

# *Member Advancement and Workforce Development*

September 21, 2023

# Agenda

Recording and slides will  
be shared on the CLRA



## ***Student Engagement***

Treena Hoffman, President, Wisconsin Chapter  
Roger Yin, Student Chair, Wisconsin Chapter



## ***Workforce Development***

Mara Daiker, Director, Professional Development, HIMSS



## ***Member Advancement***

Joanne Bartley, Member Engagement Lead, HIMSS

# *Student Engagement*

Treana Hoffman and Roger Yin

## ***WI Chapter Student Member Engagement***

### ***Scholarship***

\$2000 scholarship awarded to one student annually. Student then participates as part of the Spring Leadership conference planning team.

### ***Student Chair on WI HIMSS Board***

A Student Member is serving as WI HIMSS Students Chair helping to organize these events and represent the needs of student members.

### ***Day in the Life Session on Campus***

Presentation to students as an overview of the career part of a Healthcare IT leader as well as a vendor partner. Overview the application process for graduates into healthcare orgs and/or consulting orgs.

### ***Discounted event prices for student members***

Discounted pricing for student members to attend events such as Spring Leadership Conference. Discounted sponsor pricing for academic OAs.

# *Workforce Development*

Mara Daiker

# *Chapters Toolkit and Workforce Resources*

- **Chapter Resource Page – Certification & Workforce Development**
- **Workforce Development Chapter Toolkit**
  - **Mentoring** – guide referencing some best practices, benefits, roles, recruitment, how to get started, application example
  - **Networking** – suggestions for how to build effective networking events to engage students and emerging professionals, benefits, challenges and solutions, how to identify and build relationships, topic and event ideas, templates (presentation, speaker, invite, thank you, etc.)
  - **HIMSS101** – an introductory HIMSS slide deck that can be used during Chapter functions as desired

# Mentoring Resources

Current Resource: [Mentoring Toolkit](#)

The HIMSS Emerging Healthcare Leaders Task Force would like to enhance this resource

Please [share your feedback](#) in this brief questionnaire by September 29 on how to best meet chapter needs.

<https://clra.himsschapter.org/certification>

## Mentoring Resources for HIMSS Chapters

### Goal

- Engage local, experienced healthcare leaders to mentor Emerging Healthcare Leaders.
- Provide a guide to HIMSS chapters who wish to establish a Mentorship Program to help local Emerging Healthcare Leaders grow, expand, and gain knowledge in the field.
- Connect with HIMSS Approved Education Partners (AEPs) and student members to communicate with mentees and local universities.

### An ideal Mentoring Program consists of two participants:

- Mentor: A more senior professional with 5+ years of experience
- Mentee: A more junior, student or entry-level health IT professional

### Benefits of Being a Mentor

- Provide guidance to emerging healthcare leaders of tomorrow
- Share your knowledge about the industry
- Cultivate relationships with future healthcare leaders

### Benefits of Being a Mentee

- Cultivate a meaningful relationship with a 'seasoned' HIMSS member
- Grow your networking opportunities
- Gain career advice from those experienced in the healthcare IT field

# *Continuing Education*

- **HIMSS Chapters can provide HIMSS professional certification CEs on all eligible content**
- **HIMSS Chapters are also able to offer other types of CE on eligible programming and have been provided information for the HIMSS recommended CE provider, PACE**
- **HIMSS has provided**
  - Continuing Education Hours Information for HIMSS Chapters
  - CEU Tracking Form template

