

Health Information Management in Indiana – Remembering Our Legacy

Our beginning...

Our legacy began in 1928 with the founding of the Association of Record Librarians of North America (ARLNA). As the 1930s began, ARLNA grew to 251 members. Active and associate members paid an initial \$2 entrance fee to join and \$3 a year for membership.

In 1932, ARLNA decided to register “properly trained librarians” and appointed a registrar and three association members to examine credentials, create exams, and approve candidates. Before the creation of the registry, trained librarians were not required to take an exam. After the creation of the registry, hospitals that provided training to record librarians were required to submit the course curricula to the Association to ensure the curricula corresponded with its educational goals. Record librarians who took the ‘Examination for Registration’ paid \$1.50. In 1933, ARLNA began registering medical record librarians as a Registered Record Librarian (RRL).

In 1934, Edna K. Huffman, RRL, an Indiana member, became the seventh president of ARLNA. Ms. Huffman was also the author of Manual for Medical Record Librarians, the authoritative text on medical records during that time. In 1941, the first edition of Edna Huffman’s Manual for Medical Record Librarians was published.

The 1940s were a dynamic time for Indiana.

By the time Norma Bauman, RRL, became the 21st president in 1948, ARLNA had changed its name to the American Association of Medical Record Librarians (AAMRL). Ms. Bauman was the Medical Record Librarian at Methodist Hospital, Indianapolis. Ms. Bauman, although not considered an educator in the literal sense, had trained many young women who were active members of the Association. She was well known for her work with the Indiana Health Department, and for promoting education on a state level in the area of medical records.

In 1948, the Indiana Association of Medical Record Librarians (IAMRL) was approved as an affiliate of the AAMRL and Martha Niewoehner, RRL, became the first president of IAMRL. Ms. Niewoehner was the Medical Record Librarian at Reid Memorial Hospital, Richmond, IN.

The 1950s brought new beginnings to Indiana.

Gertrude Gunn, RRL, was the IAMRL President from 1949 to 1951. Ms. Gunn completed a two-year presidency term. During her presidency, the Medical Records Program was established at Indiana University (IU) and was approved by the Council on Medical Education of the American Medical Association (AMA) in December 1950. The IU program was the first state university Medical Records Program in the United States. The program granted a Bachelor of Science (B.S.) degree in Medical Record Librarianship. Ms. Gunn was the Medical Records Program Director at IU Indianapolis.

Also, in 1950, Indiana was represented at the national Association as Edna Huffman was named editor of the Journal of the American Association of Medical Record Librarians.

The first student graduated from the IU Medical Records Program in 1952. In June 1952, The Indianapolis News published an article, “Medical Librarian Career Is New One”. The article told the story of the first graduate of the Indiana University medical record library science course and highlighted the opportunities of a new Medical Librarian career.

The 1960s brought major changes to the medical record field.

“As opportunities continued to grow for the promising profession of “medical record librarian” in the 1960s, the healthcare industry was undergoing significant changes. Medicare and Medicaid (and a corresponding new load of paperwork) were established when President Lyndon B. Johnson signed the Social Security Amendments, which amended the Social Security Act, in 1965. Computers also made their way into hospitals in this era, bringing with them all the promise and challenge inherent with new technology.”

—From “Employment Outlook for Medical Technologists, Medical X-Ray Technicians, Medical Record Librarians, Occupational Outlook Report Series,” reprinted from the 1963-1964 Occupational Outlook Handbook, US Department of Labor

Following a vote in 1969 that reflected overwhelming support for a name change, the national Association changed its name to the American Medical Record Association (AMRA), and Indiana changed its name to the Indiana Medical Record Association (IMRA). Members felt the new name more accurately represented the association and their work. The name became official on January 1, 1970.

The 1970s brought change that reflected the evolution of the profession.

