

## Final List of Job Titles for Compensation Study

**Application Systems Analyst:** Reviews, analyzes, and modifies programming systems involved in supporting application systems. Consults with users to identify current operating procedures and to clarify program objectives.

**Chief Executive Officer/President:** Establishes company policies, objectives and initiatives. Directs strategic long-term vision and plan. Establishes responsibilities and procedures for attaining objectives. Reviews operations and financial statements to evaluate achievement of objectives. May also serve as chairman of the board and have Chief Operating Officer responsibilities.

**Chief Operating Officer/Vice President of Operations:** Plans and directs all aspects of an organization's operational policies. This includes provides direction to line operating units such as product development, marketing, customer and product support, and field sales. Evaluates business units results to determine if organizational objectives are being met.

**Chief Financial Officer/Vice President of Finance:** Establishes and directs financial policies and procedures by providing strategic direction to the accounting, budgeting, credit, treasury, tax, insurance, and investor relations functions. Responsible for ensuring soundness of company's financial structure and managing company's relationships with financial institutions, investors and government agencies.

**Chief Information Officer/Vice President of IS:** Directs company's internal MIS activities, including the establishment and direction of the strategic long-term goals, policies and procedures. Areas of strategic oversight include computer programming, computer operations, systems administration, and systems support. Recommends IS technology within company, including long-term systems needs and hardware acquisitions. Directs IS interfaces throughout company and with the Internet.

**Clinical Informatics Director:** Manages the development, implementation, training, evaluation, and maintenance of software used for accessing clinical information. Coordinates and facilitates communications with areas that utilize the stored clinical information. Brings both clinical and managerial experience to the position.

**Clinical Systems Analyst:** Reviews, analyzes, and modifies programming systems involved in supporting application systems. Consults with users to identify current operating procedures and to clarify program objectives. Brings to the job a body of knowledge grounded in their previous clinical experience.

**Contracts Manager:** Creates, writes, negotiates and reviews licensing contracts. Works with the Business Development team in establishing agreements that reflect the interests of partners and the company. May work with legal counsel when drafting licensing agreements.

**Consultant:** May be responsible for a wide variety of tasks including the following. Work with end user groups to evaluate and solve technical problems. Analyze, design, and implement system changes. Plan, design, and develop new products and business opportunities. May also be responsible for implementation and reviewing product performance. Investigates, analyzes, designs, develops and implements cost effective solutions to business issues. Analyzes, investigates and helps to develop a proposed solution to business sponsored initiative.

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**Data Architect:** Designs and builds relational databases. Develops strategies for data acquisitions, archive recovery, and implementation of a database. Cleans and maintains the database by removing and deleting old data. Must have a working knowledge designing, developing and manipulating databases, data warehouses and multidimensional databases.

**Database Administrator:** Administers, maintains, develops, and implements policies and procedures for ensuring the security and integrity of company database. Confers with internal department managers regarding problems with and capabilities of internal databases, including database performance issues, database capacity issues and replication.

**Director of Information Services:** Responsible for all aspects of information services, including development, implementation, operation and maintenance. Serves as the primary point of contact with information technology vendors and acts as a point person for internal communications.

**Hardware Engineer:** Provides analysis related to the design, development, and implementation of hardware for products. Develops test strategies, devices, and systems.

**Hardware Installer:** Installs hardware systems and trains customers and/or employees to use these products. Works with product support specialists to resolve installation and quality problems.

**Hardware Maintenance Technician:** Repairs and maintains equipment (i.e., PCs, printers, peripherals, etc.). Senior-level is assigned most complex problems and provides work leadership to less senior technicians.

**Help Desk Operator:** Provides support to end users on a variety of issues. Identifies, researches, and resolves technical problems. Responds to telephone calls, email and personnel requests for technical support. Tracks and monitors the problem to insure a timely resolution.

**Management Engineer:** Leads and coordinates financial and operational performance improvement efforts through evaluation/analysis, process redesign, reengineering, supply management, cost reduction strategy and implementation. Also responsible for project management and planning and development of standards.

**Medical Records Director:** Directs, establishes, and plans the overall activities, policies and goals for a medical records department. May also include acting as a liason with facility's IT department. Generally manages a group of exempt and nonexempt employees. Relies on experience and judgment to plan and accomplish goals.

**Network Systems Manager:** Evaluates, designs, maintains and troubleshoots local area network (LAN) systems. Administers departmental LAN or shared software and hardware. Sets up user accounts on company's servers and runs system backups. Provides technical support for PCs and LAN network. Performs limited programming. (This was systems administrator—delete this from survey, also).

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**Privacy Officer:** Oversees all activities related to the development, implementation, maintenance of, and adherence to the organization's policies and procedures covering the privacy of and access to patient health information (both electronic and paper) in compliance with federal and state laws and the healthcare organization's information privacy practices.

**Product Architect:** Works with various product developers, product managers, and customer application experts to create software products containing required features and modifications. Provides technical advice to other departments within the company.

**Programmer Analyst:** Reviews, analyzes and modifies programming systems, which includes encoding, testing, and debugging. Prepares necessary documentation.

**Sales:** Includes a wide-variety of tasks not limited to the following: development, solicitation and closing of new accounts, generation of sales quotations, and handling of customer inquiries.

**Security Officer:** Researches, plans and implements security plans and policies. Responsible for integrating security plans and policies with the company's business process. Evaluates system vulnerability and recommends security improvements. Remains informed of the most current security trends and technologies.

**Systems Analyst:** Evaluates the systems needs of staff and operating departments and recommends solutions to problems. Develops, tests, supports, and modifies internal application systems and database systems. Documents all systems designed and modified.

**Systems Programmer:** Develops, tests, and modifies software to improve efficiency of internal operating systems. Modifies, tests, and debugs vendor-supplied utilities and packages to best suit operating environment. Maintains necessary documentation.

**Software Developer/Software Engineer:** Performs product development, including design and modification. Participates in the testing process, which may include test review and analysis. May participate in installation and software support.

**Technical Writer:** Prepares and/or maintains documentation pertaining to programming, systems operation and user documentation. Tasks require effective planning, scheduling, research, and writing.

**Training Coordinator:** Coordinates customer-training classes, both in-house and at client sites. Ensures that necessary resources are available to properly conduct classes. Coordinates in-house class preparation and assists in preparation of training materials and handouts.

**Web Developer:** Builds web pages/web sites. Develops code, integrates artwork, text, video and sound. Creates custom applications; builds tables frames and forms; and writes scripts within the browser. Ensures that web pages are functional across different browser types.