



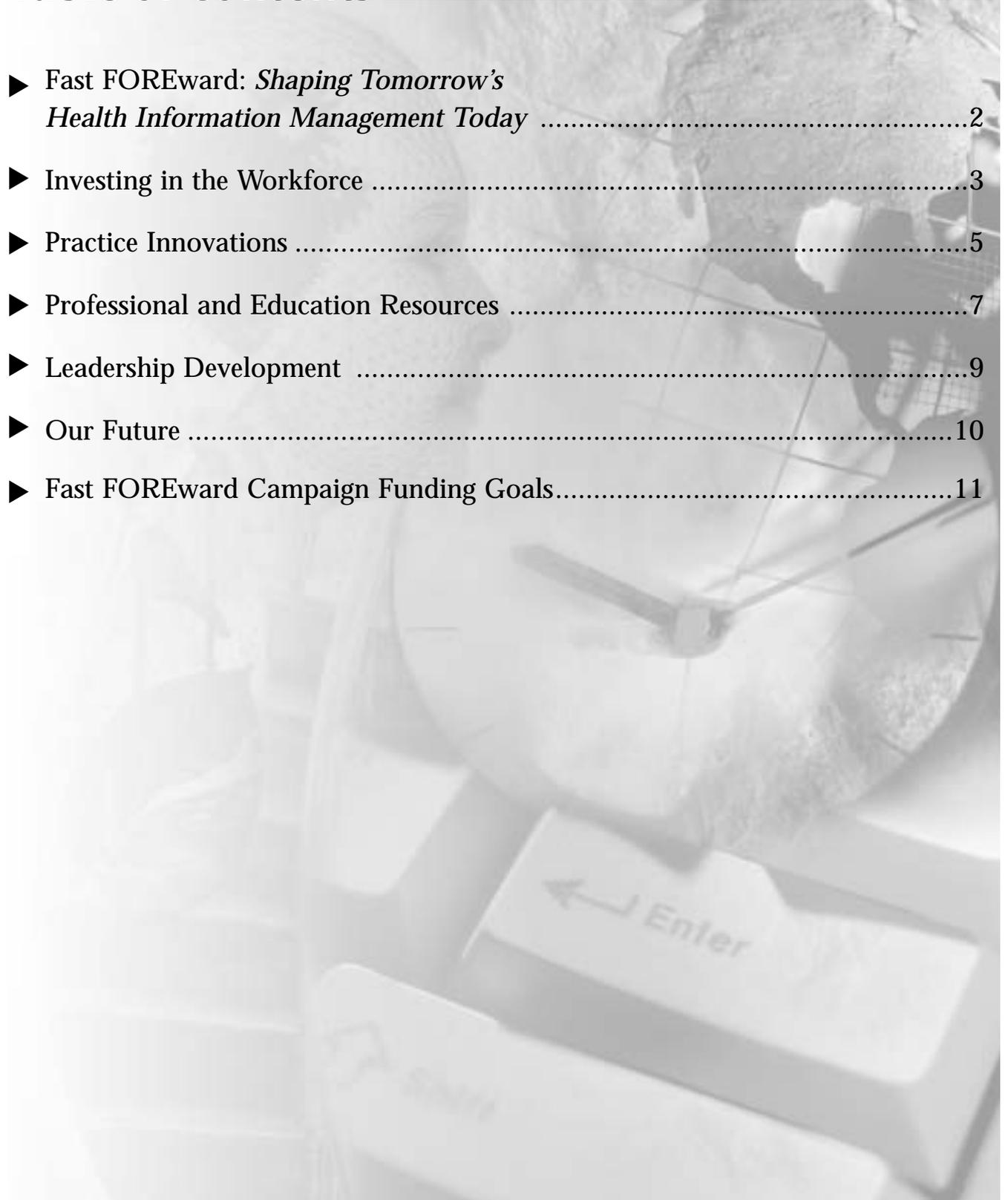
Shaping Tomorrow's Health Information Management Today



The Foundation of Research and Education of the American Health Information Management Association

Table of Contents

- ▶ Fast FOREward: *Shaping Tomorrow's Health Information Management Today*2
- ▶ Investing in the Workforce3
- ▶ Practice Innovations5
- ▶ Professional and Education Resources7
- ▶ Leadership Development9
- ▶ Our Future10
- ▶ Fast FOREward Campaign Funding Goals.....11



Fast FOREward

Anticipate, Educate, Innovate

Shaping Tomorrow's Health Information Management Today

Health information management practice is irrevocably changing as information and communication technology becomes part of the fabric of healthcare and as new regulations affecting information policy and practices are implemented.

