

# Department of Health Information Management

Student Handbook 2024 – 2025



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## Contact Information

For the Department of HIM's mailing address, email address, and phone number, please visit this [webpage](#). The HIM faculty/staff office suite is located on the 5<sup>th</sup> floor of Wescoe.

## Departmental Faculty and Staff

Please visit our [website](#) to learn about the faculty and staff of this program.

## Mission Statement

We improve lives and communities through partnership with our students and innovation in all we do.

## Vision Statement

To be a leading research university that lifts one another and advances the state, the nation, and the world.

## Departmental Values

<b>Integrity</b>	We expect professionalism from our faculty, staff and students, and all aspects of our work are underscored by ethical conduct.
<b>Respect</b>	We value and embrace the variety of characteristics, qualities, experiences, and ideas that contribute to well-being and belonging and that enrich our department and community.
<b>Innovation</b>	We embrace creativity, exploration, life-long learning, and the opportunity to discover with open, future-focused minds.
<b>Stewardship</b>	We use our time, talents, and resources responsibly to best serve others and our profession.
<b>Excellence</b>	We deliver quality in all we do, in collaboration with our students, colleagues and the communities we serve.

## Professional Ethics

Students and faculty of this program are expected to uphold professional ethics. The AHIMA Code of Ethics outlines ethical obligations of HIM professionals and is found at this [link](#).

## Academic Programs

The Department of HIM offer the following academic programs:

- [Bachelor of Science in Health Information Management](#) (including a [Bachelor's Degree Completion Program](#))
- [Minor in Digital Health](#)
- [Minor in Healthcare Management](#)

## Accreditation of the Bachelor of Science in Health Information Management

The Health Information Management accreditor of University of Kansas Medical Center is the [Commission on Accreditation for Health Informatics and Information Management Education](#) (CAHIIM). The College's accreditation for baccalaureate degree in Health Information

Management has been reaffirmed through 2029. All inquiries about the program's accreditation status should be directed by mail to CAHIIM, 200 East Randolph Street, Suite 5100, Chicago, IL, 60601; by phone at 312.235.3255 or by email at [info@cahiim.org](mailto:info@cahiim.org).



## Accreditation of the Minor in Digital Health

The Digital Health Professional certificate program at University of Kansas Medical Center is accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). The certificate program accreditation has been affirmed through 2030. All inquiries about the program's accreditation status should be directed by mail to CAHIIM, 200 East Randolph Street, Suite 5100, Chicago, IL, 60601; by phone at (312) 235-3255; or by email at [info@cahiim.org](mailto:info@cahiim.org).



## Student Resources & Services

### Library

A.R. Dykes Library, *Dykes Library*, is the health science library at KUMC. Please visit the [Dykes Library website](#) to learn more.

### Counseling and Educational Support Services

Please visit the [Counseling and Educational Support services website](#) to learn about resources and services available to students.

### Technical Standards for Students in the Bachelor of Science in Health Information Management

Technical Standards describing skills and outcomes a student must be capable of performing with or without accommodations to be successful in the BS in HIM program. A copy of the HIM program technical standards is found in [Appendix A](#).

### Office of Student Life

The Office of Student Life engages KUMC students in campus and community opportunities. Please visit the [Office of Student Life website](#) to learn more about programs, resources, and services.

### Technical Support and Campus Computers

Technical support is available to students using KU information systems and technology. Refer to your course syllabus for further information. Computers are available for BS in HIM program students in the

HIM laboratory classroom located in 2008 Orr-Major. Students may enter the HIM laboratory 24 hours a day for studying except during times that class is in session.

## Departmental and School Functions

The HIM Department and School of Health Professions (SHP) sponsor activities throughout the year. Attendance at the following activities is required for on campus students, and online students are encouraged to attend the last two events, if possible:

- HIM Department Student Orientation
- Student Award Luncheon (senior year)
- School of Health Professions Recognition Ceremony (senior year)

Information about these activities will be provided to students prior to the events.

## Student Organizations

[KUMC Student Engagement Opportunities/Listing of Student Organizations](#)

[Future Health Information Professionals](#)

[School of Health Professions Student Senate](#)

[Student Governing Council](#)

## Professional Organizations

Opportunities exist for BS in HIM students to attend professional meetings and/or participate in networking activities through professional associations in the HIM profession. Students are encouraged to attend these events to begin developing their professional network. Some courses in the program require attendance at such events.

All on campus BS in HIM program students are required to maintain student membership with the American Health Information Management Association (AHIMA).

Online students already credentialed in the HIM profession must maintain active member status with AHIMA. If you are an online student without an existing HIM credential, you are eligible for AHIMA's student membership option; please contact your advisor with questions.

The following describes professional associations in which students are encouraged to participate (each state maintains a component state association (CSA) of AHIMA; the following states are mentioned due to their regional proximity to KUMC):

### **American Health Information Management Association (AHIMA)**

[AHIMA](#) is the national organization for the HIM profession.

### **Kansas Health Information Management Association (KHIMA)**

[KHIMA](#) is the CSA representing HIM professionals, including students, across the state of Kansas.

### **Missouri Health Information Management Association (MoHIMA)**

[MoHIMA](#) is the CSA representing HIM professionals, including students, across the state of Missouri.

### **Kansas City Health Information Management Association (KCHIMA)**

[KCHIMA](#) is a local association of HIM professionals in the Kansas City metropolitan area.

## HIM Department Student Policies

The following policy statements are approved by the Department of HIM and establish parameters and expectations of students. Students must also abide by policies set forth in the SHP Student Handbook.

***All policies herein apply to students enrolled in the BS in HIM degree. Policies marked \*\*\* are additionally applicable to students in the healthcare management and digital health minor programs.***

### **Annual Confidentiality Agreement Policy**

Students in the HIM program are required to sign an annual confidentiality agreement due to HIM student exposure to protected health information (PHI). A copy of this confidentiality agreement is found in [Appendix D](#).

