

# Compensation Survey

## Physician Executives in Information Technology

February 2015

The Association of Medical Directors of Information Systems (AMDIS) and Witt/Kieffer recently teamed to conduct a compensation survey. Responses were submitted by 248 physician leaders. The following is a presentation of the survey data.



**WITT / KIEFFER**  
*Leaders Connecting Leaders*

## Survey Respondents

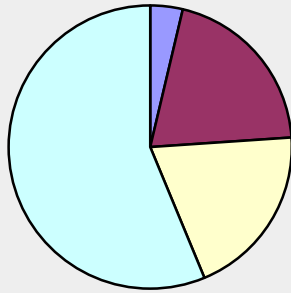
What is your title? (Check all that apply.)		
Answer Options	Response Percent	Response Count
Chief Medical Information Officer	67.9%	167
Chief Health Information Officer	2.0%	5
Chief Information Officer	1.2%	3
Chief Innovation Officer	0.4%	1
Associate Chief Medical Information Officer	6.1%	15
Director, Medical Informatics	11.0%	27
Physician Executive	4.1%	10
Other, please specify:	13.8%	34
<i>answered question</i>		<b>246</b>

### Other (sample responses):

- Medical Director of Clinical Informatics
- Medical Director, EHR
- Managing Medical Director
- System VP, Medical Informatics
- Regional Medical Director, IS
- Senior Clinical Informatician
- Physician Informatician
- Medical Director, Systems Integration

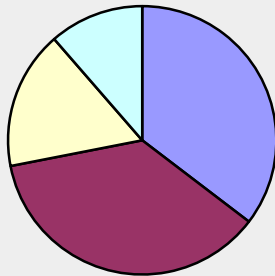
Where are you located?		
Answer Options	Response Percent	Response Count
Northwest	8.5%	21
West	9.8%	24
Southwest	11.4%	28
Midwest	17.5%	43
Mid-Atlantic	16.3%	40
Northeast	20.3%	50
East	1.6%	4
South	14.6%	36
<i>answered question</i>		<b>246</b>

How many years of clinical systems experience do you have?



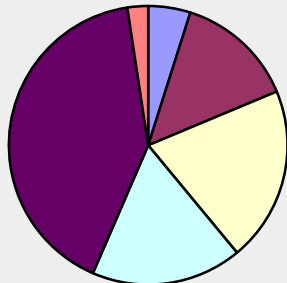
- 0-2 years
- 3-5 years
- 6-8 years
- 9+ years

How long have you been in your current IT position?



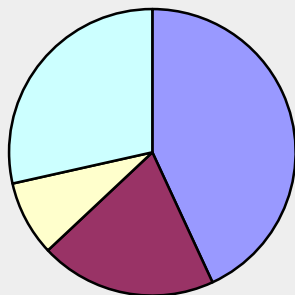
- 0-2 years
- 3-5 years
- 6-8 years
- 9+ years

How many years have you been practicing?



- 1-5
- 6-10
- 11-15
- 16-20
- 21+
- Never Practiced

Do you still practice medicine and if so, how much of your time is spent on clinical work?



- 20% or less
- 21% - 50%
- Greater than 50%
- I do not practice currently

**Are you considered a member of the executive leadership team?**

Answer Options	Response Percent	Response Count
Yes	55.5%	136
No	44.5%	109
<i>answered question</i>		<b>245</b>

**Who do you report to? (Check all that apply)**

Answer Options	Response Percent	Response Count
CEO	15.5%	38
COO	4.5%	11
CIO	42.0%	103
CMO	35.5%	87
Other, please specify:	22.4%	55
<i>answered question</i>		<b>245</b>

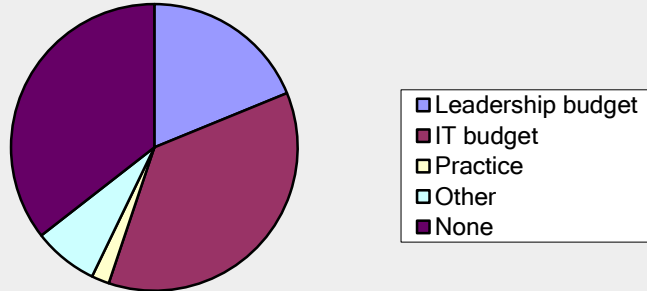
**Other (sample responses):**

- Chief Quality Officer
- Chief Financial Officer
- Chief Administrative Officer
- Chief Innovation Officer
- VP of Clinical Transformation
- Board of Directors
- Chief Clinical Officer

**How many direct reports do you have?**

Answer Options	Response Percent	Response Count
Fewer than 10	83.7%	206
More than 10	16.3%	40
<i>answered question</i>		<b>246</b>

Do you have a budget and where does it come from?



