CHARTER OAK STATE COLLEGE
Baccalaureate Level HIM Curriculum Map – DOMAINS AND SUBDOMAINS
2011 Curriculum

Entry Level Competency Student Learning Outcomes	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
DOMAIN I. Health Data Management																	
I.A. Subdomain: Health Data Structure Content, and Acquisition	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Manage health data (such as data elements, data sets, and databases).			X							X							
Ensure that documentation in the health record supports the diagnosis and reflects the patient's progress, clinical findings, and discharge status.			X					X									
I.B. Subdomain: Healthcare Information Requirements and Standards	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Develop organization-wide health record documentation guidelines.			X			X										X	
Maintain organizational compliance with regulations and standards.			X			X										X	
Ensure organizational survey readiness for accreditation, licensing and/or certification processes.			X													X	

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	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Design and implement clinical documentation initiatives.			X													X	
I.C. Subdomain: Clinical Classification Systems	**ITE 102**	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**
Select electronic applications for clinical classification and coding.								X	X	X							
Implement and manage applications and processes for clinical classification and coding.							X	X	X	X							
Maintain processes, policies, and procedures to ensure the accuracy of coded data.							X	X	X	X							
I.D. Subdomain: Reimbursement Methodologies	**ITE 102**	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**
Manage the use of clinical data required in prospective payment systems (PPS) in healthcare delivery.							X										
Manage the use of clinical data required in other reimbursement systems in healthcare delivery.							X										
Participate in selection and							X										

development of applications and processes for chargemaster and claims management.																	
Implement and manage processes for compliance and reporting.							X									X	
Participate in revenue cycle management.							X										

II.A. Subdomain: Healthcare Statistics and Research	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Analyze and present data for quality management, utilization management, risk management, and other patient care related studies.												X				X	
Utilize statistical software												X					
Ensure adherence to Institutional Review Board (IRB) processes and policies.																X	

II.B. Subdomain: Quality Management and Performance Improvement	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Provide support for facility-wide quality management and performance improvement programs.																X	
Analyze clinical data to identify trends that demonstrate quality,																X	

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III.A. Subdomain: Healthcare Delivery Systems	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
safety, and effectiveness of healthcare.																	
Apply Quality Management tools.															X		
DOMAIN III. Health Services Organization and Delivery																	
Evaluate and implement national health information initiatives in the healthcare delivery system for application to information systems policies and procedures.		X															
Interpret, communicate, and apply current laws, accreditation, licensure and certification standards related to health information initiatives at the national, state, local, and facility levels.		X												X		X	
Analyze and respond to the information needs of internal and external customers throughout the continuum of healthcare services.		X														X	
Revise policies and procedures to comply with the changing health information regulations.					X									X			
Translate and interpret			X											X			

	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
health information for consumers and their caregivers.																	
III.B. Subdomain: Healthcare Privacy, Confidentiality, legal and Ethical Issues																	
Coordinate the implementation of legal and regulatory requirements related to the health information infrastructure														X			
Manage access and disclosure of personal health information.														X			
Develop and implement organization-wide confidentiality policies and procedures.														X			
Develop and implement privacy training programs.														X			
Assist in the development of security training.														X			
Resolve privacy issues/problems														X			
Apply and promote ethical standards of practice.														X			
Define and maintain elements of the legal health record.													X	X			
Establish and maintain e-Discovery guidelines.													X	X			

IV.A. Subdomain: Information and Communication Technologies	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Implement and manage use of technology, including hardware and software to ensure data collection, storage, analysis, and reporting of information.	X					X							X				
Contribute to the development of networks, including intranet and Internet applications to facilitate the electronic health record (EHR), personal health record (PHR), public health, and other administrative applications.	X					X							X				
Interpret the use of standards to achieve interoperability of healthcare information systems.	X					X							X				
IV.B. Subdomain: Information Systems	**ITE 102**	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**
Apply knowledge of database architecture and design (such as data dictionary, data modeling, data warehousing) to						X									X		

