The CMIO Role and Compensation: 2021 Survey Results

Courtesy of WittKieffer and AMDIS

WittKieffer

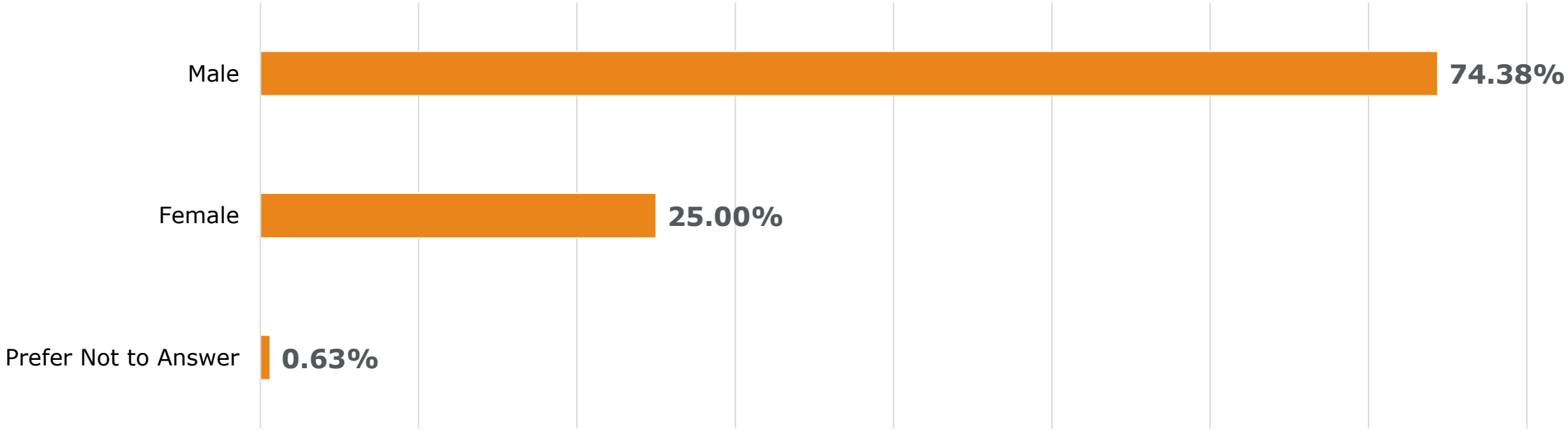
About the Survey

In the Spring of 2021, WittKieffer conducted a Chief Medical Information Officer/Physician IT Executive Compensation Survey in partnership with AMDIS (Association of Medical Directors of Information Systems). The survey results comprise responses from 161 individuals identified as CMIOs and other medical informatics leaders at a variety of healthcare organizations ranging from community hospitals to multi-hospital systems across all regions of the United States.

This is the third time that the two organizations have collaborated on such a survey. (The previous surveys were conducted in 2018 and 2014.) Where possible, comparative charts are shown or notes on trends from previous years are included at the bottom of the slides.

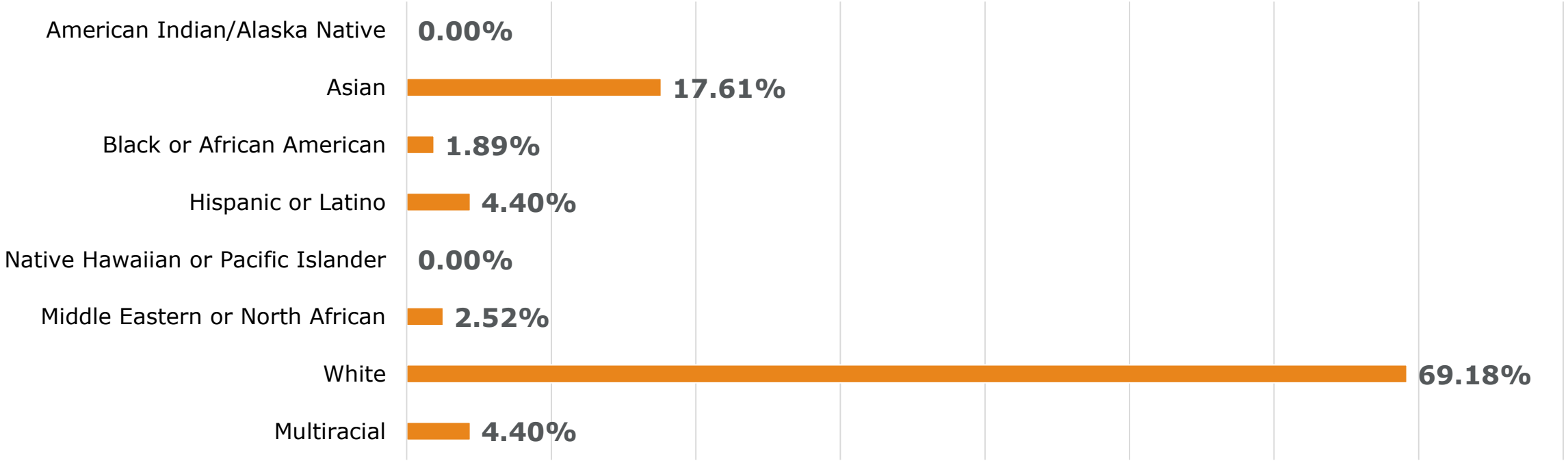
The results in this presentation are for the benefit of AMDIS members and health IT professionals to serve as a benchmark for compensation and role-related issues.

Gender



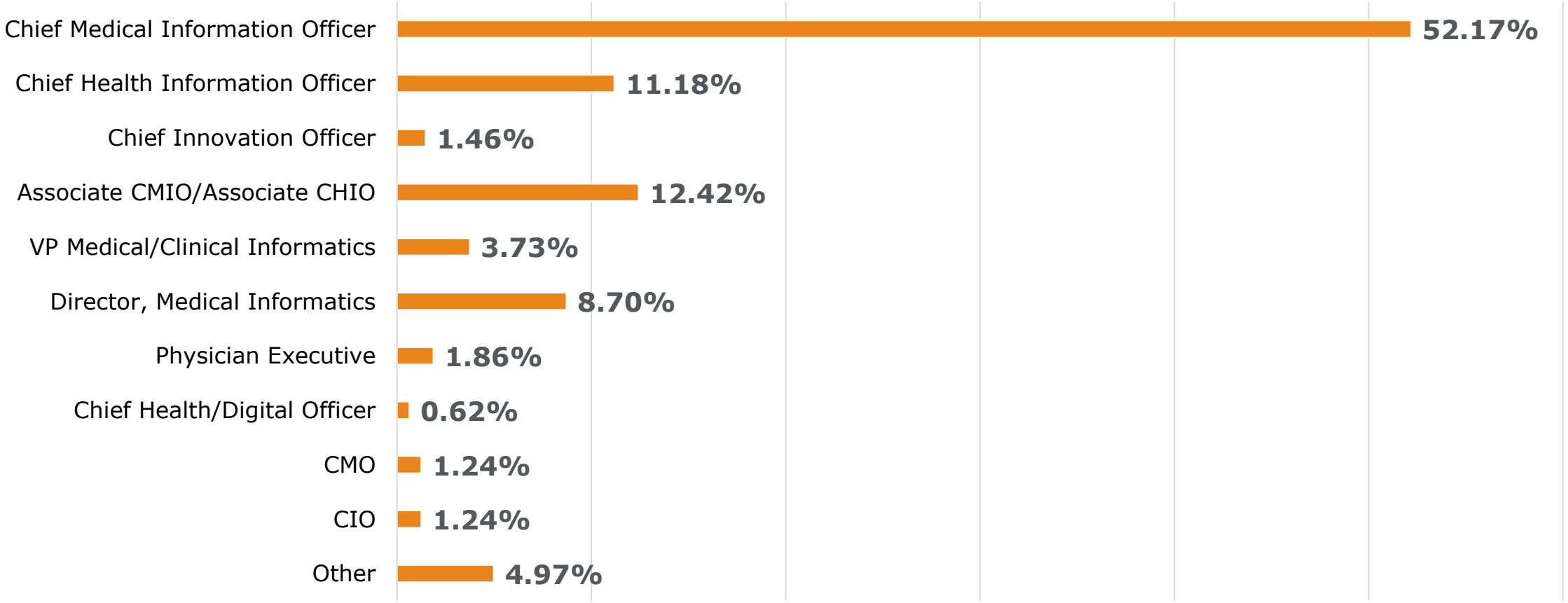
This question was not asked in our two previous surveys, in 2014 and 2018.

Race



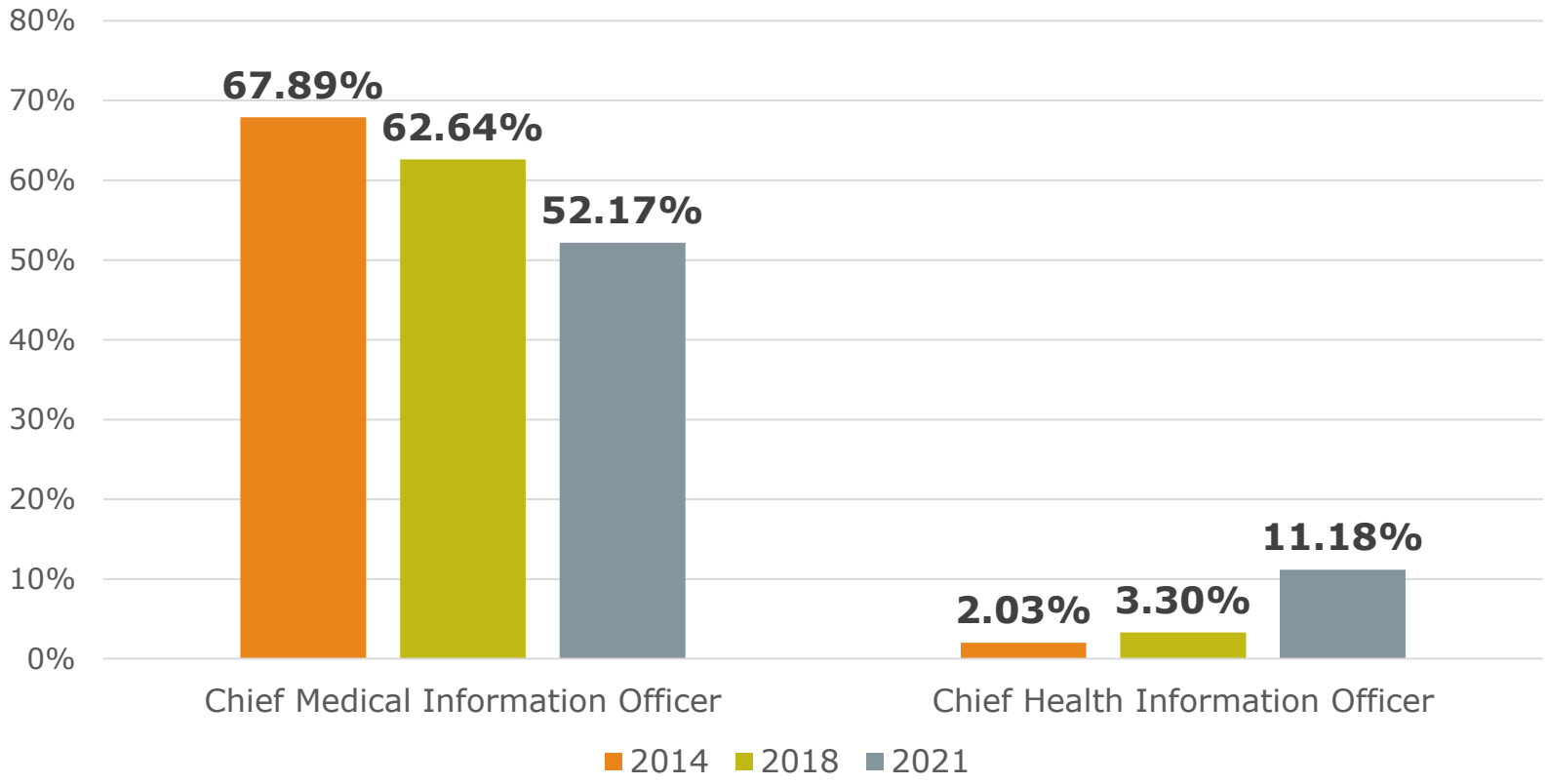
This question was not asked in our two previous surveys, in 2014 and 2018.

