LaCynthia George-Reynolds, M.S.
Assistant Professor
Health Information Management
College of Health Science
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Academic Background

M.S. University of St. Francis, Joliet, IL, Health Service Administration, 2007.

B.S. University of Alabama at Birmingham, Birmingham, AL, Allied Health Administration, 1999.

Other Wallace State Community College, Hanceville, Alabama, Medical Record Technology, 1996.

Professional Certifications

Certified ICD-10-CM/PCS Trainer, 2011 (present)

Registered Health Information Administrator, 24662, 2000 (present), Nationally.

Registered Health Information Technician, 39875, 1996 (Supersede), Nationally.

Professional Memberships

Alabama Association of Health Information Management, 2000

American Health Information Management Association, 1996

WORK EXPERIENCE

Work Experience

Assistant Professor Health Information Management, Alabama State University (March 2018 - Present), Montgomery, Alabama.

Director of Coding, Medical West (January 2014 - January 2018), Bessemer, Alabama. Provided leadership to 20 employees encompassing 5 different teams (Clinic Coders, Outpatient Coders, Inpatient Coders, Clinical Documentation Specialist and RAC with the focus of ensuring efficiency and accuracy of all daily processes and procedures to fulfill the facilities goals. Enhanced facility processes by collaborating and participating on teams: Compliance, RAC, Utilization Management and IT.

- Participate as a member of the revenue Cycle, Utilization Management and Regulatory Audit Committees.
- Enhance facility processes by collaborating with team founded by Compliance and Administration.
- Oversee all levels of coding productivity, and revise coding policies to improve department performance.
- Coordinate and/or conduct periodic audits and reviews to monitor performance and follow up to enact changes based on audit results.
- Promote a positive workplace culture and maintain optimal employee and labor relations practices.

- Guide and inspire others to achieve results and enhance organizational effectiveness and productivity

Regulatory Audit Coordinator, Medical West (August 2012 - January, 2014), Bessemer, Alabama. Process, track and trend government audits (RAC, MAC, and CERT) as well as chaired the Regulatory Audit Committee as well as participated on other teams to address procedures and compliance for the facility.

Health Information Coding Manager, University of Alabama at Birmingham Medical Center (December 2010 - August 2012), Birmingham, Alabama.

- Provided leadership to employees
- Strived to increase productivity and quality of coding by facilitating Coding Audits
- Evaluated and initiate processes to accomplish or enhance department goals.
- Promote continuous education for the coding staff
- Safeguard security of patients' records

Patient Health Information Improvement Program Coordinator, Trinity Medical Center (December 2006- November 2010), Birmingham, Alabama.
- Coding Manger/Patient Health Information Improvement Program (PHIIP) Coordinator 2006-2010
- Direct Activities of up to 40 employees. Facilitated training for new physicians and residents on documentation using PHIIP. Prepared monthly reports and resolved deficiencies.
- **Contributions:**
  - Managed coding and review of patient records to ensure delivery of appropriate reimbursement.
  - Assisted with the management of HIM student clinical/externships and presented PHIIP to new employees during orientation.
  - Served as an active participant and leader on the HIM, Forms and Regulatory Audit Committee.
  - Contributed to execution of revenue cycle, denial management, High Dollar team processes.
  - Monitored DRG assignments, Case Mix, DNFB and utilized McKesson Patient Folder to monitor coding queues.
  - Conducted chart audits and in-services in order to ensure the accuracy of coding.

Inpatient Coding Team Leader/ HIM Processing Supervisor, Montclair Medical Center/ Trinity Medical Center (January 2006 - December 2006), Birmingham, Alabama.
- Monitor and Coordinate chart assignment and workflow to ensure weekly DNFB goals were met.
- Worked collaboratively with Case Management to ensure accurate documentation for accurate coding.
- Coordinate with the business office to efficiently resolve edits, denials and outstanding accounts.

