

# Welcome to TriHealth

**HIMSS**

**Nicholas E. Davies**

**Award of Excellence**

**Case Studies**

**August 1, 2018**





## TriHealth At A Glance

- Four acute-care hospitals with 900 adult-staffed beds
- One short-stay surgical hospital
- Three free-standing outpatient surgery centers
- Over 140 outpatient service locations
- Over 150 physician practice locations
- Over 850 employed physicians
- Over 1,800 physicians on medical staff
- Over 12,000 employees



# TriHealth Awards for Clinical Quality, Technical Excellence and Employee Engagement





# TriHealth Awards for Clinical Quality, Technical Excellence and Employee Engagement

**HIMSS** *Analytics*<sup>®</sup>

**STAGE**  
**7**

Healthcare Information and Management System Society (HIMSS) Analytics  
Electronic Medical Record (EHR) Adoption Model Stage 7 **Awarded to TriHealth**  
**July 2014**

TriHealth successfully **recertified** as HIMSS Stage 7 in **December 2017**



# TriHealth Surgical Optimization Center(TSOC)

## Presenters:

Julie Sheedy, DNP, ICCM, RN, TSOC

Nurse Administrator

Lindsey Satterfield, Lead Application  
Engineer

Patrick Haney, Lead Applications



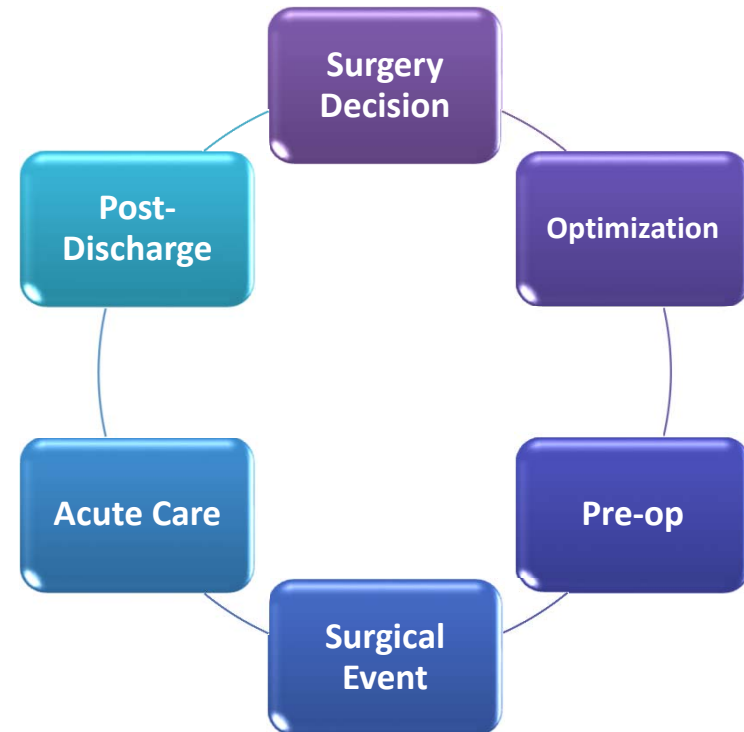


# What Is Perioperative Surgical Home?



Design

- Patient centered, team based model of care that guides the patient from the decision of the need for surgery through 90 days post discharge
- Provides a care pathway for the patient with clinical processes and protocols throughout the episode of care
- Aligns with the triple aim to reduce cost and clinical variability while







# Local Problem



Problem

Patient outcomes were being impacted due to:

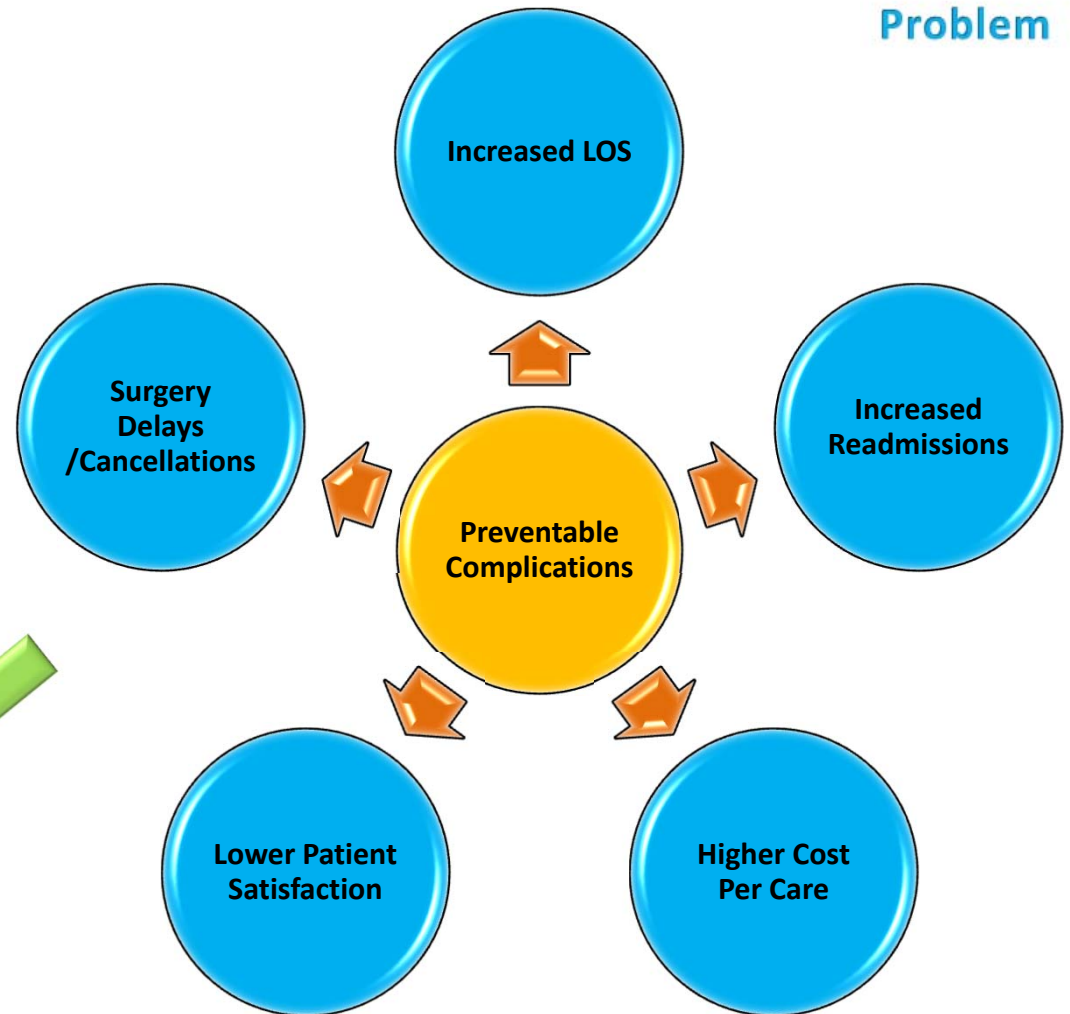
- Clinical variation
- Lack of coordinated care
- Patient disconnected from primary care provider

Causing:

- Increased costs



2020





# Solution Selection Process



Design

## National model for PSH Learning Collaborative

TriHealth chose to participate in the National Perioperative Learning Collaborative and pilot a perioperative surgical home program.

## Colorectal as the Preferred Service Line

- Manageable volume (~300 patients)
- Cohesive and collaborating group of physicians and team members
- Looking for an engaged service line that would allow us to stand up a successful model that could be extended and repeated across the enterprise.