Title

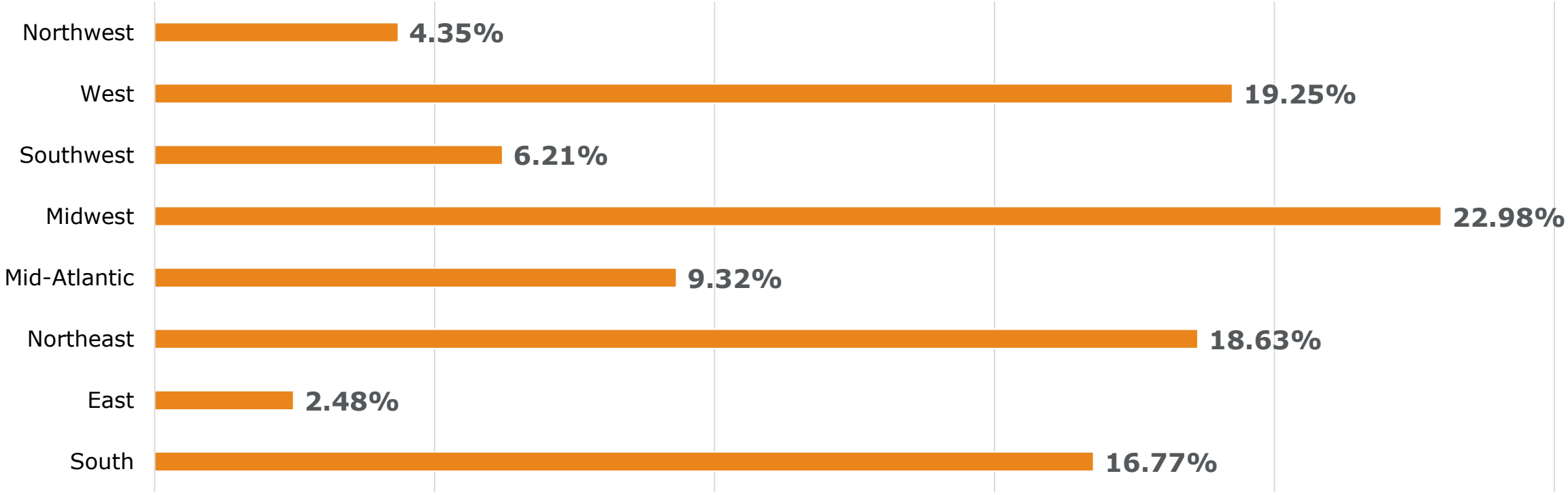

Chief Medical Information Officer
52.17%
Chief Health Information Officer
11.18%
Chief Innovation Officer
1.46%
Associate CMIO/Associate CHIO
12.42%
VP Medical/Clinical Informatics
3.73%
Director, Medical Informatics
8.70%
Physician Executive
1.86%
Chief Health/Digital Officer
0.62%
CMO
1.24%
CIO
1.24%
Other
4.97%

Title—Comparison Data for CMIO and CHIO

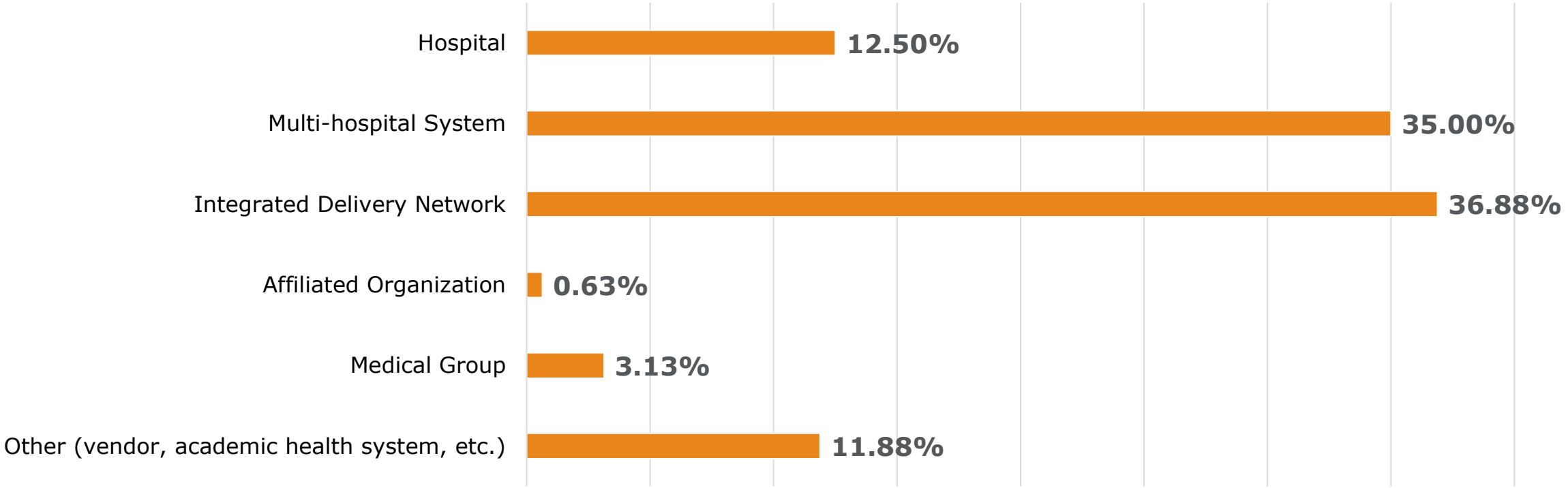
We are seeing a broadening of titles, with relatively fewer physician IT leaders having the CMIO title, and more having CHIO and other titles, in comparison to our 2018 and 2014 surveys.



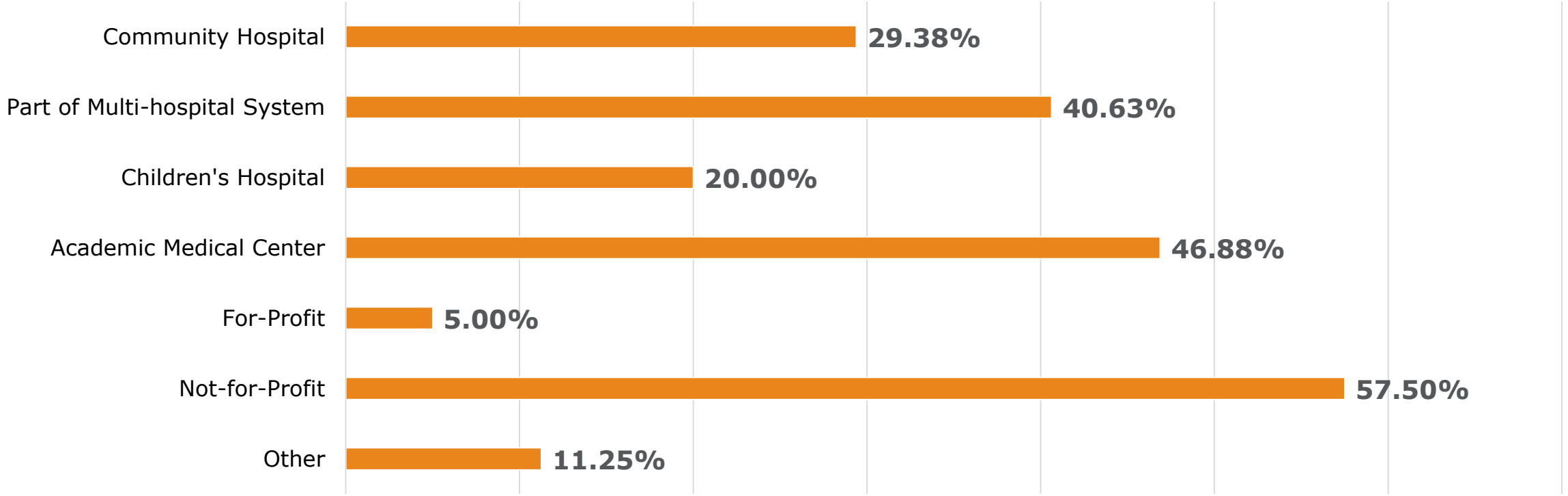
Location


Northwest
4.35%
West
19.25%
Southwest
6.21%
Midwest
22.98%
Mid-Atlantic
9.32%
Northeast
18.63%
East
2.48%
South
16.77%

