Weber State University Biennial Report on Assessment of Student Learning

Cover Page

Department/Program: HAS department/Health Information Management program (BS)

Academic Year of Report: 2018/19 (covering Summer 2017 through Spring 2019)

Date Submitted: 10/8/19

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A. Brief Introductory Statement:

Please review the Introductory Statement and contact information for your department or academic program displayed on the assessment site:

http://www.weber.edu/portfolio/departments.html - if this information is current, please place an 'X' below. No further information is needed.

___ Information is current; no changes required.
X_ Information is not current; updates below

Update if not current: The new contact information for the Health Information Management program is Heather Merkley, https://merkley@weber.edu, 3959 Stadium Way, Dept 3911, Ogden, UT 84408-3911, IE 214, 801-626-7074

B. Mission Statement

Please review the Mission Statement for your department or academic program displayed on the assessment site:

http://www.weber.edu/portfolio/departments.html - if the mission statement is current, please place an 'X' below.; If the information is not current, please provide an update:

____ Information is current; no changes required. X__ Information is not current; updates below

Update if not current: The HIM program mission is: Through strong community support, engaged learning opportunities, and remarkable faculty, the HIM program provides high quality education to prepare graduates for professional positions at the HIM baccalaureate level.

C. Student Learning Outcomes

Please review the <u>Student Learning Outcomes</u> for your academic program displayed on the assessment site: http://www.weber.edu/portfolio/departments.html. In particular, review in light of recent strategic reporting and indicate any needed updates. If the outcomes are current, mark below.

X Information is not current; updates below.

Update if not current:

Please update website: http://www.weber.edu/him

Please update contact information. Heather Merkley, https://www.heather.edu,

D. Curriculum

"A collection of courses is not a program. A curriculum has coherence, depth, and synthesis." (Linda Suskie; presentation at NWCCU Assessment Fellowship, June 19, 2019)

Please review the <u>Curriculum Grid</u> for your department or academic program displayed on the assessment site: http://www.weber.edu/portfolio/departments.html.

Indicate in the curriculum grid where graduating student performance is assessed for each program outcome. In the 'additional information' section, please provide information about these assessments (e.g., portfolios, presentations, projects, etc.) This information will be summarized at the college and institutional level for inclusion in our NWCCU reporting on student achievement.

Curriculum Map Format

Domain I: Data Content, Structure & Standards (Information Governance)	HIM	Course Number
Subdomain I.A Classification Systems		
	Evaluate, implement and manage electronic applications/systems for clinical classification and coding (5)	HIM 3000
	Identify the functions and relationships between healthcare classification systems (3)	HIM 2500
	Map terminologies, vocabularies and classification systems (4)	HIM 2500
	Evaluate the accuracy of diagnostic and procedural coding (5)	HIM 2320
Subdomain I.B Health Record Content & Documentation		
	Verify that documentation in the health record supports the diagnosis and reflects the patient's progress, clinical findings, and discharge status (4)	HIM 2000
	Compile organization-wide health record documentation guidelines (6)	HIM 4100
	Interpret health information standards (5)	HIM 4100

Subdomain I.C Data		
Governance		
	Format data to satisfy integration needs (4)	HIM 3450
	Construct and maintain the standardization of data dictionaries to meet the needs of the enterprise (6)	HIM 2500
	Demonstrate compliance with internal and external data dictionary requirements (3)	HIM 3450
	Advocate information operability and information exchange (5)	HIM 3450
Subdomain I.D Data Management		
	Analyze information needs of customers across the healthcare continuum (4)	HIM 2500
	Evaluate health information systems and data storage design (5)	HIM 3400
	Manage clinical indices/databases/ registries (5)	HIM 3550
	Apply knowledge of database architecture and design to meet organizational needs (3)	HIM 3400
	Evaluate data from varying sources to create meaningful presentations (5)	HIM 3550
Subdomain I.E Secondary Data Sources		
	Validate data from secondary sources to include in the patient's record, including personal health records (3)	HIM 2500
Domain II: Information Protection: Access, Disclosure, Archival, Privacy & Security	HIM	Course Number
Subdomain II.A Health Law		
	Identify laws and regulations applicable to health care (3)	HIM 2250
	Analyze legal concepts and principles to the practice of HIM (4)	HIM 2250
Subdomain II.B Data Privacy, Confidentiality & Security		
	Analyze privacy, security, and confidentiality policies and procedures for internal and external use and exchange of health information (4)	HIM 2250

	Recommend elements included in the design of audit trails and data quality monitoring programs (5)	HIM 3000		
Collaborate in the design and implementation of risk assessment, contingency planning, and data recovery procedures (4)				
	Analyze the security and privacy implications of mobile health technologies (4)	HIM 3000		
	Develop educational programs for employees in privacy, security, and confidentiality (6)	HIM 4100		
Subdomain II.C Release of Information				
	Create policies and procedures to manage access and disclosure of personal health information (6)	HIM 2250		
	Protect electronic health information through confidentiality and security measures, policies, and procedures (3)	HIM 2250		
Domain III: Informatics, Analytics and Data Use	нім	Course Number		
Subdomain III.A Health Information Technologies				
	Utilize technology for data collection, storage, analysis, and reporting of information (3)	HIM 3400		
	Assess systems capabilities to meet regulatory requirements (5)	HIM 3450		
	Analyze device selection based on workflow, ergonomic and human factors (4)	HIM 3450		
	Take part in the development of networks, including intranet and Internet applications (4)	HIM 3450		
	Evaluate system architecture, database design, data warehousing (5)	HIM 3400		
	Create the electronic structure of health data to meet a variety of end user needs (6)	HIM 4100		
Subdomain III.B Information Management Strategic Planning				

	Take part in the development of information management plans that support the organization's current and future strategy and goals (4)	HIM 2500
	Take part in the planning, design, selection, implementation, integration, testing, evaluation, and support of health information technologies (4)	HIM 3450
Subdomain III.C Analytics and Decision Support		
	Apply analytical results to facilitate decision-making (3)	HIM 3450
	Apply data extraction methodologies (3)	HIM 3550
	Analyze organizational action based on knowledge obtained from data exploration and mining (4)	HIM 3550
	Analyze clinical data to identify trends that demonstrate quality, safety, and effectiveness of healthcare (4)	HIM 3550
	Apply knowledge of database querying and data exploration and mining techniques to facilitate information retrieval (3)	HIM 3550
	Evaluate administrative reports using appropriate software (5)	HIM 3200
Subdomain III.D Health Care Statistics		
	Interpret inferential statistics (5)	HIM 3200
	Analyze statistical data for decision making (4)	HIM 3200
Subdomain III.E Research Methods		
	Apply principles of research and clinical literature evaluation to improve outcomes (3)	HIM 3500
	Plan adherence to Institutional Review Board (IRB) processes and policies (3)	HIM 3500
Subdomain III.F Consumer Informatics		
	Educate consumers on patient-centered health information technologies (3)	HIM 2500

Subdomain III.G Health		
Information Exchange	Collaborate in the development of operational policies and procedures for health information exchange (4)	HIM 3450
	Apply system testing to ensure data integrity and quality of health information exchange (3)	HIM 3450
	Identify various models for health information exchange (3)	HIM 3000
Subdomain III.H Information Integrity & Data Quality		
	Discover threats to data integrity and validity (3)	HIM 3000
	Implement policies and procedures to ensure data integrity internal and external to the enterprise (3)	HIM 3450
	Apply quality management tools (3)	HIM 3300
	Perform quality assessment including quality management, data quality, and identification of best practices for health information systems (4)	HIM 3300
	Model policy initiatives that influence data integrity (3)	HIM 2500
Domain IV: Revenue Management	HIM	Course Number
Subdomain IV.A Revenue Cycle and Reimbursement		
	Manage the use of clinical data required by various payment and reimbursement systems (5)	HIM 2330
	Take part in selection and development of applications and processes for chargemaster and claims management (4)	HIM 2330
	Apply principles of health finance for revenue management (3)	HIM 2330
	Implement processes for revenue cycle management and reporting (3)	HIM 4100
Domain V: Compliance	HIM	Course Number
Subdomain V.A Regulatory		

