

WittKieffer

Physician Informatics Executive Survey

Survey findings and
recommendations, June 2023

Speakers



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Key Findings

The survey of 215+ physician informatics executives explores the role, scope, and compensation of CMIOs and other medical informatics leaders, as well as talent-related challenges the leaders currently face.

The survey was conducted in April–May 2023.

Role evolution

The role of physician informatics leader is experiencing a shift from operational to strategic, encompassing digital transformation and AI tools – a notable 79% of respondents report an expansion in their scope of responsibilities.

The team size and budget allocation depend, not surprisingly, on the size of the organization.

Financial considerations

The funding of projects and team expansion is particularly challenging given the financial limitations that many organizations currently face.

Compensation has not improved significantly over time. As such, when transitioning to a new organization, 70% of executives seize the opportunity to negotiate a more favorable compensation package.

Talent challenges

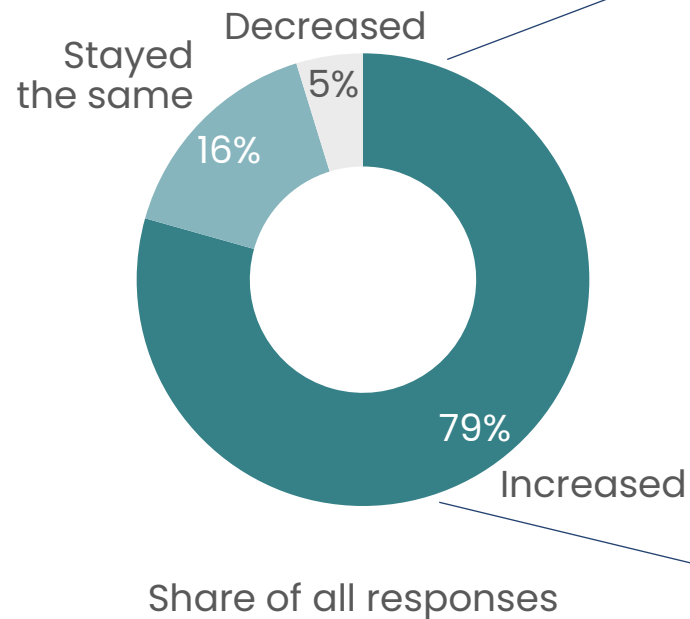
Over 50% of the respondents face challenges in recruiting, retaining, and developing their teams.

Despite these challenges, the commitment towards DE&I remains steadfast.

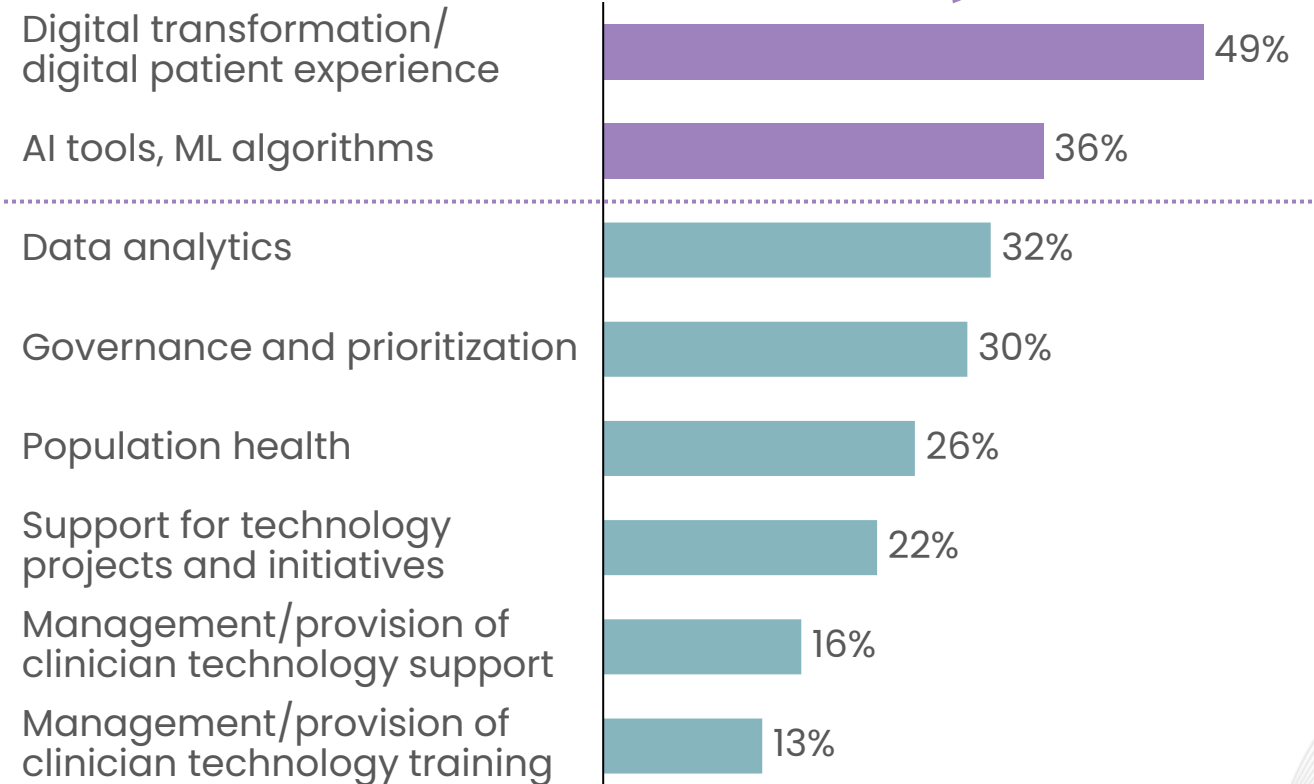
Only 38% of CMIOs, CHIOs, and Associate CMIOs/CHIOs have either an in-progress or completed succession plan for their own roles.