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16
meet organizational needs.																
Monitor use of clinical vocabularies and terminologies used in the organization's health information systems.										X					X	
Manage clinical indices/databases/registries.			X												X	
Apply appropriate electronic or imaging technology for data/record storage.	X					X								X		
Apply knowledge of database querying and data mining techniques to facilitate information retrieval.						X									X	
Implement and manage knowledge-based applications to meet end-user information requirements.	X					X							X		X	
Design and generate administrative reports using appropriate software.						X							X		X	
Participate in system selection processes (RFI and RFP).						X							X			
Evaluate and recommend clinical, administrative,						X							X			

	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
and specialty service applications (RFP vender selection, electronic record, clinical coding).																	
Apply appropriate systems to life cycle concepts, including systems analysis, design, implementation, evaluation, and maintenance to the selection of healthcare information systems.						X							X				
IV.C. Subdomain: Data Security																	
Protect electronic health information through confidentiality and security measures.						X							X	X			
Protect data integrity and validity using software or hardware technology.						X							X				
Implement and monitor department and organizational data and information system security policies.						X								X			
Recommend elements that must be included in the design of audit trails and data quality monitoring programs.						X								X			
Recommend elements						X							X				

that should be included in the design and implementation of risk assessment, contingency planning, and data recovery procedures.																	

V.A. Subdomain: Human Resources Management	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Manage human resources to facilitate staff recruitment, retention, and supervision.											X						
Ensure compliance with employment laws.											X						
Develop and implement staff orientation and training programs.											X						
Develop productivity standards for health information functions.											X						
Monitor staffing levels and productivity, and provide feedback to staff regarding performance.											X						
Benchmark staff performance data incorporating labor analytics.											X						
Develop, motivate, and support work teams.											X						
Analyze and report on budget variances.											X	X					

	ITE 102	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460
Evaluate and manage contracts.											X						
Apply principles of ergonomics to work areas.											X						
V.B. Subdomain: Strategic Planning and Organizational Development																	
Apply general principles of management in the administration of health information services.											X					X	
Assign projects and tasks to appropriate staff.											X					X	x
Demonstrate leadership skills.											X						X
Apply project management techniques to ensure efficient workflow and appropriate outcomes.											X					X	X
Facilitate project management by integrating work efforts, as well as planning and executing project tasks and activities.											X					X	X

CHARTER OAK STATE COLLEGE
Baccalaureate Level HIM Curriculum Map – DOMAINS AND SUBDOMAINS
For New Curriculum (Implemented by August 1, 2017)

Entry Level Competency Student Learning Outcomes	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
DOMAIN I. Data Content Structure and Standards																	
Subdomain I.A. Classification Systems	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Evaluate, implement and manage electronic applications/systems for clinical classification and coding							X	X									
Identify the functions and relationships between healthcare classification systems							X	X	X								
Map terminologies, vocabularies and classification systems										X							
Evaluate the accuracy of diagnostic and procedural coding							X	X									
Subdomain I.B. Health Record Content and Documentation	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Verify that documentation in the health record supports the diagnosis and reflects the patient's progress, clinical findings, and discharge status							X	X									
Compile organization-wide health record documentation guidelines		X											X				
Interpret health information standards		X													X		
Subdomain I.C. Data Governance	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Format data to satisfy integration needs					X							X					
Construct and maintain the standardization of data					X							X					