Electronic health records will be a reality before this decade is over for nearly all healthcare organizations. Knowledge resources will be immediately accessible to caregivers. Citizens empowered by information will better understand their health and service options. Unencumbered by the physical limitations of a paper file, health information will link departments, care levels, and entire healthcare organizations. Electronic health information will chronicle episodes and changes in the life of the individual and the health of families and will drive effective public health and public policy decisions.

The health information management profession has actively prepared for these changes, but the time has come to speed this transition to new ways of managing patient information. That's what Fast FOREward is about—accelerating the profession's ability to anticipate, educate, and innovate within health information management practice to successfully transition to this new world. Intensified efforts are needed now to design new models of practice, introduce practice innovation, meet future workforce needs, and develop future health information management leaders.

The Foundation of Research and Education (FORE) of the American Health Information Management Association (AHIMA) has set a goal of raising **\$1 million** over the next two years to support this urgently needed acceleration. This ambitious goal can only be achieved through the combined efforts of all those with a stake in the future of health information management—members of the profession, its corporate partners, component state associations, and others with an interest in the continued strength of health information management.

FORE will allocate resources in four strategic areas to shape the new health information management landscape: Investing in the Workforce, Practice Innovations, Professional Resources, and Leadership Development.

Your commitment of financial support to advance the health information management field through FORE is critical during this time of profound change.

Investing in the Workforce.....\$630,000

Defining the Present—Driving the Future

Workforce Assessment Study

Fast-paced changes in technology and diversification of health information management practice have accelerated the demand for well-educated and credentialed professionals. Health information management is facing the same workforce dilemmas as other professions in the healthcare arena, leading to what has been termed a potential national healthcare crisis.

Projecting future health information management needs will be easier, thanks to a major study launched this year by FORE. The Workforce Assessment Study will provide crucial information about the current and changing health information management workforce and its educational and professional development requirements.

This study comes at a critical time for health information management. US government labor statistics project a major workforce shortage in health information management in the decade ahead. Healthcare organizations are forced to fill health information management positions with general managers; positions go unfilled for too long, with less than qualified workers performing jobs requiring health information management credentials. FORE has commissioned the Center for Health Workforce Studies, part of the School of Public Health at the State University of New York at Albany, to conduct national research on current workforce needs and the changes that will be brought about by healthcare and technology changes over the next decade.

Quantifying the employment picture will illustrate the breadth of health information management roles and functions, underscoring health information management professionals' importance in healthcare. Recommendations developed from study results will enable those in the health information management field to better prepare for future roles. The study will:

- Illustrate how developing technologies will change the way health information management professionals work and identify emerging workplace needs and career opportunities
- Clarify and strengthen perceptions of health information management professionals to ensure that employers fully utilize and appreciate the potential roles these individuals can take in the new healthcare world
- Assist employers by helping to define short-term and future hiring needs

(continued)



“ *The results of AHIMA's workforce study will not only be beneficial to the Association, but to the entire healthcare industry. This study is an excellent example of how the Foundation can facilitate the kind of pro-active, future-oriented initiatives that are crucial to the advancement of health information management. As a company with a long-term commitment to the future of the profession, we feel we have a responsibility to play a leadership role in helping to ensure that work such as this can move forward.* **”**

Tom Anastasio, Business Unit Director, HIM, 3M Health Information Systems, Wallingford, CT, Member, 2002 FORE Board of Directors

- Guide decisions related to educational curricula and accreditation policies so that future health information management practitioners will be prepared for the new demands of the profession
- Leverage support for current programs and encourage new program development to benefit colleges and universities that educate health information management professionals
- Provide more comprehensive data on salary levels nationwide, that will enable AHIMA to more effectively advocate on behalf of members for the increased recognition and improved salaries that will attract and keep skilled, qualified professionals in these crucial positions

This study will provide answers that the profession needs now. It will also allow AHIMA to continue collecting trend data after the formal study is complete. With this data, health information management professionals will be better able to respond to sweeping changes and expectations in the healthcare industry and to position themselves for long-term success.

Merit Scholarships

To counter shortages in the professional health information management workforce, AHIMA has increased its efforts to recruit students into the field. State and local associations are mobilizing to support these recruitment efforts. FORE's longstanding Merit Scholarship program has also been expanded—as far as current resources will permit.

A healthy scholarship program is essential to developing the future health information management workforce, particularly as other sources of educational funding decline. For many students, financial assistance is a necessity in order to continue their studies. The availability of scholarship support ensures that outstanding students, who will be strong health information management professionals, are not excluded purely by financial need. Scholarship awards based on merit encourage and recognize those who have great potential to advance the profession in the future.