## Where We Started



Problem

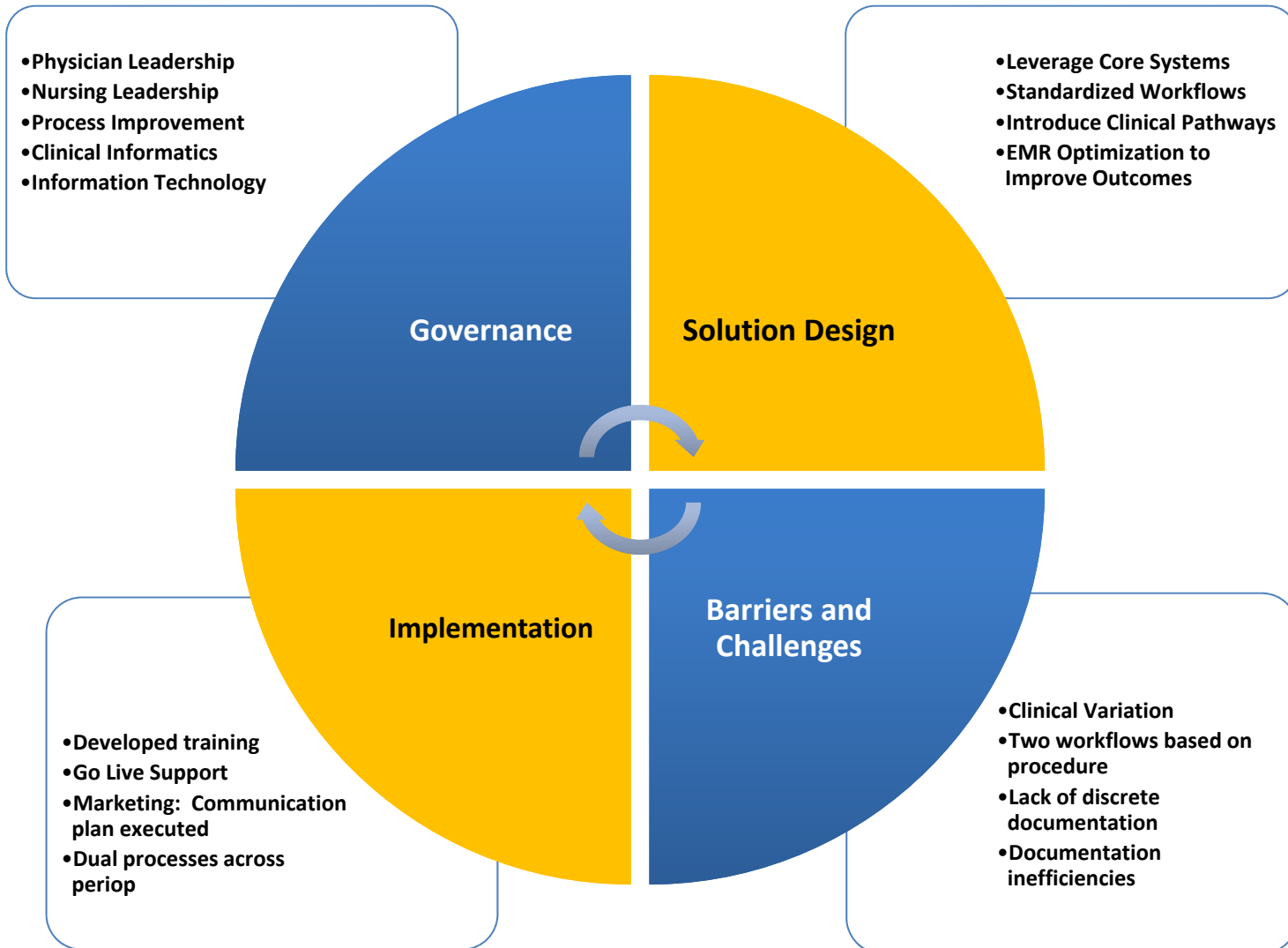
	Mar 2016 - Feb 2017
Average Length of Stay	8.2 Days
Surgical Site Infections	21
Delayed Cases	9
% Readmission	14.00%
Average Cost Per Case	\$11,693
Overall Patient Experience (Top Box)	72.50%



# Workflow and Solution Design



Design





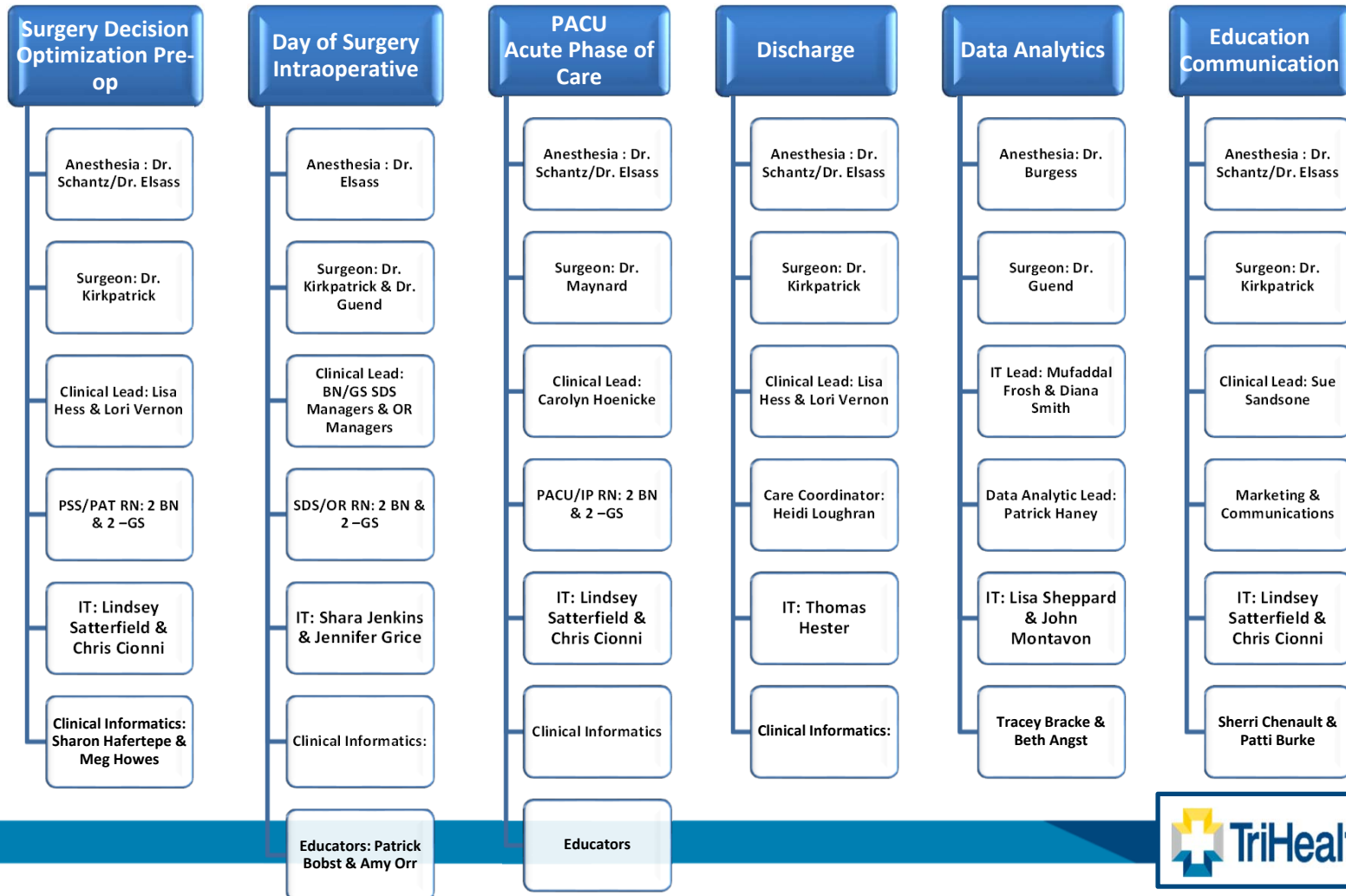
# Governance and Clinical Decision Making



