

## HIMT Comprehensive Program Review

UW-Green Bay is a partner in the University of Wisconsin-Extended Campus (UWEX) online Health Information Management and Technology (HIMT) Bachelor's degree program with three other campuses (UW-La Crosse, UW-Parkside, and UW-Stevens Point). The Bachelor of Science in HIMT prepares students for careers as health information professionals who manage, code, retrieve, analyze and transfer electronic health information to improve patient care, as well as building software systems for these data and information management areas.

### General and Overview

1. Describe your program's most significant opportunities and significant challenges.

#### Opportunities

- Degree is available at all 4 UWGB locations
- Strong student interest in degree - enrollments and headcounts have increased substantially since the program began.
- The program is online and accessible to place-bound learners throughout Wisconsin and other States
- UWGB has an accredited HIMT program
- Collaboration with other UW campuses and UW-Extension to deliver degree. Given this, all HIMT courses are offered on a schedule that allows students to progress through the program at a good pace.

#### Challenges

- Upcoming re-accreditation of HIMT program in 2022 (UWGB campus)
  - New accreditation standards require that the “program must have at least two full-time faculty members fully allocated to the HIM program” and that the “two full-time faculty members must hold an AHIMA credential”. This requires an additional FTE dedicated to HIMT.
  - Enrollment - Since the inception of the program, UWGB has maintained student enrollments well above that of all other partner campuses combined. The financial model does not acknowledge this disparity in numbers. Partner campuses receive equal shares of funding for the Academic Director, advising and student services. Excess revenues are shared in equal portions with the partner campuses. For example, UW La Crosse receives the same funding for services it provides to six students as does UWGB's 152 students. HIMT headcount and enrollments by UW campus for fall 2020 is shown in Appendix 1.
2. What are some things that would help make your program and its students more successful?
    - Current work underway to create efficiencies with HIMT advising and admission to the major (Admissions and department working on this)
    - Greater cross-marketing of Computer Science and HIMT – many students have interest in computers and health but don't know to look for an HIMT major

12-23-2020

- Continue to strengthen awareness of HIMT on branch locations
  - It would be beneficial for UW Extension and the partner campuses to develop a statewide transfer table or articulation agreement for students transferring from Wisconsin Technical Colleges who offer HIMT programs.
  - Continue to work on and document how program data are used for program improvement (goal of all HIMT partners collectively).
3. What are some program accomplishments worth highlighting? (Narrative)

The program at UWGB was the first of the partner campuses to be accredited by the Commission on Accreditation for Health Informatics and Information Management (CAHIIM), having earned accreditation in 2015. Currently, the program is accredited on three campus (Green Bay, Parkside, Stevens Point); UW-Stevens Point received accreditation in late 2020. UW-LaCrosse is not CAHIM accredited but intends to seek accreditation. **CAHIIM requires that each campus be accredited separately.**

HIMT students complete a rigorous capstone course in their final year of study. They are generally placed in a healthcare site in their local community. Capstone projects are mutually beneficial for the facility and for the student. Examples of projects include “Applications Training Interface Assessment and Development”, completed at Hospital Sisters Health System (HSBS) in Green Bay, WI; “Document Handoff: Information Collection Form Pilot”, completed at Aurora Bay Care Medical Center in Green Bay, and “Data Analytics to Assist Healthcare Facility Identify Marketing Opportunities”, completed at SSM St. Mary’s in Madison, WI. Additional examples are located at <https://himt.wisconsin.edu/capstone-projects/>.

The HIMT program has a well-organized curriculum, quality instruction offered by expert faculty and staff, effective leveraging of faculty and staff across multiple UW institutions to offer a program that might not be possible on individual campuses. Online HIMT courses have a consistent framework which helps students easily navigate the courses, take advantage of multi-media materials, and quickly learn where to find information and assignments.

The program offers an annual HIMT faculty symposium to provide professional development, and individual campuses support periodic workshops on current topics relevant for the program.

