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OUR MISSION

The Mission of the
Michigan Health Information
Management Association
is to be Michigan's expert voice
on health information.

Michigan Health Information Leaders

MHIMA ANNUAL MEETING SUMMARY

Marsha Allen, RHIA

The MHIMA Annual meeting on Mackinac Island was enjoyable for those who attended the meeting. There were 130 total registrations with 96 of those being full, paid registrations. Mackinac Island is a great setting for a meeting. Mission Point is a resort, so the facilities are much more rustic than the more modern hotels in the larger cities. There are many beautiful sites and most attending got a lot of exercise walking from the resort to town.

The Monday morning sessions started with a welcome from Margaret Doud, the Mayor of Mackinac Island. She welcomed everyone and talked a little bit about the Island.

The Keynote address "*The ABC's of Selling Yourself*", was presented by Laurie Brown. She is a speaker, author and trainer who helps individuals, Associations and companies improve their sales, customer service, and presentation skills. She made the point that everyone is in "sales". Every time you try to persuade anyone about anything, you're selling! More than ever, it is essential that each person **find ways to stand out in a crowded, confusing marketplace.** She helped those attending to learn what one thing that can change how people view you, the words that should define all your actions and how fifteen minutes a day can make the difference? She was motivational and provided very helpful information that attendees can use in practice every day.


Ed Grima, the Corporate Compliance Office for Beaumont Hospitals presented "*Conflict of Interest and How It May Impact You*". His presentation included definitions of conflict of interest, the purpose of a program to address it, necessary components of an effective program, a comprehensive policy for the program, annual and ongoing monitoring, and how to manage it effectively. He also discussed regulatory issues, mechanisms for reporting, vendor relationships, and specific examples of what is happening in regards to issues of conflict of interest. He presented the policy that Beaumont utilizes to give attendees all of the necessary components of a comprehensive policy.

During the MHIMA Business meeting, Charlie Robinson, RHIT, CCS-P, President of MHIMA presented the CSA Balanced Scorecard, which demonstrated the accomplishments of the Board for the past year. He also installed all of the newly elected officers of MHIMA and introduced the new Board and Delegates.

Renaë Spohn, MBA, RHIA, CPHQ, FAHIMA, FNAHQ, the Director of Clinical Applications for the Good Samaritan Society and, the 2008 AHIMA Board liaison to Michigan, presented the AHIMA Update "**Ready for Success**". By many measures, the HIM profession has come further than its founders dreamed 80 years ago. Today we're blazing new trails. This presentation explored four major drivers of change for HIM and AHIMA and what they mean for us today.

1. The Changing Face of HIM, which includes "Vision 2016: A Blueprint for Quality Education and Health Information Management", Education Strategy Committee toolkit, Surveying the Market, Impact on credentials, global problems and common solutions, and development of key standards worldwide,
2. Branding the Profession. Getting our name out there.
3. Action Community for e-HIM – promotes members proficient in e-HIM.
4. PHR- It's HI Time – a new campaign to promote MY PHR.

(Continued on page 2)



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There are several things that individual members can do to help.

1. Become an ACE member – Action Community for e-HIM
2. Get involved with state-level and local HIE work.
3. State Advocacy Workgroup
4. Contribute to FORE
5. Read the Vision 2016 blueprint
6. Tell your friends about MYPHR.com
7. Help grow membership.
8. Election: Get informed and vote.

Belinda Wiegand, RHIA, CPHIMS, the Senior Director of EMR Services for PHNS did her presentation “*E-HIM Best Practices*”. Her presentation included: Why E-HIM Best Practice, Steps to Achieve E-HIM Best Practice, E-HIM Best Practice Opportunities, E-HIM Best Practice Tools, and Results of E-HIM Best Practice. Process design includes, evaluation of current process, understanding technology, the re-design process, and implementation and monitoring. Some of the best practice opportunities in HIM operations are: Forms Management, Chart Reconciliation, Prepping, Scanning/Indexing/Quality Control, System Access/Utilization/Printing, Transcription, On Line Deficiency Management, Remote Coding, On Line Release of Information, External Reviews, and Disaster Recovery. Some of the HIM Management best practice opportunities are: Automated Process Monitoring, Measurement Criteria for Staffing Allocations, Productivity Monitoring, Staff Performance Standards/Plans, Pay for Performance, Service Line Expansion, Strategic Planning, Business Continuity Planning, Legal Health Record and Enhanced Revenue Cycle Management. Belinda also presented many tools to be used in implementation of E-HIM best practice.