Around 1970, the Indiana University Northwest Medical Record Technology (MRT) Program started taking shape. Before this, the MRT Program was based at St. Margaret Hospital in Hammond, IN. Students took classes and spent time in the Medical Record Department to apply their knowledge. No general education classes were included. In 1971, the first IU Northwest MRT class was accepted and graduated in spring 1973. At the time, students were at St. Margaret Hospital for the “medical record” courses and at Indiana University Northwest, Division of General and Technical Studies, East Chicago campus, taking general education courses. The Medical Record Technology Program was approved for accreditation in 1971 by the AMA’s Council on Medical Education. This approval allowed graduating students to be eligible to take the national credentialing exam to become an Accredited Record Technician (ART). During that time, the MRT Program was in a building behind the hospital that also housed the Radiography two-year program, Medical Lab Sciences two-year program, and the Respiratory Therapy two-year program. During the second accreditation survey in 1976, it was recommended that all four programs be transferred to the campus of IU Northwest in Gary, IN and become University based and Hospital affiliated. This began the Medical Record Technology Program located at IU Northwest in Gary. Dorinda Sattler, MJ, RHIA, CHPS is the current Associate of Science (A.S.) Health Information Technology Program Director at IU Northwest. Ms. Sattler is the fourth program director since the inception of the program. As Program Director, she follows Sarah Lasbury, RRL (1970 – 1973), JoAnne Bruce, RRL (1973 – 1977), and Margaret Skurka, MS, RHIA, CCS, FAHIMA (1977 – 2017).

In 1973, continuing education became a hot topic at the National Association meetings. Members thought there was a need for new knowledge to meet the challenges of change and innovation in the profession. The continuing education topic was debated and was approved by the House of Delegates. In 1975, continuing education requirements were first established for ARTs and RRLs. In 1978, the Registered Record Administrator (RRA) credential replaced the RRL credential.

The 1980s emphasized the importance of qualified medical record professionals.

The 1980s will be remembered as when the prospective payment systems (PPS) and diagnosis related groups (DRGs) gave many medical record departments their first computers. The advent of DRGs was considered an opportunity for the Association’s members to display their skills and capability to improve data quality. The PPS, and DRGs, affected how members worked, the technology they used, and above all emphasized the importance of qualified medical records professionals. With the demand for qualified medical record professionals increasing, Indiana gained another Health Information Technology program.

In August 1983, the Medical Records Technician (MRT) Program started at Vincennes University. The first graduating class was in May 1985 with 7 students graduating. The program was accredited by AMA's Council for Allied Health Education Accreditation (CAHEA) in June 1986. The MRT program started as a face-to-face program. In the late 1990s, the program transitioned to online in addition to having classes on campus. Since the beginning of the program, it has continued to run strong both face-to-face and online. Janet Thomas, MS, RHIT, CCS, is the current A.S. Health Information Management Program Director at Vincennes University. Ms. Thomas is the fourth program director since the inception of the program. As Program Director, she follows Justin Rouse (1983 – 1984), Darrell King, MS, RHIA (1984 – 2001), and Sherry O'Neill, MS, RHIA (2001 – 2014).

The 1990s brought a focus on technology and the advent of HIPAA.

In 1991, AMRA released the position statement "Computer-Based Patient Record: An Essential Technology for Healthcare." The statement was created in response to an Institute of Medicine study to improve the medical record. AMRA supported the idea of a computer-based record and confirmed its position by taking active leadership in creating the Computer-based Patient Record Institute (CPRI).

"AMRA believes that a computer-based patient record is essential to quality care in today's environment, is necessary to meet the needs of a growing number of users, and is possible to achieve in this decade."

Also, in 1991, the national Association changed its name from AMRA to what we know today, the American Health Information Management Association (AHIMA). This change also meant a name change to the Indiana Association – IMRA changed to the Indiana Health Information Management Association (IHIMA).

On June 13, 1992, AHIMA held its first Certified Coding Specialist (CCS) examination. The examination was taken by 3,677 candidates, and 1,684 passed and earned the right to use the CCS credential. The first Certified Coding Specialist - Physician-based (CCS-P) credentials was granted in 1997.

