

RHIA Exam Content Outline Crosswalk	
New Content Outline (Effective July 1,2014)	Old Content Outline (Through June 30, 2014)
DOMAIN I: Data Content, Structure & Standards	
A. Classification Systems	
A1. Code diagnosis and procedures according to established guidelines	1.6
B. Health Record Content & Documentation	
B1. Ensure accuracy and integrity of health data and health record documentation (paper or electronic)	1.3
B2. Manage the contents of the legal health record (structured and unstructured)	1.5
B3. Manage the retention and destruction of the legal health record	6.1
C. Data Governance	
C1. Maintain data in accordance with regulatory requirements	6.1
C2. Develop and maintain organizational policies, procedures, and guidelines for management of health information	1.2
D. Data Management & Secondary Data Sources	
D1. Manage health data elements and/or data sets	1.1
D2. Assist in the maintainance of the data dictionary and data models for database design	3.2
D3. Manage and maintain databases (e.g., data migration, updates)	3.3
DOMAIN II: Information Protection: Access, Disclosure, Archival, Privacy & Security	
A. Health Law	
A1. Maintain healthcare privacy and security training programs	5.4
A2. Enforce and monitor organizational compliance with healthcare information laws, regulations and standards (e.g., audit, report and/or inform)	6.1
B. Data Privacy, Confidentiality, and Security	
B1. Design policies and implement privacy practices to safeguard Protected Health Information (PHI)	5.2
B2. Design policies and implement security practices to safeguard Protected Health Information (PHI)	5.1
B3. Investigate and resolve healthcare privacy and security issues/breaches	5.3
C. Release of Information	
C1. Manage access, disclosure, and use of Protected Health Information (PHI) to ensure confidentiality	5.2
C2. Develop policies and procedures for uses and disclosures/redisclosures of Protected Health Information (PHI)	5.2

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DOMAIN III. Informatics, Analytics & Data Use	
A. Health Information Technologies	
A1. Implement and manage use of, and access to, technology applications	3.1
A2. Evaluate and recommend clinical, administrative, and specialty service applications (e.g., financial systems, electronic record, clinical coding)	3.6
B. Information Management Strategic Planning	
B1. Present data for organizational use (e.g., summarize, synthesize, and condense information)	1.7
C. Analytics & Decision Support	
C1. Filter and/or interpret information for the end customer	2.2
C2. Analyze and present information to organizational stakeholders	1.7; 2.3
C3. Use data mining techniques to query and report from databases	
D. Healthcare Statistics	
D1. Calculate healthcare statistics for organizational stakeholders	2.2
D2. Critically analyze and interpret healthcare statistics for organizational stakeholders (e.g., CMI)	2.2; 2.3
E. Research Methods	
E1. Identify appropriate data sources for research	4.10
F. Consumer Informatics	
F1. Identify and/or respond to the information needs of internal and external healthcare customers	2.1
F2. Provide support for enduser portals and personal health records	2.2
G. Health Information Exchange	
G1. Apply data and functional standards to achieve interoperability of healthcare information systems	3.4
G2. Manage the health information exchange process entitywide	3.1
H. Information Integrity and Data Quality	
H1. Apply data/record storage principles and techniques associated with the medium (e.g., paperbased, hybrid, electronic)	3.5
H2. Manage master person index (e.g., patient record integration, customer/client relationship management)	3.7
H3. Manage merge process for duplicates and other errors entitywide (e.g., validate data sources)	1.3
DOMAIN IV: Revenue Management	
A. Revenue Cycle & Reimbursement	
A1. Manage the use of clinical data required in reimbursement systems and prospective payment systems (PPS)	1.5
A2. Optimize reimbursement through management of the revenue cycle (e.g., chargemaster maintenance, DNFB, and AR days)	4.6
B. Regulatory	
B1. Prepare for accreditation and licensing processes [e.g. Joint Commission, Det Norske Veritas (DNV), Medicare, state regulators]	4.15; 6.2
B2. Process audit requests (e.g., RACs or other payors, chart review)	6.1
B3. Perform audits (e.g., chart review, POC)	6.1

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C. Coding	
C1. Manage and/or validate coding accuracy	1.4
D. Fraud Surveillance	
D1. Participate in investigating incidences of medical identity theft	5.3
E. Clinical Documentation Improvement	
E1. Query physicians for appropriate documentation to support reimbursement	2.4
E2. Educate and train clinical staff regarding supporting documentation requirements	4.4
DOMAIN V: Leadership	
A. Leadership Roles	
A1. Develop, motivate, and support work teams and/or individuals (e.g.,	4.7
A2. Organize and facilitate meetings	4.12
A3. Advocate for department, organization and/or profession	4.13
B. Change Management	
B1. Participate in the implementation of new processes (e.g., systems, EHR, CAC)	3.1; 3.6
B2. Support changes in the organization (e.g., culture changes, HIM consolidations, outsourcing)	4.1
C. Work Design & Process Improvement	
C1. Establish and monitor productivity standards	4.5
C2. Analyze and design workflow processes	4.10; 4.14
C3. Participate in the development and monitoring of process improvement plans	4.5; 4.14
D. Human Resources Management	
D1. Perform human resource management activities (e.g., recruiting staff, creating job descriptions, resolving personnel issues)	4.3
E. Training & Development	
E1. Conduct training and educational activities (e.g. HIM systems, coding, medical and institutional terminology, documentation and regulatory requirements)	4.4
F. Strategic & Organizational Management	
F1. Monitor industry trends and organizational needs to anticipate changes	4.2
F2. Determine resource needs by performing analyses (e.g., costbenefit, business planning)	4.10
F3. Assist with preparation of capital budget	4.8
G. Financial Management	
G1. Assist in preparation and management of operating and personnel budgets	4.8; 4.9
G2. Assist in the analysis and reporting on budget variances	4.9
H. Ethics	
H1. Adhere to the AHIMA code of ethics	1.2
I. Project Management	
I1. Utilize appropriate project management methodologies	4.14
J. Vendor/Contract Management	

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J1. Evaluate and manage contracts (e.g., vendor, contract personnel, maintenance)	4.11
K. Enterprise Information Management	
K1. Develop and support strategic and operational plans for entitywide health information management	4.1