The Bachelor of Science in Health Information Management provides a solid foundation in healthcare information systems and data management technologies for healthcare organizations including healthcare regulation, project management of health systems, databases, and security. In addition to the health information management content, the degree program includes a broad collegiate education. The program is designed for those who have some technical or clinical knowledge in a healthcare environment and are ready to move to increased levels of expertise and knowledge in the health information management field. The health information management component of the Bachelor of Science program consists of the following areas of study: Healthcare Data, Health Information Technology, Medical Terminology, Pathophysiology and Pharmacology. There are several other areas of study that students master including Fundamentals of IT in Healthcare, Legal and Ethical Considerations in Healthcare, Leadership and Management, Anatomy and Physiology, Healthcare Compliance and Coding, Project Management, Financial Resource Management, and Healthcare Statistics. There are two professional practice experiences required for the program. At the end of the program, students complete a capstone project.
Understanding the Competency-Based Approach

Practically speaking, how do competency-based programs like those offered at Western Governors University (WGU) work? Unlike traditional universities, WGU does not award degrees based on completion of a certain number of credit hours or a certain set of required courses. Instead, you will earn your degree by demonstrating your skills, knowledge, and understanding of important concepts.

Progress through a degree program is governed not by the amount of time you spend in class but by your ability to demonstrate mastery of competencies as you complete required courses. Of course, you will need to engage in learning experiences as you review competencies or develop knowledge and skills in areas in which you may be weak. To help you acquire the knowledge and skills you need to complete your courses and program, WGU provides a rich array of learning resources. Your program mentor will work closely with you to help you understand the competencies required for your program and to help you create a schedule for completing your courses. You will also work closely with course instructors as you engage in each of your courses. As subject matter experts, course instructors will guide you through the content you must master to pass the course assessments.

The benefit of this competency-based system is that enables students who are knowledgeable about a particular subject to make accelerated progress toward completing a degree, even if they lack college experience. You may have gained skills and knowledge of a subject while on the job, accumulated wisdom through years of life experience, or already taken a course on a particular subject. WGU will award your degree based on the skills and knowledge that you possess and can demonstrate—not the number of credits hours on your transcript.

Accreditation

Western Governors University is the only university in the history of American higher education to have earned accreditation from four regional accrediting commissions. WGU’s accreditation was awarded by (1) the Northwest Commission on Colleges and Universities, (2) the Higher Learning Commission of the North Central Association of Colleges and Schools, (3) the Accrediting Commission for Community and Junior Colleges of the Western Association of Schools and Colleges, and (4) the Accrediting Commission for Senior Colleges and Universities of the Western Association of Schools and Colleges. The university’s accreditation status is now managed by the Northwest Commission on Colleges and Universities (NWCCU), which reaffirmed WGU’s accreditation in February February 2020. The WGU Teachers College is accredited at the initial-licensure level by the Council for the Accreditation of Educator Preparation (CAEP) and by the Association for Advancing Quality in Educator Preparation (AAQEP). The nursing programs are accredited by the Commission on Collegiate Nursing Education (CCNE). The Health Information Management program is accredited by the Commission on Accreditation for Health Informatics and Information Management Education (CAHIIM). The College of Business programs are accredited by the Accreditation Council for Business Schools and Programs (ACBSP).

The Degree Plan

The focus of your program is your personalized Degree Plan. The Degree Plan is a detailed blueprint of the courses you will need to complete in order to earn your degree. The Degree Plan also lays out the accompanying learning resources and assessments that compose your program. The list of courses in the Degree Plan is often referred to as the standard path. The amount of time it takes to complete your program depends on both the amount of new information you need to learn and the amount of time you plan to devote each week to study. Your program mentor and course instructors will help you assess your strengths and development needs to establish a study plan.

Students vary widely in the specific skills and information they need to learn. For example, some students may be highly knowledgeable in a particular subject matter and would not need to engage in new learning opportunities. Other students may find that portions of the program require them to learn new information and that they need to take an online class or participate in a study module to acquire the knowledge and skills needed to fulfill program competencies in that area. Some individuals may be able to devote as little
as 15–20 hours per week to the program, while others may need to devote more time. For this reason, pre-assessments are there to help your program mentor form a profile of your prior knowledge and create a personalized Degree Plan.

How You Will Interact with Faculty

At WGU, faculty serve in specialized roles, and they will work with you individually to provide the guidance, instruction, and support you will need to succeed and graduate. As a student, it is important for you to take advantage of this support. It is key to your progress and ultimate success. Upon your enrollment, you will be assigned a program mentor—an expert in your field of study who will provide you with regular program-level guidance and support from the day you start until the day you graduate. Your program mentor will set up regular telephone appointments (weekly at first) with you, which you will be expected to keep. The mentor will review program competencies with you and work with you to develop a plan and schedule for your coursework. Your program mentor will serve as your main point of contact throughout your program—helping you set weekly study goals, recommending specific learning materials, telling you what to expect in courses, and keeping you motivated. In addition to regular calls, your program mentor is available to help you resolve questions and concerns as they arise.

You will also be assigned to a course instructor for each course. Course instructors are doctoral-level subject matter experts who will assist your learning in each individual course. When you begin a new course, your assigned course instructor will actively monitor your progress and will be in touch to offer one-on-one instruction and to provide you with information about webinars, cohort sessions, and other learning opportunities available to help you acquire the competencies you need to master the course. Your course instructor can discuss your learning for the course, help you find answers to content questions, and give you the tools to navigate the course successfully. In addition, you will communicate with course instructors by posting in the online learning community and participating in live discussion sessions such as webinars and cohorts.

For many of the courses at WGU, you will be required to complete performance assessments. These include reports, papers, presentations, and projects that let you demonstrate your mastery of the required competencies. A separate group of faculty members, called evaluators, will review your work to determine whether it meets requirements. Evaluators are also subject matter experts in their field of evaluation. If your assessment needs further work before it “passes,” these evaluators, who review your work anonymously, will provide you with instructional feedback to help you meet evaluation standards and allow you to advance.