Determine processes for compliance with current laws and standards related to health information initiatives and revenue cycle (5)			
	Analyze current laws and standards related to health information initiatives (4)	HIM 3300	
Subdomain V.B Coding			
	Evaluate processes, policies, and procedures to ensure the accuracy of coded data based on established guidelines (5)	HIM 2500	
	Manage coding audits (5)	HIM 2500	
	Identify severity of illness and its impact on healthcare payment systems (3)	HIM 2330	
Subdomain V.C Fraud Surveillance			
	Determine policies and procedures to monitor abuse or fraudulent trends (5)	HIM 2330	
Subdomain V.D Clinical Documentation Improvement			
,	Implement provider querying techniques to resolve coding discrepancies (3)	HIM 2300	
	Evaluate components of clinical documentation for compliance with regulations and guidelines for revenue management and reporting (5)	HIM 2300	
	HIM	Course Number	
Subdomain VI. Leadership Roles		Number	
	Discover personal leadership style using contemporary leadership theory and principles (3)	HAS 3260	
	Build effective teams (6)	HIM 3300	
	Take part in enterprise-wide committees (4)	HAS 4860	
· · · · · · · · · · · · · · · · · · ·			

	Take part in effective negotiating and use influencing skills (4)	HAS 3230/3260
	Take part in effective communication through project reports, business reports, and professional communications (4)	HAS 3750
	Apply personnel management skills (3)	HAS 3230
Subdomain VI.B Change Management		
	Interpret concepts of change management theories, techniques, and leadership (5)	HAS 3260
Subdomain VI.C Work Design & Process Improvement		
	Analyze workflow processes and responsibilities to meet organizational needs (4)	HIM 3450
	Analyze performance management measures (4)	HIM 2500
	Demonstrate workflow concepts (3)	HIM 2500
Subdomain VI.D Human Resource Management		
	Evaluate staffing levels and productivity, and provide feedback to staff regarding performance (5)	HAS 3750 HAS 3240
	Demonstrate compliance with employment laws (3)	HIM 2250
	Create and implement staff orientation and training programs (6)	HAS 3240
	Benchmark staff performance data incorporating labor analytics (4)	HAS 3750
	Manage human resources to facilitate staff recruitment, retention,	HAS 3230
	and supervision (5)	HAS 3240
Subdomain VI.E Training & Development		
, , , , , , , , , , , , , , , , , , ,	Evaluate initial and on-going training programs (5)	HIM 2862
Subdomain VI.F Strategic & Organizational Management		
	Identify departmental and organizational survey readiness for accreditation, licensing, and/or certification processes (3)	HIM 4100

	Implement a departmental strategic plan (3)	HIM 4100
	Apply general principles of management in the administration of health information services (3)	HAS 3260
	Analyze how healthcare policy-making both directly and indirectly impacts the national and global healthcare delivery system (4)	HIM 3550
	Identify the different types of organizations, services, and personnel and their interrelationships across the health care delivery system (3)	HAS 3000
	Collaborate in the development and implementation of information governance initiatives (4)	HIM 2500
	Facilitate the use of enterprise-wide information assets to support organizational strategies and objectives (4)	HIM 2500
Subdomain VI.G Financial Management		
	Evaluate capital, operating, and/or project budgets using basic accounting principles (5)	HAS 3750
	Perform cost-benefit analysis for resource planning and allocation(4)	HAS 3750
	Analyze the stages of the procurement process (5)	HIM 3000 HAS 3750
Subdomain VI. H. Ethics		
	Comply with ethical standards of practice (5)	HIM 2250
	Analyze the culture of a department (4)	HIM 2250
	Promote cultural competency and sensitivity in healthcare (3)	HIM 3260
	Analyze programs and policies that support a culture of diversity (4)	HIM 2862
Subdomain VI.I Project Management		
	Take part in system selection process (4)	HIM 3450
	Recommend clinical, administrative, and specialty service applications (5)	HIM 3450

	Apply project management techniques to ensure efficient workflow and appropriate outcomes (3)	HIM 3450
	Facilitate project management by integrating work efforts (4)	HIM 3450
Subdomain VI.J Vendor/Contract Management		
	Analyze vendor contracts (4)	HIM 4100
	Take part in effective negotiating, utilizing influencing skills in the process of system selection (4)	HIM 3450
Subdomain VI.K Enterprise Information Management		
	Manage information as a key strategic resource and mission tool (5)	HIM 2500

Bloom's Taxonomy

- 1 Remember
- 2 Understand
- 3 Apply
- 4 Analyze
- 5 Evaluate
- 6 Create

The HIM program curriculum competencies are assessed using the Bloom's taxonomy listed above. In the HIM Competency (middle column) column in the above table the number in parentheses after the competency statement reflects the Bloom's level that the competency should be taught at in the HIM program.

Additional Information (details about graduating student assessment): X Information is not current; updates below

The WSU HIM Baccalaureate degree program is externally accredited by The Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). As such, the program has significant annual program assessment requirements, including assessment of student learning outcomes. The requirements follow the annual program assessment report (APAR) as required by CAHIIM. Those requirements can be found at www.cahiim.org.

In addition, the HIM program assess and documents its effectiveness in achieving student's outcomes. This includes performance metrics such as graduate placement rates, graduate and employer satisfaction rates, and national certification scores. Metrics used to assess this indicator are:

- For bachelor degree graduates, 80% of all WSU students will be employed in a HIM related position or continue their education.
- 80% of all HIM graduates taking the RHIA certification will pass on the first writing.
- 80% or more of all domains of the graduate surveys will show adequate instructions.
- Employers will express adequate to excellent competence or unimportant regarding HIM skills expected of entry-level health information management professionals.

E. Assessment Plan

Please update the Assessment Plan for your department displayed on the assessment site: http://www.weber.edu/portfolio/departments.html. Keep in mind that reporting will be done biennially instead of annually; that should be reflected in your assessment plan. Please ensure that Gen Ed courses are assessed/reported at least twice during a standard program review cycle.

A complete plan will include a list of courses from which data will be gathered and the schedule, as well as an overview of the assessment strategy the department is using (for example, portfolios, or a combination of Chi assessment data and student survey information, or industry certification exams, etc.), and plans for continuous improvement.

X Information is not current; updates below

Assessment plan:

Goals	Standards/Outcomes	Evaluation Methods
The HIM curriculum will include, at minimum, the required domains and competencies with content and experiences to enable students to meet current entry-level competencies	A. 90% of students will earn a score of 73% or higher. When the threshold is not met, action is taken by faculty to evaluate the measure/assignment for improvement.	 The HIM curriculum is reviewed and assessed regularly in a comprehensive planned manner to fulfill requirements set forth by the CAHIIM and WSU Office of Institutional Effectiveness. This is conducted by a review by the faculty of the AHIMA Bachelor Degree Entry Level curricular competencies to ensure coverage of the requirements. The program advisory committee is consulted by faculty as needed to advise them on potential changes to course requirements and assignment resources to fulfill the competencies. This detailed assessment will occur at the subdomain level using the AHIMA Bachelor Degree Entry Level curricular competencies. Data will be collected and reported on

	Domains 1,3, and 5 in odd academic years (i.e.2016-2017) and Domains 2,4,and 6 in even academic years (i.e., 2017-2018). Evaluation of all competencies occurs every two years and is reported to the WSU Office of Institutional Effectiveness.
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F. Report of assessment results for the most previous academic year:

There are varieties of ways in which departments can choose to show evidence of learning. This is one example. The critical pieces to include are 1) learning outcome being assessed, 2) method(s) of measurement used, 3) threshold for 'acceptable – that is, the target performance, 4) actual results of the assessment, 5) interpretation/reflection on findings 6) the course of action to be taken based upon the interpretation, and 7) how that action will be evaluated.

