

RECERTIFICATION QUESTIONS – MARCH 2024 UPDATE

ABOUT

This is a comprehensive collection of frequently asked questions about the new requirement requiring that 40% of CEUs come from AHIMA starting in January 2025. The newest questions have been added at the beginning of the document.

If you have new questions that we haven't answered here, please submit them to memberrelationservice@ahima.org.

FREQUENTLY ASKED QUESTIONS

What are you doing to address the 7k+ members who signed our petition?

We have taken your feedback seriously and the volume of questions and concerns is what caused CCHIIM to delay the implementation of this change until January 2025. We continue to address questions and encourage our members to review the running FAQ document that is posted on myahima.org and in the recertification center on AHIMA.org. If you don't see answers to your questions there, please reach out to our member services team at memberrelationservice@ahima.org.

Your feedback has helped us recognize a broader opportunity to review all aspects of the CEU and education process. The Board and Staff have added this objective to the 2024 Strategic plan and will share more information about that work soon.

We will also continue to provide resources that help our members understand the implications of all of the recertification changes, not just the new 40% requirement. We'll share those in *AHIMA & You*, our monthly email newsletter, on our other online channels, and during upcoming webinars and other informational meetings.

Does the Board have the authority to overrule this CCHIIM decision?

No. Per the AHIMA by-laws (Article 11.1, item b, p. 21), CCHIIM "has sole and independent authority in all matters pertaining to the certification and recertification activities of health informatics and health information professionals". The Board and AHIMA staff can offer guidance but cannot unduly influence any CCHIIM decisions. That said, The Board fully supports the new requirement for 40% of CEUs to come from AHIMA. The changes are appropriate and were made to

continue to elevate the profession, increase the value of AHIMA credentials in the market and bring us into alignment with the requirements of other healthcare associations.

Why has AHIMA not changed the quality of the education that CCHIIM asked of them before the release of the recertification changes?

We have taken several steps to deliver quality education in the last year based on feedback from the 2022 member needs assessment. In 2023, AHIMA launched the Quarterly Member Exclusive Webinar series that featured current content and gave members an opportunity to earn their free CEUs outside the Token Reward Center. We will continue this series with new quarterly webinars in 2024.

We will sunset the Token Reward Center in 2024 and replace it with Coupon Rewards that will provide members between 1-4 CEUs (depending on membership level) and allow members to shop for single CEU products in the AHIMA Store.

Other ways for members to earn CEUs include Journal of AHIMA Quizzes – a short quiz at the end of a Journal of AHIMA article. They are in the AHIMA Store and are available to members for \$20.00. With the recertification changes introduced in January 2024, there are additional ways that members can earn CEUs, including volunteer positions at AHIMA, with a CA or in industry activities and for industry relevant organizations or associations. You can learn more about these additional opportunities in the recertification center on AHIMA.org.

We believe this is going to hurt the CAs financially.

This decision is about elevating the profession and increasing the value of AHIMA certifications in the market. We will continue to work with our CAs to achieve that shared objective. We believe that the 60% available for non-AHIMA content provides ample opportunity for the CAs.

When is the 40% requirement going to be implemented?

The new requirement will be implemented in January 2025. The AHIMA staff will use this time to further educate our CAs, members and certified non-members and give them the information they need to prepare.

Can you share more details about the broader review of the CEU and education process?

The Board and AHIMA staff have added this initiative to the 2024 strategic plan. We will share more information about the objectives, process and approach soon.

Where do I go for more information about the recertification policy changes?

Please visit <https://ahima.org/certification-careers/recertify/> for more information about the recertification policy changes.

Will the data/benchmarks from the workgroup be shared?

We have shared the list of organizations that the workgroup benchmarked as part of this effort. Each organization makes its specific CEU requirements available to the public.

What data does AHIMA have to support the claim that CA provided education is not as rigorous or as high quality as AHIMA education events or products? If data was collected, please share that with the specific component associations as it relates to their educational offerings. And, if this decision was not based on CA educational program data, how can AHIMA make that claim and disallow CA education to be included in the 40% requirement?

This change to the recertification policy is not intended to state directly or imply that the CAs do not deliver quality content. AHIMA does not currently have a line of sight to the education that CAs are providing. In 2025 AHIMA will begin to partner with CAs on annual educational reviews. The purpose of these reviews is to assist Component Associations with the development, execution, and reconciliation of educational events and to ensure members on the state level receive quality education in compliance with AHIMA recertification.

CAs are not included in the 40% because, as per the AHIMA by-laws, they are separate legal entities (AHIMA Bylaws, Article XII – October 2022). As separately incorporated entities they are solely responsible for discharging their own business and legal obligations. (AHIMA/CA Affiliation Agreement, Section 6. Relationship of the Parties, Section 8. Intellectual Property – July 2022)

Since the HOD role is to voice the concerns and needs of this profession- why is more time for open discussion on this topic not being allowed?