### **Annual Training Requirements Policy**

HIM students complete mandatory online annual compliance trainings. Information about these trainings is sent to KUMC email addresses from Saba@kumc.edu and must be completed by deadlines indicated by the University. Failure to complete these trainings results in a student account hold, therefore prohibiting future enrollment, as well as other sanctions such as losing access to the KUMC computer network and information systems. Late work which a student is unable to submit due to losing network access because of training noncompliance is not accepted.

### **Viewing KU Health System Electronic Health Records Policy**

In some courses, on campus HIM students may view electronic health records (EHR's) in the KU Health System EHR, a system known as *Epic O2*. Access of KU Health System EHR's is restricted to classroom use only and access must comply with the following requirements:

- Students will not access the records in O2 Epic remotely or outside of class time without direct supervision of the faculty.
- Access to the O2 Epic system is strictly limited to completing lab modules and classroom activities. Students are not allowed to access records other than the ones assigned by the instructor.
- Students may not record individually identifiable data elements, and students are not permitted to keep direct links or lists of any sort which contain protected health information. Any information or notes created by the student regarding encounters reviewed must be of a nature where it is impossible to figure out who the data or information pertains to. Obvious examples of protected health information include patient name, medical record number, and home address. Less obvious examples include instances where diagnosis and procedure code numbers describe an encounter so unique that a reader might be able to determine the identity of a patient.
- Improper use and disclosure of protected health information is not permitted.
- Access is monitored and tracked according to health system policy.
- Some students have access to O2 Epic for job duties as employees. These guidelines pertain only to academic use of O2 Epic. These guidelines are not intended to prohibit students from using O2 Epic in other authorized activities.

The following documents must be signed by the HIM Student before access to O2 Epic system is granted:

- HIM Student Confidentiality Agreement – Student signs acknowledgment form indicating their agreement to what is outlined in [Appendix D](#) of this handbook.
- The University of Kansas Hospital Authority Confidentiality Agreement/Signature Attestation– Student signature obtained on this document when request for O2 access submitted.

### **E-Mail Policy\*\*\***

To protect student privacy and comply with federal student information privacy laws, students must use their KUMC/KU email account when emailing faculty, staff, or the department chair. Email sent from other email addresses may not receive a response. When sending email, students should demonstrate professionalism and send emails appropriate in nature and scope. The subject line of all email should be clear regarding the content of the email and the associated course number, if applicable. The following offers examples of appropriate versus inappropriate email:

#### ***Appropriate email examples:***

- Questions about course content in which the student requires additional explanation to understand course content.
- Requests for feedback or clarification about assignments.
- Notifications of absenteeism.
- Requests to identify appropriate KUMC personnel or resources to assist with personal concerns or matters.

#### ***Inappropriate email examples:***

- Redundant questions already answered within course syllabi, course material, policies, or other provided resources.
- Complaints with an unprofessional tone.

### **Equal Opportunity/Title IX Policy\*\*\***

KUMC is committed to eliminating and preventing discrimination or harassment based on race, religion, color, ethnicity, sex, disability, national origin, ancestry, age, status as a veteran, sexual orientation, marital status, parental status, gender identity, gender expression, genetic information, or retaliation. Resources for students as well as instructions for filing a complaint are found at the [Equal Opportunity and Academic Compliance website](#).

### **Religious Accommodations Policy\*\*\***

KUMC respects the religious diversity of its students and will make good faith efforts to provide reasonable religious accommodations for the sincerely held religious beliefs, practices or observances of its students when they conflict with University policy or procedure. Such accommodations must not fundamentally affect the University’s mission or commitment to patient care or otherwise create an undue hardship. If you wish to submit a request for religious accommodations, please visit the [Equal Opportunity and Academic Compliance website for religious accommodation](#).

### **Dress Code Policy**

As a student in a professional program at a medical center, BS in HIM students are expected to present themselves with a clean and well-groomed appearance. Your appearance reflects on yourself, the school, and our profession in your interactions with other professionals throughout KUMC. Examples of appropriate dress on campus include:

- Non-wrinkled clothing

- Clean clothing
- Street clothes (not workout clothing)

NOTE: HIM students are required to wear professional business attire at all professional practice experience sites, in-class presentations, and fieldtrips.

### **Gun Policy**

KUMC prohibits faculty, staff, students, and visitors from carrying weapons of any type on its Kansas City, Kansas campus. For additional information, please see the [University of Kansas Policy on Weapons, Including Firearms](#).

### **Attendance Policy**

BS in HIM students must attend all scheduled class sessions and PPEs.

Absenteeism exceeding three (3) class days within a course requires a meeting with the instructor, notification to the Department Chair, and may result in a reduced letter grade. An absence equals a missed class or arriving 15 minutes or later to class. Continued infringements are referred to the Department Chair for corrective action.

Refer to course syllabi for individual instructor class policies and procedures, which may be more stringent from what is previously described. Chronic absenteeism results in the student being considered for dismissal from the program; these decisions are made by a committee comprised of faculty and the HIM department chair. A student in jeopardy of dismissal is notified of the committee meeting and subsequently notified of the committee's decision within approximately 5 working days from the date of the meeting.

### **Unanticipated Absence Policy\*\*\***

When a student is absent due to an unanticipated event, such as illness, the student is responsible for notifying their instructors with an explanation of the absence. In the case of documented short-term absence due to illness or other unanticipated circumstance, instructors should provide reasonable effort to accommodate the student in a way that maintains the integrity of the class. Instructors may request documentation to substantiate absences which cause the student to miss an assignment, exam, or other required work for a class affecting their course grade. If the instructor excuses the absence, options available to make up missed work and exams may be limited and are determined by the instructor within the limits of the course. If an absence is unexcused, an instructor reserves the right to not allow a make up opportunity for assignments and tests. Students are held to the expectations outlined in the HIM Student Handbook when seeking any accommodation due to absence; students should also refer to individual course syllabi for information about absences.