The FORE Merit Scholarship program has grown in the last 10 years. Since 1991, the number of scholarships awarded has grown from a handful to 44. Unfortunately, this still means that last year more than 60 qualified students were not able to receive scholarships due to the lack of available funds.

New expectations for a highly educated and rapidly expanding workforce require that the scholarship program keeps pace with demand. The immediate goal is to support at least a one-third increase in the number of undergraduate and graduate scholarship awards over the next two years. FORE needs your help to increase the availability of scholarships, which in turn will reenergize student recruitment into the field.



“ *The FORE scholarship awards help offset the cost of higher education, and for many students that means the difference between continuing in a program or not. Receiving a scholarship award gave me that needed boost in self-confidence, that sense of validation, which encouraged me to keep striving toward the final goal. It is truly an honor to have one's academic efforts recognized in this way, and reinforces my choice to advance my education and commitment to this profession.* ”

Bunnie Cobb, RHIT, CCS, Coding Compliance Manager, Robinson Memorial Hospital, Ravenna, OH, 2000 AHIMA/FORE Triumph Award, New Frontier Award, 2000 FORE Merit Scholarship recipient

Practice Innovations . \$150,000

Developing Best Practice—Innovative Solutions

Best Practices and Practice Solutions

To resolve critical workplace issues, health information management professionals need access to practical information on how others have solved a problem or improved a process. FORE's Practice Solutions and Best Practices programs are an invaluable source of benchmarking data that are useful in planning, decision-making, and daily operations, thus allowing health information management professionals to make changes with greater speed and confidence.

Practice Solutions awards recognize programs that have had a positive impact on the daily practice of HIM. These programs may have led to quality or process improvement, improved efficiency, lowered costs, or otherwise addressed a particular problem in the HIM workplace. Best Practices are fully implemented programs that meet or set new standards or introduce innovations in the management of health information. These practices have been benchmarked and tested, and outcomes have been carefully measured, evaluated, and documented.

Fast FOREward will allow FORE to expand the Practice Solutions and Best Practices programs to include development grants, additional clearinghouse resources, and increased visibility both within and outside the profession. It will also permit wider recognition for those who are developing important practice improvements. Your help is needed to fully realize FORE's vision of a readily accessible clearinghouse of practical and comparative information to drive change and innovation in health information management practice, resulting in improved healthcare services and patient satisfaction.



“ *The nature of the profession we have chosen causes us to face daunting tasks on a daily basis. What helps us to manage and grow professionally is our ability to learn from one another. The Best Practice program recognizes the merit of innovations developed at the clinical level and shares it with others in the profession. This acknowledgment has proven to be a great opportunity to increase exposure and recognition of the skill-set health information management staff bring to the table, both within my own organization and to a wider audience.* **”**

**Mary E. Nelson, RHIA, EMR Project Manager/Supervisor,
Sioux Valley Hospital, Sioux Falls, SD,
2001 FORE Best Practice Award**

Applied Research

One of the ways a profession demonstrates its value and earns recognition is through the research it contributes to its field. Never before has the need for research into new theories and methods for health information management been so acute. Imagine trying to implement a clinical data repository without the knowledge of what standards for data quality are achievable. Imagine implementing ICD-10 without baseline information on productivity expectations. That is the industry's situation today.

Without research, monumental changes are being made with no roadmaps. Best practices are the result of workplace innovation studied under one specific set of conditions. Applied research links theory to practice by testing hypotheses in a variety of settings in order to identify the range of factors to be considered in successful implementation of new solutions. The health information management profession needs both best practices and research to be in a position to lead innovation.

The current health information management body of research is not adequate to show how best to apply new technology, processes, and policies, or to define the results that should be expected. The health information management profession does not currently have a sufficient pool of qualified researchers, either to conduct the research the profession so urgently needs, or to adequately support the needs of allied health research that depends on the health information management professional's knowledge of patient data. Both of these issues must be addressed now.

As one of the very few direct funding sources for health information management-related research, FORE currently is able to offer limited grants in aid of research. Fast FOREward will expand the dollars available to support the production of new knowledge and insight for the industry, develop new research capabilities within the profession, and support the transformation of practice. Your support will enable FORE to provide additional research grants, establish a research fellowship program, and expand dissertation support for health information management professionals completing their doctoral studies.



