HIMSS 2017 Nursing Informatics Workforce Survey

Salary Resource Guide

HIMSS has surveyed the nursing informatics community every three years since 2004 to understand the roles and responsibilities of the informatics nurse professional.

Nursing informatics (NI) is the specialty that integrates nursing science with multiple information and analytical sciences to identify, define, manage, and communicate data, information, knowledge, and wisdom in nursing practice. NI supports nurses, consumers, patients, the interprofessional healthcare team, and other stakeholders in their decision-making in all roles and settings to achieve desired outcomes. This support is accomplished through the use of information structures, information processes, and information technology[1].
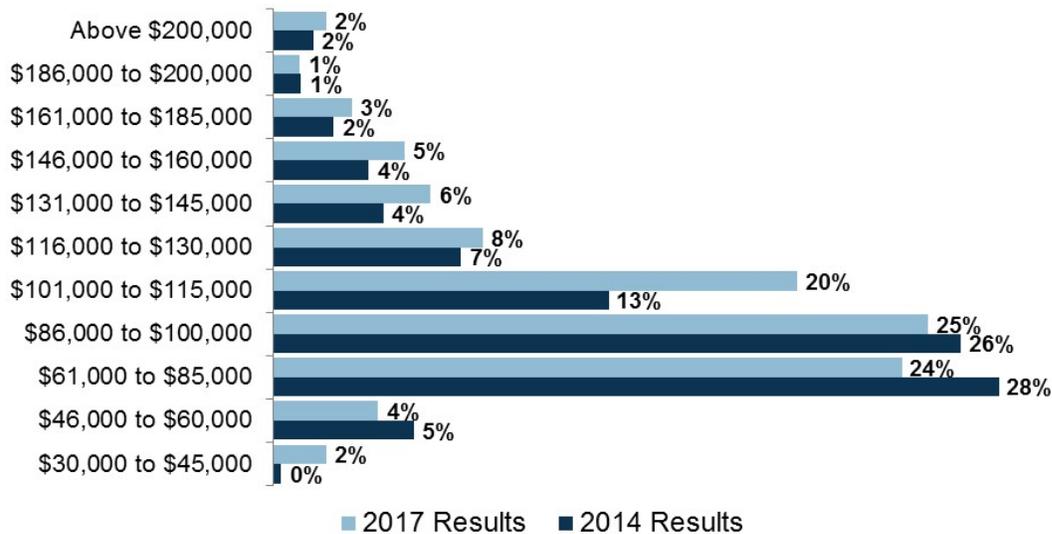
This survey captures the experience and background of NI professionals while also identifying changes in the nursing informatics workforce that have occurred over the last 13 years. This document is intended to serve as a resource on salary and benefit information for the workforce.

About

Respondents identified their current base salary as of December 1, 2016 (not including benefits or bonuses) within a salary range. Previously, respondents provided a full dollar figure rather than a salary range. Twenty-five (25) percent of respondents reported their salary ranged between $86,000 to $100,000 and 24 percent reported a salary between $61,000 to $85,000. Another 20 percent of respondents reported a salary range of $101,000 to $115,000. Nearly half (46 percent) of respondents indicated a salary of over $100,000, while in 2014 only 33 percent of respondents had a salary over $100,000, an increase of 13 percentage points. In addition, there were also slight increases for each salary range over $116,000 from 2014 results.

Salary Range

Salary Range	2017 Results	2014 Results
Above $200,000	2%	2%
$186,000 to $200,000	1%	1%
$161,000 to $185,000	3%	2%
$146,000 to $160,000	5%	4%
$131,000 to $145,000	6%	4%
$116,000 to $130,000	8%	7%
$101,000 to $115,000	20%	13%
$86,000 to $100,000	25%	26%
$61,000 to $85,000	24%	28%
$46,000 to $60,000	4%	5%
$30,000 to $45,000	2%	0%