In 1996, U.S. Congress passes the Health Insurance Portability and Accountability Act (HIPAA). In 1999, the House of Delegates voted in support of new certification titles for all Registered Record Administrators (RRAs) and Accredited Record Technicians (ARTs).

The 21st century saw an interest in the HIM field at an all-time high.

On January 1, 2000, the Registered Health Information Technician (RHIT) credential replaced the Accredited Record Technician (ART) credential that was established back in 1953; the Registered Health Information Administrator (RHIA) credential replaced the RRA credential. In 2001, the Certified Coding Associate (CCA) entry-level coding credential was established.

Although the Health Insurance Portability and Accountability Act (HIPAA) passed in 1996, HIPAA was the buzzword for the early years of the 21st century. Members found themselves the point persons for their organizations on the transactions, privacy, and security standards. A new credential, Certified in Healthcare Privacy (CHP), was introduced in 2002, as well as the Certified in Healthcare Security (CHS) and Certified in Healthcare Privacy and Security (CHPS) credentials, cosponsored with HIMSS, to showcase HIM professionals' expertise. With HIPAA's additional responsibilities came new opportunities for those who became privacy or security officers at their organizations:

"HIM professionals have effectively managed the release of information in healthcare organizations for decades. Establishing policy, training staff, developing consents, releasing information, and documenting information use are key elements of the HIM role."

—from "Help Wanted: Privacy Officer," in the June 2001 (vol. 72, no. 6) Journal of AHIMA

In 2003, field testing of ICD-10-CM medical code sets were conducted by AHIMA, in conjunction with the American Hospital Association (AHA). Also, in 2003, AHIMA's leadership recognized the need to create an independent accrediting organization for HIM educational programs, creating the Commission on Accreditation for Health Informatics and Information Management (CAHIIM) in 2006.

Interest in implementing the Computer-Based Patient Record continued and in 2003 the term electronic health record (EHR) was adopted to describe this concept. In his 2004 State of the Union Address, President George W. Bush called for computerized health records – the beginning of the EHR revolution. With the increased technology, qualified health information professionals were in demand. Indiana gained a new Health Information Technology program.

In August 2006, the Ivy Tech Community College, Indianapolis, Health Information Technology (HIT) program was just beginning. The program was accredited in November 2008 by CAHIIM and the first graduate of the program attained her RHIT in 2009. Classes were on campus until 2019 when the program transitioned to a hybrid format, a combination of online and face-to-face classes. The program has consistently stayed strong with enrollment between 15 – 20 students each year. Sarah Sallee, RHIA, is the current A.S. Health Information Technology Program Director at Ivy Tech Community College, Indianapolis. Ms. Sallee is the second program director since the start of the program; she follows Brenda Kupecky, MS, RHIA (2006 – 2017).

The decade closed with enrollments in HIM programs, and interest in HIM careers, at an all-time high. The Commission on Certification for Health Informatics and Information Management (CCHIIM) (formerly the AHIMA Council on Certification) was created by AHIMA, as a standing commission of AHIMA, to assure the competencies of professionals practicing Health Informatics and Information Management (HIIM). CCHIIM provides strategic oversight of all AHIMA certification programs.

The 2010's highlighted how healthcare was rapidly transforming.

The 2010's will be remembered as having an increased focus on value-based care and a drive to improve patient outcomes. Interoperability, data-sharing, and access to healthcare information continued to be a critical requirement and health information exchanges continued to grow. With healthcare rapidly transforming, Indiana educational programs were created to meet the increased interest in HIM careers.

In response to industry demand, CCHIIM developed the Certified Documentation Improvement Practitioner (CDIP) credential in 2011. While informal clinical documentation improvement (CDI) programs had been in acute care facilities since DRGs started, official CDI programs started to be identified as a distinct hospital department and profession in the mid-2000s. An increased use of documentation and coding for quality measurements and reimbursement programs across healthcare caused non-acute care facilities to also adopt CDI programs. The CDIP credential was created to support quality documentation and the integrity of the patient's health record.