“ *There really is no other resource that provides research funding specific to health information management. The Foundation's research agenda is focused on advancing our discipline and defining new directions for the profession. The applied research funded through FORE helps to guide the profession by supporting the development of standards, validating best practice, developing benchmark data, and improving current practice. Engaging in applied research is critical to our recognition as a profession.* **”**

**Valerie J. M. Watzlaf, PhD, RHIA, Department of Health Information Management,
School of Health & Rehabilitation Sciences, University of Pittsburgh,
2001 AHIMA/FORE Triumph Award for Research,
2000 FORE research Grant-in-Aid**

Professional and Education Resources..\$120,000

Centralized, Comprehensive Access to Core Information

FORE Library: HIM Body of Knowledge

For 40 years, FORE was synonymous with the FORE Library. Today, FORE supports the HIM Body of Knowledge, a comprehensive, searchable, Web-based repository of the body of professional knowledge for the health information management field. Whether getting a quick question answered, checking a reference, or preparing an in-depth paper, the HIM Body of Knowledge is instantly accessible online 24 hours a day.

The FORE Library: HIM Body of Knowledge serves as the premiere industry resource supporting the theory and practice of health information management today. This primary document resource will include full-text journal articles, books, newsletters, practice briefs, conference notes, audio seminars, and other information resources owned by AHIMA. In addition to its proprietary holdings, this Web-based system will include a comprehensive list of related links to important health information management materials stored elsewhere.

The FORE Library: HIM Body of Knowledge was launched in the fall of 2001 with the commitment that it would grow over time as more print resources are converted to electronic format. By donating to the Fast FOREward campaign, you can accelerate the pace and scope of this conversion. The benefit to health information management is direct and measurable—extensive information resources will be instantly available whenever they are needed.



“ *Ready access to knowledge is almost as important as knowledge itself. Now take access and put it under one roof, and you have the FORE Library: HIM Body of Knowledge. This searchable online database will be the single most important source for health information management practitioners, educators, and students. It’s a dream we’re making a reality today. The Fast FOREward campaign is about exactly that—seeing the horizon and being able to move toward it with confidence, certainty, and speed.* ”

**Barbara Odom-Wesley, PhD, RHIA, President,
Consultant, MedPro Services, Arlington, TX,
2002 AHIMA President**

Advancing the Health Information Management Curriculum

The viability of the academic network for educating health information administrators and health information technicians is a central and critical concern for the health information management profession. Without high quality programs filled to capacity with qualified students, workforce shortages will become more acute and advances in practice will not be sustainable. Educators face the same challenges as practitioners due to the rapidly changing scope and content of professional practice. How do they prepare graduates with the skills that will carry them to a world of practice that is fully computer-based?

The impact of technology on colleges and universities is as dramatic as it is in healthcare. Educational programs are incorporating distance education into their curricula to meet the needs of today's students and to improve the productive use of valuable faculty time. This same technology is being used to facilitate interaction between educators.

Through Fast FOREward, FORE will expand the scope of the online community for educators, begun in the late 90s as the HIM Institute for Learning Excellence. Faculty will have access to a range of resources including:

- Model curricula
- Curriculum support guides
- Research updates
- Online educator communities
- Access to experts in current education issues, such as implementation of new education delivery systems, student motivation, diversity, and integration of new technologies into the curriculum

FORE also supports a series of HIM Institute lectures at the annual Assembly on Education Summer Symposium and at the AHIMA National Convention. Distance learning, generational issues, informatics, new health information management roles and their impact on education, and problem-centered learning are just a few of the education topics addressed in these forums.

Continued support of educators is vital as they advance the curriculum to meet the needs of the profession. These funds will nurture the development of innovative, collaborative, and technology-based educational resources that are integral to the vitality of the health information management education system.



“ *Educators need support to meet the challenges of maintaining a healthy network of academic programs that prepare health information management professionals to succeed in the new health information management marketplace. Fast FOREward will accelerate our efforts at implementing the model curriculum, developing new educational delivery systems, and supporting faculty professional development.* **”**

Gail I. Smith, MA, RHIA, CCS-P, HIT Program Chair,
Cincinnati State Technical and Community College, Cincinnati, OH;
Chair, 2002 AHIMA Education Strategy Committee

Leadership Development\$100,000

Developing and Sustaining Those Who Provide a Vision for the Future

The future of the profession also depends on having effective leadership, prepared to make the best policy decisions. Recognizing current leaders and mentoring and training leaders for the future is an essential Association commitment. Strong leadership is vital to advancing health information management at the institutional level, and to sustaining AHIMA as a strong national voice for the profession.

Leadership Conference

FORE supports the development of volunteer leadership by hosting an annual Leadership Conference, which provides state and local leaders with the tools to support personal and professional leadership growth. The Conference also provides a forum for dialogue on important issues facing the profession. This meeting provides models that can be implemented at the local level, and a vehicle through which participants can share their knowledge and enthusiasm with each other and with those who will follow them into positions of responsibility.