A. Evidence of Learning: Courses within the Major

2017/2018 Data

Damaia II.	T T					
Domain II:						
Information						
Protection: Access,						
Disclosure, Archival,		Course				
Privacy & Security	HIM	Number	Measure/Assignment	Threshold	2017-2018 Data	Evaluation
Subdomain II.A Health						
Law						
	Identify laws and					
	regulations			At least 90% of students	98.2% of	
	applicable to	HIM	Midterm Exam - HIM	will earn a score of 73% or	students earned	
	health care (3)	2250	2250	higher.	a C or higher	No changes needed
	` ,				_	New text and exam questions
	Analyze legal			At least 90% of students	89.3% of	starting Fall 2017, conducted
	concepts and			will earn a score of 73% or	students earned	item analysis of exam and
	principles to the	HIM	5: 15			·
	practice of HIM (4)	2250	Final Exam - HIM 2250	higher.	a C or higher	revised 3 questions.
Subdomain II.B Data						
Privacy,						
Confidentiality &						
Security						
	Analyze privacy,					
	security, and					
	confidentiality					
	policies and					
	procedures for					
	internal and					
	external use and		Notice of Privacy	At least 90% of students	89.3% of	
	exchange of health	нім	Practice Assignment -	will earn a score of 73% or	students earned	Improved instructions of
	information (4)	2250	HIM 2250	higher.	a C or higher	Readability test score.
	Recommend					
	elements included		HIM 3000 IT Audit Trail	At least 90% of students	93.4% of	
	in the design of	нім	in Healthcare	will earn a score of 73% or	students earned	
	audit trails and	3000	Assignment	higher.	a C or higher	No changes needed

	data quality monitoring programs (5)					
	Collaborate in the design and implementation of risk assessment, contingency			At least 90% of students	92.3% fo	
	planning, and data		Diagram Danasan Diag	will earn a score of 73% or	students earned	
	recovery procedures (4)	HIM 4100	Disaster Recovery Plan - HIM 4100	higher.	a C or higher	No changes needed
	Analyze the security and privacy implications of moblie health	HIM	Mobile Device Policy in	At least 90% of students will earn a score of 73% or	96% of students earned a C or	No changes needed
	technologies (4)	3000	Healthcare - HIM 3000	higher.	higher	No changes needed
	Develop educational programs for employees in privacy, security, and confidentiality (6)	HIM 4100	HIM Dept HIPAA Employee Training Plan - HIM 4100	At least 90% of students will earn a score of 73% or higher.	92.3% of students earned a C or higher	No changes needed
Subdomain II.C Release of Information						
	Create policies and procedures to manage access and disclosure of personal health information (6)	HIM 2250	Policy/Procedure Writing Assignment - HIM 2250	At least 90% of students will earn a score of 73% or higher.	91.1% of students earned a C or higher	No changes needed
	Protect electronic health information through confidentiality and security measures, policies, and procedures (3)	HIM 2250	Policy/Procedure Writing Assignment - HIM 2250	At least 90% of students will earn a score of 73% or higher.	91.1% of students earned a C or higher	No changes needed

Domain IV:						
Revenue		Course				
Management	HIM	Number	Measure/Assignment			
Subdomain IV.A						
Revenue Cycle and						
Reimbursement						
					94.6% Composite	
					score on	
					assignment:	
			Composite score on		Explanation of	
	Manage the use		assignment:		benefits,	
	of clinical data		Explanation of		chargemaster	
	required by		benefits,		and claims	
	various payment		chargemaster and		assignment, MS-	
	and		claims assignment,	At least 90% of students	DRG calculations,	
	reimbursement	HIM	MS-DRG calculations,	will earn a score of 73% or	and Case Mix	
	systems (5)	2330	and Case Mix Index	higher.	Index	No changes needed
	Take part in					
	selection and					
	development of					
	applications and					
	processes for		Chargemaster and			
	chargemaster		Claims Management	At least 90% of students	89.3% of	
	and claims	HIM	Case Study - HIM	will earn a score of 73% or	students earned	New assignment, Continue to
	management (4)	2330	2330	higher.	a C or higher	monitor
	Apply principles		Chargemaster and			
	of health finance		Claims Management	At least 90% of students	89.3% of	
	for revenue	HIM	Case Study - HIM	will earn a score of 73% or	students earned	New assignment, Continue to
	management (3)	2330	2330	higher.	a C or higher	monitor
	Implement					
	processes for					
	revenue cycle		PI & QI in a coding	At least 90% of students	92.3% of	
	management and	HIM	department	will earn a score of 73% or	students earned	
	reporting (3)	4100	assignment	higher.	a C or higher	No changes needed
Domain VI:		Course				
Leadership	HIM	Number	Measure/Assignment			

Subdomain VI.A						
Leadership Roles						
,	Discover					
	personal					
	leadership style					
	using					
	contemporary			At least 90% of students	100% of students	
	leadership theory	HAS	HAS 3260 Leadership	will earn a score of 73% or	earned a C or	
	and principles (3)	3260	Assignment	higher.	higher	No changes needed
	una principies (5)	3200	7.5516111111111	At least 90% of students	93.8% of	140 changes needed
	Build effective	нім	Chapter 4 Case Study	will earn a score of 73% or	students earned	
	teams (6)	3300	- HIM 3300	higher.	a C or higher	No changes needed
	teams (o)	3300	HAS 4860;	mgner.	a C OI Higher	No changes needed
			,			
			Management Internship projective			
			obejective 3;			
			1			
			Describe how your			
	Tales mant in		internship supervisor	At 12 2 t 000/ 25 2t 1 2 2 2 2	1000/ -f -t	
	Take part in	1146	conducts work with	At least 90% of students	100% of students	
	enterprise-wide	HAS	others in	will earn a score of 73% or	earned a C or	No de constant
	committees (4)	4860	organization.	higher.	higher	No changes needed
	Take part in		HAS 3230			
	effective		Assignment 3;review	At least 90% of students		
	negotiating and	HAS	of communication	will earn a score of 73% or		
	use influencing	3230	structures	higher.		
	skills (4)			At least 90% of students	97.65% of	
		HAS	HAS 3260 Final	will earn a score of 73% or	students earned	
		3260	paper; leadership	higher.	a C or higher	No changes needed
	Take part in				J	
	effective					
	communication					
	through project					
	reports, business		HAS 3750	At least 90% of students	85% of students	Reviewed instructions for
	reports, and	HAS	Assignment 7	will earn a score of 73% or	earned a C or	clarity; updated rubric to assist
	professional	3750	Expenditure Proposal	higher.	higher	students with assignment.