Instructor of Medical Terminology and Introduction to ICD-9 and CPT-4 Coding System, One-Source Healthcare Consulting (2003 - 2009), Birmingham, Alabama. Taught Medical Terminology, Introduction of ICD-9-CM and CPT-4

Health Information Management Manager, Select Specialty Hospital (June 2001 - September 2003), Birmingham, Alabama.
- Analyzed and coded ICD-9-CM codes on long term acute care patients' records, compiled statistics for reporting monitored and maintained chart deficiencies.

- Worked closely with Case Management to assist with Discharge planning.
- Actively participate on Interdisciplinary Team to insure appropriate level of care and documentation was present in chart

DRG Coding Specialist, Montclair Medical Center (October 1996 - December, 2006), Birmingham, Alabama.
- Reviewed and assigned ICD-9-CM and CPT codes to Inpatient, Observation, Emergency Room, Same Day Surgery and Gastroenterology Lab records.
- Fulltime and Part time.

Adjunct Instructor, Virginia College (2002 - 2003), Birmingham, Alabama. Understanding Health Insurance

Courses Taught

Courses from the Teaching Schedule: Anatomy & Physiology, Applied Research (3) credits, Coding, Intro to Health Info Mgmt., Introduction to Healthcare Sta, Legal Aspects of Health Care, Professional Development Seminars, Quality Evaluation and Management, The Study of Diseases

Courses taught, but not in the Schedule:
Understanding Insurance Virginia College
Trained staff at Medical West on ICD-10-CM and PCS 2015
Introduction to ICD-9-CM and CPT for One Source Consulting

Teaching Activities

Assurance of Learning - Teaching

2019 - *HIM 210 Language of Medicine*.

2019 - *HIM 325 Applied Research*.

2019 - *HIM 212 Anatomy and Physiology for HIM Professionals*.

2019 - *HIM 211 Introduction to Health Information Management*.

2019 - *HIM 328 HIM Coding*.

2018 - *HIM 446 Quality Evaluation and Management*.

2018 - *HIM 424 Legal Aspects of Healthcare*.

2018 - *HIM 305 Health Care Statistics*.

2018 - *HIM 310 The Study of Disease*.

Other Teaching Activities

2018 - *Co-teaching*.

Teaching Schedule

Term	Course	Course Title	CH	Enroll	SCH	Session	Campus	Eval	Grade	Dist	TR%
2019/Spring	HIM328	Coding	3	12	36						
2019/Spring	HIM325	Applied Research (3) credits	3	10	30						
2019/Spring	HIM212	Anatomy & Physiology	4	9	36						
2019/Spring	HIM211	Intro to Health Info Mgmt.	4	11	44						
2018/Fall	HIM446	Quality Evaluation and Mgmt.	3	11	33						
2018/Fall	HIM424	Legal Aspects of Health Care	4	10	40						
2018/Fall	HIM310	The Study of Diseases	4	13	52						
2018/Fall	HIM305	Introduction to Healthcare Sta	2	14	28						
2018/Spring	HIM328	Coding	3	11	33						
2018/Spring	HIM321	Professional Development Seminar	3	11	33						
Totals			**33**	**112**	**365**						

INTELLECTUAL CONTRIBUTIONS

SERVICE

Service to the Institution

College Assignments

Member:

2018-2019: Student-Athlete Committee

2018-2019: Student Development

Service to the Profession

Officer: Organization / Association

2019: Montgomery Regional Council- AAHIM Co-Chair, Montgomery, Virtual (Regional).

Presentation

2019: Quad-State Meeting May 2019, Myrtle Beach, South Carolina, (State).

2019: Birmingham Regional Health Information Management Association, Birmingham, Alabama (Regional).

Service to the Community

Other Community Service Activities

2018: Young Life Birmingham, Youth Advisor for Young Life Club at Restoration Academy in Fairfield, Alabama.

Speech / Presentation at a Community Meeting

2018: True Love Church Teen Summit 2018

Professional Development

Other Professional Development

2011: AHIMA ICD-10 Academy, Nashville, Tennessee. (CPE: 8)

Honors/Awards

Award

1996: Adcock Award, AAHIM.

One of the top students in the Medical Record Technology Program at Wallace State Community College.

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