



PROGRAM DIRECTOR WORKSHOP

AGENDA

SPEAKERS



Annette Baker, MS, RHIA

Annette Baker, MS HIM, RHIA, has been involved with healthcare for over four decades, talking her way into her first job as a medical transcriptionist at Jewish Hospital in Louisville, Kentucky. That job led to a position with a medical transcription service in Atlanta and then eventually starting her own medical transcription service which served the metropolitan community for over 30 years. Seeing the writing on the wall regarding the future of transcription, she was accepted to Georgia Regents University's baccalaureate HIM program and graduated summa cum laude in 2013. She counts it a privilege to have been hired by Lanier Technical College as the HIMT Program Director to help mold new pathways for HIM professionals.



**Lisa Delhomme, MHA,
RHIA**

Lisa Delhomme, MHA, RHIA, is the Program Director of the Health Information Management program at the University of Louisiana at Lafayette. She teaches courses in privacy and security, data analytics, and database management. She is the co-editor of the AHIMA publication Health Information Management: Concepts, Principles, and Practice, Seventh Edition. Mrs. Delhomme is an active AHIMA volunteer and a former member of AHIMA's Council for Excellence in Education. She has served in several volunteer roles with AHIMA and CAHIIM and is a former president of the Louisiana Health Information Management Association. She is a frequent presenter at state and national conferences in her areas of expertise.



**David Gibbs, PhD, MS,
ACHIP, CPHIMS, CPHI,
CHDA, CHPS, CISSP,
FHIMSS**

David Gibbs, PhD, MS, ACHIP, CPHIMS, CPHI, CHDA, CHPS, CISSP, FHIMSS, is Associate Professor and Chair of the Department of Health Informatics & Information Management at Texas State University. He oversees a department of full- and part-time faculty and staff members conducting research and delivering graduate and undergraduate degree programs on campus and online. Dr. Gibbs earned a PhD in adult, professional, and community education, an MS in biomedical informatics, and an MS in online teaching and learning following a foundational undergraduate degree in computer science. His research on interprofessional health informatics education is published in scholarly journals and textbook chapters. He has served HIMSS, AMIA, AHIMA, TxHIMA, IEEE, InfraGard, and other professional organizations on a variety of national and local committees including the AMIA Academic Forum, TxHIMA Board of Directors, HIMSS Privacy & Security Committee, HIMSS Central Texas Chapter Board of Directors, and the HIMSS Emerging Healthcare Leaders Task Force. He routinely presents at global, national, and state conferences.

Dr. Gibbs transitioned to academia from corporate and government consulting in 2015, bringing over 30 years of experience in technical and leadership roles, including federal healthcare information systems and solutions architecture. His consulting experience includes multi-year assignments with Hewlett Packard and Lockheed Martin in leadership roles supporting enterprise-level projects for the US Army Medical Information Technology Center, Defense Health Agency, and the Oak Ridge National Laboratory and National Security Complex. He was previously a visiting instructor in the Department of Computer Science at the University of the Pacific. For his significant and sustained professional contributions, scholarly achievements, and demonstrated leadership, Dr. Gibbs has been recognized as a Senior Member of IEEE, a Fellow of HIMSS, recipient of the 2024 TxHIMA Legacy Award, and recipient of the 2025 John A. Page Distinguished HIMSS Fellow Award.



**Jenny Evans, EdD, RHIA,
CCS**

Jenny Evans, EdD, RHIA, CCS, serves as Dean of the Colleges of Business, Health Professions, and Occupational Professions at the University of Northwestern Ohio (UNOH), where she also remains an active faculty presence in the Health Information Technology program. Beyond the classroom, Jenny brings her expertise to a broader stage as a Counselor for AHIMA's PCAP group and through her ongoing work with multiple accreditation bodies, with a particular focus on assessment and the advancement of health professions and higher education.



