2020 Nursing Informatics Workforce Survey

May 2020

HIMSS

2020 HIMSS Nursing Informatics Workforce Survey

Since 2004, HIMSS has surveyed the nursing informatics community to better understand the **functions**, **responsibilities**, and **compensation** related to this role.

In 2020, **more than 1,300 nurse informaticists** provided information about their current positions and their career trajectories, making this the most comprehensive view of the community to date.

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Nursing Informatics Workforce Survey Overview

- **As with previous years, an online survey was used to collect this data. Nurse informaticists were invited to participate during November and December of 2019. Invitations were sent by HIMSS and by organizations that sponsored and supported this research. These organizations include:**
  - Alliance for Nursing Informatics, American Nurses Association, Association of periOperative Registered Nurses, American Society of PeriAnesthesia Nurses, American Nursing Informatics Association, American Organization for Nursing Leadership, Oncology Nursing Society

- **1,359 nursing informaticists provided responses during this data collection period.**
  - The 2017 survey received 1,279 responses, the 2014 survey received 1,047, and the 2011 survey received 660.

- **To reflect current workforce trends, new questions and response options were added in 2020.**

- **This report includes a written executive summary and detailed information about nurse informaticists' functions, responsibilities, and compensation.**

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Executive Summary

OVERVIEW

Building upon research that began in 2004, the HIMSS 2020 Nursing Informatics Workforce Survey continues to show that nurse informaticists play a crucial role in healthcare. As we celebrate the International Year of the Nurse and Midwife, it is a unique opportunity to recognize the increasing importance of the nurse informaticist. They are the driving force behind health innovation & technology to realize the full health potential of every human, everywhere.

2020 HIMSS Nursing Informatics Committee

Executive Summary

% based on survey respondents

1 Workplace

- Over two-thirds (68%) work for a hospital or multi-facility health system.
- 94 respondents from global audience outside of the U.S.
- Significant change in reporting structure, with more nurse informaticists reporting to Nursing (42%), Quality (12%) and Operations (9%) over the historical trend of reporting to IT (48%).

2 Title, Education, Training

- CNIO/Senior Nursing Informatics Officer title continues to advance with 41% reporting that their organization had the formal role.
- Uptick in the percentage (66%) with a master's degree
- Certification took a significant jump from 49% in 2017 to 58% in 2020.

3 Salary and Satisfaction

- (63%) stated they earn a base annual salary between $61,000 and $115,000.
- Overall, respondents seem to have remained quite satisfied with their choice of career in informatics but not as satisfied with the current position they hold.

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Nurse Informaticists Overview

Job Title

NEW JOB TITLES BEING USED

While Nursing Informatics Specialist (24%) remains the most common title, Clinical Analyst (13%), Director of Clinical Informatics (11%), and Manager of Clinical Informatics (10%) are increasingly being used.
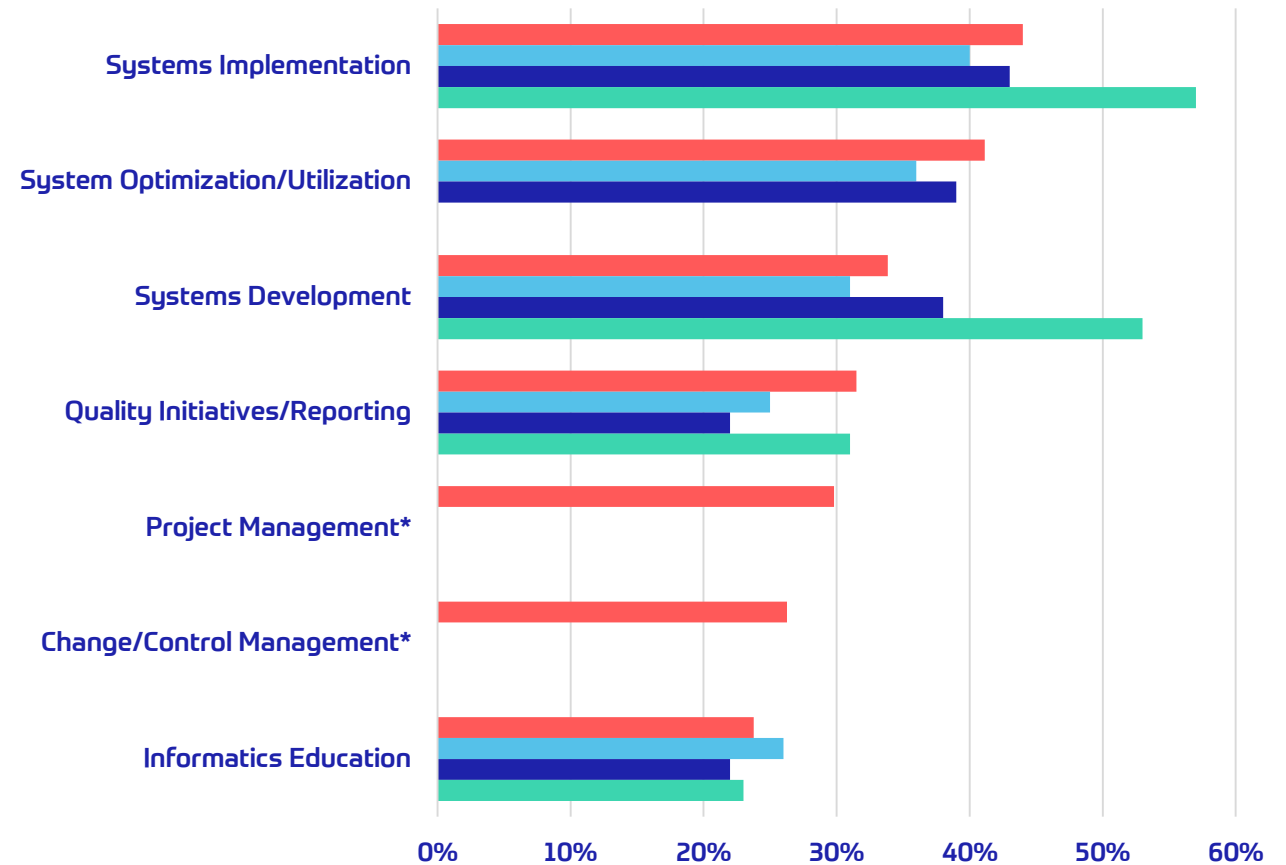

■ 2020 Results ■ 2017 Results ■ 2014 Results

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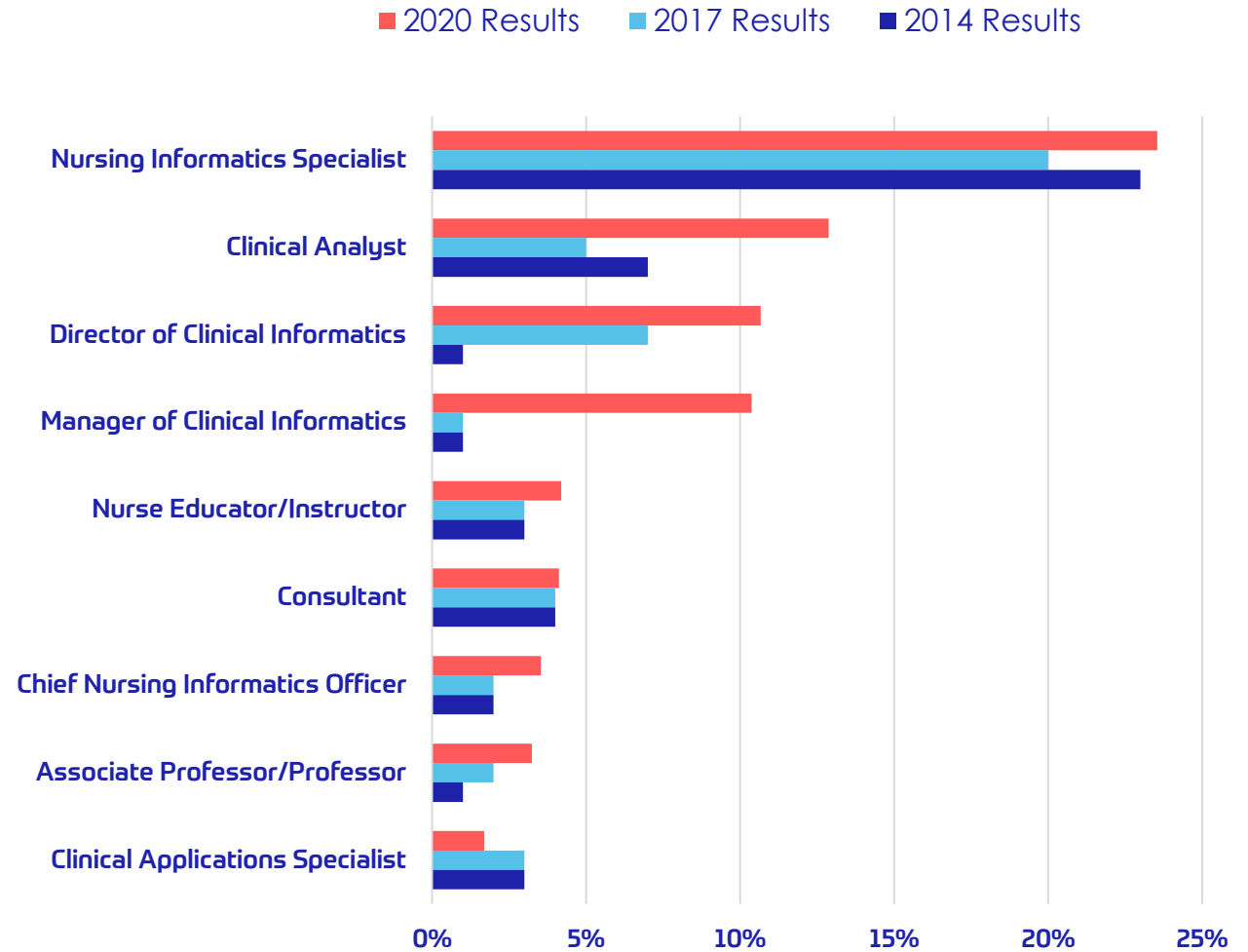
Job Responsibilities

RESPONSIBILITIES REMAIN CONSISTENT

Systems Implementation (44%), System Optimization/Utilization (41%), Systems Development (31%), and Quality Initiatives/Reporting (31%) are the top four job responsibilities for nurse informaticists.

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories (top to bottom):
- Systems Implementation
- System Optimization/Utilization
- Systems Development
- Quality Initiatives/Reporting
- Project Management*
- Change/Control Management*
- Informatics Education

X-axis: 0%, 10%, 20%, 30%, 40%, 50%, 60%
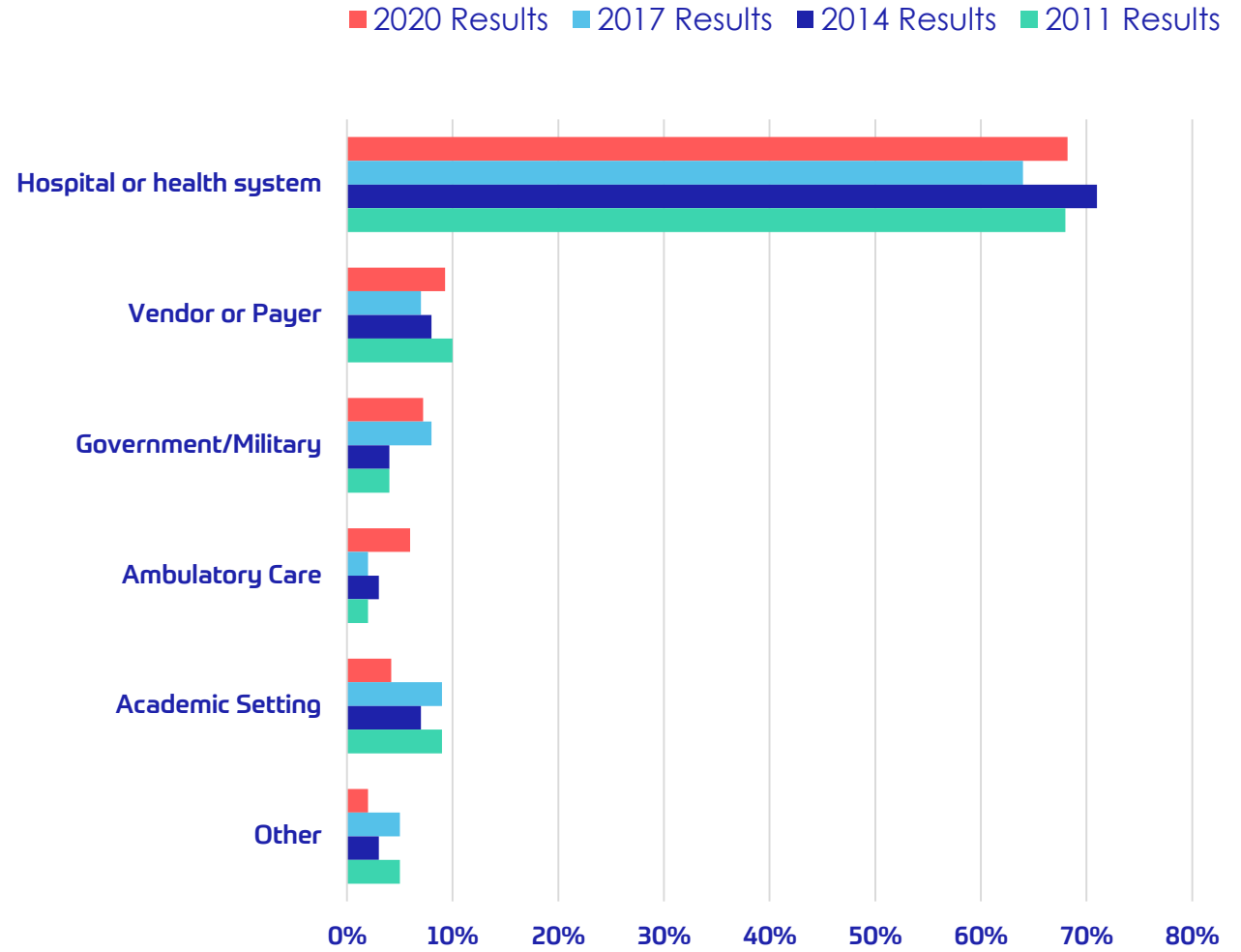
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*New options in 2020

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Primary Workplace

WORKPLACE REMAINS CONSISTENT

Hospitals and health systems (68%) remain the most common primary workplace for nurse informaticists.
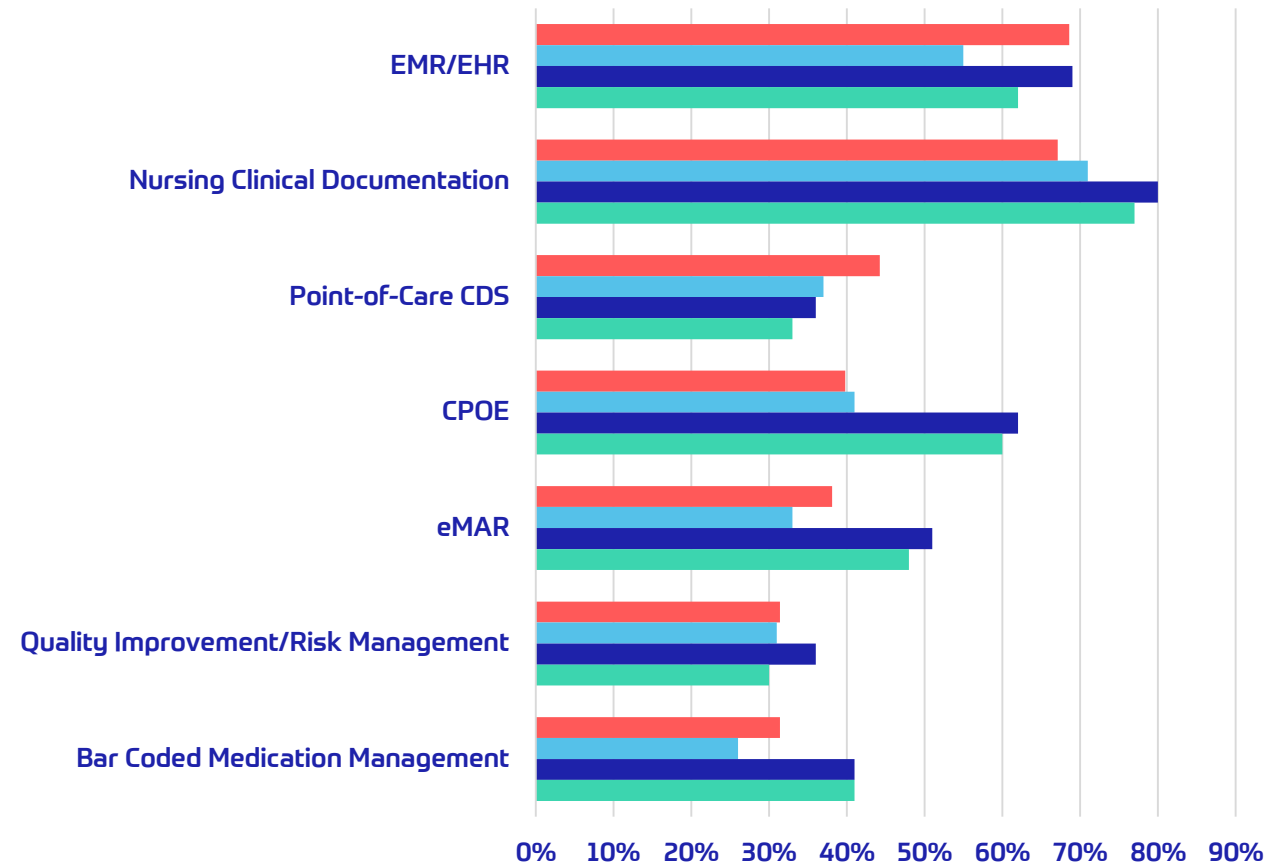

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories: Hospital or health system, Vendor or Payer, Government/Military, Ambulatory Care, Academic Setting, Other

X-axis: 0% 10% 20% 30% 40% 50% 60% 70% 80%

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Applications Developing, Implementing, or Optimizing

