridges for Newborns (Bridges) program, funded by First 5 Orange County, links newborns and their families to community resources for follow-up care. Families receive the Kit for New Parents and information on the benefits of breastfeeding and other educational materials to support a healthy start.

Features & Benefits

- Reduces unnecessary trips to the ER and clinic.
- Enlarges the continuum of care for patients after discharge.
- Assists social work departments and nursing staff with case management and psychosocial assessments.
- Provides community awareness and highlights the hospital's support for women who deliver or plan to deliver at their facility.

Contact: Christina Luarca, (714) 750-2690
cluarca@hasc.org, www.hasc.org

California Children's Services (CCS)

The program provides participating facilities with on-site California Children's Services (CCS) eligibility technicians. Eligible patients can be interviewed and enrolled for the statewide program of specialized medical care on-site during hospitalization, eliminating delays and securing appropriate reimbursements more quickly.

Features & Benefits

- Allocates dedicated staff to help enroll CCS-eligible patients.
- Reduces the challenges of referring CCS-eligible children to the CCS program.
- Provides timely, comprehensive eligibility evaluations and determinations for Orange County residents who meet medical diagnoses in the CCS medical eligibility list.
- Supports patients who need medical services, medicines, equipment and/or supplies necessary to treat their special medical conditions.

Contact: Marisella Sanchez-Brown, (714) 750-2687
msanchez@hasc.org, www.hasc.org

Conservatorship Access Network (CAN)

Through a partnership with the Los Angeles County Office of Public Guardian, Conservatorship Access Network (CAN) offers a timely and comprehensive probate conservatorship evaluation at your facility for patients who are no longer able to handle their own financial or personal affairs.

Features & Benefits

- Expedites scheduling for probate conservatorship evaluations.
- Reduces evaluation processing time by 70 percent.
- Reduces potential revenue losses for facilities experiencing delays in probate conservatorship evaluations and appointments.
- Reduces administrative days, nursing hours and case management/social work time.
- Facilitates patient transfers.

Contact: Ana Reza, (714) 750-2685
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Eligibility On Site (EOS)

The Eligibility On Site (EOS) program provides participating facilities with on-site Medi-Cal certification options on a full- or part-time basis. Eligible patients can be interviewed and enrolled on-site, either before treatment or after discharge, cutting red tape and securing appropriate reimbursements much more quickly.

Features & Benefits

- Promotes timely and accurate processing of current, emergency and retroactive Medi-Cal applications.
- Includes resources to pursue eligibility for difficult-to-qualify patients.
- Accelerates certification for long-term care placements.
- Improves patient retention, once eligibility is established.
- Assists uninsured/underinsured patients with an on-site application process to obtain Medi-Cal.

Contact: Marisella Sanchez-Brown, (714) 750-2687
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Medical Services Initiative (MSI)

Orange County's Medical Services Initiative (MSI) program provides educational and consulting services to hospitals and clinics that contract with the Orange County Health Care Agency for Indigent Care. Eligible patients age 21 to 64 are screened by health care provider staff on-site before or during their medical treatment, eliminating delays and quickly securing reimbursements.

Features & Benefits

- Provides quicker identification of self-pay accounts.
- Offers additional contracted staffing resources certified as MSI application takers (CMATs) to complete program applications.
- Helps get reimbursement for inpatient and outpatient services provided to medically indigent adults.
- Reduces ER visits by helping patients establish a medical home and decreasing uncompensated care.

Contact: Maria Velez, (714) 750-2688
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Rapid Application for Medical Programs (RAMP)

Rapid Application for Medical Programs (RAMP) is a customized web-based tool used to screen for financial assistance programs in your state, counties and hospitals, including Medi-Cal, County Medical Services, Section 1011 and hospital charity programs. RAMP identifies the best potential program for your uninsured patients, provides the appropriate application form, and allows attachments for supporting documentation for more efficient, accurate reimbursements.

Features & Benefits

- Improves patient outcomes.
- Enhances net revenue.
- Reduces future costs of care.
- Reduces cost of administrative burden.

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Recuperative Care (in cooperation with the National Health Foundation)

The Recuperative Care program provides post-hospitalization health care services to homeless patients transitioning out of an acute care hospital facility in the Los Angeles or Orange County areas.

Features & Benefits

- Limits unnecessary hospital days.
- Provides ongoing training for existing and newly appointed hospital staff.
- Implements basic medical oversight and custodial care for patients.
- Provides a clean and safe environment for an average of 10 days in order to recover.
- Connects clients to social services and transitional or permanent housing programs.

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Southern California Patient Safety Collaborative

With funding from Anthem Blue Cross, hospitals across the HASC region meet regularly to work on quality improvement and patient safety initiatives. Participants share best practices, discuss common barriers to improvement and help each other implement evidence-based changes.

Features & Benefits

- Provides a forum for sharing successful strategies for accelerated implementation of quality and safety initiatives.
- Offers enhanced resources to address quality and safety.
- Gives participants insight and best practices on initiatives like Surgical Care Improvement Project; sepsis mortality; pressure ulcers; and perinatal safety.

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Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS®)

HASC offers a consultative service using Team Strategies and Tools to Enhance Performance and Patient Safety (TeamSTEPPS). Designed by the Department of Defense (DoD) and the Agency for Healthcare Research and Quality (AHRQ), hospitals can customize the program to fit their needs, selecting a one-day essentials course, or a three-day fundamentals and “Train the Trainer” course designed for hospitals considering implementing TeamSTEPPS hospital-wide.

Features & Benefits

- Strengthens your facility’s quality and patient safety culture.
- Improves physician engagement.
- Aids in implementation of a specific improvement project.
- Enhances communications skills and conflict resolution.
- Customizes content to fit your hospital’s specific needs.

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VSURVEY (in partnership with Verge Solutions)

VSURVEY from Verge Solutions is designed to integrate and simplify process improvement and regulatory compliance activities for hospitals. This web-based solution enables clients to manage multiple accreditation and regulatory standards in one location, allowing hospital staff to save time and resources by linking all data collection and supportive evidence within the same tool.

Features & Benefits

- Streamlines workflow and improve efficiency.
- Clearly defines projects and tasks with automatic notices and reminders.
- Reduces staff time needed to manage all data collection activities.
- Helps your hospital remain survey-ready at all times.
- Links all documents, policies, action plans and audits directly to the standards they support so reports can be run within seconds.
- Automatically updates for compliance reporting changes.

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For more information about HASC's products and services, please contact our product leads:

Advocacy

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Quality and Patient Safety

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