Are you board certified in Clinical Informatics?

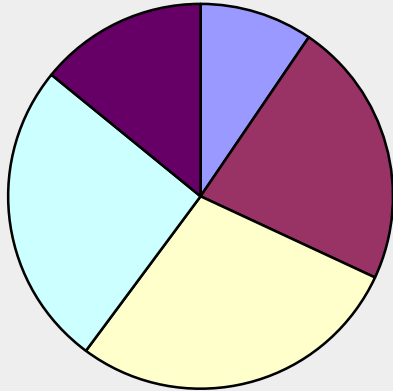
Answer Options	Response Percent	Response Count
Yes	32.1%	78
No	67.9%	165
<i>answered question</i>		<b>243</b>

Have you had formal informatics training (i.e. Masters in Informatics)?

Answer Options	Response Percent	Response Count
Yes	30.2%	74
No	69.8%	171
<i>answered question</i>		<b>245</b>

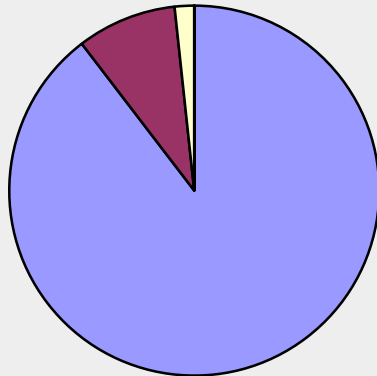
# Salary and Compensation Information

What is your current 2014 base salary?



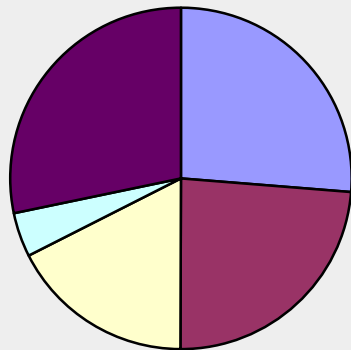
- \$100 - \$200K
- \$201 - \$250K
- \$251 - \$300K
- \$301 - \$350K
- Greater than \$350K

What is your expected salary increase for 2015?



- 0%-5%
- 6%-10%
- 11%-25%
- Greater than 25%

If eligible for a bonus, what percentage of your salary would it be?

