

## Case Study VIII. Sustaining the Profession through the Support of Educational Opportunities

The BS degree program director in Health Information Administration has contacted several hospitals seeking directed practice sites for students. One Department director who has been contacted multiple years and repeatedly refused to accept a student because the hospital went live with an electronic record in the previous year and has a very tight budget that does not give any additional training time for students. The program director is still looking for a possible clinical site for the student. Is the director of the HIM Department in violation of the Code of Ethics? Is there an ethical violation, dilemma, or concern?

In this scenario, there is an ethical concern.

1. *What was the AHIMA member's actions that resulted in an ethics violation being brought forward?*

The concern is for the students to receive skills and to strengthen the professional workforce. The director may be acting with integrity knowing she cannot devote the time to provide a student with a high-quality experience.

2. *What AHIMA Ethical Code has been violated?*

The principles and guidelines that this member possibly violated include:

Principle 7. Recruit and mentor students, staff, peers, and colleagues to develop and strengthen professional workforce.

Guideline 7.1. Provide directed practice opportunities for students.

Guideline 7.2. Be a mentor for students, peers and new health information management professionals to develop and strengthen skills.

3. *What is the potential harm to the organization or AHIMA as a result of the act?*

It is the responsibility of AHIMA members to mentor students to develop and strengthen the professional workforce.

*4. What is the status of the AHIMA member's training, education, and awareness of the AHIMA Code of Ethics?*

As a member of AHIMA, the HIM director should be aware of the AHIMA Code of Ethics.

Resolution: As AHIMA professionals, it is our responsibility to provide students with a hands-on opportunity to increase their skills and prepare them to join the workforce. We should value the opportunity to share our knowledge and grow the workforce. Convey the importance of this responsibility and coordinate with the leadership of your facility for future student placement.