■ 2017 Results   ■ 2014 Results

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When looking at the salary range based on the region in which the respondent works, one-quarter of those in the Middle Atlantic[2] and Pacific[3] regions reported a salary range between $101,000 to $115,000.
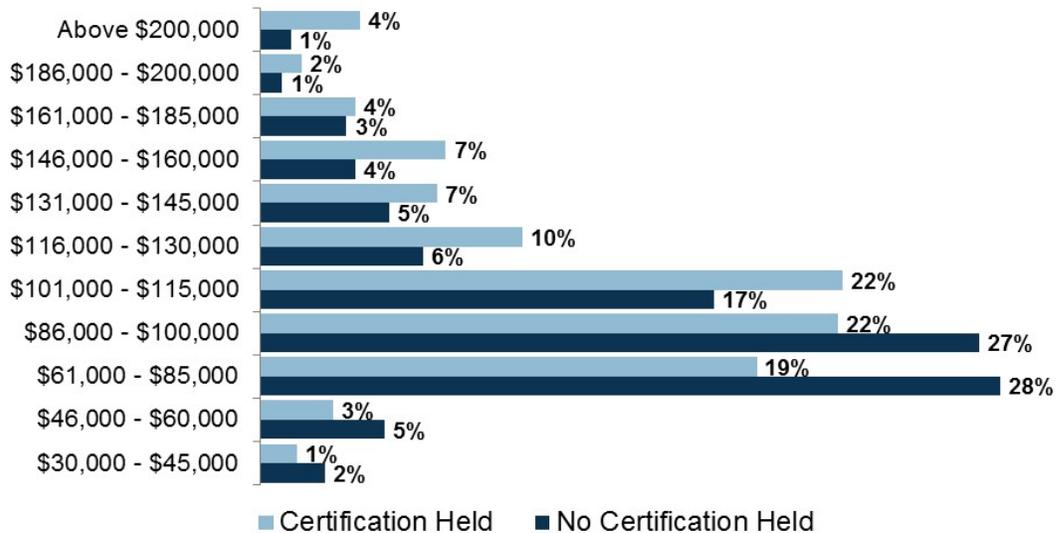
Over one-quarter (27 percent) of respondents working at consulting firms have the highest salary range between $116,000 to $130,000 by workplace. The most reported salary range for those working for vendors was between $101,000 to $115,000 (23 percent). Over half (59 percent) of respondents who work at a hospital reported a salary range of either $61,000 to $85,000 (30 percent) or $86,000 to $100,000 (29 percent).

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[2] The Mid-Atlantic region includes New Jersey, New York and Pennsylvania
[3] The Pacific region includes Alaska, California, Hawaii, Oregon and Washington

In addition, respondents who held a certification in nursing informatics tended to have a higher salary than those without certification; over half (55 percent) of those with certification make more than $100,000 a year compared to 37 percent of those without certification.

Salary Range & Certification

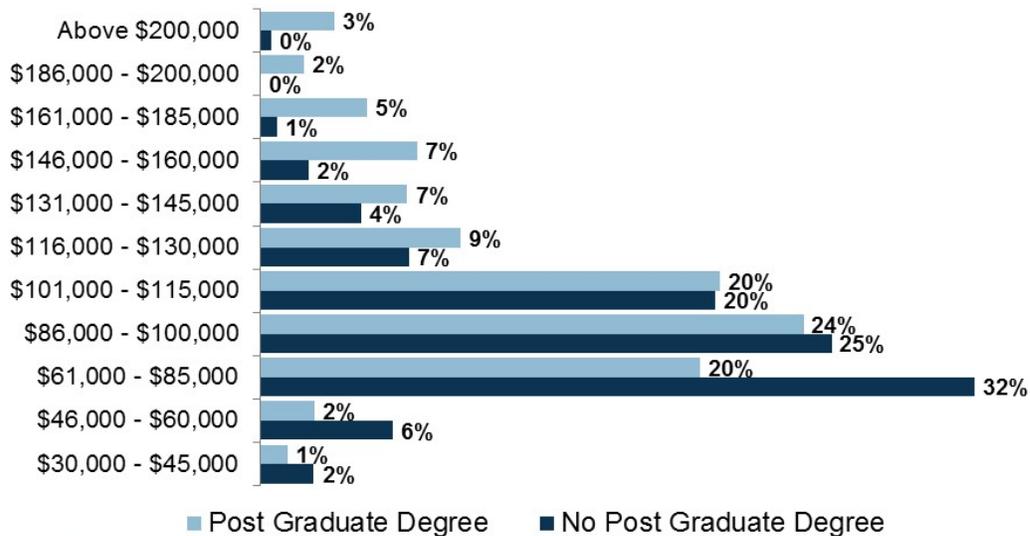| Salary Range	Certification Held	No Certification Held
Above $200,000	4%	1%
$186,000 - $200,000	2%	1%
$161,000 - $185,000	4%	3%
$146,000 - $160,000	7%	4%
$131,000 - $145,000	7%	5%
$116,000 - $130,000	10%	6%
$101,000 - $115,000	22%	17%
$86,000 - $100,000	22%	27%
$61,000 - $85,000	19%	28%
$46,000 - $60,000	3%	5%
$30,000 - $45,000	1%	2%

