Throughout 2012, AHIMA has described our strategy for the association around a set of strategic initiatives that we think will serve us well now and in the future. We call it “AIM FREE.” Here’s a recap of AHIMA’s AIM FREE highlights through mid-November 2012.

A is for Agility
One of the biggest stories in HIM this year was the delay of the ICD-10 implementation deadline, which unfolded over several months. AHIMA advocated to keep the delay to a minimum, and we involved many members and educators. Now that we have a firm implementation schedule, we remain committed to assisting the healthcare community with its transition.

To do that, we offer a suite of training and educational products. We refreshed our ICD-10 web page, and we convened the leading minds in the industry at our ICD-10 Summit in Baltimore in April. AHIMA has built materials for CSAs to use in extending outreach in their states to physician practices, small providers, and Medicaid agencies to assist them with ICD-10 implementation. And we’re excited to announce the launch of our first AHIMA “app.” You can now purchase our ICD-10-PCS flash cards online through iTunes.

But there were other top stories as well, like meaningful use. AHIMA staff and volunteers worked together on a task force to provide AHIMA’s comments to the Stage 2 Meaningful Use proposed rules. Now that the final rules for stage 2 have been released, we will move forward in understanding what the next steps are for our members and the industry (and get ready for stage 3).

In the realm of consumer engagement, AHIMA launched its first Consumer Engagement Practice Council and created the Consumer Guide to Understanding Your Medical Record, now posted online at myPHR.com.

In addition, AHIMA continues the important work of advancing HIM interests in global standards that affect our profession. We coordinated and facilitated meetings of the ISO 215 Healthcare Committee and several meetings of the US Technical Advisory Group in our first year as the Designated Secretariat of the ISO 215 Committee and US TAG. This activity provides a means to incorporate HIM principles and practices into the electronic standards for healthcare that will be used now and in the future.

AHIMA also continued to act as a convener in emerging areas, as with our Long-Term Post Acute Care HIT meeting this summer, which was the largest yet, and November’s Health Information Integrity Summit in Chicago to explore legal and compliance challenges and opportunities related to data and information integrity and adoption of EHR systems.

We continue to expand the domain of HIM by supporting expanding HIM career alternatives through development, launch and delivery of exam prep workshops for our CHPS, CHDA, and CDIP certifications.

All of this external work exposes AHIMA to an incredible range of ideas and knowledge, which we strive to bring to our members. To keep pace with the ever-increasing speed of change, we are revamping our product development processes. We want to create a fertile ground for new ideas, allow for effective management of existing products, and provide a mechanism for updating or retiring out of date materials. This approach will allow us to better understand the needs of our members and react more quickly to them.

Finally, to ensure we’re bringing members the products and services you need when you need them, we’re making some investments in our infrastructure at AHIMA. For instance, we’ve created our own enterprise project management office to ensure we’re using our resources efficiently and wisely.
STREAMLINED WORKFLOWS, IMPROVED ACCURACY, STRONGER FINANCIAL RESULTS.

Get the speed and accuracy of computer-assisted coding (CAC) together with clinical documentation improvement (CDI), encoding and reimbursement, and workflow features, all in one seamless solution—the Optum Enterprise Computer-Assisted Coding Platform.

The Enterprise CAC Platform combines all the information coders and CDI staff need into a comprehensive, integrated platform. In addition, Optum LifeCode®, our patented natural language processing (NLP) engine, powers both the CAC and CDI functionality for unmatched efficiency, precision and consistency. Together, these industry-leading capabilities help your hospital improve compliance, preserve revenue and ease the transition to ICD-10.

See how Enterprise CAC is helping hospitals improve coding productivity, accuracy and revenue. Download case studies and NLP white papers at www.optuminsight.com/EnterpriseCAC.

For more information: www.optuminsight.com | perform@optum.com | 866.322.0958
We’ll be implementing new SharePoint communications tools to improve AHIMA staff communications, collaboration, and product development. And we’re in the process of redesigning our web site, ahima.org, with a new integrated content management solution to ensure AHIMA content is organized and accessible.

I is for Image

“Image” is the category for the things we do to advance the image of the Association and its members with effective branding, communications, and recognition.

This year, AHIMA created a series of advertisements targeted toward the employer community to communicate the benefits of AHIMA and its credentialed members. The campaign was ranked highly by readers of Healthcare Financial Management, Modern Healthcare, and Hospitals & Health Networks in separate surveys.

And AHIMA created the AHIMA Grace Award, named for our founder Grace Whiting Myers, which recognizes employer innovations and excellence in HIM. The University of Wisconsin Hospital and Clinics received the first award during Convention week.

AHIMA continues to have a high profile in the industry and national media, with more than 300 media placements, reaching an estimated audience of 12 million. Highlights include mentions in the Chicago Tribune, American Medical News, and Smart Money, as well as The Wall Street Journal, Modern Healthcare, the New York Times, and Health Affairs.

In addition, the Journal of AHIMA received a gold award from the American Society of Business Publication Editors for editorial excellence.

Another way we advance our image is through thought leadership. AHIMA has published three white papers this year on emerging topics: problem lists, ensuring data integrity in HIE, and defining the core clinical documentation set for coding compliance. We also provide practical tools in the form of tool kits on topics such as copy functionality, governmental audits, HIM staff transformation to the EHR, information integrity in the EHR, and document management and imaging best practices. All toolkits are now available free to members in the HIM Body of Knowledge.

Our annual recognition week continues to be a fun way to celebrate our profession. This year, we launched Health Information Professionals Week during March, to celebrate the evolution of health information professionals and coincide with AHIMA’s Hill Day.