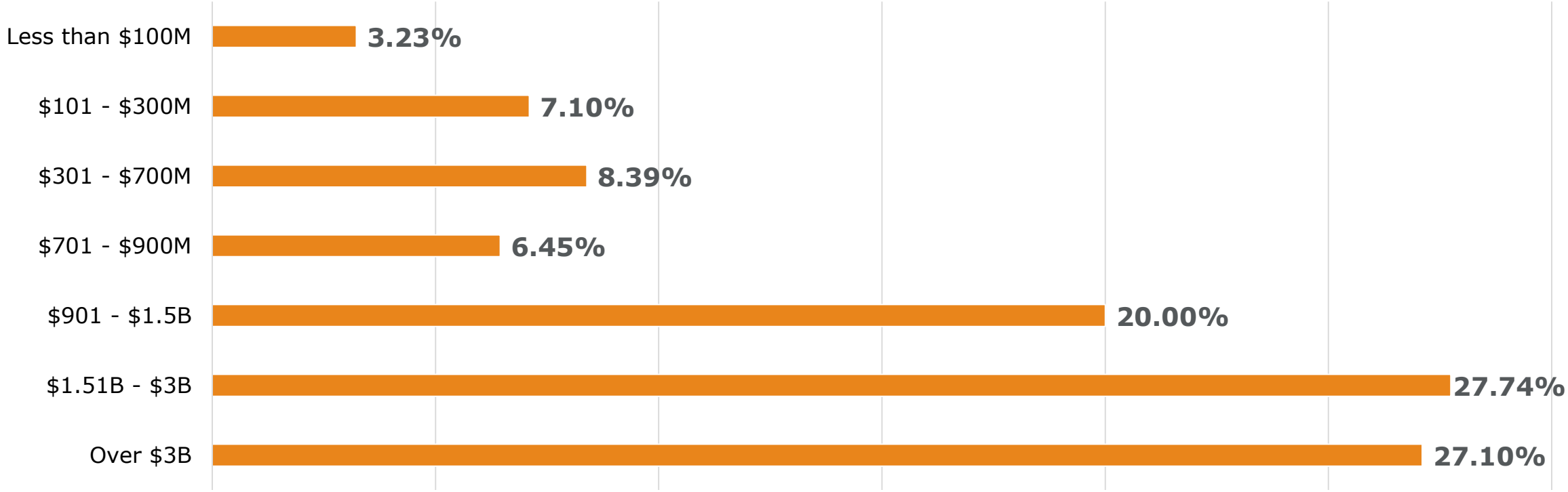
Your organization



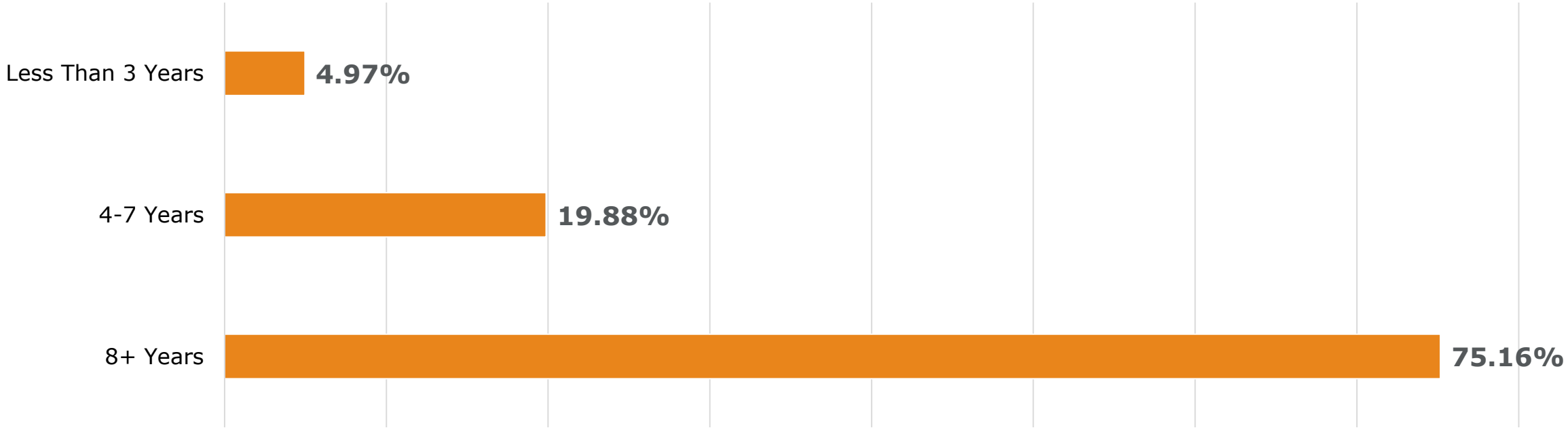
Additional characteristics that describe your organization (select all that apply)



Organization’s revenue

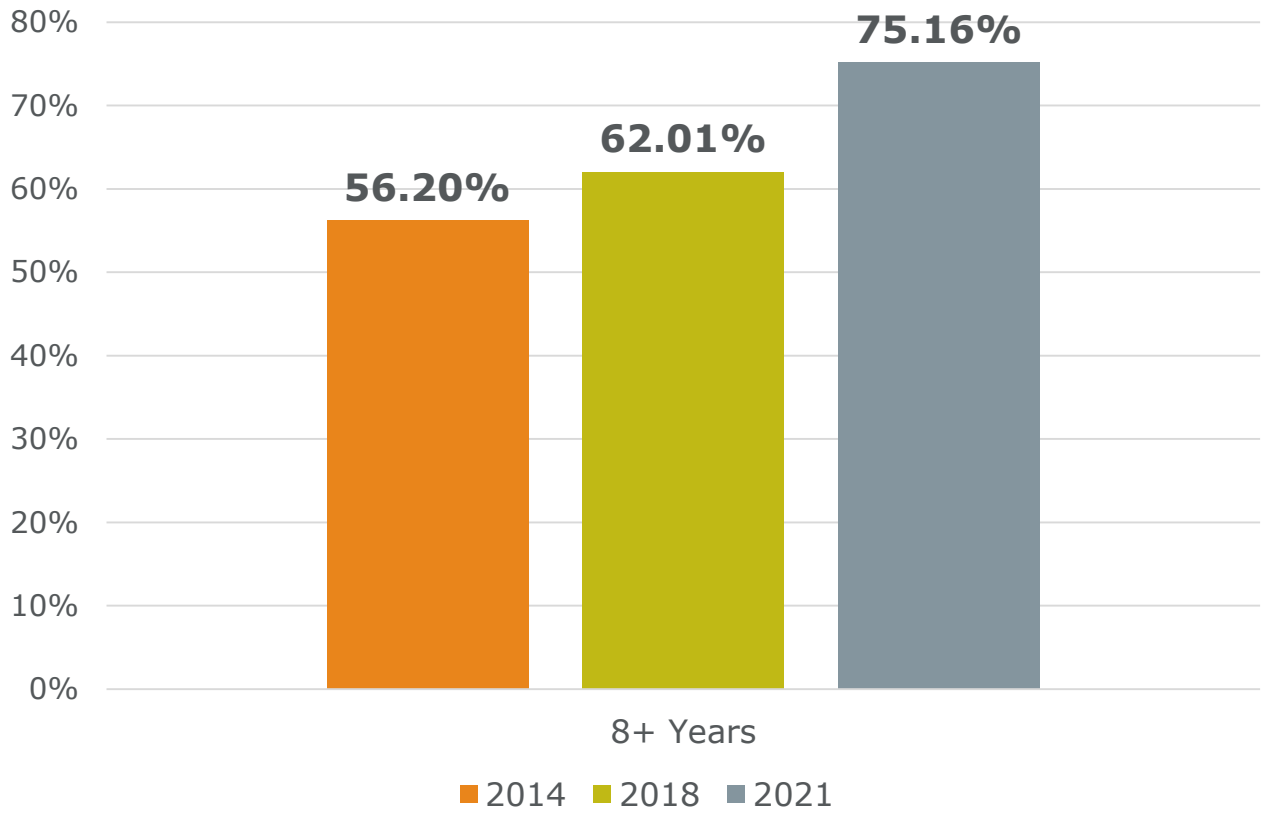


Years of clinical information systems experience

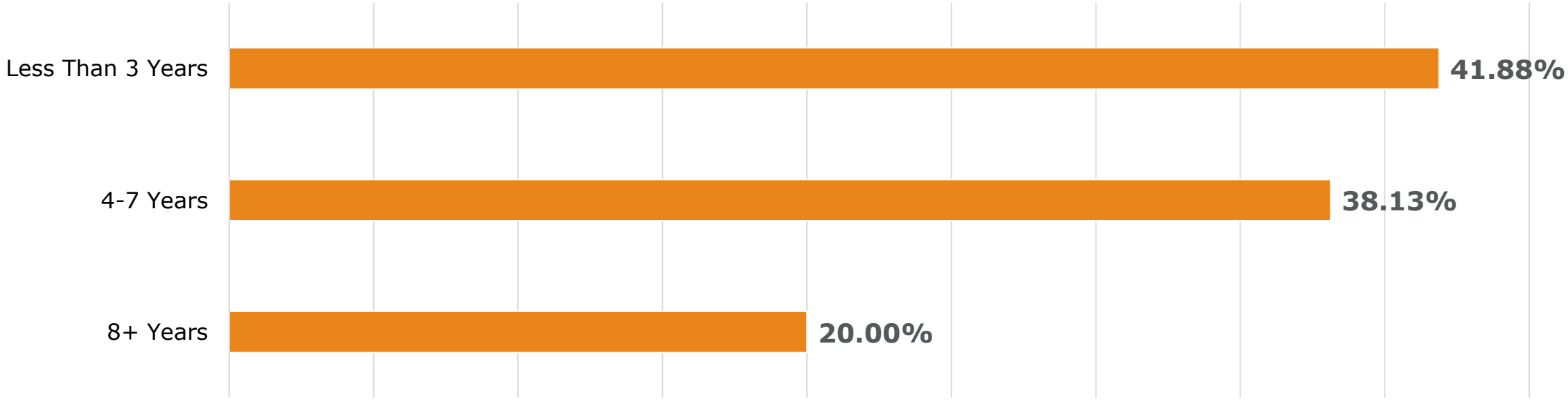


Years of clinical information systems experience—comparison data

Physician IT leaders are becoming more experienced on average: Three-quarters (75.16%) of respondents this year had more than 8 years of experience. This compares to 62.01% in 2018 and 56.2% in 2014.