David Woodrow, the Senior Vice President of Sales & Global Management for SPi America LLC did a presentation on the “*New Visible Black Character (VBC) Standard for Transcription*”. There is a new transcription standard. Visible black characters have replaced the AHDI (Association for Healthcare Documentation Integrity), 65-character line as the standard unit of measure to evaluate in-house transcription staff and outsourced transcription services. With new standards come new questions for HIM directors, transcription managers and medical transcriptionists. This session provided an industry update on the new VBC standard. As representatives on the joint task force, Dave provided attendees with background, benefits, definitions and practitioner perspectives on how to succeed with VBC’s.

Carol Jennings, MPA, RHIA, FAHIMA is the Corporate Manager of Professional Reimbursement Education/Revenue Cycle and Manager of Outreach Practices for Beaumont Hospitals. Her presentation, “*Medicare Recovery Audit Contractor*” included the most recent information on the CMS Recovery Audit Contractor Program. Her presentation covered the history of the program, how the program works, the results of a 3 year demonstration project, the improper payment prevention program, the Capps Bill (HR 4105) and the role of the HIM professional in the program. CMS has initiated a competitive process to identify 4 permanent RAC’s, with hopes that there will be nationwide expansion by 2010. The HIM role in RAC’s will be auditing, education and preparing appeals.

Dave Woodrow, the Senior Vice President of Sales & Global Management for SPi America LLC, did a second presentation, “*Security Concerns with Off Shore Transcription*”. According to a recent survey, 18,000 transcriptionists now work in India and nearly 10,000 in the Philippines. New technology advances, virtual capabilities and secure processes are flattening transcription. The transition from visual supervision in the U.S. to virtual supervision overseas generates anxiety, but healthcare business imperatives make adaptation a practical, 21st century option. In this session, David introduced attendees to advances and enhancements in off-shore transcription. Case study results and real-life SPi Healthcare 2008 Educational Sessions and AHIMA experiences were used to explore and define the new, best shore approach. He discussed their experiences and offered suggestions for choosing your own best shore options.

On both Monday and Tuesday, those attending the meeting visited all of the exhibit booths to learn about the latest technology available to make it easier to perform in their jobs. The exhibitors had lots of good information and gave away many wonderful gifts and prizes to those who visited their booths and entered for door prizes.

Monday evening was very enjoyable. It was the President's Reception, and it was a great time to meet and network with members and exhibitors. There was an Italian pasta station, a stir fry station, and a bar set up for all to enjoy food and beverages. It was in the Summit Room of the hotel and overlooked the water. What a wonderful view! Many attending participated in singing Karaoke and dancing to the music that the DJ played. Charlie Robinson, RHIT, CCS-P was honored with a plaque in appreciation for his service, and a gift card for Bass Pro Shop to help him and his family enjoy the summer camping.

Tuesday morning started with many members wearing MHIMA logo wear. New burgundy tee shirts, light blue oxford shirts, and royal blue sweatshirts were available to purchase.

The educational sessions started with Amy Dixon, who is the Leadership Development Specialist for Beaumont Hospitals. Her presentation was "*Management Challenges – How to Get Everyone to Play Together in the Sandbox*". Her presentation addressed the challenges managers face every day; time, change, and people. She suggested the time management best practices of goal setting, prioritization, weekly planning, and daily planning. She suggested understanding change in stages/transition process, people needs/psychology and leadership needs. Her final suggestions were for time, prioritize and plan, for change, process and people, and for people, focus and feedback. She also offered tools that would help in the entire process.

Holly Sutton, BSN, RN, MBA, CMAC, a Consultant with the Rybar Group did a presentation on "*Crossing the Chasm: Creating Dynamic HIM/Clinician Partnerships*". With the evolution of the DRG system, increasing availability of comparative quality data, and emerging models of consumer driven healthcare, the integrity of coded data has become more important than ever. This presentation profiled proven strategies and tactical approaches for engaging physicians and clinicians in health information management performance improve initiatives.

Carol Jennings, MPA, RHIA, FAHIMA is the Corporate Manager of Professional Reimbursement Education/Revenue Cycle Management Outreach Practices at Beaumont Hospitals. Her second presentation was "*Implementing PQRI: Challenges and Successes*". Carol explained PQRI (Physician Quality Reporting Initiative), how it works, what is involved, the Beaumont experience, and the future. She offered several resources for members to utilize to help them with regulations and tools. Beaumont Hospitals implemented Physician Quality Review Initiative (PQRI) for approximately 200 employed physicians in July, 2007. She shared the surprises experienced as she met with physicians, how they addressed road blocks, the monitoring challenges and hopefully, the monetary success.