Design

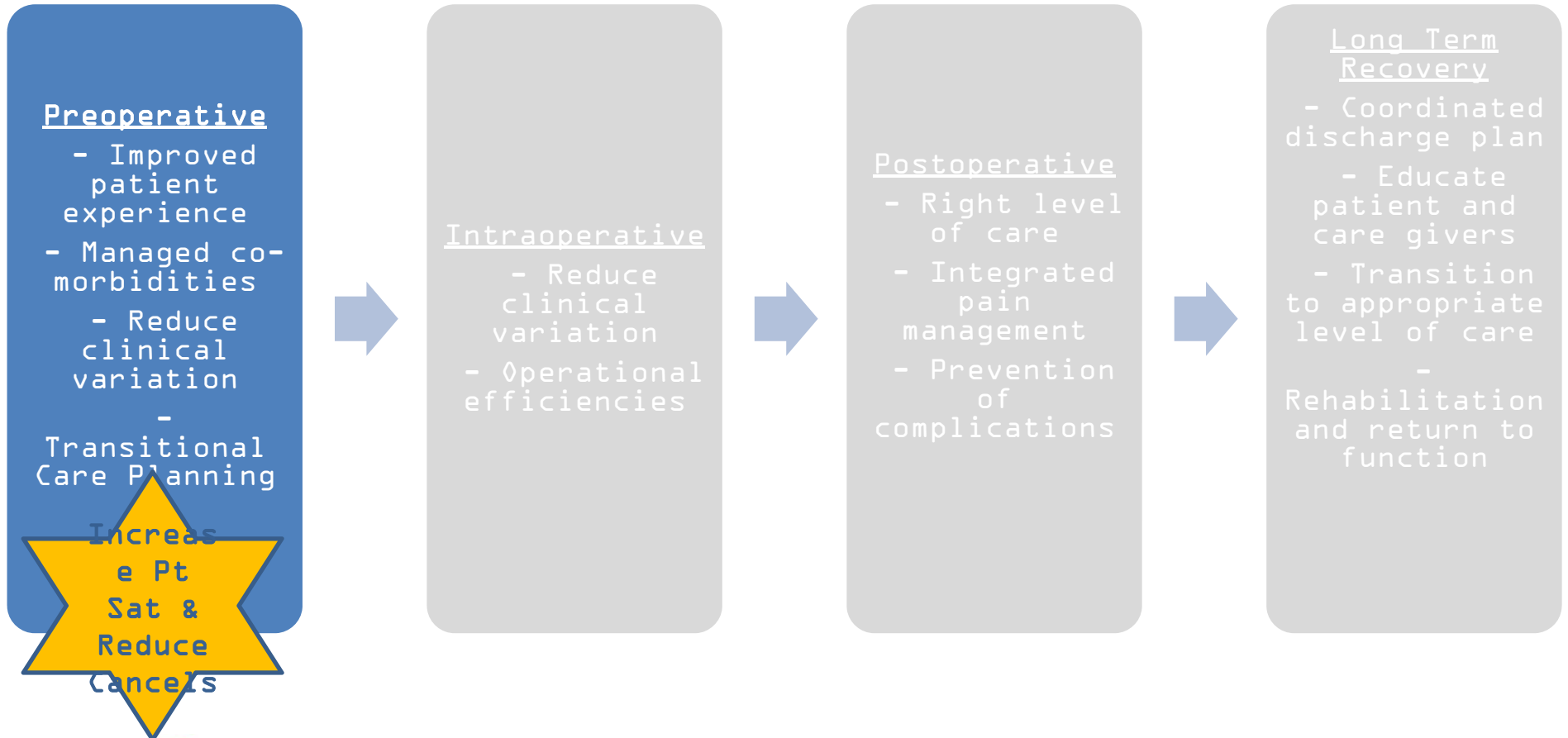
## PSH Core Group

Dr. Matt Schantz, Dr. Elsass, Dr. Kirkpatrick, Dr. Guend, Mary Pat Gilligan, Julie Sheedy, Diana Smith, Judie Conley