Years in current position

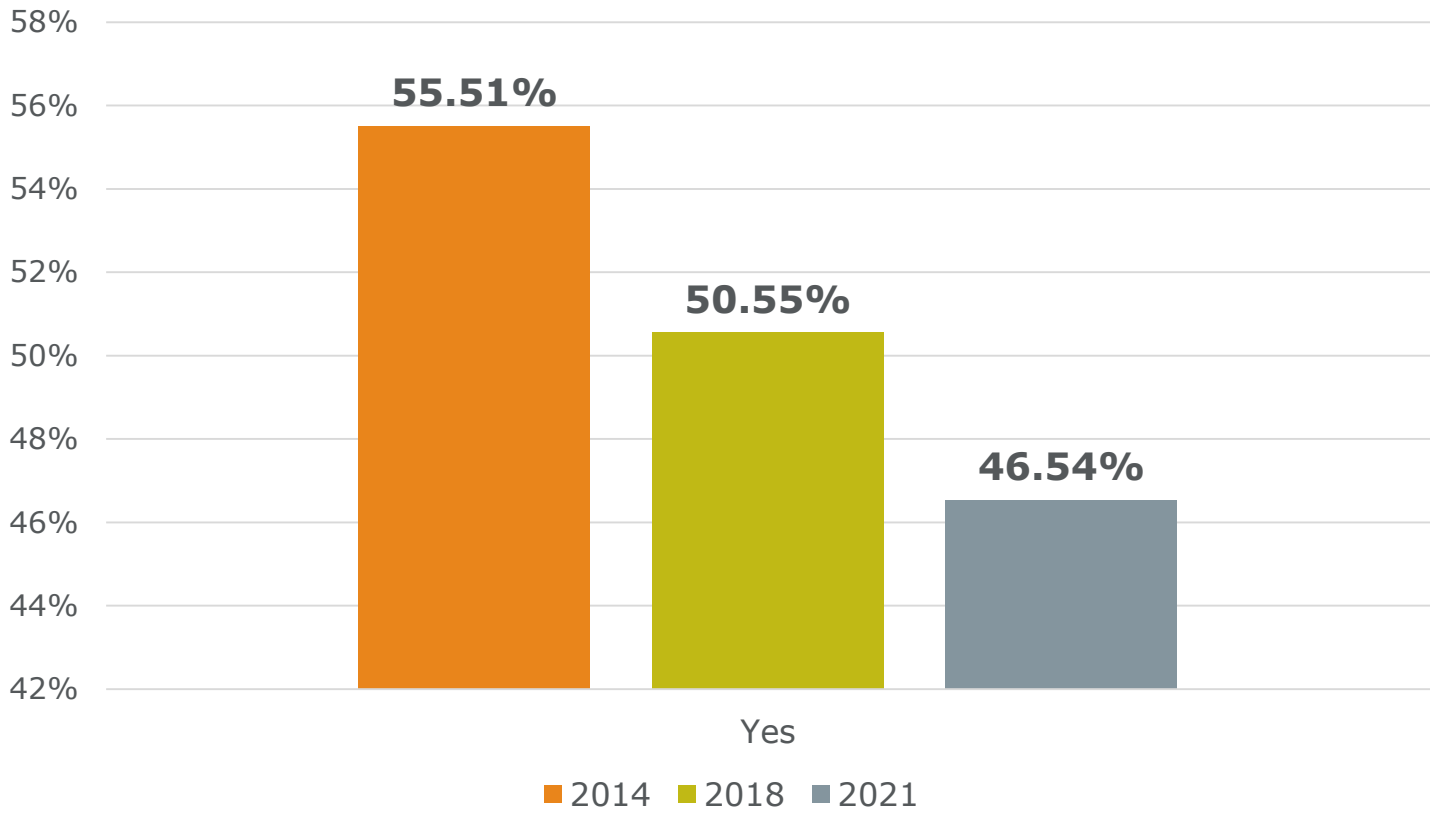


CMIO average tenures are lengthening: In 2018, 13.74% of respondents had been in their positions more than 8 years; in 2014, that figure was 11.38%.

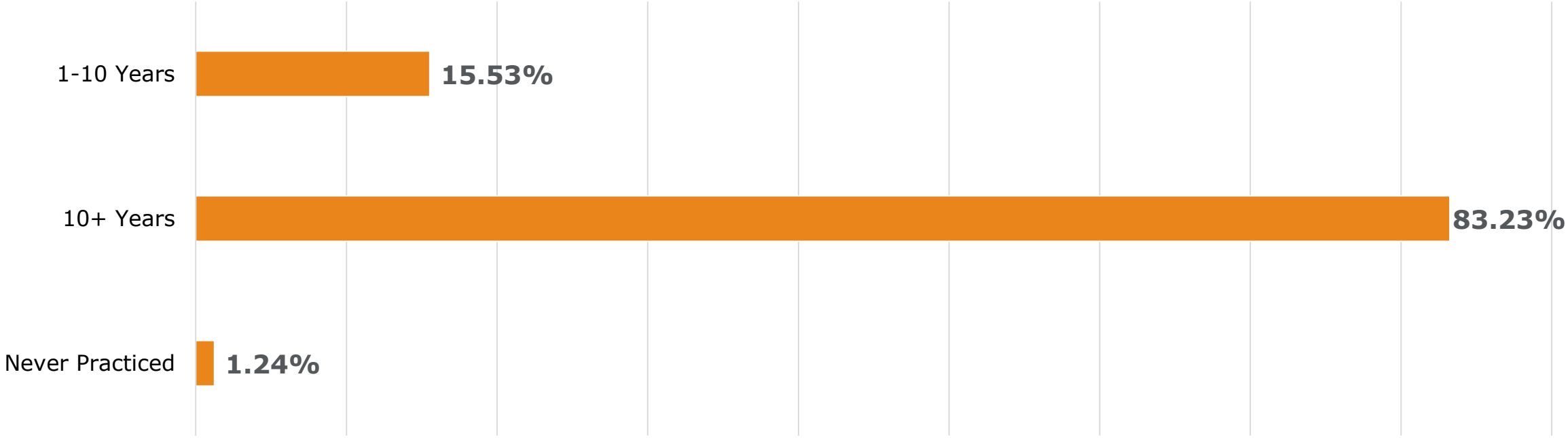
2021 CMIO Survey

Are you considered a member of the executive leadership team at the enterprise level of your organization?

The percentage of "Yes" respondents is declining over time: Less than half (46.54%) replied yes in 2021. In 2018, 50.55% of respondents said that they were considered a member of their executive leadership team; in 2014, that figure was 55.51%.

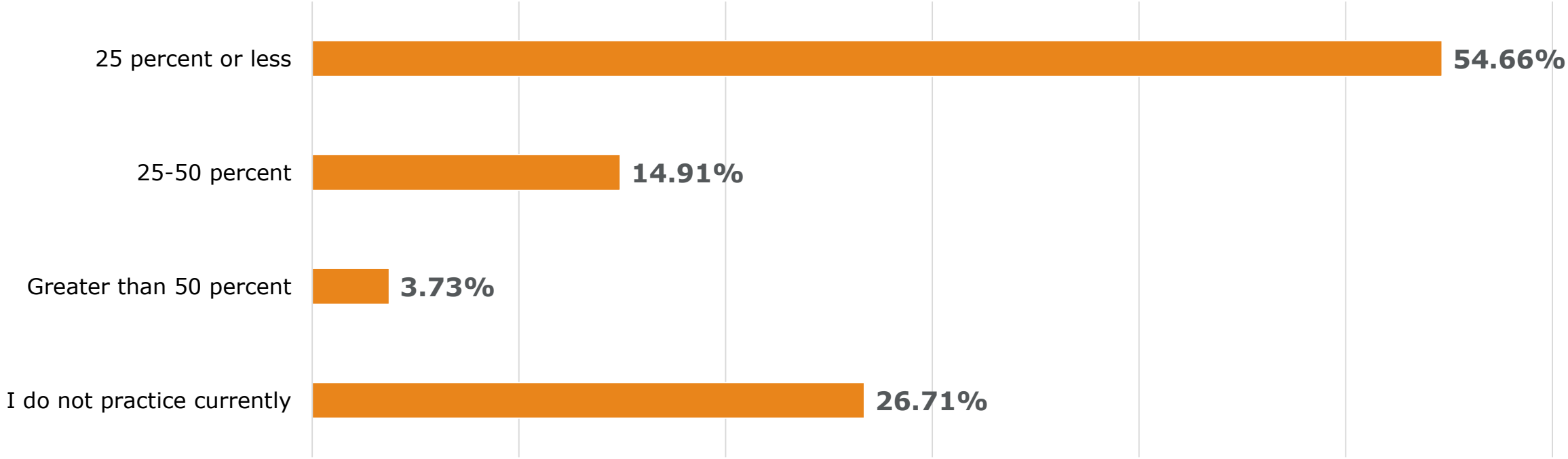


Years of clinical practice



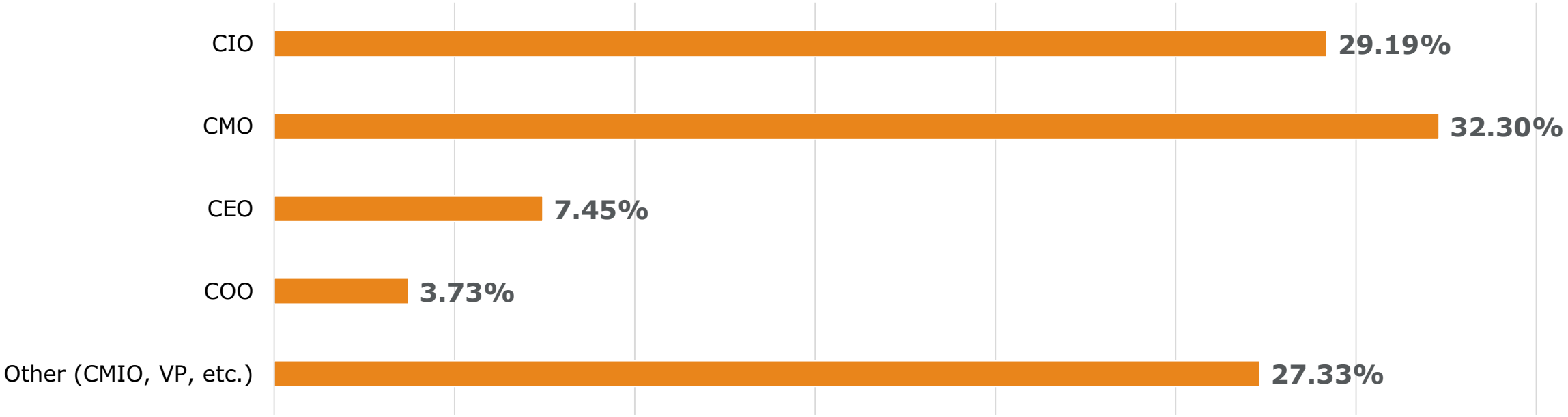
This data is relatively unchanged from our previous surveys in 2018 and 2014.

Time currently spent on clinical work



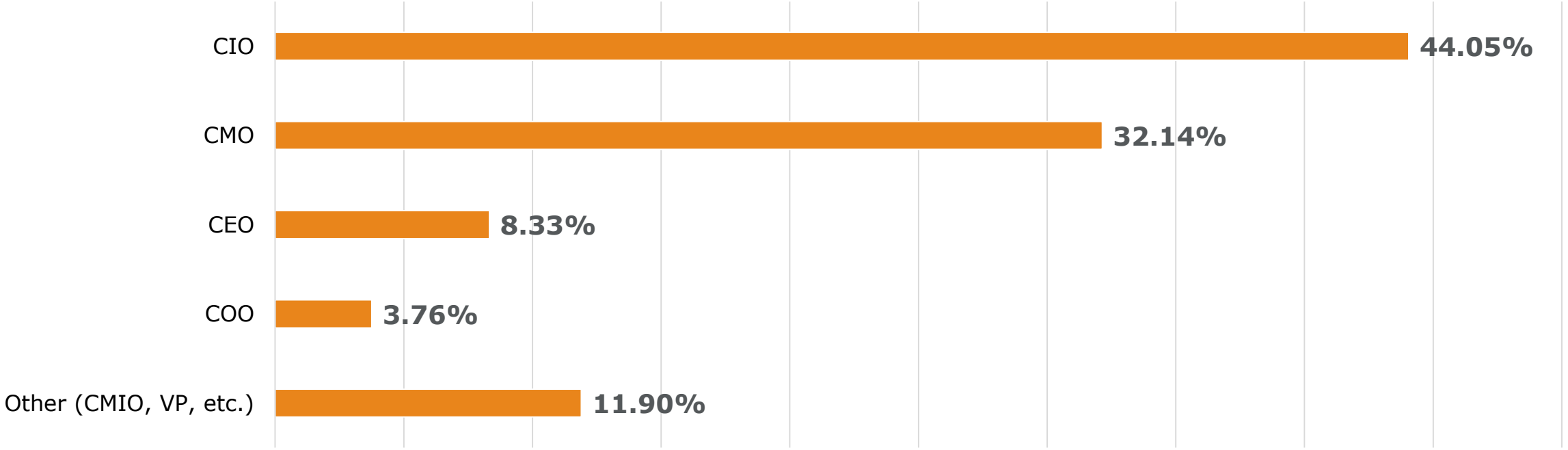
This data is relatively similar to that from the 2018 and 2014 surveys.

