

Name: **KAREN YOUMANS**
Position: President, YES HIM Consulting, Inc.

Key Qualifications

Karen G. Youmans, MPA, RHIA, CCS is the President of YES HIM Consulting, Inc. Ms. Youmans has over 25 years experience in the Healthcare environment and the HIM profession. She was previously the Executive Vice President of Pyramid Healthcare Solutions, Inc. Ms. Youmans' career has also included Instructor/Assistant Professor at the University of Central Florida; Coding Product Consultant and Client Resource Specialist with CodeMaster/QuadraMed; Practice Manager, Coding products and services with AHIMA; Program Director, Health Information Technology, St. Petersburg Junior College; as well as HIM Director and Assistant Director at various hospitals. Since 1980, Ms. Youmans has been an HIM consultant in various capacities including all aspects of HIM operations, Interim Management, Revenue Cycle improvement projects, ICD-9-CM and CPT-4 Coding Education, & the Legal Health Record. Ms. Youmans obtained her MPA in Healthcare Administration from Golden Gate University; BA in Health Information Administration from the College of St. Scholastica; and her AAS in Medical Record Technology from Sinclair Community College. She is credentialed as a Registered Health Information Administrator (RHIA) and Certified Coding Specialist (CCS) from AHIMA.

Education

MPA, Health Services Management, Golden Gate University, 1989

BA, Health Information Administration, College of St. Scholastica, 1984

AAS, Medical Record Technology, Sinclair Community College, 1976

Relevant Professional Experience

Experience

Feb 2007- Present **President, YES HIM Consulting, Inc.**
Ms. Youmans recently founded the premiere Health Information Management Consulting firm of YES HIM Consulting, Inc. Ms. Youmans has over 25 years experience in Healthcare and the Health Information Management (HIM) profession with expertise in HIM operations, Interim Management, Coding education & training, Revenue Cycle improvement projects, Electronic Document Management and Electronic Health Record (EHR) strategies, Legal Health Record (LHR) and EHR implementations.

Feb 2002 – Feb 2007 **Executive Vice President, Pyramid Healthcare Solutions, Inc.**
National healthcare consulting firm focusing on the entire revenue cycle. Provided consultative services including HIM operational assessments, interim management, ICD-9-CM and CPT-4 coding compliance, staffing analysis, budgeting, A/R reduction, HIM best practices, critical indicators, productivity & revenue cycle expertise. Managed numerous client relationships and 250 employees nation-wide. Responsible for all operational, sales, & marketing issues within the HIM & Coding division.

Other Experience

- 2001 – 2002 Product Consultant and Client Resource Specialist, QuadraMed, nCoder+ dept
- 1999 – 2001 Practice Manager, Coding Products and Services, AHIMA
- 1996 – 1999 Product Consultant and Client Resource Specialists, CodeMaster
- 1990 - 1996 Instructor/Assistant Professor, University of Central Florida, Health Information Management, Department of Health Sciences
- 1988 – 1990 Program Director, Health Information Technology, St. Petersburg Junior College

Papers and Publications

“HIM Spin on the Revenue Cycle”, Journal of AHIMA, March, 2004.

Numerous "Coding Notes" articles in the Journal of AHIMA , 1999, 2000.

Basic Healthcare Statistics for HIM Professionals, formerly Commonly computed rates and percentages book published by the AHIMA. Total revision of book published in August, 1996 and revised again in August, 2000.

Chapter 16 "Tools of Management: Methods for analyzing and improving systems", Health Information: Management of a Strategic Resource, W.B. Saunders Publishing Company. Book was published in February, 1996.

"Research review: A Comparison of Two Theories of Resistance to Innovation in Baccalaureate Level HIM Programs", J. Brown-Harvey, Greg Frazer, Karen Youmans, Topics in Health Information Management, 1995, 16 (1), 47-65.

"Learning at a distance: People, Technology, and Learning Experiments", Steve Lytle, Bobbi Lytle, and Karen Youmans, Journal of AHIMA Vol. 66 No. 7: 64-67, July/August, 1995.

"The Transformation of Education: Electronic Classrooms of the Future", Bobbi Lytle, Steve Lytle, Karen Youmans, Journal of AHIMA Vol. 65 No. 3: 31-33, March, 1994.

"The Florida Health and Insurance Reform Act of 1993", Karen Youmans and Ann Youngblood, Journal of AHIMA Vol. 65, No. 1: 36, 38-39, January, 1994.

"Hand-held and Pen-based computing: Empowering Technology for the Computer-based Patient Record", Bobbi Lytle, Steve Lytle, Karen Youmans, Journal of AHIMA, Vol. 64 No. 9: 68-70, 72, September, 93.

"HIM Technology", Journal of AHIMA, Vol. 64 No. 9: 41, September, 1993.

"Correlation between Birth Order and Leadership Skills", Journal of AHIMA Vol. 64 No. 8: 44-46, August, 1993.

"Prospective Payment Inservice for Nurses", Journal of AHIMA Vol. 63 No. 10: 46-48, 50-52, 54-56, October, 1992.

Relevant Presentations

“Unbilled Management – HIM Role in the Revenue Cycle”, SunCoast Florida HIMA, November, 2006.

“Who Moved My Medical Record?” – adapting to change with coding and the EHR, AHIMA national convention, 3 hour tutorial, October, 2006.

“ICD-10 and ICD-10-PCS update” GulfCoast Florida HIMA, Tampa, January, 2005.

“Who Moved My Code Book?” – adapting to the changes in coding, AHIMA national convention, Coding Community, October, 2004.

"Benchmarking", Florida HIM Association, Orlando, January, 2002.

"Coding Spinal and Cranial Procedures", Medtronic Sofamor Danek, all day seminar held in New York City, November, 2001.

"Coding and Documentation: The Keys to Reimbursement", an all day workshop for the Fellows of the American College of Surgeons and their office staff, The Tintari Group, Ft Lauderdale, FL, February, 01

"Project Management", Florida HIM Association, Orlando, June, 1998.

"Data Modeling Tools and Techniques: Medical Record Information System Applications", presentation with Joan Hicks, MS, RRA, AHIMA 69th National Convention, Phoenix, Arizona, October, 1997.

"Preparation Workshop for the CCS Examination", Greater Atlanta HIM Association, August 15, 1997.

Various coding workshops given for Healthcare Management Advisors on "Basic CPT", "Advanced CPT" and "Advanced ICD-9-CM" 1996 - 1997.

"ICD-9-CM and CPT-4 Coding Review", MRT and MRA Review Session, Tampa, September, 1995.

Committees, Panels and Advisory Boards

AHIMA, Board of Directors 1994 – 97; AHIMA, Chair, Council on Accreditation; AHIMA, Director, Assembly on Education; AHIMA Task Force on Coding Certification; FHIMA, President; SEHIMA, State Advisor; Gulf Coast FHIMA, President.

Professional Associations

American Health Information Management Association; Florida Health Information Management Association;