	communications (4)					
	(' '					
	Apply personnel			At least 90% of students	90.7% of	
	management	HAS	HAS 3230 Final	will earn a score of 73% or	students earned	
	skills (3)	3230	Individual Paper	higher.	a C or higher	No changes needed
Subdomain VI.B						
Change						
Management	<u> </u>					
	Interpret					
	concepts of change					
	management					
	theories,			At least 90% of students	95.8% of	
	techniques, and	HAS	HAS 3260 Managing	will earn a score of 73% or	students earned	
	leadership (5)	3260	Change Case Study	higher.	a C or higher	No changes needed
Subdomain VI.C			_		_	_
Work Design &						
Process						
Improvement	<u>.</u>					
	Analyze					1
	workflow					
	processes and responsibilities to					
	meet			At least 90% of students	100% of students	1
	organizational	нім	Mapping Assignment	will earn a score of 73% or	earned a C or	!
	needs (4)	3450	- HIM 3450	higher.	higher	No changes needed
	Analyze					Ŭ .
	performance			At least 90% of students	100% of students	
	management	HIM	Final Project - HIM	will earn a score of 73% or	earned a C or	
	measures (4)	2500	2500	higher.	higher	No changes needed
	Demonstrate			At least 90% of students	100% of students	
	workflow	HIM	Final Project - HIM	will earn a score of 73% or	earned a C or	
	concepts (3)	2500	2500	higher.	higher	No changes needed

Subdomain VI.D						
Human Resource						
Management						
				At least 90% of students	93.2% of	
		HAS	HAS 3750	will earn a score of 73% or	students earned	
	Evaluate staffing	3750	Assignment 8 FTE	higher.	a C or higher	No changes needed
	levels and		HAS 3240 Pay for			
	productivity, and		Performance			
	provide feedback		Assignment or HAS	At least 90% of students	81.4% of	There is some variability among
	to staff regarding	HAS	3240 Assignments 1	will earn a score of 73% or	students earned	instructors. Consistency will be
	performance (5)	3240	& 2	higher.	a C or higher	monitored.
	Demonstrate					
	compliance with		Workplace Law	At least 90% of students	98.2% of	
	employment	HIM	Assignment - HIM	will earn a score of 73% or	students earned	
	laws (3)	2250	2250	higher.	a C or higher	No changes needed
	Create and					
	implement staff					
	orientation and			At least 90% of students	100% of students	
	training	HAS	HAS 3240	will earn a score of 73% or	earned a C or	
	programs (6)	3240	Assignment 4	higher.	higher	No changes needed
	Benchmark staff		-		J	
	performance					
	data					
	incorporating			At least 90% of students	91.4% of	
	labor analytics	HAS	HAS 3750 Case Study	will earn a score of 73% or	students earned	
	(4)	3750	Part 2	higher.	a C or higher	No changes needed
	Manage human			At least 90% of students	95.3% of	<u> </u>
	resources to	HAS	HAS 3230	will earn a score of 73% or	students scored	
	facilitate staff	3230	Assignment #3	higher.	73% or higher	No changes needed
	recruitment,			At least 90% of students	100% of students	5
	retention, and	HAS	HAS 3240	will earn a score of 73% or	eanred a C or	
	supervision (5)	3240	Assignment #4	higher.	higher	No changes needed
Subdomain VI.E			G	5 - · ·	J. 1-2-	
Training &						
Development						

	Evaluate initial and on-going training programs (5)	HIM 2862	Module 10 Assignment Employee Training and Development - HIM 2862	At least 90% of students will earn a score of 73% or higher.	100% of students earned a C or higher	No changes needed.
Subdomain VI.F Strategic & Organizational Management						
J	Identify departmental and organizational survey readiness for accreditation, licensing, and/or certification processes (3)	HIM 4100	Mock Survey Case - HIM 4100	At least 90% of students will earn a score of 73% or higher.	92.3% of students earned a C or higher	No changes needed
	Implement a departmental strategic plan (3)	HIM 4100	HIM 4100 department Case part 2	At least 90% of students will earn a score of 73% or higher.	92.3% of students earned a C or higher	No changes needed
	Apply general principles of management in the administration of health information services (3)	HAS 3260	HAS 3260 Paper	At least 90% of students will earn a score of 73% or higher.	100% of students completed the final paper with a 73% or higher	No changes needed
	Analyze how healthcare policy-making both directly impacts the national and	HIM 3550	HIM 3550 Quality Improvement Discussion	At least 90% of students will earn a score of 73% or higher.	100% of students earned a C or higher	No changes needed

	global healthcare delivery system (4)					
	Identify the different types of					
	organizations, services, and personnel and					
	their interrelationships across the health			At least 90% of students	80% of students	An item analysis was conducted to identify exam questions that may need
	care delivery system (3)	HAS 3000	HAS 3000 Midterm and Final	will earn a score of 73% or higher.	earned a C or higher	review and revision in an effort to improve these results.
	Collaborate in the development and implementation of information governance	HIM	Data Governance Assignment - HIM	At least 90% of students will earn a score of 73% or	100% of students earned a C or	·
	initiatives (4) Facilitate the use of enterprise-wide information assets to support organizational strategies and	2500 HIM	Data Governance Assignment - HIM	At least 90% of students will earn a score of 73% or	higher 100% of students earned a C or	No changes needed.
	objectives (4)	2500	2500	higher.	higher	No changes needed.
Subdomain VI.G Financial Management						

İ	1	I	I	1	1	I I
	Evaluate capital,					
	operating,					
	and/or project					
	budgets using			At least 90% of students	91.8% of	
	basic accounting	HAS	HAS 3750 Exercise #6	will earn a score of 73% or	students earned	
	principles (5)	3750	Capital Budgets	higher.	a C or higher	No changes needed.
	Perform cost-		HAS 3750			
	benefit analysis		Assignment 9 Budget			
	for resource		Variance Analysis;	At least 90% of students	93.15% of	
	planning and	HAS	Assignment 12 Cost	will earn a score of 73% or	students earned	
	allocation(4)	3750	Behavior	higher.	a C or higher	No changes needed.
	Evaluate the					
	stages of the			At least 90% of students	87.7% of sudents	Reviewed instructions for
	procurement	HIM		will earn a score of 73% or	earned a C or	clarity; updated rubric to assist
	process (5)	3000	Request for Proposal	higher.	higher	students with assignment.
Subdomain VI. H.						
Ethics						
	Comply with			At least 90% of students	98.2% of	
	ethical standards	нім	Ethics Quiz - HIM	will earn a score of 73% or	students earned	
	of practice (5)	2250	2250	higher.	a C or higher	No changes needed
	Analyze the		HIM 2250 Ch 14,	At least 90% of students	98% of students	
	culture of a	нім	Cultural Competence	will earn a score of 73% or	earned a C or	
	department (4)	2250	quiz	higher.	higher	No changes needed
	Promote cultural		11	5 -	0 -	0.000
	competency and			At least 90% of students	94.8% of	
	sensitivity in	HAS	HAS 3260 Diversity	will earn a score of 73% or	students earned	
	healthcare (3)	3260	Case	higher.	a C or higher	No changes needed.
	Analyze	3200			a c or mgmer	The stranges freeded.
	programs and					
	policies that		HIM 2862 Case-	At least 90% of students	100% of students	
	support a culture	нім	Module 6	will earn a score of 73% or	earned a C or	
	of diversity (4)	2862	Assignment-Diversity	higher.	higher	No changes needed.
Subdomain VI.I	or diversity (4)	2002	Assignment-Diversity	ingilei.	ingilei	No changes needed.
Project						
Management						