Connecting with Other Mentors and Fellow Students

As you proceed through your Degree Plan, you will have direct contact with multiple faculty members. These communications can take a variety of forms, including participation in one-on-one discussions, chats in the learning communities, and live cohort and webinar opportunities. As a WGU student, you will have access to your own personal MyWGU Student Portal, which will provide a gateway to your courses of study, learning resources, and learning communities where you will interact with faculty and other students.

The learning resources in each course are specifically designed to support you as you develop competencies in preparation for your assessments. These learning resources may include reading materials, videos, tutorials, cohort opportunities, community discussions, and live discussions that are guided by course instructors who are experts in their field. You will access your program community during your orientation course to network with peers who are enrolled in your program and to receive continued support through professional enrichment and program-specific chats, blogs, and discussions. WGU also provides Student Services associates to help you and your program mentor solve any special problems that may arise.

Orientation
The WGU orientation course focuses on acquainting you with WGU's competency-based model, distance education, technology, and other resources and tools available for students. You will also utilize WGU program and course communities, participate in activities, and get to know other students at WGU. The orientation course must be completed before you can start your first term at WGU.

**Transferability of Prior College Coursework**

Because WGU is a competency-based institution, it does not award degrees based on credits but rather on demonstration of competency. However, if you have completed college coursework at another accredited institution, or if you have completed industry certifications, you may have your transcripts and certifications evaluated to determine if you are eligible to receive some transfer credit. The guidelines for determining what credits will be granted varies based on the degree program. Students entering graduate programs must have their undergraduate degree verified before being admitted to WGU. To review more information in regards to transfer guidelines based on the different degree programs, you may visit the Student Handbook found at the link below and search for “Transfer Credit Evaluation.”

**Continuous Enrollment, On Time Progress, and Satisfactory Academic Progress**

WGU is a "continuous enrollment" institution, which means you will be automatically enrolled in each of your new terms while you are at WGU. Each term is six months long. Longer terms and continuous enrollment allow you to focus on your studies without the hassle of unnatural breaks between terms that you would experience at a more traditional university. At the end of every six-month term, you and your program mentor will review the progress you have made and revise your Degree Plan for your next six-month term.

WGU requires that students make measurable progress toward the completion of their degree programs every term. We call this “On-Time Progress,” denoting that you are on track and making progress toward on-time graduation. As full-time students, graduate students must enroll in at least 8 competency units each term, and undergraduate students must enroll in at least 12 competency units each term. Completing at least these minimum enrollments is essential to On-Time Progress and serves as a baseline from which you may accelerate your program. We measure your progress based on the courses you are able to pass, not on your accumulation of credit hours or course grades. Every time you pass a course, you are demonstrating that you have mastered skills and knowledge in your degree program. For comparison to traditional grading systems, passing a course means you have demonstrated competency equivalent to a "B" grade or better.

WGU assigns competency units to each course in order to track your progress through the program. A competency unit is equivalent to one semester credit of learning. Some courses may be assigned 3 competency units while others may be as large as 12 competency units.

Satisfactory Academic Progress (SAP) is particularly important to students on financial aid because you must achieve SAP in order to maintain eligibility for financial aid. We will measure your SAP quantitatively by reviewing the number of competency units you have completed each term. In order to remain in good
academic standing, you must complete at least 66.67% of the units you attempt over the length of your program—including any courses you add to your term to accelerate your progress. Additionally, during your first term at WGU you must pass at least 3 competency units in order to remain eligible for financial aid. We know that SAP is complex, so please contact a financial aid counselor should you have additional questions. *Please note: The Endorsement Preparation Program in Educational Leadership is not eligible for federal financial aid.

Courses

Your Degree Plan includes courses needed to complete your program. To obtain your degree, you will be required to demonstrate your skills and knowledge by completing the assessment(s) for each course. In general there are two types of assessments: performance assessments and objective assessments. Performance assessments contain, in most cases, multiple scored tasks such as projects, essays, and research papers. Objective assessments include multiple-choice items, multiple-selection items, matching, short answer, drag-and-drop, and point-and-click item types, as well as case study and video-based items. Certifications verified through third parties may also be included in your program. More detailed information about each assessment is provided in each course of study.

Learning Resources

WGU works with many different educational partners, including enterprises, publishers, training companies, and higher educational institutions, to provide high-quality and effective learning resources that match the competencies you are developing. These vary in type, and may be combined to create the best learning experience for your course. A learning resource can be an e-textbook, online module, study guide, simulation, virtual lab, tutorial, or a combination of these. The cost of most learning resources are included in your tuition and Learning Resource Fee. They can be accessed or enrolled for through your courses. Some degree-specific resources are not covered by your tuition, and you will need to cover those costs separately. WGU also provides a robust library to help you obtain additional learning resources, as needed.

Mobile Compatibility:

The following article provides additional details about the current state of mobile compatibility for learning resources at WGU. It includes a list that can be referenced to determine the mobile friendliness of all core course materials used in a program.

Student Handbook article: Can I use my mobile device for learning resources?

