

## Vision 2016 – Summary of 2008 Actions and 2009 Initiatives

Vision 2016 is a white paper that outlines the state of HIM education in the US and proposes a set of actions to guide the future. Vision 2016 is also an initiative to guide new and current Health Information Management programs in a direction that supports future workforce development needs over the next eight years.

### Vision 2016 – 2008 Key Comprehensive Accomplishments

- A CSA presentation prepared and posted on the State Leadership CoP for use by CSAs and members to dialog on Vision 2016 (revised annually).
- Six published articles and interviews throughout the year in AHIMA publications, other trade publications and newspaper interviews featuring Vision 2016 initiatives.
- Contract completed with American Institutes for Research (AIR) to conduct the employer survey research of masters, baccalaureate and associate degree levels and credentials for current and future marketability and workforce demands. Final report due June 2009.
- AHIMA and AMIA released a 2008 Workforce Report and Competencies Matrix Tool of a core set of competencies for all healthcare workers who work with and utilize electronic medical records and health data systems.
- The 2008 Assembly on Education Summer Symposium received high marks for on-target content and highest attendance to date.
- Online research journal *Perspectives in Health Information Management Research* generates significant increase in manuscripts received, accepted and published; co-chairs of editorial board help to extend the reach of PHIM.
- RHIA Alternate Pathways Task Force – initiates a plan for escalation of post-baccalaureate certificate programs; continues into Q1-2009.
- New credential: Certified Health Data Analyst (CDHA) approved by the House and offered to expand the scope of HIM practice and strengthen professional development in data analytics.
- Continued growth in CAHIIM accredited programs: Baccalaureate programs reach 51; Associate degree programs reach 204; Master's degree approved programs reach 5 programs.

- CAHIIM expands scope with accreditation outreach to graduate level Health Informatics programs following the June 2008 Health Informatics Workgroup meeting – Graduate program accreditation plans take shape for 2009 implementation.
- Multinational HIM Model Core Curriculum project launched in 2008 with the model delivered in Q1-2009, illustrates the need internationally to promote HIM at baccalaureate and graduate levels.

### **Key Priority A – Transformation of Health Information Management to a Graduate-Level Profession**

- Promotion and support efforts for existing baccalaureate programs to initiate masters' degree programs in HIM utilizing the AHIMA Master's Degree Model Curriculum and existing CAHIIM Graduate Approval Program. To date CAHIIM Approved Masters' degree programs are:
  - College of St. Scholastica
  - University of Pittsburgh
  - University of Illinois at Chicago
  - University of Tennessee-Memphis
  - Oregon Health and Science University
  - 3 new applicant programs pending approval in 2009
- Encourage development of new masters' degree programs from non-traditional sources (College of Information Technology, College of Library Science, Schools of Public Health, etc.) to create a health informatics and/or information management track within existing master's degrees to attract graduate students from complimentary majors into a career in HIM. Work continues with: Kent State (OH), Framingham State (MA), Indiana University (IN), and University of Alabama-Birmingham.
- CAHIIM held a Health Informatics Workgroup Meeting in Chicago which outlined accreditation Standards and a basic model curriculum for health informatics graduate programs. Their work was compared to the HIM master's model to more clearly define the scope and emphasis of each graduate degree program offering.
- AHIMA Education staff consults with colleges and universities that are developing graduate tracks on curriculum development and help expedite new faculty members to join AHIMA for the collegial education benefits (Coursesshare, AOE Symposium, AOE CoP, publications, etc.)
- Completion of a public comment period and acceptance of HIM Masters' Degree Level Program Accreditation Standards for roll-out in 2009 by CAHIIM.
- An increasing number of accredited baccalaureate HIM programs are growing graduate programs and beginning to discuss in more specific terms, the future of HIM at the baccalaureate level, including post-baccalaureate certificate offerings.
- Growth in baccalaureate level enrollments and graduates demonstrating steady 8% increase in enrollment and 10% increase in graduates in 2006-2007 academic year.

## Key Priority B – Realign the Health Information Management Associate Degree with Work Force Needs

- Discussion continues and models are developing with existing associate degree programs to move past a “generalist” preparation to “specialist” track options so that new graduates can more easily move into the entry level workplace with deep learning in areas of high value to employers. Programs need to 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 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; 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 around the US.
- ESC and staff explored ways that AHIMA can assist both educators and HIM employers as they identify skills/knowledge that are considered to be at a premium in today’s competitive job market. Assisting new graduates with the transition from student to employee (Bridging the Gap):
  - A series of articles on *Bridging the Gap* in ADVANTAGE, other trade publications, etc. have helped to sensitize HIM employers to the plight of new graduates, but much more is still to be done at the CSA and local levels to move forward with employment of graduates.
  - Corporate Connections program was launched in 2006 as an AHIMA service to help academic programs connect with the non-traditional employment community such as computer vendors, HIM service providers, VA and HIM consultants. To move beyond rudimentary efforts; Corporate Connections needs support to fully develop into a more mature service with depth and breadth for new graduates.
- Associate degree level enrollments and graduates continue to increase at a steady pace of 1500 more students each year enrolled in two-year HIM programs.
- CAHIIM experienced a significantly high increase in associate degree candidate programs in 2008 resulting in 30 new programs and a new process to shift greater review responsibilities to the volunteer Panel of Accreditation Reviewers. By 2010 a fully online process for candidate self-assessment and site visit reports will be enabled to allow more efficient review and interaction with programs, review team, staff and commissioners.