	1	ĺ	1	1	1	1
	Take part in		Systems Selection	At least 90% of students	86.7% of	New assignment and
	system selection	HIM	Assignment - HIM	will earn a score of 73% or	students earned	Instructions will be reviewed
	process (4)	3450	3450	higher.	a C or higher	for clarity and consistency
	Recommend					
	clinical,					
	administrative,					
	and specialty		Systems Selection	At least 90% of students	86.7% of	New assignment and
	service	HIM	Assignment - HIM	will earn a score of 73% or	students earned	Instructions will be reviewed
	applications (5)	3450	3450	higher.	a C or higher	for clarity and consistency
	Apply project					
	management					
	techniques to					
	ensure efficient					
	workflow and			At least 90% of students	93.3% of	
	appropriate	HIM	GANTT Chart - HIM	will earn a score of 73% or	students earned	
	outcomes (3)	3450	3450	higher.	a C or higher	No changes needed.
	Facilitate project					5
	management by			At least 90% of students	93.3% of	
	integrating work	HIM	GANTT Chart - HIM	will earn a score of 73% or	students earned	
	efforts (4)	3450	3450	higher.	a C or higher	No changes needed.
Subdomain VI.J						
Vendor/Contract						
Management						
Wanagement				At least 90% of students	100% of students	
	Analyze vendor	нім	Contract Evaluation -	will earn a score of 73% or	earned a C or	100% of students earned a C or
	contracts (4)	4100	HIM 4100			better
	· · · · · · · · · · · · · · · · · · ·	4100	111101 4100	higher.	higher	Dettel
	Take part in					
	effective					
	negotiating,					
	utlizing					
	influencing skills					
	in the proacess			At least 90% of students	86.7% of	New assignment and
	of system	HIM	HIM 3450 System	will earn a score of 73% or	students earned	Instructions will be reviewed
	selection (4)	3450	Selection Assignment	higher.	a C or higher	for clarity and consistency

Subdomain VI.K Enterprise Information						
Management	Manage information as a					Additional lecture and other supporting material will be
	key strategic resource and mission tool (5)	HIM 2500	Data Governance Group Assignment - HIM 2500	At least 90% of students will earn a score of 73% or higher.	75% of students earned a C or higher	added for this assignment to help students understand the concepts better.

2018/2019 Data

Domain I:	нім	Course	Measure/Assig	Threshold	2018-2019 Data	Evaluation
Data		Number	nment			
Content,						
Structure &						
Standards						
(Information						
Governance)						
Subdomain						
I.A						
Classification						
Systems						
	Evaluate,					
	implement and					
	manage					
	electronic					
	applications/sy					
	stems for		Electronic			
	clinical		Health Record		99% of students scored	No changes needed as
	classification	нім	Selection - HIM	At least 90% of students will earn a	73% or higher on the EHR	students are performing
	and coding (5)	3000	3000	score of 73% or higher.	assignment.	above the threshold.
				3		
	Identify the					
	functions and		EHR Go		100% of students scored	No changes needed as
	relationships	HIM	Assignment #3	At least 90% of students will earn a	73% or higher on the EHR	students are performing
	between	2500	- HIM 2500	score of 73% or higher.	Go assignment #3.	above the threshold.

	healthcare classification					
	systems (3)					
	Мар					
	terminologies, vocabularies					
	and		EHR Go		100% of students scored	No changes needed as
	classification systems (4)	HIM 2500	Assignment #3 - HIM 2500	At least 90% of students will earn a score of 73% or higher.	73% or higher on the EHR Go assignment #3.	students are performing above the threshold.
						In this module students
						are being asked to code
						25 advanced case studies and audit 5 cases. This
						seems to be
						overwhelming the
						students and their
						performance is being
						impacted. We will
						reduce the number of
	Evaluate the					advanced cases assigned
	accuracy of					and increase the auditing
	diagnostic and		Surgical Cases		62% of student scored 73%	cases to balance this out
	procedural	HIM	Audit - HIM	At least 90% of students will earn a	or higher on the surgical	better. We hope this will
	coding (5)	2320	2320	score of 73% or higher.	cases audit.	improve the outcome.
Subdomain						
I.B Health						
Record						
Content &						
Documentati						
on						

	Verify that				1	
	documentation					
	in the health					
	record					
	supports the					
	diagnosis and					
	reflects the					
	patient's					
	progress,					
	clinical					
	findings, and		Quantitative		90% of student scored 73%	No changes needed as
	discharge	HIM	Analysis Quiz -	At least 90% of students will earn a	or higher on the	students are performing
	status (4)	2000	HIM 2000	score of 73% or higher.	Quantitative Analysis Quiz	above the threshold.
	Compile					
	organization-					
	wide health					
	record		Survey Result		92.3% of students scored	No changes needed as
	documentation	HIM	Action Plan -	At least 90% of students will earn a	73% or higher on the	students are performing
	guidelines (6)	4100	HIM 4100	score of 73% or higher.	Survey Result Action Plan.	above the threshold.
	Interpret					
	health		Survey Result		92.3% of students scored	No changes needed as
	information	HIM	Action Plan -	At least 90% of students will earn a	73% or higher on the	students are performing
	standards (5)	4100	HIM 4100	score of 73% or higher.	Survey Result Action Plan.	above the threshold.
Subdomain						
I.C Data						
Governance		1	T _		T	T
	Format data to		Systems		100% of students scored	
	satisfy		Conversion		73% or higher on the	No changes needed as
	integration	HIM	Assignment -	At least 90% of students will earn a	Systems Conversion	students are performing
	needs (4)	3450	HIM 3450	score of 73% or higher.	Assignment.	above the threshold.
	Construct and					
	maintain the					
	standardization		D. 1 . D		02.5% (5.4.4.	No. do como de la
	of data		Data Dictionary	At least 00% of the dealer division	93.5% of students scored	No changes needed as
	dictionaries to	HIM	Assignment -	At least 90% of students will earn a	73% or higher on the Data	students are performing
	meet the needs	2500	HIM 2500	score of 73% or higher.	Dictionary Assignment.	above the threshold.

	of the enterprise (6)					
	enterprise (o)					
	Demonstrate					
	compliance					
	with internal and external					
	data dictionary		Data Dictionary		100% of students scored	No changes peeded as
	requirements	HIM	Assignment -	At least 90% of students will earn a	73% or higher on the Data	No changes needed as students are performing
	(3)	3450	HIM 3450	score of 73% or higher.	Dictionary Assignment.	above the threshold.
	Advocate	3430	111101 3430	Score of 73% of fligher.	Dictionary Assignment.	above the threshold.
	information		Systems		100% of students scored	
	operability and		Conversion		73% or higher on the	No changes needed as
	information	нім	Assignment -	At least 90% of students will earn a	Systems Conversion	students are performing
	exchange (5)	3450	HIM 3450	score of 73% or higher.	Assignment.	above the threshold.
Subdomain					1	
I.D Data						
Management						
	Analyze					
	information					
	needs of		Data			
	customers		Governance		100% of students scored	
	across the		Group		73% or higher on the Data	No changes needed as
	healthcare	HIM	Assignment -	At least 90% of students will earn a	Governance Group	students are performing
	continuum (4)	2500	HIM 2500	score of 73% or higher.	Assignment.	above the threshold.
	Evaluate health					
	information					
	systems and		Table Structure		94.7% of students scored	No changes needed as
	data storage	HIM	Assignment -	At least 90% of students will earn a	73% or higher on the Table	students are performing
	design (5)	3400	HIM 3400	score of 73% or higher.	Structure Assignment.	above the threshold.
	Manage clinical		Data		1000/ of students are a	No shares and delice
	indices/databa	1118.4	Exploration	At least 00% of students will as a	100% of students scored	No changes needed as
	ses/ registries	HIM	Assignment -	At least 90% of students will earn a	73% or higher on the Data	students are performing
	(5)	3550	HIM 3550	score of 73% or higher.	Exploration Assignment.	above the threshold.