In accordance with University policy, absences due to religious observance are excused when approved/indicated by the department that reviews these requests (see religious accommodation policy previously noted in this handbook). Students should not seek religious accommodations from the HIM department, department chair, or faculty, and must use the designated process per the policy.

The HIM department may allow additional absences under the following circumstances:

- A student's participation in an educational, HIM related activity ("school related activity"), and
- The student has consulted with their instructor(s) regarding anticipated excusable absences prior to participating in the school related activity.



- An absence associated with childbirth per the following KUMC childbirth accommodation policy, timelines, and forms. Students needing an accommodation due to upcoming childbirth should contact the department of Equal Opportunity and Academic Compliance at 913-588-8011.

Students who experience personal difficulties that may prevent them from complying with this policy should meet with the instructor to discuss possible arrangements for their situation.

Attendance requirements, reflected as participation requirements, for online students may differ from the requirements for on-campus students; please refer to your course syllabi.

### **Course Assignment Policy\*\*\***

The course syllabus is the academic contract between the instructor and student and outlines grading criteria and the types of assignments in the course. The course schedule provides a detailed account of course activities and respective due dates. All assignments are delivered via a University provided learning management system and serve as milestones for measuring academic success and attainment of requisite knowledge, skills, and experience. Course instructors establish clear expectations for student success in the course syllabi and course schedules.

Student failure to submit graded material by defined due dates negatively affects the student's grade for the course. Assignments submitted for a grade are to be completed individually except in situations where assignment instructions indicate the assignment is a group project or other permission has been granted by an instructor to work in groups. All due dates and times are Central Standard Time (aka Chicago time).

### **Grade Policy\*\*\***

The letters A, B, C, D, F, I are used within HIM program. Students should refer to individual course syllabi regarding the possibility of I (incomplete) grades and be aware that not all faculty permit the use of incomplete grades. Final grades of "D," or lower, are not accepted in the HIM program. Students must receive a "C" grade or above for HIM courses to count toward graduation requirements.

A consistent grading scale is used in all HEIM prefix courses. The scale is as follows:

90% to 100% = A

80% and less than 90% = B

70% and less than 80% = C

60% and less than 70% = D

0% and less than 60% = F

Students are responsible for monitoring their grades and recognizing when their anticipated course grade is below course and Departmental standards, or when their anticipated grade places them in academic jeopardy. Students are expected to seek assistance from the course instructor if they need additional support from faculty to be successful.

### **Program GPA Maintenance Policy**

While enrolled in this degree program, HIM students are required to maintain a 3.0 or higher program grade point average (GPA); this GPA calculation is based only on HEIM numbered courses required to complete a BS in HIM degree from this department. Failure to meet GPA requirements will result in academic probation and can lead to dismissal from the HIM program.

At the end of each semester, the department chair will review the records of all students whose semester cumulative GPAs are below the above-stated requirements. Those students will be **notified in writing** that they have been placed on probation.

The official written notification regarding probation status shall include the following information:

- the reason the student is notified,
- the potential consequences of the circumstances,
- the time frame in which the student must rectify the situation,
- the steps necessary to rectify the situation,
- the name of a faculty advisor appointed to assist the student, and
- the consequences of an unsuccessful attempt to resolve the matter in the specified time. \*

\* At the discretion of the HIM Department, an extension may be granted. Documentation of this arrangement must be attached to the original notification.

If, by the end of the next semester, the student's program GPA has been raised to the minimum required, the student returns to regular status. If the GPA remains below the required minimum, the student is considered for dismissal from the program.

### **Bridge Program Eligibility Policy**

The [bridge program](#) is a partnership between the departments of Population Health and Health Information Management (HIM) at KU. The selective admission opportunity is open only to those who are already admitted into KU's on-campus BS in HIM program. This is an academically rigorous program of study that requires students to take classes in both programs during their senior year of study in the HIM program.

BS in HIM students should be aware of these criteria, which indicate eligibility to seek admission into and begin the bridge program during their HIM senior year. The student must:

- Maintain a minimum 3.5 grade point average in their junior year fall and spring semesters of enrollment in the HIM program.
- Schedule a meeting with the HIM department chair and advisor, together, to discuss eligibility and requirements of the bridge program in December of their junior year fall semester in the HIM program.
- Comply with undergraduate advising requirements for prospective bridge program students in the department of HIM, including:
  - Have 6 or fewer outstanding undergraduate credit hours based on the bridge course plan.
  - Commit to completing the 6 or fewer outstanding undergraduate credit hours during the summer semester between their junior and senior years in the HIM program.

- Provide transcripts to KUMC immediately upon their availability following summer courses and notify the HIM advisor when these transcripts have been sent to KUMC. This must occur prior to senior year fall semester HIM courses commencing.
- Complete the 120-credit hour requirement for a BS in HIM at KU.
- Identify if HIM departmental approval is granted to proceed with the bridge program application, which includes a requirement that the HIM department chair draft one of the student's recommendation letters.

### **Degree Application Policy\*\*\***

Degrees and minors are awarded to students who meet all requirements of their respective programs by the last day of final examinations their senior/final year. Graduation candidates are required to complete an online "application for degree" form (AFD) through Enroll & Pay. This is mandatory to initiate the graduation process. Student failure to perform this task results in ineligibility to graduate until the next graduation cycle.

The Registrar's office notifies students by email during the Spring semester of the deadline for submitting AFD's with the intent to graduate in May. Refer to the [KU Academic Calendar](#) to confirm the AFD due date.