APPLICATIONS ARE SLOWLY SHIFTING

Nurse informaticists are increasingly working with Point-of-Care CDS (44%) and decreasingly working with Nursing Clinical Documentation (67%).
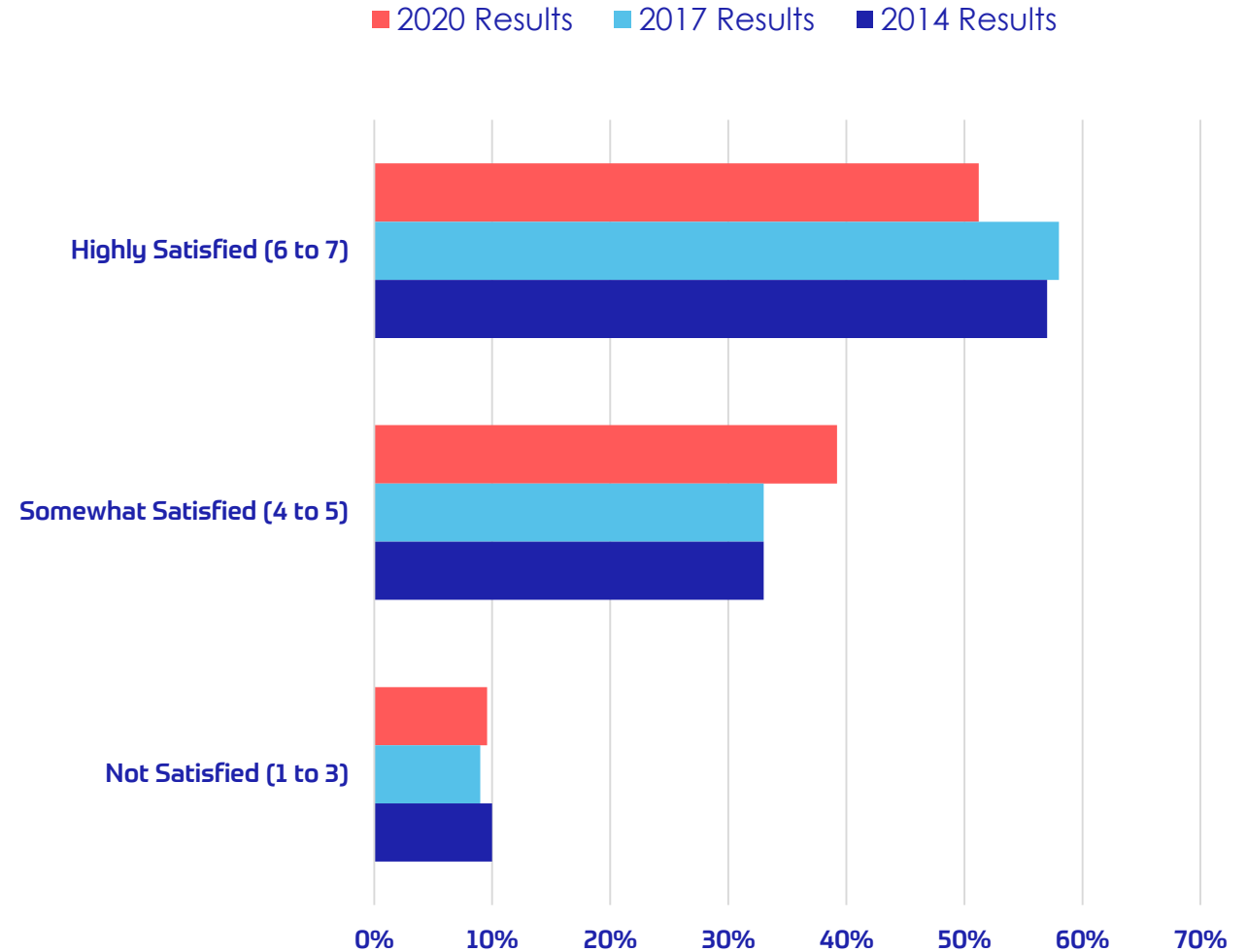

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories: EMR/EHR, Nursing Clinical Documentation, Point-of-Care CDS, CPOE, eMAR, Quality Improvement/Risk Management, Bar Coded Medication Management

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Job Satisfaction in Current Position

SATISFACTION REMAINS HIGH, BUT DECLINING SLIGHTLY

51% are highly satisfied with their current position, a slight decline from 58% in 2017 and 57% in 2014.

■ 2020 Results ■ 2017 Results ■ 2014 Results

Chart categories:
- Highly Satisfied (6 to 7)
- Somewhat Satisfied (4 to 5)
- Not Satisfied (1 to 3)

X-axis: 0% 10% 20% 30% 40% 50% 60% 70%

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Top Barriers to Success

BARRIERS TO SUCCESS ARE VARIED

IT Priorities (21%), Organizational Structure (20%), and Administrative Support (18%) are the top three barriers to success in 2020.

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results

Categories (top to bottom):
- IT Priorities*
- Organizational Structure*
- Administrative Support
- Staffing Resources
- Executive Support/Collaboration*
- Financial Resources
- Cross Discipline Collaboration*
- User Acceptance
- Change Management*
- Organizational Strategic Plan

X-axis: 0% 5% 10% 15% 20% 25% 30% 35%

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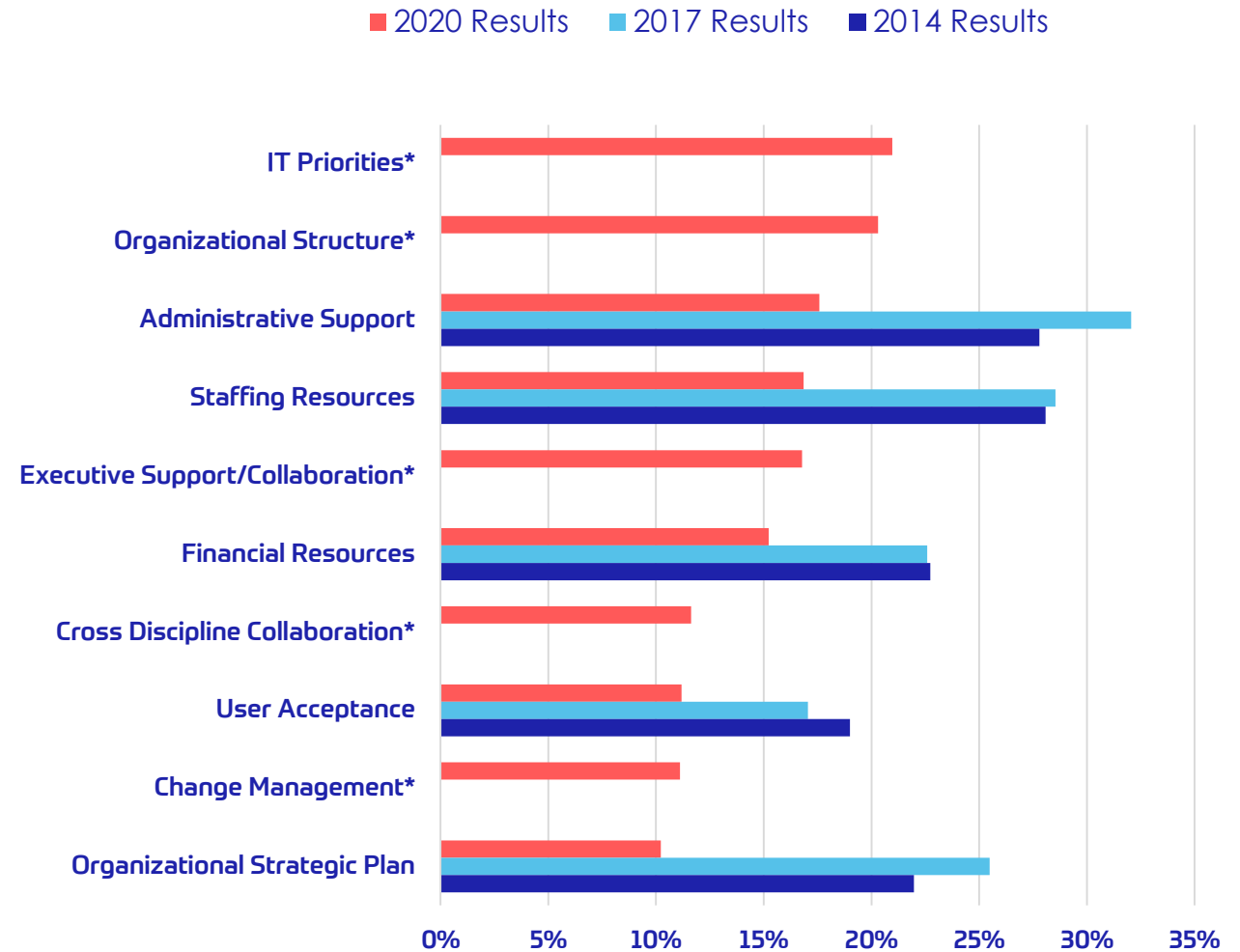
Satisfaction with Informatics Career Choice

CAREER SATISFICATION IS HIGH

While only **half are highly satisfied with their current position**, more than **3-in-4 are highly satisfied with their career choice overall.**

■ 2020 Results ■ 2017 Results ■ 2014 Results
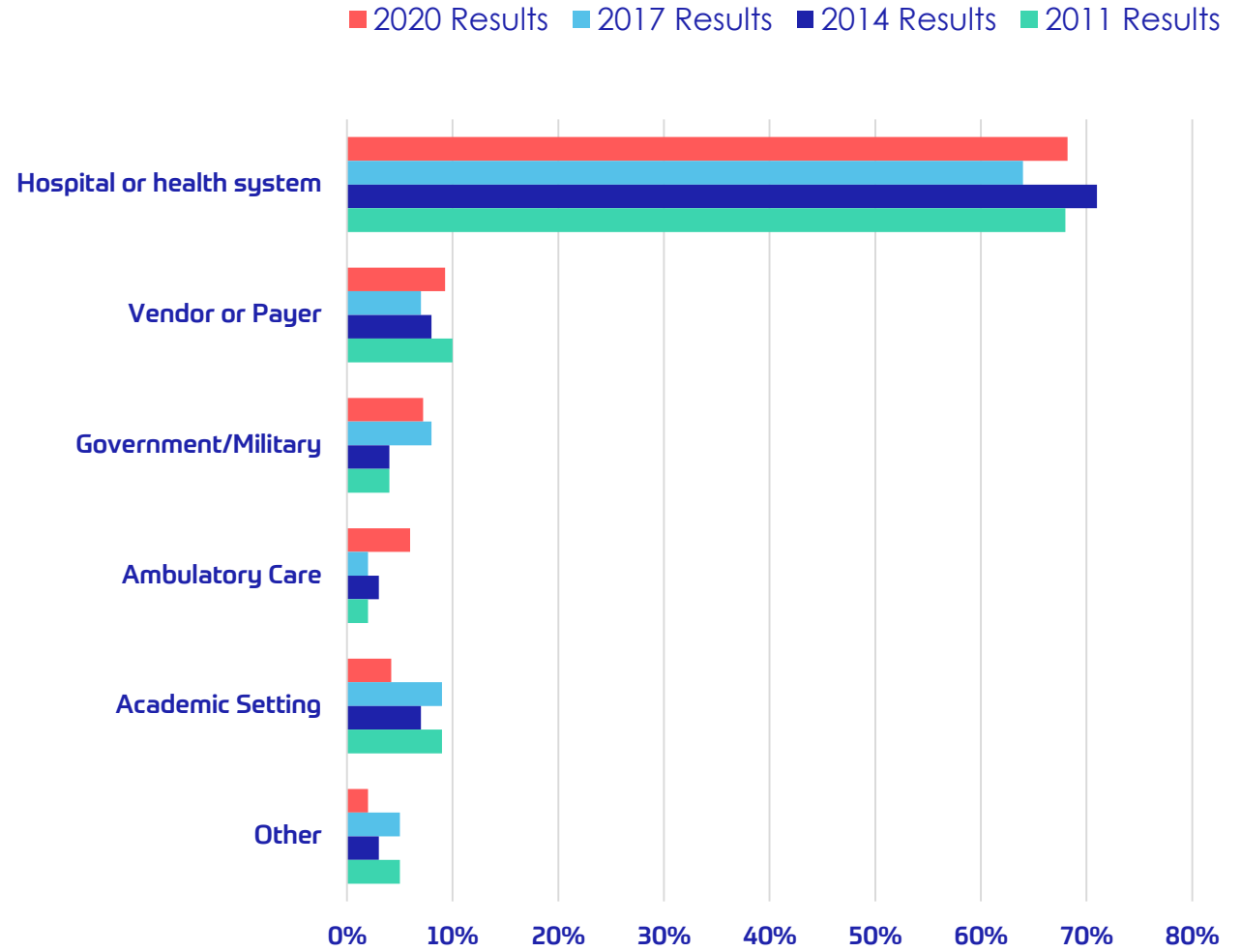

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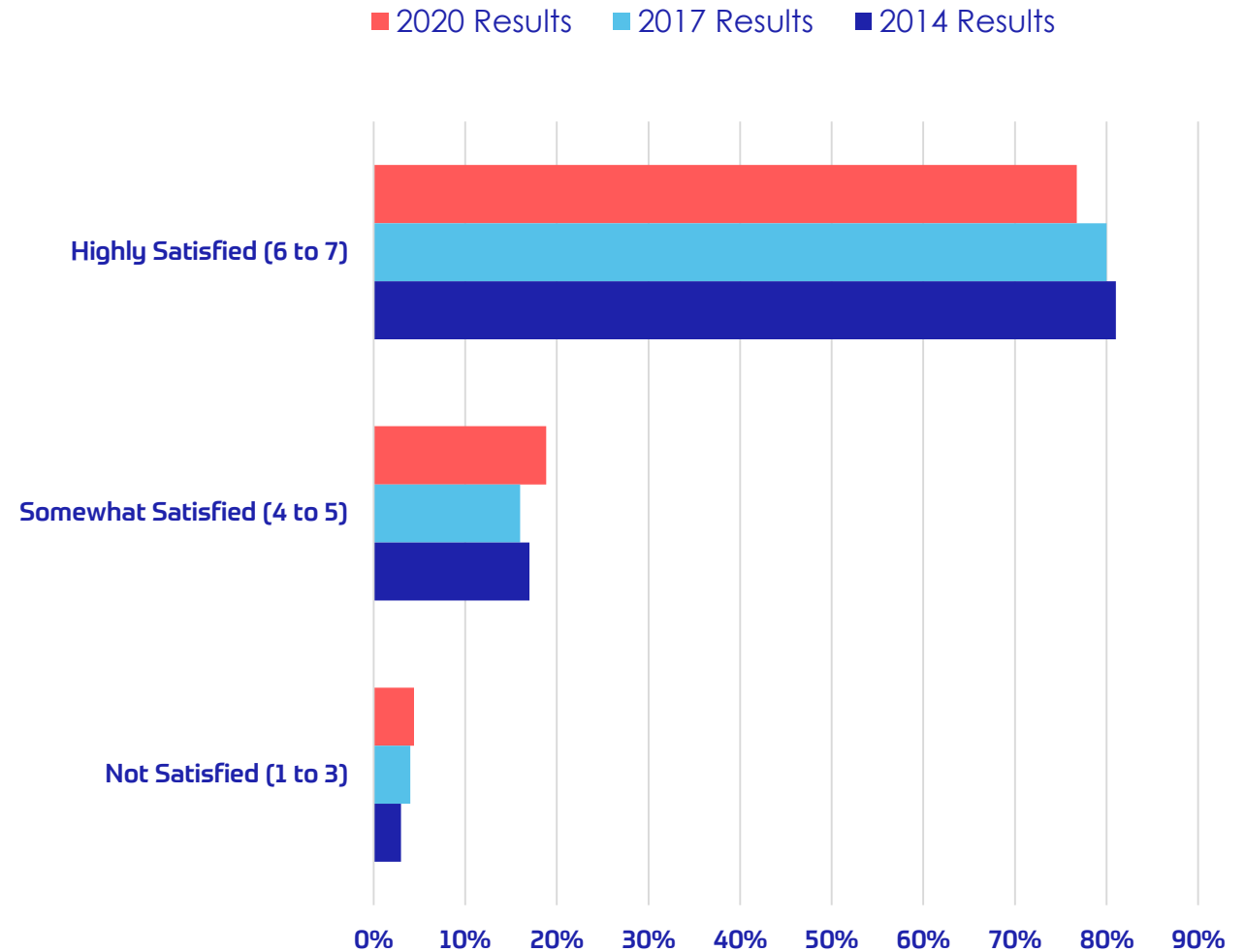
Focus:
Nursing Informatics Workplaces

Primary Workplace

HOSPITAL OR HEALTH SYSTEM IS TOP

As with all previous years, the vast majority of nurse informaticists have a primary workplace that is a hospital or health system (68%).