Standard Path

As previously mentioned, competency units (CUs) have been assigned to each course in order to measure your academic progress. If you are an undergraduate student, you will be expected to enroll in a minimum of 12 competency units each term. Graduate students are expected to enroll in a minimum of 8 competency units each term. A standard plan for a student for this program who entered WGU without any transfer units would look similar to the one on the following page. Your personal progress can be faster, but your pace will be determined by the extent of your transfer units, your time commitment, and your determination to proceed at a faster rate.
# Standard Path for Bachelor of Science, Health Information Management

<table>
<thead>
<tr>
<th>Course Description</th>
<th>CUs</th>
<th>Term</th>
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<td>Foundations in Healthcare Information Management</td>
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<tr>
<td>Healthcare Ecosystems</td>
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<td>1</td>
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<tr>
<td>Composition: Writing with a Strategy</td>
<td>3</td>
<td>1</td>
</tr>
<tr>
<td>Composition: Successful Self-Expression</td>
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<tr>
<td>Introduction to Communication: Connecting with Others</td>
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<td>Medical Terminology</td>
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<td>Anatomy and Physiology I</td>
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<td>Introduction to Humanities</td>
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<tr>
<td>Applied Algebra</td>
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<td>Introduction to Biology</td>
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<tr>
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<tr>
<td>Foundations in Healthcare Data Management</td>
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<td>Healthcare Information Systems Management</td>
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<td>Critical Thinking: Reason and Evidence</td>
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<tr>
<td>Introduction to Medical Coding</td>
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<tr>
<td>Introduction to Psychology</td>
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<td>Healthcare Reimbursement</td>
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<td>Quality and Performance Management and Methods</td>
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<td>Introduction to Healthcare IT Systems</td>
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<td>Healthcare Financial Resource Management</td>
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<tr>
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<tr>
<td>Professional Practice Experience I: Technical</td>
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<td>Principles of Management in Health Information Management</td>
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<td>Healthcare System Applications</td>
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<tr>
<td>Organizational Leadership in Healthcare</td>
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<tr>
<td>Professional Practice Experience II: Management</td>
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<td>9</td>
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<tr>
<td>Course Description</td>
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<tr>
<td>Health Information Management Capstone</td>
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### Changes to Curriculum

WGU publishes an Institutional Catalog, which describes the academic requirements of each degree program. Although students are required to complete the program version current at the time of their enrollment, WGU may modify requirements and course offerings within that version of the program to maintain the currency and relevance of WGU’s competencies and programs. When program requirements are updated, students readmitting after withdrawal from the university will be expected to re-enter into the most current catalog version of the program.
Areas of Study for Bachelor of Science, Health Information Management

The following section includes the areas of study in the program, with their associated courses. Your specific learning resources and level of instructional support will vary based on the individual competencies you bring to the program and your confidence in developing the knowledge, skills, and abilities required in each area of the degree. The Degree Plan and learning resources are dynamic, so you need to review your Degree Plan and seek the advice of your mentor regarding the resources before you purchase them.

Foundations of Success

Professional Leadership and Communication for Healthcare

The Professional Communication and Leadership in Healthcare course is designed to help students prepare for success in the online environment at Western Governors University and beyond. Student success starts with the social support and self-reflective awareness that will prepare students to weather the challenges of academic programs. In this course students will participate in group activities and complete several individual assignments. The group activities are aimed at finding support and gaining insight from other students. The assignments are intended to give the student an opportunity to reflect about where they are and where they would like to be. The activities in each group meeting are designed to give students several tools they can use to achieve success. This course is designed as a five-part intensive learning experience. Students will attend five group meetings during the term. At each meeting students will engage in activities that help them understand their own educational journey and find support and inspiration in the journey of others.

This course covers the following competencies:

- The graduate evaluates and displays behaviors consistent with the process of self-discovery and mindfulness.
- The graduate demonstrates the ability to apply the concept of working styles to leadership skills.
- The graduate demonstrates appropriate patterns of effective communication.
- The graduate identifies and applies appropriate communication strategies to develop a supportive community of peers.

Health Information Technology

Foundations in Healthcare Information Management

Foundations in Healthcare Information Management applies theories from business, IT, management, medicine, and consumer-centered healthcare skills. Students will learn to evaluate and analyze health information systems for implementation in health information management. There are no prerequisites for this course.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes electronic health records (EHR) applications to support organizational leadership in the planning and implementation of a health information system.
- The graduate evaluates an organization’s medical practice workflow, functional needs of end-users, data infrastructure, and information technology systems and processes, specifically during adoption phases of health information systems.
- The graduate evaluates a vendor negotiation strategy for the implementation of an electronic health record (EHR).
- The graduate evaluates various types of healthcare delivery systems to support the diverse requirements of each setting, including acute care, ambulatory care, health information exchanges, and the personal health record for healthcare consumers.
- The graduate applies the principles of project management for project planning and development, launch, and evaluating specific project ideas in healthcare organizations.

Introduction to Medical Coding

Introduction to Medical Coding provides students with the foundation for translating medical terminology into correct diagnosis and procedure codes. The course focuses on how diagnosis and procedure codes are used to accurately document medical records and inform accurate medical billing. This course introduces the Current Procedural Terminology (CPT), International Classification of Diseases (ICD-10-CM), ICD-10-PCS, and Healthcare Common Procedure Coding System (HCPCS) systems.
System (HCPCS) code sets as well as ethical considerations throughout processes in medical coding. There are no prerequisites for this course.

This course covers the following competencies:

- The learner applies ethical standards to medical coding situations.

Healthcare Management

Healthcare Ecosystems

Healthcare Ecosystems explores the history and state of healthcare organizations in an ever-changing environment. This course covers how agencies influence healthcare delivery through legal, licensure, certification, and accreditation standards. The course will also discuss how new technologies and trends keep healthcare delivery innovative and current.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes the implications of key historic, economic, social, and legislative events that influenced the evolution of medical care in the United States, including the roles of health professionals and technology in the organization of contemporary healthcare systems.
- The graduate analyzes how the components and operation of healthcare delivery systems across the continuum of patient care influence cost, access, and quality of care.
- The graduate analyzes how licensing, certification, and accreditation agencies for healthcare organizations impact healthcare delivery at federal, state, local, and organizational levels.
- The graduate analyzes how relationships between clinical healthcare quality, reimbursement for services, and patient access to medical care influence the services that are provided at various levels of healthcare organizations.
- The graduate analyzes how federal legislation and programs influence the provision of services at all levels of healthcare organizations.
- The graduate analyzes how emerging technologies and trends in healthcare informatics and medical practice, as well as federal government initiatives, impact contemporary healthcare delivery.