### **Course Retake Policy\*\*\***

HIM students receiving a "D" or "F" in an HIM course may request to retake the course. Permission to retake a course is granted at the discretion of the course instructor in collaboration with the department chair, and final approval for course retakes rests with the department chair. Students may only retake a course one time.

### **Participation in Student Leadership Activities Policy**

BS in HIM students must be in good academic standing with the Department of HIM to serve in volunteer, voted upon, and/or appointed student leadership roles. Good academic standing refers to 1) student is compliant with the Program GPA Maintenance Policy; 2) student is compliant with the Grade Policy; and 3) student is not subject to disciplinary notices or actions related to grades, academic misconduct, or nonacademic misconduct.

Student leadership roles may include but are not limited to FHIP officers; SHP or KUMC student senate representation or officer roles; KHIMA, AHIMA, KCHIMA or other professional association roles in which a student is representing KUMC, SHP, and/or KU-HIM program; other student leadership roles with any other professional or trade association on behalf of KUMC, SHP, and/or KU-HIM program.

### **Student Status Based on Program Admission Policy**

Those admitted to the on-campus BS in HIM program are traditional undergraduate students or other adult learners who deem in-person learning most suitable for their learning style. Students admitted to the on-campus program remain enrolled in the on-campus cohort and are generally not permitted to switch to the online program. In limited circumstances a student may be eligible to modify their status from enrollment in the on-campus program to the online program; the following will guide such decisions for the Department of HIM:

- Office of Academic Accommodation Services – if a student develops illness, injury, and/or disability, they are referred to the KUMC Office of Academic Accommodation Services. If the

Office of Academic Accommodation Services recommends online learning as an accommodation, the student will be moved into the online program.

- Relocation/move – if a student must relocate to another state or country, or to a regional location more than 3-hour total drivetime from the KUMC campus, a student may be eligible to study in the online program. A student is afforded this option only if they comply with the HIM Program GPA Maintenance Policy and Grade Policy; in addition, the student must not have outstanding academic or non-academic misconduct allegations pending. To pursue this option, a student must send a request in writing via email to the HIM Department Chair. The request will be reviewed, and student will be notified if their request is approved or denied.
- Already credentialed in HIM – if a student with the RHIT, CCS, CCA, CPC, CDIP, etc. credential is admitted to the on-campus program and elects to move into the online program, they must comply with the HIM Program GPA Maintenance Policy and Grade Policy; in addition, the student must not have outstanding academic or non-academic misconduct allegations pending. To pursue this option, a student must send a request in writing via email to the HIM Department Chair. The request will be reviewed, and student will be notified if their request is approved or denied.

On-campus students may be afforded only a *temporary* approval to take online courses with the expectation they return to in person learning within a defined timeframe. The department chair will discuss the aspect of temporary approvals with students when applicable.

Those admitted to the online BS in HIM degree completion program includes HIM or similarly credentialed healthcare professionals who typically work in the industry. An online student may elect to join the on-campus program at any point in time.

In addition to the above options, a student may take a temporary official leave of absence from their program of study and resume their studies later. For questions about taking a leave of absence, the student should contact the program chair.

A student may only modify their status – on-campus to online or vice versa – once during their enrollment in the HIM program.

## Other Student Requirements and Notices

### Computer Requirements

Students are required to purchase their own laptop that *meets* requirements specified by KUMC. Please review [Appendix B](#) and [Appendix C](#) of this document for additional information.

### Smart Phones and Electronic Devices

For on campus courses, the appropriate use of smart phones and electronic devices is addressed in individual course syllabi. Guidelines may vary among courses.

### Course Specific Requirements

Faculty provides students with a syllabus and course schedule for each course offered by the Department of HIM. Students are expected to abide by all expectations outlined in course syllabi and schedules.

### Student Health Requirements

KUMC campus-based students are subject to health requirements which are required for enrollment. To learn more, please visit KUMC Registrar website which addresses [Health Requirements for Enrollment](#).

Students participating in Professional Practice Experiences (PPEs), or internships may be subject to additional health requirements as determined by contractual agreement with healthcare facilities. To participate in PPEs or internships with an organization to which the student has been assigned, these health requirements must be completed prior to starting the assignment.

#### **RHIA Certification Exam Requirement**

All senior year HIM students are required to apply for and schedule to take the Registered Health Information Administrator (RHIA) certification exam as part of HEIM 665 Topics in HIM; failure to complete this obligation results in an incomplete course grade and delayed graduation. Additional information is provided to students about this process in HEIM 665.

#### **Graduation Requirements – Bachelor of Science in HIM**

A minimum of 120 eligible credit hours are required to graduate from KU with a Bachelor of Science in HIM. The final 30 credit hours of junior-senior (300-699 level) must be taken from the KU-HIM program, and a minimum of 45 upper-division credit hours must be demonstrated on the student's transcript. Students must meet with their advisor to ensure an adequate number of credit hours are being obtained. A reporting tool called the Degree Progress Report (DPR) is also available through the myKUMC web portal. Students are expected to monitor their progress in the program through the DPR and contact their academic advisor with questions.

#### **Graduation Requirements – Minor Programs**

**Minor in Digital Health:** to graduate with a minor in digital health, the following academic requirements must be met as described at this [webpage](#).

**Minor in Healthcare Management:** to graduate with a minor in healthcare management, the following academic requirements must be met as described at this [webpage](#).

#### **Smoking Ban**

The University of Kansas Medical Center is a non-smoking campus, and prohibits all forms of smoking including traditional tobacco cigarettes or products, as well as vaping devices.

#### **International Students**

International students must meet various requirements as set forth by the Office of International Programs, as required prior to starting classes. Please visit this [website](#) for more information.