Role Evolution – Scope

Over the last 2 years, the scope of responsibilities has ...



Additional responsibilities

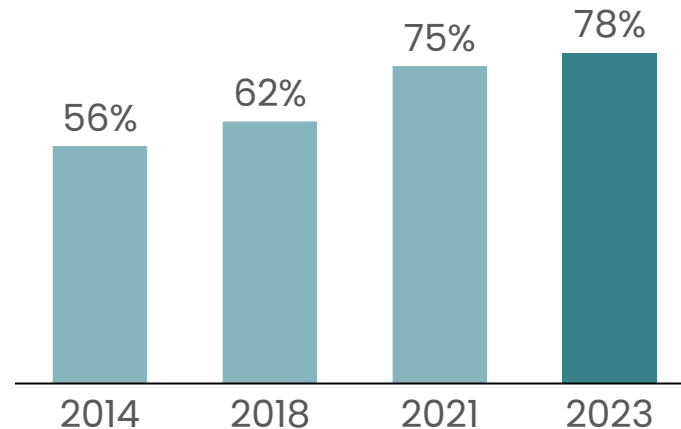


Role Evolution – Route to the Top

In the field of healthcare informatics, practical experience is increasingly valued over board certifications.

Previous clinical information systems experience

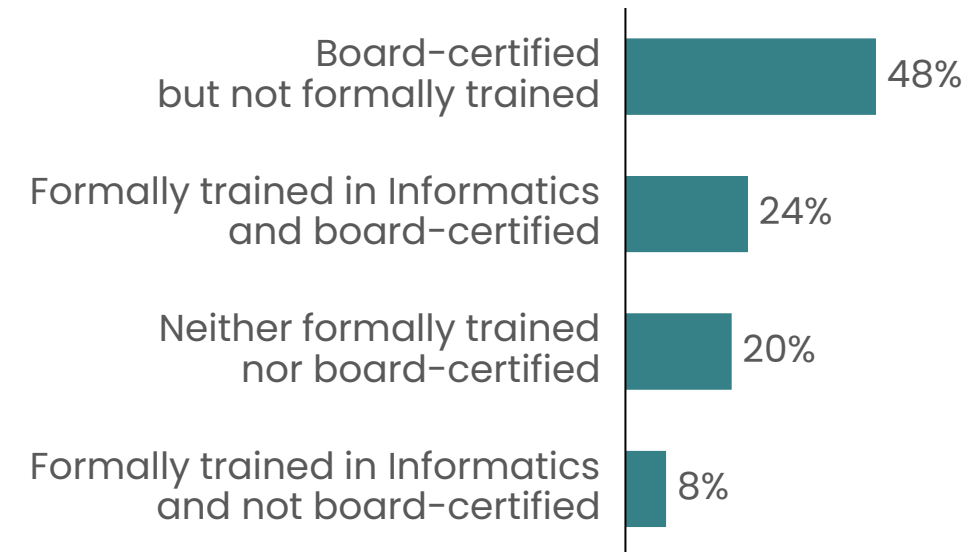
Share of respondents with 8+ years of previous experience



” Practical expertise has been most useful. Field is moving fast, and certifications are not terribly relevant.