M is for Member is No. 1

Member participation is a part of everything we do. For instance, more than 200 AHIMA member volunteers have taken part this year on Practice Councils, work groups, and taskforces. For example:

• The AHIMA Triumph Awards Committee granted 12 awards in eight out of 11 categories. There were a total of 36 nominations submitted.
• We received a total of 48 nominations for AHIMA’s elections, up from 41 in 2011.
• CSA Core Service Achievement Awards were granted to 22 CSAs.
• Five new fellows were named; there are now 123 fellows.
• More than 200 members attended Team Talks this year, with 35 locations participating via Webcast.

This year AHIMA reinvented its summer Leadership Symposium, where a new approach was introduced to plan strategically and share CSA success stories. We also are beefing up our approaches to volunteer advocacy, providing webinars for advocacy leadership training, providing webinars for advocacy leadership training, a virtual Hill Day for student members, and support for several CSA Hill Days as well as our annual Hill Day event.
The House of Delegates moved to a new governance model that enables it to be more agile in addressing the needs of members and the HIM profession. At its September meeting, delegates met and discussed disruptive innovations, ideas on effectively advocating for the HIM profession, and how they can support national initiatives at the state level.

Another new project: we’ve created a set of enhanced career development tools to assist our members in planning their next career moves. This includes a re-design of our online Career Assist Job Bank and a series of career prep webinars on resumes, interview tips, and overall career advancement.

Finally, at AHIMA we’re always working to improve our processes related to customer care, recovery, and resolution. We’ve revised our customer service standards and implemented a customer call quality improvement plan.

F is for Financial

Overall total AHIMA financial results for the year ending 2011 and through second quarter 2012 are favorable. Revenue continues to be strong, with the majority of growth resulting from the ICD-10 initiative. Expenses maintain a year-over-year increase, trending similar to 2011. Non-operating expenses continue to vary as the market experiences fluctuations. On the excess revenue over expense side, AHIMA continues to realize a solid financial bottom line. Membership growth has been steady and ahead of budget. We are at a new high number of members at 64,000 and our numbers keep growing.

R is for Research

In October, the AHIMA Foundation hosted the first Health Information Innovation Leadership Conference during the Convention. The event focused on innovation in practice, technology, and education that will shape the future of HIM. This year we’ve also unveiled a new HIM Career Map, an online interactive visual representation of the HIM job titles and roles that compose the scope of the field and the promotional and transitional career paths associated with them. The map is unique in that it reflects the current reality of HIM roles as well as pathways between the roles and connections to the direction in which the profession is moving. Emerging roles can be identified in the Core Model and added to the map as needed.

There are many other ways in which the AHIMA Foundation is conducting significant health service and HIM research that is influencing policy and shaping practice. A few highlights include the ongoing growth of our online-only peer reviewed research journal, Perspectives in Health Information Management, and Foundation support for the HIM Research Boot Camp held this summer at Texas State University.

E is for Education

This year AHIMA introduced Reality 2016, the vision for the future of HIM education and the profession, developed by AHIMA’s Council for Excellence in Education. As the successor to Vision 2016, Reality 2016 is an updated plan for creating educational pathways, developing new leadership opportunities, and ensuring our profession continues to thrive. This year we’ve presented Reality 2016 to key stakeholders including educators, CSA leaders, House of Delegates teams, and other audiences.

While we contemplate the HIM education of the future, we’re still supporting the students of the present. The AHIMA Foundation reports $44,500 in donations were received at the 2012 Convention, with more than $13,500 at the Foundation Booth and $31,000 through the Silent Auction, directly supporting the Student Merit Scholarship program. In addition, we reached record-setting donation levels to the Student Merit Scholarship program at both the Leadership Symposium and at the Assembly on Education meetings this summer.

AHIMA presents education via its annual meeting as well. This year’s Convention and Exhibit this year was a huge hit with both attendee registration and exhibit sales reaching and exceeding 2012 goals. Other highlights included record attendance at the Student Academy, presentations from industry leaders such as Joy Pritts, Wil Yu, and John Kenagy, and a salute to the Triumph Award winners.

E is (also) for Employee Engagement

AHIMA aims to be an environment that encourages team building, cross-functional communication, and employee satisfaction. The association has had success with a number of new employee programs, such as our “walk to health” walking program. In addition, we’ve given back to the community with an employee food drive that raised more than 400 cans of food for The Chicago Food Depository, a team to support Special Olympics Illinois, and support for Jobs for Youth, a program designed to help men and women from low-income families in the Chicago area prepare for their careers.

In addition, this year we’ve worked to embrace Lean to empower our employees to identify problem areas, develop solutions, and implement measurable and sustainable actions.

(This article is adapted from CEO Lynne Thomas Gordon’s 2012 annual report to the AHIMA House of Delegates.)
Ellen Shakespeare, MBA, RHIA, FAHIMA, is the academic program director of health information management at the City University of New York in New York City. Shakespeare has also been serving as a member of AHIMA’s health information exchange practice council for the past year. “I have always been a huge proponent of using health information to improve personal and population health,” Shakespeare said. “Health information exchange is one way to help achieve that goal.” Along with other educators on the practice council, Shakespeare is involved with developing a HIE course pack for the educator’s CourseShare program, which is scheduled to be available for the January 2013 semester.