#### **Management Internship and Management Practicum**

Students in the BS in HIM program complete a required internship or practicum during their final semester in the program. For on campus students, the HIM program culminates in a mandatory 3 credit hour, 4-week capstone internship experience for the student. This internship occurs following the completion of all academic course requirements for graduating with a B.S. in HIM degree. All HIM junior and senior coursework must be completed by the student (with a grade of "C" or better) prior to participating in this experience. [Appendix F](#) provides complete information about the internship.

For online students, the HIM program culminates in a mandatory practicum experience completed during the final semester in the program. Like the management internship previously described, students completing the management practicum must be in appropriate academic standing and in their final semester. [Appendix F](#) provides complete information about the practicum.

### **Professional Practice Experience (PPE) Explanation**

Professional practice experiences (PPE) provide hands-on experience in, or information about, professional practice in HIM. PPE offers students a way to learn about their chosen profession, as well as apply what they have learned in class to real-world settings.

- Attendance at all assigned PPEs is required; barring a true extenuating circumstance, absences are prohibited.
- The student is responsible for his/her travel arrangements to any off-site activity.
- Facility location and contact information will be provided for each PPE activity.

## **Other Information for Students**

### **Advising and Enrollment**

Student advising is provided throughout all semesters of the HIM program, and students are encouraged to meet with the program advisor.

Enrollment instructions are provided to students prior to each semester. These instructions contain course-specific information needed to enroll through the Enroll & Pay system.

### **Course Waivers**

Rarely, HIM course requirements may be waived based on completion of comparable courses in prior studies. If a student desires to use another institution's course in lieu of one in the program, they must meet with their advisor to discuss the matter. The process for initiating and reviewing a course waiver request is also the same as that for transfer of credit. Refer to Relevant KU Policies:

- <http://policy.ku.edu/admissions/transfer-coursework>
- <http://policy.ku.edu/admissions/associate-arts-degree-KU-core>

If the advisor believes it appropriate to consider previous coursework in lieu of coursework in the KU-HIM program, the student is responsible for furnishing the course description and syllabus from the prior course and providing rationale for their request. Not all requests are approved. If such request is approved, the student must also be able to attain sufficient credit hours to be eligible for graduation.

### **Course Evaluations**

Course evaluations are integral to our program accreditation requirements and internal process improvement efforts. All evaluations are completed anonymously on-line by students. Students are strongly encouraged to complete course evaluations.

### **Student Employment Schedules**

Students must prioritize academics. Students enrolled in the full-time, on-campus BS in HIM program are strongly encouraged to limit employment to 20 hours per week or less.

## Scholarships and Awards

Scholarships and awards are available from the Department of HIM and SHP. In addition, AHIMA and CSA's of AHIMA (KHIMA, MoHIMA, etc.) offer scholarships and awards to HIM students. More information and the criteria are provided to students when such opportunities arise.

## Conduct and Professionalism Expectations

***All expectations herein apply to students enrolled in the BS in HIM degree. Policies marked \*\*\* are additionally applicable to students in the healthcare management and digital health minor programs.***

BS in HIM students are responsible for reading the following information about professionalism and conduct, to include viewing information linked to via hyperlinks. Please also review [Appendix E](#) for additional information.

### Professionalism

All HIM students must comply with professionalism standards and policies of the SHP. Please visit the [School of Health Professions Student Handbook](#) and read the section on Professional Conduct.

### Viewing and Use of Protected Health Information in Medical Records

Per HIM Department policy, a student who knowingly breaches a patient's rights to privacy and confidentiality by disclosing Protected Health Information (PHI) as specified by the Health Insurance Portability and Accountability Act (HIPAA) is committing academic and nonacademic misconduct. A breach may include actions such as, but is not limited to:

- accessing electronic or paper-based health records in an area where others can view it
- printing PHI
- sharing patient information details via social networking sites such as Facebook, Twitter, Instagram, TikTok, etc.
- texting or photographing excerpts from health records with a smart phone or other device

In addition to the above, it is never permissible to delete or alter PHI in medical records.

### Avoiding Plagiarism\*\*\*

Plagiarism is using or closely imitating the language and thoughts of another author without authorization, by not crediting the original author, or by representing another author's work as one's own. **This includes use of content generated by artificial intelligence algorithms without identifying this content as A.I. generated.** Plagiarism will not be tolerated and is subject to sanctions up to and including dismissal from the program. Student papers or assignments may be submitted to TurnItIn, SafeAssign, or comparable programs/technology for detection of plagiarism.

Plagiarism is prohibited and resources are available to assist you in avoiding plagiarism. Please review the [KU Writing Center Guides](#). You may also schedule an appointment with KUMC writing center staff for assistance or refer to their online resources [here](#).

### Academic and Non-Academic Misconduct\*\*\*

Academic honesty and integrity are expected. Your ethics in academia reflect your ethics as an HIM professional. Maturity, ethical virtues, and professionalism are necessary traits for those in the HIM profession. HIM students must avoid actions and behaviors considered academic or non-academic

misconduct as outlined in the policies of the SHP. Please visit the [School of Health Professions Student Handbook](#) and read the section on the topic of Academic and Non-Academic Misconduct.

### **Actions Related to Academic and Non-Academic Misconduct\*\*\***

In instances of alleged misconduct, the HIM Department Chair may impose sanctions as described in the SHP student handbook. The HIM Program does not use a progressive disciplinary approach by which a warning is required before probation, etc. Please visit the [School of Health Professions Student Handbook](#) and read the section on the topic of Actions Related to Academic and Non-Academic Misconduct within the Performance Standards and Policies section.