4. Have there been any significant changes that have affected your program? (Narrative)

The inaugural HIMT Director retired from UWGB in August 2020. Currently there is an interim HIMT Director and search for permanent HIMT Director.

Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM) revised accreditation standard were published in 2018. Link: [https://www.cahiim.org/docs/default-source/accreditation/health-information-management/him-standards/4-3-1-2018-standards-him-baccalaureate.pdf?sfvrsn=3aec83d2\\_2](https://www.cahiim.org/docs/default-source/accreditation/health-information-management/him-standards/4-3-1-2018-standards-him-baccalaureate.pdf?sfvrsn=3aec83d2_2)

5. Where do you want your program to be 5 to 7 years from now? (Narrative)

12-23-2020

The HIMT program will go through the re-accreditation process in 2022 (initially accredited in March 2015).

Re-structure the Nursing and Health Studies Department to position “health studies programs”, such as HIMT, under a Director of Health Studies in the department. This will increase the efficiency of operations in the department.

Continue to grow enrollment and the outlook for this is good.

### **Demand**

*All data in this area is provided with the materials. (Graduates, majors, minors, etc.) This space is for any commentary you would like to apply to that material. (Narrative)*

According to UWGB enrollment data, the HIMT programs shows significant growth (192% increase) from 2013/14 to fall 2020. The program has a total of 152 students with 19 pre-HIMT and 133 HIMT majors.

Compared to other UW partners in the HIMT program, UWGB has the highest enrollment (see Appendix 1). Appendix 1 does not include pre-HIMT students.

UWGB course enrollments data reflects only UWGB HIMT students enrolled in each course. This data underestimates the actual number of students in each course given that students taking the course from partner UW schools (UW-LaCrosse, UW-Parkside, and UW-Stevens Point) are not represented in the UWGB course enrollment data.

### **Internal**

1. Program goals (Mission, vision, learning outcomes; present as narrative/lists)

#### **HIMT Mission Statement**

Designed with an understanding that new technologies and regulations are profoundly changing the roles and educational requirements of health information professionals, the University of Wisconsin Bachelor of Science in Health Information Management and Technology (UW HIMT) is an online degree-completion program aimed at preparing busy adult learners for professional positions in today’s increasingly technology-based, data-driven healthcare environments. With a cutting-edge curriculum and expert faculty comprised of top HIM and IT professionals from across the University of Wisconsin System, UW HIMT teaches the vital skills that tomorrow’s health information professionals will need to unlock the potential of electronic health data to dramatically improve healthcare delivery and patient care.

#### **Learning Outcomes:**

Graduates of the HIMT program will be able to:

- Demonstrate knowledge of healthcare billing, coding and reimbursement policies.
- Demonstrate knowledge of healthcare terminology and medical conditions.
- Demonstrate knowledge of dynamic healthcare delivery systems and regulatory environments.

12-23-2020

- Apply principles of healthcare privacy, confidentiality, legal, ethical issues and data security.
  - Apply critical and creative thinking, problem solving, and effective inter-professional communication skills related to health information management.
  - Evaluate, use, and integrate information technology to support medical decision making and processes.
  - Apply quantitative methodologies to process healthcare information.
  - Healthcare Management Emphasis —  
Demonstrate the principles of leadership and management in the HIMT environment.
  - Healthcare Technology Emphasis —  
Demonstrate the application of information technology in the HIMT environment.
2. Curriculum development (Lists, brief narrative if appropriate of how curriculum has changed over past 7 years)

The program has a clear mapping of the nine student learning outcomes for the program (PSLOs) to courses in the curriculum, including where each one is assessed.

Curriculum aligns with CAHIM Standards and has been updated to meet new CAHIM accreditation standards. Courses are reviewed/ revised on a regular basis. CAHIM requires that accredited programs address a total of 102 different competencies, along with five “supporting bodies of knowledge.” The competencies are organized into six main domains, each with numerous subdomains. The program has done an excellent job of mapping each of the 102 competencies and their associated domains and subdomains onto the curriculum, including identifying specific assignments that address each competency.