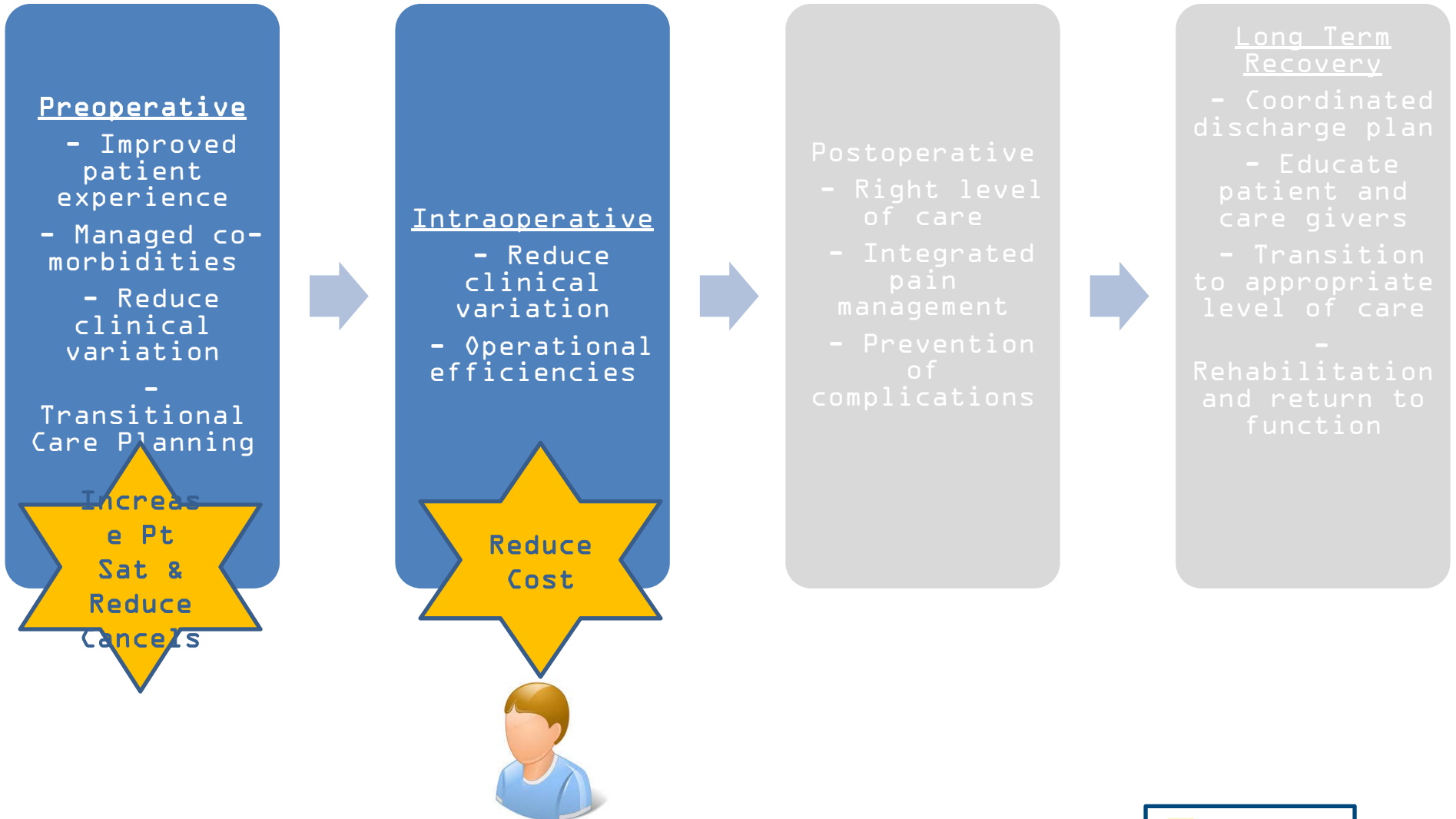


# Intended Outcomes



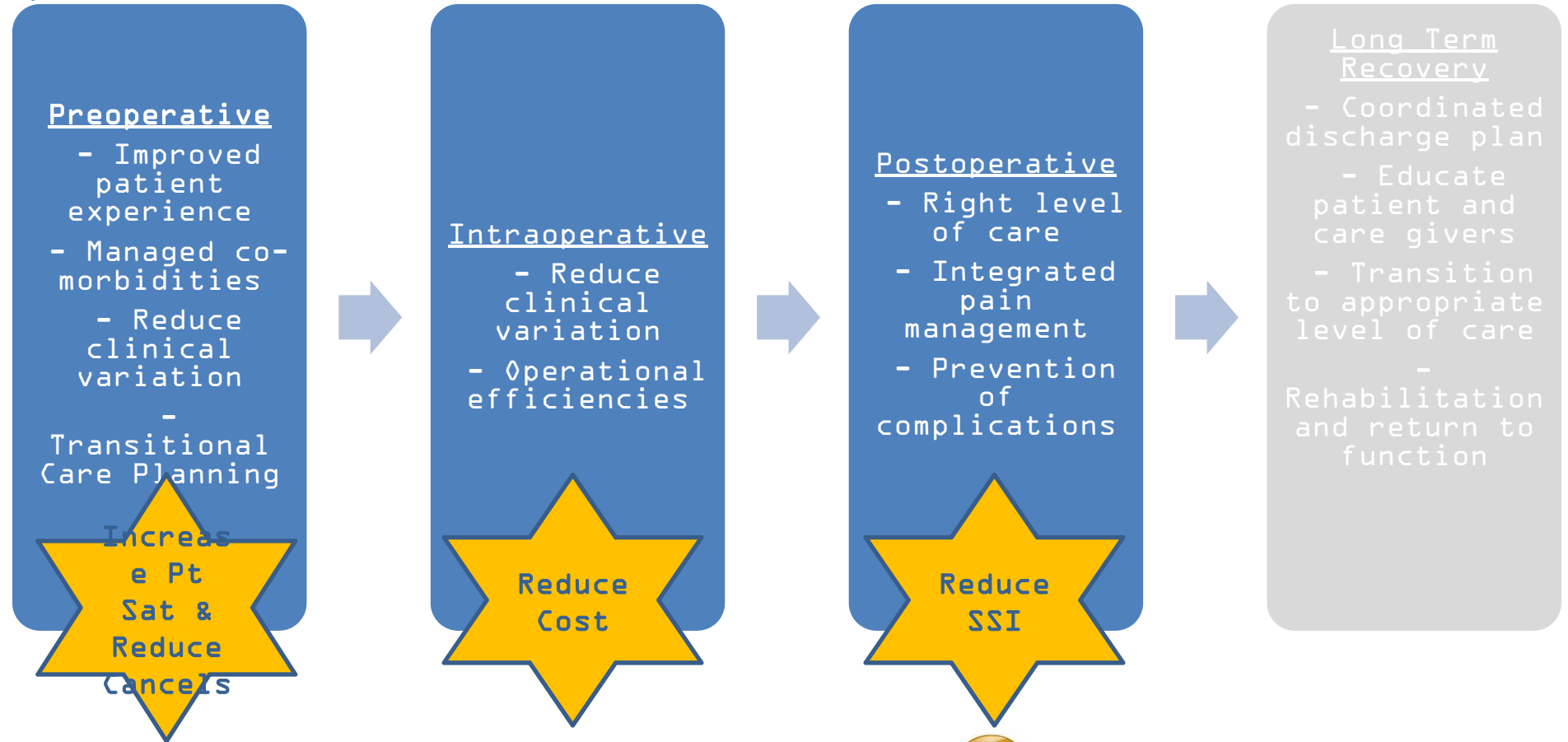


# Intended Outcomes





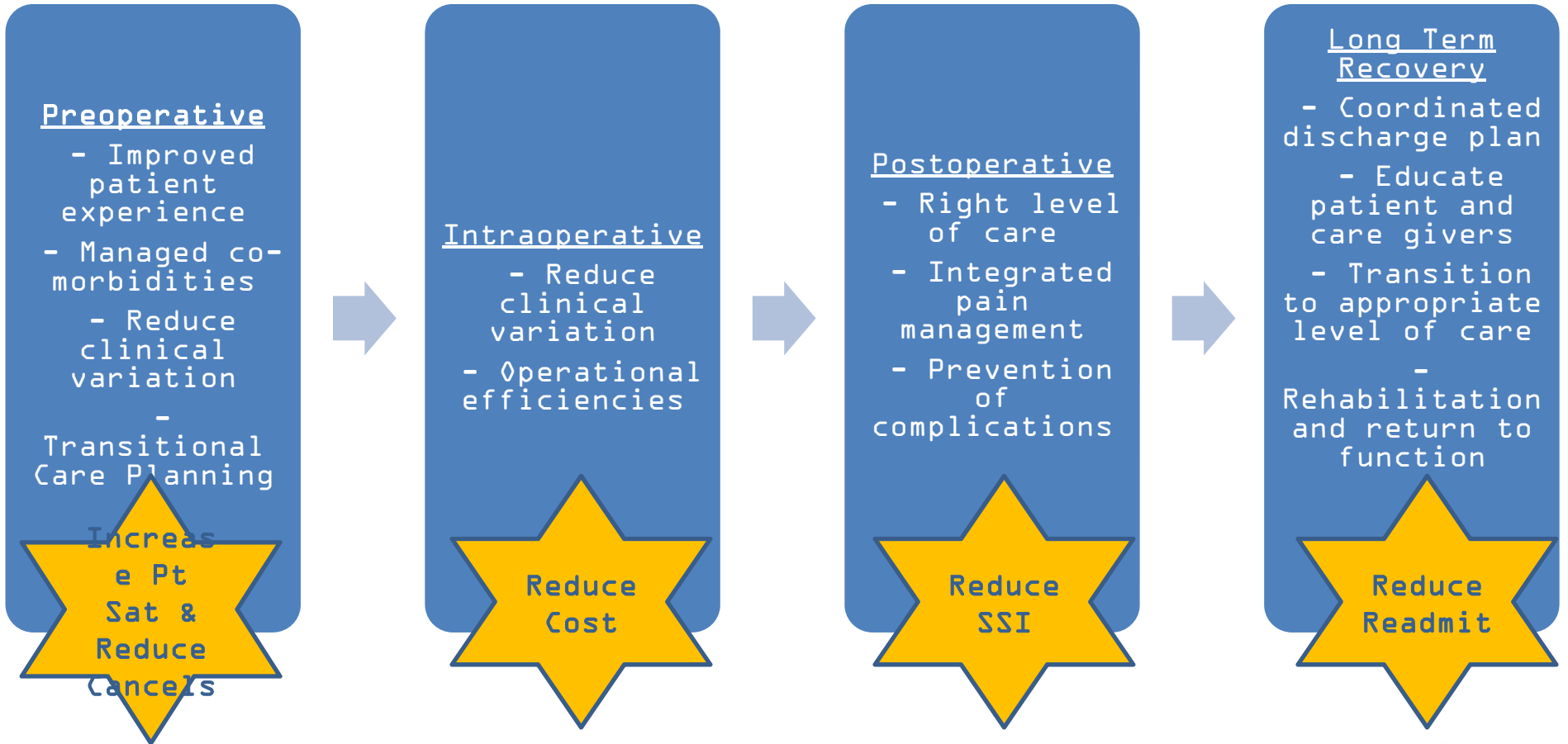
# Intended Outcomes







# Intended Outcomes

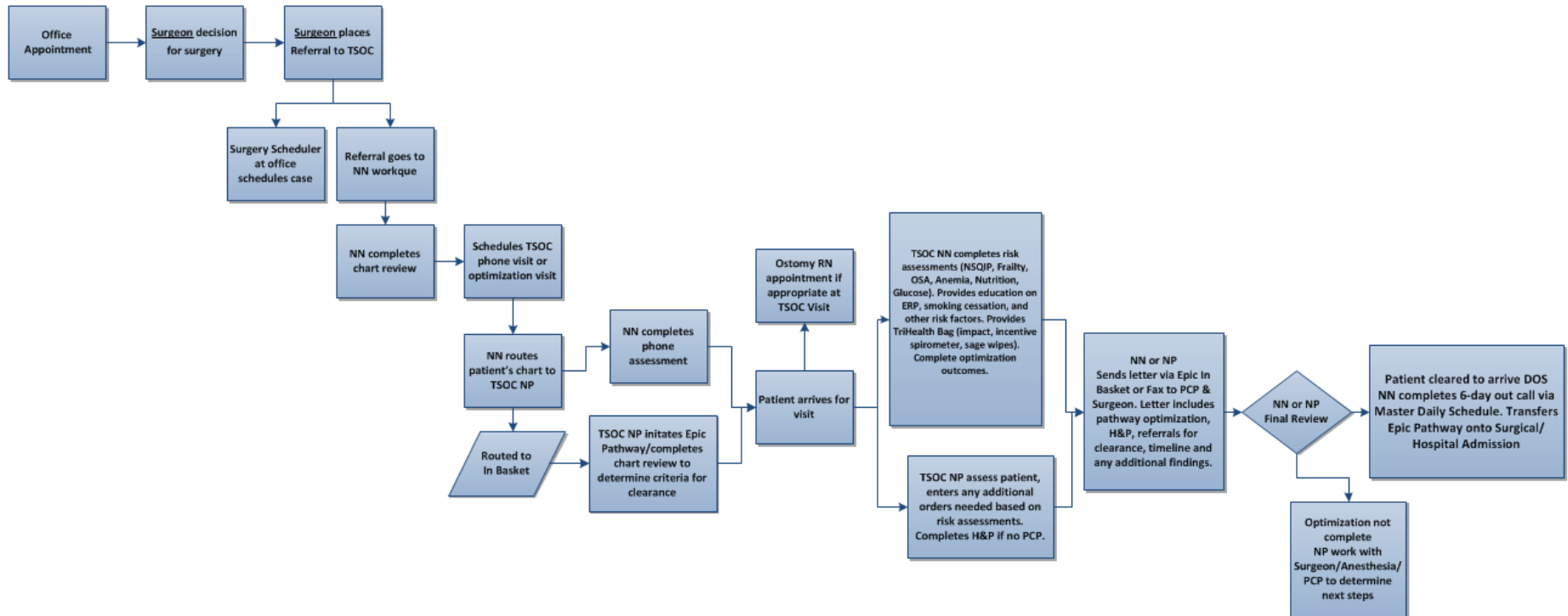




# Clinical Workflow

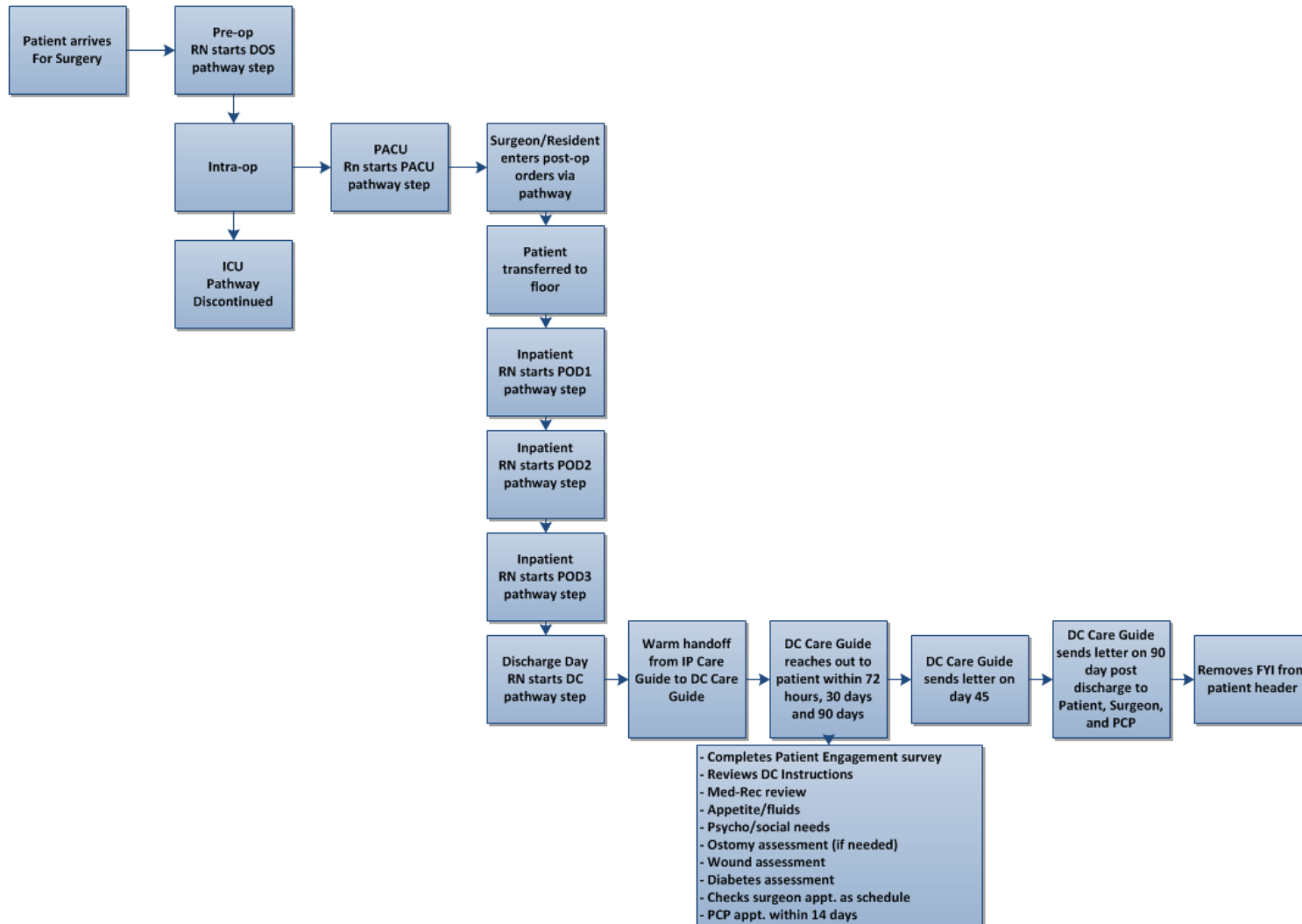


IT Tools





# Clinical Workflow





# TSOC Inclusion



## IT Tools

TSOC Inclusion

Patient Flagging

BPAs

Clinical Workflow Optimization

Clinical Pathway

Pathway Review

Physician Workflow Optimization

Documentation

Reporting Tools

Procedures (1 Order)

AMB REFERRAL TO TSOC (PSH)  
Routine, Internal referral, Qty-1

Department:  BN PRE-SURGICAL SVCS GS PRE SURGICAL SVCS BTLR PRE-SURGICAL SVCS

Urgency of Procedure: 1 Week 2 Weeks 4 Weeks Greater than 4 Weeks

Procedure:

Does the patient need an Ostomy Consult? Yes No

Planned ICU admission? Yes No

Reference Links: 1. TriHealth Surgical Optimization Center link

Comments:

Referral Workqueues

TH INTERNAL RFLS TSOC (PSH) Description: TH Internal Referrals to TSOC PSH.  
33289, TRIHEALTH SBO AND TPP [5000]

Referral Workqueue - TH INTERNAL RFLS TSOC (PSH) [33289] Last refreshed: 7/23

Refresh Defer Filter Note Edit Sched St Upd Preauth Assign

Active (Total: 52) Deferred (Total: 0)

Cre...	Rfl ...	S...	Ref By Provider	Urgency	Procedure	Diagnosis	Ref
03/...	Pe...	P...	KIRKPATRICK,...	0-1 Week - nearl...	AMB REF...	Pre-op exam...	BN
01/...	Pe...	P...	SURGERY, PH...	1 Week	AMB REF...	Abdominal p...	BN
01/...	Pe...	P...	KIRKPATRICK,...	1 Week	AMB REF...	Aches	BN
01/...	Pe...	P...	SURGERY, PH...	1 Week	AMB REF...	Abdominal p...	BN
03/...	Pe...	P...	SURGERY, PH...	2 Weeks	AMB REF...	Pain in forear...	BN
03/...	Pe...	P...	SURGERY, PH...	0-2 Weeks - non...	AMB REF...	Pre-op exam...	BN





# Flagging Patient As TSOC



## IT Tools

**Anesthesia, Byron**  
Male, 40 year old, 01/01/1977  
MRN: 00000000000069 CSN: 3829  
Allergies: Unkn...  
Wt: 127 I... BMI: None  
Infection: ...  
Patient FYIs: ...  
Research: A...

**Pre-op**  
ARRIVAL  
 TSOC Patient  
 Nurse  
 Phone Number  
 Contacts  
 TravelScreening  
 Infections/Isolation

**TSOC Patient**  
TriHealth Surgical Optimization Center (TSOC) Pilot Patient for Colorectal Surgery

**Status Board - BN Same Day Surgery [62960] from 2/22/2017 to 3/1/2017**

Room	Event	Time	Physician	Gender	Age	DOB	TSOC	Room	Physician