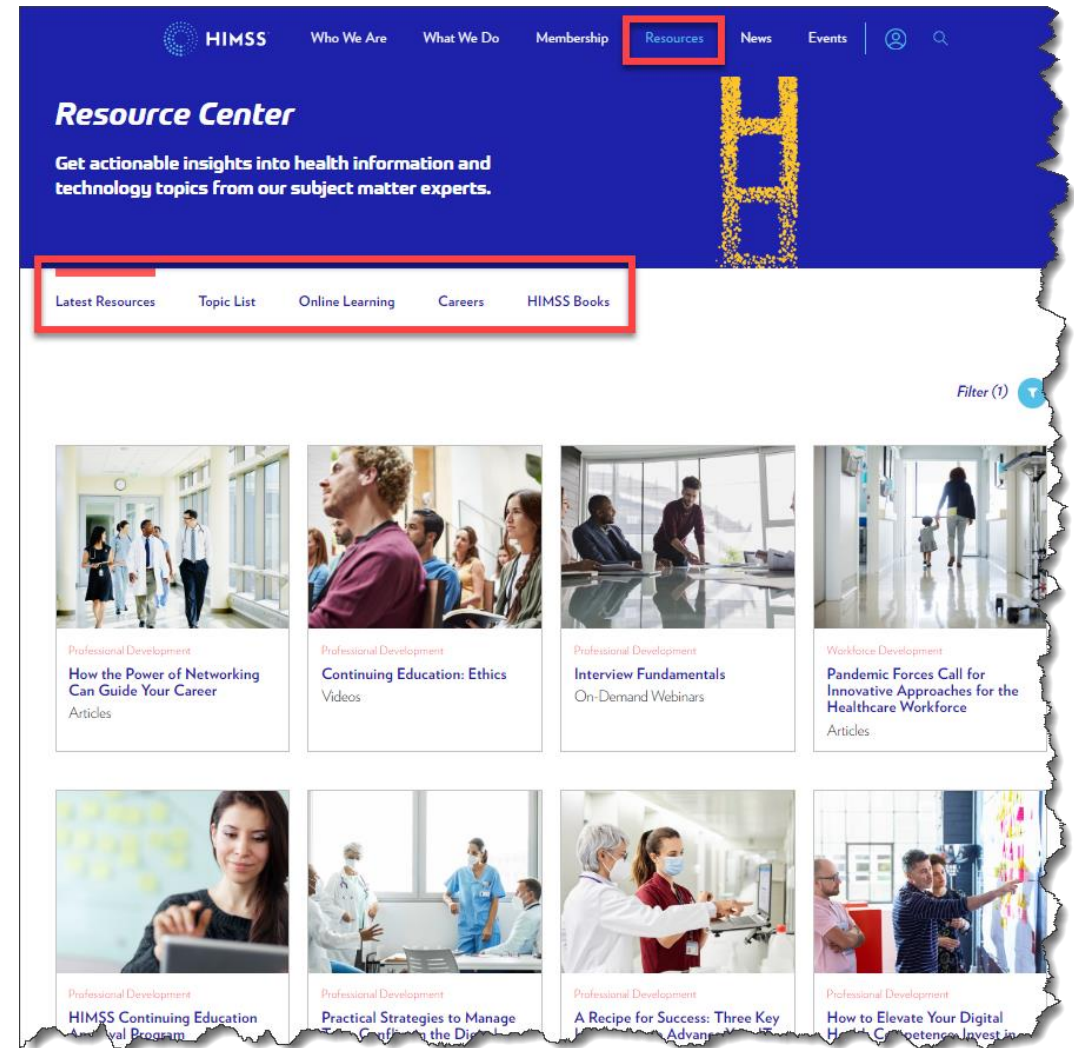


# *Workforce Resources*

# HIMSS Resource Center

- Vast industry knowledge all in one place
- New material continuously added
- What's in the Resource Center
  - On-Demand Webinars
  - Day in The Life Series
  - Publications and white papers
  - Industry research
  - Job descriptions
- Links to online learning, our careers page, and the HIMSS Bookstore!

<https://www.himss.org/resources-all>



# *Health Information and Technology Job Descriptions*

- **Regularly updated listing of in-demand job titles developed by the HIMSS Professional Development Committee**
  - Description for each position with a listing of primary responsibilities and typical requirements
- **Listen to recorded discussions with industry professionals representing some of these positions (Day in the Life Series)**
  - These are identified where available and a link to the recording is provided

<https://www.himss.org/resources/health-information-and-technology-job-descriptions>

# Healthcare Career Pathways

- Tool to assist those exploring health information and technology roles
  - Map various career paths
  - Includes brief job description including skill requirements

**HIMSS™**  
**Healthcare Career Pathways**

The positions listed in this tool were derived from the HIMSS Health Information and Technology Job Descriptions Document (<https://www.himss.org/resources/health-information-and-technology-job-descriptions>). Not all of the positions in that document are included, and not all of the positions listed in this tool are in the document. The four column headings below are representative of potential points along one's career path. They do not indicate a position-level or experience-level. This is an iterative tool and will continue to be developed and adjusted. Click your desired job to see common career paths. The career paths listed are not the only potential route from one position to another. There may be multiple other paths that someone can follow in today's industry.