The program has gathered feedback from potential employers by surveying Advisory board members and capstone preceptors. Those who responded uniformly agreed that the program’s graduates meet employer expectations and that they would hire a UW-HIMT graduate in the future if they had an opening.

3. Connections to other programs (Lists, brief narrative if appropriate)

**HIMT 330 Healthcare 1: Terminology and Body Systems** - Some Human Biology students have taken this as it is required for medical school

**HIMT 350. Statistics for Healthcare. 3 Credits** - Many RN-BSN and MSN students take this course to satisfy the Elementary statistics requirement.

4. Number of courses offered (Overall number provided in materials. *Chairs: short commentary if appropriate. Provide a sub-grouping of various modalities by percentage. For example, what percentage of your program is available online, hybrid, etc.?*)

The major is comprised of 24 three-credit courses plus a 1 credit pre-capstone course. All HIMT courses are online courses. HIMT courses offered in the program are divided among the partner campuses, with each campus teaching six courses. Courses provided by UWGB include: • HIMT

12-23-2020

300 Survey of Contemporary Computing • HIMT 310 Healthcare Systems & Organizations • HIMT 355 Principles of Management for HIMT Professionals • HIMT 415 Human Resource Management in Healthcare • HIMT 430 Quality Assessment & Improvement • HIMT 440 Group Processes, Teambuilding & Leadership.

The HIMT program includes two tracks: Healthcare Management and Healthcare Technology. Each student takes 16 common core courses (48 credits), along with an additional four courses (12 credits) in their chosen track, plus a 1 credit pre-capstone course. There are no HIMT electives.

5. Diversity of students, faculty, and curriculum (Overall number provided in materials. Chairs: short commentary if appropriate; provide examples from curriculum if appropriate.)

This degree is designed to serve adult and nontraditional student populations. Many students of color, first-generation Americans, first-generation college students, and low-income students often have family or work responsibilities that prevent them from attending college immediately after high school or in traditional formats. The online delivery method provides access for individuals who live at a distance from residential institutions, or who have various home responsibilities that prevent them from attending classes during traditional day programs. Many adults, nontraditional, and minority students work in the health professions, and this degree allows them to complete a relevant program in a format that enables them to continue to work and attend to other responsibilities.

UWGB Students in HIMT are diverse:

- 66% first generation college students
- 37.5% non-white with highest racial/ethnic backgrounds self-reported as Southeast Asian, African American and Hispanic
- 82% non-traditional students (25 years and older)
- 86% transfer students

Students are predominantly female. In fall 2020, 126 of the 152 HIMT students were female. In contrast, 30 of the 217 Computer Science majors at UWGB were female in fall 2020.

Information about diversity is woven across the HIMT curriculum. For example, content on diversity in healthcare is covered in HIMT 415 Human Resource Management in Healthcare.

6. Gen Ed, FYS/GPS, CCIHS (Lists)

There is one course that can be used to meet the general education Quantitative Literacy requirement: HIMT 350 Statistics for Healthcare (3 credits)

No FYS, GPS, or CCIHS courses are offered by the HIMT program.

7. Program support and staffing (Chairs: History, trends, and future needs. Depending on program, could be connected to accreditation.)

12-23-2020

The program started in 2012 and received initial accreditation in 2015. **CAHIM re-accreditation (including a site visit) will occur in 2022.**

### Program staffing

The inaugural HIMT Academic Director/Program Director was Brenda Tyczkowski, RN, RHIA, and she retired unexpectedly in August 2020. An **interim plan** is in place with Chrisann Lemery serving as interim HIMT Program Director. Recruitment is underway for a permanent Director position.