Board certification

Share of all responses, 2023



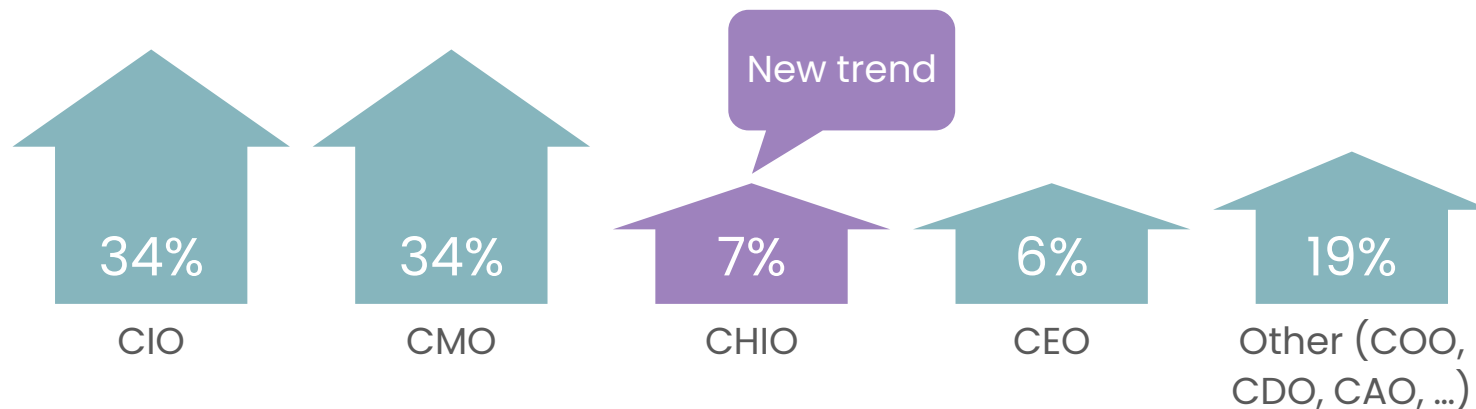
” Board certification gave background/ formal terminology and credibility, but little practical help.

Role Evolution – Reporting Line

Who do you report to?

Share of CMIOs' responses

As Chief Health Informatics Officer (CHIO) is seen as a strategic, executive-level position, we observe an emerging trend of changing reporting lines for CMIOs directly to CHIOs.



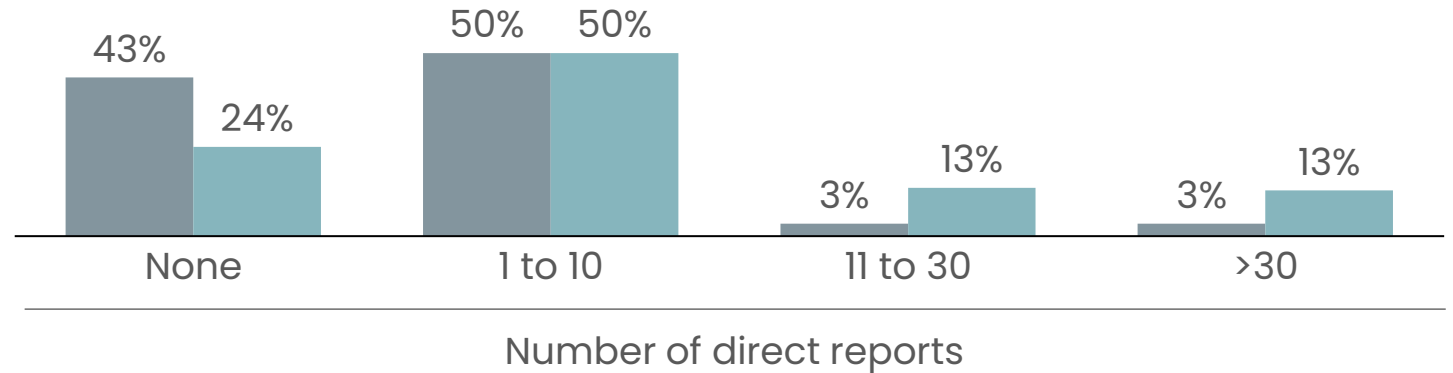
Role Evolution – Team and Budget

Not surprisingly, the team size and budget allocation depend on the size of the organization.