To whom do you report?



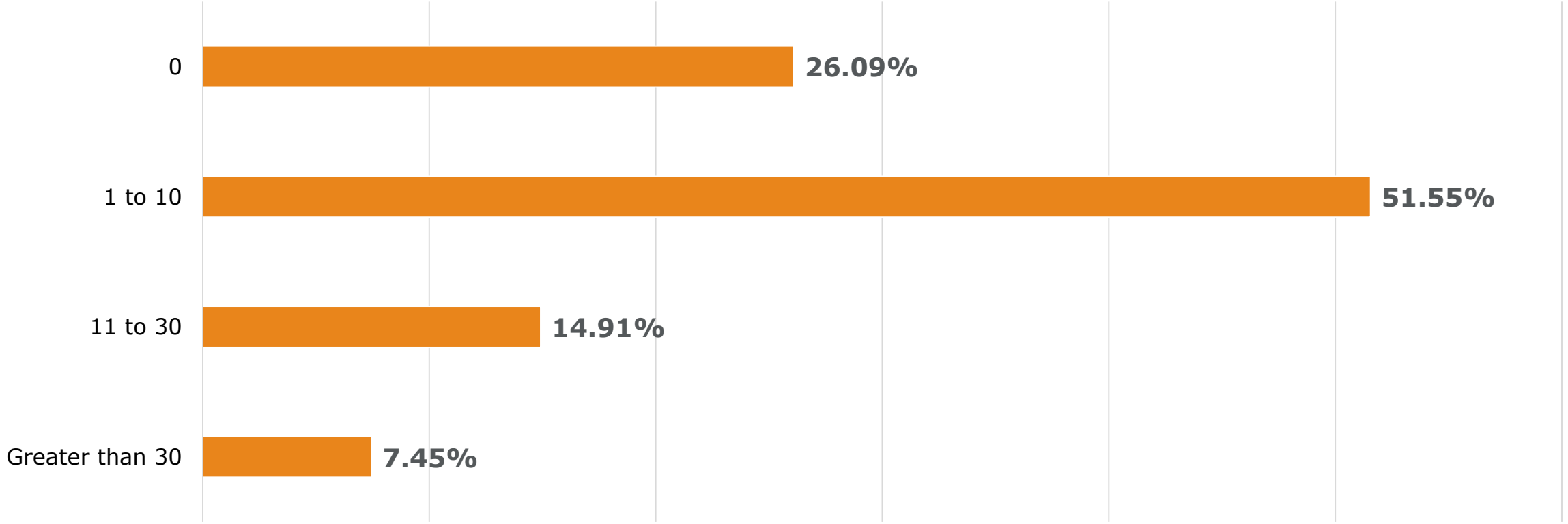
This data did not change significantly between 2018 and 2021. The question was phrased differently in 2014 and therefore comparable data is not available.

To whom do you report? (CMIO respondents only)



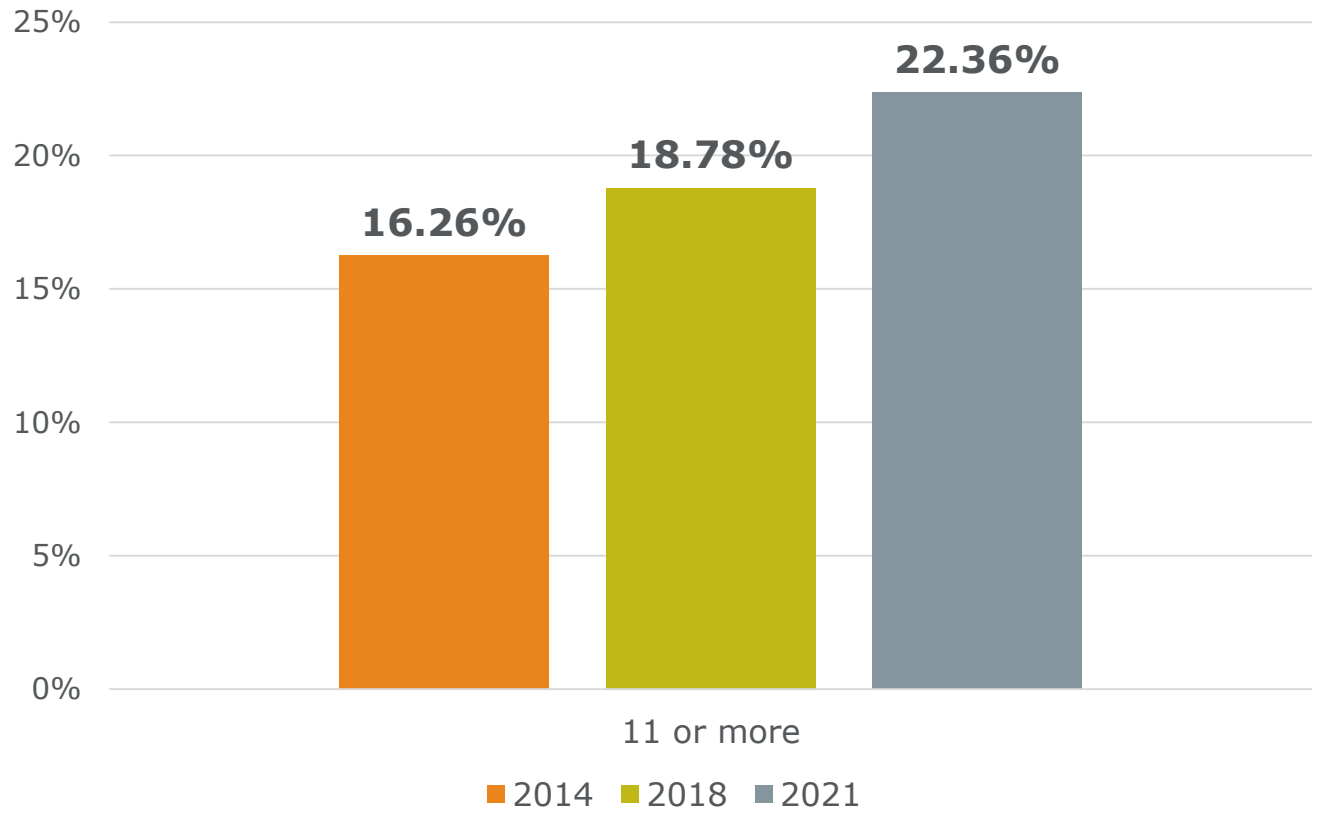
This data is from those who identified themselves as CMIOs. Nearly half (44.05%) of CMIOs report directly to their CIO.

Number of direct reports

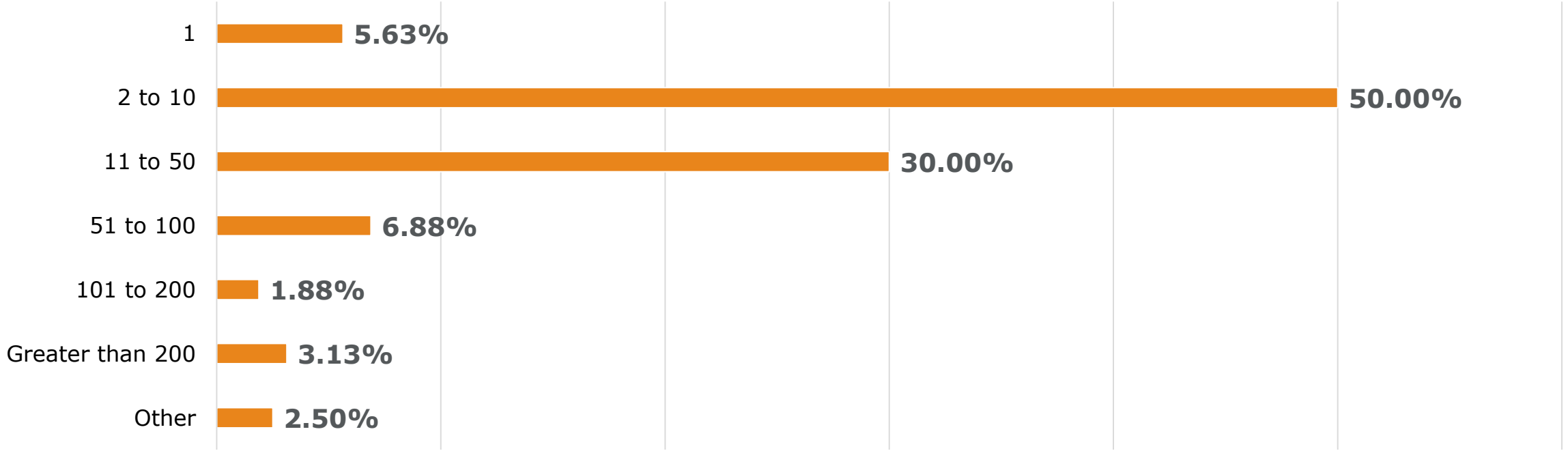


Number of direct reports—comparison data

- Informatics teams appear to be growing. In 2018, 18.78% of respondents had 11 or more direct reports; in 2014, that figure was 16.26%. This compares to 22.36% (14.91% + 7.45%) in 2021.
- The number of respondents citing zero or 1 to 10 direct reports is relatively unchanged since 2018 and 2014.