■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

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Magnet Status

MAGNET STATUS MORE COMMON

Just over half work in health systems with at least one hospital designated with Magnet Status (53%), this is up from 41% in 2014.
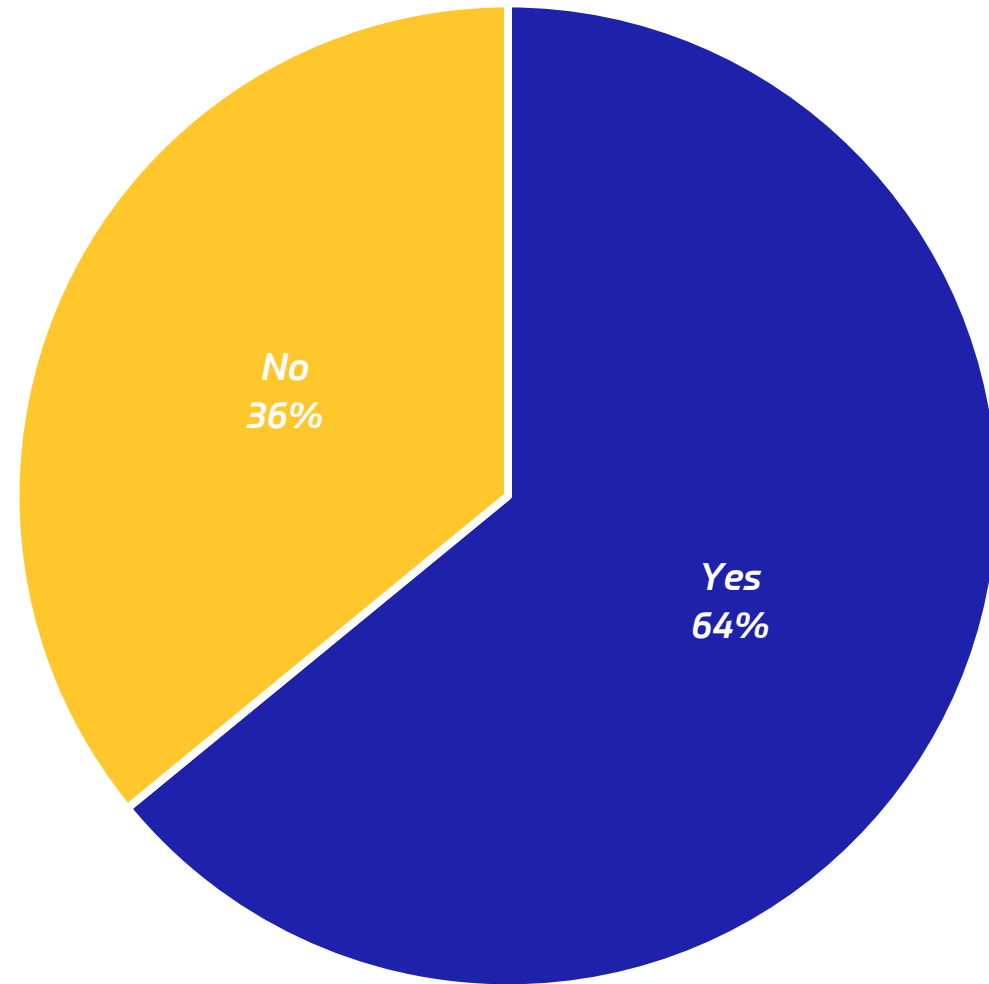
Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results

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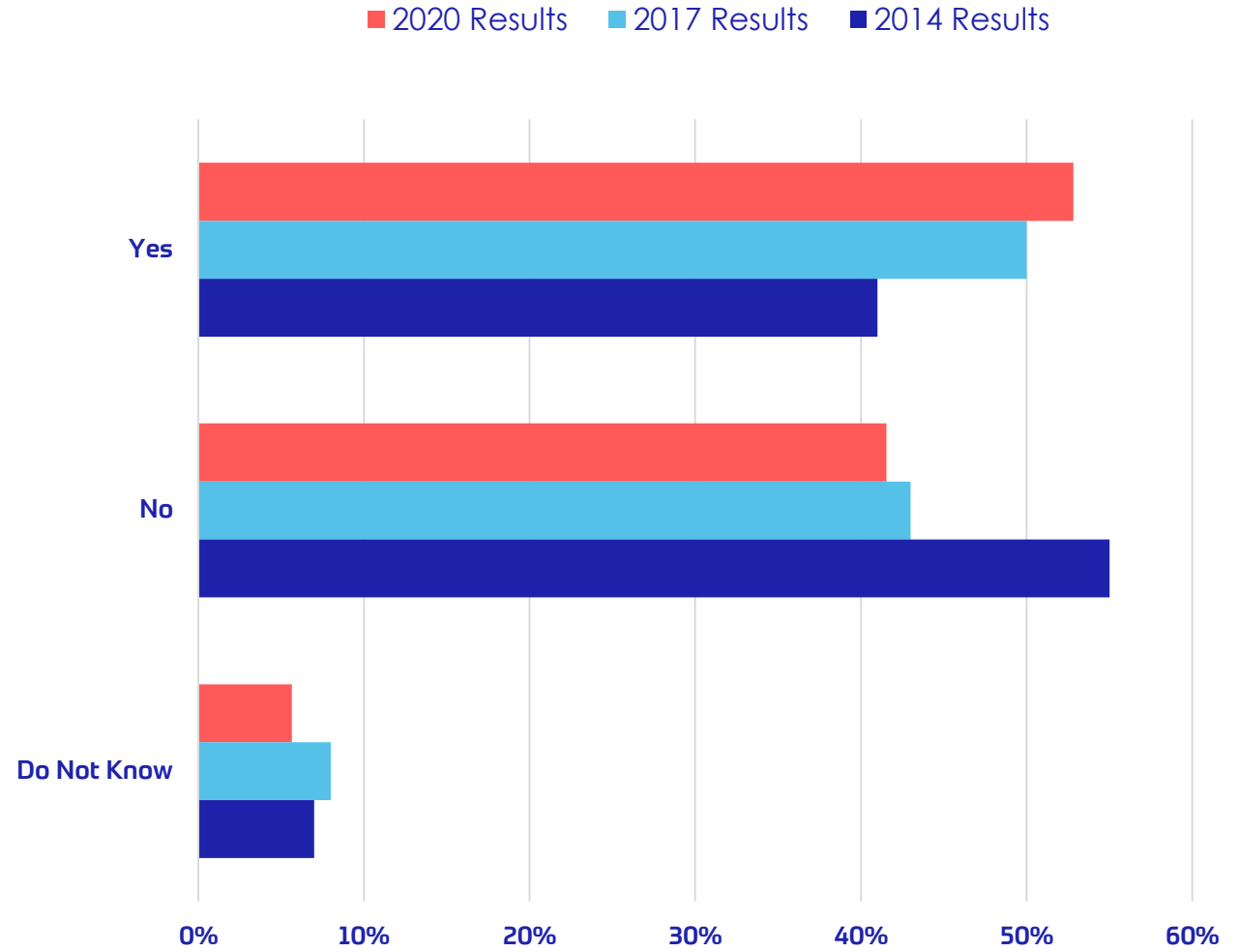
Health System is Stage 6 or 7 EMRAM

MANY WORK AT TOP-RATED HEALTH SYSTEMS

Among nurse informaticists who know the EMRAM status of their health system, 64% work at a health system which has received a stage 6 or 7 EMRAM rating.

No
36%

Yes
64%

Health System is Davies Award Recipient

DAVIES AWARD GAINING TRACTION

Among nurse informaticists who know the Davies Award status of their health system, 24% work at a health system which has received a Davies Award.

Yes
24%

No
76%
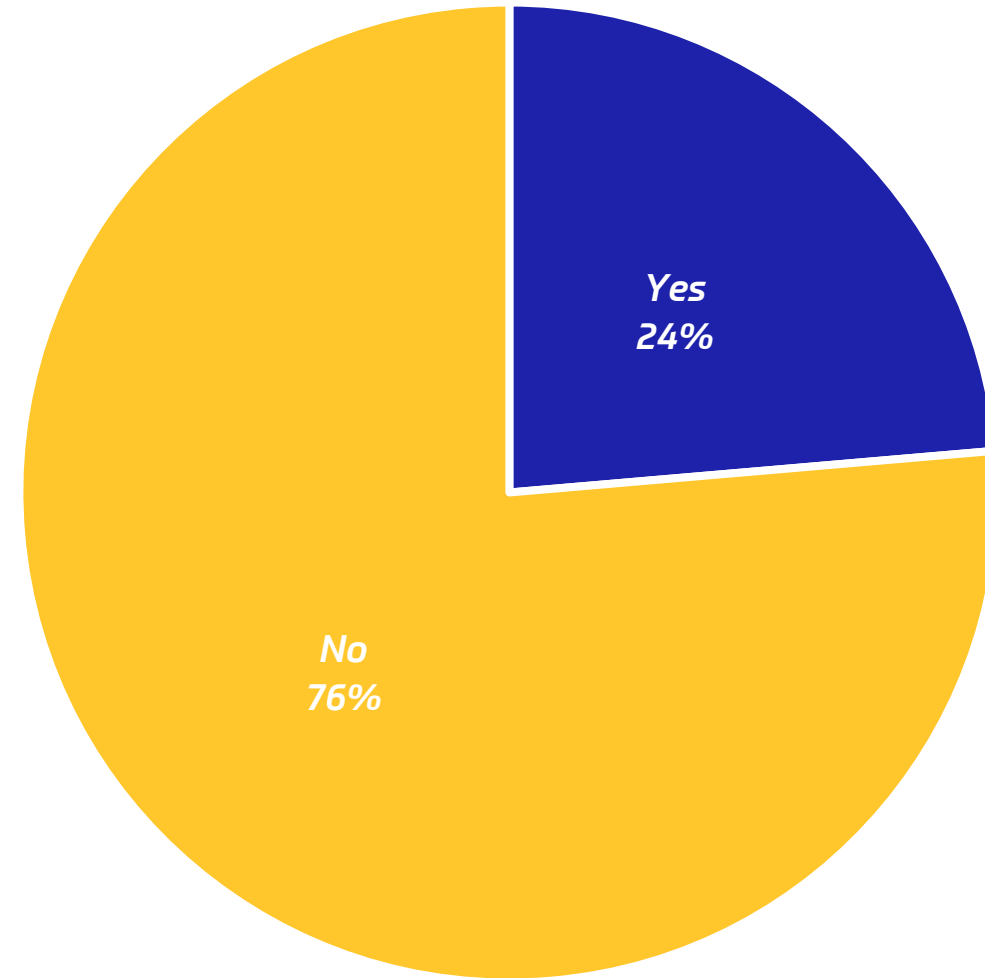
Geographic Region

GLOBAL REACH INCREASING

Distribution of nurse informaticists across the United States in 2020 roughly matches the distribution of the population. 94 respondents outside of the U.S.
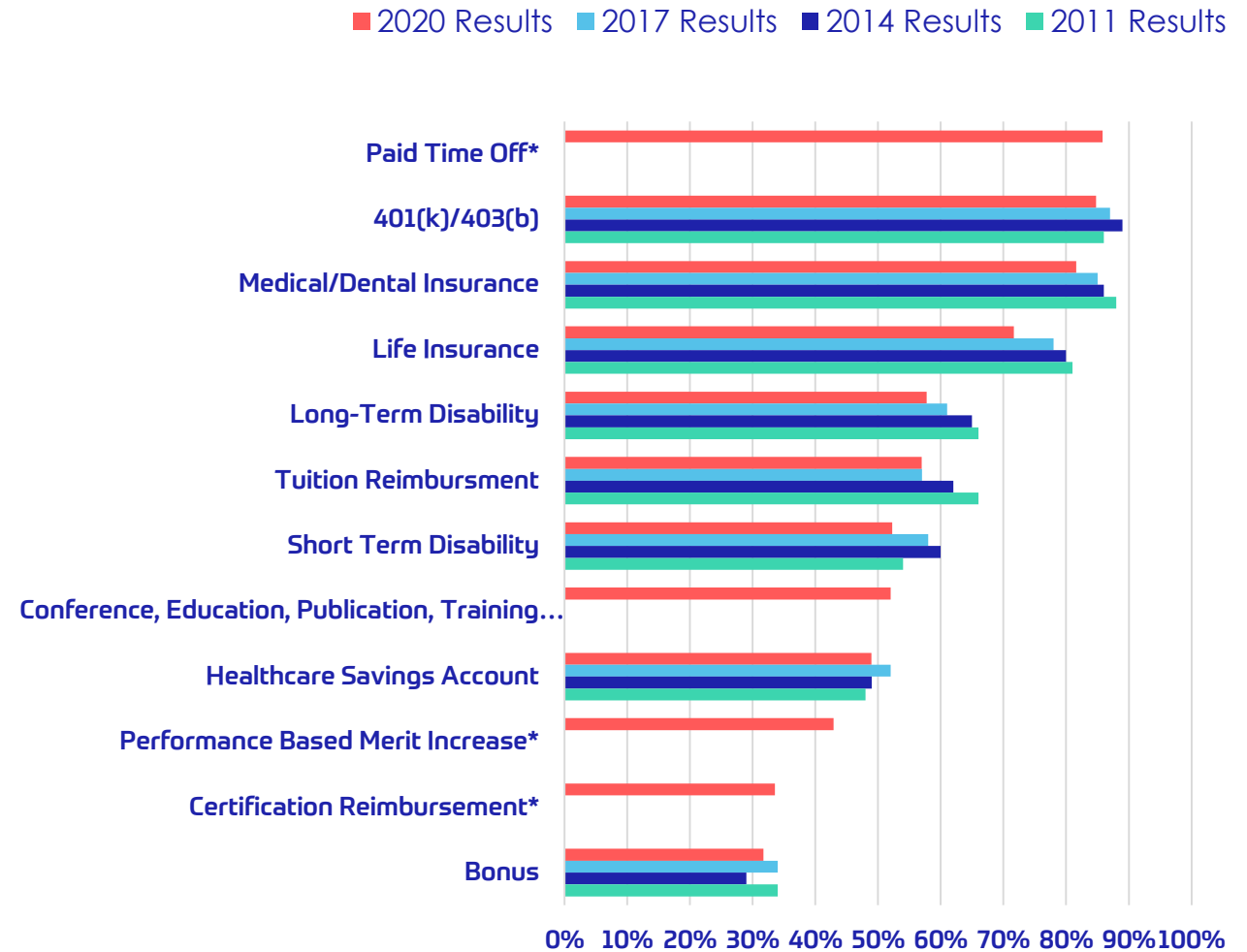

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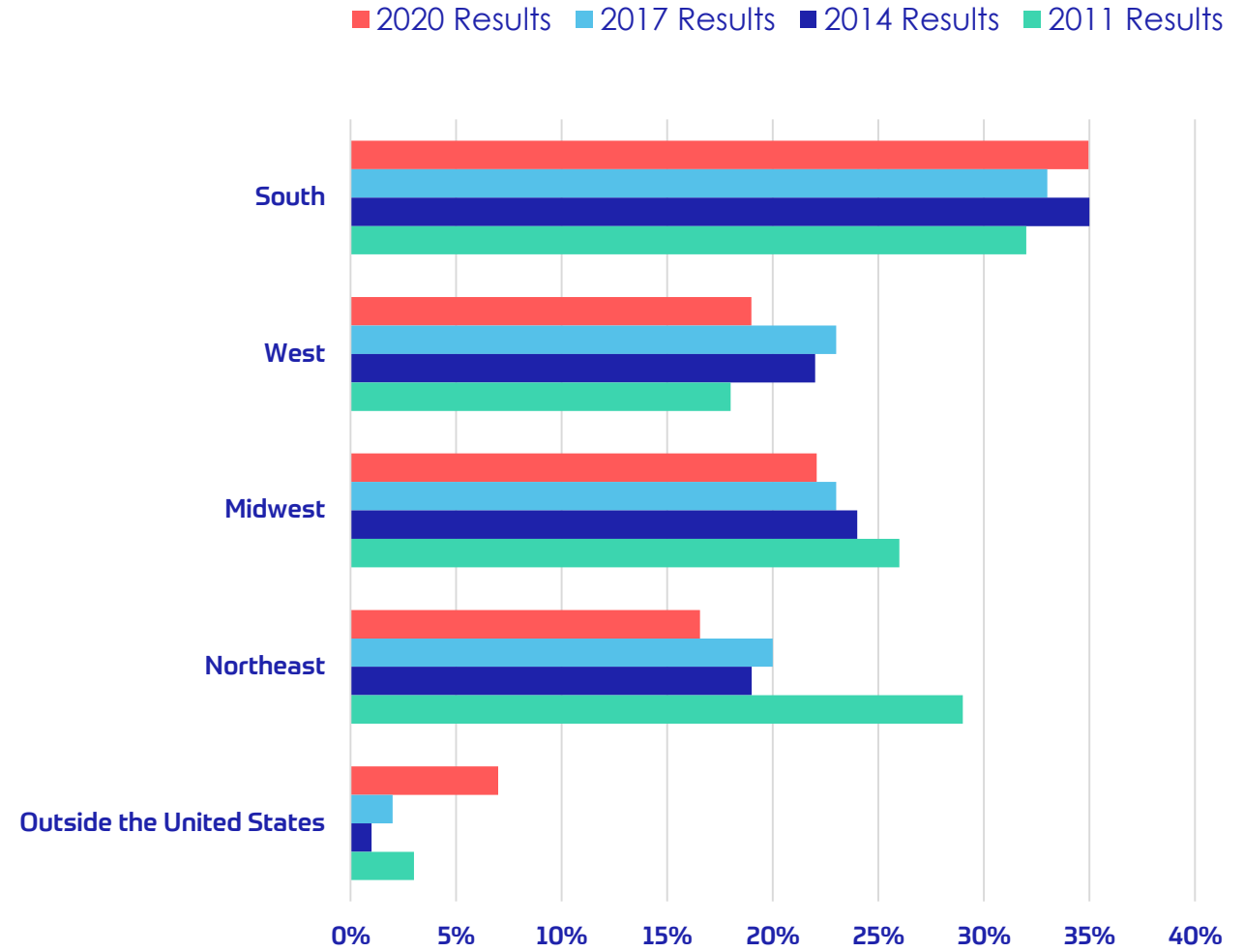
Focus: Compensation

Benefits and Non-Salary Compensation

PTO, 401k, INSURANCE MOST COMMON

More than 70% receive each of the following benefits: paid time off (86%), 401k/403(b) (85%), medical/dental insurance (85%), and life insurance (72%).

■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Paid Time Off*
401(k)/403(b)
Medical/Dental Insurance
Life Insurance
Long-Term Disability
Tuition Reimbursment
Short Term Disability
Conference, Education, Publication, Training...
Healthcare Savings Account
Performance Based Merit Increase*
Certification Reimbursement*
Bonus

0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

HIMSS *New options in 2020

Salary

SALARIES ARE INCREASING

In 2020, 49% of nurse informaticists report a salary greater than $100,000. This is up from 45% in 2017 and 33% in 2014.