Building a Strong Foundation
Shakespeare enrolled at the State University of New York, College at Oneonta as a chemistry major. “I thought I wanted to be a high school chemistry teacher,” Shakespeare said. “After taking a career interest survey my sophomore year, the results showed that I should become a medical librarian or a medical record librarian. A neighbor was a HIM professional and shared a copy of the Journal of AHIMA which listed all of the college programs.” After making many telephone calls to ask about openings, Shakespeare learned that Florida Technological University (now the University of Central Florida) was still accepting applications and transferred to the medical record administration program for her junior and senior years.

After graduation, Shakespeare sat for the RHIA exam and began her professional career working for the Center for Disease Control on their Study on the Efficacy of Nosocomial Infection Control Project (SENIC). The CDC initiated SENIC to examine the effectiveness of nosocomial infection surveillance and control programs in the United States by employing new graduates from HIM and HIT programs to capture data at randomly selected hospitals across the country.

Taking a New Path to Education
Shakespeare’s unexpected career turn took place when she became an educator five years ago. “The small hospital where I was working was going to have to shut its doors. Although I had worked in the hospital environment for over 30 years, I saw an ad for a community college HIT coordinator position and thought that a career in education might be a nice change,” Shakespeare said. “When I was a college undergraduate, one of my professors, Jeanne H. Tucker, MA, RHIA, (who was the president of AHIMA at the time) inspired me to give education a try at some point.” Shakespeare notes that the thought of mentoring HIM professionals was exciting. “It was my opportunity to give back to the field that has served me so well over my career. The job offered quite a bit of flexibility while giving me the opportunity to make a difference in the HIM field in a different way,” she said.

Shakespeare recently transitioned to a new position at a recently created and fully online baccalaureate program at the City University of New York’s School of Professional Studies. As the academic director for the HIM program, Shakespeare will be coordinating all aspects of the program, first by guiding the University through the accreditation process. Although the program only began accepting students in the fall of 2011, they currently have over 100 students enrolled.

Career Highlights
Shakespeare notes that her career highlight to date was being conferred with Fellowship status last June. “Being a Fellow of AHIMA is truly an honor and privilege. The application is rigorous—it takes some time to gather all of the pertinent information such as a personal essay and references. But once complete, it was like conducting a self-study of my career thus far.”

Shakespeare was also involved with the Florida Health Information Management Association and has been an active member of the New Jersey Health Information Management Association, currently serving as Past–president. She is also an advisory board member of NJ-HITECH, New Jersey’s Regional Extension Center. “Being on the REC Advisory Board has allowed me to be on the inside track to view collaboration state-wide that surrounds meaningful use, HIE, and the ONC programs,” Shakespeare said.

Learning to be an Educator
Shakespeare’s biggest challenge to date was ‘learning’ to be an educator. “As a seasoned HIM professional, mastering the content was the easy part. It was all of the other things that I didn’t know about in academia that was the real challenge.” Shakespeare said. “For example, I had to get the HIT Associate’s in Applied Science degree program at Raritan Valley Community College accredited in my first year of employment.” Shakespeare also had to quickly get up to speed on the changes in higher education since she attended college, such as online instruction which required developing and teaching courses using the college’s learning management system. “It was hard work and many long hours, but in the end a successful HIT program was the result.”

Looking Ahead
Shakespeare feels the biggest challenge for health information exchange is the master patient index (MPI). “Just imagine taking the MPI data from your facility and starting to share it with others. HIM professionals have to be vigilant to be sure that all involved are well-versed in the issues and problems with keeping the MPI clean and useful.”
E V E N T S

U P C O M I N G  M E E T I N G S
MULTIPLE DATES AND LOCATION AVAILABLE
AHIMA Trainer Academy for ICD-10

DECEMBER 3–5
AHIMA Coder Workforce Training
for ICD-10

DECEMBER 4–5
Certified Documentation Improvement Practitioner (CDIP) Exam Prep Workshop

DECEMBER 5–7
AHIMA Trainer Academy for ICD-10-CM/PCS: Building Expert Trainers in Diagnosis and Procedure Coding

DECEMBER 6–7
CHPS (Certified in Healthcare Privacy and Security) Exam Prep Workshop

DECEMBER 6
CY13 CPT Updates

DECEMBER 11
Flowing from V Codes to Z Codes in ICD-10-CM

DECEMBER 13
CY13 CMS OPPS Updates

2 0 1 2  M E E T I N G S
APRIL 22–24
ICD-10/Computer-Assisted Coding Summit
Baltimore, MD

J U N E 1 7 – 1 8
Long-Term and Post-Acute Care Health IT Summit
Baltimore, MD

J U L Y 2 0 – 2 4
Assembly on Education Symposium/ Faculty Development Institute

Visit www.ahima.org/events for the latest information on upcoming summits, workshops, and seminars

A D V O C A C Y  a n d  L e a d e r s h i p  S y m p o s i u m
The 2013 Leadership and Advocacy Symposium and Capitol Hill Day will be on March 18–19, in Washington, DC. More information on registration and an agenda will be available in mid-January on the State Leader and House of Delegates CoP. Also, stay tuned for more details at www.ahima.org/events.

Take the Next Step in Leadership
If you are interested in being considered for a 2013 elected volunteer position, visit the AHIMA Web site and complete the Application to Serve today. Review the descriptions of available volunteer positions on the Volunteer Opportunities page (click the “AHIMA Elected Positions and Application to Serve” tab). Elected positions include the Board of Directors, Commissioners and the Nominating Committee. You can be a part of AHIMA’s legacy of leadership. Consider nominating yourself for the AHIMA Board of Directors, or as the next President/Chair-elect. Applications for elected positions are due March 29, 2013.