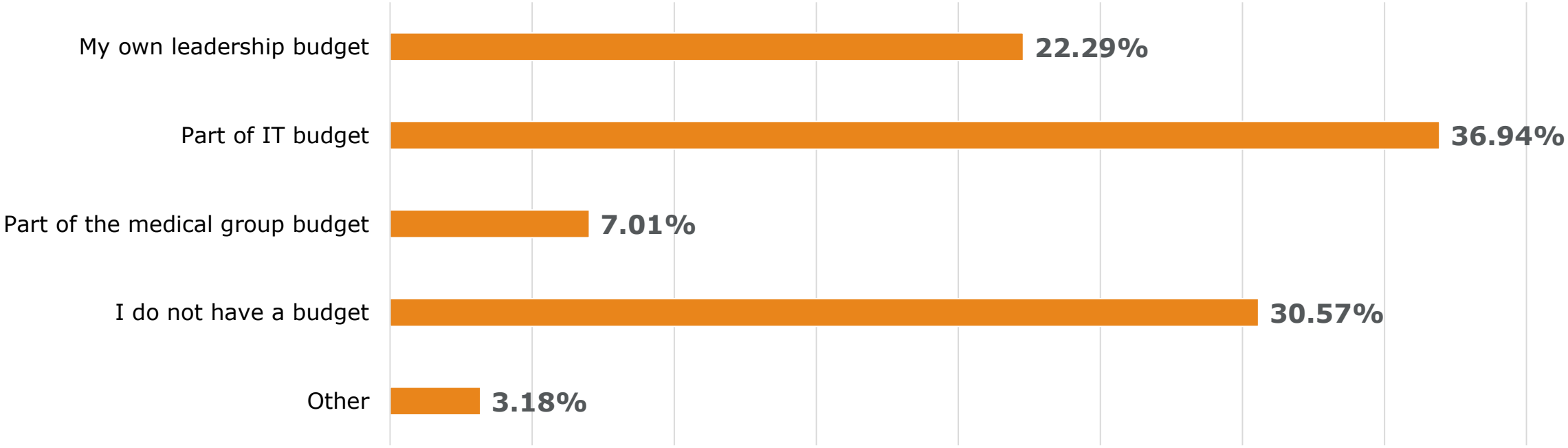


Total FTE count of your informatics group



This question was not asked in our two previous surveys, in 2014 and 2018.

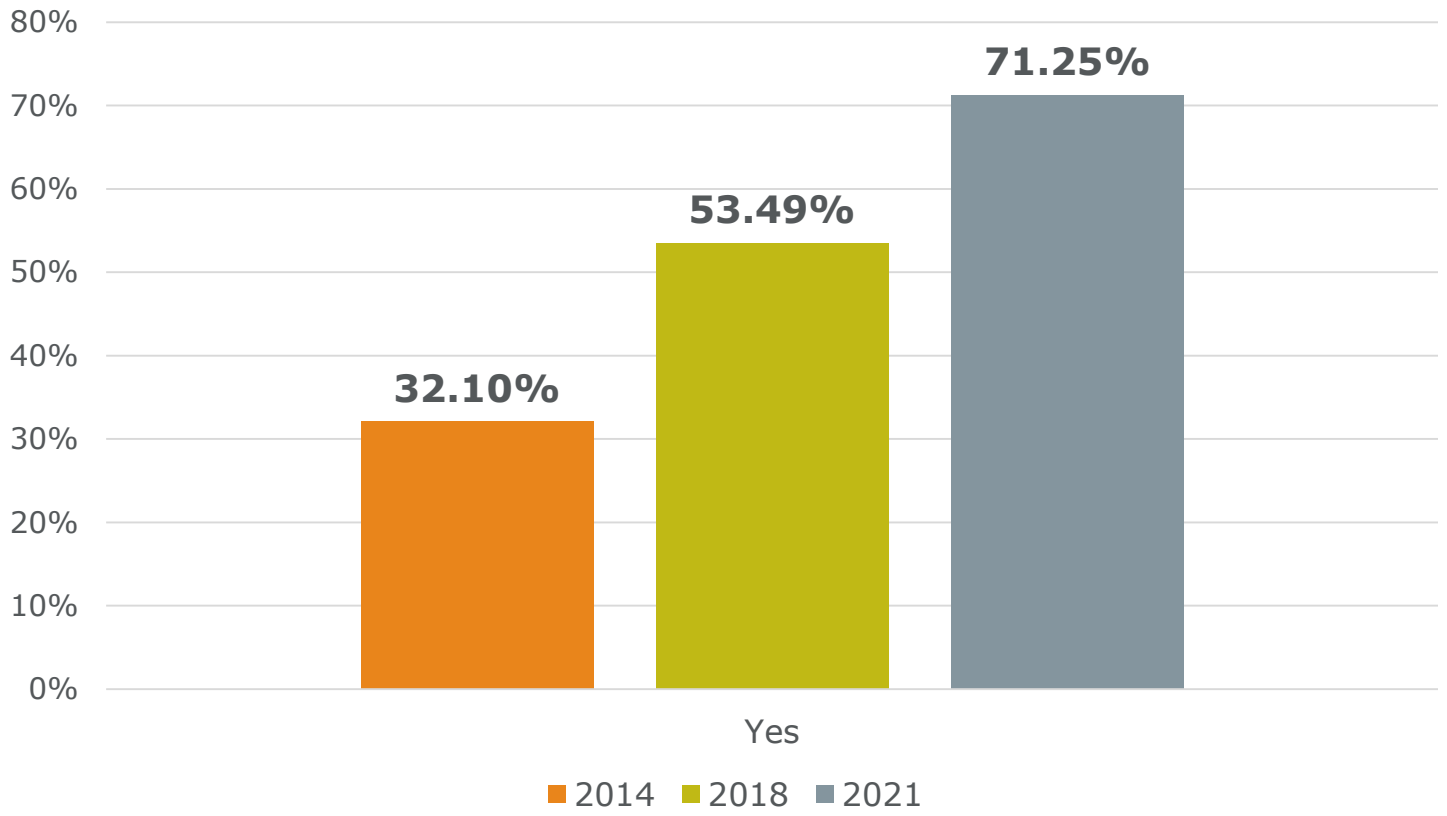
If you have a budget, where is it based?



These data are relatively unchanged, though fewer respondents are indicating that they "do not have a budget". In 2014, 35.51% had no budget, while in 2018 that figure was 33.33%. This compares to 30.57% in 2021.

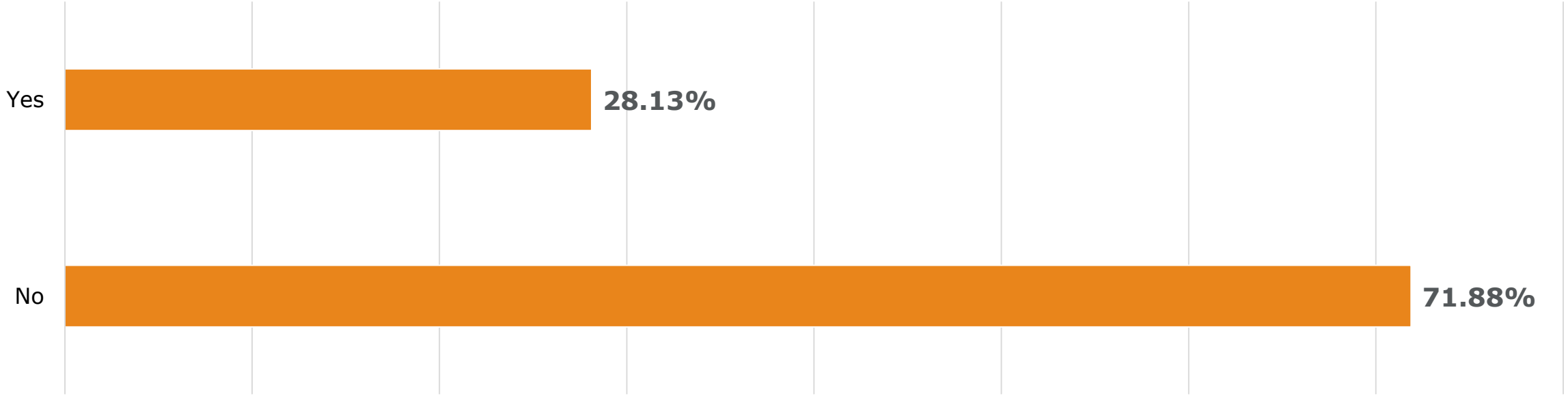
Are you board certified in clinical informatics?

There has been a significant jump in this statistic in recent years. In 2021 more than 70% were certified. In 2018, 53.49% said “Yes”. In 2014, just 32.10% reported that they were certified.



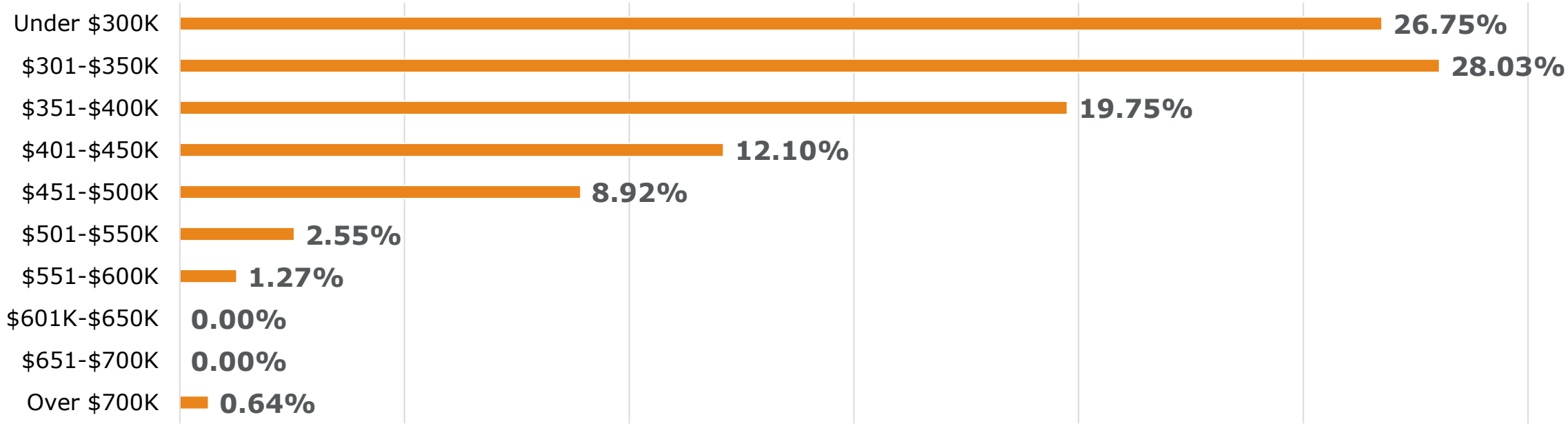
2021 CMIO Survey

Have you had formal informatics training (e.g., master's in informatics)?