Medical Terminology

Medical Terminology focuses on the basic components of medical terminology and how terminology is used when discussing various body structures and systems. Proper use of medical terminology is critical for accurate and clear communication among medical staff, health professionals, and patients. In addition to the systems of the body, this course will discuss immunity, infections, mental health, and cancer.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate accurately identifies primary and secondary word parts and forms of basic medical terms.
- The graduate accurately identifies medical terms associated with the urinary system in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with reproductive systems in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with body structure in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with the integumentary system in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with the special senses of the eye and ear in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with the musculoskeletal system in context with
anatomical structures and physiological and pathophysiological functions of the human body.

- The graduate accurately identifies medical terms associated with the digestive system in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with the cardiovascular and lymphatic systems in context with anatomical, physiological and pathophysiological functions related to immunity and infections of the human body.
- The graduate accurately identifies medical terms associated with the respiratory system in context with anatomical structures and physiological and pathophysiological functions of the human body.
- The graduate accurately identifies medical terms associated with the endocrine and nervous systems in context with anatomical structures and physiological and pathophysiological functions of the human body.

Pathophysiology
Pathophysiology is an overview of the pathology and treatment of diseases in the human body and its systems. This course will explain the processes in the body that result in the signs and symptoms of disease, as well as therapeutic procedures in managing or curing the disease. The content draws on a knowledge of anatomy and physiology to understand how diseases manifest themselves and how they affect the body.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate examines how the organization of the human body and body systems, including tissues, glands and membranes, relates to the physiological functions of the body and impacts disease processes.
- The graduate examines common disorders of the musculoskeletal and integumentary systems and associates appropriate diagnostic tests and therapeutic procedures with these disorders.
- The graduate examines common disorders of the central nervous system, peripheral nervous system, and sensory organs and associates appropriate diagnostic tests and therapeutic procedures with these disorders.
- The graduate examines common disorders of the cardiovascular, circulation, lymphatic, and immune systems and associates appropriate diagnostic tests and therapeutic procedures with these disorders.
- The graduate examines common disorders of the respiratory system and associates appropriate diagnostic tests and therapeutic procedures with these disorders.
- The graduate examines common disorders of the digestive system and associates appropriate diagnostic tests and therapeutic procedures with these disorders.
- The graduate examines common disorders of the urinary, endocrine and reproductive systems and associates appropriate diagnostic tests and therapeutic procedures with these disorders.

Introduction to Pharmacology
Introduction to Pharmacology provides information about drug development and approvals, pharmaceutical classifications, metabolism, and the effect of drugs on body systems. The course will introduce advancements in pharmaceutical technology, regulatory requirements within electronic health record systems, and the financial implications of pharmaceutical coding and billing. This course has no prerequisites.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes the basic concepts, principles, and standards of general pharmacology.
- The graduate examines fundamental concepts associated with pharmaceutical agents that affect the body systems.
- The graduate analyzes the medication module of an electronic health record (EHR).
- The graduate evaluates the financial and legal impact of accurate billing and coding for pharmaceutical services in a healthcare system.

Foundations in Healthcare Data Management
Foundations in Healthcare Data Management introduces students to the concepts and terminology used in health data and health information management. This course teaches students how to apply data management and governance principles in the healthcare environment. The student will learn about electronic health records (EHR), legal considerations, information
governance, data management, health information management (HIM), and secondary data sources. In addition to the e-text and numerous additional articles and video resources, the student will engage with case studies and knowledge checks to assist with learning. There are no prerequisites for this course.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes how health information management professionals manage the components of healthcare records.
- The graduate applies the principles of data and information governance as he or she support the needs of the organization in managing health information systems and stakeholders’ needs.
- The graduate evaluates data quality standards to meet regulatory requirements in a healthcare setting.
- The graduate analyzes how healthcare databases and registries are foundational to health data management.

Healthcare Information Systems Management

Healthcare Information Systems Management provides an overview of many facets of information systems in healthcare. This course explores how information technology (IT) is an organizational resource that must be managed so that it supports or enables healthcare organizational strategy. This course will discuss how decision support and communication are securely facilitated in the healthcare marketplace. This course also explores current and continuously evolving technologies, strategic thinking, and issues at the intersection of health information management and technology.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes the purpose of health information systems in various healthcare settings.
- The graduate applies effective strategies for managing health information technologies.
- The graduate evaluates the characteristics, functions, and evolution of computer hardware and software in support of healthcare information systems functions.
- The graduate assesses methods for managing data resources in healthcare information systems.
- The graduate evaluates health information technologies and the application of telecommunications, wireless, and the internet in healthcare information systems operations.
- The graduate applies effective strategies for systems development and the use of various decision support tools in healthcare information management systems.
- The graduate evaluates approaches for managing information security and privacy in healthcare information management systems.
- The graduate evaluates how health information exchanges and electronic exchanges—including telehealth and mobile health (mhealth)—impact patient care, safety, and access to data.

Health Information Law and Regulations

Health Information Law and Regulations prepares students to manage health information in compliance with legal guidelines and teaches how to respond to questions and challenges when legal issues occur. This course presents the types of situations occurring in health information management that could result in ethical dilemmas and establishes a foundation for work based on legal and ethical guidelines.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate applies common procedural and conceptual aspects of the law relating to health information management in situations that arise within healthcare organizations.
- The graduate evaluates management policies and practices for legal health records by recognizing consequences for healthcare organizations when records are used to substantiate healthcare law.
- The graduate evaluates the confluence of quality improvement and risk management practices that support favorable legal outcomes for healthcare organizations.
The graduate analyzes how ethics influence appropriate decision-making processes in healthcare organizations.

The graduate applies compliance requirements identified by government regulations and by accreditation, licensing, and certification agencies to mitigate legal risk to healthcare organizations.

