



HIT Advisory Meeting Minutes

November 4, 2025

Meeting Time: Called to order about 5:05pm

In attendance:

Lisa Baker – Allied Health Administrative Assistant WVNCC

Bonnie Peterman – Health Sciences – Assistant Professor WVNCC

Angela Hawk – VP: WVNCC

John Modra – Allied Health/ Nursing Division Chair WVNCC

Molly Hanning – Medical Business Administration Inc. – Vice President

Amanda Stefan - CAHIIM HIM Quality Analyst – Guest Speaker

Deborah Kleeh - HIT Program Director WVNCC

The agenda was changed slightly to allow our speaker to provide their presentation.

Speaker: Amanda Stefan – CAHIIM -Quality Analyst presenting information regarding the Future Education Model. She first mentioned how the advisory board can be involved more with the program with this model. The future Education Model is making a big shift for the HIM programs. They are implementing some changes for all of the CAHIIM accredited programs. The biggest implementation change is shifting to a competency-based education model. It is a hybrid approach to competency-based education, and it can be incorporated into the program structure as is. This model can be built into the program structure, also allow them to shift to competency-based education or (CBE). A holistic approach to student learning and focuses a lot on experiential learning (hands-on “real-life” experience). When students go onsite for PPE for practicum, it is called experiential learning. Teaching students how to think like a member of their discipline. Competence means students can demonstrate knowledge, skill, and judgement to particular functions. The Foundations of graduate competence are knowledge, skills, judgement, and professional behaviors. When researching met with employers across the country to see why the graduates were not prepared for entry-level positions. When they are hired taking up to a year training. Based on the research began to have work groups with educators and employers and used the performance indicators had programs create curriculum. There were about 3000 people providing input and the competence assessment and performance indicators are the base or floor. It’s different from

what they have done previously. Received feedback from employers stating the students cannot think critically or apply it.

Question: Do you get a feel of commitment on the employer end, are they going to honor it or when it comes down hire are they going to be in the same sort of scenario? Do you feel a commitment at all on that end? Are they okay with hiring and train for a month or two and orient you? Or go somewhere and do a residency for 6 months

Answer: *It varies one area anyone with direct patient care licensure is a requirement for the job, since HIM doesn't require a licensure like many credentials can meet many jobs needs. It your education in relation to HIM and HIT our programs will have authentic experiential learning and have the students able to go to a job interview and if they have EPIC be honest and state have not worked with EPIC, but have worked in an EHR. Be able to sell the skills they have. That's what we are working on and why we encourage our advisory board members to be involved in this take note what our programs are doing and be honest with the program say where the graduates are lacking and say this is where I need to get better. We are different than direct patient care. I don't have a direct answer. This is the floor in relation to what they have to be competent in, where program have to engage with the community they serve and meeting the needs.*

Question: Does CAHIIM offer simulation software? Maybe ask employers if we can partner with them.

Answer: *CAHIIM dos not offer software as they are the accreditor. There are some with AHIMA VLab, EHR Go, Cengage. There are a lot of different simulation software's*

Question: With regard to CBE want to make sure if can do the thing and show you can do the thing can be like a self-paced course of study?

Answer: *CBE like Western Governor's student proves competence and they move on and graduate. Here it's a hybrid taking the intent of CBE with tracking of students competence, the experiential learning, the Miller's, but it's incorporated into the program's already built. So, if you are a credit for credit based system they can still pass the class without proving competence. Taking principles of CBE and asking to incorporate them in your program.*

The department of Ed and federal government is pushing for right now students might not be able to finish whole degree, but at least they have something. Graduating with a credential, or a badge, micro-credential giving them little wins, so the CBE allows programs to assess heavy in can I issue a certificate, can I give them a badge or micro-credential and stack to an associate degree, then could stack to a baccalaureate degree. Trying to open it up so you can be innovative with this model to meet the needs of your institution, but practice as well. The whole model is trying to set you up for success.

Question: Can you tell us when it will go into effect?

Answer: *CAHIIM is on their third cohort of demonstration programs and the programs have decided to adopt early and go through the full reaccreditation process, where they are implementing the standards and have it rolling right now in their programs, and they are going through the accreditation process as a demonstration program, will receive commendation for us that goes to their State Board of Regents, so there are some early adopters, then all of our programs who have not*

signed up to be demos, everything has to be fully implemented and rolling in their programs Spring of 2028. Programs not in the demonstration model are going to start reporting ow they're transitioning to me, they don't have to be complying, but they have got to start telling me their way, their plans and what they're doing and what they have implemented starting first, second quarter of 2026, we're going to start asking all of our programs to start submitting compliance to the changes in competency-based education. Can't help people if we don't know where they are stuck. Last time we implemented a change had people at the 11th hour they didn't know what they were supposed to do, so we're implementing checkpoints of making the switch, so you know, and if you get stuck somewhere I can jump in and help at that point. So, all programs will start submitting their compliance, stating next year, and then everything has to be implemented, rolling, students are in this model by Spring of 2028

Regular meeting:

Debbie mentioned I think we are already kind of doing this, like Melissa and I combining the two of our first year to make it a little more helpful to students.

Angela agreed I think we are already gearing in this direction, I still have some questions of what it actually looks like when this gets implemented, but I think it's the general direction we're headed anyway, so it's good to know they're in line with that

Old Business: Approval of minutes John Modra approved and Angela Hawk seconded the approval.

Still looking into another type of coding exam either CCA or CPC. Leaning toward CCA, because more familiar with it, that might something we can do to help those coming out of the certificate program.

Thank you everyone for attending, feel it was a pretty good meeting, everybody didn't get the benefit of the presentation maybe we can ask Amanda again at a later time. As we move closer that would be good, and you recorded this so you could send this out to your folks, give them a chance to review it.

Meeting adjourned: 6:00pm