### **Resolving Disputes Between HIM Students, Faculty, Staff, or Program\*\*\***

The student will make a good faith effort to resolve the matter with the party involved. Should the matter not be resolved, the following steps are taken:

#### **Brief Outline of Steps for Resolving Disputes in the HIM Program**

1. Discuss issue with immediately involved parties (if unresolved);
2. Discuss issue with HIM Department Chair (if unresolved);
  - If the issue involves the Chair, students may discuss the matter with their advisor
3. If applicable to the issue, submit letter requesting to meet with the HIM Academic Review Committee\*\* (if unresolved)
4. If applicable and issue pertains to academic or non-academic misconduct, the student should refer to their appeal rights as outlined in the SHP Student Handbook

\*\*An ad hoc Academic Review Committee may be established to review decisions made by the Department Chair. Typically, the Academic Review Committee consists of at least 2 HIM faculty and 1 faculty from another academic program at KUMC. The members are appointed on the basis that they are uninvolved and unknowledgeable of the issue under review. In the rare instance HIM faculty members are unavailable to serve on this committee, faculty from other departments on campus will be selected.

### **Emergency and Disaster Preparedness Information**

#### **KUMC Campus Police Department Contact Information**

Please view the public safety [website](#) which depicts how to triage emergencies on the KUMC campus.

#### **Campus Safety**

Please visit the KUMC Public Safety department website for [campus safety guidance](#).

#### **Evacuation Plans**

If enrolled in an on-campus course, please familiarize yourself with the following evacuation instructions:

Evacuation instructions from the **5<sup>th</sup> floor** of the **Wescoc Building** include:

- Exit out of the office suite and into the hallway.
- Exit the building via the stairwell located near the Wescoc bathrooms and elevators.



- If the Wescoe stairwell is blocked, identify the nearest available stairwell on the 5<sup>th</sup> floor – with Robinson and Delp being closest in proximity.
- Do NOT use the faux stairwell in the Wescoe HIM office suite; it does not lead to an exterior exit.
- Once outside, depending on the emergency, either remain in the Murphy Courtyard or proceed to the safest sidewalk on either Rainbow Boulevard or 39<sup>th</sup> Street.

Evacuation instructions from the **2nd floor of Orr Major** include:

- Exit to the stairwell on the west side of the elevators. Go down to the ground level, exit through the doors and meet the other HIM students/faculty by the flagpole on the west side of Murphy.
- If the Orr Major stairwell is blocked, proceed to the School of Nursing building through the skywalk. Exit to the stairwell on the north side of the 1st floor School of Nursing. Go down to the street level, exit through the north doors, and meet the other HIM students/faculty by the flagpole on the west side of Murphy.

Evacuation instructions from the **Health Education Building** include:

- Exit to the stairwell nearest to your location. Stairwell 1 is located on the east side of the building. Stairwell 2 is located on the west core of the building. Stairwell 3 is located on the lower level to the east side of the large classroom.
- If you are using Stairwell 3, please be aware that this stairwell is for egress only and has an area of refuge for use if people need assistance in emergencies evacuating the space. This area has a red phone that can be used to call police in emergency situations.
- Exit from the stairwell and proceed to Parking Lot 98, which is west of the Bluff Garage and North of the Health Education Building.

Evacuation instructions from the **1st floor of the School of Nursing** include:

- Exit to the stairwell on the north side of the 1<sup>st</sup> floor. Go down to the ground level, exit through the north doors, and meet the other HIM students/faculty by the flagpole on the west side of Murphy.
- If north stairwell is blocked, then exit the south side of the Nursing Building to the Murphy Building 1<sup>st</sup> Floor. Exit the Murphy Building through the west doors. If the west doors are blocked, exit through the east stairwell out to the ground floor. Meet the other HIM students/faculty by the flagpole on the west side of Murphy.
- If north stairwell and the north exit to Murphy Building is blocked, then exit to the main atrium stairwell in the center of the 1st floor. Exit the building through the north doors. If the north doors are blocked, exit through the east doors. Meet the other HIM students/faculty by the flagpole on the west side of Murphy.

## Campus Map

To familiarize yourself with the KUMC campus, please refer to this [webpage](#).

## Emergency Communications

KUMC uses a variety of communication tools and applications regarding campus emergencies. Please visit the [Emergency Communications website](#) to learn more and ensure that you are set up to receive RAVE Emergency Text messages.

**Active Shooter Threats**

To learn about responding to an active shooter, please visit the [KUMC Emergency Management website](#).

**Proper Use of a Fire Extinguisher**

Remember P.A.S.S. “P” (pull the pin); “A” (aim nozzle at flame); “S” (squeeze trigger); “S” (sweep from side to side).

**Building issues**

In the event of an emergent structural, environmental, physical issue, or threat to any campus building, please call facilities management at 913-588-7928.

**Student Verification of Handbook and Other Required Agreements**

BS in HIM students are required to complete an acknowledgement form acknowledging that he or she has received this handbook. Signing the acknowledgment form is verification from the student to the Department of HIM that they have read the handbook in its entirety and sought clarification from the Department Chair should they have questions. Signature on the acknowledgement form is considered your agreement to abide by all policies, procedures, and requirements of the Department of HIM.

## Appendix A: Technical Standards

**The University of Kansas Medical Center**  
**School of Health Professions**  
**Department of Health Information Management**  
**Technical Standards**

Upon successful completion of the Health Information Management program, the student receives a Bachelor of Science degree in Health Information Management (HIM) and is then eligible to sit for the Registered Health Information Administrator (RHIA) certification exam. HIM professionals work in various capacities throughout the healthcare delivery system in roles which are technical, administrative, and/or managerial in nature.

The following technical standards must be met by all students **with or without** accommodations:

### **Observational**

HIM students must be able to learn from experiences and understand content in didactic and clinical settings. This includes, but is not limited to:

- Medical record content, to include discernment and use of clinical and administrative data displayed within the medical record
- Statistical, financial, and reimbursement data, to include utilizing spreadsheets, software, databases, and performing mathematical calculations
- Management and leadership techniques and styles
- Information systems and technology
- Clinical concepts

### **Communication**

HIM students must be able to communicate effectively and efficiently in English, to include in electronic formats, with other students, faculty, staff, researchers, and the public.