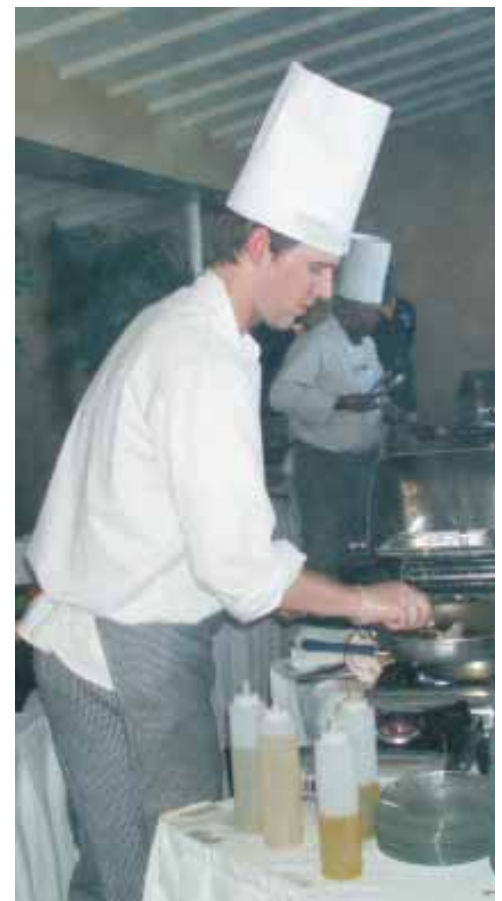
John Hazewinkel, MPA, JD is a Project Manager for the Institute for Health Care Studies at Michigan State University. He did a presentation on "*MiHIN and Health Information Exchange in Michigan*". His presentation discussed the development of the Michigan Health Information Network (MiHIN), a public-private partnership promoting the electronic exchange of clinical information among disparate providers. By providing timely and accurate information at the point of care, Health information Exchanges (HIE's, also known as Regional Health Information Organizations, or RHIOs) hold the promise of increasing efficiency, decreasing medical errors, and delivering value to various stakeholders in the system. The discussion included contributing factors to the success and failure of HIEs as experienced in other areas of the country.

Leslie Mack, RHIT, Senior Director of HIM, and AnneMarie Girard, RHIA, Consultant for CareTech Solutions, Inc. presented "*Going Paperless? What You Need to Know to Make a Smooth Transition*". The objectives of the presentation were to gain understanding of a successful document imaging implementation, learn how to communicate and sell the project, understand potential barriers and eliminate them before they occur, and gain understanding of HIM action items. They offered many samples of forms to help the process along. They discussed the constant state of change in an HIM department and what to look at and to help eliminate steps in the process. They also discussed transitioning to a Hybrid environment and the importance of maintaining a legally sound record. They also discussed new functions and processes, and physical space considerations that will be necessary in the HIM department. They also discussed the components of a successful communication plan and some barriers to consider to that success.

Wednesday, the final day of the meeting started with David Seaman, Executive Vice President and Chief Operating Officer of the Michigan Health and Hospital Association. He discussed "*The State of Healthcare in Michigan*". There are 146 charitable, nonprofit community hospitals in Michigan, down from over 200 in the 1980's. He suggested that hospitals should run like businesses. Health care is the largest employment sector in Michigan, with 496,000 direct jobs, 261,000



April Martin, RHIT, CMT, FAHDI sings at karaoke.



Chef's prepare individual food at the President's Reception.

indirect and induced jobs, and \$33.1 billion in wages, salaries and benefits. He recommended that members review the report “Health Care: An Economic Engine” at www.economicimpact.org. Healthcare in Michigan is good. There are 14 hospitals here that are on the current Thomson Healthcare of Top 100 Hospitals in the United States. Four hospitals have achieved Magnet Status for Nursing. Michigan hospital intensive care units are now recognized as the safest in the country, and we are well down the path of becoming the virtual national center for patient safety and quality. Competition is growing though. Coronary Angioplasty in the United States is \$35,000, but it is only \$3,700 in some countries. He also mentioned MI Hospital Inform, a website launched in January, 2008 which has information on all 146 hospitals, the top 50 Medicare inpatient and outpatient procedures, average charges, average payments, number of patients, length of stay, and quality measures for heart attack, congestive heart failure, and pneumonia. <http://www.mihospitalinform.com/>.

Veronica Marsich, JD, an attorney with Smith, Haughey, Rice & Roegge presented a “*Legal Update – Hot Topics*”. She is always motivating, interesting and presents useful information. She discussed factors and features to consider before contracting with an Electronic Medical Record (EMR) vendor, defining the EMR, Security issues with EMR and Professional malpractice issues. She also discussed the amendment to the Medical Records Access Act on April 23, 2008. The purpose of the change was to amend the definition of “authorized person”. Under the “old” version of the Act, an “authorized representative” was either of the following:

- A person empowered by the patient by explicit written authorization to act on the patient’s behalf to access, disclose, or consent to the disclosure of the patient’s medical record, in accordance with this act.
- If the patient is deceased, his or her personal representative, or his or her heirs at law or the beneficiary of the patient’s life insurance policy, to the extent provided by section 2157 of the revised judiciary act of 1961...”