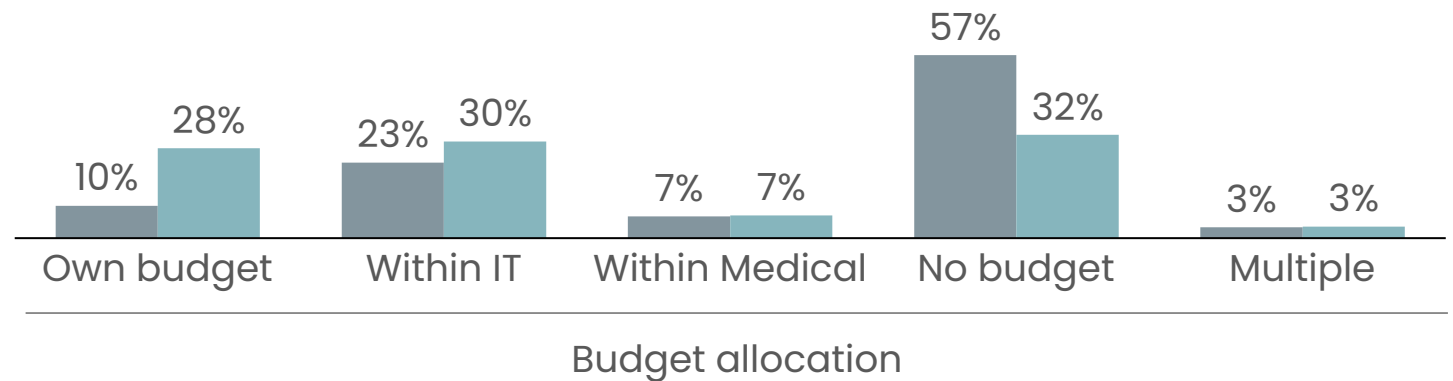
Organizations with gross revenue

■ Below \$700m
■ Above \$700m

Team size



Budget ownership



Financial Considerations – Funding

The challenging environment in which physician informatics executives operate today is characterized by a high organizational demand and, simultaneously, financial constraints that limit their ability to budget for projects and new team members.

Representative quotes

Financial limitations

- ” Budgetary/financial constraints.
- ” Having dollars to hire new informatics team members.
- ” Resources to support projects.

vs.

Value creation

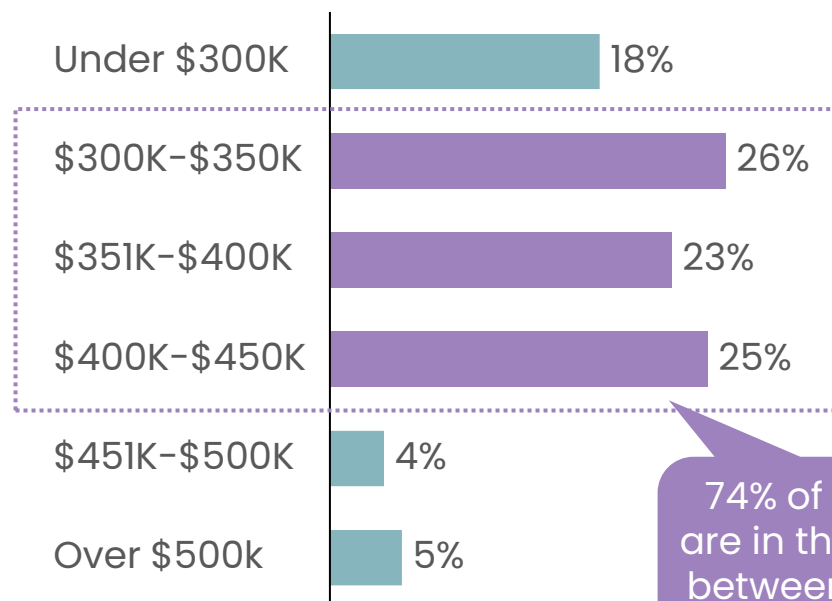
- ” Growing volume of work and scope as the organization expands and EHR expands.
- ” Trying to demonstrate value to the organization. It is hard to calculate hard dollar savings with much of informatics work.