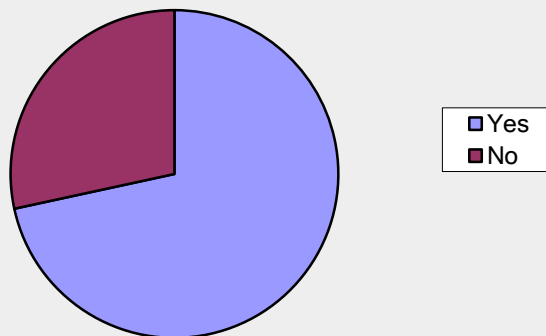


- 5-10%
- 10-20%
- 20-30%
- Greater than 30%
- None

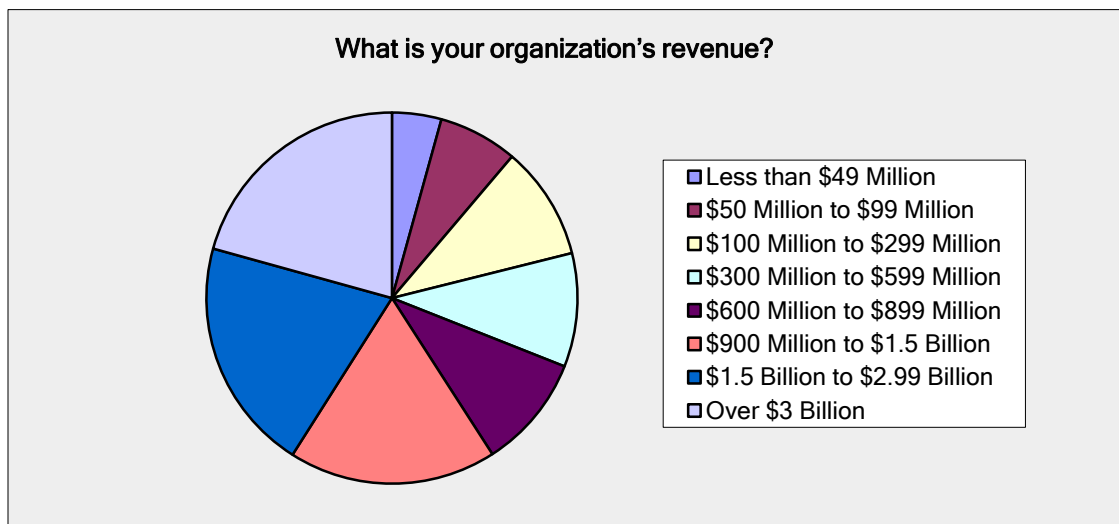
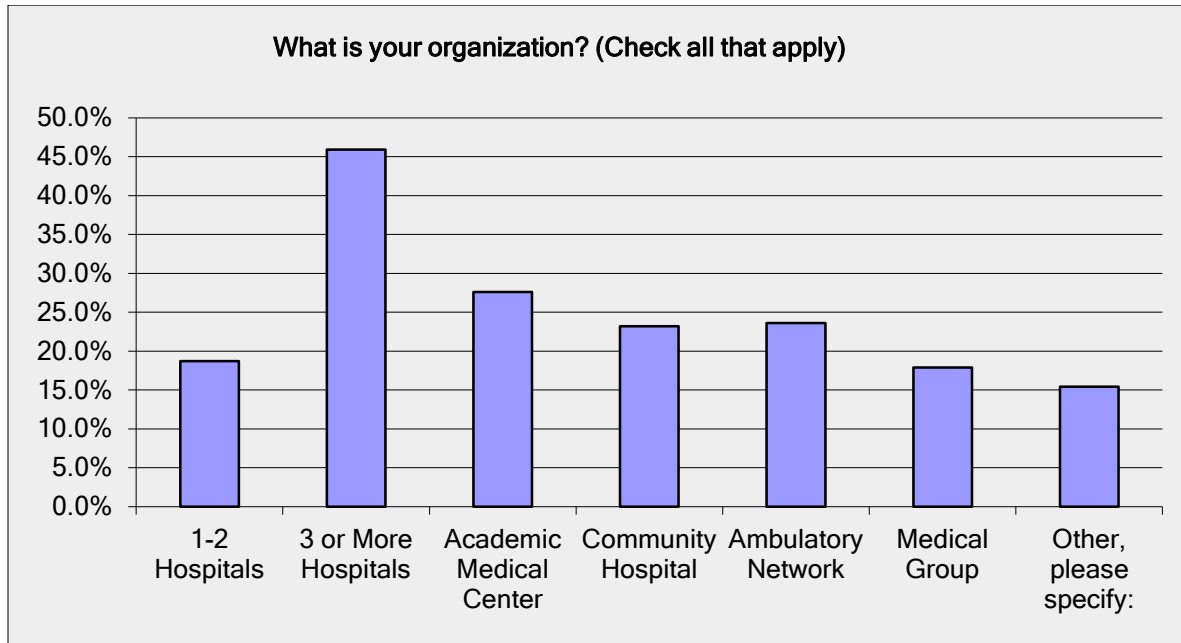
If you are doing clinical work, what percent of your income is derived from it?

Answer Options	Response Percent	Response Count
0-5%	57.9%	125
6-20%	19.9%	43
21% or greater	22.2%	48
<i>answered question</i>		<b>216</b>

Are you reasonably satisfied with your current compensation?



## Respondents' Organizations



Has your organization undergone a consolidation in the past two years? (i.e. a merger or acquisition with another hospital/health system)

Answer Options	Response Percent	Response Count
Yes	35.0%	85
No	65.0%	158
<i>answered question</i>		<b>243</b>



Is your inpatient EMR system fully implemented?		
Answer Options	Response Percent	Response Count
Yes	75.1%	175
No	24.9%	58
<i>answered question</i>		<b>233</b>

Is your ambulatory EMR system fully implemented?		
Answer Options	Response Percent	Response Count
Yes	72.0%	172
No	28.0%	67
<i>answered question</i>		<b>239</b>

Are you leading optimization of clinical systems at your organization?		
Answer Options	Response Percent	Response Count
Yes	90.1%	218
No	9.9%	24
<i>answered question</i>		<b>242</b>

Have you received Meaningful Use dollars?		
Answer Options	Response Percent	Response Count
Stage 1	49.8%	120
Stage 2	44.0%	106
None	6.2%	15
<i>answered question</i>		<b>241</b>

What HIMSS Level has your organization obtained?		
Answer Options	Response Percent	Response Count
Stage 4 or lower	17.0%	38
Stage 5	17.9%	40
Stage 6	52.5%	117
Stage 7	12.6%	28
<i>answered question</i>		<b>223</b>

Does your organization participate in a Health Information Exchange?		
Answer Options	Response Percent	Response Count
Yes	80.7%	196
No	19.3%	47
<i>answered question</i>		<b>243</b>

Does your organization participate in an ACO?		
Answer Options	Response Percent	Response Count
Yes	50.4%	122
No	49.6%	120
<i>answered question</i>		<b>242</b>