Under the “new” version of the Act, an “authorized representative” will be any of the following:

- A person empowered by the patient by explicit written authorization to act on the patient’s behalf to access, disclose, or consent to the disclosure of the patient’s medical record, in accordance with this act.

If the patient is deceased, ANY of the following:

- His or her personal representative
- His or her heirs at law including, but not limited to, his or her spouse
- The beneficiary of the patient’s life insurance policy, to the extent provided by section 2157 of the revised judiciary act of 1961...

For the purpose of obtaining a copy of an autopsy report regarding a deceased patient, any of the following:

- The deceased patient’s heirs at law including, but not limited to, the deceased patient’s spouse.
- The deceased patient’s personal representative.
- The beneficiary of the deceased patient’s life insurance policy, to the extent provided by section 2157 of the revised judiciary act of 1961...

This amendment may increase the number of record requests for deceased patients significantly. Even the spouse or “heir” who was estranged from a patient will have access to records.

You can review the Medical Records Access Act by going to the MHIMA home page and clicking on it in the left hand column on that page.

Dennis Drake, a Manager in Corporate & Financial Investigations (CFI) for Blue Cross Blue Shield of Michigan presented *Healthcare Fraud Investigations*. The presentation was centered on how Blue Cross Blue Shield of Michigan (BCBSM) is combating fraud in the Health Care industry. He discussed what BCBSM has done in the past and how they are positioned to continue this fight in the future. He used specific examples of physicians and pharmacies billing fraudulently and the tactics they used to trap and prosecute them. It is difficult to believe that there are so many people that cheat on billing.

The meeting was a success! Thanks to all of the speakers, exhibitors, MHIMA Board, and Convention Arrangements Committee for all of the efforts in preparing a great meeting.

PRESIDENT’S RECEPTION



Charlie Robinson, RHIT, CCS-P presents the Distinguished Member Award to Sally Rynberg, MSA, RHIA.



Many members enjoy food drinks and networking with colleagues and vendors...



2008



Michigan Medical Record Charities Scholarship Award Winner



Congratulations to Brenda Davis Bauer, a student from Macomb Community College, for being the winner of the Michigan Medical Record Charities Scholarship Award. While going to school full time in the Health Information Technician Program, Brenda managed to work and maintain an overall GPA of 4.0 and also give of her time to school, family and community service..

In making the award decision, the committee reviewed the scholastic achievement, participation in promoting health information, contributions to the profession, other honors, awards and recognition, and a faculty recommendation regarding her potential for professional leadership. Brenda excelled in each of these areas.

Brenda received a certificate and check for \$500 to be used for continued education. The presentation was made at the Awards Breakfast on May 21, 2008, on Mackinac Island. . The Michigan Health Information Management Association is proud to welcome this fine graduate into our profession.

Yvonne Harbert Student Achievement Award Winner



Congratulations to Cheryl Cyrus, a student at Schoolcraft College, for being the winner of the Yvonne Harbert Student Achievement Award. Cheryl has been actively involved with the HIT club at Schoolcraft College and is currently the President. She also maintained a 3.43 cumulative and 4.0 grade point average in health information coursework throughout the program. She has also balanced her family, and personal life in a very healthy manner at the same time.

In making the award decision, the Achievement Award Committee reviewed the applicants' GPA (minimum of 3.0), school, social, community, and professional association involvement, honors, awards, recognition and work experience.

Yvonne Harbert, the namesake for the award, passed away in 1986. Yvonne was active in her professional associations and worked diligently to obtain RRA status. She did so via Mercy College's IMPART Program while employed as a full-time Medical Record Department Director. Yvonne was also a clinical instructor to many students in the metro Detroit area. MHIMA felt that Yvonne would have been pleased and proud to be remembered through a tribute of this nature. The Michigan Health Information Management Association is proud to welcome this fine graduate into our profession.

BE CREATIVE AND INFORMATIVE!

If you would like to contribute
to an upcoming issue of

FOCUS

please e-mail the editor at
pchapo@botsford.org

MHIMA MEMBERSHIP June 2008

MICHIGAN HEALTH INFORMATION MANAGEMENT ASSOCIATION

CLASSIFICATION	MEMBERSHIP		CHANGE
	4-19-08	6-9-08	
Active RHIT/RHIA/CCS CCS-P/CCA/CHP	1677	1687	+10
Active Senior	38	36	-2
Associate (eliminated)	-	-	-
Student	548	500	-48
Graduate	146	142	-4
Honorary	2	2	-
Corporate	13	13	-
	2424	2380	-44
Certified Nonmembers	954	978	+24*

PLEASE NOTE: WHEN CHOOSING YOUR CATEGORY OF MEMBERSHIP, BE AWARE YOUR CHOICE OF SELECTING A STUDENT CLASSIFICATION MAY PREVENT YOU FROM VOTING IN NATIONAL AND STATE ASSOCIATION ELECTIONS.