Financial Considerations – Compensation

Despite the expanding scope of responsibilities and the elevated role of CMIOs, the base salary has remained relatively stable, even for tenured executives.

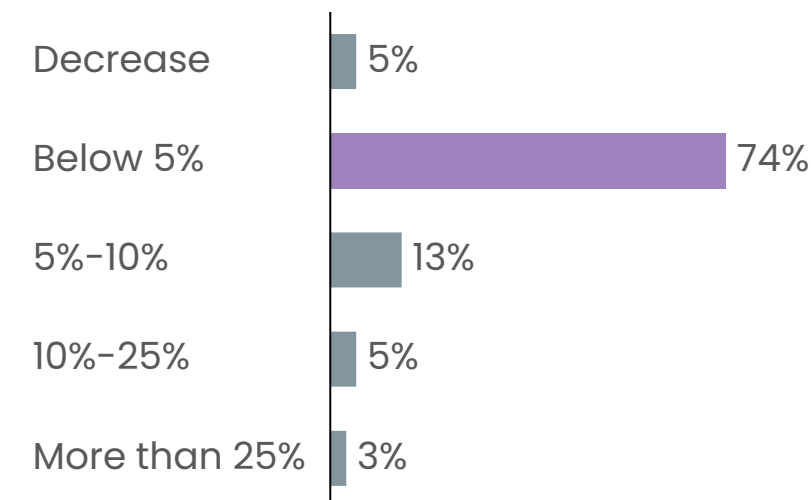
Base salary

Share of CMIOs' responses



Base salary increase from 2022

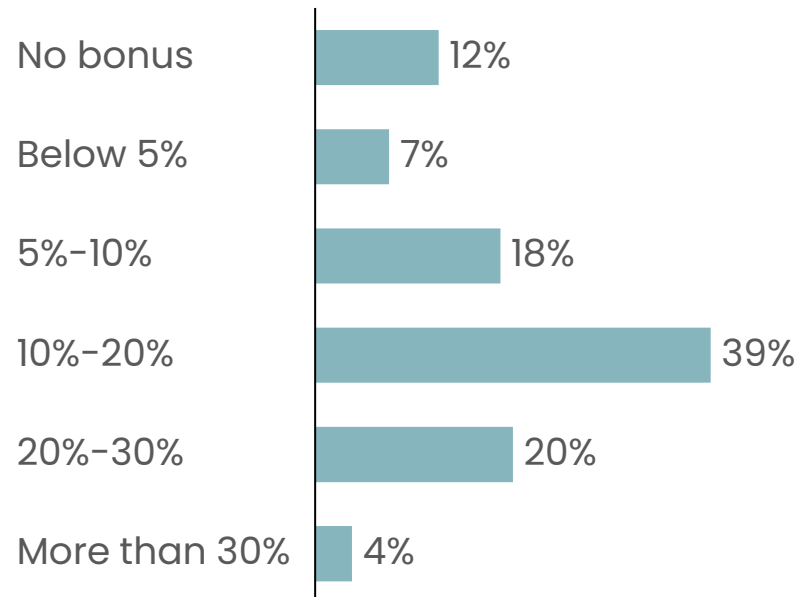
Share of CMIOs' responses



Financial Considerations – Bonus

Bonus as % of salary

Share of CMIOs' responses



Top three factors influencing bonus

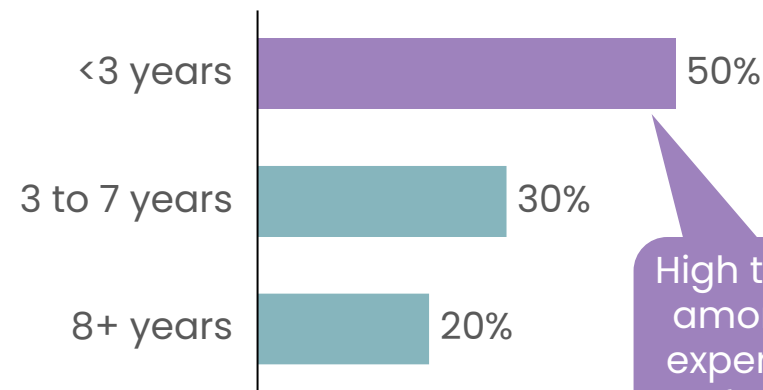
- 1 Individual job performance
- 2 Overall organizational financial performance
- 3 Enterprise quality metrics

Financial Considerations – Employer Change

In 7 out of 10 cases of employer change, physician informatics executives take the opportunity to negotiate a better compensation package or obtain a higher-paying position with greater responsibility.