BN	Anes Stop	12:00	Another, Macattack	F	40 yrs	03/01/1977		OR 03	K. Grannan, MD
BN	In Facility	14:05	Mac, Attack	M	45 yrs	02/23/1972		OR 04	D. Pruis, MD
ECN	Anes Stop	12:00	New, Event	M	46 yrs	02/22/1971	TSOC	OR 03	D. Pruis, MD

**Summary**  
Select Font Size  
(MOLST) Medical Orders for Life Sustaining Treatment: None  
**AT RISK FOR OBSTRUCTIVE SLEEP APNEA**  
TriHealth Surgical Optimization Center (TSOC) Pilot Patient for Colorectal Surgery  
Vitals and Flowsheet Data: Comprehensive Flowsheet, Overview  
Orders: Active Orders, Signed and Held Orders





# Best Practice Alerts

Integration of passive and end user facing BPAs

**Diabetes Ref/Con orders - TSOC Diabetes Check**

Time taken: 1614 7/23/2018

Values By + Create Note

TSOC Diabetes

Trigger Referral/Consult BPA

**BestPractice Advisory - Tom, Knee**

⚠ Add TSOC Diabetes Referral and Consult orders

Order Do Not Order AMB Referral to Diabetic Education

Order Do Not Order Inpatient Consult to Diabetic Advisory Team

Accept

**Route Encounter - Send TSOC Encounter to Provider**

Time taken: 1616 7/23/2018 Show: All Choices

Values By + Create Note

Route Encounter

Route Chart

Route to Encounter Provider

**BestPractice Advisory - Tom, Knee**

⚠ TSOC Chart Routing to Nurse Practitioner Pool

Send Do Not Send Send this advisory via In Basket

**In Basket**

My Messages

Canceled Ord (1)

CC'd Charts (1)

Charts (39)

My Open Encounters (

Overdue Results (142)

Referral Message

Results (1)

TSOC

Status	Visit
Pend	02/14/2018
?	Encounter Type: Office Visit
	Sent Date: 02/12/18
Pend	02/14/2018
?	Encounter Type: Office Visit
	Sent Date: 02/13/18
Pend	02/15/2018
?	Encounter Type: Office Visit
	Sent Date: 02/15/18
Read	01/30/2018
?	Encounter Type: Office Visit

**AMB REFERRAL TO TSOC (PSH)**

Routine, Internal referral, Qty-1

Department: BN PRE-SUI, BN PRE-SURGICAL SVCS, GS PRE SURGICAL SVCS, BTLR PRE-SURGICAL SVCS

Urgency of Procedure: 1 Week, 2 Weeks, 4 Weeks, Greater than 4 Weeks

Procedure: Laparoscopic APR with stoma [45395]

Does the patient need an Ostomy Consult? Yes No

Temporary or Permanent? Temporary Permanent Unsure

Type of Ostomy: Ileostomy Colostomy Loop End Abd quadrant Location Other: sp

Planned ICU admission? Yes No

Reference Links: 1. TriHealth Surgical Optimization Center link

Nursing Communication: Nursing to discontinue duplicate orders of preoperative order.

