**Outcome 1: Apply and evaluate knowledge of data content structure and standards**

<table>
<thead>
<tr>
<th>Program Outcome Performance Indicator</th>
<th>Curriculum or Courses (Strategies)</th>
<th>Assessment Method(s)</th>
<th>Context for Assessment</th>
<th>Time of data collection</th>
<th>Assessment Coordinator</th>
<th>Evaluation of Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply diagnosis/procedure codes according to current guidelines</td>
<td>HIM 202, HIM 207, HIM 218, HIM 221</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 202, HIM 207, HIM 218, HIM 221</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Evaluate the accuracy of diagnostic/procedural coding and groupings</td>
<td>HIM 202, HIM 207, HIM 214, HIM 218, HIM 221</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 202, HIM 207, HIM 214, HIM 218, HIM 221</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Analyze the documentation in the health record to support the diagnosis and reflect the patient's progress, clinical findings, and discharge status by verifying the documentation is timely, complete, and accurate</td>
<td>HIM 101, HIM 108, HIM 115, HIM 120, HIM 123, HIM 202, HIM 207, HIM 215, HIM 218, HIM 221</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 115, HIM 120, HIM 123, HIM 202, HIM 207, HIM 215, HIM 218, HIM 221</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Verify the documentation in the health record is timely, complete, and accurate</td>
<td>HIM 101, HIM 108, HIM 115, HIM 120, HIM 123, HIM 202, HIM 207, HIM 215, HIM 221</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 115, HIM 120, HIM 123, HIM 202, HIM 207, HIM 215, HIM 221</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
</tbody>
</table>
HIM Program Outcome 1
**Outcome 1:** Apply and evaluate knowledge of data content structure and standards (continued)

<table>
<thead>
<tr>
<th>Identify a complete health record according to, organizational policies, external regulations, and standards</th>
<th>Assignments, exams, and Professional Practice Experience (PPE)</th>
<th>HIM 101</th>
<th>HIM 108</th>
<th>HIM 120</th>
<th>HIM 215</th>
<th>HIM 221</th>
<th>Fall and Spring Semesters</th>
<th>HIM Faculty</th>
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<tr>
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<td>PPE Evaluation</td>
<td>National Certification Examination</td>
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<tr>
<td>Differentiate the roles and responsibilities of various providers and disciplines, to support documentation requirements, throughout the continuum of healthcare</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101</td>
<td>HIM 108</td>
<td>HIM 120</td>
<td>HIM 130</td>
<td>HIM 202</td>
<td>HIM 207</td>
<td>HIM 215</td>
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<td>PPE Evaluation</td>
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<tr>
<td>Apply policies and procedures to ensure the accuracy and integrity of health data</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101</td>
<td>HIM 108</td>
<td>HIM 112</td>
<td>HIM 120</td>
<td>HIM 130</td>
<td>HIM 214</td>
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<tr>
<td>Collect and maintain health data</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 112</td>
<td>HIM 115</td>
<td>HIM 120</td>
<td>HIM 215</td>
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<td>PPE Evaluation</td>
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<tr>
<td>Apply graphical tools for data presentation</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 115</td>
<td>HIM 120</td>
<td>HIM 215</td>
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</tr>
</tbody>
</table>
### Health Science Institute

#### Health Information Management Program Outcomes

**Outcome 1:** Apply and evaluate knowledge of data content structure and standards (continued)

<table>
<thead>
<tr>
<th>Identify and use secondary data sources</th>
<th>Assignments, exams, Professional Practice Experience (PPE)</th>
<th>HIM 101</th>
<th>HIM 108</th>
<th>HIM 115</th>
<th>HIM 120</th>
<th>HIM 215</th>
<th>Fall and Spring Semesters</th>
<th>HIM Faculty</th>
<th>HIM Faculty, Advisory Committee, and CAHIIM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Assignments, exams, Professional Practice Experience (PPE)</td>
<td>HIM 101</td>
<td>HIM 108</td>
<td>HIM 115</td>
<td>HIM 120</td>
<td>HIM 215</td>
<td>National Certification Examination</td>
<td>PPE Evaluation</td>
<td>National Certification Examination</td>
</tr>
</tbody>
</table>

**Validate the reliability and accuracy of secondary data sets**

| HIM 101 | HIM 108 | HIM 115 | HIM 120 | HIM 215 | Assignments, exams, Professional Practice Experience (PPE) | HIM 101 | HIM 108 | HIM 115 | HIM 120 | HIM 215 | PPE Evaluation National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |

*HIM Program Outcome 1*

*Revised: 11/4/2013, 5/15/2014*
### Health Science Institute

**Health Information Management Program Outcomes**

**Outcome 2:** Demonstrate privacy and security of information protection relating to access, disclosure, and archival

<table>
<thead>
<tr>
<th>Program Outcome Performance Indicator</th>
<th>Curriculum or Courses (Strategies)</th>
<th>Assessment Method(s)</th>
<th>Context for Assessment</th>
<th>Time of data collection</th>
<th>Assessment Coordinator</th>
<th>Evaluation of Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply healthcare legal terminology</td>
<td>HIM 101, HIM 108, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Identify the use of legal documents</td>
<td>HIM 101, HIM 108, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Apply legal concepts and principles to the practice of HIM</td>
<td>HIM 101, HIM 108, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Apply confidentiality, privacy, and security measures and policies and procedures for internal and external use and exchange to protect electronic health information</td>
<td>HIM 101, HIM 108, HIM 130, HIM 215</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 130, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Apply retention and destruction policies for health information</td>
<td>HIM 101, HIM 108, HIM 112, HIM 130, HIM 215</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 112, HIM 130, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
</tbody>
</table>
### Health Information Management Program Outcomes

**Outcome 2:** Demonstrate privacy and security of information protection relating to access, disclosure, and archival (continued)

<table>
<thead>
<tr>
<th>Apply system security policies according to departmental and organizational data/information standards</th>
<th>Assignments, exams, group projects, and Professional Practice Experience (PPE)</th>
<th>HIM 108, HIM 112, HIM 130, HIM 215</th>
<th>Fall and Spring Semesters</th>
<th>HIM Faculty</th>
<th>HIM Faculty, Advisory Committee, and CAHIIM</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIM 108, HIM 112, HIM 130, HIM 215</td>
<td>HIM 108, HIM 112, HIM 130, HIM 215</td>
<td>PPE Evaluation National Certification Examination</td>
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</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Apply policies and procedures surrounding issues of access and disclosure of protected health information</th>
<th>Assignments, exams, group projects, and Professional Practice Experience (PPE)</th>
<th>HIM 101, HIM 108, HIM 130, HIM 215</th>
<th>Fall and Spring Semesters</th>
<th>HIM Faculty</th>
<th>HIM Faculty, Advisory Committee, and CAHIIM</th>
</tr>
</thead>
<tbody>
<tr>
<td>HIM 101, HIM 108, HIM 130, HIM 215</td>
<td>HIM 101, HIM 108, HIM 130, HIM 215</td>
<td>PPE Evaluation National Certification Examination</td>
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</tbody>
</table>
## Health Information Management Program Outcomes

### Outcome 3: Explain and analyze health informatics, analytics, and data use

<table>
<thead>
<tr>
<th>Program Outcome Performance Indicator</th>
<th>Curriculum or Courses (Strategies)</th>
<th>Assessment Method(s)</th>
<th>Context for Assessment</th>
<th>Time of data collection</th>
<th>Assessment Coordinator</th>
<th>Evaluation of Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Utilize software in the completion of HIM processes</td>
<td>HIM 101 HIM 108 HIM 112 HIM 120 HIM 130 HIM 215</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101 HIM 108 HIM 112 HIM 120 HIM 130 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Explain policies and procedures of networks, including intranet and internet to facilitate clinical and administrative applications</td>
<td>HIM 101 HIM 130</td>
<td>Assignments, exams, and group projects</td>
<td>HIM 101 HIM 130 National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Explain the process used in the selecting and implementation of health information management systems</td>
<td>HIM 130</td>
<td>Assignments and group projects</td>
<td>HIM 130 National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Utilize health information to support enterprise wide decision support for strategic planning</td>
<td>HIM 120 HIM 130</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 120 HIM 130 National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Explain analytics and decision support</td>
<td>HIM 112 HIM 130</td>
<td>Assignments, exams, group projects</td>
<td>HIM 112 HIM 130 National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Apply report generation technologies to facilitate decision-making</td>
<td>HIM 120 HIM 214 HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 120 HIM 214 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Utilize basic descriptive, institutional, and healthcare statistics</td>
<td>HIM 115 HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 115 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
</tbody>
</table>
## Outcome 3: Explain and analyze health informatics, analytics, and data use (continued)