■ 2020 Results ■ 2017 Results ■ 2014 Results

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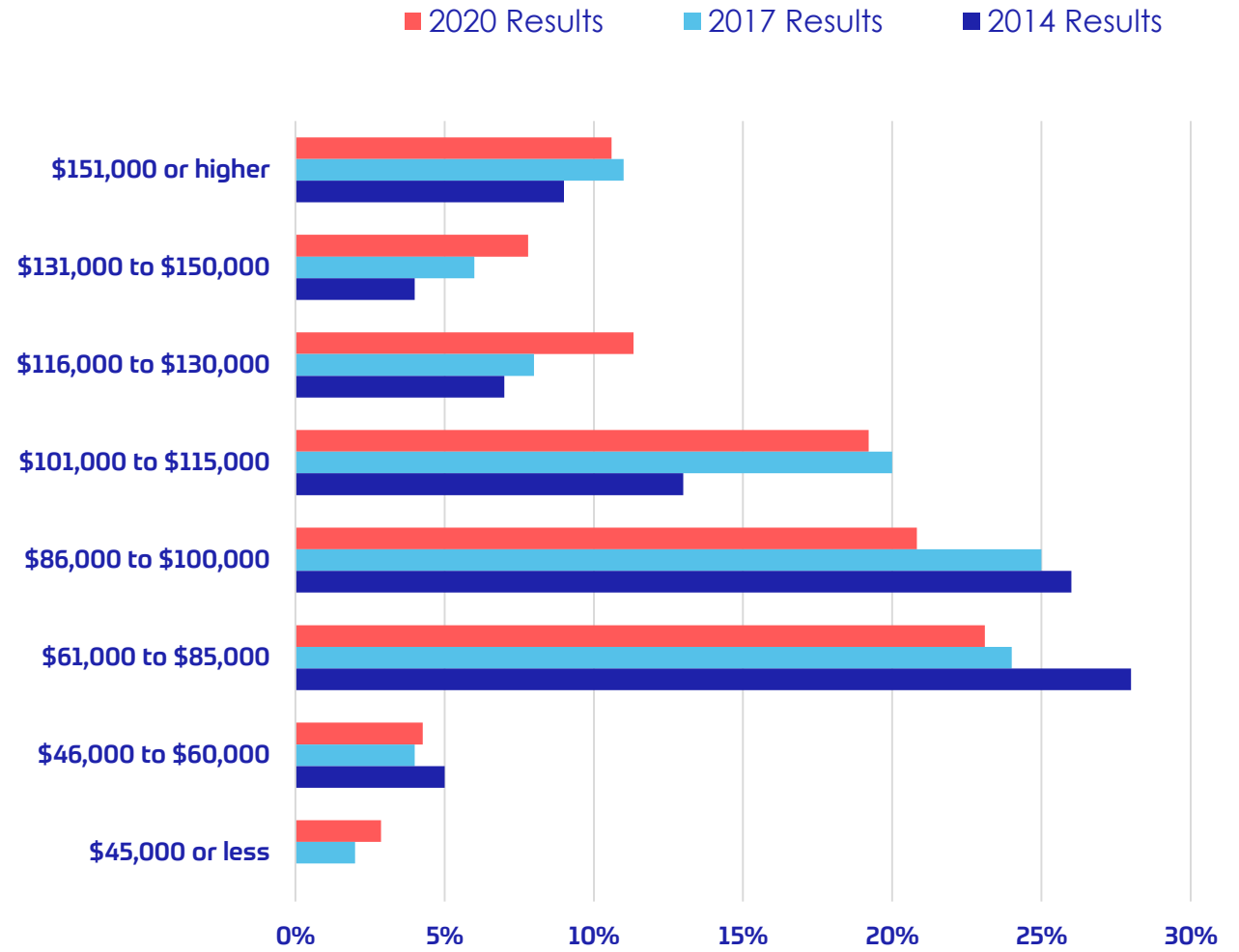
Salary by Highest Level of Education
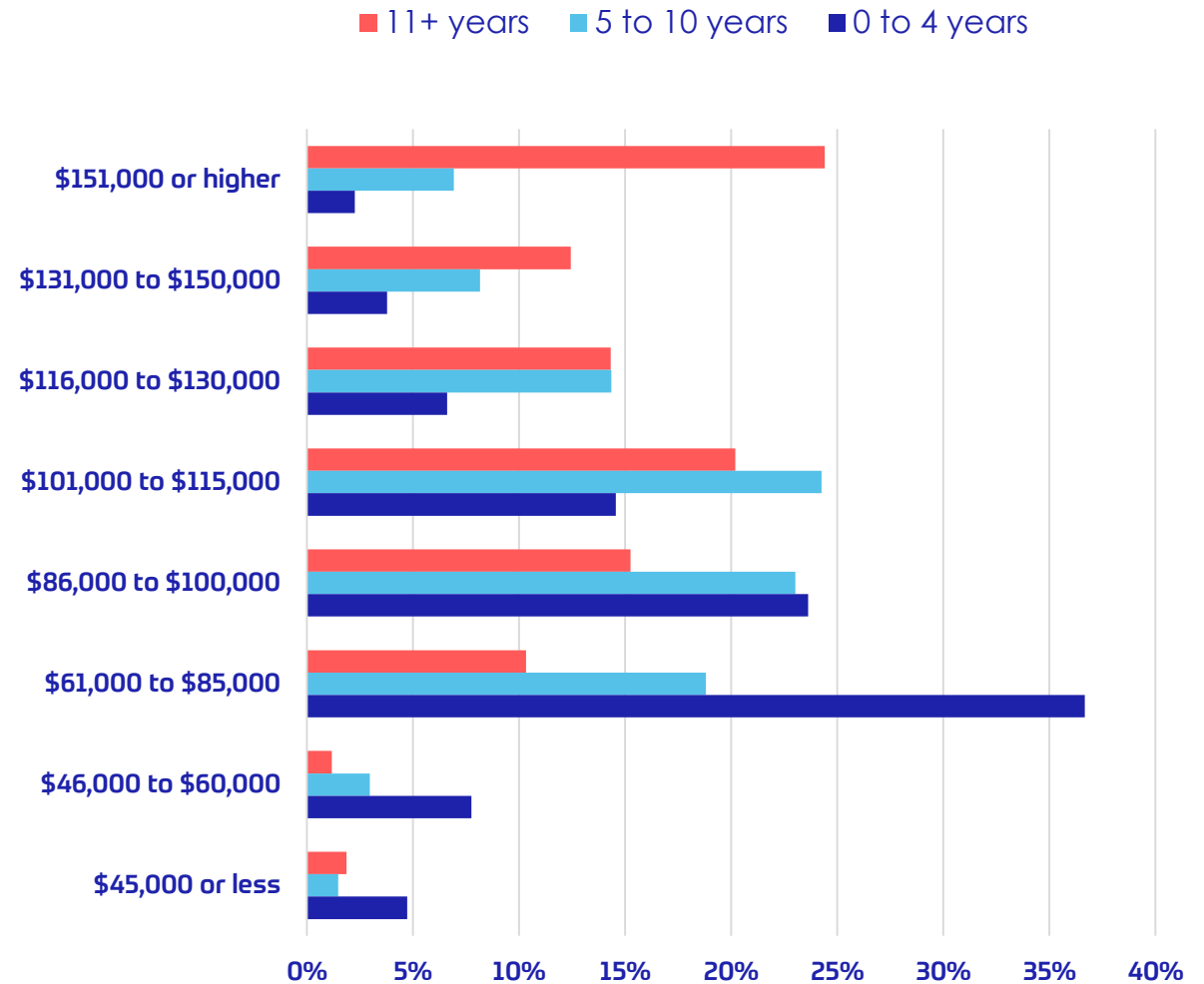
HIGHER EDUCATION TRACKS WITH SALARY

Nurse informaticists with higher levels of formal education tend to have higher salaries– 61% of PhD or equivalent degree holders have a salary over $100,000, compared to just 25% of those with an ADN/LPN.

Legend: ■ PhD/NP/Doctorate ■ Masters ■ Bachelors ■ ADN/LPN

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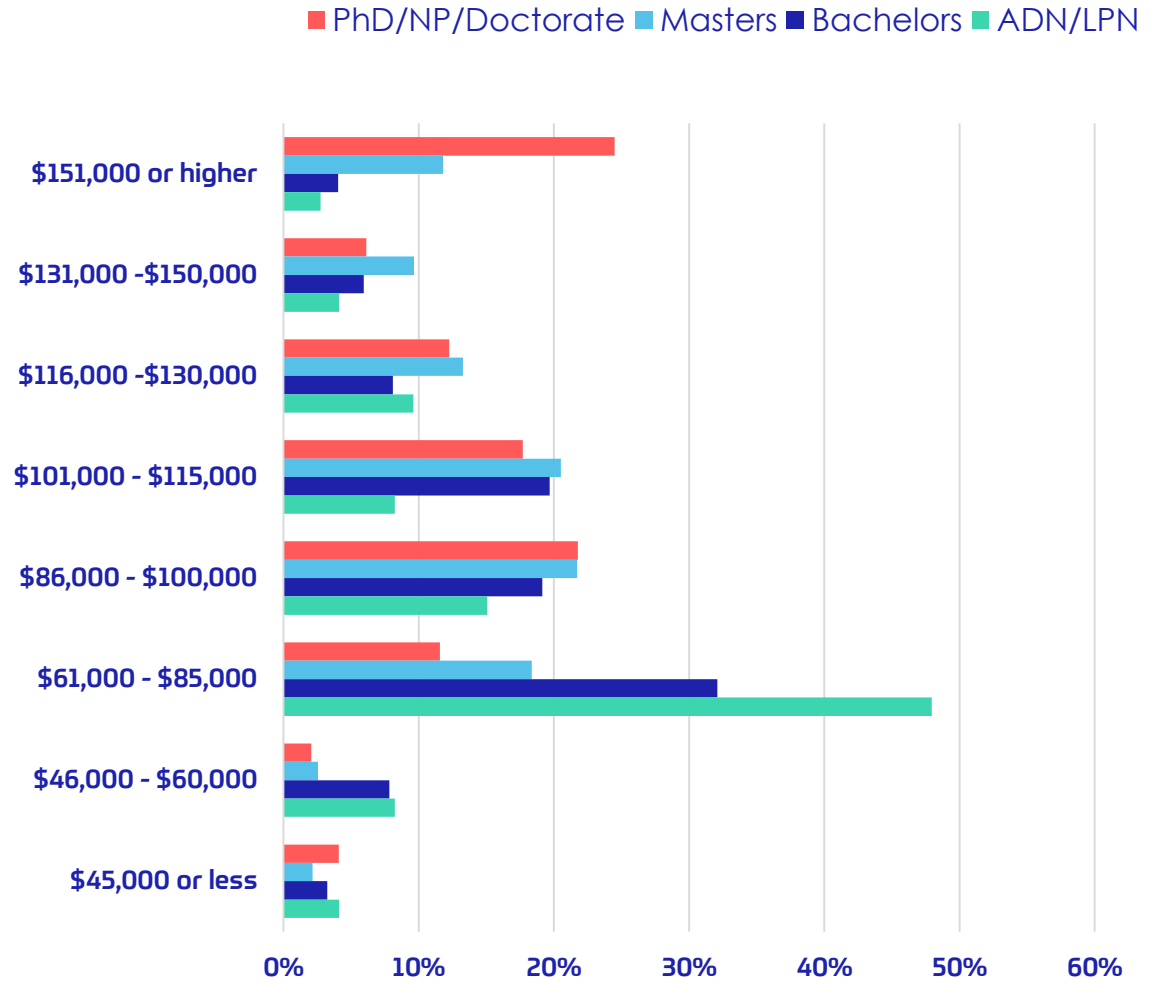
Salary by Years of NI Experience

HIGHER SALARY WITH EXPERIENCE

Nurse informaticists with more experience tend to have higher salaries. 71% with 11 or more years of experience have a salary greater than $100,000, compared with 27% of those with less than 5 years of experience.

Legend: ■ 11+ years ■ 5 to 10 years ■ 0 to 4 years

Categories (top to bottom):
- $151,000 or higher
- $131,000 to $150,000
- $116,000 to $130,000
- $101,000 to $115,000
- $86,000 to $100,000
- $61,000 to $85,000
- $46,000 to $60,000
- $45,000 or less

X-axis: 0% to 40%

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Salary by Informatics Certification

HIGHER SALARY WITH CERTIFICATION

56% of nurse informaticists who hold certification in informatics have a salary greater than $100,000, compared with 39% of those pursuing certification and 40% of those **not pursuing certification.**
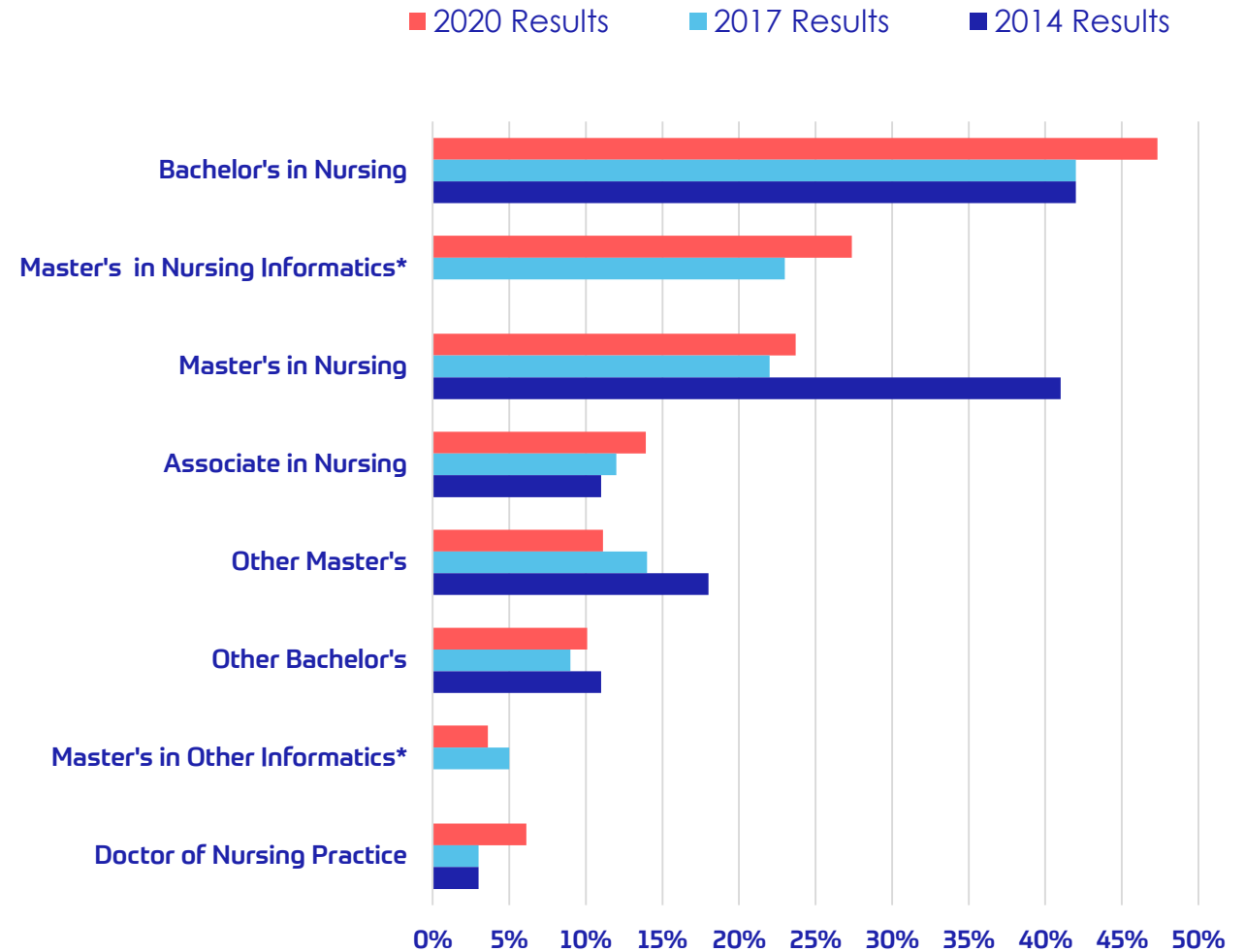
Legend: ■ Have informatics certification ■ Pursing informatics certification ■ No, and not pursuing

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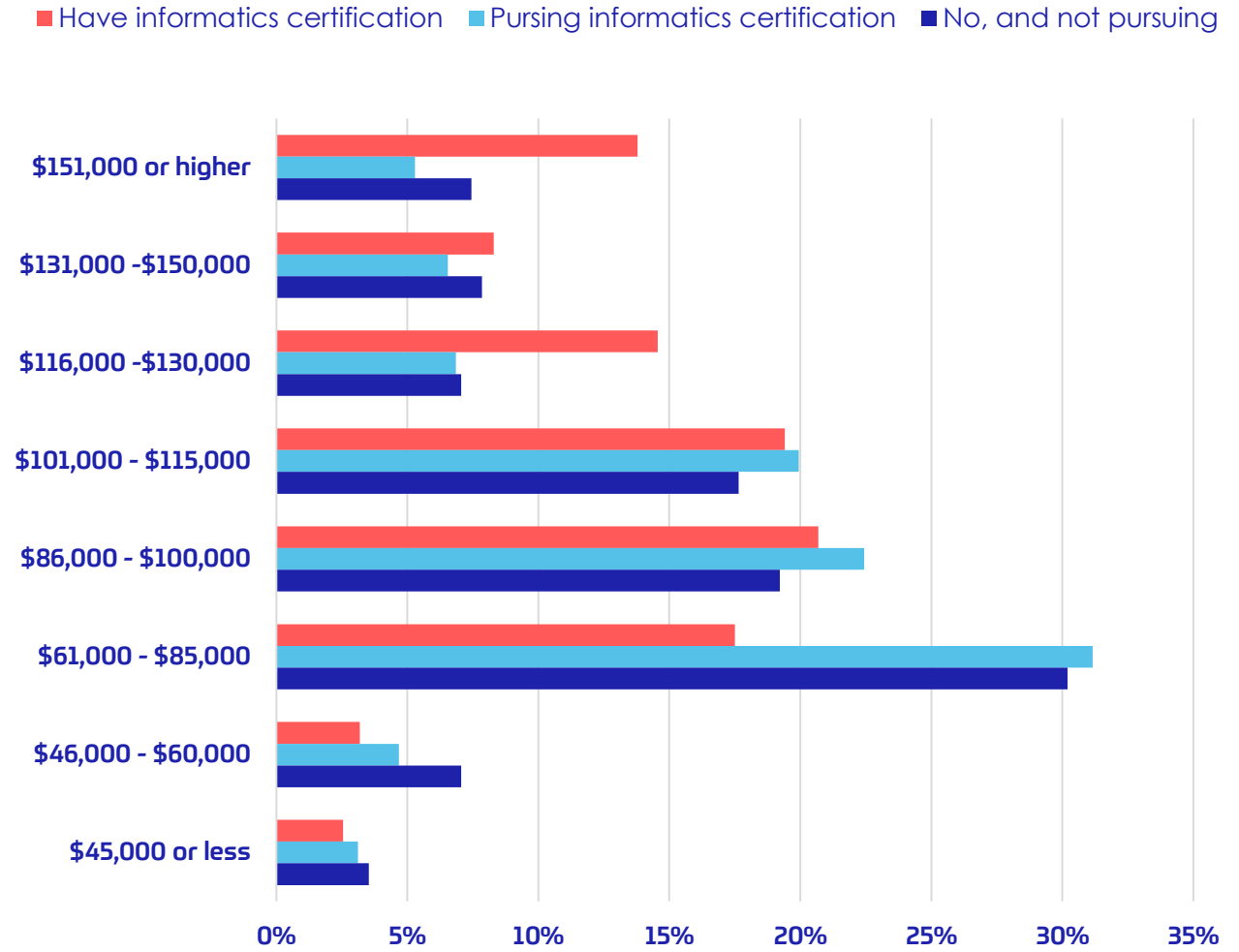
Focus: Education and Experience

Nursing Education

ADVANCED DEGREE INCREASING

47% report having a Bachelor's in Nursing, followed by 27% with a Master's in Nursing Informatics and 24% with a Master's in Nursing. 66% have any Master's degree in 2020, comparable to 64% in 2017.