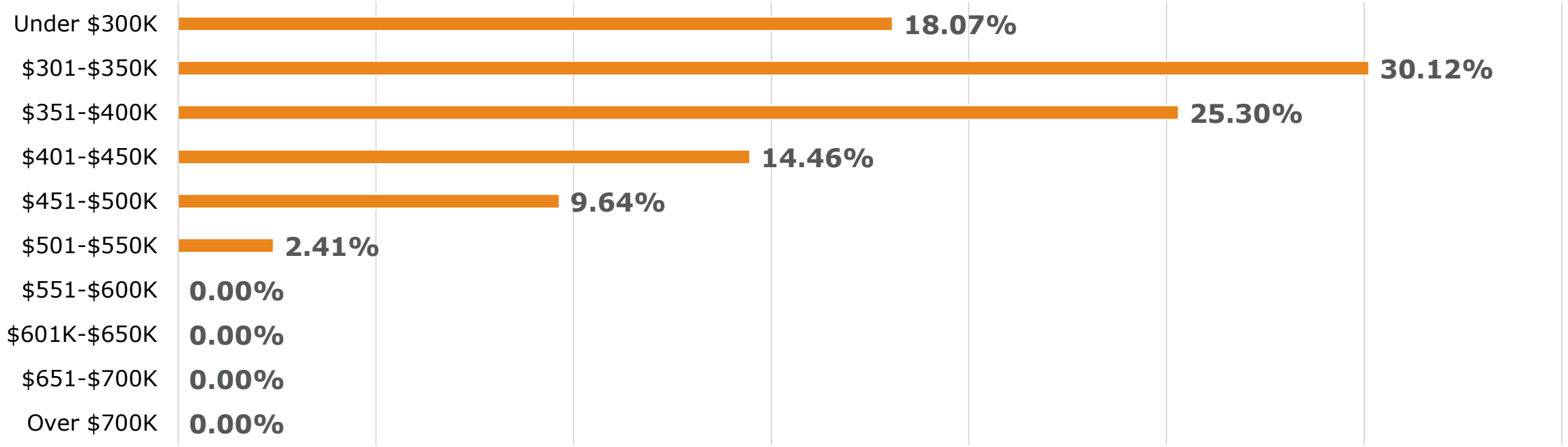
This data does not show a clear trend over time. In 2018, 24.42% said "Yes" to having formal training. In 2014, however, 30.20% reported that they had formal training.

What is your current base salary?



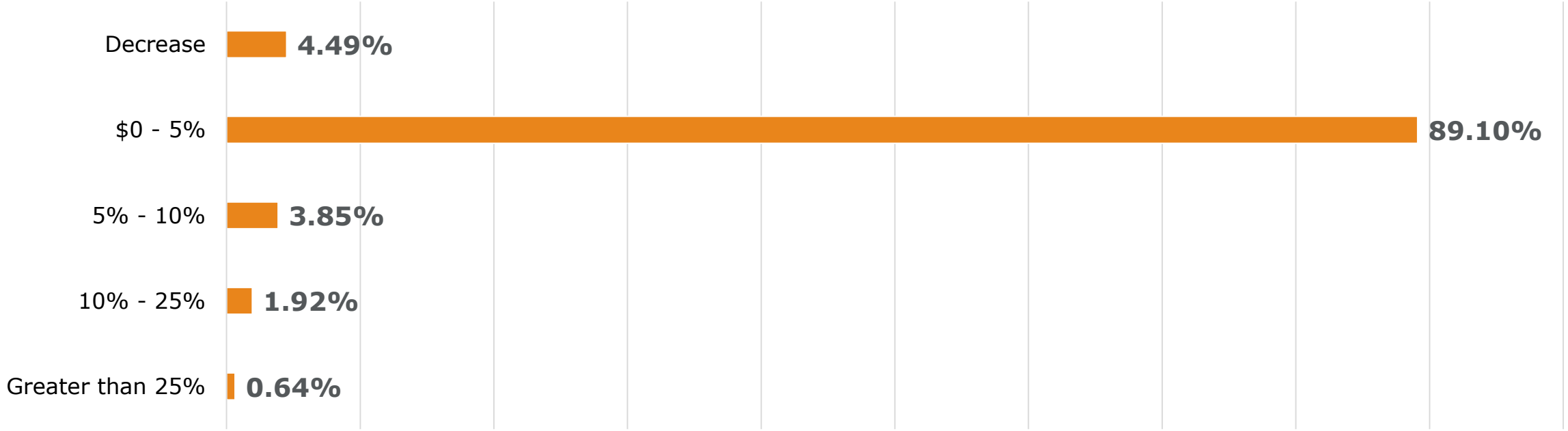
While we do not have directly comparative data from our previous surveys, we can determine that there is a clear and significant rise in base salary over time. In 2014, just 39.84% of respondents indicated a base salary greater than $300K. In 2021, that figure is 73.25% who earn more than $300K.

What is your current base salary? (CMIO respondents only)



This data is from only those who identified as CMIOs in the 2021 survey. Fewer of these executives earn less than $300K in comparison to all physician IT leaders, while a greater percentage earn more than $300K.

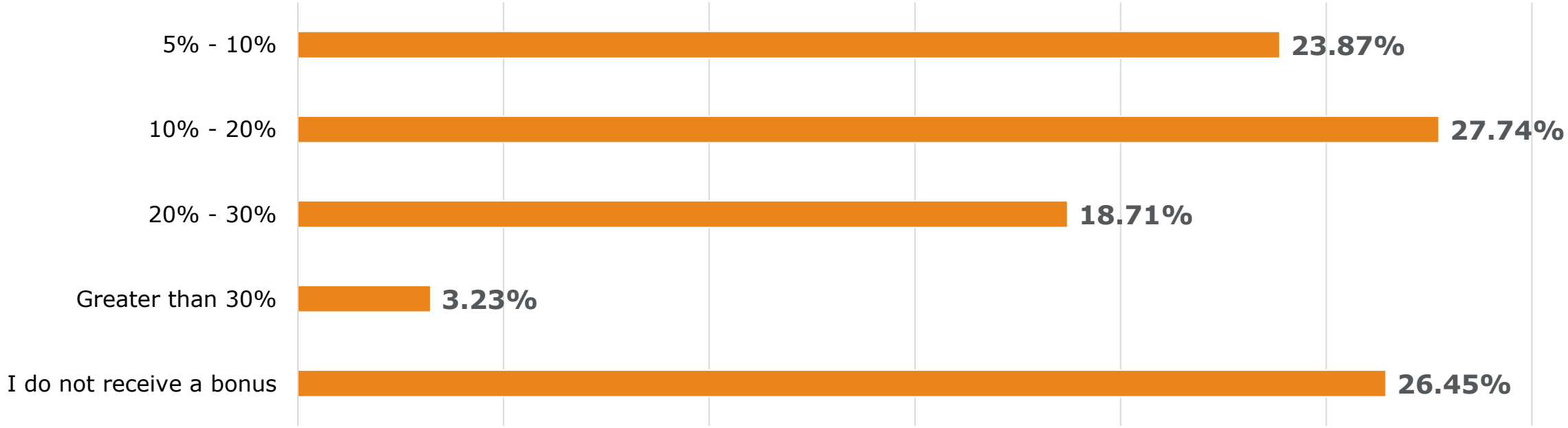
What was the percentage increase in your 2021 base salary from 2020?



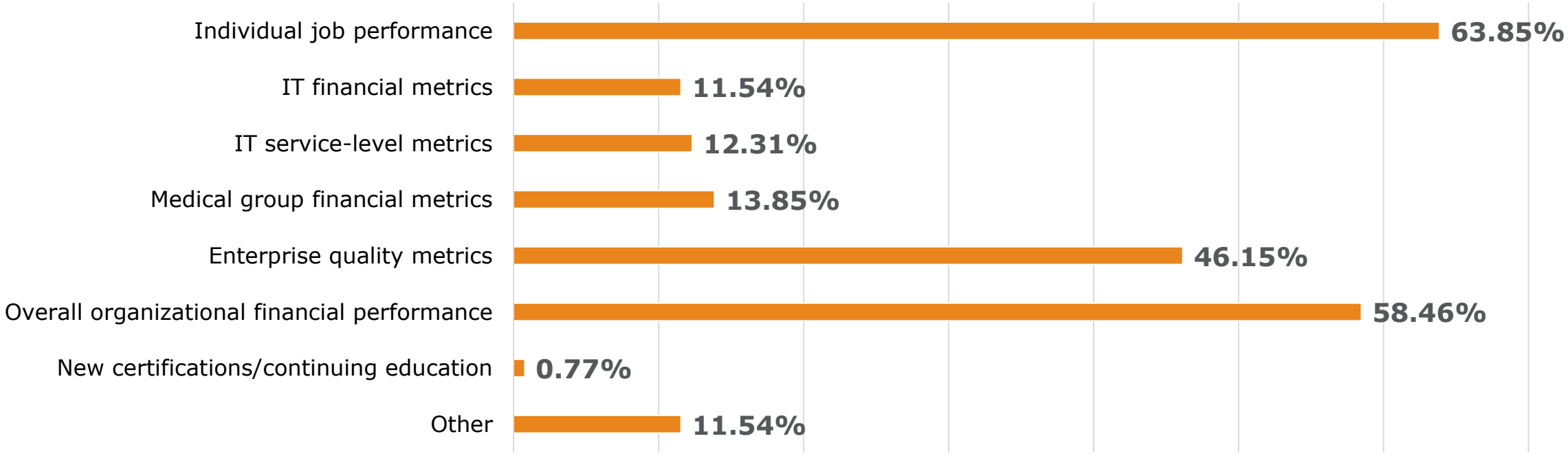
In our 2018 data, slightly fewer (1.75%) noted a decrease in salary. While fewer (83.63%) saw a 0-5% increase in 2018, slightly more physician IT leaders saw percentage increase above 5%. This question was not asked in 2014.

2021 CMIO Survey

If you are eligible for a bonus, what percentage of your salary is it?

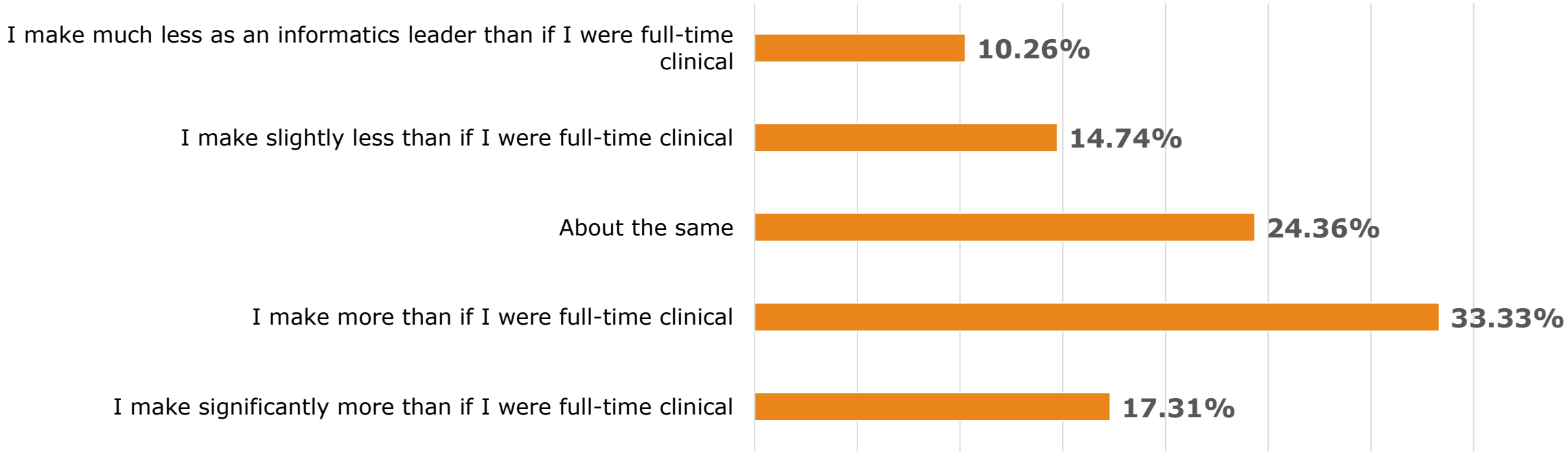


If you received a bonus during your last review period, on what factors was it based? (Select all that apply.)