CCHIIM, the AHIMA Board and AHIMA staff have dedicated a significant amount of time to reviewing and responding to the feedback that AHIMA members have provided. We developed the February 14 House meeting agenda to cover a broad range of important topics and created some space to address questions that we haven't previously answered through letters, emails, personal outreach, FAQs and the recertification policy manual.

As the recent letter to CAs stated, CCHIIM, the AHIMA Board of Directors and the AHIMA staff are committed to implementing the 40% change in January 2025. In addition, 40% of CEU allocation for a single credential needing 20 total CEUs per recertification cycle is 8. AHIMA professional membership provides 10 free CEUs per recertification cycle and premier membership provides 16. For members who need 30 total CEUs, 40% is 12.

Can you provide in writing where the statement of AHIMA had required 20% CEUs in the past and now are increasing to 40 is based on. I am only aware of 20/80 CEU rule of 20% of your CEUs can come from a non-AHIMA Domain, if it is related to the member's job. See 2024 Recertification guide page 6.

There has not been a formal requirement for 20% of CEUs to come from AHIMA. The prior 80/20 requirement focused on ensuring that 80% of CEUs come from an AHIMA domain.

If the decision was not financially motivated, why is it that a vendor (name withheld) can provide an educational program through AHIMA for qualifying CEUs, but if that exact program is purchased directly from the vendor, that it does NOT qualify for the 40%? Also, why can a program provided by a speaker through AHIMA be similar or exactly the same as a program provided by the same presenter through a CA sponsored meeting not count toward the 40%?

This level of detail about what is and isn't included in the 40% requirement as it relates to educational content sold in the store has not yet been finalized or shared.

I may have misunderstood the response to the question on CAs vs ACEP - but, if as an ACEP provider there must be review and approval from AHIMA - why is that not included in the 40%?

CAs are not included in the 40% because, as per the AHIMA by-laws, they are separate legal entities (AHIMA Bylaws, Article XII – October 2022). As separately incorporated entities they are solely responsible for discharging their own business and legal obligations. (AHIMA/CA Affiliation Agreement, Section 6. Relationship of the Parties, Section 8. Intellectual Property – July 2022). ACEP providers are external organizations and as such are also separate legal entities. Despite CAs being separate legal entities AHIMA has offered CAs unique concessions to not have to apply and be approved by the ACEP program annually so that they have flexibility to continue to offer CEUs for exhibit hall attendance and when receiving

updates from an AHIMA Board member, as well as not having to pay ACEP fees or have their CEUs pre-approved.

What organizations mandate a percentage of CEUS come from the parent national association and not the chapters? HIMSS, CHIME, ANCC, and AAPC do not have any such requirements.

The requirements are different for an association like AHIMA that has component associations, which are separate legal entities instead of chapters, which are a legal extension of the parent organization. HIMSS, CHIMA, ANCC and AAPC all fit the latter description.

What does AHIMA see as the role of CAs if we are not part of the 40% of CEUs? Our primary purpose is to provide affordable education and most of our members see us as part of AHIMA. You are promoting "One AHIMA" but excluding us from AHIMA in this way.

AHIMA sees our CAs serving as an extension of our mission, vision, and brand at the local level. Education is only one service our CAs provide to their members. Core service delivery should also be rooted in equitable delivery of membership recruitment and retention, advocacy, community and networking, career prep and mentoring. The Affiliation Agreement states: (a) The primary purpose of AHIMA as a member association is to commit to excellence in the management of health information for the benefit of patients and providers.

The CAs will obviously be losing income due to the shift in requiring AHIMA-sponsored education. Is there a chance that CA rebates could be reconsidered to be INCREASED to make up for AHIMA taking revenue from the CAs?

For CAs that need assistance with ways to generate new revenue, AHIMA will provide resources this year designed to assist with membership recruitment and retention. With success, these efforts will result in a higher rebate for the CAs.

For coding professionals who are dually certified through AHIMA and AAPC, is any AAPC-sponsored education part of the 60% or do they have to be ACEP-approved? AAPC accepts CEUs directly from AHIMA and their affiliates (including CAs) without a need for preapproval through their process. How many members do we have that are dually-credentialed who might decide to let their AHIMA membership and credentials collapse because of these changes?

Yes. CEUs from AAPC or any other HI-adjacent professional association would be included in the 60%. We are confident that credential holders and their employers place value on their credentials and will choose to maintain them.

Will AHIMA delivered content at CA conferences count toward the 40%?

Yes, AHIMA delivered content that is a part of a CAs annual meeting will continue to count toward the 40%.

Is there any way we could meet then with CCHIIM rather than, what is apparently going through a 3rd party with speaking to AHIMA? It seems like CCHIIM has made up their minds and answers will only ever be second-hand from AHIMA.

CCHIIM, the AHIMA Board and AHIMA staff are all aligned on our approach going forward and the rationale for the changes made to the recertification policy. The information and responses will be the same regardless of who our members or certification holders talk with. That said, we will invite the CCHIIM Chair and potentially other members of the CCHIIM executive committee to participate in any future discussions on this topic.