

# Non-Traditional HIM Job Trends – Think Outside the Box

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# AGENDA

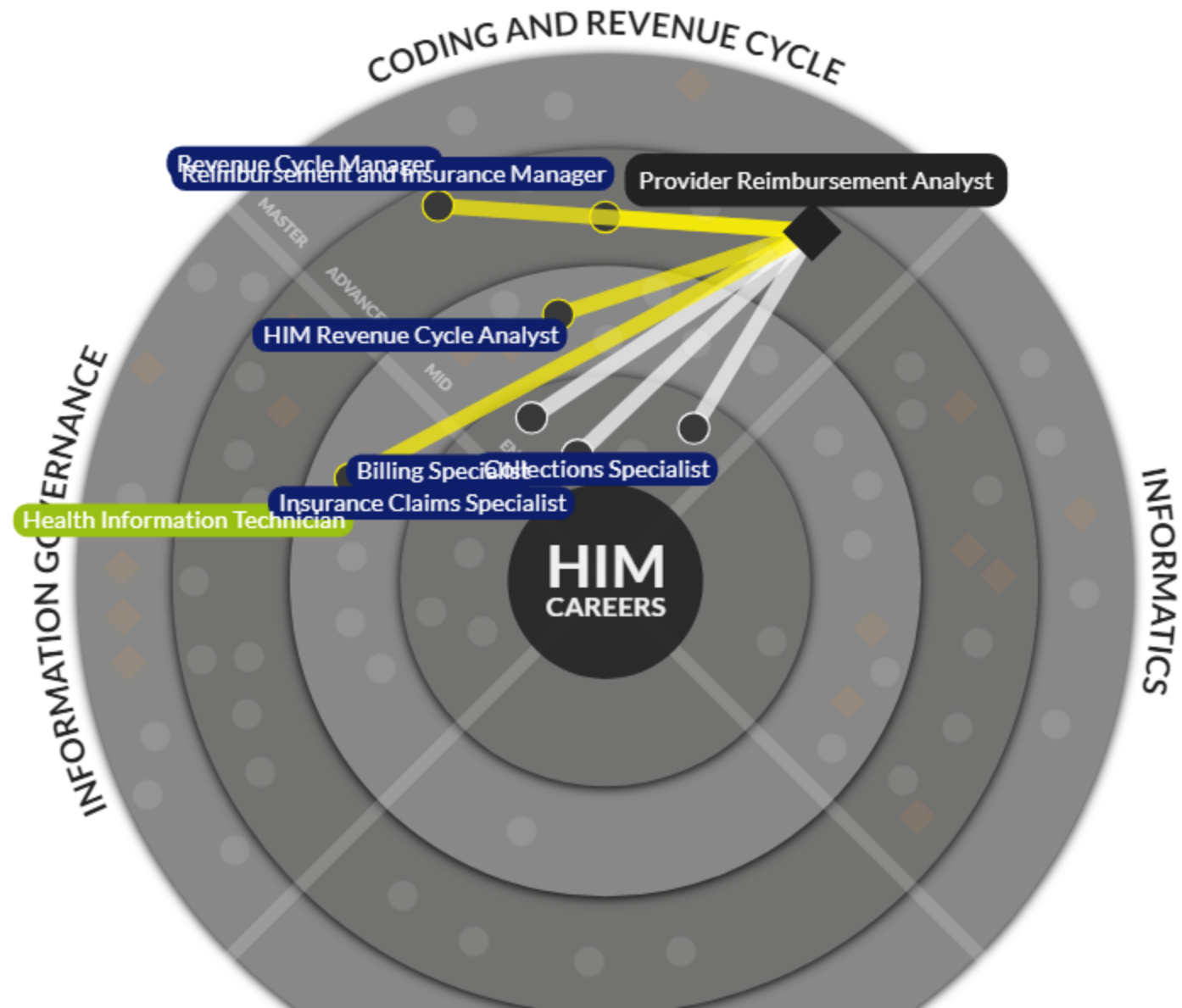
- Discuss traditional vs. alternative and non-traditional HIM careers
- View examples from current job postings
- Explore featured professionals journeys
- Discuss ways to move to alternative roles
- Resources