**Popular Career Paths**

Entry	Mid	Advanced	Expert
<input type="radio"/> Nurse Practitioner	<input type="radio"/> Nurse Informaticist	<input type="radio"/> Vice President, IT Operations	<input type="radio"/> Chief Digital Officer
<input type="radio"/> Service Desk Analyst	<input type="radio"/> Data Privacy Analyst	<input type="radio"/> Director, Clinical Information Sys...	<input type="radio"/> Chief Medical Information Officer
<input type="radio"/> Clinical Systems Analyst	<input type="radio"/> Data Security Analyst	<input type="radio"/> Data Governance Advisor/Co-Or...	<input type="radio"/> Chief Nursing Informatics Officer
<input type="radio"/> Desktop/Field Services Technic...	<input type="radio"/> Document Integrity Specialist	<input type="radio"/> Data Architect	<input type="radio"/> Chief Privacy Officer
<input type="radio"/> Data Analyst	<input type="radio"/> Database Administrator	<input type="radio"/> Program Manager	<input type="radio"/> Chief Technology Officer

**Popular Career Paths**

Entry: Nurse Practitioner, Service Desk Analyst, Quality Analyst, Privacy Specialist  
 Mid: Nurse Informaticist, Data Privacy Analyst, Senior System Administrator  
 Advanced: Vice President, IT Operations, Director, Clinical Information S..., Senior System Administrator  
 Expert: Chief Digital Officer, Senior Director of Business Int...

**Chief Digital Officer**  
Find Job Like This

The Chief Digital Officer (CDO) is the top organizational executive responsible for practical patient/consumer focused solutions that streamline processes through use of technology solutions combined with continual process improvement to enhance both the patient/consumer experience and organizational business results. The CDO is responsible for ensuring that the enterprise's business strategy is optimized, given current and emerging digital realities, opportunities and threats.

The CDO is focused on the patient/consumer and in creating choices for the patient/consumer, as well as patient/consumer engagement and patient/consumer experience. The CDO is responsible for digital patient/consumer experiences across the entire enterprise and its operations. The Chief Digital Officer is responsible for understanding the use of digital technologies to enable better business service delivery and for understanding the use of information technologies to enable better business decision making. The CDO's focus is to enhance the relationship between an organization and its patients/consumer through optimizing the management of organizational data components.

**Primary Responsibilities**

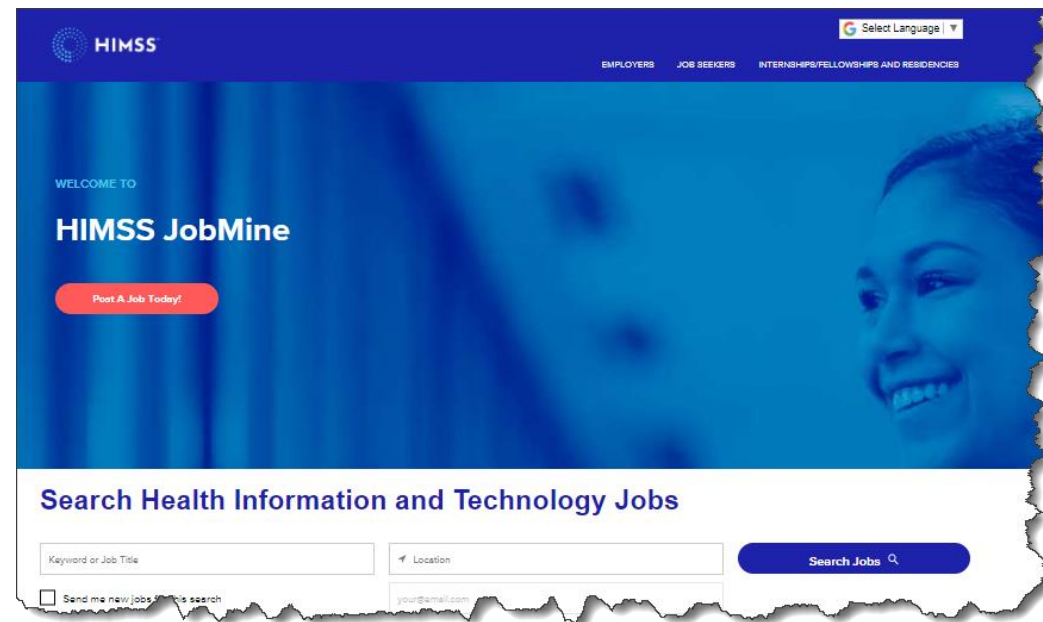
- Participates in the business organization's strategic and operational governance processes as a member of the senior management team.
- Collaborates with executive management team and developing a streamlined approach for organizational growth and overall business strategy.
- Establishes short and long-range objectives for the organization's digital strategy and gains stakeholder buy-in.
- Establishes criteria for monitoring progress and measuring success of digital transformation projects or initiatives.
- Connects digital investments to enterprise's Key Performance Indicators (KPIs) and strategic priorities in order to achieve a positive digital transformation
- Responsible for planning, staffing and budgeting of operational areas to ensure appropriate execution on business strategy while achieving business objectives in an efficient and effective manner.
- Defines the digital architecture of the organization while balancing digital assets and computing services with market needs.
- Responsible for the development and acquisition of digital tools designed to enhance patient/consumer experience.
- Promotes organization's online presence through web marketing and social media applications.
- Drives digital disruption within individual business areas.
- Responsible for seamless integration of digital and information technology assets throughout product and service design.