Healthcare Reimbursement
Healthcare Reimbursement explores financial practices within the healthcare industry as they relate to reimbursement policies. This course identifies how reimbursement systems impact the revenue cycle and a health information manager's role. This course has no prerequisites.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes contemporary healthcare reimbursement methodologies and systems used in the United States.
- The graduate analyzes procedural and ethical guidelines, rules, and regulations for clinical coding within healthcare organizations.
- The graduate analyzes the impact of government policies on various government-sponsored healthcare programs.
- The graduate analyzes how third-party reimbursement payment calculations impact reimbursement in healthcare organizations.
- The graduate analyzes models of quality reporting systems and how these models link quality to reimbursement.
- The graduate analyzes the impact of emerging technology on reimbursements.
- The graduate analyzes the impact of changes in electronic health records (EHR) reimbursement incentive programs.
- The graduate assesses the technology used in identifying fraud and abuse in reimbursements.

Quality and Performance Management and Methods
Quality and Performance Management and Methods examines quality initiatives within healthcare. Quality issues cover human resource management, employee performance, and patient safety. This course focuses on quality improvement initiatives and performance improvement with the health information management perspective.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate evaluates quality improvement projects to ensure they comply with both internal organizational processes and applicable standards established by external agencies.
- The graduate develops a quality improvement plan in a healthcare environment in order to promote patient-centered care, build effective work teams, and influence organizational change.
- The graduate develops management techniques to monitor and promote productivity, teamwork, and regulatory compliance in a health information management environment.
- The graduate develops best practices and procedures to engage employees in professional development, promote employee satisfaction, and maintain appropriate disciplinary structures.
- The graduate develops professional skills to prepare for assuming supervisory responsibility.

Introduction to Healthcare IT Systems
Introduction to Healthcare IT Systems introduces students to healthcare information technology as a discipline. Focusing on evaluating health information systems and collecting data, students will learn the various roles and functions of the health information manager in supporting the business of healthcare. This course introduces students to information technology as a discipline. This course also exposes students to the various roles and functions of the health information manager in supporting the business of healthcare. Students will learn through e-text readings, videos, case studies, several modules from LinkedIn Learning, knowledge checks, and unit quizzes. There are no prerequisites for this course.

This course covers the following competencies:

- The graduate examines healthcare information systems and their role in converting data to organizational knowledge.
The graduate examines the role of different types of healthcare information systems in health information management.

The graduate examines the implementation of health information exchanges and their integration in a healthcare setting.

The graduate examines the structure, function, and security associated in a health information management setting.

The graduate examines the structure and function of databases in a healthcare setting.

The graduate evaluates privacy and security concerns involved in the use of technology in a healthcare setting.

The graduate recognizes the impact of healthcare IT systems on healthcare infrastructure.

Healthcare Compliance
Healthcare Compliance examines the role of the coding professional within healthcare information management. The course covers compliance plans, issues that arise with noncompliance, and management of internal and external audits.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate analyzes the role of the coding professional within a health information management department.

The graduate evaluates candidate qualifications for the purpose of recruiting, hiring, and retaining health information management departmental staff.

The graduate explains how the charge description master (CDM) committee impacts the revenue cycle.

The graduate develops strategies for maximizing coding productivity and quality standards.

The graduate analyzes the components of a compliance plan for implementation in a health information management department.

The graduate determines how healthcare enforcement agencies or programs require reporting for coding noncompliance.

The graduate designs a basic compliance training program for a health information management department.

The graduate analyzes the auditing process with internal and external agencies for coding compliance.

Classification Systems
Classification Systems provides a comprehensive approach to learning about medical coding classification, coding audits, and quality standards. Candidates will be exposed to electronic health record systems and leadership principles as they relate to management of ICD and CPT codes. There are no prerequisites for this course.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

The graduate examines the functions and relationships between healthcare classification systems.

The graduate recognizes the impact of coding quality for the maximum reimbursement of a given healthcare organization related to a coding compliance program.

The graduate examines the purpose, content, and structure of SNOMED CT.

The graduate evaluates electronic applications that support interoperability, daily audits, and provider technology.

The graduate determines organizational and departmental readiness for change based on health records documentation requirements set forth by external agencies (e.g., certifications, accreditation, licensing, regulatory).

Healthcare Statistics and Research
Healthcare Statistics and Research explores the use of statistical data to support process improvement through health information research. Health information management (HIM) professionals use information systems to gather, analyze, and present data in response to administrative and clinical needs. This course has no prerequisites.

This course covers the following competencies:

Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
● The graduate analyzes ethical guidelines within health information management (HIM) research.

● The graduate evaluates health information research data for use in process improvements in a health information management (HIM) environment.

● The graduate evaluates data that is found in health information management (HIM) research to support leadership in improving standards and techniques for electronic health records (EHR) data collection, storage, and protection.

● The graduate audits statistical data to support health information management department process improvement through data measurement and research.

Principles of Management in Health Information Management
Principles of Management in HIM provides an introductory look at the discipline of management and its context within the health information management environment. This course provides an overview of management and leadership, management functions, human resource management, and communication strategies. The course gives students an opportunity to analyze how leadership and management principles are used to achieve department goals. This course has no prerequisites.

This course covers the following competencies:

● The learner analyzes theories of leadership and management to facilitate HIM department goals.

● The learner analyzes how human resource functions are used to achieve HIM department outcomes.

● The learner analyzes how HIM management functions are used to implement strategic goals.

● The learner applies communication strategies to achieve HIM department goals.

Healthcare Project Management
Healthcare Project Management provides students with a comprehensive foundation for project management. The course focuses on project management methodologies, process improvement analysis, business case proposals, and creating project planning documents for health information management (HIM) projects. This course will prepare students to determine project scope and timelines, complete interdepartmental stakeholder analysis, identify project resources, examine constraints and risks, and contribute to positive project communication.

This course covers the following competencies:

● Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

● The learner examines multiple project management methodologies to support HIM projects.