*AHIMA changed the way they count these members. The number includes all previous members even if dues have not been paid.

President's Message

The incoming President's Speech at Mackinac Island – May 19, 2008

Thank you and I feel so fortunate to be here.

We've stepped into a world long gone – very different from what we live in now. History surrounds us here. Glaciers left us this beautiful spot on earth and the descendents of the original Ojibwa tribe are part of the permanent residents here in this gorgeous place. According to the original Ojibwa inhabitants, this is a sacred place. The island was considered to be the home of the Great Spirit "Gitche Manitou". It was a gathering place for local tribes and where the Tribal Chiefs were buried.

The French, in the form of missionaries, joined the original inhabitants and soon the island became a lively fur trading center.

From the Revolutionary War through the War of 1812 the British and the Americans swapped ownership of the Fort here, until the United States took final control. In the late 1800s Mackinac Island became the popular tourist spot it remains today.

What we see and feel here is the past expertly blended with the present...and even hints at the future. The entire island is designated a National Historic Landmark – it includes the bay and even a shipwreck just off the east coast. As I docked, I could see building materials and a crane at the wharf. We see stewardship here. We see restoration here. We see renewal here. We see honoring the past and embracing the future.

And isn't that a great lesson and theme for our 2008-2009 MHIMA?

I am honored you chose me as President for this next year. I pledge to you a theme of honoring the past and embracing the future.

Speaking of the past, in 2009 we begin our eightieth year as an organization. You will hear from Rene Spohn that AHIMA is already in their eightieth year!

Such dramatic changes in my career! I worked my first few computer programs in school on punch cards as the input! We used those little 'non-hanging chads' as confetti and by the way, they were murder to remove from hair sprayed helmet-headed hair!

In my first job we had just converted to a paper abstract for coding and indexing data. Before that, we had a library card file with 3x5 cards for each diagnosis or procedure code. On each one was a patient name, patient number, birth date and discharge date. That's how we found every patient that had diabetes.

Now I hold electronic devices that allow me to sign on to the World Wide Web and talk to my family, look at my e-mails from any one of the accounts I belong to, and see the latest embarrassment of the paparazzi-pursued celebrities. I heartily embrace this technology!

As a matter of fact, my youngest daughter graduated from the University of Wisconsin as I drove up here yesterday. Since we spoke multiple times, it was almost as good as being there. OK, almost. I sobbed more than if I had been there.

But for our lives and careers in healthcare, more importantly, there is an initiative started with our governor and seed money from that state that is working toward the connectivity of health information throughout Michigan. With much forethought and insight, the design is for nine regional/local areas, trading partners as they are called, to make the Michigan Health Information Network (MiHIN). I say with much forethought and insight because most of us receive our healthcare in a very local area. We use the same physician, the same lab, the same hospital for our entire care. Local/regional trading partners is smarter yet because some of us in Michigan use resources in Wisconsin, Indiana and Ohio, and they have included the additional states as trading partners. These trading areas are all in different stages of planning or implementation due to whatever they have accomplished on their own. So with support from this MiHIN initiative they will move forward from where they are. For example, the UP is highly connected while other areas are still in the planning stages.

That's where we come in. One of the MHIMA strategies for this year is to work more closely with each regional trading partner. They need grass roots input. They do not know what they do not know when it comes to clinical information. So this year, with the help of the Board and key individuals like Past Presidents Charlie Robinson and Sally Rynberg, we will try to link regional with an HIM counterpart in that area. Like matchmakers.

Another initiative for the year is focused on our existing talent and fostering the future leadership of this organization. Carol Jennings has graciously accepted the mantle of leading our Mentoring strategy to help us sustain the future.

To honor the past and embrace the future means, in this historically academic environment, to make sure we can emphasize what this board can do for you the membership. Our focus will always be on education, and to continue our coding and CDIP strategies. We will build on a strength we had this year with recording seminars and making them available on line or in CD format for those unable to travel.

Those are but a few of the initiatives we have planned...to build on and honor the past...and embrace our future. Thank you for this opportunity to serve you as President of MHIMA.

Nancy Walker, MS, RHIA
President, MHIMA



THANK YOU...

