

Case Studies in Health Information Management

Case Study 1: Mergers and Acquisitions

Objectives

- Evaluate the centralization of health information management (HIM) services as required by the acquisition of one hospital by a larger hospital.
- Develop mission and vision statements for the new University Health Systems (UHS) HIM department.
- Create a new organizational chart for the new UHS HIM department.
- Assess the impact of centralizing HIM functions between the two merged HIM departments utilizing Kotter's change model.
- Analyze the coding job descriptions and develop one job description that covers all coding job tasks and incorporates appropriate coding job productivity and quality standards.
- Develop an orientation checklist that will be utilized by all HIM employees to orient them to the new UHS HIM department.

Instructions

Review the case study below and complete the deliverables utilizing content available within the chapters of the text. The following chapters may be used: chapter 4, chapter 6, chapter 9, and chapter 10.

Scenario

Sarah, HIM director at University Hospital was recently informed by her boss, the chief financial officer (CFO), that the healthcare organization acquired a local hospital, Memorial Community Hospital. This acquired hospital is located 25 miles away from University Hospital. Most of the HIM functions from Memorial Community Hospital will be centralized into University Hospital by the end of the fiscal year. Functions such as coding, transcription, chart completion, and data quality review will be moved and centralized to the main hospital campus; an HIM satellite station will stay open on the Memorial Community Hospital site to deal with release of information (ROI) requests. Patient care services will remain the same at Memorial Community Hospital to serve the population that currently utilizes this facility for care.

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