January 2012, the Health Information Technology (HIT) program at Ivy Tech Community College, Fort Wayne, began and the program achieved CAHIIM approval in November 2014. The program began as a face-to-face program but transitioned to a fully online program in 2017. The program has awarded 44 associate degrees and 29 students have earned RHIT credentials as of February 2019. Heather Copen, RHIA, CCS-P, is the current A.S. Health Information Technology Program Director at the Ivy Tech Community College, Fort Wayne campus. Ms. Copen is the second program director since the inception of the program; she follows Reisha Wheeler, RHIA (2012 – 2013).

July 2012, Indiana Tech in Fort Wayne began offering an online associates degree in Health Information Technology. The HIT program achieved CAHIIM approval in October 2015. Upon achieving this approval, there were already 311 students pursuing the degree. The HIT Program is an accelerated format that allows full-time students to complete an associate degree in 16 months. Indiana Tech also has an online Bachelor of Science Health Information Management program. The HIM Program is in Candidacy Status, pending accreditation review by CAHIIM. Bonnie Wilkins, MS, RHIA, is the HIT and HIM Program Director at Indiana Tech, Fort Wayne.

In 2012, the Health Information Administration (HIA) program at Indiana University Northwest returned. IU Northwest established an HIA program in 1993, with the first graduates in 1995, but the school decided to close the program after this short period of time. The program was re-established in 2012 and was awarded full CAHIIM accreditation in November 2014. IU Northwest's HIA program was built as a 2+2 program. Once students receive their A.S. in HIT, students transition to fully online courses to complete the B.S. degree. Most IU Northwest students' progress from the A.S. to B.S. degree. Several HIM professionals have taken advantage of IU Northwest's 2+2 program to return to complete their B.S. degree. Transfer students from other accredited HIT programs are starting to complete their B.S. degree at IU Northwest too. Linda Galocy, MS, RHIA, FAHIMA, is the B.S. Health Information Administration Program Director at IU Northwest.

On October 1, 2015, the transition to ICD-10-CM/PCS medical code sets finally took effect. This routine administrative update became a highly charged political issue where Congressional hearings were held with demands for Congressional action to stop ICD-10. In the end, it took 20 years and three delays before ICD-10 was implemented. Meanwhile, AHIMA stayed at the forefront as the healthcare industry made the transition to ICD-10.

In January 2019, the Master of Health Informatics Program at Indiana University, Indianapolis, was accredited by CAHIIM and the Health Informatics Accreditation Council. The IU Health Informatics (HI) Program is one of seven accredited programs of this type in the United States. Graduates of this program are eligible to sit for their credentialing exam by the American Medical Informatics Association (AMIA) and earn the AMIA Health Informatics Certification (AHIC) credential.

The IU HI Master's Program opens the door to HIM students wanting to earn a master's degree in five years rather than six. Students can take graduate courses their senior year and those courses are applied to the master's program. The IU HI Master's Program is offered online or face-to-face. Josette Jones, PhD, RN is the current IU Master of Health Informatics Program Director.

The IU Indianapolis HIM Program recently celebrated 70 years of education. Over the past 70 years there have been seven program directors. Lisa DesNoyers, MPH, RHIA, SME, is the current HIM Program Director (2015 – Present). She follows Gertrude Gunn, RRL (1950 – 1966), Mary McKenzie, RRA (1967 – 1995), Jan Ashton, RRA (1996 – 2000), Danita Forgey, MIS, RHIA, CCS, CCS-P (2000 – 2008), Felisa Tennant, MIS, RHIA, CHPS, CCS (2009 – 2011), and Lauri Perry, MJ, RHIA (2012 – 2015).

Conclusion

The Health Information Management profession has a long and rich history in Indiana. Many changes have occurred over the past 90 years and Indiana has led the way. From the first state university Medical Records Program in the U.S. to the creation of strong educational programs to meet the need of qualified HIM professionals. Indiana has provided strong leadership at both state and national levels.