1	Apply					
	knowledge of					
	database					
	architecture					
	and design to					
	meet		Business Rules		100% of students scored	No changes needed as
	organizational	HIM	Assignment -	At least 90% of students will earn a	73% or higher on the	students are performing
	needs (3)	3400	HIM 3400	score of 73% or higher.	Business Rules Assignment.	above the threshold.
	Evaluate data					
	from varying					
	sources to					
	create					
	meaningful				100% of students scored	No changes needed as
	presentations	HIM	Final Project -	At least 90% of students will earn a	73% or higher on the Final	students are performing
	(5)	3550	HIM 3550	score of 73% or higher.	Project.	above the threshold.
Subdomain						
I.E Secondary						
Data Sources			.			
	Validate data					
	from secondary					
	sources to					
	include in the					
	patient's					
	record,		Patient		96.9% of students scored	
	including		Generated		73% or higher on the	No changes needed as
	personal health	HIM	Data Discussion	At least 90% of students will earn a	Patient Generated Data	students are performing
	records (3)	2500	- HIM 2500	score of 73% or higher.	Discussion	above the threshold.
Domain III:	HIM	Course	Measure/Assig	Threshold	2018-2019 Data	Evaluation
Informatics,		Number	nment			
Analytics and						
Data Use						
Subdomain						
III.A Health						
Information						
Technologies						

Utilize technology for data collection, storage, analysis, and reporting of information (3)	HIM 3400	SQL Query Assignment - HIM 3400	At least 90% of students will earn a score of 73% or higher.	89% of students scored 73% or higher on the SQL Query Assignment.	This value is slightly below the threshold and this course has been eliminated as required course in the program. This competency will be moved to HIM 3550 and an appropriate measure identified by faculty going forward.
Assess systems capabilities to meet regulatory requirements (5)	HIM 3450	System Section Assignment - HIM 3450	At least 90% of students will earn a score of 73% or higher.	100% of students scored 73% or higher on the System Selection Assignment.	No changes needed as students are performing above the threshold.
Analyze device selection based on workflow, ergonomic and human factors (4)	HIM 3450	Process Mapping Assignment - HIM 3450	At least 90% of students will earn a score of 73% or higher.	100% of students scored 73% or higher on the Process Mapping Assignment.	No changes needed as students are performing above the threshold.
Take part in the development of networks, including intranet and Internet applications (4)	HIM 3450	Authentication Assignment - HIM 3450	At least 90% of students will earn a score of 73% or higher.	100% of students scored 73% or higher on the Authentication Assignment.	No changes needed as students are performing above the threshold.
Evaluate database design and data warehousing (5)	HIM 3400	Table Structure Assignment - HIM 3400	At least 90% of students will earn a score of 73% or higher.	94.7% of students scored 73% or higher on the Table Structure Assignment.	No changes needed as students are performing above the threshold.

	Create the electronic structure of health data to meet a variety of end user needs (6)	HIM 4100	HIM Department Management Case Part I, create the dashboard report - HIM 4100	At least 90% of students will earn a score of 73% or higher.	100% of students scored 73% or higher on the HIM Department Management Case Part I, create the dashboard report.	No changes needed as students are performing above the threshold.
Subdomain			•	,	'	
III.B						
Information						
Management						
Strategic						
Planning			T		1	
	Take part in					
	the					
	development					
	of information					
	management					
	plans that					
	support the		Data		100% of students scored	
	organization's current and		Governance			No shanges needed as
		нім	Group	At least 90% of students will earn a	73% or higher on the Data Governance Group	No changes needed as students are performing
	future strategy	2500	Assignment - HIM 2500	score of 73% or higher.	Assignment.	above the threshold.
	and goals (4) Take part in	2300	111101 2300	Score of 73/0 of flighter.	Assignment.	מאטעב נווב נווופאווטוע.
	the planning,					
	design,					
	selection,					
	implementatio					
	n, integration,					
	testing,					
	evaluation, and		Systems Life		100% of students scored	
	support of		Cycle		73% or higher on the	No changes needed as
	health	HIM	Discussion -	At least 90% of students will earn a	Systems Life Cycle	students are performing
	information	3450	HIM 3450	score of 73% or higher.	Discussion.	above the threshold.

	technologies					
	(4)					
Subdomain				<u> </u>		
III.C Analytics						
and Decision						
Support						
	Apply					
	analytical					
	results to					
	facilitate		Optimization		100% of students scored	No changes needed as
	decision-	HIM	Discussion -	At least 90% of students will earn a	73% or higher on the	students are performing
	making (3)	3450	HIM 3450	score of 73% or higher.	Optimization Discussion.	above the threshold.
	Apply data				100% of students scored	No shanges needed as
	extraction methodologies	HIM	Final Project -	At least 90% of students will earn a	73% or higher on the Final	No changes needed as students are performing
	(3)	3550	HIM 3550	score of 73% or higher.	Project.	above the threshold.
	Analyze	3330	111101 3330	Score or 75% or migner.	1 Toject.	above the threshold.
	organizational					
	action based					
	on knowledge					
	obtained from					
	data				100% of students scored	No changes needed as
	exploration	HIM	Final Project -	At least 90% of students will earn a	73% or higher on the Final	students are performing
	and mining (4)	3550	HIM 3550	score of 73% or higher.	Project.	above the threshold.
	Analyze clinical					
	data to identify					
	trends that				1000/ 6	
	demonstrate		Quality		100% of students scored	
	quality, safety,		Improvement	At least 000/ of at starter 31	73% or higher on the	No changes needed as
	and	HIM	Discussion -	At least 90% of students will earn a	Quality Improvement	students are performing
	effectiveness	3550	HIM 3550	score of 73% or higher.	Discussion.	above the threshold.

	of healthcare (4)					
	Apply knowledge of database querying and data exploration and mining techniques to		Data			
	facilitate information retrieval (3)	HIM 3550	Visualization Assignment - HIM 3550	At least 90% of students will earn a score of 73% or higher.	93.8% of students scored 73% or higher on the Data Visualization Assignment.	No changes needed as students are performing above the threshold.
Suhdomain	Evaluate administrative reports using appropriate software (5)	HIM 3200	SPS Assignment 2 - HIM 3200	At least 90% of students will earn a score of 73% or higher.	88% of students scored 73% or higher on the SPS Assignment 2.	Scores are slightly below our desired threshold. After analysis, the data shows that one section of this course that was taught by an adjunct faculty member is responsible for this value. The faculty lead will work with this adjunct faculty to improve his instruction to student for this assignment. Data will be monitored for any continued decline.
Subdomain III.D Health Care Statistics						

						Scores are slightly below our desired threshold. After analysis, the data shows that one section of this course that was taught by an adjunct
						faculty member is responsible for this
						value. The faculty lead will work with this
						adjunct faculty to
						improve his instruction
	Interpret				88% of students scored	to student for this assignment. Data will be
	inferential	нім	SPS Assignment	At least 90% of students will earn a	73% or higher on the SPS	monitored for any
	statistics (5)	3200	2 - HIM 3200	score of 73% or higher.	Assignment 2.	continued decline.
						Scores are slightly below
						our desired threshold.
						After analysis, the data
						shows that one section
						of this course that was
						taught by an adjunct
						faculty member is
						responsible for this
						value. The faculty lead
						will work with this
						adjunct faculty to
	A					improve his instruction
	Analyze				000/ of students asset	to student for this
	statistical data	11184	CDC Assistances	At least 90% of students will earn a	88% of students scored	assignment. Data will be
	for decision	HIM	SPS Assignment		73% or higher on the SPS	monitored for any
Subdomain	making (4)	3200	2 - HIM 3200	score of 73% or higher.	Assignment 2.	continued decline.
III.E Research						
Methods						
ivietiious						