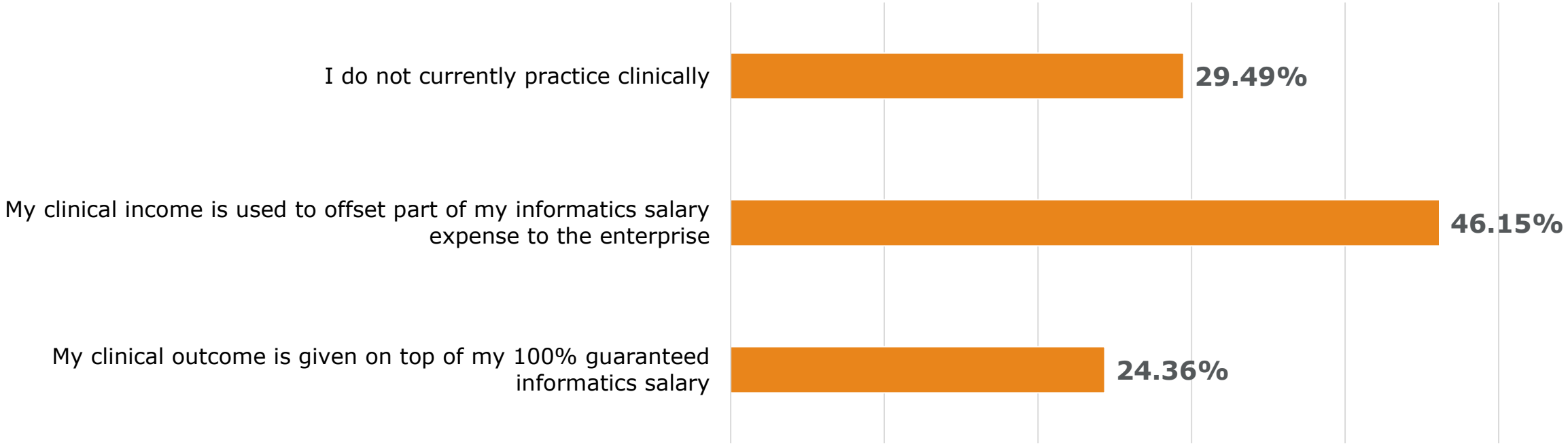
This question has been expanded to include more answer options for 2021, so comparative data from previous surveys is not available.

How does your total compensation compare to what it would be if you were full-time in your clinical specialty?



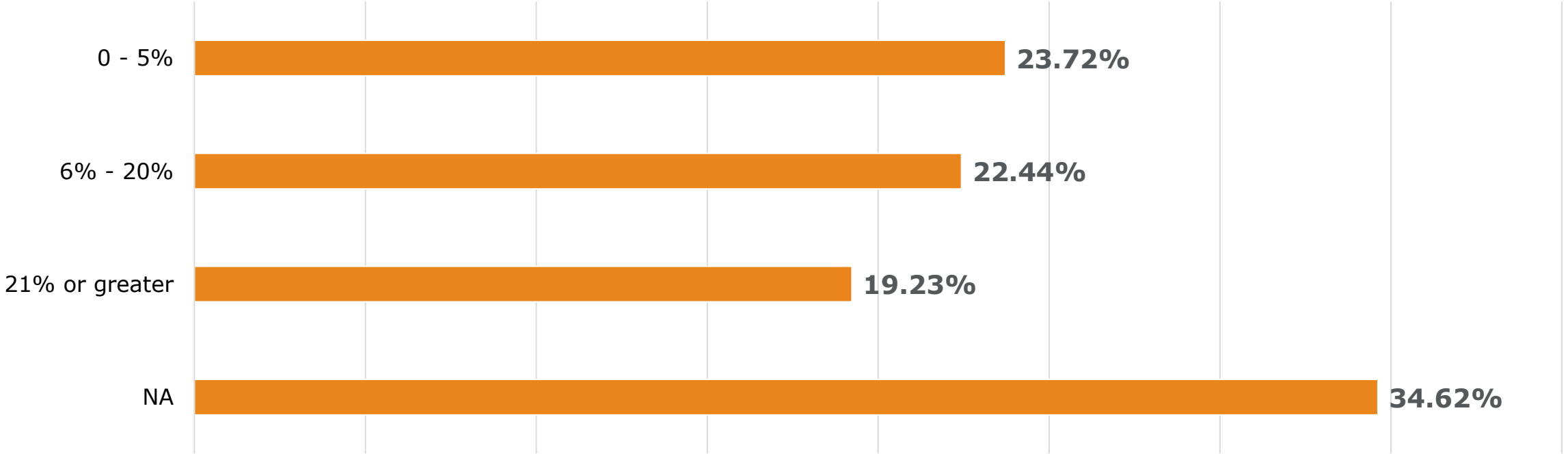
This question was not asked in previous surveys and so comparative data is not available.

If you are currently clinically active, how does that revenue impact your salary?



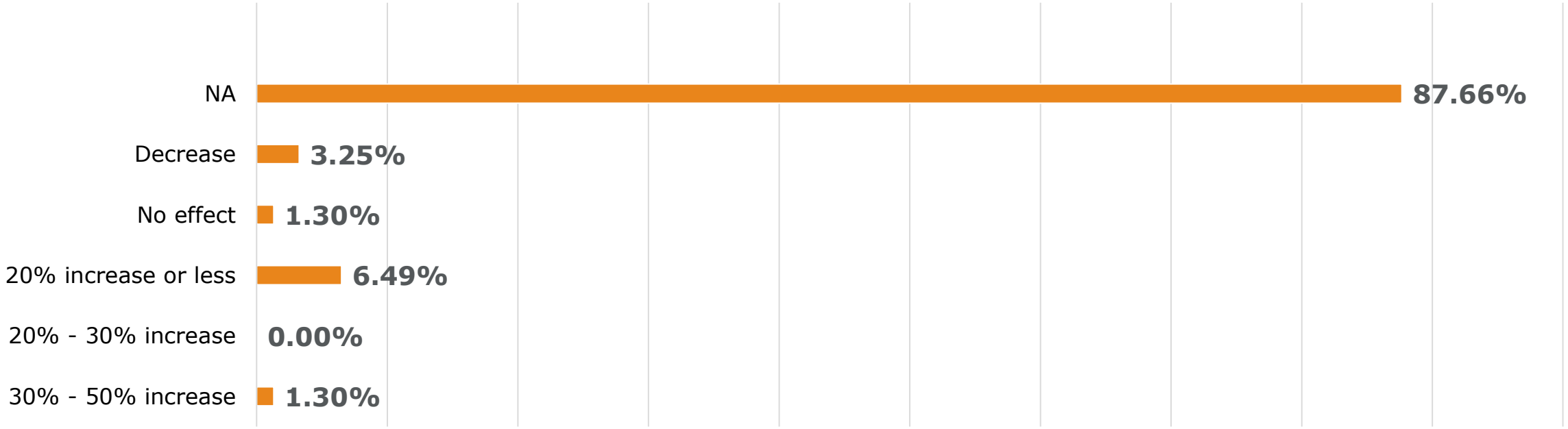
This question was not asked in previous surveys and so comparative data is not available.

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

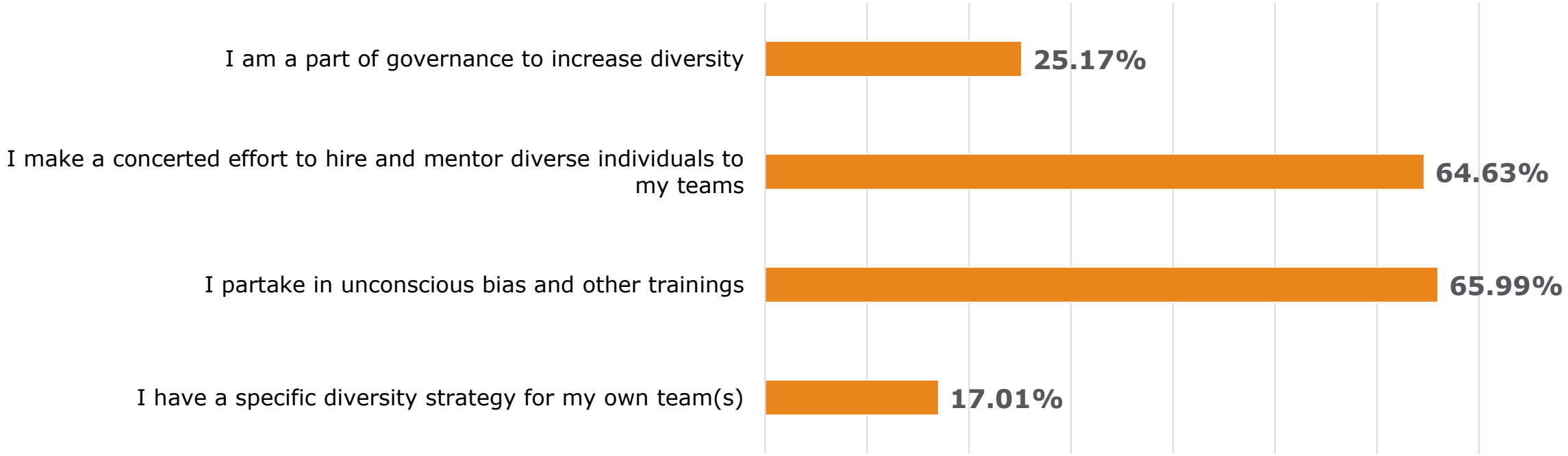


2021 CMIO Survey

If you made a move in the last year to a new organization, how did it affect your total compensation?



How do you support diversity and inclusion initiatives within your own organization? (Select all that apply.)



This question was not asked in previous surveys and thus no comparative data is available.

Thank you!

For more information, please contact:

Hillary Ross
Managing Partner, IT Practice Leader
Office: 630.575.6116
Mobile: 312.859.8841
hross@wittkieffer.com

WittKieffer