Instructors for courses covered by UWGB have included permanent UWGB faculty, such as Brenda Tyczkowski (Nursing & Health Studies), Ankur Chattopadhyay (Computer Science), and Shauna Froelich (Communication), as well as associate lecturers (ad hoc faculty) with expertise in course content, such as Jean Marsh and Stephanie Scott. The UW Collaborative program draws on the expertise of faculty across the UW partner campuses and associate lecturers working in the HIMT field - Link: [Faculty - UW Health Information Management & Technology \(wisconsin.edu\)](https://www.wisconsin.edu/faculty)

CAHIM Accreditation requires that the program have at least two full-time faculty members fully allocated to the HIM program and these faculty must hold an AHIMA credential and hold a degree and/or certification in their assigned teaching area. **It is imperative that we add 2 permanent HIMT faculty to comply with accreditation requirements as soon as possible** (currently searching for HIMT Director 1.0 FTE position).

Student advising for the program is handled by the HIMT Director and Krista Shaw (UWGB Academic Advisor).

### Program support

UWEX supports program national marketing, instructional design, recruitment, information technology, media, and a portion of student services: UWGB supports academic affairs (e.g., curriculum, academic policies), student progression and student services, local marketing, and program oversight and accreditation.

There is very good support for online course development and revision from the UW Extended Campus. HIMT academic directors from UW campuses opine that the UW-Extension instructional designer is an excellent resource for course design, implementation and assessment, and that technology support for courses is excellent. There is good support from UW Extended Campus for national marketing of the program and funds for the campus to do local marketing. CECE assists with local marketing campaigns.

#### 8. Cost per credit hour (TBD)

HIMT courses have differential tuition (\$440/credit) and participate in a financial model specific to UW Collaborative Programs..

## **External**

1. Outreach: student/faculty partnerships, collaborations, participation with organizations or individually (Lists)

Instructors for courses covered by UWGB have involved various UWGB departments (e.g., Nursing & Health Studies, Computer Science, Communication) and associate lecturers (ad hoc faculty) working in the HIMT field in the region.

Numerous partnerships with healthcare organizations exist around student field experiences required for the HIMT 490 Capstone course. This course involves an internship experience in a setting related to healthcare to gain hands-on experience in the HIMT field. View the map of [capstone sites](#) for a list of participating organizations.

2. Contributions to regional infrastructure (Lists)

Over the last decade, new technology and regulations have changed the health information field dramatically. And as a result, it is growing *fast*. Health information technology careers are some of the fastest growing in the country, and as [For the Record magazine](#) reported in 2016:

*The supply of HIT talent fails to meet the industry's growing demand—an increasingly serious and limiting issue for organizations looking to harness HIT's power and innovate while also looking to ensure the security of patient data and adhere to privacy regulations.*

This program serves an important need for health information specialists in our local area as well as the region. In Green Bay alone, there are four major health systems that employ health information specialists. Healthcare settings in the area include acute care hospitals, long-term care facilities, physician offices, mental health facilities, and outpatient clinics. Health information specialists also work in public health and other government agencies, insurance companies, and for software vendors.

3. Scholarly activity of faculty (Lists that are not all-inclusive; maybe seek to highlight the different areas/types of activity)

### **HIMT Faculty Publications:**

Mielke, H., TYCZKOWSKI, B. L., Williams, J., & Boushley, G. (2019). Automated Scheduling to Increase Staff Satisfaction. Wisconsin Healthcare Workforce Summit, Oshkosh, Wisconsin.

Neis, M., Cefalu, V., & CHATTOPADHYAY, A. (2018). Developing a Unique Android App-driven Nifty Middle-School Educational Module on Mobile Security for Driving Basic Information Security Awareness and Generating Interests in Cybersecurity. The 49<sup>th</sup> ACM Technical Symposium. DOI: [10.1145/3159450.3162243](https://doi.org/10.1145/3159450.3162243)

### **Conference Hosted:**

12-23-2020

UW Extended Campus Collaborative Online Programs Annual Faculty Symposium. Held in Madison, Wisconsin

### **Student Success**

1. High-impact practices and individualized-learning opportunities (Some data provided; lists and/or brief narrative)

The program requires a capstone course with an applied project in a healthcare setting:

#### **HIMT 490. Capstone. 3 Credits.**

This course is capstone course for both tracks of the degree program. Students are required to find an internship site that is related to healthcare and set up a semester long project from which they can gain hands-on experience in the areas of their concentration. Project set-up will be jointly done by the student, site sponsor, and the faculty of this course, whereas internship supervision will be performed by the project supervisor and the course instructor. The minimum number of hours spent on the capstone project at the assigned site is 80 hours.