| Analyze data to identify trends | HIM 115  
HIM 120  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 115  
HIM 120  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
|---|---|---|---|---|---|---|
| Explain common research methodologies and why they are used in healthcare | HIM 115  
HIM 120 | Assignments and exams | HIM 115  
HIM 120  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Explain usability and accessibility of health information by patients, including current trends and future challenges | HIM 101  
HIM 108  
HIM 120  
HIM 130 | Assignments, exams, and group projects | HIM 101  
HIM 108  
HIM 120  
HIM 130  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Explain current trends and future challenges in health information exchange | HIM 101  
HIM 108  
HIM 130 | Assignments, exams, and group projects | HIM 101  
HIM 108  
HIM 130  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Apply policies and procedures to ensure the accuracy and integrity of health data both internal and external to the health system | HIM 120  
HIM 130  
HIM 214  
HIM 215 | Assignments, exams, group projects, and Professional Practice Experience (PPE) | HIM 120  
HIM 130  
HIM 214  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
**Outcome 4: Evaluate and report components of reimbursement methodologies**

<table>
<thead>
<tr>
<th>Program Outcome Performance Indicator</th>
<th>Curriculum or Courses (Strategies)</th>
<th>Assessment Method(s)</th>
<th>Context for Assessment</th>
<th>Time of data collection</th>
<th>Assessment Coordinator</th>
<th>Evaluation of Results</th>
</tr>
</thead>
<tbody>
<tr>
<td>Apply policies and procedures for the use of data required in healthcare reimbursement</td>
<td>HIM 214, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 214, HIM 215, PPE Evaluation, National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Evaluate the revenue cycle management processes</td>
<td>HIM 214</td>
<td>Assignments and exams</td>
<td>HIM 214, National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Program Outcome Performance Indicator</td>
<td>Curriculum or Courses (Strategies)</td>
<td>Assessment Method(s)</td>
<td>Context for Assessment</td>
<td>Time of data collection</td>
<td>Assessment Coordinator</td>
<td>Evaluation of Results</td>
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<tr>
<td>Analyze policies and procedures to ensure organizational compliance with regulations and standards</td>
<td>HIM 101, HIM 108, HIM 214, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 214, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Collaborate with staff in preparing the organization for accreditation, licensure, and/or certification</td>
<td>HIM 101, HIM 108, HIM 120, HIM 135, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 101, HIM 108, HIM 120, HIM 135, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Adhere to the legal and regulatory requirements related to the health information management</td>
<td>HIM 108, HIM 120, HIM 214, HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 108, HIM 120, HIM 214, HIM 215, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Analyze current regulations and established guidelines in clinical classification systems</td>
<td>HIM 202, HIM 207, HIM 214, HIM 215, HIM 218, HIM 221</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 202, HIM 207, HIM 214, HIM 215, HIM 218, HIM 221, PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
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<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
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</tbody>
</table>
### Health Science Institute

#### Health Information Management Program Outcomes

**Outcome 5:** Demonstrate, analyze, and create principles relating to regulatory compliance (continued)

| Determine accuracy of computer assisted coding assignment and recommend corrective action | HIM 202  
HIM 207  
HIM 214  
HIM 215  
HIM 218  
HIM 221 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 202  
HIM 207  
HIM 214  
HIM 215  
HIM 218  
HIM 221  
PPE Evaluation National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
|---|---|---|---|---|---|
| Identify potential abuse or fraudulent trends through data analysis | HIM 108  
HIM 214  
HIM 215  
HIM 221 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 108  
HIM 214  
HIM 215  
HIM 221  
PPE Evaluation National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Identify discrepancies between supporting documentation and coded data | HIM 202  
HIM 207  
HIM 214  
HIM 218  
HIM 221 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 202  
HIM 207  
HIM 214  
HIM 218  
HIM 221  
PPE Evaluation National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Develop appropriate physician queries to resolve data and coding discrepancies | HIM 202  
HIM 207  
HIM 214  
HIM 218  
HIM 221 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 202  
HIM 207  
HIM 214  
HIM 218  
HIM 221  
PPE Evaluation National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
**Outcome 6: Demonstrate organizational management leadership and team building skills**