...to the following contributors who donated items for the Medical Record Charities Silent Auction held at the MHIMA Annual Convention:

American Health Information Management Association

Arbonne International (Janice Mariano, BA, RHIT)

Baker College of Flint (Amy Savage, MAT, RHIA, CCS)

Comfort Inn of Ann Arbor

Rochelle Cooper, RHIA, CCS

Diamond Boutique of Farmington Hills

Dictaphone/Nuance

Kathy Felix Custom Beaded Designs

Denise Holstege, RHIT, CCS

Gloria (Gaye) Kendrick

Michigan Health Information Management Association

Michigan Association for Healthcare Documentation Integrity

Michigan Heart, PC

Oak Horizons Educational Center, TN (Kathryn Martin, AHDI-F)

PRP Wine (Consultant Ian Lovell)

q.i.d. Transcription, Inc. (April Martin, RHIT, CMT, AHDI-F)

Michael Rant, RHIA

Ravelco of Michigan, LLC

Swan Creek Candle Company (Kim Roberts, MS, RHIA, CHP)

Charlie and Tina Robinson

Schoolcraft College (Patricia Rubio, MSA, RHIA and Jody Scheller, MS, RHIA)

As a result of their generosity, the Medical Record Charities 2008 Silent Auction raised \$1545 to be used toward health information scholarships in the state of Michigan!

An additional “thank you” to all who bid on items this year.

Watch for more exciting bidding at Soaring Eagle in 2009!!!

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Dues, Education, Books and more....

Charlie M. Robinson, RHIT, CCS-P

Do you have a hard time balancing how to pay for staff dues to AHIMA, coding and other resource books and ongoing education? Times have changed and we no longer have the budget to pay for everything, or do we? When it comes to offering our employees the benefits they need we need to “think outside the box” to get the best results. Let’s take a look at what we think we have to have, the dilemma, and then what we really need.

What we have to have:

We require all of our coders to be credentialed and with this comes ongoing education. We have to have CEUs each year to keep us up to date with the trends and changes in our industry. Depending on the type of credential you have, your CEU maintenance a year can begin with at least 10 CEUs. With our staff that have multiple credentials it can be even more. If your staff member has an RHIT, CCS and CCS-P they are required to maintain 40 CEUs every two years.

All of our coders need coding resources such as a coding book and an encoder along with other specialty books for complex coding. Lastly, our staff have to be paid members of AHIMA to maintain the credentials that we require.

The dilemma:

AHIMA dues are \$155 for active members and an additional \$10 for a CCS or CCS-P. ICD-9-CM and CPT-4 code books are a combined total of over \$200. HCPCS and Coders Desk Reference books are about \$90 each and specialty coding books such as Thoracic Surgery or Interventional Radiology can run closer to \$200 each. Ongoing education can be very expensive. A one day seminar will cost about \$100 for the registration fee and then there is the loss in coding production per coder and the cost of paying for the coder’s day off. If your coder is paid \$17 an hour it will cost \$136 to pay them for the day off. A one day seminar can cost \$236 per employee attending a seminar. There are options to education with having employees attend webinars and audioconferences. Each webinar or audioconference is about two hours in length. This equates to two hours of lost coding production per coder. Additionally, we may provide our employees with subscriptions to various publications. The below table outlines the per employee cost for a team of ten:

BENEFIT	COST
AHIMA Dues for all ten employees	\$1,550.00
ICD-9 and CPT books for all ten employees	\$2,000.00
One CDR, HCPCS and 3 other specialty books	\$800.00
One outside seminar for all ten employees	\$2,360.00
Five webinars/audioconferences including wages for employees attending a two hour seminar	\$2,645.00
Total annual cost	\$9,355.00
Annual cost per employee	\$935.50

Does your budget allow for you to spend over \$900 per year on employee dues, books and education? Probably not! Can you provide all of the above to your employees at a more reasonable cost? Yes it can be done!

What we really need:

We absolutely need coding resources for our employees. However, if you have an encoder, this will provide coding direction and coding resources such as Coding Clinic and CPT Assistant. Many encoders now offer an integrated code book to use in addition to the encoder. For example, 3M has the logic base encoder and then an online code book built in for reference. If your encoder does have an integrated code book then each of your coders should not need a paper code book. The department could purchase one ICD-9, one CPT, one CDR, one HCPCS and the

additional specialty code books. These books could be held in your department as a resource for staff in the event they need to reference the paper code book.