**Karen Lankisch, PhD, MHI,
MEd, RHIA, CHDA, CPC,
CPPM, CEHRS**

Karen Lankisch, PhD, MHI, MEd, RHIA, CHDA, CPC, CPPM, CEHRS, has more than 25 years of experience in higher education and over a decade of professional experience across a variety of healthcare settings. She holds a PhD in Education, a Master's degree in Health Informatics, a Master's degree in Education, a Bachelor of Science in Business, and a post-baccalaureate certificate in Health Information Management. Dr. Lankisch maintains multiple professional credentials, including RHIA, CHDA, CPC, CPPM, and CEHRS. She currently serves as Program Director for the Cancer Registry, Health Information Systems Technology, Health Information Management, and Health Informatics programs at the University of Cincinnati. Dr. Lankisch is a Quality Matters Master Peer Reviewer and an APPQMR-certified facilitator for both face-to-face and online workshops. Dr. Lankisch has received several university-level awards recognizing excellence in teaching, innovative use of technology, and mentoring. She is a member of the University of Cincinnati Academy of Fellows for Teaching and Learning and was honored as the 2026 recipient of the Ohio Health Information Management Association (OHIMA) Professional Achievement Award. She has co-authored two textbooks. Her research interests in education include emerging technologies, online

course design, and constructivist approaches to adult learning. In healthcare, her areas of interest focus on health information technology and healthcare data analytics.



**Dana Lloyd, DHA, RHIA,
ODS, CHDA**

Dana Lloyd, DHA, RHIA, ODS, CHDA is an Assistant Professor and Program Director of Health Information Management at Southwestern Oklahoma State University, where she has led the HIM program since 2015. She has more than 25 years of experience in health information management, cancer registry operations, and health data analytics. Dr. Lloyd holds a Doctor of Healthcare Administration from Oklahoma State University and maintains multiple professional certifications, including RHIA, ODS, and CHDA. Dr. Lloyd is a CAHIIM Site Reviewer and is part of CAHIIM's Future Education Model Demonstration Program, leading the transition to competency-based HIM curriculum. She has led major curriculum redesigns at the bachelor's and master's levels and helped develop innovative programs, including PharmD/MSHIM and MSHIM/MBA dual degrees



**Leanne Worsfold, MEd,
RPN**

Leanne Worsfold, MEd, RPN, brings more than 15 years of senior leadership experience in higher education, including developing innovative academic initiatives, technology-enabled programs, and competency-based frameworks for accrediting, certification, and licensure organizations in the United States and Canada. Leanne holds a Master of Education in Open, Digital, and Distance Education and has a strong clinical foundation in nursing.

Most recently, Leanne led the competency-based education training and supported the implementation of the CAHIIM's Health Information Management Standards and competencies.

AGENDA

- **CAHIIM & Accreditation Overview:** This session offers a comprehensive, high-level overview of CAHIIM and its impact. You will receive guidance on how to plan for your next accreditation cycle. Participants will also gain a clear understanding of the accreditation landscape and discover the strategic resources CAHIIM provides to support institutional excellence and program growth.
- **Learning Theories:** This session will cover the importance of Competency-Based Education (CBE) and how different learning theories and practices can be incorporated into your programs to enhance your curriculum. CAHIIM will also guide you through the requirements for accreditation.
- **Prior Learning Assessment (PLA):** In an era of rapid educational transformation and a growing demand for innovative pathways, this session explores the critical role of Prior Learning Assessment (PLA). We will clarify the distinctions between PLA and traditional credit transfer, examine diverse assessment methodologies, and showcase successful program models. Participants will also review the core principles of PLA and the significant advantages it offers to both institutions and learners.
- **Understanding Faculty Roles, Recruitment and Hiring:** This presentation will guide you in the different types of faculty members and provide insight into the best ways to hire faculty members to fill your open positions, whether it be full-time or adjunct.
- **Effective Methods of Enhanced Academic Assessment:** This session explores best practices in faculty evaluation and development aligned with institutional policies and CAHIIM accreditation standards. The presentation addresses the complete faculty lifecycle—from recruitment and onboarding through evaluation and retention—emphasizing transparency, clear expectations, and alignment with accreditation requirements. Participants will gain practical strategies for supporting faculty success while maintaining compliance with accreditation standards, ultimately strengthening program quality and student outcomes.
- **Tips and Tricks – Things that Experience has Shown Us:** This panel presentation will provide guidance, general tips and tricks regarding budgeting, marketing, student orientations, advising, and other topics that guide new academic leaders.
- **Teaching in Today's Digital Learning Environment:** This session will introduce you to a variety of digital resources and emerging technologies that may be used to support student learning in an online and hybrid learning environment. Technology tools used to create, collaborate, engage, and reflect will be shared. Examples of learning activities using the technologies will be provided.