Routine, Clinic Performed, Expected: 8/2/2018, Expires: 7/23/2019, Qty-1, Nursing to discontinue

Pre-Op Referral to Wound Ostomy Nurse Details

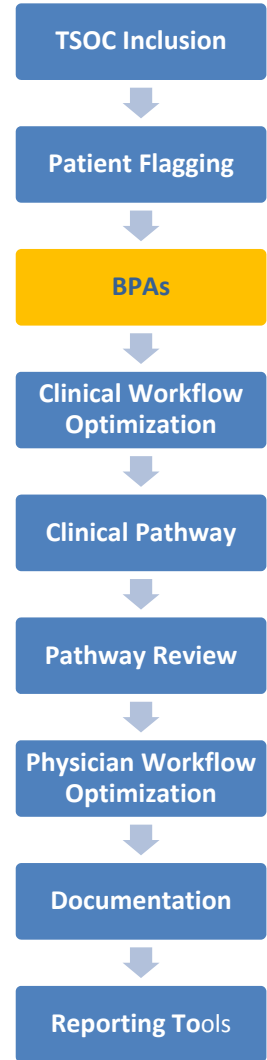
Expected: 8/2/2018, Expires: 7/23/2019, Internal referral, Routine, Specialty Services Required

Other Medications: Colon Surgery

Day Before Surgery Pre-Op Antibiotic Outpatient Orders Panel



## IT Tools







# Clinician Workflow Optimization



## IT Tools

TSOC Inclusion

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Pathway Review

Physician Workflow Optimization

Documentation

Reporting Tools

**Visit Navigator**

Release PSS Orders | Write New PSS Orders | Anesth

- SURGICAL HOME
- Pathway/Order Sets
- Active Pathways
- Diabetes Ref/Con...
- Orders
- NSQIP Link
- NSQIP Report
- Disability/Frailty Q...
- Comm Mgt
- Pathway Outcomes
- Outcome Definitions
- Route Encounter

**Outcome Definitions**

Outcome Definitions  
[Link to Pathway Definitions](#)

**Status Board Settings - TSOC Status Board [22]**

Available Settings

- TSOC, NP [1075632]
- TSOC Status Board [233164]
- TSOC Upcoming Appts [233

**Master Daily Schedule - BN TSOC 6 day call**

Open Case | Open Chart | Confirm | Cancel | Expand | Refresh | Settings | Save View

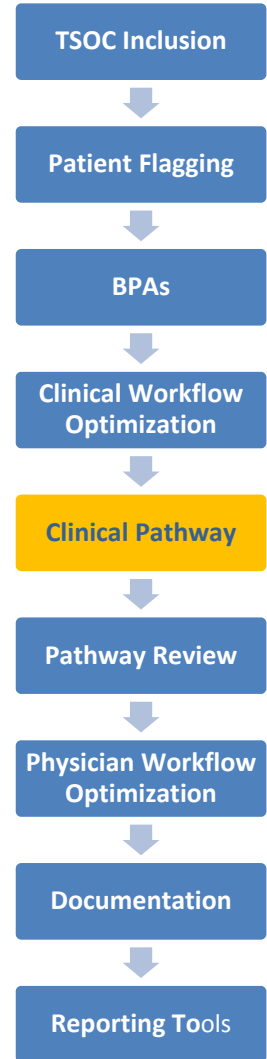
adu	Active Pathwa	PAT?	Appt Date	Case	Date	Orders
	✓		7/23/2018	672	7/25/2018	⌚



# Clinical Pathways



## IT Tools



Clinical Pathways

Open Pathway (not yet applied) Start All Non-Order Pathway Items Cancel Initiation

TSOC Colorectal Pathway Edit Duration

**Optimization Phase**  
 Step started: Today at 0021 Expected end: 09/09/18 at 0021  
 Orders will become active upon signing.

Documentation

- OSA Documentation
  - OSA Screening
- Disability/Frailty Questionnaire
  - Disability/Frailty Documentation
- TSOC Education General Surgery
  - TH IP TSOC Colorectal Surgery

Outcomes

Select from the following:

- Enhanced Recovery Protocol Initiated
- Pre-Surgical Anemia Screening Initiated
- OSA Identified and Protocol Initiated

**Outcomes Evaluation**

View:  Current Step  All Steps

Apply to all outcomes without documentation:

Met  Not Met  Suggested

TSOC Colorectal Pathway Last Documentation

Pre-op (Day of Surgery)

<input checked="" type="checkbox"/>	<input type="checkbox"/>	ERP fluid and supplemental replacement completed	Met	<input type="button" value="i"/>
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Refrained from smoking Suggested as Met if most recent smoking History data is filed as "Never Smoker" or "Former Smoker".		
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Sage wipes completed as instructed Flowsheet documentation:  To be suggested as met, "Abdomen" and "CHG Wipes" need to be selected in the Pre-op Site Prep tab.		

Category:   Comments:

Variance:

- Pre-op Surgeon and Anesthesia Orders
- Post-op Surgeon Orders
- Education
- Flowsheet Documentation
- Outcomes



# Pathway Review



## IT Tools



**Pathway Review**

Document Outcomes | Manage Pathways | Mark as Reviewed | Discontinue Pathway | Release Orders

**TSOC Colorectal Pathway**

**Optimization Phase** (Past Today at 0945 <1 Hour)

**Six-Day Out Call Phase (sta...)** (Past Today at 1034 5 Hours)

**Pre-op (Day of Surgery)** (Current Today at 1633 4 Hours)

**PACU**

**Future** (~Today at 2033 4 Hours)

**Post-op Day 0**

**Outcomes**

- Select from the following:
- Enhanced Recovery Protocol Initiated - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.
- Pre-Surgical Anemia Screening Initiated - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.
- OSA Identified and Protocol Initiated - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.
- OSA Morbid Obesity Identified and Anesthesia Order Set Initiated - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.
- Frailty Identified and Corresponding Protocol Initiated - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.
- Referral To Care Guide For Discharge Planning - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.
- Education Provided For Smoking Cessation - Last documented as "Met" on 07/23/18 1634 by Tsoc, Np, CNP.

**General (P.A.T. Orders)**

- TSOC Pre-admission Testing Labs
- BAMP (NA,K,CL,CO2,GLU,BUN,CREAT,CA) - Routine, TriHealth, Future, Expected: 8/2/2018, Expires: 7/23/2019, Qty-1 TSOC patient? Yes(TSOC) For all patients taking diuretics or digitalis preparations or diabetic if not drawn in past 30 days. BN, BSC ,HSC, and Butler - Not for MAC cases. If blood glucose is greater than 200

**Pathways Summary**

Chart Review | Snapshot with Recent Visits

**Active Pathways**

Pathway	Current Step	Progress
TSOC Colorectal Pathway	Pre-op (Day of Surgery)	No Color

**Discontinued Pathways**

Pathway	Initiated On
TSOC Colorectal Pathway	01/02/18 1034
TSOC Colorectal Pathway	01/02/18 1826

**Active Pathway Outcomes**

**TSOC Colorectal Pathway**

- Six-Day Out Call Phase (start this step from MDS/hospital encounter) 01/12/18 1130 - 07/15/18 0111
- Anemia criteria met and patient seen in Anemia Clinic
- Blood glucose control path and applicable optimization efforts were initiated
- Pre-op (Day of Surgery) - Current Step 07/15/18 0111 - 07/15/18 0511
- ERP fluid and supplemental replacement completed
- Refrained from smoking
- Sage wipes completed as instructed
- Multi-modality pre-op pain medications given
- Bowel prep and oral antibiotics completed
- Treatment completed for positive MRSA/MSSA colonization
- DVT prophylaxis pre-op
- DOS Cancellation not indicated
- PACU - Not Started
- Outcomes have not yet been applied.

Centralized documentation





# Physician Workflow Optimization



## IT Tools



Transfer

Help 1. Review Current Orders 2. Reconcile Home Medications 3. New Orders on Transfer 4. Review and Sign

Place New Orders

+ New Order Clear All Orders Next

Clinical Pathways

Active Pathway Discontinue Pathway

TSOC Colorectal Pathway

Six-Day Out Call Phase (start this step from MDS/hospital encounter)  
Step started: 07/17/18 at 1120 Step ended: Today at 1730

Pre-op (Day of Surgery)  
Step started: Today at 1730 Expected end: Today at 2130  
Orders will be authorized for release.  
Pre-op  
Anesthesia Pre-op

PACU  
Manually Started Step Start this Step Edit Duration

Post-op Day 0  
Start to be determined  
Orders will be authorized for release, and the start dates will be recalculated when released.  
Edit Duration

General

Pathway Orders to Start Later

- acetaminophen (TY-LENOL) tablet 1,000 mg
- Ambulate in Hallway - 6 Times Per Day
- Ambulate in Hallway - Evening of Surgery
- Apply Sequential Compression Device
- Basic Metabolic Panel
- Bladder scan
- CBC without Differential
- Change IV to Saline Lock on POD #1 at 1000
- chewing gum
- chewing gum
- Cough and deep breathe
- Diuretics