**Qualifications**

- Bachelor's degree in computer science or a related field, master's degree preferred.

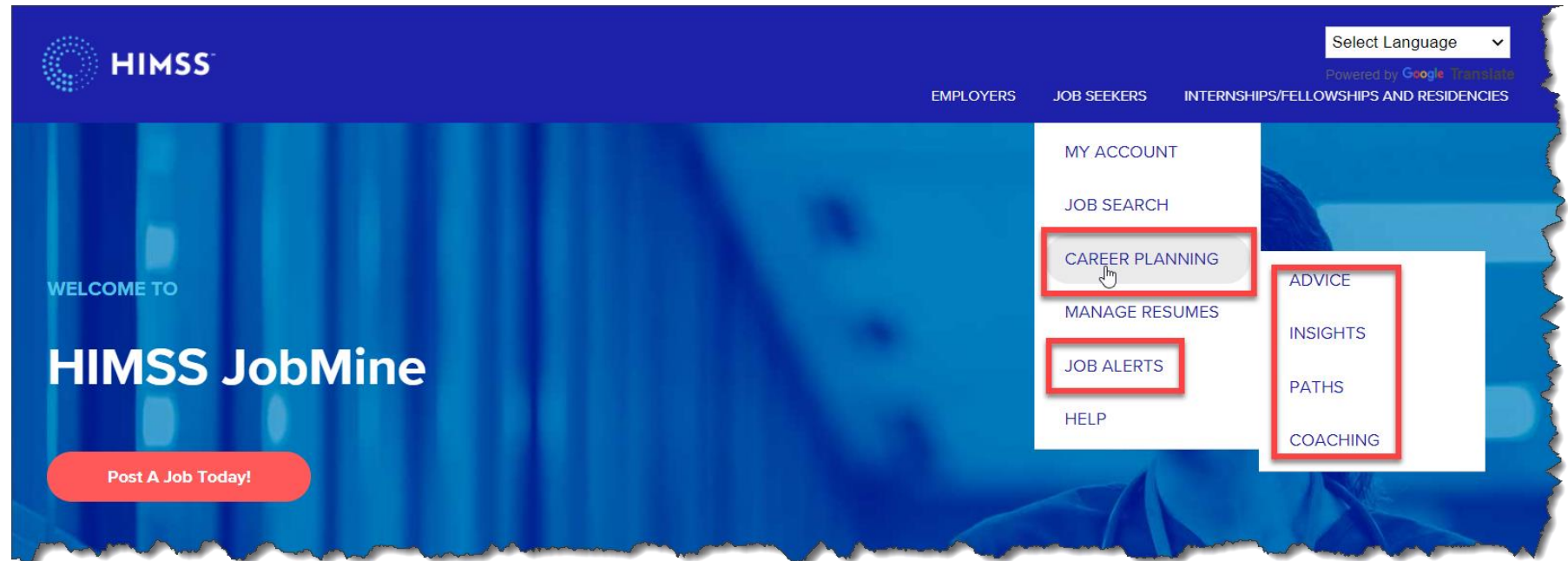
# HIMSS JobMine®

- **Looking for your next job or next hire?**
  - Discover the leading global job center for health information and technology
  - Create your job-seeker account
  - Explore expert resources
  - Post your resume
  - Receive new job alerts
  - Work with a career coach



# HIMSS JobMine Resources

- **Career Planning**
  - Advice
  - Insights
  - Paths
  - Coaching
- **Job Alerts**