As architects for the profession’s future, the Association’s local and national volunteer leaders make crucial decisions affecting the profession. It is critical to help them do the very best job that they can, particularly in this time of rapid change where the decisions are tougher and the stakes higher.

Triumph Awards

Individuals who have made a significant impact on the field of health information management are recognized during AHIMA’s national convention with the Triumph Awards. This annual celebration spotlights innovation and excellence as a key element of professional vitality. The public recognition of those who are leading the way documents their achievements and serves as inspiration to others.

The Triumph Awards underscore the value of those who serve in leadership roles in practice, education, research, and volunteer governance, and who take chances that benefit the entire health information management community. Triumph Award recipients serve as powerful role models for others to emulate. They reinforce the importance of leadership, innovation, excellence and personal and professional growth as hallmarks of the health information management profession. The Fast FOREward campaign will provide the funds to sustain this core program.



“ *The Leadership Conference and Triumph Awards place the spotlight on change and encourage and recognize the people who make things happen. They provide for the sharing of values, ideas, and inspiration and nurture the development of mentoring relationships that will serve to advance the work we do. These programs allow us to identify, to ourselves and others, the qualities that we value as a profession.* ”

**Monica Pappas, RHIA, President, Monica Pappas Consultants,
2002 AHIMA and FORE Boards of Directors and
recipient of the first Triumph Award Visionary Award**

Our Future

Partnering for excellence

FORE's Mission

The Foundation of Research and Education (FORE) of AHIMA was established 40 years ago to provide financial and intellectual resources to sustain and recognize continuous innovation and advances in health information management for the betterment of the profession, healthcare, and the public.

Its role has never been more critical. FORE has made important strides over the past five years—significant first steps that indicate our readiness and ability to have greater potential impact with the funding provided through the Fast FOREward campaign. Through research, education, and public awareness initiatives the Foundation ensures the vitality, visibility, and viability of the health information management profession—now and into the future.

Leading Change in Health Information Management

AHIMA and FORE are committed to serving health information management, the healthcare industry, and its consumers. The Fast FOREward campaign is evidence of the health information management profession's resolve to seize and shape the opportunities of a new world of practice, to succeed in advancing health information management and to ensure that the next generation of professionals is prepared to lead. The time for action is now.

Take a leading role in the future of health information management. Partner with FORE to guide and facilitate the evolution and growth of the health information management profession. Become a change agent through your commitment to support innovation and advancement now, and as we prepare the next generation of health information management professionals.

The 2002–2003 FORE initiative reflects the challenges facing the health information field and the resolve of the Association to succeed. Your generous investment in the campaign signals your support of these goals, and ensures that a career in health information management offers as much opportunity to professionals in the future as it does today.

Share our vision of tomorrow. Your generosity today will make that vision a reality.



“ For nearly 40 years, FORE has served as the funding mechanism and driving force behind some of health information management's most thoughtful and far-reaching initiatives. From hands-on best practice tools to the research that will help define standards for the electronic health record, FORE has demonstrated commitment to leadership and innovation in health information management matters. The investment each of us makes with our contributions to the Fast FOREward campaign will provide high returns for all who share a vision for the advancement of health through quality information. ”

**Charlotte S. Barrett, MBA, RHIA, CHE, Assistant Chairman for Administration,
University of Miami, Department of Orthopaedics & Rehabilitation,
Chair, 2002 FORE Board of Directors**

Fast FOREward Campaign Funding Goals

Shaping Tomorrow's Health Information Management Today

▶ <i>Investing in the Workforce</i>	\$630,000
<hr/> Workforce Assessment Study Merit Scholarships	
▶ <i>Practice Innovations</i>	\$150,000
<hr/> Best Practices and Practice Solutions Applied Research	
▶ <i>Professional and Education Resources</i>	\$120,000
<hr/> FORE Library: HIM Body of Knowledge Advancing the Health Information Management Curriculum	
▶ <i>Leadership Development</i>	\$100,000
<hr/> Leadership Conference Triumph Awards	
▶ <i>Total Goal</i>	\$1,000,000
<hr/>	

For more information on giving opportunities, or to make a gift to FORE, please contact:

Eileen M. Murray, Director
 FORE Foundation
 (312) 233-1167

or
 e-mail:
 eileen.murray@ahima.org.

You may also make a gift online by going to the FORE Web site at www.ahima.org/fore



Shaping Tomorrow's Health Information Management Today

The Foundation of Research and Education
of the American Health Information
Management Association
233 N. Michigan Ave., Suite 2150
Chicago, IL 60601-5800



(312) 233-1100
www.ahima.org/fore