● The learner proposes a business case for an HIM process improvement project to meet organizational goals.

● The learner develops an HIM project plan to implement a process improvement initiative.

Healthcare System Applications
Healthcare System Applications introduces students to information systems. This course includes important topics related to management of information systems (MIS), such as system development and business continuity. The course also provides an overview of management tools and issue tracking systems. This course has no prerequisites.

This course covers the following competencies:

● Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.

● The graduate explains how information systems affect business processes within the healthcare industry.

● The graduate analyzes the different methods of system development for the purpose of recommending an appropriate method for a project.

● The graduate analyzes the role of management in health information systems and the necessity for security and contingency plans.

● The graduate justifies the need for information technology support and ways to manage the support processes in healthcare organizations.

Organizational Leadership in Healthcare
Organizational Leadership in Healthcare provides students with an overview of the principles and practices leaders need in
healthcare environments. The course focuses on organizational leadership theory, behaviors, culture, and teamwork. This course prepares students to apply leadership theories, principles of organizational culture development, techniques for building and leading teams, and conflict resolution strategies to support organizational goals. This course has no prerequisites.

**This course covers the following competencies:**

- The learner applies leadership theories, methods, and tools to support organizational goals.
- The learner recommends strategies to develop and maintain a positive culture in healthcare organizations.
- The learner analyzes principles and techniques for building and leading healthcare teams to improve organizational performance.
- The learner applies conflict resolution strategies to achieve organizational success.

**Health Information Management Capstone**

The Health Information Management Capstone is the culmination of the student's degree program. The course is an opportunity for students to do an environmental scan focusing specifically on emerging issues and trends in the field of health information management (HIM) and to apply knowledge learned throughout the program to the problems and issues facing HIM professionals. The student will also develop a professional and educational development plan. At the end of the course, the student will complete an RHIA practice exam.

**General Education**

**Composition: Writing with a Strategy**

Welcome to Composition: Writing with a Strategy! In this course, you will focus on three main topics: writing strategies, writing style, format, and grammar, and editing and revising text. This course consists of an introduction and five sections aligned to the three main topics. The sections address understanding purpose and audience, writing strategies and techniques, format, style, structure, and grammar, editing and revision strategies, and constructive feedback. Each section includes learning opportunities through readings, videos, audio, and other relevant resources. Assessment activities with feedback also provide opportunities to check your learning, practice, and show how well you understand course content. Because the course is self-paced, you may move through the material as quickly or as slowly as you need to gain proficiency in the five competencies that will be covered in the final assessment. If you have no prior knowledge or experience, you can expect to spend 30-40 hours on the course content.

**This course covers the following competencies:**

- The individual writes with purpose for a given context and target audience.
- The individual incorporates writing strategies and techniques for written communication.
- The individual constructs a written document with correct format, style, structure, and grammar.
- The individual formulates a strategy for editing and revising written text
- The individual composes constructive feedback of written texts.

**Composition: Successful Self-Expression**

Welcome to Composition: Successful Self-Expression! In this course, you will focus on three main topics: writing in the workplace, support with resources, and writing an appropriate message. This course consists of an introduction and seven sections aligned to the three main topics. The sections address cross-cultural communication, professional writing, valid and reliable sources, references, supporting a position, communication approaches, and self-expression. Each section includes learning opportunities through readings, videos, audio, and other relevant resources. Assessment activities with feedback also provide opportunities to check your learning, practice, and show how well you understand course content. Because the course is self-paced, you may move through the material as quickly or as slowly as you need to gain proficiency in the seven competencies that will be covered in the final assessment. If you have no prior knowledge or experience, you can expect to spend 30-40 hours on the course content.

**This course covers the following competencies:**

- The individual composes a written message with language appropriate for cross-cultural communication.
- The individual writes in a professional manner for a given scenario.
- The individual researches valid and reliable sources.
- The individual writes a reference list.
Introduction to Communication: Connecting with Others

Welcome to Introduction to Communication: Connecting with Others! It may seem like common knowledge that communication skills are important, and that communicating with others is inescapable in our everyday lives. While this may appear simplistic, the study of communication is actually complex, dynamic, and multifaceted. Strong communication skills are invaluable to strengthening a multitude of aspects of life. Specifically, this course will focus on communication in the professional setting, and present material from multiple vantage points, including communicating with others in a variety of contexts, across situations, and with diverse populations. Upon completion, you will have a deeper understanding of both your own and others' communication behaviors, and a toolbox of effective behaviors to enhance your experience in the workplace.

This self-paced course is broken down into three main sections—Communicating in Diverse Groups, Conflict Management, and Influencing Others. Each section includes readings, videos, and activities. You may move through the material as quickly or as slowly as you need to gain proficiency in the three competencies covered in the final assessment. If you have no prior knowledge or experience, you can expect to spend 30-40 hours on the course content.

This course covers the following competencies:

- The learner implements appropriate communication styles based on audience and setting.
- The learner uses communication strategies for managing conflict.
- The learner uses communication strategies to influence others.

American Politics and the US Constitution

American Politics and the U.S. Constitution examines the evolution of representative government in the United States and the changing interpretations of the civil rights and civil liberties protected by the Constitution. This course will give candidates an understanding of the powers of the branches of the federal government, the continual tensions inherent in a federal system, the shifting relationship between state and federal governments, and the interactions between elected officials and the ever-changing electorate. This course will focus on such topics as the role of a free press in a democracy, the impact of changing demographics on American politics, and the debates over and expansion of civil rights. Upon completion of the course, candidates should be able to explain the basic functions of the federal government, describe the forces that shape American policy and politics, and be better prepared to participate in America’s civic institutions. This course has no prerequisite.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate describes the influence of competing political ideologies on the development of the United States government.
- The graduate explains how the structure and powers of the United States government interact to form public policy.
- The graduate examines the influence of political parties, citizens, and non-governmental organizations on elections and other political processes inside a participatory democracy.
- The graduate examines the struggle to balance individual liberty, public order, and state’s rights.
- The graduate examines the influence of the media, public opinion, and political discourse on American democracy.