Providing your employees opportunities for ongoing education is a must. If we expect our employees to be the best we should support them in that effort. However, this doesn’t necessarily mean that we pay for them to attend day seminars. An alternative would be to provide your employees with all audioconference or webinar education sessions. This would decrease the education costs while maintaining or increasing the opportunity for education sessions. You could also purchase all seminars as recorded web casts or DVDs and allow your employees to review the seminar at their leisure. Because we frequently work in a time crunch it can be difficult to allow multiple employees to attend a single session at one time. If five employees attended a two hour session you just lost ten hours of coding production for that day. Allow your employees to review the sessions individually or in pairs. This will decrease major down time in production. In addition, you could purchase more CEUs for your employees need to provide them options for attending. I would suggest that all of your staff attend the ICD-9-CM and CPT seminars as a group. For example, you could purchase ten webinars or audioconferences for a total of twenty CEUs a year. However, you would only pay employees to attend five sessions (ten CEUs) a year. The additional five sessions could still be available for employees to attend on their own time. This is lost cost education and is providing options to the coders.

Supporting our employees and the profession is a necessity. I have heard from organizations that we are professionals and professionals have a responsibility to maintain their own membership. I can see both sides of the argument and believe both sides have a valid point. After all, we chose to be in this profession knowing what the expectation was. However, when we do not pay the AHIMA dues for our employees they pay for a CE maintenance membership only. The employees are no longer receiving the full benefits of an AHIMA membership. An alternative to not paying for the membership would be to pay for half. A CE only member pays \$150 every two years and if we as employers pay the other half, our employees will receive the full benefits of an AHIMA membership. The below table outlines the cost per employee with implementing all of the above changes:

BENEFIT	COST
AHIMA Dues for all ten employees	\$775.00
One set of ICD-9 and CPT code books	\$200.00
One CDR, HCPCS and 3 other specialty books	\$800.00
Ten webinars/audioconferences including wages for employees to attend five two hour sessions	\$3,540.00
Total annual cost	\$5,315.00
Annual cost per employee	\$531.50

Does your budget allow for a little over \$500 to be spent on each employee’s dues, books and education? Not all of the changes above have to be incorporated when thinking of how to decrease costs while increasing or maintaining the benefits. You can mix and match these options for what best suits your facility, budget and staffing. Thinking the old way for new challenges just doesn’t work. As you review your options and what benefits to provide your staff, “*think outside the box*” and you will see the best results.



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First Annual MHIMA Medical Records Charities Golf Outing

August 14, 2008
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Shotgun Scramble

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To Raise Money for Student Scholarships
Watch for details in your email the first week in July

NEW MEMBERS

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 Anna Beavers Battle Creek
 Denise Bennett Tawas City
 Karen Bennorth Garden City
 Diane Bibb Ecorse
 Shirley Breaugh Gaylord
 Kelly Burkett Mount Morris
 Terry Butler Westland
 Andrea Cannon Clinton Township
 Kristen Cox National City
 Janet Carter Shelby Township
 Grace DeVoogd Kent City
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 Diane Drabik Clinton Township
 Jamika Duncan Clinton Township
 Gail Dunn Sparta
 Ruth Ergen Lansing
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 Debra Foley Grand Rapids
 Rhonda Grewe Clinton Township
 Mary Gross Clinton Township
 Linda Hardy Grand Rapids
 Cenella Harris New Baltimore
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 Laura Kerby Saint Johns
 Sandra Lampron Southgate
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 Lisa Matier Redford
 Jessica Mccurry Eastpointe
 Susan Nagle Grand Rapids
 Amy Oxendale Saint Louis
 Shonethia Perkins Detroit
 Jennifer Ray Dearborn Heights
 Kathleen Ries Boyne City
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 Ann Schlosser Harbor Springs
 Sarah Scott Sturgis
 Chandra Slaughter Detroit
 Sheila Smith Lake Ann
 Lonique Steele Ecorse
 Elizabeth Stolarczyk Macomb
 Shawn Vella Canton
 Jennifer Walen Allendale
 Karin Werner Warren
 Yvonne Wilson Flat Rock
 Jennifer Withey Okemos

Congratulations!

The following
members have passed
examinations!

CCA

Anna Beavers Battle Creek
 Kathleen Ries Boyne City

CCS

Agnes Patricia Hillman Clancy Marquette

CCS-P

Rose Camilleri Commerce Township

RHIA

Acacia Norman Tustin
 Crystal Scharich Saginaw

RHIT

Kathy Heibel Wyoming
 Christina Prekaj Fraser
 Pamela Richardson Monroe
 Angela Trotter Brooklyn
 Jessica Yahner Warren
 Joshua Young Grand Rapids

*One's mind,
once stretched
by a new idea,
never regains
its original
dimensions.*

TREASURER'S REPORT



Total MHIMA Assets

JUNE 17, 2008

\$101,467.49

*Deepest sympathy to
Bonnie Owens, RHIT, CCS
in the loss of her son
Chuck E. Becker
on June 7, 2008*