Effective communication includes the ability to:

- understand assigned readings, lectures, and technical and professional materials
- analyze information
- present results of such analyses
- independently prepare papers and presentations
- follow instructions

Use of computers and other technology is imperative to this communication for manipulating medical records, assimilating information, producing documentation, and interpreting data.

### **Sensorimotor**

HIM students must have gross motor, fine motor and equilibrium functions reasonably required to access information from or use the following:

- a computer, keyboard, touchscreen, or mouse
- a phone
- other office equipment (i.e., printers, scanners, copy machines, etc.)

HIM students must be able to physically manipulate medical records (i.e. turning pages, assembling, sorting, carrying, lifting, filing, etc.).

HIM students are required to travel to a variety of traditional and nontraditional facilities for professional practical experiences.

### **Intellectual, Conceptual, Integrative, Quantitative, and Problem Solving**

HIM students must be able to make decisions, to include understanding the rationale for their decisions and how to justify decisions. This includes performing the following:

- measurements and calculations
- reasoning and comprehension
- performing and analyzing needs assessments
- synthesizing information from a variety of sources

### **Behavioral and Social**

HIM students are expected to exhibit professional behavior and attitude during their participation in the classroom and clinical situations. This includes, but is not limited to:

- using appropriate language
- demonstrating competency in stressful situations
- accepting responsibility for one's own actions
- establishing and maintaining healthy relationships with faculty, peers, supervisors, patients, and other stakeholders
- completing tasks and assignments as required by faculty or supervisors

HIM students are expected to demonstrate professional characteristics indicative of success in the profession of health information management. This includes, but is not limited to:

- being honest and ethical
- demonstrating empathy when appropriate
- demonstrating responsibility for oneself
- working effectively in teams

NOTE: Reasonable accommodations will be considered and may be made to qualified students who disclose a disability, so long as such accommodation does not significantly alter the essential requirements of the curriculum and the training program, or significantly affect the safety of patient care. Students who disclose that they have a disability are considered for the program if they are otherwise qualified. Qualified students with a disability who wish to request accommodations should provide the appropriate documentation of disability and submit a request for accommodation to the

University's Office for Academic Accommodations. Students may submit this request by contacting 913-945-7035 or [cukoko@kumc.edu](mailto:cukoko@kumc.edu).

## Appendix B: Student Technology Requirements

### **KUMC Department of Health Information Management**

#### **Student Technology Requirements**

HIM students are required to own a laptop computer for academic use; this device must be Windows-based PC and not a Mac/Apple IOS device. If you currently own a device or need to purchase a new one, you are responsible for confirming that it meets the listed requirements at the website provided in the following paragraph.

To ensure your device meets hardware and software minimum standards as indicated in the HIM Computer Requirements; please read these requirements [here](#) for complete details.

HIM students must also review each course syllabi for any additional software or technical supply requirements.

## Appendix C: Computer Agreement

### KUMC Department of Health Information Management

#### Student Computer Agreement

As an HIM student, you are responsible for coming to class with a fully charged and working computer that meets the minimum laptop requirements. During and outside of class time you should be prepared to use your computer for tasks such as but not limited to:

- Accessing and downloading course documents
- Turning in assignments
- Taking notes
- Completing assignments, quizzes, and exams
- Posting to discussion boards
- Accessing the internet
- Connecting to the KUMC secure network
- Accessing HIM software programs

With your computer, you will have access to KUMC's network where you will use the Internet to access Blackboard, the learning management system. Wireless Internet is available throughout campus or through a hard-wired connection in the HIM Computer Lab. The Department of HIM also has industry-specific software that you will be required to use for assignments.

- It is the student's responsibility to maintain a backup of all work. "Lost" work will not be accepted as an excuse to miss an assignment.
- It is the student's responsibility to maintain a functional laptop/tablet that always meets the minimum computer requirements. Failure to do so may result in a "0" for an exam or assignment, should the student be unable to complete the work as required and on-time using their device.
- The University will not provide technical support for your personal laptop/tablet. It is your responsibility to maintain your system and to minimize downtime. The University Jayhawk Tech Clinic is available to assist students with software and hardware issues arising from course or program requirements.
- The Department of HIM has instituted a ban on Mac devices for use in the HIM program. Macs are not the industry norm in healthcare facilities and do not work well operationally with the type of industry software used in healthcare and in this degree program. Program faculty and staff are unavailable to assist with Mac issues.

First- and second-year students in KU HIM program are eligible to appeal their cost of attendance to reimburse for the purchase of a computer/related tech expenses. A student may request a technology budget increase more than once during their program; however, the total adjustment may not exceed

\$2,500 and the student may not appeal for the same item more than once. Please contact the [Office of Student Financial Aid](#) for more information.



## Appendix D: Confidentiality Agreement

### KUMC Department of Health Information Management

#### HIM Student Confidentiality Agreement

Patients are entitled to confidentiality of their health and personal information. The right to confidentiality of health information is protected by state law and federal privacy regulations known as the Health Insurance Portability and Accountability Act (“HIPAA”). Those regulations specify substantial penalties for breach of patient confidentiality. The following summarizes student obligations to health information confidentiality:

- All patient health and personal information are confidential and must be held in strict confidence. You cannot discuss this information with friends or family. Information may only be shared with health care providers, supervising faculty, hospital or clinic employees, and students involved in the care or services to the patient or involved in approved research projects or classroom assignments who have a valid need to know the information.
- Students must not record individually identifiable data elements, and students are not permitted to keep direct links or lists of any sort which contain protected health information. Any information or notes created by the student regarding encounters reviewed must be of a nature where it is impossible to figure out who the data or information pertains to. Obvious examples of protected health information include patient name, medical record number, and home address. Less obvious examples include instances where diagnosis and procedure code numbers describe an encounter so unique that a reader might be able to determine the identity of a patient.
- Students will not copy, print, share, or otherwise release protected health information viewed during HIM program courses. The only possible exception to the former is if the student completes release of information tasks as part of a professional practice experience or management internship; in such instances, the student will rely on their site preceptor to ensure the task was completed within accordance of federal health information privacy rules and regulations.
- Usernames and passwords assigned to you for access to information systems are confidential. Only the individual to whom the username/password is issued should know the login credentials. No one may attempt to obtain access through any computer network or information system to obtain information to which he/she is not authorized to view or receive. If you are aware that another individual knows your username/password, it is your responsibility to request a new username/password.
- If a violation of this policy occurs or is suspected, immediately report this information to your supervising faculty.
- Violations of this policy will result in disciplinary action up to and including termination from the program.

## Appendix E: Code of Conduct Agreement

### KUMC Department of Health Information Management

#### HIM Student Code of Conduct Agreement

*Each student is an important member of our HIM class community and has a responsibility to himself/herself, to the instructors, and to his/her classmates to support and contribute to the Department of HIM's learning community. This Code of Conduct is established to ensure that all students have a clear understanding of the expectations your instructors have regarding your conduct in your KUMC HIM classes.*

#### **It is the responsibility of each student to:**

- Act in a professional manner by treating all students, instructors, and guests with dignity and respect in face-to-face and virtual interactions
- Comply with KUMC information technology policies
- Comply with academic and non-academic misconduct policies of the SHP
- Participate respectfully and professionally in team collaborations, projects, and peer reviews.
- Be self-motivated and self-directed and strive to:
  - Manage time efficiently
  - Approach classes with a desire to learn
  - Assume leadership roles and voluntarily assist others when appropriate
  - Develop necessary technical and practical skills
  - Submit constructive suggestions for course improvements
- Become familiar with and abide by all program-level and course-level policies and procedures found in syllabi, course materials, student handbooks, and other materials provided to students in this program.

## Appendix F: Internship/Practicum Agreement

### KUMC Department of Health Information Management

#### Internship/Practicum

An internship, also called a capstone experience or practicum, is required for all graduating HIM students. Hereafter the document will use the word “internship” to describe both internships and practicums. All program coursework must be successfully completed with a “C” or better prior to participating in the internship. The HIM program sets the internship timeline. This opportunity is designed to serve as a practical experience in an HIM-related environment.

This is a mandatory, 3 credit hour internship.

On campus students are expected to, at a minimum, participate as follows per the directions of their internship preceptor:

- An externally precepted, 4-week, 20 hours/week, internship; the format for the internship is unique to the healthcare organization and its workforce plans, which may include onsite, partially virtual and partially onsite and/or virtual experiences.
- A larger project or multiple smaller projects; project(s) are of nature and scope of management-level work.
- Attend at least one institutional or organizational committee meeting, which meets to address a topic of relevance to an HIM Practitioner
- Attend at least one staff meeting
- Exposure to administrative and/or clinical information systems, either through training, shadowing, and/or hands-on experience with an information system

Online students work with the internship course instructor to develop individualized completion plans. You will complete an assigned project or series of smaller projects (determined by and completed under the direction of an external preceptor) in a healthcare organization. In addition, you will complete 4 weekly modules in Blackboard containing additional professional practice experience, projects, guest speakers, and tasks tailored for management-level HIM practice.

In addition to the above, both on campus and online students during the 4-week period of this internship, complete 4 weekly modules in Blackboard containing additional professional practice experience, projects, guest speakers, and tasks tailored for management-level HIM practice. All students will additionally complete a portfolio and give a presentation outlining their projects.

The internship is considered coursework, and the student will not receive any reimbursement for expenses or compensation for this experience. You are responsible for all associated expenses such as drug tests, background checks, room and board, transportation, parking, and

any site onboarding fees associated with the internship. The examples of potential expenses should be considered as examples and not considered an all-inclusive list.

The internship course instructor will assign students to internship sites for which our program has an affiliation agreement.

Other mandatory guidelines:

- The responsibility for the safety of the student, and for the student's property, will rest completely with each individual student while on their internship.
- The student must meet all health requirements determined by their assigned internship site, including proof of drug free status, proof of vaccinations (as determined by the site per their policies), etc., to complete the internship. If the student is unable to meet the health requirements of the internship site, they are obligated to notify the internship course instructor immediately upon this determination. Attempts will be made to place the student at an alternative site, but placement cannot be guaranteed.
- Failure to complete an internship in the assigned timeframe results in delayed graduation.
- The student must attend all components of their internship, as required and/or scheduled by the external site preceptor.
- The student will be provided information regarding the internship during their final semester.
- All classroom students are required to return to the HIM Program following the completion of their internship to present to the HIM faculty and peers about their experience.
- All online students are required to submit material as indicated by the internship course instructor, which includes a portfolio and recorded presentation describing their experience.
- All students are required to complete the 4 weekly modules as assigned in Blackboard.
- Online students who are already working in the profession work with the internship course instructor to identify an opportunity to complete a project(s) within their current organization in a department differing from their primary employment assignment; when this is not possible, the course instructor will assist the student in finding an internship site.
- KUMC must have an affiliation agreement (legal contract) in place for assigned internship sites.
- Internship sites are determined based on availability of contracted internship sites.
- Due to unforeseen circumstances, there may be a cancellation of the management internship site. Should this occur, the internship course instructor will inform the student within 24 hours of this notification and will begin the search process for another site for the student within one week.
- Students must be in good standing with all department policies prior to beginning their internship.
- The grade for the management internship is based on the following items:

- Completion of the management internship
- Completion and submission of all components of the course as indicated per the course materials.