Clinical Pathway automatically appears in Med Rec





# Post-Discharge Documentation



## IT Tools

TSOC Inclusion

Patient Flagging

BPAs

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Documentation

Reporting Tools

Reportable patient satisfaction surveys

PT OUTREACH ENCOUNTER

Contacts  
Care Teams  
Reason for Call  
Allergy Alert!  
Allergies  
Medications  
Problem List  
Goals  
Documentation  
TOC  
Care Coordination  
Rev Flowsheet  
**TSOC Navigator**  
TSOC DC Survey  
TSOC DC 30 Day  
Pt Registries  
Routing  
RAPT  
RAPT Flowsheet...  
Sign Encounter  
HOOS JR  
KOOS JR  
PROMIS 10

### TSOC Navigator - TSOC Transitions of Care

Time taken: 0048 7/21/2018 Show:  Last Filed

Values By + Create Note

Case Basics

Staff starting case Heidi Loughran Other

Was a pre-operative referral concern communicated to the Care Guide pre-operatively? Yes No

Facility discharged from Bethesda North Good Samaritan

Date discharged

Surgery Type

Referred by TSOC Referral

Continuum of care contact Day 2 Week 1

### TSOC DC Survey - TSOC Patient Experience at DC 2 Day

Time taken: 0049 7/21/2018 Show:  Last Filed  All Cl

Values By + Create Note

OTHER

Survey Date

Survey Respondent Patient Patient Caregiver

Before surgery the patient felt comfortable with the things the care team discussed:

Eating Better	<input type="checkbox"/> Very Comfortable (5)	<input type="checkbox"/> Comfortable (4)
	<input type="checkbox"/> Somewhat Comfortable (3)	<input type="checkbox"/> Uncomfortable (2)
	<input type="checkbox"/> Very Uncomfortable (1)	<input type="checkbox"/> Care Team did not discuss th...
Exercise or physical therapy	<input type="checkbox"/> Very Comfortable (5)	<input type="checkbox"/> Comfortable (4)
	<input type="checkbox"/> Somewhat Comfortable (3)	<input type="checkbox"/> Uncomfortable (2)
	<input type="checkbox"/> Very Uncomfortable (1)	<input type="checkbox"/> Care Team did not discuss th...





# TSOC Dashboard Reports



## IT Tools

TSOC Inclusion

Patient Flagging

BPAs

Clinical Workflow Optimization

Clinical Pathway

Pathway Review

Physician Workflow Optimization

Documentation

Reporting Tools

Easy accessibility  
to real time  
analytics

### TSOC Reporting Dashboard

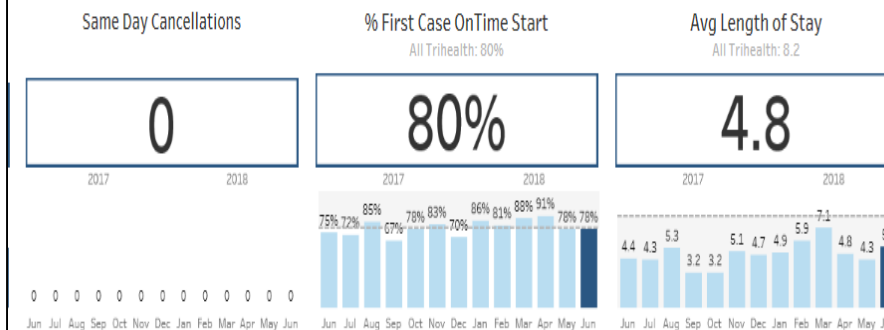
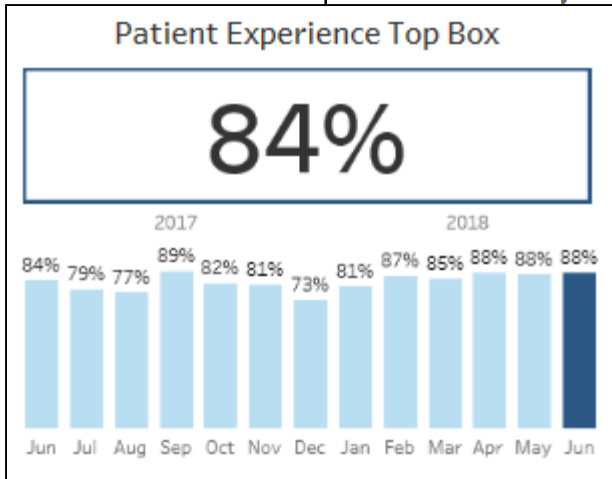
TSOC Dashboard Reports Just now

Report Name

- TSOC Patient Experience 30 Days Post Discharge
- TSOC Patient Experience at Discharge 2 Days
- TSOC Registry Patients
- TSOC Registry Patients currently admitted to the Hospital
- TSOC Registry Patients discharged in the last 90 Days
- TSOC Registry Patients had surgery in last 72 hours
- TSOC Registry Patients had surgery in the last 90 days
- TSOC Registry Patients Sche
- TSOC Registry Patients Sche

### TSOC Metric Analysis

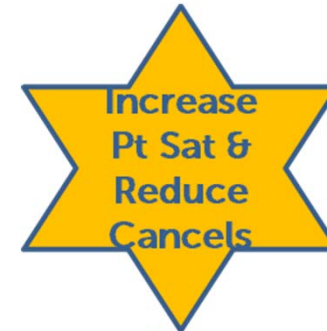
Surgeries between Jun 2017 and Jun 2018  
Select the summarized metric boxes below for details. Hover for metric definitions.





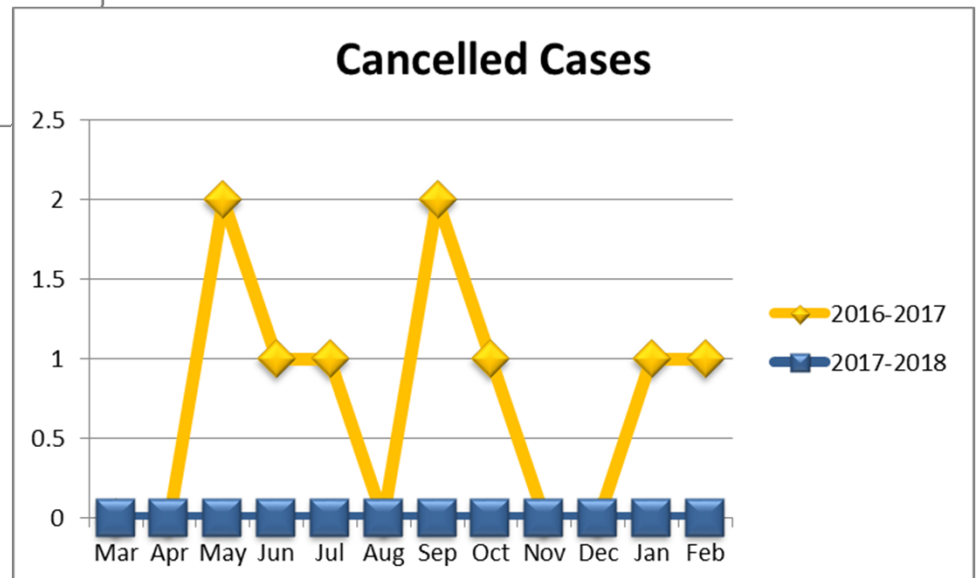
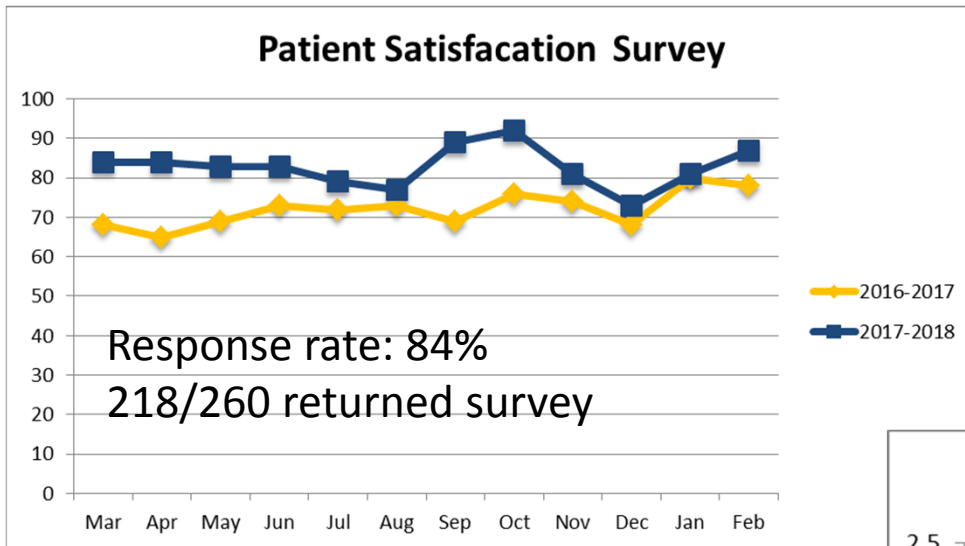