Corporate Members 2008

DATE	CORPORATE NAME/ADDRESS/PHONE	CONTACT PERSON	WEBSITE/EMAIL
7/92	3M Health Information Systems PO Box 206 Metamora, Michigan 48455	Karen Ruehl Account Representative (810) 678-3574	www.mmm.com
7/93	VanBelkum Companies 535 Cascade West Parkway SE Grand Rapids, Michigan 49546	Greg Ingersoll Senior Account Representative (616) 974-8200	www.vanbelkum.com
1/94	Keen Imaging 15959 Kroupa Road Traverse City, Michigan 49686	Karen Lobbs President (231) 223-9474	keenimg@aol.com
3/94	The Rybar Group, Inc. 1495 Dauner Road Fenton, Michigan 48430-1561	Claudine Hildreth Marketing Director (810) 750-6822	www.therybargroup.com
10/96	Dictaphone, a division of NUANCE 6592 Braemer Avenue South Noblesville, Indiana 46062	Curt Bragg Regional Sales Manager (888) 471-3463	www.nuance.com
8/98	Dolbey and Company 7182 Gateway Park Drive Clarkston, Michigan 48346	Mark Kuenzel Regional Vice President (888) 384-7828, Ext.155	www.dolbeyco.com
3/03	Lubaway, Masten & Co., LTD 27780 Novi Road, Suite 255 Novi, Michigan 48377	Terri McIntosh (248) 347-1416	www.LubawayMasten.com
1/05	Moretti Transcription Solutions 471 W. South Street, Suite 41B Kalamazoo, MI 49007	Jon Moretti Director, New Business Development (269) 343-0118	www.morettigroup.net
2/05	CareTech Solutions, Inc. 901 Wilshire Drive, Suite 100 Troy, Michigan 48084	Leslie Mack Director, HIM (248) 233-3043	www.caretechsolutions.com
1/06	Axolotl 160 W. Santa Clara Street San Jose, California 95113	Sara Allstot Marketing Communications (888) 296-5685	www.axolotl.com
3/06	United Transcription 11709 Fruehauf Drive, Suite 126 Charlotte, North Carolina 28273	Kiersten Huth Vice President (704) 688-3708	www.unitedtr.com
1/08	The Whittaker Group Healthcare Search Consultants 1876 Westbourne Court, Suite 102b Chelsea, Michigan 48118	Michelle Whittaker-McCracken Healthcare Managing Partner (734) 475-9300	www.wgsearch.com
3/07	MedPlus, Incorporated 4690 Parkway Drive Cincinnati, Ohio 45040	Vicki Joyce Marketing Events Coordinator (800) 444-6235	www.medplus.com

MICHIGAN HEALTH INFORMATION MANAGEMENT ASSOCIATION

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Michigan Health Information Management Association

CALENDAR OF EVENTS

DATE	LOCATION	SPONSOR	TOPIC	CONTACT	PHONE
7/18/08	Wyndham Hotel, Chicago	AHIMA	Summer Team Talks	AHIMA	www.ahima.org
7/19-20/08	Wyndham Hotel, Chicago	AHIMA	Leadership Conference	AHIMA	www.ahima.org
7/20/08	Wyndham Hotel, Chicago	AHIMA	Coding Round Table Summit	AHIMA	www.ahima.org
7/25/08	MHA, Lansing	MHIMA	Board Meeting/Leadership Conference	MHIMA	231-767-9717
9/19/08	MHA, Lansing	MHIMA	Board Meeting	MHIMA	231-767-9717
10/11-16/08	Seattle, Washington	AHIMA	Annual Meeting and Exhibits	AHIMA	www.ahima.org
11/21/08	MHA, Lansing	MHIMA	Board Meeting	MHIMA	231-767-9717
1/23/09	MHA, Lansing	MHIMA	Board Meeting	MHIMA	231-767-9717
3/20/09	MHA, Lansing	MHIMA	Board Meeting	MHIMA	231-767-9717
5/12/09	Soaring Eagle, Mt. Pleasant	MHIMA	Board Meeting	MHIMA	231-767-9717
5/13-15/09	Soaring Eagle, Mt. Pleasant	MHIMA	Annual Meeting and Exhibits	MHIMA	231-767-9717
10/3-8/09	Dallas, Texas	AHIMA	Annual Meeting and Exhibits	AHIMA	www.ahima.org
5/12-14/10	Marriott, Troy	MHIMA	Annual Meeting and Exhibits	MHIMA	231-767-9717
9/25-30/10	Orlando, Florida	AHIMA	Annual Meeting and Exhibits	AHIMA	www.ahima.org
5/11-13/11	Soaring Eagle, Mt. Pleasant	MHIMA	Annual Meeting and Exhibits	MHIMA	231-767-9717

MHIMA

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