Tenure in the current position

Share of all responses

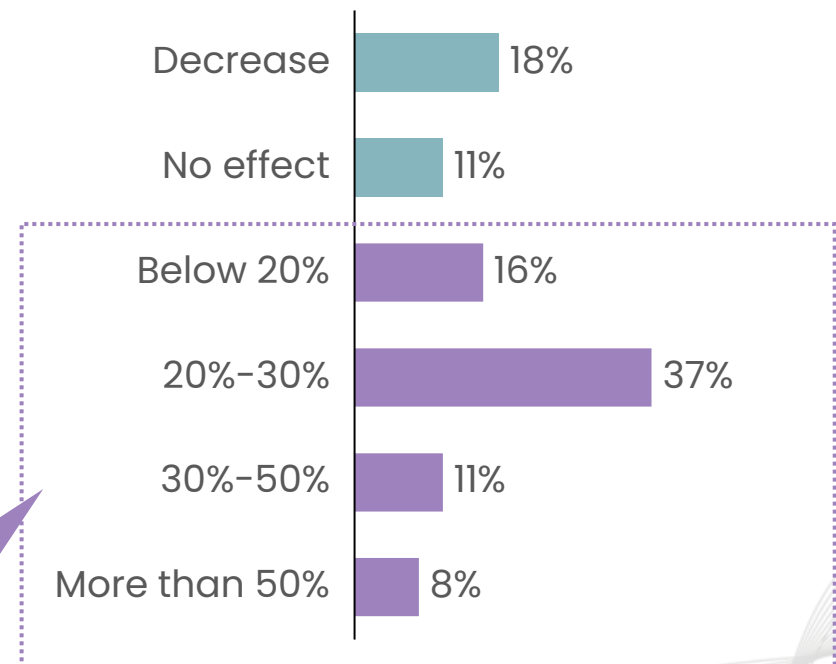


High turnover among less experienced professionals

71% have improved their compensation

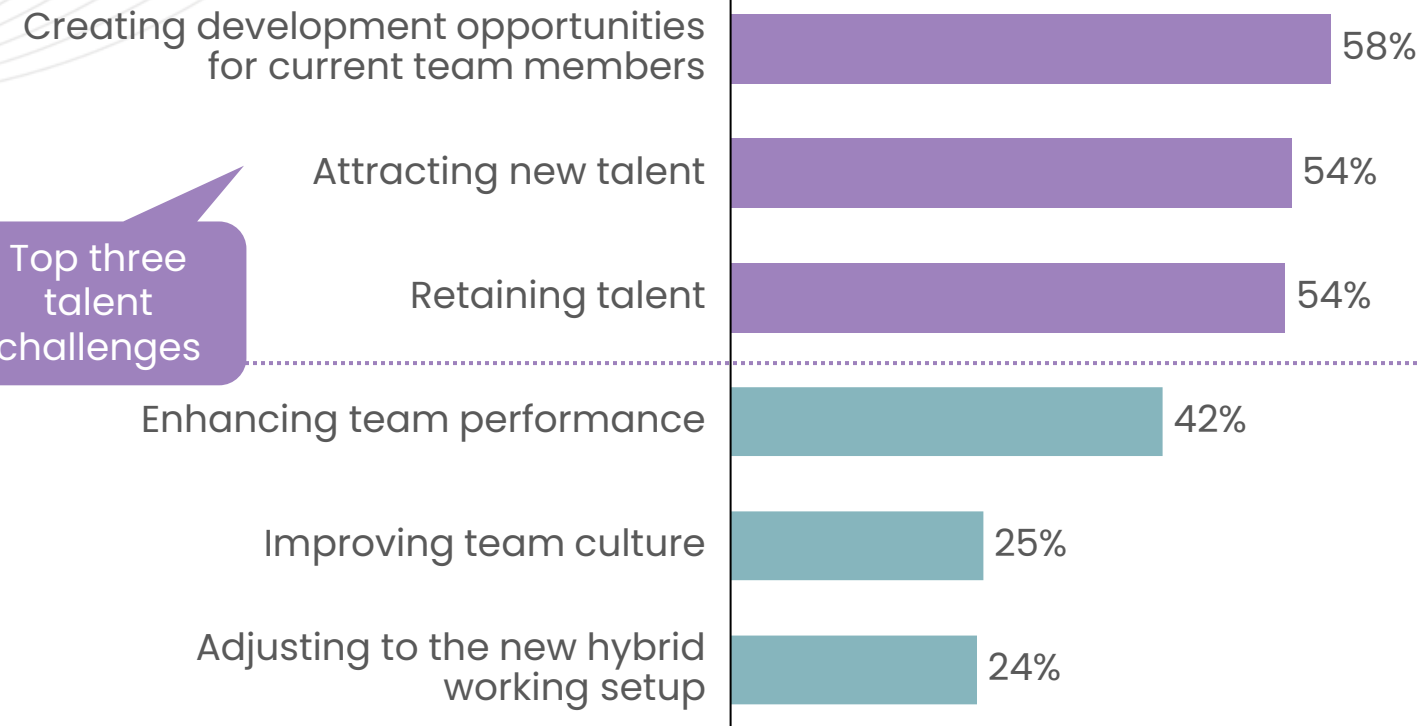
Impact of employer change on compensation