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results

Categories: Bachelor's in Nursing, Master's in Nursing Informatics*, Master's in Nursing, Associate in Nursing, Other Master's, Other Bachelor's, Master's in Other Informatics*, Doctor of Nursing Practice

Axis: 0% 5% 10% 15% 20% 25% 30% 35% 40% 45% 50%

*New options in 2017

Nursing Background

SLIGHT SHIFT IN BACKGROUND

While top areas of experience remain consistent, nurse informaticists are showing an increasing nursing background in perioperative care and a decrease in administration, emergency care.

■ 2020 Results   ■ 2017 Results   ■ 2014 Results   ■ 2011 Results

*New option in 2020
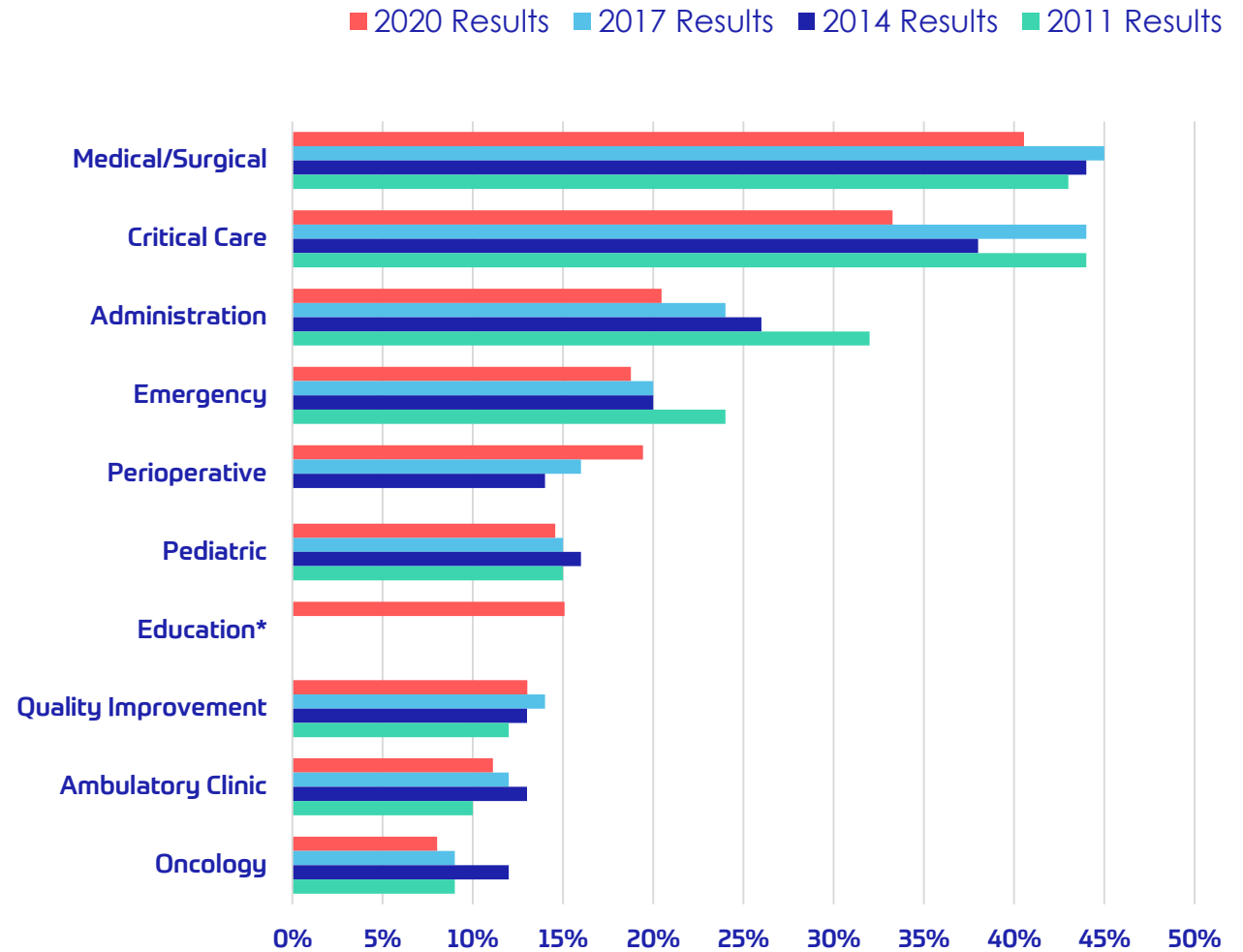
Years of Clinical Experience

YEARS of CLINICAL EXPERIENCE DECREASING

Just 20% of nurse informaticists have more than 20 years of clinical experience, compared with 31% in 2011.

■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

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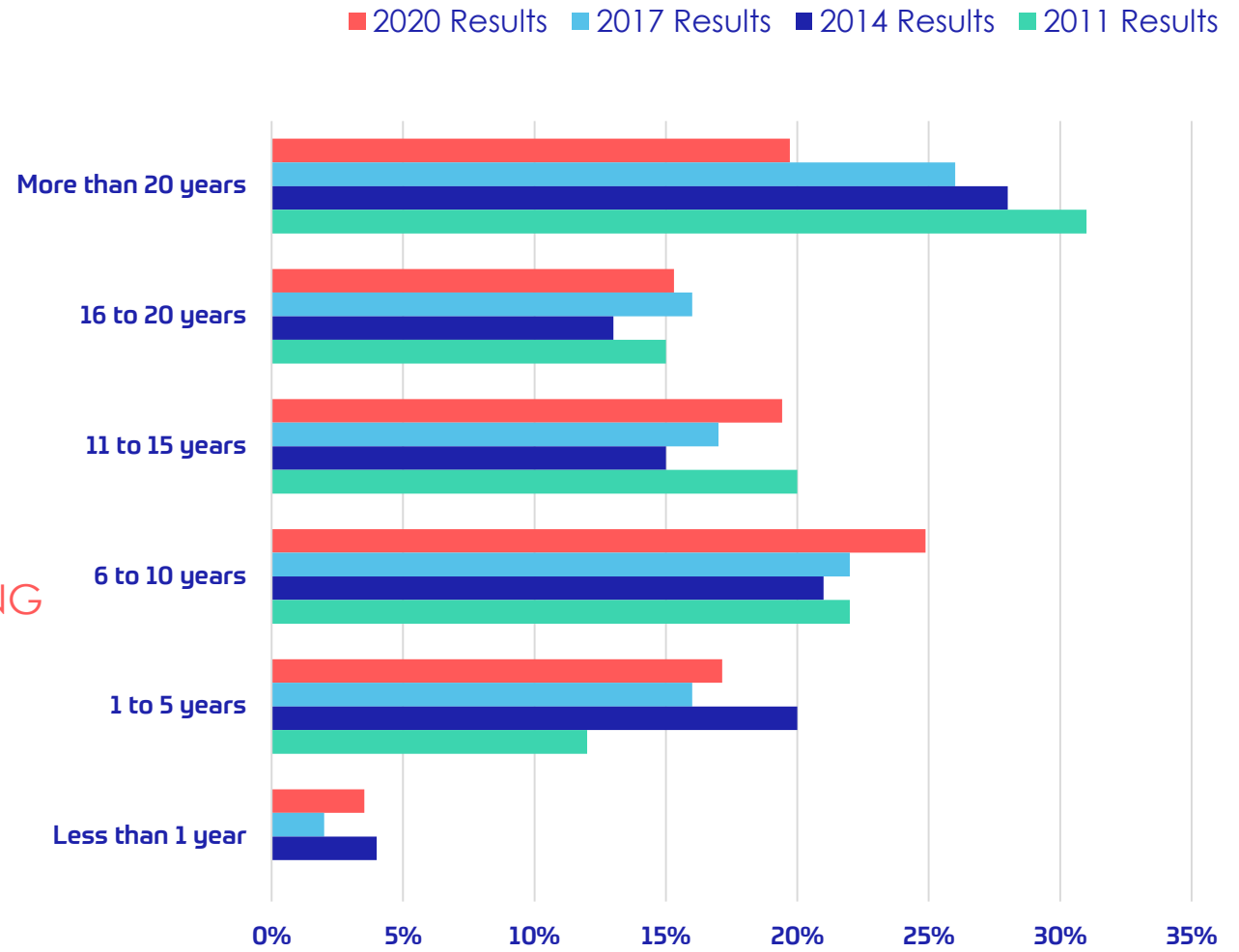
Years of Informatics Experience

INFORMATICS A GROWING FIELD

Similar to years past, 61% of nurse informaticists have more than 5 years of experience in informatics.

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories: More than 10 years, 5 to 10 years, 1 to 4 years, Less than 1 year

X-axis: 0% 5% 10% 15% 20% 25% 30% 35% 40% 45%

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30
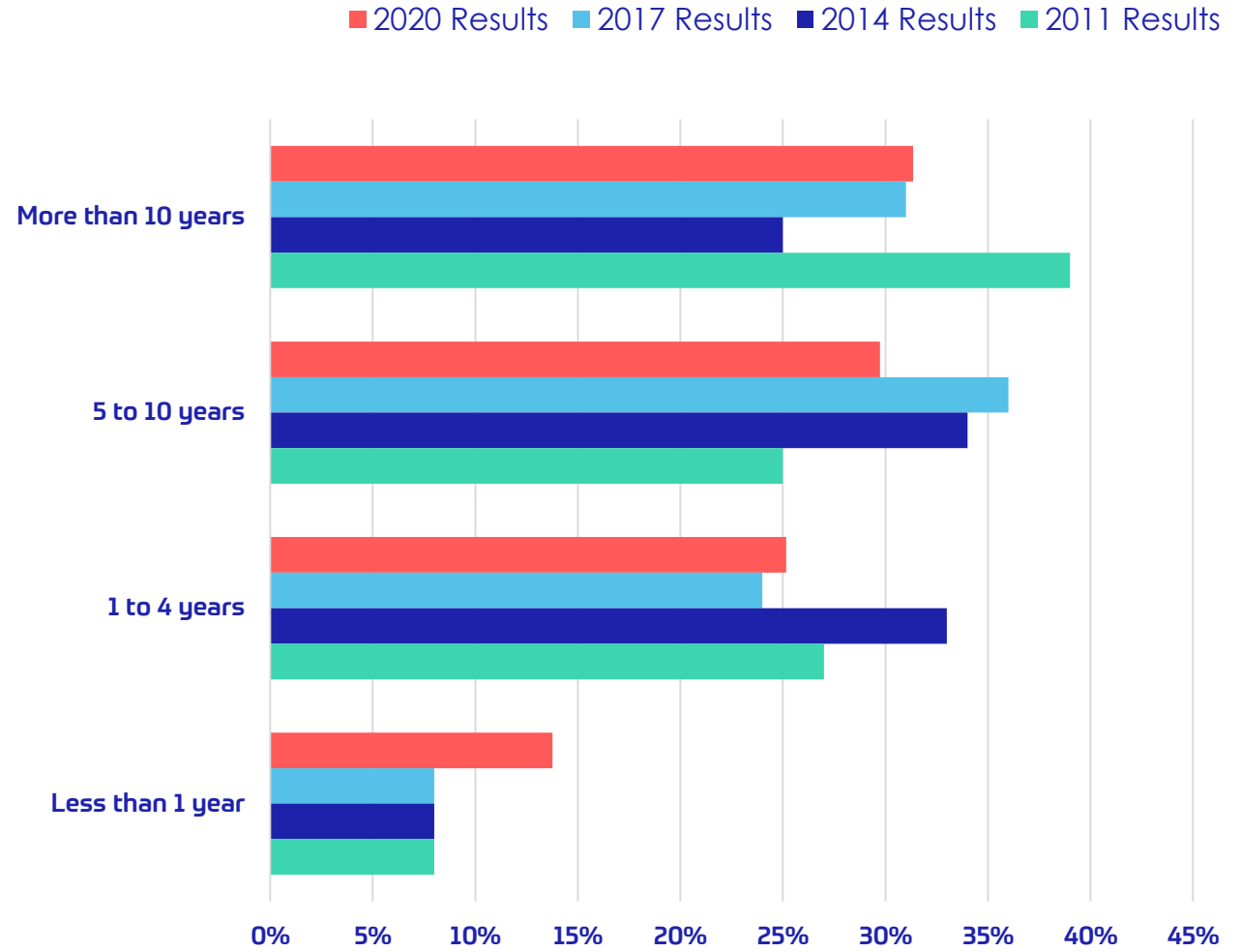
Years in Current Role

LONGER TENURE IN ROLES

In 2020, 38% have been in their current role for longer than 5 years, this is an increase from 26% in 2011.

Legend: 2020 Results · 2017 Results · 2014 Results · 2011 Results
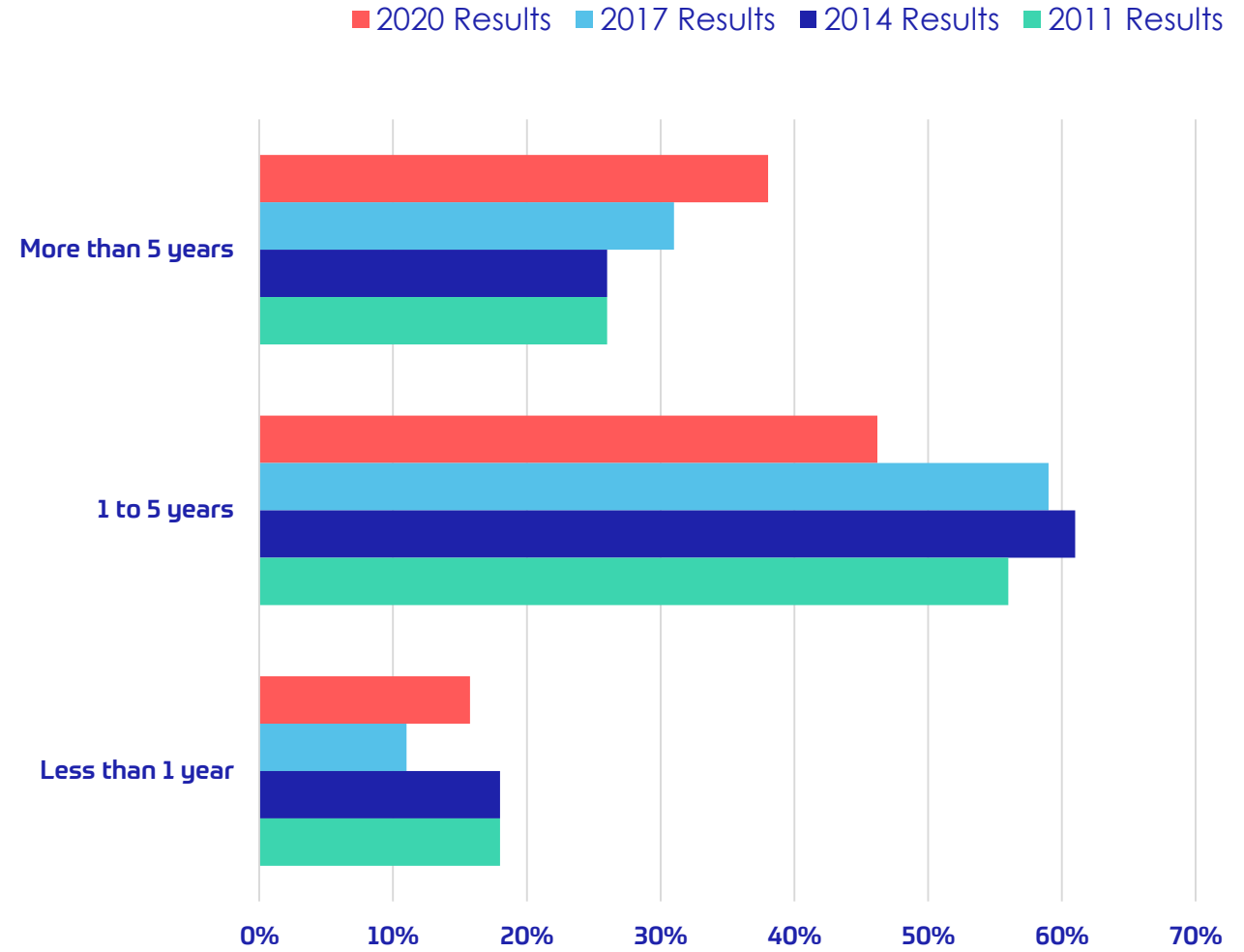
Perceived Value in Holding Certification

CERTIFICATION VALUES ARE CONSISTENT

As seen in prior years, personal satisfaction (81%), credibility (78%), and validation of specialized knowledge (64%) are top three values seen in certification.
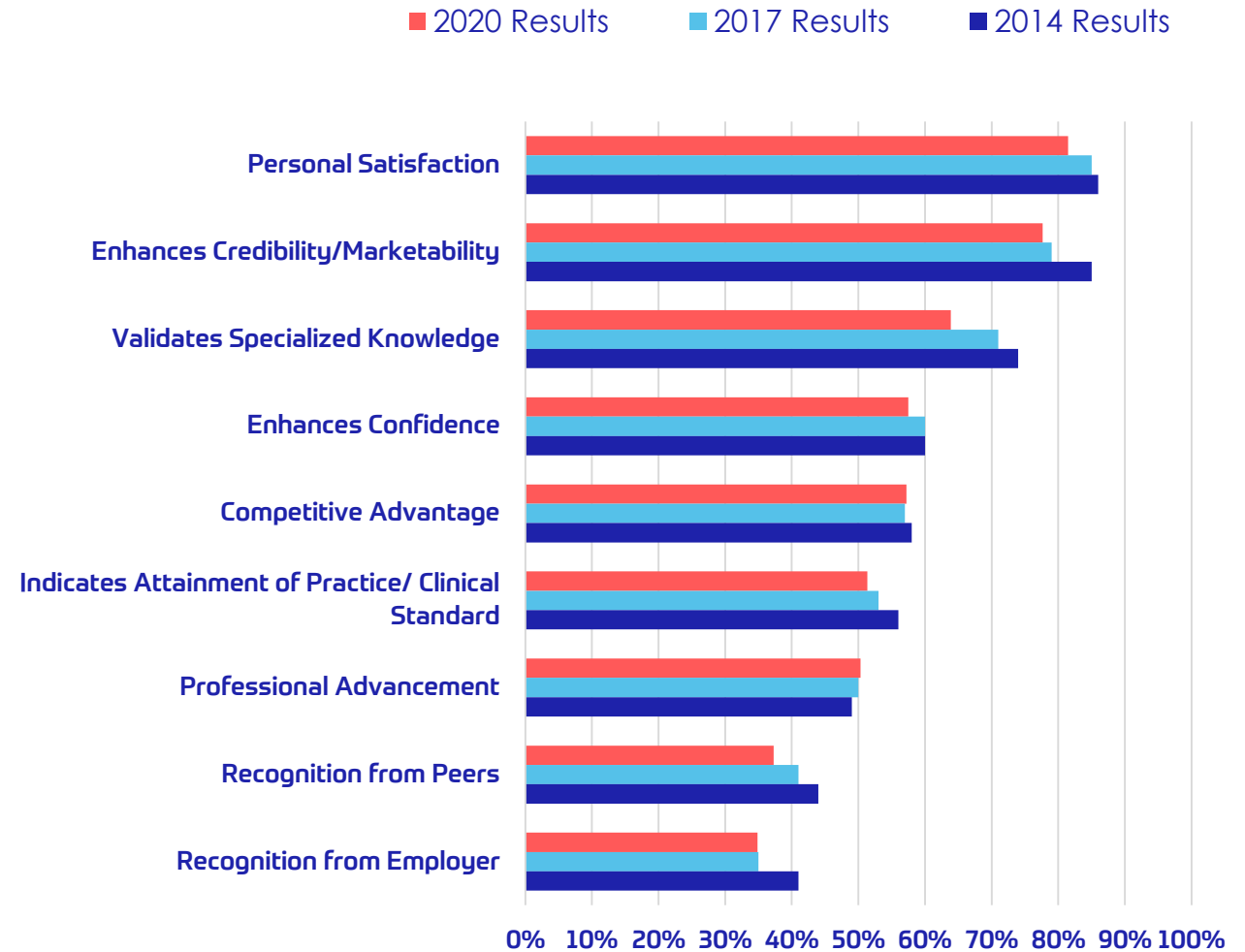
■ 2020 Results   ■ 2017 Results   ■ 2014 Results