The HIM profession is continuously changing. Technological advances have changed the way HIM professionals work, but our focus has remained the same - on confidential, effective, efficient, trustworthy, and secure management of health information. The foundation of the HIM profession has not changed with time - to manage the information that makes up a patient's health record.

HIM in Indiana - Historical Timeline: Indiana's National Accomplishments, Association Name Changes, AHIMA Credentials, Indiana HIT/HIM Programs, and Indiana HIT/HIM Program Directors as AHIMA/IHIMA Presidents

1928	Association of Record Librarians of North American (ARLNA) founded
1933	Registered Record Librarian (RRL) credential was established
1934	Edna K. Huffman, RRL – ARLNA's 7th President
1941	Edna K. Huffman's Manual for Medical Record Librarians was published
1948	Norma Bauman, RRL – American Association of Medical Record Librarians (AAMRL) 21st President
1948	Indiana Association of Medial Record Librarians (IAMRL) was approved as affiliate of AAMRL
1948	Martha Niewoehner, RRL – IAMRL 1st President
1949-1950	Gertrude Gunn, RRL, Medical Records Program Director at IU Indianapolis (1950-1967) President of IAMRL
1950	Edna K. Huffman named editor of the Journal of the American Association of Medical Record Librarians
1950	Indiana University, Indianapolis, Medical Records Program started
1952	First student graduated from the IU Indianapolis Medical Records Program
1953	Accredited Record Technician (ART) credential was established
1970	AAMRL changed its name to American Medical Records Association (AMRA) IAMRL changed its name to Indiana Medical Records Association (IMRA)
1970	Indiana University, Northwest, Medical Record Technology Program started
1973	Mary McKenzie, RRL, Medical Records Program Director at IU Indianapolis (1967-1995) President of AAMRL
1973-1974	Sarah Lasbury, RRL, Medical Record Technology Program Director at IU Northwest (1970-1973) President of IAMRL
1975-1976	JoAnne Bruce, RRL, Medical Record Technology Program Director at IU Northwest (1973-1977) President of IAMRL
1978	Registered Record Administrator (RRA) credential replaced the RRL credential
1978-1979	Margaret Skurka, RRA, Medical Record Technology Program Director at IU Northwest (1977-2017) President of IAMRL
1983	Vincennes University Medical Records Technician Program started
1991	AMRA changed its name to American Health Information Management Association (AHIMA) IMRA changed its name to Indiana Health Information Management Association (AHIMA)
1992	Certified Coding Specialist (CCS) credential was established
1997	Certified Coding Specialist – Physician-based (CCS-P) credential was established
1997-1998	Danita Forgey, RRA, Health Information Administration Program Director at IU Indianapolis (2000 to 2008) President of IMRA
2000	Registered Health Information Technician (RHIT) credential replaced the ART credential Registered Health Information Administrator (RHIA) credential replaced the RRA credential
2000	Margaret Skurka, RHIA, Medical Record Technology Program Director at IU Northwest (1977-2017) President of AHIMA
2001	Certified Coding Associate (CCA) entry-level coding credential established
2002	New privacy-related credentials established - Certified in Healthcare Privacy (CHP), Certified in Healthcare Security (CHS), and Certified in Healthcare Privacy and Security (CHPS)
2006	Ivy Tech Community College, Indianapolis, Health Information Technology Program started
2007	The CHP and CHS credentials were consolidated into one Certified in Healthcare Privacy and Security (CHPS) credential.
2011	Certified Documentation Improvement Practitioner (CDIP) credential created
2011-2012	Linda Galocy, MS, RHIA, Health Information Technology Program Director at IU Northwest (2017-current) President of IHIMA
2012	Ivy Tech Community College, Fort Wayne, Health Information Technology Program started
2012	Indiana Tech, Fort Wayne, Health Information Technology Program started
2012	Indiana University, Northwest, Health Information Administration Program re-established
2015	Indiana Tech, Fort Wayne, Health Information Management Program started
2019	Indiana University, Indianapolis, Health Informatics Master's Degree Program was CAHIIM accredited

Photo Timeline



The textbook *Manual for Medical Record Librarians*, written by Edna K. Huffman, had its first edition published in 1941. Huffman was later named the editor of the *Journal of AAMRL* and ARLNA's 7th president.