Share of responses who made the move in the last year



Talent Challenges – Team

Talent-related challenges currently faced



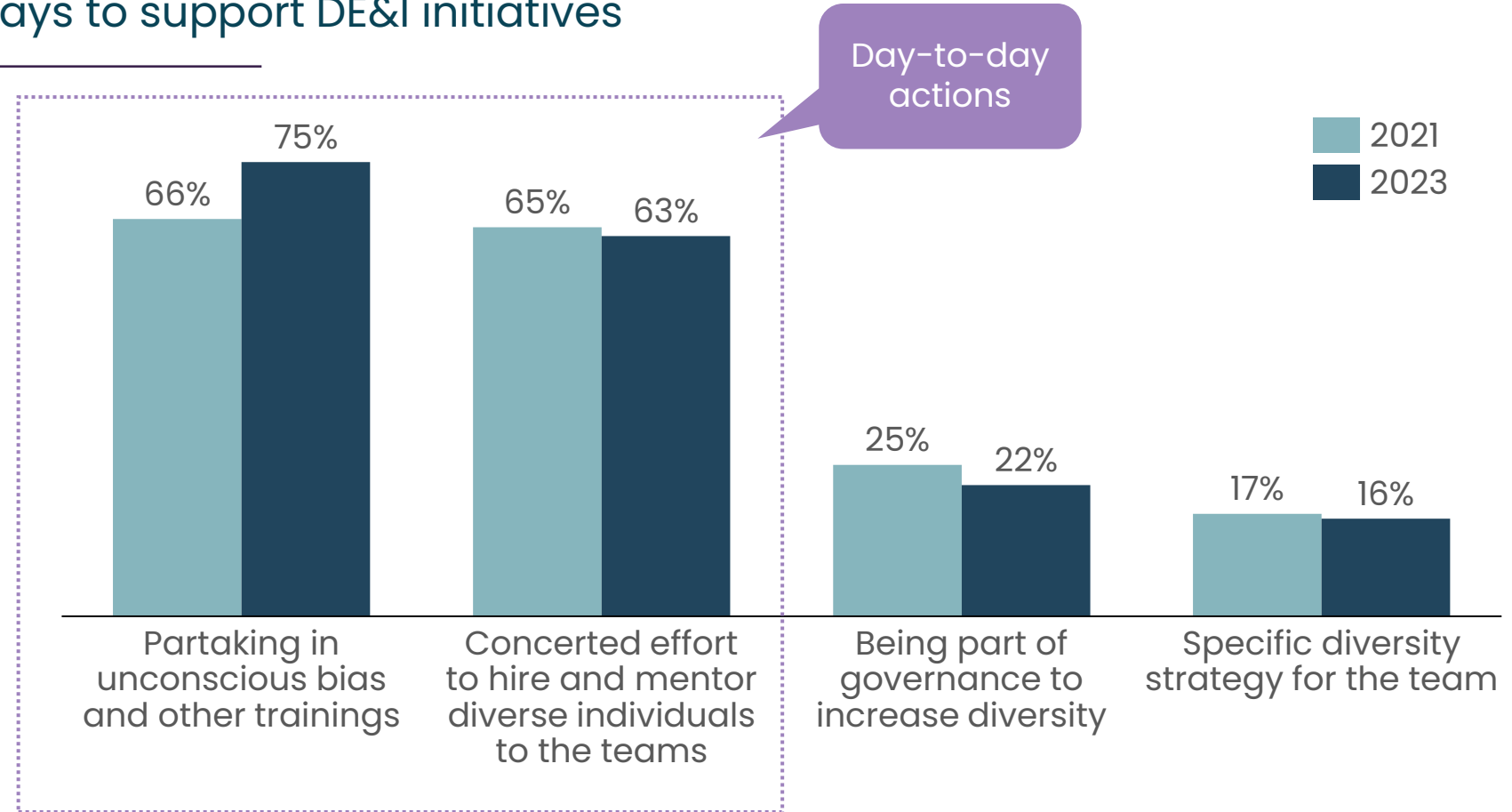
Representative quotes

- “ Financial constraints on staffing and projects.
- “ Ensuring collective alignment toward organizational goals, and that [the team members] professionally continue to grow.
- “ Finding the sweet spot to balance informatics and IT to foster collaboration vs. competitive environment.
- “ Growing volume of work, multiple leadership roles, burnout.
- “ Attracting diverse talent.

Talent Challenges – DE&I

Physician informatics executives are dedicated to promoting diversity, equity, and inclusion (DE&I) and are actively driving DE&I initiatives through trainings and their daily actions rather than just relying on strategic plans.

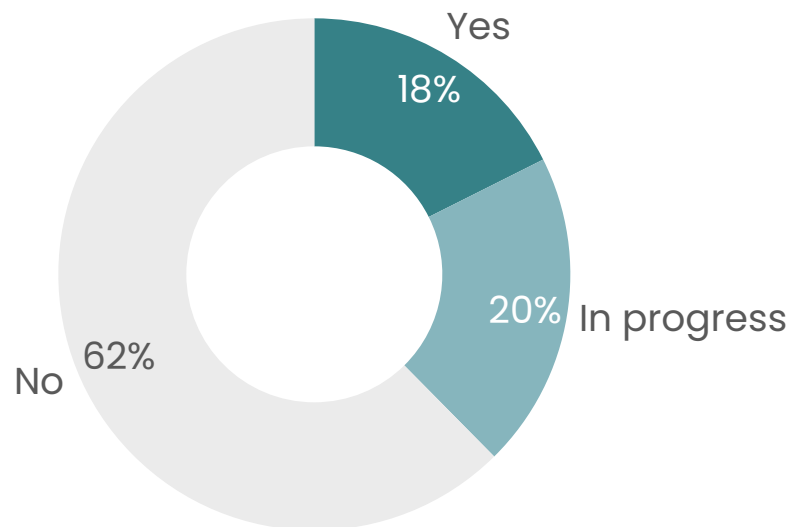
Ways to support DE&I initiatives



Talent Challenges – Succession

Is there a succession plan for your current role in place?

Responses of CMIOs, CHIOs, and Associate CMIOs/CHIOs



Why succession planning

- Helps identify, develop, and promote high-potential leaders from within
- Develops an agile pool of future leaders
- Offers time to plan for future leadership moves and ensures business continuity
- Ensures seamless leadership transition
- Boosts team members' trust in leadership
- Enhances team members' commitment and performance
- Provides opportunities to enhance diversity at the leadership level

Recommendations for Leaders

DEVELOPMENT

Invest in the development of additional competencies for yourself and your team.

Stay up-to-date with emerging trends and technologies and equip yourself and your team with the necessary skills to navigate the ever-changing landscape of healthcare informatics.

LEADERSHIP

Develop a highly strategic and innovative approach to attract, retain, and develop team members.

Practice strong communication and influencing skills to effectively demonstrate the value of physician informatics work to your organization.

SUCCESSION

Recognize succession planning is a strategic necessity to minimize risks associated with organizational change.

Consider a succession plan as a unique opportunity to retain high-potential talent and ensure business continuity in the face of unexpected transitions.





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