	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
dictionaries to meet the needs of the enterprise																	
Demonstrate compliance with internal and external data dictionary requirements					X							X					
Advocate information operability and information exchange					X							X					
Subdomain I.D. Data Management	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Analyze information needs of customers across the healthcare continuum																	
Evaluate health information systems and data storage design					X							X		X			
Manage clinical indices/databases/registries		X												X			
Apply knowledge of database architecture and design to meet organizational needs														X			
Evaluate data from varying sources to create meaningful presentations													X		X		
Subdomain I.E. Secondary Data Sources	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Validate data from secondary sources to include in the patient's record, including personal health records									X			X		X			
DOMAIN II. Information Protection: Access, Disclosure, Archival, Privacy and Security																	
Subdomain II.A. Health Law	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Identify laws and regulations applicable to health care		X											X				
Analyze legal concepts and principles to the practice of HIM													X				
Subdomain II.B. Data Privacy Confidentiality and	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**

Security																
Analyze privacy, security and confidentiality policies and procedures for internal and external use and exchange of health information												X				
Recommend elements included in the design of audit trails and data quality monitoring programs				X								X				
Collaborate in the design and implementation of risk assessment, contingency planning, and data recovery procedures												X				
Analyze the security and privacy implications of mobile health technologies												X				
Develop educational programs for employees in privacy, security, and confidentiality												X				

Subdomain II.C. Release of Information	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Create policies and procedures to manage access and disclosure of personal health information													X				X
Protect electronic health information through confidentiality and security measures, policies and procedures													X				X

Subdomain III.A. Health Information Technologies	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Utilize technology for data collection, storage, analysis, and reporting of information					X												X
Assess systems capabilities to meet regulatory					X												

	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
requirements																	
Recommend device selection based on workflow, ergonomic and human factors					X												
Take part in the development of networks, including intranet and Internet applications					X												
Evaluate system architecture, database design, data warehousing					X												
Create the electronic structure of health data to meet a variety of end user needs					X							X					
Subdomain III.B. Information Management Strategic Planning	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Take part in the development of information management plans that support the organization's current and future strategy and goals					X												
Take part in the planning, design, selection, implementation, integration, testing, evaluation, and support of health information technologies					X												
Subdomain III.C. Analytics and Decision Support	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Apply analytical results to facilitate decision-making					X												
Apply data extraction methodologies					X												
Recommend organizational action based on knowledge obtained from data exploration and mining					X												
Analyze clinical data to identify trends that															X		

	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
demonstrate quality, safety, and effectiveness of healthcare																	
Apply knowledge of database querying and data exploration and mining techniques to facilitate information retrieval														X			
Evaluate administrative reports using appropriate software															X		X
Subdomain III.D. Health Care Statistics	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Interpret inferential statistics											X						
Analyze statistical data for decision making											X						
Subdomain III.E. Research Methods	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Apply principles of research and clinical literature evaluation to improve outcomes															X		
Plan adherence to Institutional Review Board (IRB) processes and policies															X		
Subdomain III.F. Consumer Informatics	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Educate consumers on patient-centered health information technologies												X					
Subdomain III.G. Health Information Exchange	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Collaborate in the development of operational policies and procedures for health information exchange												X					
Conduct system testing to ensure data integrity and quality of health information exchange												X					
Differentiate between various models for health information												X					

exchange

Subdomain III.H. Information Integrity and Data Quality	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Discover threats to data integrity and validity													X				
Implement policies and procedures to ensure data integrity internal and external to the enterprise					X								X				
Apply quality management tools															X		
Perform quality assessment including quality management, data quality, and identification of best practices for health information systems															X		
Model policy initiatives that influence data integrity													X				
Domain IV. Revenue Management																	
Subdomain IV.A. Revenue Cycle and Reimbursement	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Manage the use of clinical data required by various payment and reimbursement systems						X											
Take part in selection and development of applications and processes for chargemaster and claims management						X											
Apply principles of healthcare finance for revenue management						X											
Implement processes for revenue cycle management and reporting						X											
Domain V. Compliance																	
Subdomain V.A. Regulatory	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Appraise current laws and													X		X		