# Quality Outcomes



Increased  
Overall  
Patient  
Satisfaction  
76% to 83%

No Case  
Cancellations



## Compliance with IT Tools:

100% of Colo-rectal patients followed the TSOC clinical pathway

Total volume: 260 cases

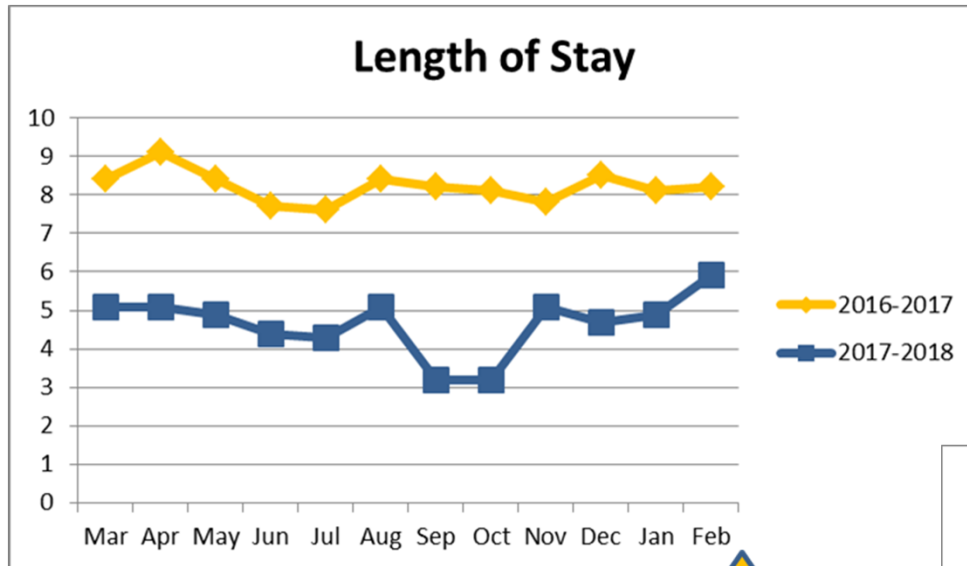


# Quality Outcomes



67% overall reduction in SSI

Source: HDM – Clinical Quality Dept



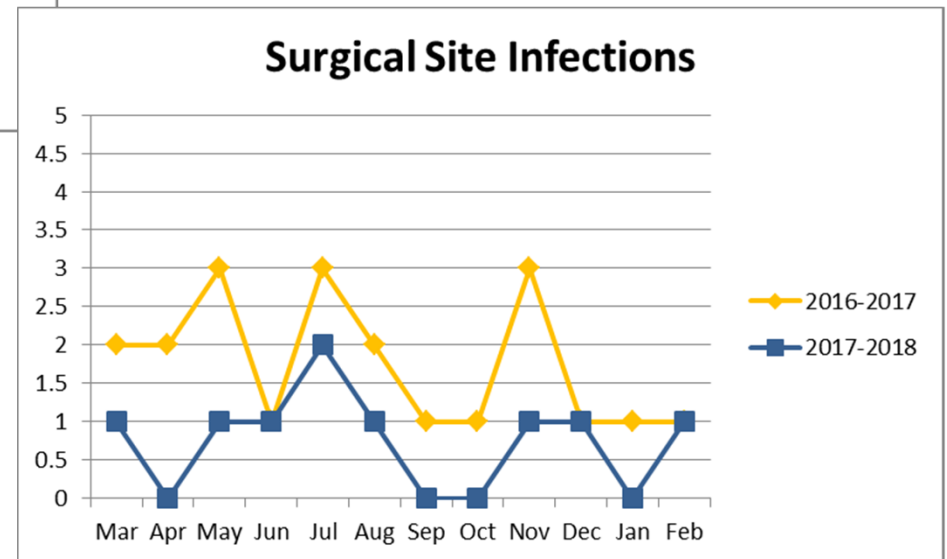
## Compliance with IT Tools:

100% of Colo-rectal patients followed the TSOC clinical pathway

Total volume: 260 cases

5.8% overall reduction in ALOS

Source: TH TSOC Dashboard & Decision Support  
Financial Data Warehouse





# Quality Outcomes



## Compliance with IT Tools:

100% of Colo-rectal patients followed the TSOC clinical pathway

Total volume: 260 cases

	Case Volume	% Readmit	Cost/Readmit	Total cost
Pre-Pilot	248	14	\$ 13,347.00	\$ 453,798.00
Post- Pilot	260	8.2	\$ 13,368.00	\$ 280,728.00
Cost Savings				\$ 173,070.00

\*Pre-Pilot: Mar 2016 - Feb 2017

\*Post- Pilot: Mar 2017 - Feb 2018

\*\*TH average cost per readmission/all readmissions SOURCE: TH Decision Support Financial Data Warehouse



# Overall Project Outcomes



	2017	2018
<b>Length of Stay</b>	<b>8.2</b>	<b>4.8</b>
<b>Surgical Site Infection</b>	<b>21</b>	<b>8</b>
<b>Delayed Cases</b>	<b>9</b>	<b>0</b>
<b>Readmission</b>	<b>14%</b>	<b>8.2%</b>
<b>Patient Experience Survey</b>	<b>72.5%</b>	<b>83%</b>
<b>Financial (Average cost per patient)</b>	<b>\$11,693</b>	<b>\$10,586</b>



# Soft & Hard ROI for TSOC



**Reduced  
Readmission  
\$173,070**

**Reduced SSI Cost  
\$14,365**

**Reduced Cost Per  
Case  
\$287,820**

**Cost Avoidance for  
Canceled Cases<sub>1</sub>  
\$66,960**

**Total ROI  
\$542,215**

<sup>1</sup> Alex Macario MD, MBA Journal of Clinical Anesthesia (2010) 22, 233–236

What does one minute of operating room time cost?  
<http://ether.stanford.edu/asc/documents/management2.pdf>



# Keys to Success



At TriHealth, there is a strong culture of partnership between all team members. The ability to work successfully in complex multi-disciplinary teams by valuing everyone's contribution is critical to the success our initiatives.



Engaged end users to do usability testing during pathway and workflow development.



At TriHealth, Information System is considered part of the care team. There is a close relationship between IT and Clinical Operations.

Patient care team, such as PCP and Endocrinologist are part of the pathway for each patient. This enhances the improved surgical experience because co-morbidities are as well managed as possible prior to surgery with these physician partners.





# Lessons Learned



- Stay focused on your “why” and communicate it often to the project team as well as end users
- Establish a steering group to oversee the alignment of all work streams that include all disciplines affected.
- The level of process change is very high and complex. We opted for a pilot area where we had engaged physician champions to start. Be very thoughtful of the pilot group to increase success.
- Be thoughtful about keeping the scope tight and cohesive. It’s easy to get off track and expand scope.
- Select strong operational team members who work well together
- Set clear ground rules to gain consensus is critical
- Regular meetings to identify progress, barriers and challenges but also to celebrate wins is critical
- Collaboration and team work... respect and appreciation for all perspectives.
- Delivering a product that makes sense for patients and clinical providers requires respect and open mind related to priorities and work that needs to be done.





# What's Next



## Expanding TSO and Clinical Pathway

Additional service lines:

- Ventral Hernias
- Urologic Gynecology
- Urology
- Enterprise Clinical Variation Project (OB/Spine)

## Future

- Increase patient engagement via MyChart questionnaires
- Improve patient experience through text-messaging
- Enhance data collection
- Integrate Clinical Pathways into the Discharge Care Guide's role

- Refine and expand implications in addressing





# TSOC Recognition



Recognition



Nationally Recognized  
by ASA as  
Industry Leading  
Innovator Award



Nationally Recognized by  
Studer Group  
What's Right in  
Healthcare



Nationally Recognized |  
ASPAN as  
First Place Winners





# Wrap Up



## Problem

Clinical Variation  
Population Health/Triple  
Aim  
Cost Per Care  
Patient Engagement



## Design

Leverage core systems  
Clinical Pathways  
Clinical end user  
involvement  
Strong clinical governance



## IT Tools

Identify patient  
population  
Clinical pathways  
Standardized & discrete  
documentation  
Best Practice Alerts  
Reporting Dashboard



## Value

Reduced LOS  
Reduced Readmissions  
Reduced SSI  
Reduced Cost per Case  
Increased patient  
satisfaction





**S**  
**serve**  
Our mission is to improve the health status of the people **we serve**.

**E**  
**excel**  
Excellence in quality, safety and service.

**R**  
**respect**  
Respect for all people, differences and spiritual heritage.

**V**  
**value**  
Value our time, treasures and talents through stewardship.

**E**  
**engage**  
Engage our people and community needs to improve health.

