

Vision 2016 Talking Points

What is Vision 2016? It is a white paper that outlines the state of education in the US and proposes a set of directions to guide us into the immediate future. Vision 2016 is also an initiative to guide new and existing HIM programs in a direction that supports future workforce development needs over the next ten years. Reading the Vision 2016 report will provide the reader with a lot of background on this topic. However, an executive overview includes a review of three key factors:

Master's Degree in HIM Activities

- Promote and support efforts of existing baccalaureate programs to initiate master's degrees in HIM utilizing the AHIMA Master's Degree Model Curriculum.
 - To date, CAHIIM has recognized XXX number of programs that are developing master's degrees in HIM, with XXX already approved by CAHIIM.
- Encourage development of new master's degrees from non-traditional sources (College of Information Technology, College of Library Science, College of Public Health, etc.) to create a health information and informatics management (HIIM) track to existing master's degrees to attract graduate students from complimentary majors into a career in HIM
 - To date, CAHIIM and AHIMA Education have consulted with XXX universities that are developing complimentary tracks to help expedite student enrollment, and encourage new members to join AHIMA for the educational benefits (CourseShare, AOE, AOE CoP, etc)
- CAHIIM is expected to accredit master's degree programs in 2009. Previously, CAHIIM conferred a status of Approved. Moving to Accredited is a more detailed process with more oversight.

Associate Degree Specialty Tracks

- Encourage existing associate degree programs to move past a "generalist" preparation to a "specialist" track option so that new graduates can more easily move into the entry level workplace with deep learning in areas of high value by employers. Programs will determine which tracks best suit their community of interest and reflect the strengths of the faculty, some of the proposed tracks include:
 - Coding track
 - eHIM Implementations track
 - Physician Practice eHIM conversions track
 - Registry track (Cancer Registry, Trauma Registry, Birth Defects Registry, etc)
 - Generalists (for programs unwilling to specialize)
- Assist new associate degree programs to design the specialty track concept into their programs in the beginning – this concept is being hailed with strong support by college deans as new

programs are eager to carve out their niche in an academic area that is already well represented in the US (there are xxx associate HIT programs at this time).

- Explore ways that AHIMA and CAHIIM can assist both educators and HIM employers as they identify those skills/knowledge that are considered to be at a premium in today's competitive job market. We need to assist new graduates with the transition from student to employee (Bridging the Gap).
 - To date, a series of articles about *Bridging the Gap* have helped to sensitize HIM employers to the plight of new graduates, but much more is still to be done to move us forward.
 - Corporate Connections was launched in 2006 as an AHIMA service to help academic programs to connect with the non-traditional employment community such as computer vendors, HIM service providers, and HIM consultants. To move beyond rudimentary efforts; staffing and funding will be required to fully develop Corporate Connections into a more mature service with depth and breadth for new graduates.

Recruiting Faculty to HIM Education

- Vision 2016 is concerned with the ability to sustain and grow HIM education programs as we move into the next ten years. The planned retirement of our existing faculty (XXX within five years, and XXX within ten years) is a clear wake-up call that we need to begin recruitment efforts (and incentives) now to ensure a strong academic future for our profession. In addition, we are concerned with finding new faculty for new programs, especially in the baccalaureate and master's degree programs.
- Towards the latter half of 2008, there were several no-cost initiatives launched in the area of faculty recruitment
 - Faculty Recruitment Breakfast at Convention 2008 – this was well attended with 40 individuals participating. We will repeat this offering at Convention 2009.
 - Encourage CSAs to hold similar recruitment breakfast/lunch opportunities at the spring and summer conferences for 2009. A Faculty Recruitment Kit was developed and is being reviewed by the HOD Team on Higher Education & Workforce.
- Faculty Development efforts – hand in hand with recruitment is and offer to help develop practitioners to professors through association sponsored faculty development workshops.
 - Historically, we have offered a two day workshop for new faculty at the annual Assembly on Education (AOE) Summer Symposium. We have seen this meeting expand from a traditional 25-35 attendees to 80-90 attendees over the last two years.
 - A workshop designed specifically for current practitioners on what to expect when making a career change to the academic arena has been proposed to the 2009 Convention planning committee and the Education Department waits on the outcome of whether we will be able to provide the workshop.
 - Current faculty tell us they need help with funding and finding ways to get their doctoral degree (in preparation of teaching in master's degree programs).

- Current practitioners express a need for scholarships to pursue a masters' degree in preparation for them to teach in a baccalaureate or associate degree program. We will need to see how FORE can assist us with efforts to expand the funds to grow the next generation of academicians for HIM educational programs.