# *HIMSS Bookstore*

- The latest books on health information and technology and informatics
- Access to almost 70 titles, written by and contributed to by leading experts
- HIMSS members received a 25% discount and free shipping



<https://www.himss.org/resources/himss-books>



# Professional Development Courses

- Diverse course portfolio
  - Workforce development
  - Certification
  - Global Conference session recordings

The screenshot displays the HIMSS website's 'Events' page. The navigation bar at the top includes 'Who We Are', 'What We Do', 'Membership', 'Resources', 'News', 'Events' (highlighted with a red box), 'Sign In', and 'Join'. A search icon and a 'Filter (2)' button are also visible. The main content area features a grid of 12 course cards, each with a representative image and text:

- Data Visualization Course**: October 2 - December 10, 2023
- Intermediate Healthcare Data Analytics Course**: October 2 - December 10, 2023
- 2023 Live Virtual CAHIMS Review Courses**
- 2023 Live Virtual CPDHTS Review Courses**
- 2023 Live Virtual CPHIMS Review Courses**
- Digital Health Transformation Course**
- Healthcare Information and Technology Foundations Course**
- HIMSS CPHIMS Review Course**
- HIMSS Data Analytics, Interpretation and Reporting Course**
- HIMSS Workflow Analysis and Design Course**
- HIMSS23 Session Recordings**

<https://www.himss.org/events>

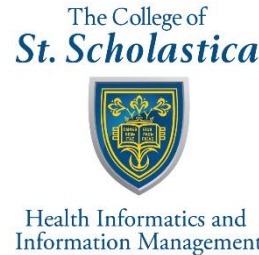


# *HIMSS Approved Education Partners (AEP)*

- **An AEP is an education or training provider who**
  - Meets HIMSS's rigorous standards for world-class, effective health information and technology and healthcare education or training
  - Offers education or training with HIMSS professional certification continuing education hours
  - Has exclusive access to valuable education and promotional resources offered by HIMSS



# Approved Education Partners



Health Information Management



JOHNSON COUNTY COMMUNITY COLLEGE



<https://www.himss.org/find-approved-education-partner>

# Approved Education Partners



<https://www.himss.org/find-approved-education-partner>

# *Professional Certification*

# The Case for Professional Certification

ENTHUSIASM RUNS HIGH FOR MAINTAINING HIMSS CERTIFICATION

CAHIMS CPHIMS CPHIMS-CA



**85%**

Plan to renew their certification

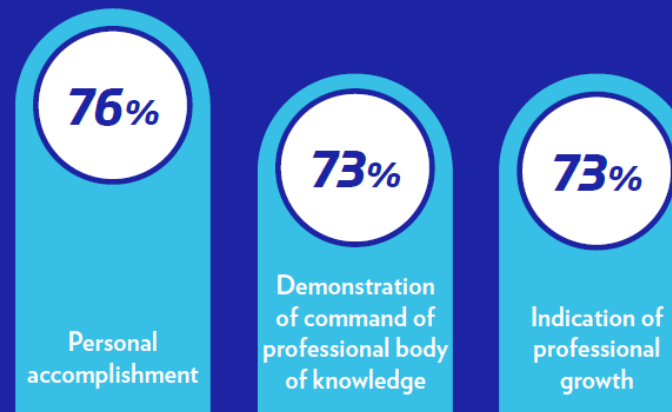


**78%**

of HIMSS certification holders would recommend a HIMSS professional certification to a friend or colleague

## RESPONDENTS CITED MULTIPLE BENEFITS OF PURSUING HIMSS CERTIFICATION

Top 3 Reasons for Pursuing Certification



Additional Benefits of Certification



**30%**

qualified for a job



**24%**

achieved a higher salary



**16%**

received a promotion

Range of salary increases after certification



**40%** received a **\$5K-\$10K** raise

**29%** received a **\$11K+** raise

# HIMSS Professional Certification Program Overview

- The Certified Professional in Healthcare Information and Management Systems (**CPHIMS<sup>SM</sup>**) is a certification program for experienced professionals, acknowledging and honoring their proven expertise and commitment to the field.
- The Certified Associate in Healthcare Information and Management Systems (**CAHIMS<sup>SM</sup>**) certification is a pathway for expanding and diversifying industry knowledge for both early careerists and those with more experience.
- The Certified Professional in Digital Health Transformation Strategy (**CPDHTS<sup>SM</sup>**) is the first professional certification created that measures one's knowledge, understanding, and grasp of the rigorous body of knowledge for digital health transformation strategy.
- Each certification is based on a review of the global body of knowledge, as well as extensive exam design based on global subject matter experts.