Question asked for salary range only starting in 2017

Results are similar for respondents who held a post-graduate degree. Over half (53 percent) of those with a post-graduate degree make over $100,000 a year while only 37% without a post-graduate degree make over $100,000 a year. Placing an emphasis on education and certification appears to have an impact on the salary of nurse informaticists.
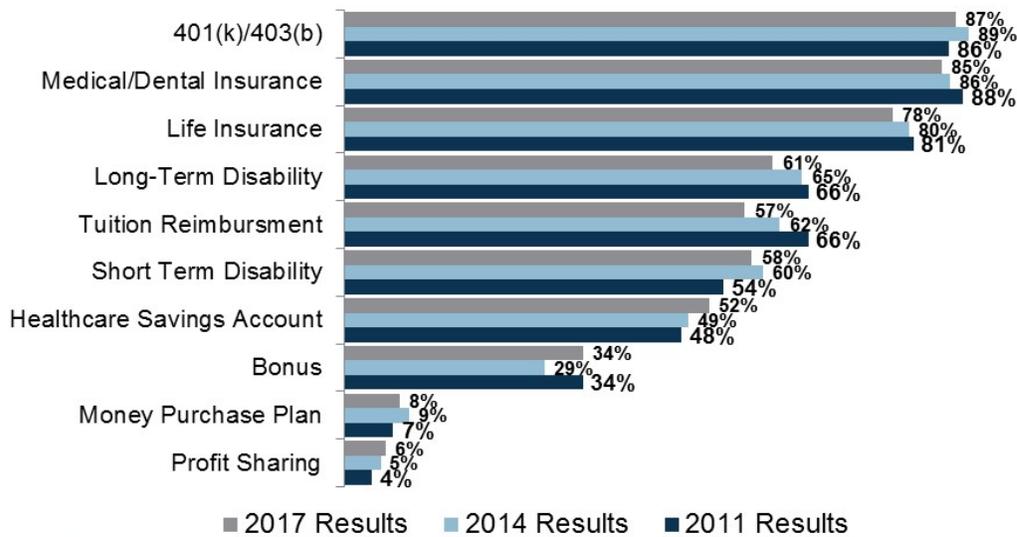
Salary Range & Education

Salary Range	Post Graduate Degree	No Post Graduate Degree
Above $200,000	3%	0%
$186,000 - $200,000	2%	0%
$161,000 - $185,000	5%	1%
$146,000 - $160,000	7%	2%
$131,000 - $145,000	7%	4%
$116,000 - $130,000	9%	7%
$101,000 - $115,000	20%	20%
$86,000 - $100,000	24%	25%
$61,000 - $85,000	20%	32%
$46,000 - $60,000	2%	6%
$30,000 - $45,000	1%	2%

■ Post Graduate Degree ■ No Post Graduate Degree

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Benefits

Nurse informaticists provided information surrounding the benefits offered through their employers. A 401(k) or 403(b) was the most identified benefit, reported by 87 percent of respondents followed by medical/dental insurance (85 percent). Life insurance is provided to 78 percent of respondents and nearly two-thirds (61 percent) receive long-term disability insurance. These numbers are similar to the 2014 results. In 2017, 34 percent of respondents reported that they received a bonus.

Benefits and Non-Salary Compensation

Benefit	2017 Results	2014 Results	2011 Results
401(k)/403(b)	87%	89%	86%
Medical/Dental Insurance	85%	86%	88%
Life Insurance	78%	80%	81%
Long-Term Disability	61%	65%	66%
Tuition Reimbursment	57%	62%	66%
Short Term Disability	58%	60%	54%
Healthcare Savings Account	52%	49%	48%
Bonus	34%	29%	34%
Money Purchase Plan	8%	9%	7%
Profit Sharing	6%	5%	4%

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Conclusion

Although the data collection method for nursing informatics salaries changed between the 2014 and 2017 surveys, comparison between years still indicate positive changes. Most notably, in 2017, 46 percent of respondents indicated a salary of over $100,000. In 2014 only 33 percent of respondents had a salary over $100,000, an increase of 13 percentage points between surveys. The findings suggest that the value of nurse informaticists is recognized by their employers.

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