Gertrude L. Gunn, RRL, 1948. Ms. Gunn was IAMRL's President, 1949-1951. She was also the Medical Records Program Director at IU Indianapolis from 1950 until she retired in 1966.

Volume No. 1973

Occupational Outlook Handbook

1963-64 EDITION

Career Information for Use in Guidance

UNITED STATES DEPARTMENT OF LABOR
W. Willard Wirtz, Secretary
BUREAU OF LABOR STATISTICS
Washington, D.C.

"Employment Outlook for Medical Technologists, Medical X-Ray Technicians, Medical Record Librarians, Occupational Outlook Report Series," reprinted from the 1963-1964 Occupational Outlook Handbook, US Department of Labor

Medical Record Librarians

(D.O.T. 0-23.25)

Nature of Work

Medical record librarians plan, prepare, maintain, and analyze records and reports on patients' illnesses and treatments. They assist the medical staff in research projects; develop auxiliary records (such as indexes of physicians, diseases treated, and operations performed); compile statistics, especially those pertaining to services given patients; make summaries or "abstracts" of medical records; develop systems for preserving medical records; and direct the activities of the medical record department.

The number and kind of duties medical record librarians perform vary markedly, depending on the size and type of institution in which they are employed. In a large hospital, the chief medical record librarian supervises a staff of other medical record librarians, medical record technicians, and clerical workers. She usually represents her department at hospital staff meetings and may testify in court actions that involve medical records. In small hospitals, she may be the only employee in the medical record department, and may perform clerical as well as professional duties.

The records maintained by the medical record librarian contain medical and surgical information on each patient, including history of the illness, physical examination findings, doctors' orders and progress notes, nurses' notes, and reports on X-rays and laboratory findings. These records are used for research, insurance claims, legal actions, evaluation of treatment and medications, and for training medical, nursing, and related personnel. Medical information found in hospital records is also important in planning community health programs.

Courtesy of Veterans Administration
Chief medical record librarian explains preparation of records to interns

Medicare and Medicaid were established when President Lyndon B. Johnson signed the Social Security Amendments, which amended the Social Security Act, in 1965.

Indiana Medical Record Association became the new name of the association in 1970.



I.U. Medical Record Administration Program and the Central Indiana Medical Record Association co-sponsors the first annual Gertrude Gunn Forum I to r: Donna Lottes, RRA, CIMRA Program Coordinator, Londa Bechert, RRA, President, IMRA, Elton Ridley, MBA, Director, Continuing Education, Division of Allied Health Sciences, IUMC, Charlotte Barrett, RRA, AMRA President (Speaker), Mary McKenzie, RRA, Director Medical Record Administration program Indianapolis.

The first Gertrude L. Gunn Forum was held at the Indiana University Medical Center in Indianapolis on September 13, 1984.



1998 NIHIMA Student Luncheon



Margaret Skurka receiving the Program Director's check from Mike Evans, RRA, IHIMA President, at 1998 Business Meeting.



2001 IHIMA Scholarship Recipients:
(graduate) Candice Borne, RHIA; (undergraduate) Lori Sears (IUPUI), Nicole Fischer (IUPUI), Emily Martin (IU Northwest)



IHIMA was awarded the AHIMA CSA Service Award for Local Support for HIM Accredited Programs in 2013.



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Prepared by:

Cathy Wiseman, RHIA

Acknowledgements:

Thank you to Danita Forgey, MIS, RHIA, CCS, CCS-P for valuable comments and to Nicole Van Andel, MS, RHIA, CHPS for final editing.