CPHIMS

CAHIMS

CPDHTS

# *CAHIMS and CPHIMS Domains*

**Healthcare and Technology  
Environments**

**Domain 1**

**Clinical Informatics**

**Domain 2**

**Healthcare Information and  
Systems Management**

**Domain 3**

**Management and Leadership**

**Domain 4**

# *CPDHTS Domains*

**Digital Health Ecosystem (Digital)**

**Domain 1**

**Person Enabled Health (Health)**

**Domain 2**

**Measurement and  
Improvement (Transformation)**

**Domain 3**

**Strategy, Governance, and  
Organizational Management  
(Strategy)**

**Domain 4**



# Certification on the Website

The screenshot shows the HIMSS website navigation. The top navigation bar includes links for Who We Are, What We Do, Membership, Resources, News, Events, Sign In, and a Join button. The Resources link is highlighted with a red box and a hand cursor. A dropdown menu is visible under Resources, with the Certification link highlighted by a red box. Below the navigation, there is a blue banner with the text "marketplace and expand your career opportunities." and an "Apply Now" button. A secondary navigation bar is also highlighted with a red box, containing links for Overview, CAHIMS, CPHIMS, CPDHTS, Continuing Education, and Certification Directory. The main content area is titled "Certification: CAHIMS, CPHIMS and CPDHTS" and contains introductory text, a section titled "What are the HIMSS Certifications?" with descriptions for CAHIMS, CPHIMS, and CPDHTS, and a section titled "Why should you get certified?" with a bullet point.

**Resources**

Resource Center

Certification

marketplace and expand your career opportunities.

Apply Now

Overview CAHIMS CPHIMS CPDHTS Continuing Education Certification Directory

## Certification: CAHIMS, CPHIMS and CPDHTS

Demonstrate your expertise and experience as a health information and technology professional with CAHIMS<sup>SM</sup>, CPHIMS<sup>SM</sup> or CPDHTS<sup>SM</sup> certification from HIMSS. In a field experiencing vast change, it's important to possess a standard body of knowledge and an up-to-date skillset. HIMSS certifications show you're well informed and well prepared for what's next in your career.

### What are the HIMSS Certifications?

The Certified Associate in Healthcare Information and Management Systems (CAHIMS) certification is a pathway for expanding and diversifying industry knowledge for both early careerists and those with more experience.

The Certified Professional in Healthcare Information and Management Systems (CPHIMS) is a certification program for experienced professionals, acknowledging and honoring their proven expertise and commitment to the field.

The Certified Professional in Digital Health Transformation Strategy (CPDHTS) is a certification program designed to demonstrate your knowledge and competence in digital health transformation strategy – including person-enabled health, measurement and improvement, and strategy, governance and organizational management.

### Why should you get certified?

Receiving a HIMSS certification demonstrates your knowledge and understanding of the profession and that you have reached a milestone in your career development.

- Distinguish yourself in an increasingly competitive marketplace.

# *Certification in the Chapters*

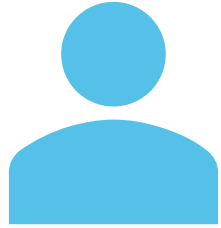
- **CERTIFIED MEMBERS ARE ENGAGED MEMBERS!**
- **Promote the HIMSS professional certifications and related coursework opportunities**
- **What can you do to promote this and build up your membership?**
  - Recognize certified chapter members
  - Host informational sessions regarding certification
  - Host review courses to assist in preparing candidates for the exam
  - Consider offering scholarships towards certification
- **What does HIMSS offer to help?**
  - Chapter Instructor Course

# *Chapter Instructor Course*

- **2 hour “train the trainer” course**
  - Describe the HIMSS professional certification program
  - Review the application, examination and recertification processes
  - Orient trainers to the materials
  - Define best practices for conducting a review course
- **At the conclusion participants are granted access to all the HIMSS resources utilized in conducting review courses**

# *Opportunities*

# *Upcoming Webinar(s)*



## **Exploring HIMSS's Workforce Resources**

September 27 | 11am – 12:30pm | [Register Now](#)



## **Unlocking the Future: Exploring Exciting Careers in Health Information**

October 18 | 11am – 12pm | [Register Now](#)