Introduction to Humanities

This introductory humanities course allows candidates to practice essential writing, communication, and critical thinking skills necessary to engage in civic and professional interactions as mature, informed adults. Whether through studying literature, visual and performing arts, or philosophy, all humanities courses stress the need to form reasoned, analytical, and articulate responses to cultural and creative works. Studying a wide variety of creative works allows candidates to more effectively enter the global community with a broad and enlightened perspective.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
● The graduate assesses the development of humans through the study of key concepts, disciplines, and primary influences of the humanities.

● The graduate analyzes the primary contributions and characteristics of humanities during the Classical period.

● The graduate analyzes the primary contributions and characteristics of humanities during the Renaissance.

● The graduate analyzes the primary contributions and characteristics of humanities during the Neoclassical and Enlightenment period.

● The graduate analyzes the primary contributions and characteristics of humanities during the Romantic period.

● The graduate analyzes the primary contributions and characteristics of humanities during the Realism movement.

**Applied Algebra**

Applied Algebra is designed to help candidates develop competence in working with functions, working with the algebra of functions, and using some applied properties of functions. Candidates will learn how to apply different kinds of functions to relevant, real-life examples. From there, the algebra of several families of functions will be explored, including linear, polynomial, exponential, and logistic functions. Candidates will also learn about relevant, applicable mathematical properties of each family of functions, including rate of change, concavity, maximizing/minimizing, and asymptotes. These properties will be used to solve problems related to a WGU major and make sense of problems in everyday living. Candidates should complete Applied Probability and Statistics or its equivalent prior to engaging in Applied Algebra.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate interprets the real-world meaning of various functions based on notation, graphical representations, and data representations.
- The graduate applies linear functions and their properties to real-world problems.
- The graduate applies polynomial functions and their properties to real-world problems.
- The graduate applies exponential functions and their properties to real-world problems.
- The graduate applies logistic functions and their properties to real-world problems.
- The graduate analyzes graphical depictions of real-world situations using functional properties.
- The graduate verifies the validity of a given model.

**Critical Thinking: Reason and Evidence**

In this course you will learn key critical thinking concepts and how to apply them in the analysis and evaluation of reasons and evidence. The course examines the basic components of an argument, the credibility of evidence sources, the impact of bias, and how to construct an argument that provides good support for a claim. The course consists of an introduction and four major sections. Each section includes learning opportunities through readings, videos, audio, and other relevant resources. Assessment activities with feedback also provide opportunities to check your learning, practice, and show how well you understand course content. Because the course is self-paced, you may move through the material as quickly or as slowly as you need to gain proficiency in the four competencies that will be covered in the final assessment. If you have no prior knowledge or experience, you can expect to spend 30-40 hours on the course content.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The learner evaluates the quality of an argument
- The learner evaluates evidence based on source credibility.
- The learner evaluates bias and its impact.
- The learner makes claims based on evidence.

**Introduction to Psychology**

In this course, students will develop an understanding of psychology and how it helps them better understand others and themselves. Students will learn general theories about psychological development, the structure of the brain, and how psychologists study behavior. They will gain an understanding of both normal and disordered psychological behaviors, as well as general applications of the science of psychology in society (such as personality typing and counseling).
This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate explains the biological perspectives of psychology.
- The graduate explains the theories of learning and memory.
- The graduate explains the concepts of personality development and social psychology.
- The graduate identifies psychological disorders and treatment methods.
- The graduate explains the foundations of psychology.

Applied Healthcare Statistics
Applied Healthcare Probability and Statistics is designed to help develop competence in the fundamental concepts of basic mathematics, introductory algebra, and statistics and probability. These concepts include basic arithmetic with fractions and signed numbers; introductory algebra and graphing; descriptive statistics; regression and correlation; and probability. Statistical data and probability are now commonplace in the healthcare field. This course will help candidates make informed decisions about which studies and results are valid, which are not, and how those results affect your decisions. This course will give candidates background in what constitutes sound research design and how to appropriately model phenomena using statistical data. Additionally, this course guides candidates in calculating simple probabilities based on events which occur in the healthcare profession. This course will prepare candidates for studies at WGU, as well as in the healthcare profession.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate applies the operations, processes, and procedures of basic arithmetic to solve expressions.
- The graduate applies the operations, processes, and procedures of fractions, decimals, and percentages to evaluate quantitative expressions.
- The graduate applies the operations, processes, and procedures of basic algebra to evaluate quantitative expressions, and to solve equations and inequalities.
- The graduate evaluates categorical and quantitative data pertaining to a single variable using appropriate graphical displays and numerical measures.
- The graduate evaluates the relationship between two variables through interpretation of visual displays and numerical measures.
- The graduate evaluates the relationship between two quantitative variables through correlation and regression.
- The graduate applies principles and methods of probability-based mathematics to explain and solve problems.

Health Sciences

Anatomy and Physiology I
Anatomy and Physiology I examines the structures and functions of the human body. The course is designed to provide students with a thorough understanding of human anatomy and physiology, including the interdependent operational relationships among them. Students will use a dissection lab to study organ systems of the human body in their healthy state, including the digestive, skeletal, sensory, respiratory, reproductive, nervous, muscular, cardiovascular, lymphatic, integumentary, endocrine, and renal systems. By examining these organ systems in a healthy state, healthcare professionals are more adept at recognizing when something is functioning abnormally, which is a key component to providing effective care to patients. For nursing students, this is the first of two anatomy and physiology courses within the program of study. This course has no prerequisites.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate applies appropriate terminology to communicate about body position and human anatomical features and relationships.
- The graduate analyzes the structures and functions of the human cardiovascular and respiratory systems.
The graduate analyzes the structure and function of the human renal and reproductive systems.