# HIM Careers - Traditional

- HIM Department
  - HIM Director, Manager, Supervisor
  - HIM Staff – Technician, Coder
    - Hospital, Large Clinic, Long Term Care
- HIM Manager
  - Health insurance companies
  - Prisons
  - Veterinary Clinics

## Provider Reimbursement Analyst (Emerging)

The Provider Reimbursement Analyst acts as a primary resource person for the facility management staff.



# CT Job Postings – United Healthcare

- Employer Installation Administrator
- Health Information Specialist
- Non Disclosure Agreement Specialist
- Data Analyst II
- Business Process and Data Analyst

# Indeed.com

- Revenue Cycle Analyst – Billing and consulting company
- Medical Record Auditor and Training Consultant – Anthem
- Fraud Analyst
- Data and Reporting Analyst
- Revenue Integrity Analyst (HHC, CCS or CPC)
- Application Analyst (YNH)
- Revenue Cycle Operations Provider Liason (Trinity)
- Epic System Analyst

# Professional #1

MSHI, RHIA, CHDA, CPC

Health System Specialist, Terminology Standards Division

Health Informatics, Knowledge Based Systems

Office of Informatics & Information Governance (OIIG)

Veterans Health Administration (VHA)

US Department of Veterans Affairs

# His Journey

- 2003- Began BSHIM program
- 2005- Began work as HIM file clerk
- 2006- Began work as research assistant for a university Division of Preventative Medicine
- 2007- Interned in HIM; completed BSHIM, passed RHIA, began work as Data Quality Analyst for VA
- 2008- Began MS Health Informatics program



# His Journey (cont.)

- 2009- Passed CPC; became involved with a HI student association and HIMSS
- 2010- Landed first management position (Assistant Chief, HIM); Completed MS Health Informatics; began work as adjunct instructor in HIM
- 2013- Promoted to Chief, HIM
- 2014- Passed CHDA
- 2015- Elected to BoD, CtHIMA
- 2016- Moved to current position with VA in Health Informatics

# Transition to Health Informatics

- HIM provides excellent foundation for working in informatics
- Informatics is broad, just like HIM. Many roles, many needs in the field
- Governance is a frequent topic of discussion
- Informatics must recognize the important role of HIM. HIM must be “at the table” **always**
- HIM professionals must demonstrate foundational knowledge of Informatics
- Understanding the **functionality** of electronic medical records is just as important as understanding the **content**

# Professional #2

## Cindy Edgerton MHA, Med, RHIA

- My Journey
- My Skill set I built on and how

# My Path as an HIM Educator

- 7 years of HIM Supervisory/Management roles
- 1995 – Opportunity to start a new HIM Associate Degree program
- 1996-2000 – Adjunct instructor at a Community College
- 2000 – Opportunity to take over a struggling HIM Associate program
- 23 years later still teaching
- In 2007 got a Masters in Higher Education and it opened many doors
- In 2015 Masters in Healthcare Administration

# Becoming an HIM Educator

- Must have a degree higher than the program you will teach in
  - Many will require a masters degree
  - Some require a doctorate
- Start out as an adjunct to gain experience
  - Make sure you like it
  - Learn how to teach
  - Learn about the culture and processes in higher education

# Local Need

- With the state of CT adding several HIM programs in the last few years, there is a need for Program Directors and instructors
- Pay is sometimes less than working in the field, but there is much more flexibility and often summers off
- Online teaching opportunities nationally

# Educator Resources

- AHIMA Educator Resources
  - <http://www.ahima.org/education/educators>
- Assembly on Education Engage Community
  - <http://engage.ahima.org/communities/community-home?CommunityKey=8adda072-9895-4745-b146-5dab6875433b&ct=52fc9c9a7de8a462d661929afd1d56d997a9b0114d72941b6d4dd39ff9fbc3f487aeb7939e6de3d2243dd4ae7f189255d9b4572c8f604cad5aadd6503f159892>