## **Key Priority C – Prepare an Effective, Qualified Pool of Health Information Management Faculty**

- The planned retirement of our existing faculty is a clear wake-up call that we need to strengthen recruitment efforts and incentives to ensure a strong academic future for the profession. In addition, there is concern in finding qualified faculty for new programs, especially in the baccalaureate and master's degree programs.
- CAHIIM launches new process for Candidacy eligibility application process engaging the Panel of Accreditation Reviewers at the first contact stage to conduct a full review of the self-assessment application, file a report back to the Program Directors with a response required prior to setting a site visit date. This now places the Panel in a new consultative role in an effort to guide and assist new programs and inexperienced Program Directors to develop solid curricula, more effective program management, advice on their leadership role within the sponsoring institution, and more successful outcomes for graduates and accreditation actions.
- Courseshare launched at AOE in July 2008. Offers a new repository for shared course content, activities, powerpoints, emerging topics and hard-to-teach topics in a co-op manner to support all educators. Courseshare indexes content by competency domain and encourages submissions by educators and practitioners, and includes an international category for use by international HIM education programs.
- There were several initiatives launched in the area of faculty recruitment:
  - Faculty Recruitment Breakfast at Convention 2008 – well attended with 40 individuals participating. This event will repeat at Convention 2009 and encourage CSAs to hold similar recruitment breakfast/lunch opportunities at the spring and summer conferences for 2009.
  - A Faculty Recruitment Toolkit was developed and is being reviewed by the HOD Team on Higher Education & Workforce.
- AHIMA offers a two day workshop for new faculty at the annual Assembly on Education (AOE) Summer Symposium – Faculty Development Institute. This meeting has expanded from 40+ attendees to over 100 attendees in the last two years.
- FORE through the Research Institute – is growing a cadre of HIM researchers.
- FORE support for doctoral education continues with scholarships, dissertation seed monies, and suggested research areas from the Research Committee.
- The Commission on Certification approved awarding 5 CEUs for content submissions accepted by Courseshare and Virtual Lab.
- The e-HIM Virtual Lab Project has over 4500 students enrolled and over 140 colleges.

## **Vision 2016 Plans for 2009 and Beyond**

- “Practitioner to Professor” campaign continues with a 2<sup>nd</sup> breakfast session at the AHIMA Convention and the COMET Program (Count On Me Every Time) to provide new educators with mentoring partners
- Expansion of the Faculty Development Institute concept to a workshop offered at the AHIMA Convention, designed specifically for current practitioners on preparation, expectations and

basic fundamentals when making a career change to the academic or training arena is scheduled for 2009.

- Increase content growth and use of Courseshare online curriculum resources and student supplementary materials including plans for a Virtual Tour of AHIMA programs and resources for students (teaching materials to provide the benefits of the local Chicago area student open house experience online for all students)
- Evaluate and re-invent the concept of AOE for 2010 and beyond.
- CSAs are encouraged through the HOD Higher Education and Workforce Committee to support academic programs by identifying potential educators among their membership and help guide them to AHIMA's various resources and mentoring services.
- Examine ways for educator outreach on a multinational scope with AHIMA's international initiative and promote the international HIM core curriculum model.
- The HIM Education Strategy Committee recommended that a marketing piece for public information about Vision 2016 be prepared coupled with efforts to encourage all HIM professionals to consider Vision 2016 as a "call to action", to focus and plan professional development activities to strengthen the HIM workforce today, knowing that tomorrow's graduates will be prepared differently with new skills and competencies.
- Finalization of HIM Master's Degree Competencies – synchronize with Education Strategy Committee work on associate and baccalaureate competencies. (Additional changes may occur based on AIR employer research).
- CAHIIM to begin accreditation of masters' degree programs in HIM and Health Informatics Fall 2009 with a transition program for Approved graduate programs into 2010.
- FORE Scholarship program is remodeled to segment scholarships for various academic levels: associate, baccalaureate, masters, and doctorate.
- After publication of the second Workforce Report (AHIMA and AMIA) and the competencies' matrix tool, funding is being sought for a second Workforce Summit in Washington, DC in 2009.
- Staff tracking the Wu Bill and other workforce initiatives as the Obama administration moves forward on Health IT and related workforce needs.
- FORE preparing a grant submission to AHRQ to fund an EHR Workforce Summit in late 2009 as part of the Obama Economic Stimulus Package.
- Education Strategy Committee Charges for 2009:
  - Advise the AHIMA Board of Directors on issues that impact the profession from an educational standpoint.
  - Develop a faculty growth plan to meet Vision 2016.
  - Finalize the employer research and report to the industry.
  - Advance Vision 2016 associate degree recommendations relative to specialty tracks.
  - Evaluate how graduate level educational offerings are meeting the Vision 2016 Blueprint.
  - Develop and promote course offerings for new and adjunct faculty in education.
  - Provide continuous oversight of the Assembly on Education (AOE) programming with volunteers and staff and recommend themes and content.