An Online Writing Lab (OWL) is available to students and offers an extensive range of writing references and tools, from handbooks and style guides to expert feedback on your written drafts.

Description of OWL at [Online Writing Lab - UW Health Information Management & Technology \(wisconsin.edu\)](http://Online Writing Lab - UW Health Information Management & Technology (wisconsin.edu))

The HIMT curriculum has a variety of problem-focused case studies and hands-on assignments and experiences to gain skill in critical thinking and positively impact student success.

2. **Retention** (TBD. Note: if program-level data is not provided, maybe list some things your program does that you believe aid in retention.)

According to the HIMT Academic Program Review of the Collaborative HIMT Program compiled in September 2018 by UW-Extension, the below information was reported on program retention (page 22 of report):

Retention rates reported by the program are good. The 2014-15 Annual Report gave a retention rate of 78%. Retention rates across the first three years of the program are very good, with an average rate of 90% reported across the program's first three years. This rate is well above the overall UW System rate of 77.1% for all 4-year institutions, excluding Madison and Milwaukee.

The above information considers students from all UW partner campuses and evaluated retention in only the HIMT portion of the BS-HIMT degree (upper 60 credits of degree).

### **Mission Relevant**

1. Relevance to mission (Narrative or lists as appropriate)

12-23-2020

The mission aligns well with the select mission of UWGB as the program provides courses from an array of disciplines. These include courses from business, computer science, healthcare and mathematics, for example. The HIMT program provides a problem focused educational experience that promotes critical thinking through pedagogical approaches and a robust capstone course in a healthcare setting. Pedagogical approaches include the use of case studies, projects, and hands-on experiences in courses.

As stated in the select mission, University core values embrace community-based partnerships and collaborative faculty scholarship and innovation. The HIMT program supports these core values.

2. Cultural enrichment (Narrative or lists as appropriate)

Student advising and program resources assist students in understanding what health information specialists do, the profession of HIMT, and the career outlook Example link on HIMT Program website: [What Do Health Information Technology Specialists Do? \(wisconsin.edu\)](http://www.wisconsin.edu/what-do-health-information-technology-specialists-do/)

3. Access (Does the program have any agreements with other institutions? For example, a transfer agreement with a technical college.)-

A Transfer Table has been created between NWTC HIT Program and UWGB's HIMT Program – link: [Articulations - Credit Transfer - Admissions - UW-Green Bay \(uwgb.edu\)](http://www.uwgb.edu/articulations-credit-transfer-admissions/)  
Additional transfer tables are being developed by UWEX with WI Technical schools and out of state programs where students apply.

## Appendices

### **Appendix 1: HIMT Headcount and Enrollments by UW Campus**

12-23-2020



## HIMT Enrollment Report

Fall 2020

### Student Counts

<u>CAMPUS</u>	<u>DEGREE</u>	<u>CERTIFICATE</u>	<u>SPECIAL</u>	<u>OVERALL</u>
GBY	96	0	27	123
LAC	5	0	1	6
PKS	55	0	0	55
STP	15	0	2	17
<b>TOTALS</b>	<b>171</b>	<b>0</b>	<b>30</b>	<b>201</b>

### Enrollment Counts

<u>CAMPUS</u>	<u>DEGREE</u>	<u>CERTIFICATE</u>	<u>SPECIAL</u>	<u>OVERALL</u>
GBY	294	0	27	321
LAC	20	0	2	22
PKS	137	0	0	137
STP	49	0	2	51
<b>TOTALS</b>	<b>500</b>	<b>0</b>	<b>31</b>	<b>531</b>