New AHIMA Fellows Recognized
Over 120 people have reached the title of Fellow with AHIMA, the highest recognition the association offers its members. Becoming a Fellow means that you are a leader and distinguished professional, and have made significant and sustained contributions to the profession.

Recently named Fellows:
- Cassi L. Birnbaum, MS, RHIA, CPHQ, FAHIMA
- Diane M. Larson, MA, RHIA, CHPS, FAHIMA
- Stephanie J. Luthi-Terry, MA, RHIA, FAHIMA
- Jacqueline A Moczygemba, MA, RHIA, CCS, FAHIMA
- Rebecca B. Reynolds, EdD, RHIA, FAHIMA
- C. Jeanne Solberg, MA, RHIA, FAHIMA
- Lynne Thomas Gordon, MBA, RHIA, FACHE, FAHIMA

Learn more about becoming an AHIMA Fellow today.

Free HIM Toolkits Available
HIM toolkits provide practice guidance on some of the hottest topics challenging HIM today. The free toolkits include helpful tools such as sample templates for policies and procedures, forms, and workflow processes. They are created with the in-depth knowledge and experience of subject matter experts throughout the industry. Some of the topics covered include ICD-10, recovery audit contractors, and EHRs. AHIMA members can click here to access all the toolkits.

I N D U S T R Y  N E W S
New California ICD-10 Collaborative Developed
A statewide consortium of California healthcare providers and payers have agreed to form an ICD-10 collaborative to increase efficiencies and reduce the significant time and costs associated with ICD-10 compliance for the California healthcare industry.

“It’s a major achievement to have California’s health care providers and payers work collaboratively toward ICD-10 compliance,” said Catherine Mesnik, director of finance for Orange, Calif.-based St. Joseph Health, which operates 14 acute care hospitals in California and Texas. “Although many of the members of the California ICD-10 Collaborative have internal teams to implement ICD-10, we are in agreement: the best and most cost-effective way for California healthcare providers and payers to successfully achieve ICD-10 compliance is by working together,” Mesnik said in a press release. Learn more.

Have You Visited the CoP Lately?
The CoP offers specialized communities for diverse HIM settings, serving as a repository for the most current information pertaining to our ever-changing HIM environment. Donna Wilburn, BS, RHIA, says “When I have to research subjects or just have questions myself, the CoP is one of my primary resources. The variety of subjects and conversations that get started are invaluable. It is also a good way to “meet” fellow HIM professionals.” To get started, login today and see what the CoP has to offer.
Order ICD-10 Online Course Collections, with Extended Access through 2014

The ICD-10-CM Coding: Online Course Collection includes the 6-CEU ICD-10-CM Overview: Deciphering the Code course plus 22 one-hour courses focused on the specific chapters of ICD-10-CM. Coders in all settings will benefit from this thorough study of ICD-10-CM coding. The ICD-10-PCS Coding: Online Course Collection consists of the 6-CEU ICD-10-PCS Overview: Deciphering the Code course plus 10 shorter courses focused on the root operations and medical and surgical-related procedures of ICD-10-PCS. Coders in inpatient acute care settings will benefit from this thorough study of ICD-10-PCS coding. Register now and retain access to the course material through 2014 as a reference—even after you have successfully completed the courses.

Don’t Forget to Renew Your AHIMA Membership

AHIMA is committed to your success and provides the benefits and resources to enhance your career. Renew your membership today and continue receiving exclusive benefits such as:

• The award-winning journal of AHIMA
• Discounts on AHIMA career-enhancing products and services and credentials
• Online and in-person networking opportunities with HIM colleagues
• Career Assist: Job Bank to find your next job and connect with a career counselor

This is a more critical time than ever to renew your membership. We look forward to another year of supporting your professional endeavors and delivering opportunities to advance your career. There are three easy ways to renew online at ahima.org/renew, mailing in your renewal notice, or by phone at (800) 335-5535.

Member Benefit: Liberty Mutual

AHIMA is looking for ways to help our members. So we’ve arranged for Liberty Mutual to provide AHIMA members with a special discounted rate on auto and home insurance. Visit Liberty Mutual to learn more. Discounts and savings are available where state laws and regulations allow and may vary by state.

In Memoriam

Francoise A. Righini, RHIA, CHPS, died in August. She was director of health information services at Dartmouth-Hitchcock Medical Center in New Hampshire.

Heather L. Schols, RHIT, CTR, died in September. A resident of Sedro Woolley, WA, she was employed at H&P Copy Service.

Donna E. Dragon, CCS, of Folsom, LA, died in September. She worked at Slidell Memorial Hospital for 23 years.

Robert Gordon, Jr., RHIA, died in October. A former professional rock musician, he was coding manager at St. Francis Medical Center in Trenton, NJ, and previously worked at Robert Wood Johnson Hospital in Hamilton, NJ.

Shanae C. Wesley died in October in Murrieta, CA. She was a student in the HIT program at Santa Barbara City College in Santa Barbara.

Sandy Nicholson, RHIA, CDIP, MA, of Locust Grove, GA, died in November. She was vice president of health information services at DCBA Inc. in Atlanta.

Increase Your Earning Potential, Get Your AHIMA Certification

According to the U.S. Department of Labor’s Bureau of Labor Statistics, employment of medical records and health information technicians is expected to increase by 21 percent by 2020. That’s faster than the average for all occupations. AHIMA’s CCA, CCS, and CCS-P certifications can put HIM professionals on the leading edge of this opportunity.

Get recognized with enhance job prospects. Get ahead with increase opportunity for career advancement and greater earning potential. And connect with other AHIMA exam takers through the Communities of Practice and AHIMA’s Facebook page.