!	Apply					
	principles of					
ļ	research and					
1	clinical		Research		100% of students scored	
1	literature		Problem and		73% or higher on the	
1	evaluation to		Literature		Research Problem and	No changes needed as
1	improve	HIM	Review - HIM	At least 90% of students will earn a	Literature Review	students are performing
	outcomes (3)	3500	3500	score of 73% or higher.	assignments.	above the threshold.
1	Plan adherence					
1	to Institutional					
1	Review Board		IRB Training		100% of students scored	No changes needed as
1	(IRB) processes	HIM	Certificate -	At least 90% of students will earn a	73% or higher on the IRB	students are performing
1	and policies (3)	3500	HIM 3500	score of 73% or higher.	Training Certificate.	above the threshold.
Subdomain						
III.F						
Consumer						
Informatics						
	Educate					
1	consumers on					
1	patient-					
1	centered					
1	health		Patient		96.9% of students scored	
1	information		Generated		73% or higher on the	No changes needed as
1	technologies	HIM	Data Discussion	At least 90% of students will earn a	Patient Generated Data	students are performing
1	(3)	2500	- HIM 2500	score of 73% or higher.	Discussion	above the threshold.
Subdomain	. ,		ı		•	
III.G Health						
Information						
Exchange						
	Collaborate in					
	the					
	development		Authentication		100% of students scored	
	of operational		Assignment;		73% or higher on the	
	policies and		Clinical Registry		Authentication Assignment	No changes needed as
	procedures for	нім	Assignment -	At least 90% of students will earn a	and on the Clinical Registry	students are performing
	health	3450	HIM 3450	score of 73% or higher.	Assignment.	above the threshold.

	information exchange (4)					
	Apply system testing to ensure data					
	integrity and		System		100% of students scored	
	quality of health		System Conversion		73% or higher on the	No changes needed as
	information exchange (3)	HIM 3450	Assignment -	At least 90% of students will earn a score of 73% or higher.	Systems Conversion Assignment.	students are performing above the threshold.
	Identify various models for		HIE Assignment;	J	98.9% of student scored 73% or higher on the HIE assignment; 96% of	
	health		Chapter 10		students scored 73% or	No changes needed as
	information	HIM	Quiz - HIM	At least 90% of students will earn a	higher on the Chapter 10	students are performing
	exchange (3)	3000	3000	score of 73% or higher.	quiz.	above the threshold.
Subdomain III.H						
Information						
Integrity &						
Data Quality						
	Discover threats to data		Audit Trail		99% of students scored	No changes needed as
	integrity and	нім	Assignment -	At least 90% of students will earn a	73% or higher on the Audit	students are performing
	validity (3)	3000	HIM 3000	score of 73% or higher.	Trail assignment.	above the threshold.
	Implement					
	policies and					
	procedures to ensure data					
	integrity		Systems		100% of students scored	
	internal and		Conversion		73% or higher on the	No changes needed as
	external to the	нім	Assignment -	At least 90% of students will earn a	Systems Conversion	students are performing
	enterprise (3)	3450	HIM 3450	score of 73% or higher.	Assignment.	above the threshold.

	Apply quality		Chapter 11		91.5% of students scored	No changes needed as
	management	НІМ	Case Study -	At least 90% of students will earn a	73% or higher on the	students are performing
	tools (3)	3300	HIM 3300	score of 73% or higher.	Chapter 11 Case Study	above the threshold.
	Perform quality					
	assessment					
	including					
	quality					
	management,					
	data quality,					
	and					
	identification					
	of best					
	practices for		Clinical Data		91.9% of students scored	
	health		Analysis		73% or higher on the	No changes needed as
	information	HIM	Assignment -	At least 90% of students will earn a	Clinical Data Analysis	students are performing
	systems (4)	3300	HIM 3300	score of 73% or higher.	Assignment	above the threshold.
	Model policy					
	initiatives that		Data Quality	A. I	90.6% of students scored	No changes needed as
	influence data	HIM	Assignment -	At least 90% of students will earn a	73% or higher on the Data	students are performing
D	integrity (3)	2500	HIM 2500	score of 73% or higher.	Quality Assignment	above the threshold.
Domain V:	нім	Course	Measure/Assig	Threshold	2018-2019 Data	Evaluation
Compliance		Number	nment			
Subdomain						
V.A						
Regulatory		4	Τ			
	Analyze					
	current laws					
	and standards					
	related to		Charles 4.4		020% of at all all and a large	No de como de d
	health	1115.4	Chapter 14	At least 000/ of students will as a	92% of students scored	No changes needed as
	information	HIM	Case Study -	At least 90% of students will earn a	73% or higher on the	students are performing
	initiatives (4)	3300	HIM 3300	score of 73% or higher.	chapter 14 case study.	above the threshold.

	Determine	l			1	l l
	processes for					
	compliance					
	with current					
	laws and					
	standards					
	related to					
	health					
	information					
	initiatives and		Survey Result		92.3% of students scored	No changes needed as
	revenue cycle	HIM	Action Plan -	At least 90% of students will earn a	73% or higher on the	students are performing
	(5)	4100	HIM 4100	score of 73% or higher.	Survey Result Action Plan.	above the threshold.
Subdomain						
V.B Coding		T			T	
	Evaluate					
	processes,					
	policies, and					
	procedures to					
	ensure the					
	accuracy of					
	coded data		Final Group		100% of students scored	
	based on		Project/Present		73% or higher on the Final	No changes needed as
	established	HIM	ation - HIM	At least 90% of students will earn a	Group	students are performing
	guidelines (5)	2500	2500	score of 73% or higher.	Project/Presentation.	above the threshold.
	, ,		Final Group	<u> </u>	100% of students scored	
			Project/Present		73% or higher on the Final	No changes needed as
	Manage coding	нім	ation - HIM	At least 90% of students will earn a	Group	students are performing
	audits (5)	2500	2500	score of 73% or higher.	Project/Presentation.	above the threshold.
	Identify			<u> </u>		
	severity of					
	illness and its				99% of students scored	
	impact on		нім		73% or higher on the HIM	
	healthcare		Reimbursemen		Reimbursement	No changes needed as
	payment	нім	t Assignment -	At least 90% of students will earn a	Assignment, MS-DRG, and	students are performing
	systems (3)	2330	HIM 2330	score of 73% or higher.	Case Mix Index Assignment.	above the threshold.

Subdomain						
V.C Fraud						
Surveillance						
Survemunce	Determine				1	
	policies and					
	'					
	procedures to		NA:diC		06.40/ of students seemed	No also associated as
	monitor abuse		Miscoding Case	At least 000/ of students will some	96.4% of students scored	No changes needed as
	or fraudulent	HIM	Study - HIM	At least 90% of students will earn a	73% or higher on the	students are performing
0.1.11	trends (5)	2330	2330	score of 73% or higher.	Miscoding Case Study	above the threshold.
Subdomain						
V.D Clinical						
Documentati						
on						
Improvement		<u> </u>	Ī		1	I
	Implement					
	provider					
	querying					
	techniques to					
	resolve coding		Query Process		96.2% of students scored	No changes needed as
	discrepancies	HIM	Quiz - HIM	At least 90% of students will earn a	73% or higher on the final	students are performing
	(3)	2300	2300	score of 73% or higher.	exam in HIM 2300	above the threshold.
	Evaluate					
	components					
	clinical					
	documentation					
	improvement					
	for compliance					
	with					
	regulations and					
	guidelines for					
	revenue					
	management		Query Process		96.2% of students scored	No changes needed as
	and reporting	HIM	Quiz - HIM	At least 90% of students will earn a	73% or higher on the final	students are performing
	(5)	2300	2300	score of 73% or higher.	exam in HIM 2300	above the threshold.