Horizontal bar chart with categories (top to bottom): Personal Satisfaction, Enhances Credibility/Marketability, Validates Specialized Knowledge, Enhances Confidence, Competitive Advantage, Indicates Attainment of Practice/ Clinical Standard, Professional Advancement, Recognition from Peers, Recognition from Employer. X-axis: 0% to 100%.
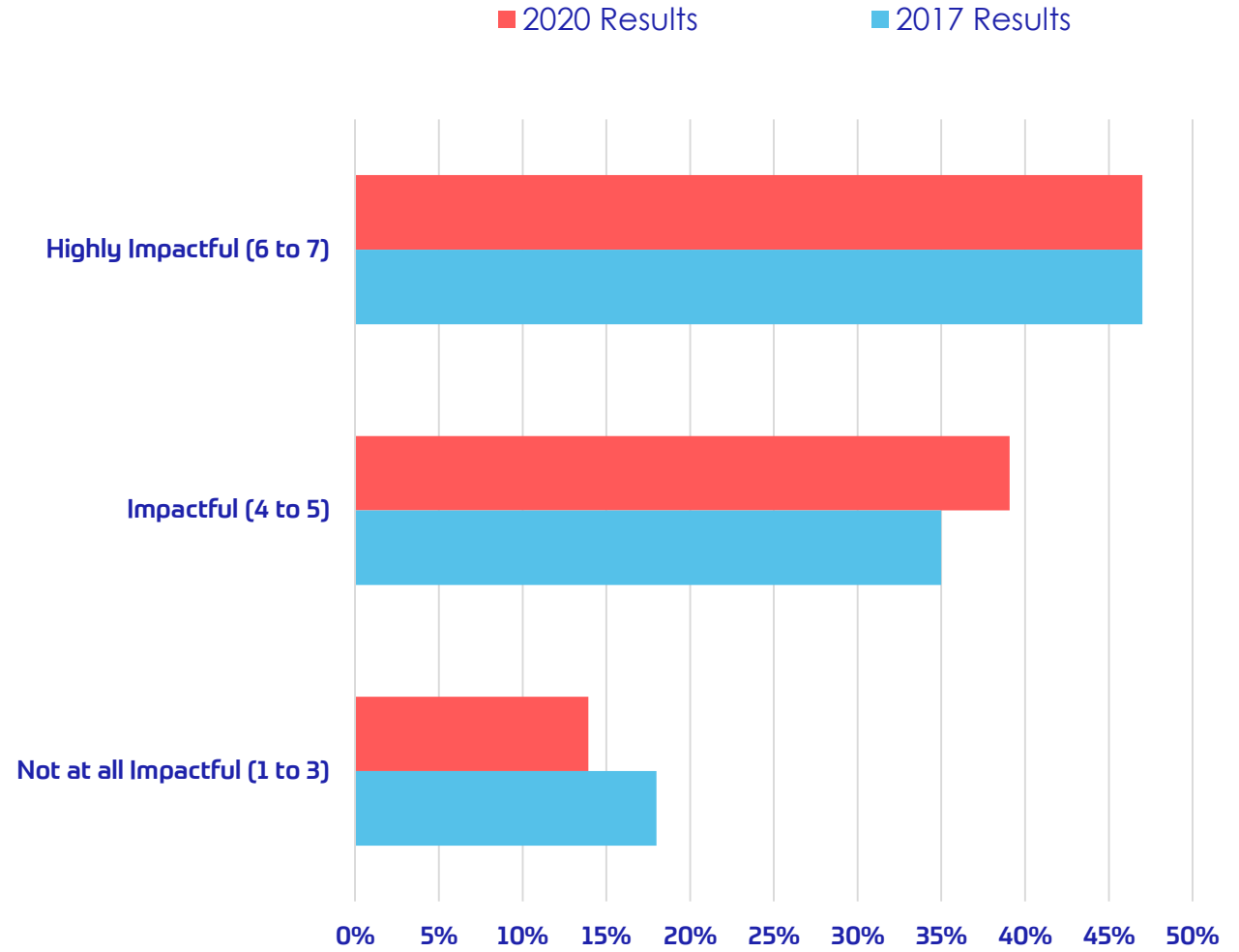
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Impact of Certification on Career Path

CERTIFICATION IS IMPACTFUL
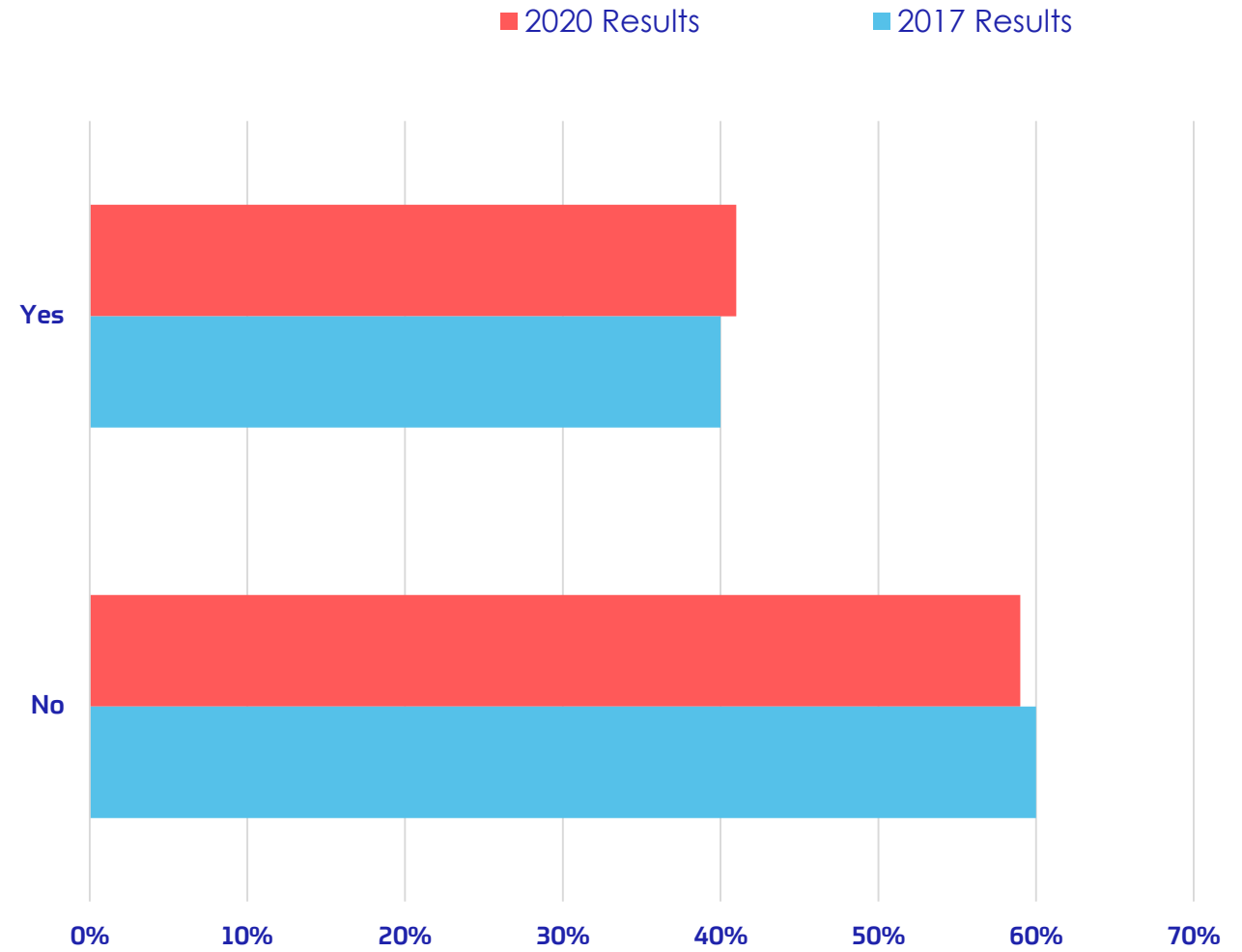
47% report that achieving certification has been highly impactful on their career, a continuation of the trend begun in 2017.

■ 2020 Results   ■ 2017 Results

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New Role Post Certification?

4-IN-10 HAVE NEW ROLE POST CERTIFICATION

Among those with a certification, 41% have moved to a new role since becoming certified.

■ 2020 Results   ■ 2017 Results

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Timeframe of Role Change After Certification

NEW ROLE IS SPEEDY FOR HALF

New roles come quickly for half—52% are in a new role within a year after certification. However, 26% didn't move to a new role for more than 2 years.

Legend: ■ 2020 Results ■ 2017 Results

Categories (top to bottom): 0 to 6 months, 7 to 12 months, 13 to 18 months, 19 to 24 months, 24+ months

X-axis: 0%, 5%, 10%, 15%, 20%, 25%, 30%, 35%

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35
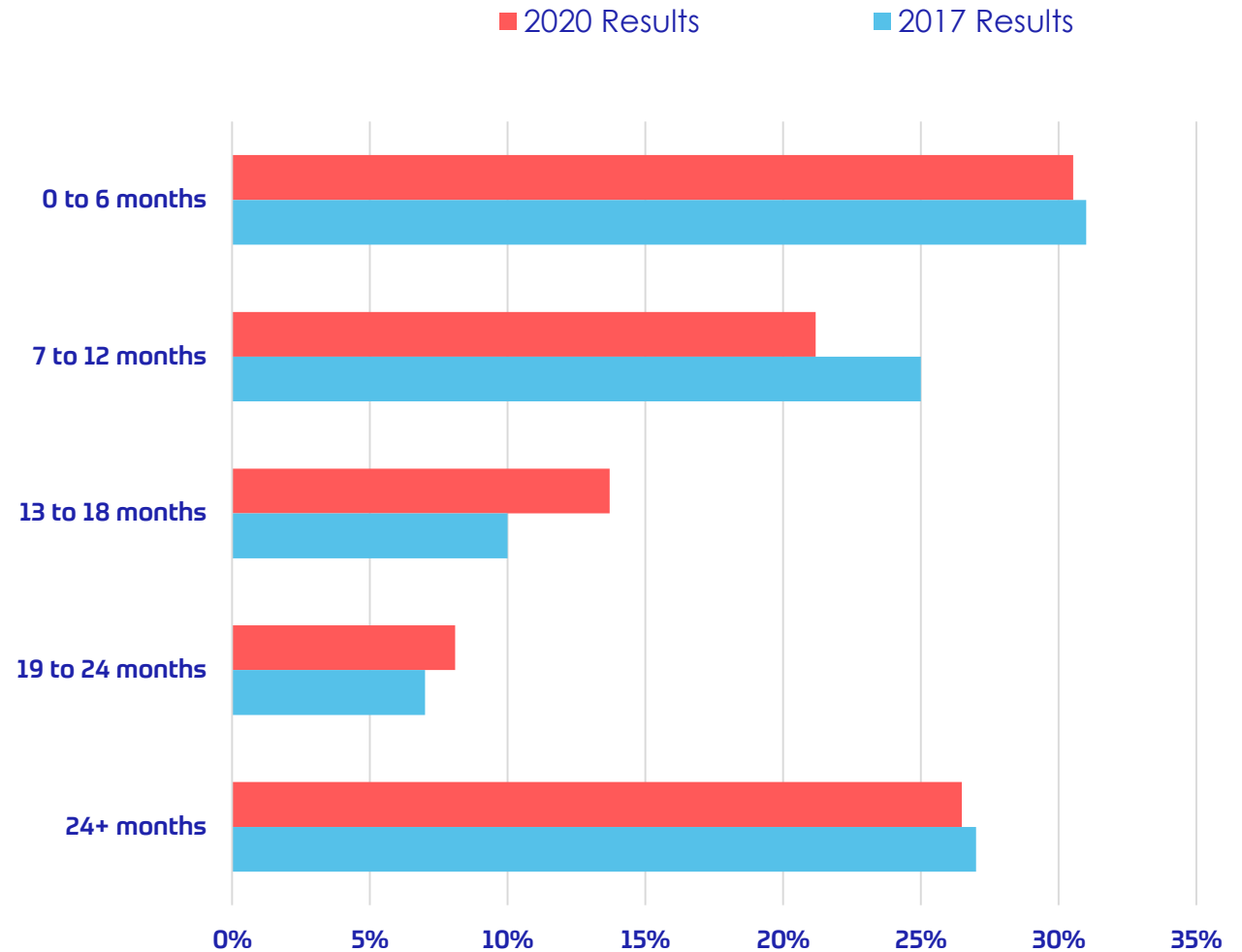
Informatics Training/Education In-Process

DECREASE IN CURRENT TRAINING

31% are currently undertaking any form of informatics training and education, a decrease from more than 40% in prior surveys.

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories (top to bottom):
- On-the-Job Training
- Master's/PhD
- Program/Course
- Certificate
- Vendor/Market Supplier Certification*
- Bachelors

X-axis: 0% 5% 10% 15% 20% 25% 30%

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*New option in 2020

36
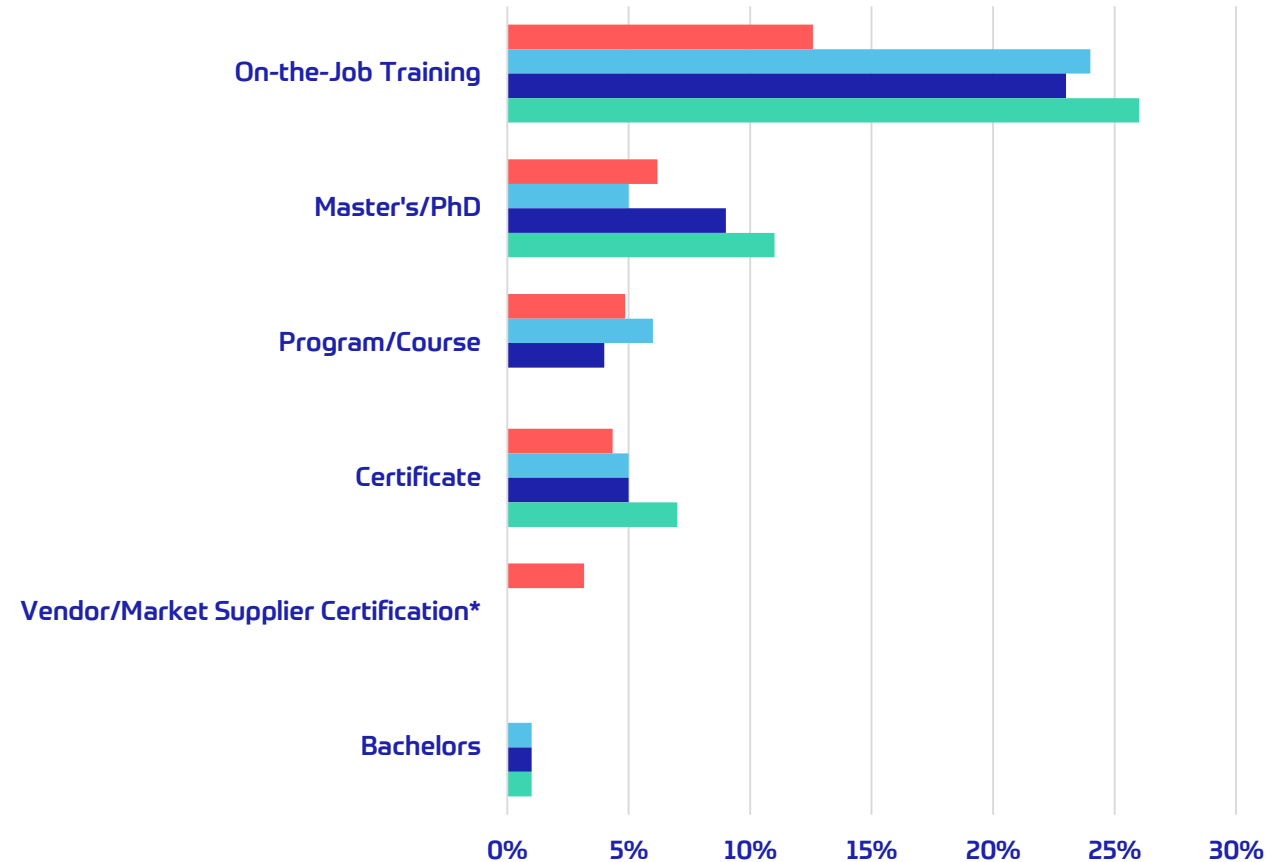
Certification Pursuing

HALF PURSUING CERTIFICATION

49% are currently pursuing some form of certification. As with prior surveys, the greatest proportion (27%) are pursuing ANCC certification. However, this is a decrease from 37% pursing this certification in 2014.