<table>
<thead>
<tr>
<th>Program Outcome Performance Indicator</th>
<th>Curriculum or Courses (Strategies)</th>
<th>Assessment Method(s)</th>
<th>Context for Assessment</th>
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<th>Assessment Coordinator</th>
<th>Evaluation of Results</th>
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</thead>
<tbody>
<tr>
<td>Summarize health information related leadership roles</td>
<td>HIM 101 HIM 108 HIM 135</td>
<td>Assignments and exams</td>
<td>HIM 101 HIM 108 HIM 135 National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Apply the fundamentals of team leadership</td>
<td>HIM 101 HIM 130 HIM 135 HIM 215</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 101 HIM 130 HIM 135 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Organize and facilitate meetings</td>
<td>HIM 130 HIM 135 HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 130 HIM 135 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Recognize the impact of change management on processes, people, and systems</td>
<td>HIM 101 HIM 135 HIM 215</td>
<td>Assignments, exams, and Professional Practice Experience (PPE)</td>
<td>HIM 101 HIM 135 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
<tr>
<td>Utilize tools and techniques to monitor, report, and improve processes</td>
<td>HIM 115 HIM 120 HIM 130 HIM 135 HIM 215</td>
<td>Assignments, exams, group projects, and Professional Practice Experience (PPE)</td>
<td>HIM 115 HIM 120 HIM 130 HIM 135 HIM 215 PPE Evaluation National Certification Examination</td>
<td>Fall and Spring Semesters</td>
<td>HIM Faculty</td>
<td>HIM Faculty, Advisory Committee, and CAHIIM</td>
</tr>
</tbody>
</table>
### Health Information Management Program Outcomes

**Outcome 6: Demonstrate organizational management leadership and team building skills (continued)**

| Identify cost-saving and efficient means of achieving work processes and goals | HIM 108  
HIM 120  
HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 108  
HIM 120  
HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
| Utilize data for facility-wide outcomes reporting for quality management and performance improvement | HIM 115  
HIM 120  
HIM 135  
HIM 214  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 115  
HIM 120  
HIM 135  
HIM 214  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
| Report staffing levels and productivity standards for health information functions | HIM 115  
HIM 120  
HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 115  
HIM 120  
HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
| Interpret compliance with local, state, federal labor regulations | HIM 108  
HIM 135 | Assignments and exams | HIM 108  
HIM 135  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
| Adhere to work plans, policies, procedures, and resource requisitions in relation to job functions | HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
| Explain the methodology of training and development | HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
| Explain the return on investment for employee training/development | HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty,  
Advisory Committee,  
and CAHIIM |
### Health Information Management Program Outcomes

#### Outcome 6: Demonstrate organizational management leadership and team building skills (continued)

| Summarize a collection methodology for data to guide strategic and organizational management | HIM 108  
HIM 135  
HIM 214  
HIM 215 | HIM 108  
HIM 135  
HIM 214  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Understand the importance of healthcare policy-making as it relates to the healthcare delivery system | HIM 108  
HIM 120  
HIM 214  
HIM 215 | HIM 108  
HIM 120  
HIM 214  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Describe the differing types of organizations, services, and personnel and their interrelationships across the healthcare delivery system | HIM 108  
HIM 135  
HIM 214 | HIM 108  
HIM 135  
HIM 214  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Apply information and data strategies in support of information governance initiatives | HIM 101  
HIM 130  
HIM 215 | HIM 115  
HIM 120  
HIM 130  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Utilize enterprise-wide information assets in support of organizational strategies and objectives | HIM 115  
HIM 120  
HIM 130  
HIM 215 | HIM 135  
HIM 214  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Plan budgets | HIM 135 | HIM 135  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Explain accounting methodologies | HIM 135  
HIM 214 | HIM 135  
HIM 214  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
| Explain budget variances | HIM 135 | HIM 135  
National Certification Examination | Fall and Spring Semesters | HIM Faculty | HIM Faculty, Advisory Committee, and CAHIIM |
### Health Information Management Program Outcomes

**Outcome 6:** Demonstrate organizational management leadership and team building skills (continued)

| Comply with ethical standards of practice | HIM 101  
HIM 108  
HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 101  
HIM 108  
HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |

| Evaluate the consequences of a breach of healthcare ethics | HIM 101  
HIM 108  
HIM 135  
HIM 215 | Assignments, exams, and Professional Practice Experience (PPE) | HIM 101  
HIM 108  
HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |

| Assess how cultural issues affect health, healthcare quality, cost, and HIM | HIM 135 | Assignments and exams | HIM 135  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |

| Create programs and policies that support a culture of diversity | HIM 135 | Assignments and exams | HIM 135  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |

| Summarize project management methodologies | HIM 130  
HIM 135  
HIM 215 | Assignments, exams, group projects, and Professional Practice Experience (PPE) | HIM 130  
HIM 135  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |

| Explain Vendor/Contract Management | HIM 130 | Assignments and group projects | HIM 130  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |

| Apply knowledge of database architecture and design | HIM 112  
HIM 130  
HIM 215 | Assignments, exams, group projects, and Professional Practice Experience (PPE) | HIM 112  
HIM 130  
HIM 215  
PPE Evaluation  
National Certification Examination | Fall and Spring Semesters | HIM Faculty  
HIM Faculty ,  
Advisory Committee,  
and CAHIIM |