Appendix A

Most departments or programs receive a number of recommendations from their Five/Seven-Year Program Review processes. This page provides a means of updating progress towards the recommendations the department/program is acting upon.

Date of Program Review: 2/27-28/2017	Recommendation	Progress Description
Recommendation 1	While faculty diversity is reflective of the overall HIM Community in Utah, it does lack diversity. Efforts, however, clearly demonstrate that the program strives to attract diverse candidates. It is recommended this be considered when filling positions, new or vacated, in the future.	11/15/2017 As faculty openings arise, the program will continue to attract and fill these positions with individuals from diverse backgrounds and cultures.
		10/10/2019 During recent candidate search for open faculty position, diversity (race, ethnicity) was given preference points in screening process.
Recommendation 2	The program review team made one other recommendation to the HIM programs with regard to our professional practice experience (PPE). They liked our innovative changes to our PPE experience for the technical student professional practice (PPE) level – but recommend that we include simulation in our PPE and other courses to provide students with more hands on experience with HIM functions. The team also recommended	11/15/2017 The program has revised both HIM 2861 and HIM 2862 for the fall semester 2017. In HIM 2861, 6 new assignments were added that enhance the onsite components that students learn from their rotations at clinical sites. These 5 assignments utilize the NEEHR perfect electronic health record for students to model the "real- world" environment. HIM 2862 was entirely revised for fall 2017 semester.

	that we document our PPE experience in a more detailed manner.	These revisions were in response to the curriculum review to ensure that all competencies are covered in the HIM curriculum. 10/8/2019 EHR GO has replaced the NEEHR perfect system. With this change, enhancements were made by EHR vendor and faculty evaluated and incorporated new assignments to continue to enhance the PPE experience. PPE sites are evaluated by faculty for effectiveness taking into account student feedback on an annual basis.
Recommendation 3	One final comment made by the team was in regard to the new model curriculum map required by the Commission on Accreditation of Health Informatics and Information Management Education (CAHIIM). This curriculum map must be incorporated into the programs by August, 2017. The review team reviewed our curriculum with the map in mind and determined that the program was fulfilling the intent of the curriculum map. The programs have developed measures that correspond to all subdomains in these new curriculum maps but not necessarily for all tasks within the subdomain. The program needs to work toward developing assignments, activities, projects, or other assessment methods to demonstrate that the program is meeting the curriculum standards for all tasks within all	11/15/2017 The faculty have reviewed the entire curriculum map and are confident that we have covered all competencies and incorporated all necessary changes into courses at the appropriate Bloom's level for the 2017-2018 academic year.

subdomains at the appropriate Bloom's level, and that this is being measured on a regular bases.	
	10/8/2019 The faculty meet annually to ensure adequate content of 2014 Curriculum Competencies. In anticipation of the 2018 competencies (effective Aug 2021), faculty have conducted a comparison assessment.

Additional narrative:

Appendix B

Please provide the following information about the full-time and adjunct faculty contracted by your department during the last academic year (summer through spring). Gathering this information each year will help with the headcount reporting that must be done for the final Five Year Program Review document that is shared with the State Board of Regents.

Faculty Headcount	2017-18	2018-19
With Doctoral Degrees (Including MFA and		
other terminal degrees, as specified by the institution)		
Full-time Tenured	1	1
Full-time Non-Tenured (includes tenure-track)	1	1
Part-time and adjunct	0	1
		-
With Master's Degrees		
Full-time Tenured	0	0
Full-time Non-Tenured	2	1
Part-time and adjunct	4	4
With Bachelor's Degrees		
Full-time Tenured	0	0
Full-time Non-tenured	0	0
Part-time and adjunct	0	0
Other		
Full-time Tenured	0	0
Full-time Non-tenured	0	0
Part-time	0	0
Total Headcount Faculty		
Full-time Tenured	1	1
Full-time Non-tenured	3	2
Part-time	4	5

Please respond to the following questions.

- 1) First year student success is critical to WSU's retention and graduation efforts. We are interested in finding out how departments support their first-year students. Do you have mechanisms and processes in place to identify, meet with, and support first-year students? Please provide a brief narrative focusing on your program's support of new students:
 - a. Any first-year students taking courses in your program(s).

As a student applies to our program in their freshman year, an adviser is assigned to them. At this time, students are provided a HIM degree map that outlines the course sequencing. Students are encouraged to meet with their adviser or other HIM faculty with questions.

b. Students declared in your program(s), whether or not they are taking courses in your program(s)

Each fall a list of declared HIM students is generated. Faculty advisers reach out by email to all students regarding status in HIM program. Their progress toward completion of the degree is assessed and appropriate advisement is given.

2) A key component of sound assessment practice is the process of 'closing the loop' – that is, following up on changes implemented as a response to your assessment findings, to determine the impact of those changes/innovations. It is also an aspect of assessment on which we need to improve, as suggested in our NWCCU mid-cycle report. Please describe the processes your program has in place to 'close the loop'.

We report to the HIM advisory committee and CAHIIM accreditation the results of our assessment processes annually. As part of this process, curricular items below threshold will be followed by program director to ensure changes have been implemented. Other program measures are monitored closely for measured targeted outcomes achievement and appropriate actions taken as necessary by program faculty.

Glossary

Student Learning Outcomes/Measurable Learning Outcomes

The terms 'learning outcome', 'learning objective', 'learning competency', and 'learning goal' are often used interchangeably. Broadly, these terms reference what we want students to be able to do AFTER they pass a course or graduate from a program. For this document, we will use the word 'outcomes'. Good learning outcomes are specific (but not too specific), are observable, and are clear. Good learning outcomes focus on skills: knowledge and understanding; transferrable skills; habits of mind; career skills; attitudes and values.

- Should be developed using action words (if you can see it, you can assess it).
- Use compound statements judiciously.
- Use complex statements judiciously.

Curriculum Grid

A chart identifying the key learning outcomes addressed in each of the curriculum's key elements or learning experiences (Suskie, 2019). A good curriculum:

- Gives students ample, diverse opportunities to achieve core learning outcomes.
- Has appropriate, progressive rigor.
- Concludes with an integrative, synthesizing capstone experience.
- Is focused and simple.
- Uses research-informed strategies to help students learn and succeed.
- Is consistent across venues and modalities.
- Is greater than the sum of its parts.

<u>Target Performance</u> (previously referred to as 'Threshold')

The level of performance at which students are doing well enough to succeed in later studies (e.g., next course in sequence or next level of course) or career.

Actual Performance

How students performed on the specific assessment. An average score is less meaningful than a distribution of scores (for example, 72% of students met or exceeded the target performance, 5% of students failed the assessment).

Closing the Loop

The process of following up on changes made to curriculum, pedagogy, materials, etc., to determine if the changes had the desired impact.

Continuous Improvement

An idea with roots in manufacturing, that promotes the ongoing effort to improve. Continuous improvement uses data and evidence to improve student learning and drive student success.

Direct evidence

Evidence based upon actual student work; performance on a test, a presentation, or a research paper, for example. Direct evidence is tangible, visible, and measurable.

Indirect evidence

Evidence that serves as a proxy for student learning. May include student opinion/perception of learning, course grades, measures of satisfaction, participation. Works well as a complement to direct evidence.