2020 Results ■ **2017 Results** ■ **2014 Results** ■ **2011 Results**

*New option in 2017
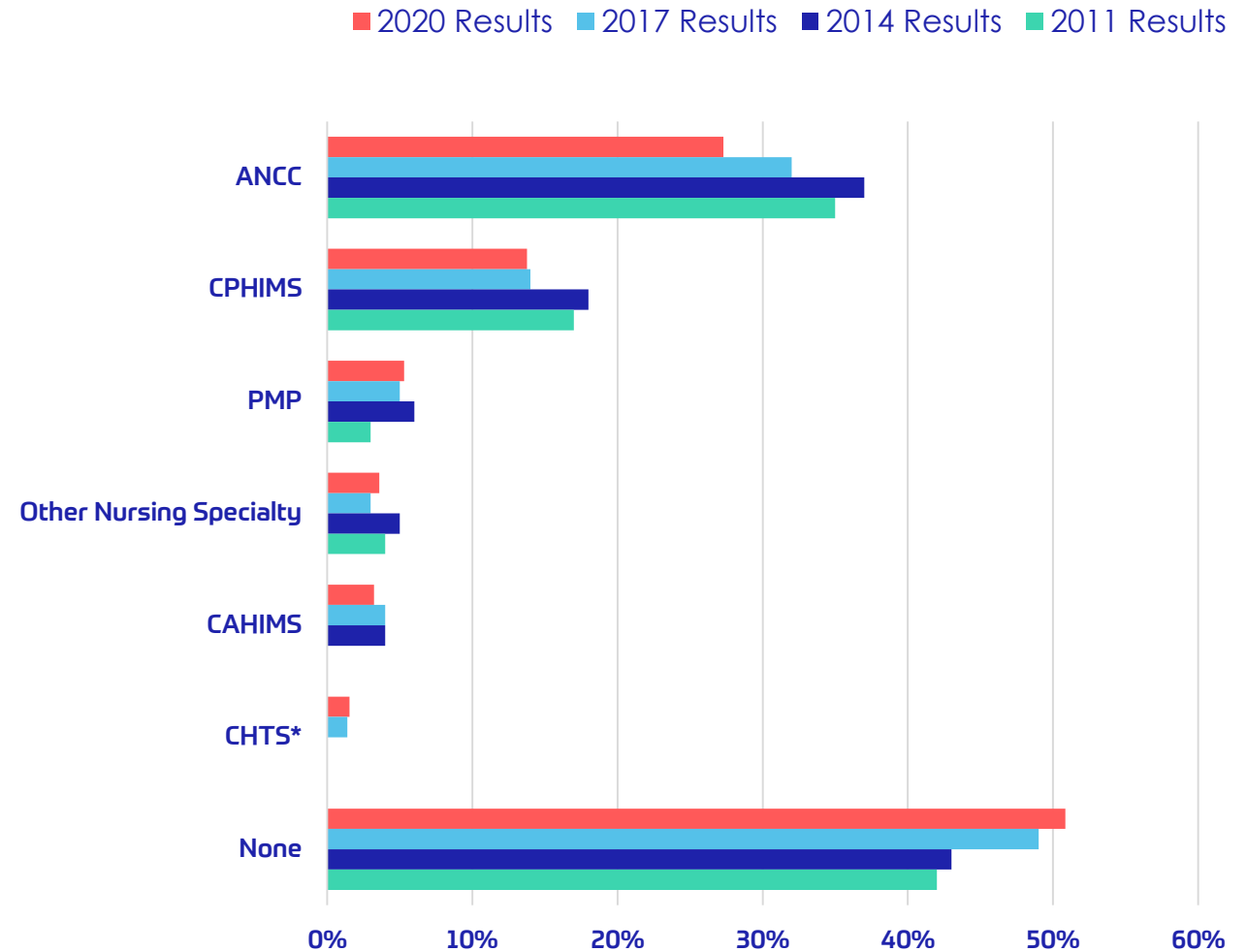
Top Reasons to Pursue Certification

MARKETABILITY IS TOP REASON

Top three reasons to pursue certification are to increase their credibility or marketability (49%), personal satisfaction (45%), and validation of knowledge (43%).

■ 2020 Results

Horizontal bar chart showing 2020 Results:
- Enhances my credibility/marketability: ~49%
- Personal satisfaction: ~45%
- Validates specialized knowledge & competencies: ~43%
- Professional advancement: ~42%
- Enhances confidence in my abilities: ~34%
- Competitive advantage over other job applicants: ~32%
- Indicates attainment of a practice/clinical standard: ~18%
- Increased compensation: ~15%

X-axis: 0% 10% 20% 30% 40% 50% 60%

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*New question in 2020

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Top Barrier to Certification

TIME, RESOURCES ARE TOP BARRIERS

Time (62%) and financial resources (45%) remain the top barriers to certification, despite decreases. Notably, 31% report holding another certification as a barrier, up from 9% in 2017.

■ 2020 Results   ■ 2017 Results

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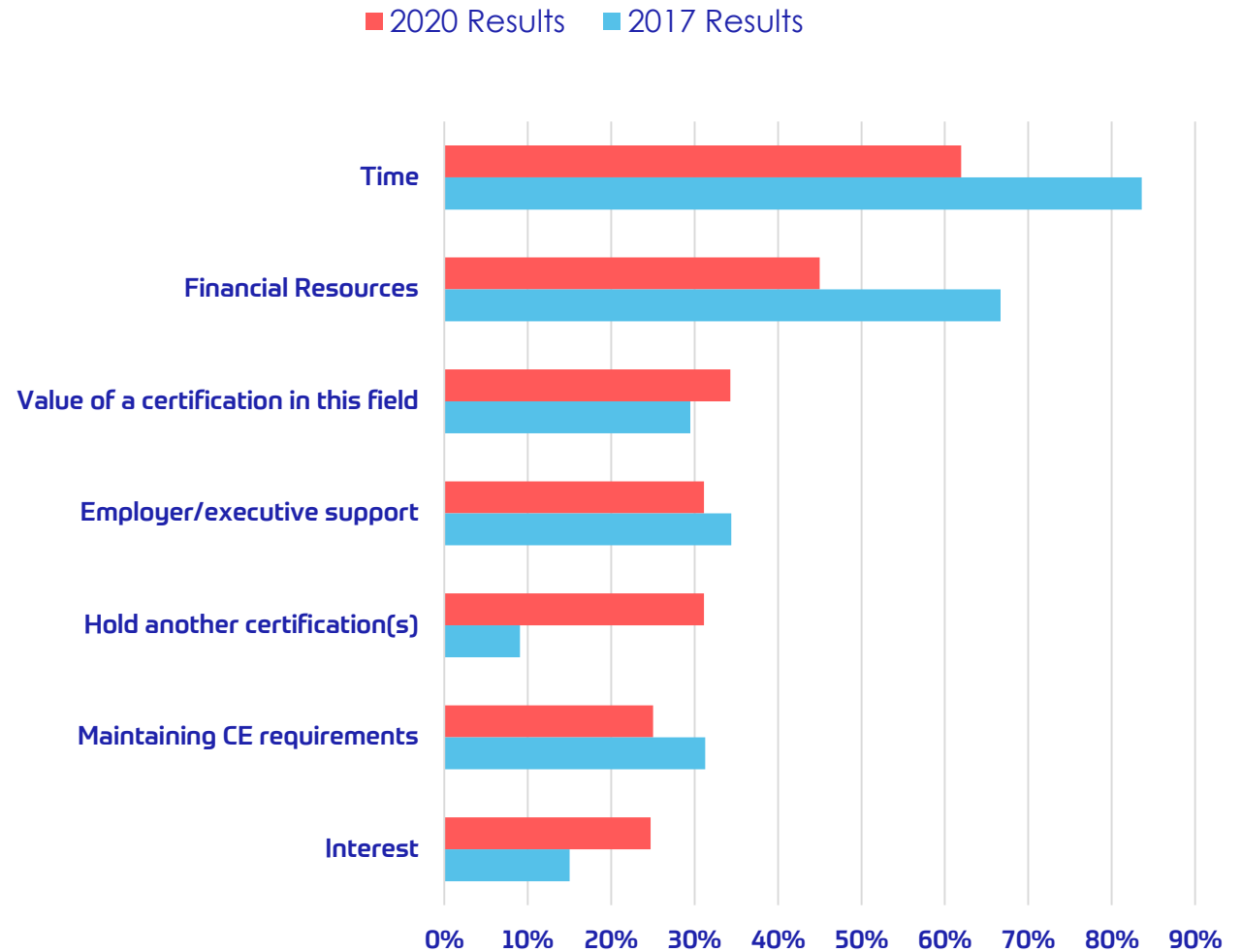
Sources for Continuing Education

MAJORITY USE VIRTUAL EDUCATION

71% turn to audio conferences or webinars for training, followed by professional organizations (59%) and national conferences (47%).
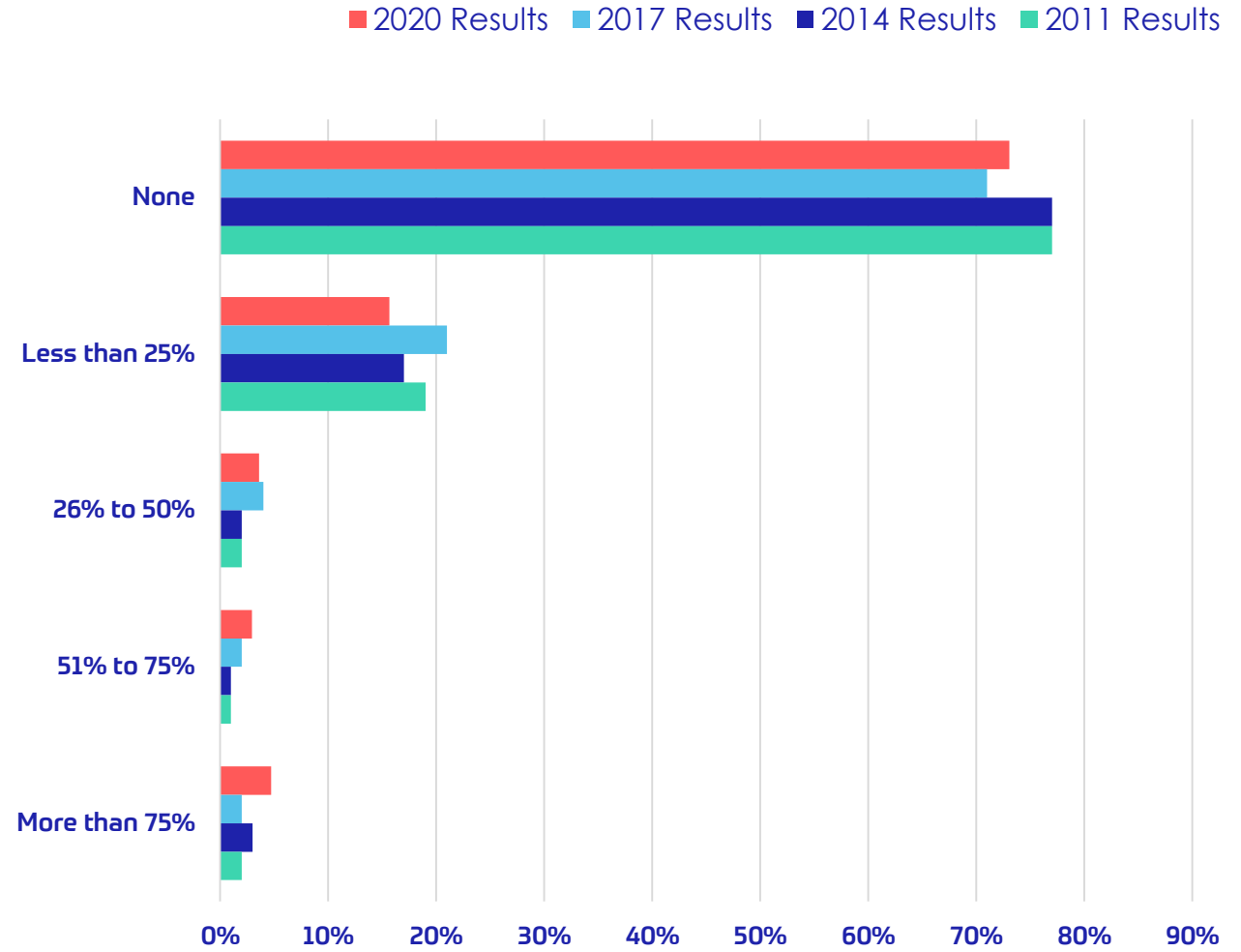
2020 Results

Source	
Audio Conferences/Webinars	
Professional Organizations	
National Conferences	
Journals	
Local/Regional Events (e.g. Chapter events)	
Websites	
Programs Offered by My Employer	
Vendor/Market Supplier Conferences	
Open Source Online Course Work	
University Programs	
Podcasts	
International Conferences	

0% 10% 20% 30% 40% 50% 60% 70% 80%

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*New question in 2020

Focus:
Job Details

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Time Spent on Clinical Care

3-IN-4 DO NOT DO CLINICAL CARE

As seen in prior surveys, more than 70% do not spend work time in clinical care.

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories: None, Less than 25%, 26% to 50%, 51% to 75%, More than 75%
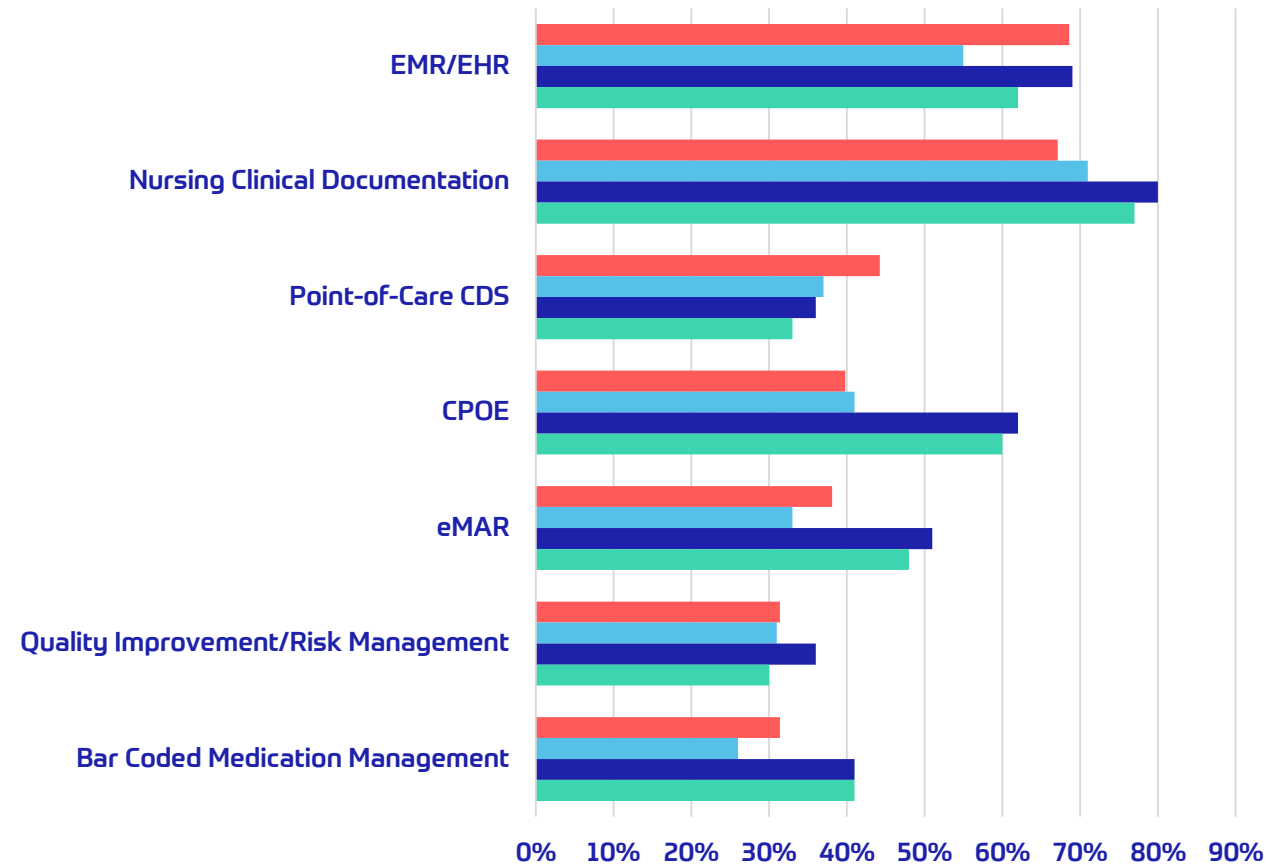
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Applications Developing, Implementing, or Optimizing

APPLICATIONS ARE SLOWLY SHIFTING

Nurse informaticists are increasingly working with Point-of-Care CDS (44%) and decreasingly working with Nursing Clinical Documentation (67%).