# Professional #3

## BS HIM Student

- HIM associates program in 2007
- Quality Data Analyst for a hospital
- 2014 moved to a different position in the same health system as an applications analyst building and implementing a standardized EHR within our system, Epic
- Started at Charter Oak for my BS in HIM
- The fact that I was getting my BS helped her get considered for another position within the same system. Business Intelligence Analyst
  - Design, maintain and produce many reports for the command center. This position allows for me to continue to be in the EHR and to develop dashboards utilizing Epic



# AHIMA Advantage

- [http://www.ahimaadvantage-digital.com/ahimaadvantage/august\\_2018?pg=1#pg1](http://www.ahimaadvantage-digital.com/ahimaadvantage/august_2018?pg=1#pg1)
- HIM Professionals Chart a New Course in Informatics
- AHIMA defines informatics:
  - A collaborative process that involves people, processes, and technologies to produce and use trusted data for better decision-making
- Hired their first Director of Informatics in March
  - Webinars, CPHI exam prep series, blog, dedicated Twitter account (@AHIMAINformatic)

# Up and Coming Informatics Roles

- Government and commercial payers
- Interoperability
- Patient access to electronic data and patient portals
- Public health
- Clinical data registries

# CANCER REGISTRY

## CTR – Work Settings

- Cancer Treatment Centers; Acute Care
- State Registry
- Regulatory Agencies
- Accrediting Agencies
- Research & Pharmaceutical Firms
- Software Vendors & Contract Service Providers (Remote)

## CAREER OPPORTUNITIES

- Shortage in the last 10 years - average vacancy of 1.5 FTEs
- 2011 – 316 took exam only 196 passed 62%
- Average age is 48; with 135 leaving profession annually
- NCRA -2021 need for 800 new registrars due to retirement and increase in CA cases

# Recognize Your Value to Your Organization or Future Organization

- Make a list of the skills you have
- What is your passion?
- What journey do you want to take (its never too late!)
- Are there educational gaps that you need to fill
- Once you identify it ask - How can I help the organization?
  - Then market yourself
  - Get noticed

# Skill Building

- Take every opportunity, even unpaid, to learn new skills and demonstrate your abilities to others.
- Give back. Volunteer. Mentor. Teach. You will benefit just as much as others.
- Value diversity in every form. Diversity of work, of opinion, of people.
- HIM garnered interest in EHRs, which garnered interest in Informatics.
- What do you want? Don't make your goals too rigid. Enjoy the journey.
- Success is part preparation and part circumstance.

# Map your passion

- Take on new projects
- Collaboration is a skill , explore it
- Ask to shadow or find a mentor or become one yourself!
- Explore, read job postings, adjust your resume and cover letter to match that non-traditional job opportunity
- Most HIM professionals who have found their way to alternative careers have taken steps to get there
  - Learned, stepped up, networked, stepped out of their comfort zone

# Resources to explore

- <http://www.ahima.org/careers>

Launch into the website - there is a host of materials to take advantage of :

- Body of Knowledge
- Webinars
- Books
- Career prep tools
- Career Map



# ORGANIZATIONS

- National Cancer Registrar's Association (NCRA) [www.ncra-usa.org](http://www.ncra-usa.org)
- American Health Information Management Association (AHIMA) [www.ahima.org](http://www.ahima.org)
- State & Regional Organizations
  - CTHIMA
  - eHealthCT <http://ehealthconnecticut.org/HIE.aspx>
  - HITE-CT <http://www.ct.gov/hitect/site/default.asp>  
Health Information Technology Exchange Connecticut

# AHIMA Journal

- Look for the August 2017 edition
  - HIM jobs in non-acute settings

# Be Creative!

- Look and listen
- Meet people
- Ask questions
- Sell yourself
- Focus on skills rather than job titles

# Questions

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