The Council for Excellence in Education’s Recommendations for HIM Education

September 26, 2012
“According to the U.S. Department of Labor, the health care field is growing…Medical Records and health Information Technician…To prepare to pursue this career, you might want to earn a professional certification as many employers require it. Medical records and health information technicians generally also need a certificate in health information technology, though an associate’s degree is another option, says the Department”

Growing Health Care Careers, 2012
http://education.yahoo.net/articles/growing_health_care_careers.htm?kid=1LSCQ
The market views HIM positions as being entry level and working in:
- Departments/units
- Silos
- Small facilities

The market views HIM professionals as Associate degreed individuals filling the following roles:
- Coders
- Transcriptionists
The New Market View

The new market will emphasize:

- Coding Skills
  - CDI, Revenue Cycle, Registry

- Data Governance Skills
  - Data Integrity, Analytics, Fraud and Abuse, Privacy and Security

- Leadership Skills
  - Chief Knowledge Officer, Chief Learning Officer
Reality 2016 is based on Vision 2016 (developed in 2007) and the HIM Core Model (developed in 2011).
Summary of Communication Progress

1. Presentations to key stakeholders
   - AHIMA Staff, AHIMA Board Alum, AHIMA Board, Foundation Executive Board, Consortium of Educators, Component State Association Leaders, HIM Educators, House of Delegates Teams, Leadership Symposium

2. Articles published
   - *I-Lead*, special addition of *Academic Advisor, Journal of AHIMA* August Article, and *Advantage*

3. Marketing
CEE Recommendations for Reality 2016

1. Encourage HIM professionals to obtain graduate degrees. Expand academic programs to offer more graduate programs.
   • AHIMA will continue to support Bachelors degree programs and the RHIA.

2. Enhance the opportunities for Associate-degreed individuals through specialization tracks.
   • AHIMA will continue to support Associate degree programs and the RHIT.

3. Invest in faculty and member development in areas of research, data integrity, and data governance.

4. Increase the number of graduate-prepared HIM professionals by creating eligible pathways for Doctoral- or Masters- individuals including proposed post-graduate certificate. Work with universities to create graduate programs.
### Movement Toward HIM Prepared Graduate Degrees

**AHIMA’s Salary Survey 2010-2011**

- Those with a Masters Degree are less likely to be unemployed (9.1%), than those with a Baccalaureate Degree (12.9%).

- For every degree you earn you will make on average an additional $15,830 per year or approximately $630,000 more over a 40 year career.

- Those with a Masters Degree are 22% more likely to make more than $96,000 per year than those with a Baccalaureate Degree.

\[ n = 7,000 \]
### Movement Toward HIM Prepared Graduate Degrees

### Educational Profile of Healthcare Leaders

<table>
<thead>
<tr>
<th>Educational Profile</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bachelors Only</td>
<td>1%</td>
</tr>
<tr>
<td>MD Only</td>
<td>24%</td>
</tr>
<tr>
<td>Masters/PhD</td>
<td>73%</td>
</tr>
<tr>
<td>Unknown</td>
<td>2%</td>
</tr>
</tbody>
</table>

Market for a Graduate Degree

Currently, there are 116 Masters Level programs that are members of the Association for University Programs in Healthcare Administration (AUPHA). These programs include but are not limited to: Masters in Health Information, Health Policy, Health Information Technology, and Health Administration. In general, curriculum from these accredited programs focus on:

1. Healthcare Policy (the legal aspect of healthcare, regulatory issues…)
2. Strategic Planning (organizational management and revenue cycle…)
3. Health Information Systems
4. Health Information Technology
5. Health Informatics
6. Entrepreneurship

Data analytics, research methods, statistics, or epidemiology were taught in some combination in all programs examined.
### Associate Degree Specialization Certifications

<table>
<thead>
<tr>
<th>Data show those with specializations earn more and have more opportunities</th>
</tr>
</thead>
<tbody>
<tr>
<td>Specialization areas could be implemented either as:</td>
</tr>
<tr>
<td>• part of the Associate degree curriculum or</td>
</tr>
<tr>
<td>• offered as post-Associate degree certificate programs</td>
</tr>
<tr>
<td>Graduates of Associate degree programs can be encouraged to pursue Baccalaureate and Masters degree programs.</td>
</tr>
<tr>
<td>Faculty and Member Development Initiative</td>
</tr>
<tr>
<td>-------------------------------------------</td>
</tr>
<tr>
<td>➢ Research Bootcamp at Texas State University</td>
</tr>
<tr>
<td>• Stipends for Faculty and Members to attend</td>
</tr>
<tr>
<td>➢ Re-institute the small grant programs for PhD dissertations</td>
</tr>
<tr>
<td>➢ <em>Academic Advisor</em> as a peer-reviewed journal</td>
</tr>
<tr>
<td>• <em>PHIM</em> is the only AHIMA-published journal recognized by Health and Human Services (HHS) (averaging over 12,500 views per month and over 145 countries)</td>
</tr>
<tr>
<td>• <em>Academic Advisor</em> will be revised to include refereed papers on education best practices, case studies, and curriculum</td>
</tr>
</tbody>
</table>
Increase the number of graduate prepared HIM professionals by creating eligible pathways for Doctoral- or Masters- prepared individuals.

Out of 64,000 AHIMA members included in the AHIMA membership database:

- Only 129 or .2% have both the RHIA and a Doctorate
- Only 59 or .09% of the total membership have listed academic institutions as their primary place of employment

“The average student takes 8.2 years to get a PhD - in education, that figure surpasses 13 years. Fifty percent of students drop out along the way, with dissertations the major stumbling block. At commencement, the typical Doctoral degree holder is 33.”

*National Science Foundation*
We heard from our educators

- **Need: Increase the number of graduate-level programs.**
  **Response: Graduate Resources Alliance**
  - a collaborative community of graduate-level health information educational programs that will assist in advising the development of graduate-level curriculum, a national network of educators, and resource partnerships.

- **Need: Develop specialization tracks.**
  **Response: Associate Education Coalition**
  - a community of associate-level health information educational programs to assist in advising on the development of associate-level specialty programs.

- **Need: Increase the number of students taking the certification exam.**
  **Response: Certification Exam Incentive Program**
  - incentive competition between schools to increase the number of students taking the RHIA or RHIT exam. The winning programs will receive $2,500 in unrestricted funds.
# Health Information Career Map

## Health Information Careers - Career Mapping

<table>
<thead>
<tr>
<th>Industry Careers:</th>
<th>Current</th>
<th>Emerging</th>
<th>Promotional Path</th>
<th>Transitional Path</th>
<th>Featured Career Paths</th>
<th>View FAQ</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ENTRY</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MID</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>ADVANCED</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>MASTER</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Available at: [http://hicareers.com/CareerMap/](http://hicareers.com/CareerMap/)
Summary

1. Encourage HIM professionals programs to obtain graduate degrees. Expand academic programs to offer more graduate degrees.
2. Enhance the opportunities for Associate-degreed individuals through specialization tracks.
3. Invest in faculty and member development in areas of research, data integrity, and data governance.
4. Increase the number of graduate prepared HIM professionals by creating eligible pathways for Doctoral- or Masters- individuals including proposed post-graduate certificate. Work with universities to create graduate programs.

Questions?
E-mail reality2016@ahimafoundation.org