The CCA credential distinguishes coders by exhibiting commitment and demonstrating coding competencies across all settings, including hospitals and physician practices. The CCS and CCS-P are mastery-level credentials for highly experienced coders specializing in hospital settings or physician practice settings, respectively. Make the commitment and get AHIMA certified. Find exam preparation, a candidate guide, and application here.

AHIMA FOUNDATION ACKNOWLEDGES MEMORIAL GIFTS

The following memorial gifts were made to the AHIMA Foundation between September 12 and November 7:

In Memory of Ruth B. Daniels, RHIA
Betsy J. Shiland, MS, RHIA, CCS, CPC, CPHQ, CTR

In Memory of Rita M. Finnegan, RHIA, CCS
Cynthia M. Doyon, RHIA

In Memory of Robert J. Gordon, Jr., RHIA
Barbara J. Manger, MPA, RHIA, CCS, FAHIMA

In Memory of Dana L. Harris, MSW, RHIT
Barbara Krohn

In Memory of Charlotte A. Johnston, PhD
Nadina A. Davis, MBA, RHIA, CHDA, CPA, FAHIMA

In Memory of Katherine Kost
Beth A. Kost-Woodrow, RHIA

In Memory of Charlotte A. Lefert, RHIA
Gerald Lefert

In Memory of Susan C. McDermott, RHIA
Cassina A. Hunt, RHIA
William L. Ford, MHA, RHIT, CPC

In Memory of Carmen Mercer
Mona Y. Calhoun, MS, RHIA

In Memory of Francoise A. Righini, RHIA, CHPS
Linnea M. Fraser, MBA, RHIA

In Memory of Heather L. Schols, RHIT, CTR
Barbara M. Hinkle-Azzara, RHIA

In Memory of Lois M. Yoder, RHIT, CCS
Kathy Giannangelo, RHIA, CCS, FAHIMA, CPHIMS
LaVonne R. Wieland, RHIA, CHP
CCHIIM Responds to HHS Final Rule Announcement

The Commission on Certification for Health Informatics and Information Management (CCHIIM) has released a timeline on when all eight AHIMA exams will become ICD-10 compliant.

- RHIA, RHIT, CCS, CCS-P, and CCA—will launch as ICD-10 compliant on April 1, 2014.
- CDIP—will launch as ICD-10 compliant on July 1, 2014.
- CHDA, CHPS—will launch as ICD-10 compliant on January 1, 2015

CCHIIM would like to announce that all AHIMA-certified professional will have an additional year to obtain their required ICD-10 continuing education units. All AHIMA certified professionals will need to report their required number of ICD-10 CEUs by December 31, 2014.

CCHIIM Releases New Details on ICD-10 Recertification for AHIMA Certified Professionals

CCHIIM’s new recertification policy specific to ICD-10-CM/PCS is an important guide designed to help prepare all AHIMA certified professionals for whatever changes ICD-10-CM/PCS may bring.

The required ICD-10-CM/PCS continuing education units determined by CCHIIM are applicable to the specific AHIMA credential(s) held by the individual. Earning these CEUs validates that certified professionals have gained knowledge of the new coding system and are able to integrate this knowledge into their positions. The total number of ICD-10-CM/PCS CEUs required by AHIMA credential is as follows:

- CHPS—1
- CHDA—6
- RHIT—6
- RHIA—6
- CCS-P—12
- CDIP—12
- CCS—18
- CCA—18

The policy was created to reflect the different needs of HIM professionals in regards to ICD-10-CM/PCS. To reap the most benefits from their continuing education hours, AHIMA certified professionals are encouraged to choose experiences which relate as closely as possible to their job roles. Some examples of educational opportunities to fulfill these requirements include but are not limited to:

- Introduction to ICD-10 Basics
- Business Impact and Implementation Considerations
- Understanding General Equivalence Mappings (GEMs)
- ICD-10-CM Structure, Guidelines and Conventions
- Clinical Documentation Improvement Strategies using ICD-10 CM
- Biomedical Science coursework such as Anatomy and Physiology and pathophysiology refresher courses

AHIMA certified professionals are able to earn ICD-10-CM/PCS specific CEUs during the period of January 1, 2011—December 31, 2014. All certificants must complete their ICD-10 CEUs by 2014. Even if you are due to report this year or next year, your ICD-10 CEUs are not due until 2014. You are able to report some or all of the ICD-10 CEUs in your current cycle but are not required to report until the December 31, 2014, deadline.

Have you already earned some or all of your ICD-10 CEUs? You are now able to report CEUs via the online CEU Center in the domain of ICD-10. These CEUs will count towards your ICD-10 recertification requirement.

Learn more about earning ICD-10 CEUs or specific education and activity recommendations.

CCS, CCS-P Exam Eligibility Updates Starting January 1, 2013

CCS and CCS-P candidates must meet one of the following eligibility requirements:

By credential—RHIA, RHIT, or CCS/CCS-P

By education—Completion of a coding training program that includes anatomy and physiology, pathophysiology, pharmacology, medical terminology, reimbursement methodology, intermediate/advanced ICD diagnostic/procedural and CPT coding

By experience—Minimum of two years of related coding experience directly applying codes

By credential with experience—CCA plus one year of coding experience directly applying codes

Other—Coding credential from other certifying organization plus one year coding experience directly applying codes.