# Posters

- Displayed during the HIMSS Global Health Conference and Exhibition
- Storyboard presentation aligned with the main education topics of the conference
- Provide attendees with a more visual means to learn about useful tools and successful case studies
- Poster presenters receive complimentary registration to conference
- Call for proposals is OPEN! Call will close mid-October

<https://www.himss.org/membership-participation/himss-emerging-healthcare-leaders-community>

# Contact Us



[careerservices@himss.org](mailto:careerservices@himss.org)



[certification@himss.org](mailto:certification@himss.org)

# *Member Advancement*

Joanne Bartley

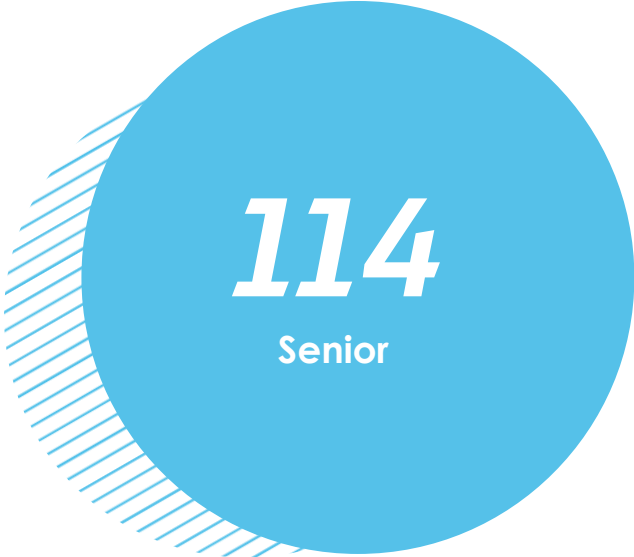


# *What is member advancement?*

- **Recognition of members who have done the following:**
  - Provided substantial service and contributions to HIMSS
  - Contributed knowledge and experience to the health IT industry

# Member Advancement by the Numbers

(as of August 2023)





# *What are the levels for advancement opportunities?*

- **Senior Member (SHIMSS)**
  - Must score a minimum of 100 points across multiple categories like member involvement, publications, degrees attained, professional certifications, and other qualifying items
- **Fellow (FHIMSS)**
  - Must have a minimum score of 200 points across multiple categories
- **Life (LHIMSS) and Life Fellow (LFHIMSS)**
  - Must be a consecutive member for at least 30+ years
  - Receives complimentary HIMSS membership
  - Receives complimentary registration to HIMSS Global Health Conference

# *What is the process to apply?*

- <https://www.himss.org/membership-participation-member-advancement>
- [Online Application](#)
- [Download PDF Application](#)

## *In addition to the application, please attach the supporting documents:*



- ✓ Current job description
- ✓ Organizational chart, with position circled
- ✓ Proof of highest degree, if applicable
- ✓ Proof of current certification credential, if applicable
- ✓ Letter of recommendation from current HIMSS Fellow (if applying for Fellow)
- ✓ Letter of recommendation from CxO (optional)

# *What is next?*

- Your application will be reviewed by the Advancement Committee
- Recommended applications for advancement will be forwarded to the HIMSS Board of Directors for approval
- Once approved, the newly advanced member will be notified by email and will receive a certificate and pin indicating this accomplishment
- The cycle may take up to four months, depending upon when HIMSS receives the application (Board of Directors meets on a quarterly basis)
- Advancement statuses do not need to be renewed; they are permanent
- Continued support, involvement, and participation is expected

# *HIMSS Advancement*

- Senior Members
  - <https://www.himss.org/membership-participation-senior-members>
- Fellow Members
  - <https://www.himss.org/membership-participation-fellow-members>
- Life and Life Fellow Members
  - <https://www.himss.org/membership-participation-life-fellow-members>



## *More Information*



<https://www.himss.org/membership-participation-member-advancement>



[HIMSS Member Advancement Program FAQ](#)



Email: [advancement@himss.org](mailto:advancement@himss.org)

# Save the Date



## **Webinar**

Subject Matter Expert Spotlight



## **Networking Session**

Discussion Theme: Member Engagement



## **Global Health Equity Week**

Supporting Healthy Communities



## **Chapter Leader Town Hall**

Meet with Hal Wolf

*Thank you!*

<https://clra.himsschapter.org/>  
[Chapters@himss.org](mailto:Chapters@himss.org)