# HIMSS 2014 Nursing Informatics Workforce Survey

# Salary Resource Guide

Since 2004, HIMSS has surveyed the nursing informatics community to gain an understanding of the roles and responsibilities of the informatics nurse professional.

Nursing informatics (NI) is a specialty that integrates nursing science, computer science, and information science to manage and communicate data, information, knowledge, and wisdom in nursing practice. NI supports consumers, patients, nurses, and other providers in their decision-making in all roles and settings. This support is accomplished through the use of information structures, information processes, and information technology[1].

This survey captures current professional status and practice trends while identifying changes that have occurred over the last 9 years in the nursing informatics workforce. This document is intended to serve as a resource on salary and benefit information for the workforce.

## About

Respondents were asked to report their base salary (not including benefits or bonuses) as of December 1, 2013. A total of 970 respondents (93 percent) provided valid data in this area. Salaries among the nurse informaticist respondents continued to increase when compared to previous surveys. The average salary in 2014 was $100,717; up from $98,703 in 2011, $83,675 in 2007 and $69,500 in 2004. The median salary from this sample was $93,000. Another comparison can be made to the HIMSS 2013 Compensation Survey[2]. Of the 170 informaticists who participated in the HIMSS 2013 Compensation Survey, their average salary was $110,639.

## Average Salary



| Year | Average Salary |
|------|----------------|
| 2014 | $100,717 |
| 2011 | $98,703 |
| 2007 | $83,675 |
| 2004 | $69,500 |
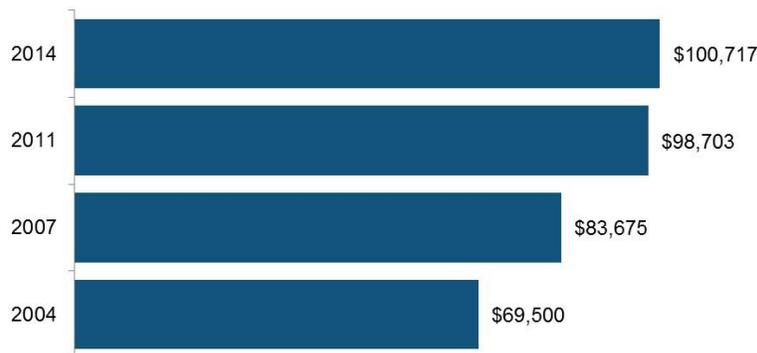
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[1] *Nursing Informatics: Scope and Standards of Practice, ANA 2008*
[2] http://apps.himss.org/himssorg/compensation/ASP/Index.asp

When looking at average salary based on the region in which the respondent works, those in the Pacific region reported the highest salary ($117,629) followed by New England[3] ($109,154) and the Mountain[4] region ($105,463).

Respondents working at consulting firms have the highest average salary ($141,432) by workplace. This is followed by those who identified their workplace as a PPO/HMO organization; their average salary was $122,567. The average salary for those working for vendors was the third highest in 2014 ($115,845).

## Average Salary by Workplace

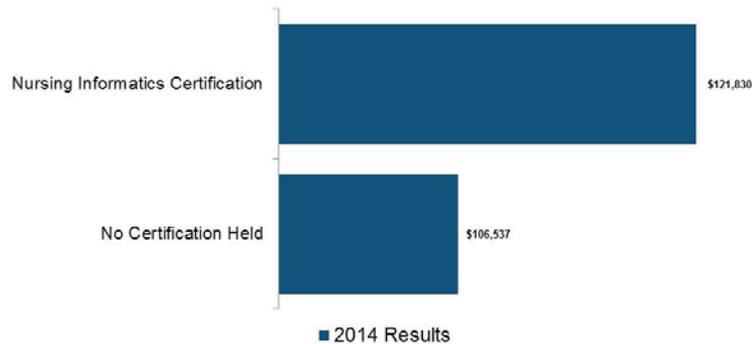| Workplace | 2014 Results |
|---|---|
| Consulting Firm | $141,432 |
| PPO/HMO | $122,567 |
| Vendor | $115,845 |
| Health Information Exchange Organization | $109,667 |
| Corporate Offices of Health System | $108,685 |
| Academic Setting | $99,005 |
| Government/Military/VA | $97,997 |
| Hospital | $96,754 |
| Payer/Managed Care | $96,100 |
| Regional Extension Center (REC) | $95,500 |
| Long Term Care/Skilled Nursing Facility | $93,950 |
| Home Health | $87,500 |
| Ambulatory Care/Clinical Group Practice | $86,443 |
| Community/Public Health | $72,111 |

■ 2014 Results

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Respondents who have supervisory responsibilities (having at least one person reporting to them) reported higher average salaries ($142,733) than those who do not ($92,174). These findings are consistent with the 2011 survey results.