For questions regarding the CCS or CCS-P eligibility changes, contact certification@ahima.org.
AHIMA continues to develop ways to create awareness about diversity and inclusion, as well as how we can enhance the organization’s activities in this regard. AHIMA recognizes that each member has their own unique needs and perceptions and to that end we are committed to ensuring that our programs and services support various member needs and specialty areas in the HIM industry.

What Do We Mean by Diversity?
AHIMA defines diversity in the broadest sense, including differences in race, ethnicity, nationality, gender, gender identity, sexual orientation, socio-economic status, age, physical or mental capabilities, religious beliefs, domains of HIM practice, AHIMA credentials, cultural histories, backgrounds, and personal experiences. The AHIMA Code of Ethics states that the “inherent dignity and worth of every person” should be respected.

What is AHIMA Doing?
The 2011–2012 AHIMA House of Delegates passed a resolution intended to advance AHIMA’s commitment to a culture that respects diversity and inclusion throughout its organization, the federation, and the HIM profession at large. It also stresses the inclusiveness of membership within AHIMA, as well as the adoption of meaningful, actionable, and durable diversity and inclusion practices to expand the real opportunities available to all HIM professionals, including opportunities to fully participate in AHIMA. Areas that may require more in-depth review and membership feedback include age, gender, and ethnicity. As stated in the resolution, greater diversity enriches and adds value to AHIMA membership, the HIM practice experience, and the innovation and creativity of AHIMA.

A Diversity Community of Practice is available for AHIMA members to discuss and encourage diversity and inclusion. AHIMA seeks membership feedback and comments on this topic. “We really do want to hear from as many members as possible,” says AHIMA Past-president and Diversity CoP facilitator Vera Rulon, MS, RHIT, FAHIMA. “It is important that we hear from the voices of the members in order to understand where we need to focus our efforts to continually improve diversity and inclusion at AHIMA.” Additional steps that AHIMA has taken to embrace diversity and inclusion can be found here.

What Do the Demographics Say?
In early 2012, AHIMA membership demographic data was reviewed and continued to show that 93 percent of members are female. It also showed that four of every five (80 percent) members that had filled in their profile for ethnic background indicated they were Caucasian. African American members comprise the next largest segment at just about 9 percent, and Hispanics comprised 4.3 percent. These percentages have not changed significantly in the past three years. Approximately 40 percent of the 2012 AHIMA membership database is 44 years of age or younger. The single largest segment of 45 to 54 year olds contains 31.8 percent of the membership.

In an early 2012 AHIMA volunteer diversity survey, results showed that volunteer groups (CoP, ACE, committees, councils, commissions, and CSAs) are fairly similar in terms of ethnicity, with non-Caucasian groups accounting for roughly 10–15 percent of each group. As we’ve seen in previous analyses, having earned an advanced degree is clearly one of the areas that distinguishes the suite of volunteer groups from the overall membership. When compared to the overall membership and various volunteer groups since 2006, our student membership population remains the most ethnically diverse.

Roughly 72 percent of the AHIMA database has earned an associate’s degree or higher, with the AA degree being the single largest segment at 31.7 percent. The percentage of members with a bachelors degree is 29.7 percent. Education among total AHIMA membership is another important area of diversity enhancement for AHIMA, and one of the four recommendations in the AHIMA Foundation Reality 2016 initiative. This recommendation is to encourage HIM professionals to obtain graduate degrees and expand academic programs to offer more graduate degrees. Learn more about AHIMA’s diversity efforts.

AHIMA Creates Awareness about Diversity, Inclusion
A
fter several cycles of wave elections that brought substantial change in 2008 and 2010, the 2012 election departed from that trend. The 2012 elections provided the country with a re-election of President Obama, the Democrats retaining the US Senate, and the Republicans holding the US House of Representatives.

Introducing AHIMA to Newly Elected Officials
Although the numbers did not change much in the House or Senate, this election cycle will still bring new people to Washington and again provide AHIMA with an opportunity to continue to build our name recognition and advance the causes of the HIM profession. It will provide us the chance to exhibit our leadership through advocacy.

The 113th Congress will convene in January 2013 and AHIMA will embark upon a campaign to introduce the association to the new Congress. It will be our goal to inform Congress about who we are, what we do, and what our key issues are. AHIMA’s Washington office will be developing this campaign and its supporting materials and will be calling upon each AHIMA component state association (CSA) and member to assist with the introduction. The campaign will commence in January and AHIMA will supply the CSAs with the necessary materials and direction to complete the initiative. In addition, we will provide a letter on the Advocacy Assistant so that each AHIMA member can join the campaign by introducing themselves to their senators and representatives.

Plan for the 2013 Leadership and Advocacy Symposium
The 2013 introductory campaign will also serve as a preliminary introduction for our Hill Day 2013. AHIMA’s Hill Day 2013 and Leadership and Advocacy Symposium will be held in Washington, DC, on March 18–19, 2013. Mark your calendars now to join us on March 18 for advocacy workshops and leadership education during the Leadership and Advocacy Symposium. Then on March 19, you can utilize what you have learned while meeting with your representatives and senators during AHIMA’s Hill Day.

The Symposium will be held at the Reserve Officers Association on Capitol Hill and hotel room space is being secured within walking distance. Additional information on the 2013 Team Talks and Hill Day can be found at ahima.org. Not only are we excited about the challenge in working with the new Congress, we again look forward to working with our CSAs to build those relationships that are so important to our association’s policy goals. If you have questions, please contact AHIMA’s Advocacy and Policy office in Washington, DC, at (202) 659-9440 or you can contact AHIMA’s Manager of Congressional Relations, Margarita Valdez.

