

**Table 2**

Comments on the Value of Health Information Management (HIM) Leadership

<p>Specific Aim 1: Identify role of HIM leaders who are valued within their respective positions.</p> <p>Research Question 1: Is HIM valued in organizations in which HIM practitioners are recognized for their subject-matter expertise <i>and</i> leadership?</p>	
Participant's Title	Responses to Research Question 1
Administrators and Colleagues	<p>Absolutely valued; provides credibility; respect;</p> <p>Roles Valued: knowledge of privacy; coding compliance; quality initiatives; improving workflow; apply legal language; accreditation standards; implement EMR; HIM is "heart of the agency"</p>
HIM Supervisor/Director	<p>Very valued—"I am not doing anything until HIM says." Due to EHR and getting it right on front end.</p> <p>Roles Valued: Proactive role; aware of organization goals; see big picture and ownership; HIPAA; Lead HIM system wide; Educate staff; Develop and implement P&amp;P</p>
HIM Staff	<p>Absolutely valued.</p> <p>Roles Valued: Keeping HIM as an everyday word; being a helpful resource and expanding coding into revenue dollars</p>