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[3] The New England region includes Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island and Vermont
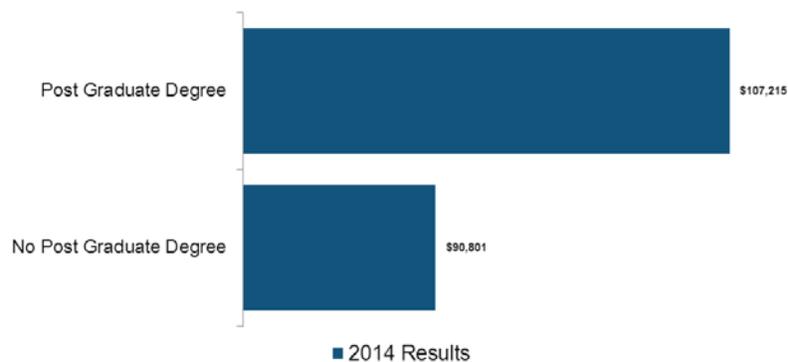[4] The Mountain region includes Arizona , Colorado, Idaho, New Mexico, Montana, Nevada, Utah and Wyoming

In addition, respondents who held a certification in nursing informatics had higher average salaries ($121,830) than the respondents who do not have a nursing informatics certification ($106,537). The average salary among respondents with CPHIMS certification increased from $110,291 in 2011 to $132,652 in 2014 and remained higher than the average salary for respondents who did not have CPHIMS ($102,555).

## Average Salary & Certification

| | |
|---|---|
| Nursing Informatics Certification | $121,830 |
| No Certification Held | $106,537 |

■ 2014 Results

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The average salary for respondents who held a post-graduate degree was $107,215, compared to an average salary of $90,801 for those without a post-graduate degree. Placing an emphasis on education and training appears to have an impact on the salary of nursing informaticists.
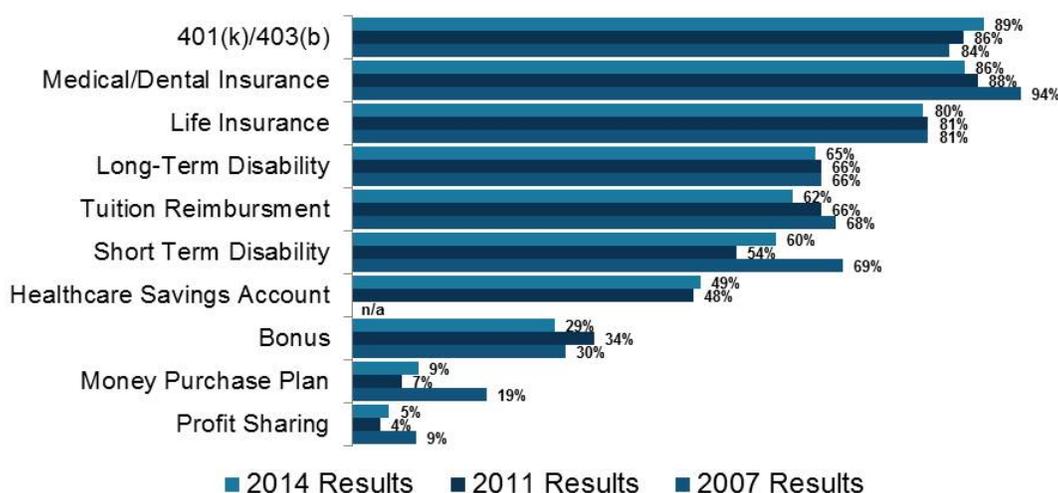
## Average Salary & Education

| | |
|---|---|
| Post Graduate Degree | $107,215 |
| No Post Graduate Degree | $90,801 |

■ 2014 Results

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## Benefits

Nurse informaticists provided information surrounding the benefits offered through their employers. Consistent with the 2011 survey, almost all respondents (98 percent) identified receiving at least one benefit. A 401(k) or 403(b) was the most identified benefit, reported by 89 percent of respondents followed by medical/dental insurance (86 percent). Life insurance is provided to 80 percent of respondents and nearly two-thirds (65 percent) receive long-term disability insurance. In 2014, 29 percent of respondents reported that they received a bonus.

## Benefits and Non-Salary Compensation

| Benefit | 2014 Results | 2011 Results | 2007 Results |
|---|---|---|---|
| 401(k)/403(b) | 89% | 86% | 84% |
| Medical/Dental Insurance | 86% | 88% | 94% |
| Life Insurance | 80% | 81% | 81% |
| Long-Term Disability | 65% | 66% | 66% |
| Tuition Reimbursment | 62% | 66% | 68% |
| Short Term Disability | 60% | 54% | 69% |
| Healthcare Savings Account | 49% | 48% | n/a |
| Bonus | 29% | 34% | 30% |
| Money Purchase Plan | 9% | 7% | 19% |
| Profit Sharing | 5% | 4% | 9% |

■ 2014 Results  ■ 2011 Results  ■ 2007 Results

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## Conclusion

Between the 2011 and 2014 survey, reported salaries for nurse informaticists increased by two percent compared to a 17 percent increase between 2007 and 2011 and 42 percent between 2004 and 2007. A number of factors could contribute to these findings but it is worthy to note that the average base salary for nurse informaticists surpassed $100,000 in this survey. This suggests that the value of nurse informaticists is still recognized by their employers.

**Download the full survey results at www.himss.org/ni**