	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
standards related to health information initiatives																	
Determine processes for compliance with current laws and standards related to health information initiatives and revenue cycle													X		X		
Subdomain V.B. Coding	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Construct and maintain processes, policies, and procedures to ensure the accuracy of coded data based on established guidelines							X	X									X
Manage coding audits							X										X
Identify severity of illness and its impact on healthcare payment systems						X											
Subdomain V.C. Fraud Surveillance	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Determine policies and procedures to monitor abuse or fraudulent trends						X	X	X							X		
Subdomain V.D. Clinical Documentation Improvement	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Implement provider querying techniques to resolve coding discrepancies							X	X									
Create methods to manage Present on Admission, hospital acquired conditions, and other CDI components						X	X										
Domain VI. Leadership																	
Subdomain VI.A Leadership Roles	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Take part in effective negotiating and use influencing skills										X							
Discover personal leadership										X							

	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
style using contemporary leadership theory and principles																	
Take part in effective communication through project reports, business reports and professional communications										X							
Apply personnel management skills										X							
Take part in enterprise-wide committees										X					X		
Build effective teams										X					X		
Subdomain VI.B. Change Management	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Interpret concepts of change management theories, techniques and leadership										X							
Subdomain VI.C. Work Design and Process Improvement	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Analyze workflow processes and responsibilities to meet organizational needs										X							
Construct performance management measures										X							
Demonstrate workflow concepts										X							
Subdomain VI.D. Human Resources Management	**HCA 101**	**HIM 115**	**HCA 211**	**HCA 301**	**HIM 200**	**HIM 205**	**HIM 210**	**HIM 211**	**HIM 300**	**HIM 305**	**HIM 315**	**HIM 320**	**HIM 405**	**HIM 410**	**HIM 420**	**MGT 460**	**HIM 498**
Manage human resources to facilitate staff recruitment, retention, and supervision										X							
Ensure compliance with employment laws										X							
Create and implement staff orientation and training programs										X			X				
Benchmark staff performance data incorporating labor analytics										X							

	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Evaluate staffing levels and productivity, and provide feedback to staff regarding performance										X							
Subdomain VI.E. Training and Development	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Evaluate initial and on-going training programs										X			X				
Subdomain VI.F. Strategic and Organizational Management	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Identify departmental and organizational survey readiness for accreditation, licensing and/or certification processes															X		
Implement a departmental strategic plan										X							
Apply general principles of management in the administration of health information services										X							
Evaluate how healthcare policy-making both directly and indirectly impacts the national and global healthcare delivery systems	X																
Identify the different types of organizations, services, and personnel and their interrelationships across the health care delivery system	X																
Collaborate in the development and implementation of information governance initiatives					X							X					
Facilitate the use of enterprise-wide information assets to support organizational strategies and objectives					X							X					

July 30, 2015

Subdomain VI.G. Financial Management	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Evaluate capital, operating and/or project budgets using basic accounting principles			X														
Perform cost-benefit analysis for resource planning and allocation			X														
Evaluate the stages of the procurement process					X							X					
Subdomain VI.H. Ethics	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Comply with ethical standards of practice		X		X													
Evaluate the culture of a department				X						X							
Assess how cultural issues affect health, healthcare quality, cost, and HIM				X						X							
Create programs and policies that support a culture of diversity				X						X							
Subdomain VI.I. Project Management	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Take part in system selection processes																X	
Recommend clinical, administrative, and specialty service applications																X	
Apply project management techniques to ensure efficient workflow and appropriate outcomes																X	
Facilitate project management by integrating work efforts																X	
Subdomain VI.J. Vendor/Contract Management	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Evaluate vendor contracts					X							X					
Develop negotiation skills in the process of system					X							X					

selection

Subdomain VI.K. Enterprise Information Management	HCA 101	HIM 115	HCA 211	HCA 301	HIM 200	HIM 205	HIM 210	HIM 211	HIM 300	HIM 305	HIM 315	HIM 320	HIM 405	HIM 410	HIM 420	MGT 460	HIM 498
Manage information as a key strategic resource and mission tool												X	X		X		