The graduate analyzes the structure and function of the human nervous system.

The graduate analyzes the structure and function of the human digestive system.

The graduate analyzes the structures and functions of the human muscular, skeletal, and integumentary systems.

The graduate analyzes the structure and function of the human lymphatic and endocrine systems.

General Science Content

Introduction to Biology
This course is a foundational introduction to the biological sciences. The overarching theories of life from biological research are explored as well as the fundamental concepts and principles of the study of living organisms and their interaction with the environment. Key concepts include how living organisms use and produce energy; how life grows, develops, and reproduces; how life responds to the environment to maintain internal stability; and how life evolves and adapts to the environment.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes the characteristics and classifications of living organisms.
- The graduate analyzes the basic chemical composition of cells and the basic processes that happen at the cellular level.
- The graduate analyzes different types of cells based on their structures and biological functions.
- The graduate analyzes the biological basis for and patterns of heredity and gene expression.

Healthcare Data

Data Analytics and Information Governance
Data Analytics and Information Governance explores the structure, methods, and approaches for using health information in the healthcare industry. By focusing on quality data collection, analytics, and industry regulations, students will examine tools that ensure quality data collection as well as to use data to improve quality of care. This course has no prerequisites.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate organizes healthcare data with the use of data structures and collection tools to support organizational needs.
- The graduate integrates key concepts and skills from health information management (HIM) standards and policies to ensure data quality and integrity in an HIM environment.
- The graduate evaluates health record types and content for compliance with records storage policies.
- The graduate ensures compliance with governing agency policies for health records documentation and storage.

Healthcare Financial Resource Management
Healthcare Financial Resource Management examines financial practices within healthcare industries to promote effective management at department and organization levels. Focusing on financial processes associated with facility operations in the healthcare field, this course will analyze the impact of strategic financial planning and regulatory control processes. This course has no prerequisites.

This course covers the following competencies:

- Begin your course by discussing your course planning tool report with your instructor and creating your personalized course plan together.
- The graduate analyzes how coding and billing cycle processes impact institutional revenue cycles.
The graduate evaluates financial information, organization classification, and financial decision-making processes in the operations of healthcare organizations.

The graduate analyzes how sources of operating revenue impact the revenue cycle in healthcare organizations.

The graduate evaluates policies and procedures in healthcare organizations to ensure compliance with federal laws and regulations.

The graduate analyzes the general factors that influence healthcare pricing in healthcare organizations.

The graduate analyzes financial statements for profitability and risk in healthcare organizations.

The graduate reviews the strategic financial process and financial plans for healthcare organizations.

The graduate analyzes the financial management control processes in healthcare organizations.

Professional Practice Experience

Professional Practice Experience I: Technical
The PPE I: Technical course allows you to use EHRGo, an electronic health record (EHR), to complete 42 structured activities to experience how an HIM professional uses an EHR. The selected activities meet AHIMA's Baccalaureate level competencies and by completing them you will earn 40 PPE hours.

This course covers the following competencies:

- The graduate evaluates how operational components within healthcare organizations demonstrate adherence to government regulatory standards, accreditation guidelines, and quality improvement initiatives.
- The graduate applies appropriate basic health informatics and information management skills based on organizational needs within healthcare organizations.
- The graduate displays the qualities and demeanor of professionalism, practices reflection, recognizes the need for and adheres to requirements for confidentiality, and engages in ethical behaviors as an independently functioning health informatics professional.

Professional Practice Experience II: Management
The PPE II: Management course allows you to experience your future profession at the supervisory level. Any site where health information is used and you can be mentored by a department or facility manager is appropriate for PPE II.

This course covers the following competencies:

- The graduate analyzes how the operational management of a healthcare organization adheres to government regulations, accreditation guidelines, and quality improvement initiatives.
- The graduate applies health informatics/information management skills at the managerial level at a healthcare organization.
- The graduate exemplifies high professional standards, upholds confidentiality requirements, promotes the guidelines of the American Health Information Management Association Code of Ethics, and demonstrates leadership skills as a health informatics professional at a healthcare organization.
Accessibility and Accomodations

Western Governors University is committed to providing equal access to its academic programs to all qualified students. WGU’s Accessibility Services team supports this mission by providing support, resources, advocacy, collaboration, and academic accommodations for students with disabilities and other qualifying conditions under the Americans with Disabilities Act (ADA). WGU encourages student to complete the Accommodation Request Form as soon as they become aware of the need for an accommodation. Current and prospective students can reach the Accessibility Services team Monday through Friday 8:00 a.m. to 5:00 p.m. MST at 1-877-HELP-WGU (877-435-7948) x5922 or at ADASupport@wgu.edu.

Need More Information? WGU Student Services

WGU’s Student Services team is dedicated exclusively to helping you achieve your academic goals. The Student Services office is available during extended hours to assist with general questions and requests. The Student Services team members help you resolve issues, listen to student issues and concerns, and make recommendations for improving policy and practice based on student feedback.

Student Services team members also assist with unresolved concerns to find equitable resolutions. To contact the Student Services team, please feel free to call 877-435-7948 or e-mail studentservices@wgu.edu. We are available Monday through Friday from 6:00 a.m. to 10:00 p.m., Saturday from 7:00 a.m. to 7:00 p.m., mountain standard time. Closed Sundays.

If you have inquiries or concerns that require technical support, please contact the WGU IT Service Desk. The IT Service Desk is available Monday through Friday, 6:00 a.m. to 10:00 p.m. and Saturday and Sunday, 10:00 a.m. to 7:00 p.m., mountain standard time. To contact the IT Service Desk, please call 1-877-HELP-WGU (877-435-7948) or e-mail servicedesk@wgu.edu. The support teams are generally closed in observance of university holidays.

For the most current information regarding WGU support services, please visit “Student Support” on the Student Portal at http://my.wgu.edu.