What the Election Means for AHIMA
AHIMA will once again be working with a divided Congress and a Democrat in the White House. Although we expect partisan differences to arise on certain issues, we do not expect to be caught in the fray between the parties. AHIMA has a longstanding and well-earned reputation of being able to work with both sides of the aisle, regardless of who is in the majority.

In addition, our specific health information management and health information technology issues remain bipartisan and we have no expectations of that changing. Furthermore, even there is always the chance of something happening on Capitol Hill that will require our time and effort, over the next year we are more likely to see action arising from the Office of the National Coordinator.

As we proceed into 2013, AHIMA will continue its leadership through advocacy efforts by working more closely with the CSAs on advocacy matters and by providing a wide-range of educational opportunities and materials as webinars, specific resources and issue-oriented campaigns and objectives. The association cannot do this alone and will need the CSAs and members to answer AHIMA’s call to lead through advocacy. Our time is now!

AHIMA’s Hill Day 2013 and Leadership and Advocacy Symposium will be held in Washington, DC, on March 18–19, 2013
AHIMA Mentor Program Makes Futures Brighter

Students and new professionals in the HIM profession have bright futures ahead of them in a growing industry. There are unprecedented opportunities for them to excel in HIM and beyond, as healthcare leaders and true innovators. But more than just opportunities, AHIMA student members and new professionals need support to succeed.

The AHIMA Mentor Program, a member benefit re-launched in April 2012, harnesses the power of the AHIMA community by linking more experienced mentors with mentees who are eager to learn and grow.

With over 1,200 mentees and almost 650 mentors, this program provides students and new professionals with career guidance and advice. Even more importantly, it prepares them to be future HIM and association leaders.

Forming Relationships

The AHIMA Mentor Program is valuable to more than just students. Abbe Hasebrush, CCS-P, requested a mentor because she is the only coder in her office. “The most helpful thing about the mentor program is knowing that I can e-mail someone with more experience about my coding questions,” she says.

For many, the relationships they form through the AHIMA Mentor Program are able to change their perspective or provide them with new hope in the face of daunting frustration.

“My mentor helped me to look outside the box in terms of my career,” says Sharon McDonald, MSA, RHIT. “Through the mentor program, I learned that it is okay to be inquisitive and reach out for help. Although my mentor may not have all the answers, our dialogue showed me that the possibilities in HIM are endless once you start thinking and exploring,” she says.

Traci Clay, RHIT, also shared a similar experience. “I needed some guidance to help me figure out how I could get into a more fitting setting to utilize my credentials. My mentor described the path that she had taken as well as provided me with some encouragement and detailed feedback on what may be the best route for me,” she says. “Through my mentor, I learned that the doors are wide open for me as long as I keep moving forward with my education,” she adds.

Reaping the Rewards

The AHIMA Mentor Program has been successful because of the volunteers who dedicate their time. Mentors say that the relationship with mentees is mutually beneficial and often reminds them of why they entered the profession in the first place. While the time commitment is fairly minimal, the reward is significant.

Charnell Conley, an AHIMA mentor, enjoys making a difference. “I mentor others because I was never fortunate enough to have anyone to help and mentor me through my educational and professional journey,” she says. For Conley, the time she donates is worth it whenever a mentee calls or sends a message just to say thank you. She recommends becoming a mentor to experienced members who want to pass on their knowledge and impact the future of HIM.

As for the words of wisdom that Conley shares with mentees, her message is inspiring. “When your career does not feel like a job, and you love what you do every single day, then and only then you can say that you have started your career.”

Get Involved

Each year a whole new crew of future HIM professionals become AHIMA members—and they need your help. Even as a busy working professional with a thriving career, it is important for you to remember that you have a duty that goes beyond the workplace. With so many new professionals entering the growing HIM field, the need for mentors is skyrocketing and you can help. Experienced HIM professionals are needed to guide these smiling, new faces as they transition into the field or into new job roles. Share your knowledge and skills with the next generation! If you are interested in making a difference by becoming a mentor, please complete the mentor form and return it via e-mail to Erin Duvic.
AHIMA Foundation Silent Auction, Booth Brings in Generous Donations at 2012 Convention

The AHIMA Foundation’s 17th annual Silent Auction and booth at the 84th Annual AHIMA Convention and Exhibit were once again a resounding success. Over $44,500 in philanthropic donations and gifts to the Foundation were received. The Foundation collected over $13,500 in donations at the booth to support the AHIMA Foundation’s Student Merit Scholarship program and the Foundation’s other important initiatives. Through the Silent Auction, which included 94 items generously donated for bidding as well as contributions made in lieu of auction items, over $31,000 was raised for the Student Merit Scholarship program to improve educational opportunities for current and future HIM professionals.

All proceeds from the Silent Auction will support the Foundation’s Merit Scholarship Program, which provides educational funding to outstanding students pursuing graduate and undergraduate degrees in HIM. In 2011, over $91,500 was awarded to 58 students, and through fundraising activities like the Silent Auction, the Foundation hopes to increase the number of scholarships awarded in 2012. For more information on the Merit Scholarship Program, visit the AHIMA Foundation website.

The Foundation would like to sincerely thank everyone who made this success possible: those who contributed to the auction, those who took part in the bidding, the high bidders, those who chose to give an outright donation, and the members and staff who volunteered at the booth. Keep an eye out in the coming months for information on how you can contribute to 2013’s Silent Auction in Atlanta.

Support the AHIMA Foundation HIRO Fund

We can’t predict when disasters will strike, but we can predict there will be help for our members. With your help and support, victims of these tragedies do not have to go without the immediate support of their HIM colleagues. Donate now to the Health Information Relief Operation (HIRO) Fund, which is an ongoing recovery program to assist HIM professionals whose lives and communities have been shattered by natural or man-made disasters. Through the generosity of AHIMA members and HIM’s greater professional community, the HIRO Fund (pronounced “hero”) provides material relief to those whose professional practices have been significantly shaken.

For more information on the fund, and to donate to the relief effort, visit the AHIMA Foundation HIRO Fund webpage. Eligible applicants can apply for financial assistance by completing and submitting the HIRO Fund Assistance Application.

Consider the AHIMA Foundation in Your Year-end Giving

As the end of the year approaches, the AHIMA Foundation reminds members to consider their giving options to support the Foundation’s important programs, while realizing the tax benefits that come from making a donation. For members who did not have a chance to give at convention—whether you could not attend or you did not place the top bid for the item of your choice, you can still help support the Merit Scholarship Program. Online donations and/or pledges may be made via the secure Foundation website at www.ahimafoundation.org. Also, keep in mind that this time of year is an excellent opportunity to honor or memorialize HIM colleagues, family members, and friends, and the Foundation provides options to recognize your donation in tribute to a loved one.

As you make your philanthropic plans for 2013, we hope you will consider the AHIMA Foundation as an important organization to support, one that is directly contributing to the future of the health information industry, through Merit Scholarships and other vital programs. The AHIMA Foundation sends our thanks to all of the members for their support this year, along with best wishes for a wonderful holiday season, and a healthy and prosperous 2013.
Train with AHIMA and Become an ICD-10 Expert

Check ICD-10 training off your list early in 2013. Attend one of AHIMA’s ICD-10 Training programs listed below and be recognized as an expert in ICD-10-CM or ICD-10-CM/PCS.

**Coder Workforce Training for ICD-10:** Dynamic training program for frontline coders with hands-on, in-class exposure to advanced coding cases

**AHIMA Academy for ICD-10-CM/PCS:** Building Expert Trainers in Diagnosis and Procedure Coding—become proficient in ICD-10-CM/PCS and learn to train others in these systems

**Here’s what you’ll receive:**

- Expert instruction from industry expert trainers
- Books and training manuals (training manuals not applicable for Coder Workforce Trainings)
- Online course(s) with extended access through 2014
- Breakfast and lunch each day
- CEUs (34 for CM/PCS sessions and 16 for CM-only sessions)
- Opportunity to earn an AHIMA-Approved ICD-10 Trainer Certificate (Academy participants only)
- Opportunity to join AHIMA’s Ambassador Program and save on training materials (Academy participants only)

**TRAINING SESSIONS BEGIN IN FEBRUARY 2013. FOR MORE INFORMATION OR TO REGISTER, VISIT AHIMA.ORG/ICD10/TRAINING.ASPX TODAY!**
AHIMA Honors 2012 RACE Recognition Winners

Coding is at the core of the work that many HIM professionals do each day. AHIMA understands the importance of excellence in coding and provides annual awards to exceptional individuals and Component State Associations (CSAs) with the prestigious RACE recognitions.

RACE stands for Roundtable Achievement in Coding Excellence and can be awarded to Coding Roundtable Coordinators, Coding Round Table Teams, and CSA supporters. The Roundtables are designed to provide high-quality coding education within the HIM state organizations.

Each year, the outstanding recipients are recognized at the Clinical Coding Community Meeting which takes place at AHIMA’s National Convention.

RACE is awarded in three separate categories:
• Coding Roundtable Coordinator (CRC) recognition for excellence
• CSA recognition for coding leadership
• CSA team recognition for coding roundtable activities

It is with pleasure that we congratulate the winners.

AHIMA Coding Roundtable Coordinator Recognition for Excellence
First place—Jennifer Artigue, RHIT, CCS (Louisiana)
Second place (tie)—Natalie George, RHIA, CDIP, CCS (North Carolina) and Natalie Sartori, MEd, RHIA, CCS (South Carolina)

Honorable Mentions:
• Sheila Bowlds, MBA, RHIA, and Rochelle Cooper (Michigan)

• Susan Wallace, MEd, RHIA, CDIP, CCS, and Elsa Crocker, RHIA, CCS (Arkansas)

AHIMA CSA Recognition for Coding Leadership
First place—Louisiana Health Information Management Association (LHIMA)
Second place—South Carolina Health Information Management Association (SCHIMA)

Honorable Mentions:
• Arkansas Health Information Management Association (ArHIMA)
• Michigan Health Information Management Association (MHIMA)
• North Carolina Health Information Management Association (NCHIMA)

AHIMA CSA Team Recognition for Coding Roundtable Activities
First place—Michigan Health Information Management Association (MHIMA)
Second place—South Carolina Health Information Management Association (SCHIMA)

Honorable Mentions:
• Nevada Health Information Management Association (NvHIMA)
• North Carolina Health Information Management Association (NCHIMA)

Are you interested in getting involved for 2013? Contact your state association for more information, and remember nominations for the RACE awards begin in July and any AHIMA member can nominate their state coding roundtable for recognition. Your work to make roundtables successful in your state is very much appreciated. Let’s continue doing great work in 2013.

Winners of the 2012 RACE Awards are acknowledged at the 2012 AHIMA Convention in Chicago, IL.

AHIMA’s ICD-10/Computer-Assisted Coding Summit
Join policy makers, thought leaders, and stakeholders from all segments of the healthcare industry for open discussion

April 22–24 | Baltimore, MD

For more information, visit our site at ahima.org/events.