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories (top to bottom):
- EMR/EHR
- Nursing Clinical Documentation
- Point-of-Care CDS
- CPOE
- eMAR
- Quality Improvement/Risk Management
- Bar Coded Medication Management

X-axis: 0%, 10%, 20%, 30%, 40%, 50%, 60%, 70%, 80%, 90%
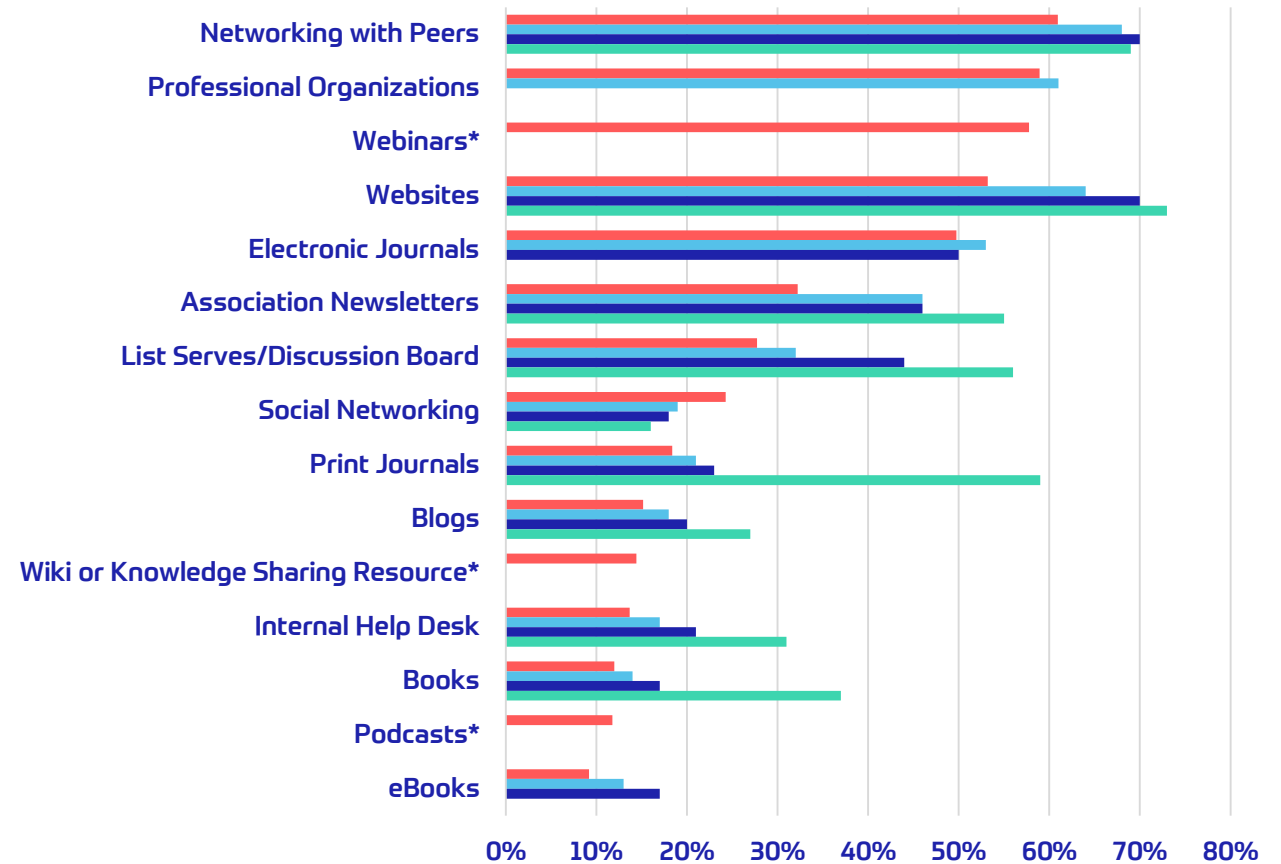
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Sources of Information

PEERS AND ORGS ARE KEY SOURCES

While sources of information are changing, peers (61%) and professional organizations (59%) remain key sources for a majority of nurse informaticists.

■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

- Networking with Peers
- Professional Organizations
- Webinars*
- Websites
- Electronic Journals
- Association Newsletters
- List Serves/Discussion Board
- Social Networking
- Print Journals
- Blogs
- Wiki or Knowledge Sharing Resource*
- Internal Help Desk
- Books
- Podcasts*
- eBooks

0% 10% 20% 30% 40% 50% 60% 70% 80%

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*New options in 2020

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# *Work Remotely?*

REMOTE WORK IS SPLIT

Just under half (45%) of nurse informaticists report working remotely at any point during their work week.

Yes
45%

No
55%
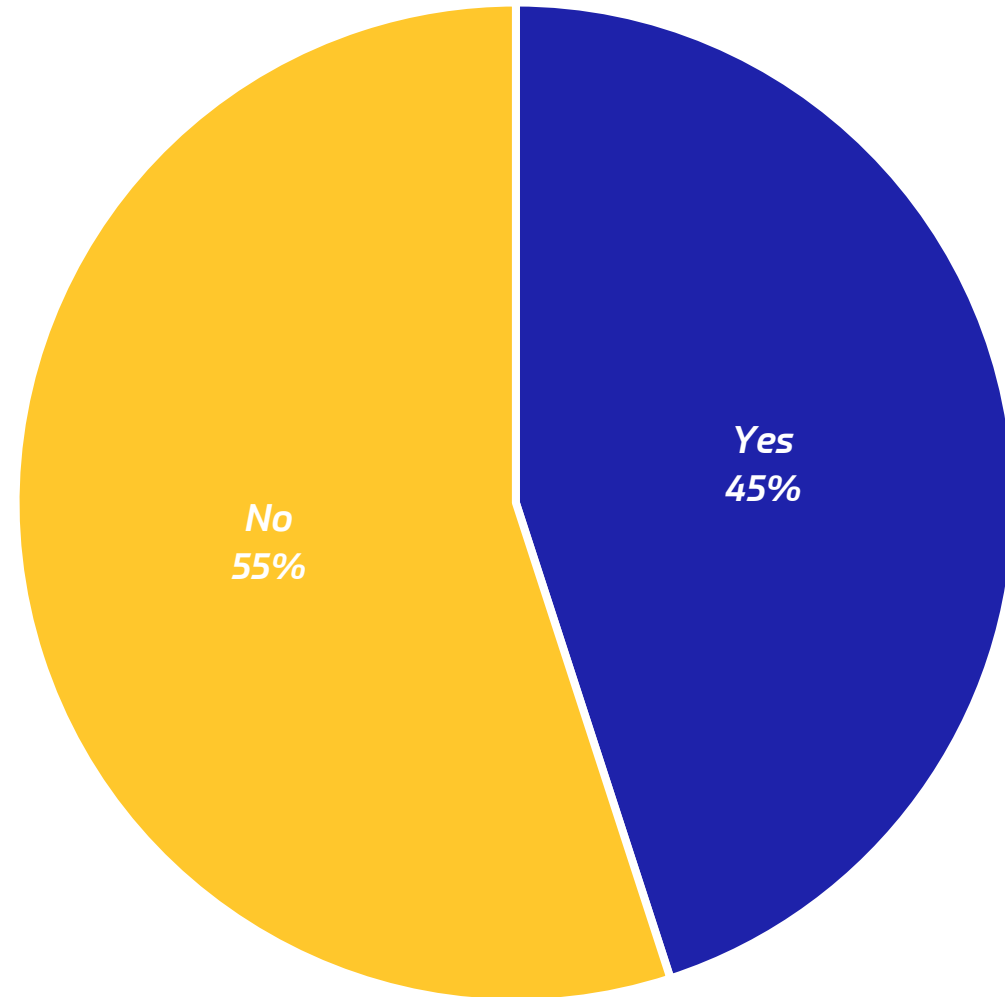
Frequency of Remote Work per Week

ONE REMOTE DAY MOST COMMON

Remote work has not fully replaced time in the office—among those who work remotely, 47% only do so day per week or less.
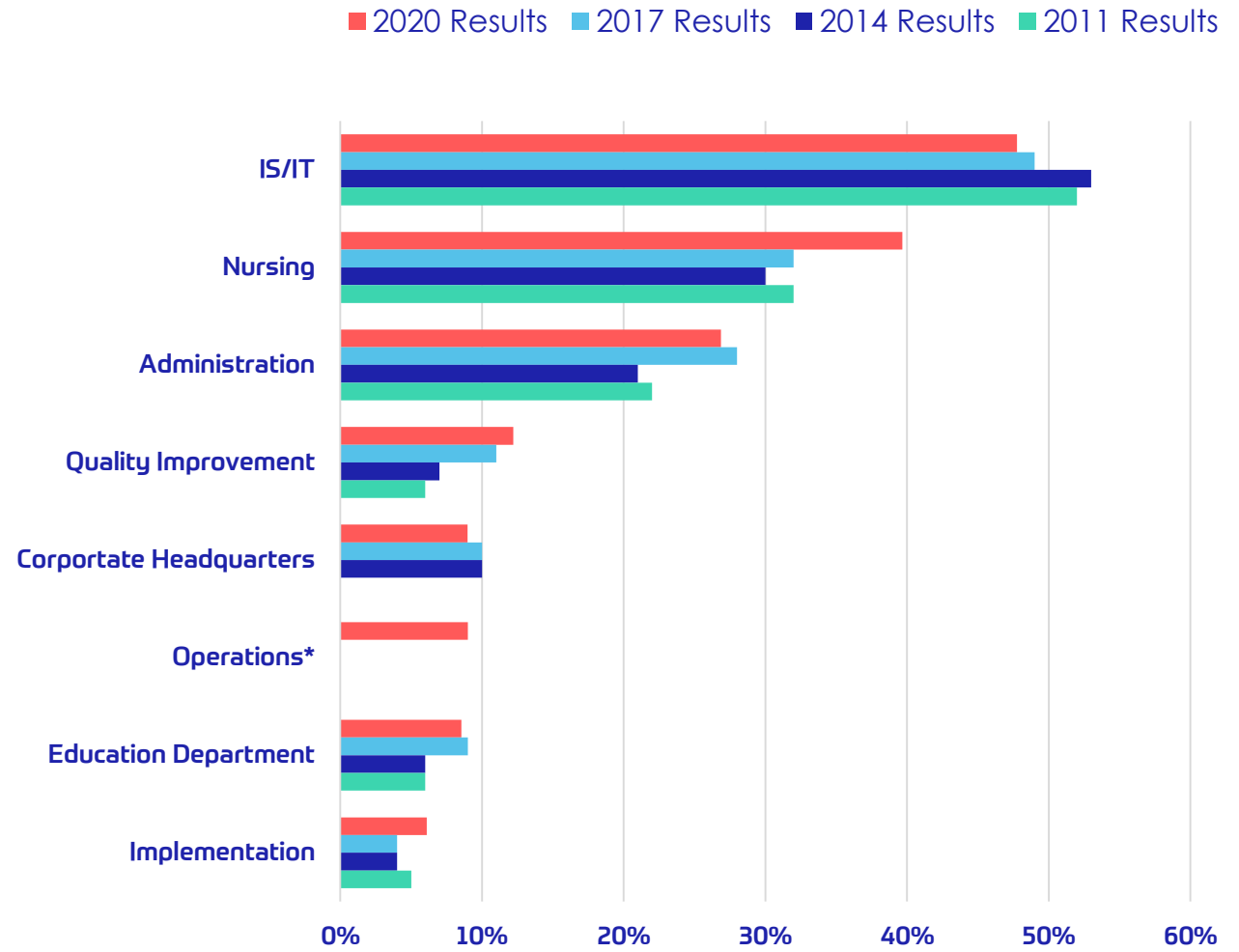

Less than 1 day 18%

1 day 29%

2 days 19%

3 days 8%

4 days 5%

Everyday 21%
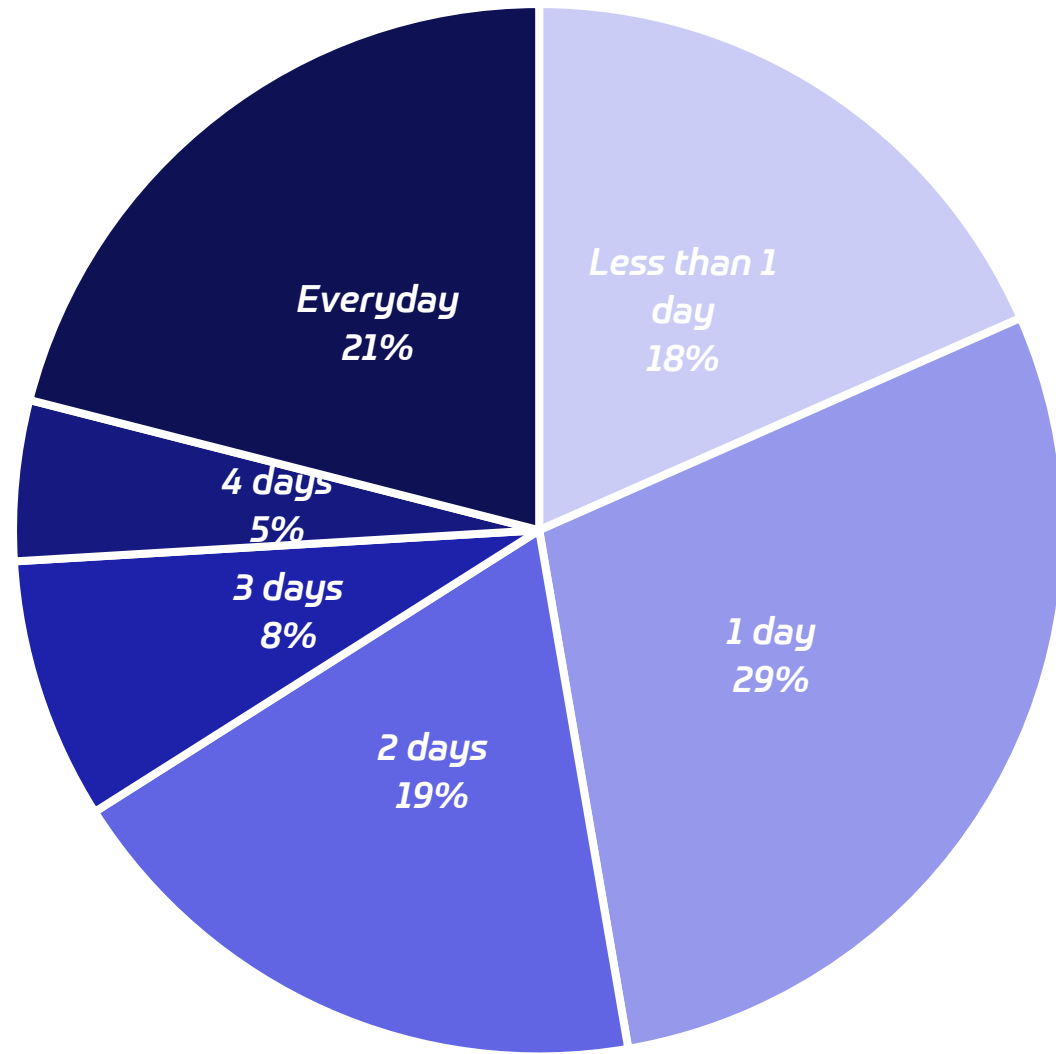
Focus: Organizational Structure

Departments Reporting

IS/IT AND NURSING MOST COMMON

While IS/IT is still the most common department to report to (49%), nurse informaticists are increasingly reporting to nursing (40%), administration (28%), and quality improvement (12%) departments than ever before.
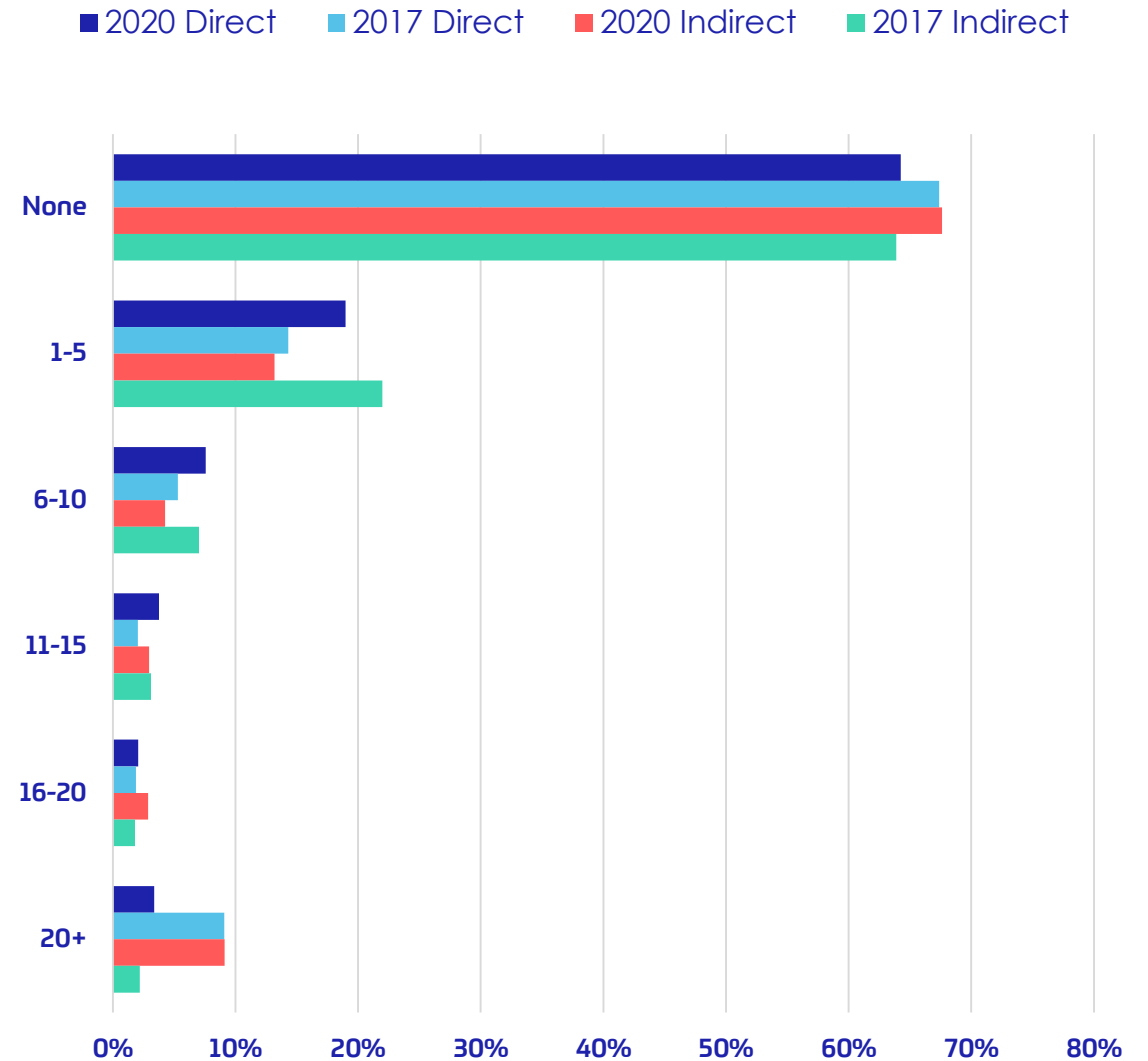

Legend: ■ 2020 Results ■ 2017 Results ■ 2014 Results ■ 2011 Results

Categories (top to bottom): IS/IT, Nursing, Administration, Quality Improvement, Corportate Headquarters, Operations*, Education Department, Implementation

X-axis: 0%, 10%, 20%, 30%, 40%, 50%, 60%

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*New options in 2020

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Number of Direct and Indirect Reports

MAJORITY HAVE NO DIRECT OR INDIRECT REPORTS

Consistent with 2017, 64% of nurse informaticists have no direct reports and 68% have no indirect reports.

Legend: ■ 2020 Direct ■ 2017 Direct ■ 2020 Indirect ■ 2017 Indirect

Categories: None, 1-5, 6-10, 11-15, 16-20, 20+

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CNIO or other Senior Nursing Informatics Exec?

4-IN-10 HAVE SENIOR NURSE INFORMATICIST LEADER

41% of nurse informaticists work in organizations which have a CNIO or other senior nursing informatics officer.

■ 2020 Results ■ 2017 Results ■ 2014 Results

- Yes
- No, but we have another Senior Nursing Informatics Officer*
- No
- Do Not Know

0% 10% 20% 30% 40% 50% 60% 70% 80%

HIMSS *New option in 2020

50
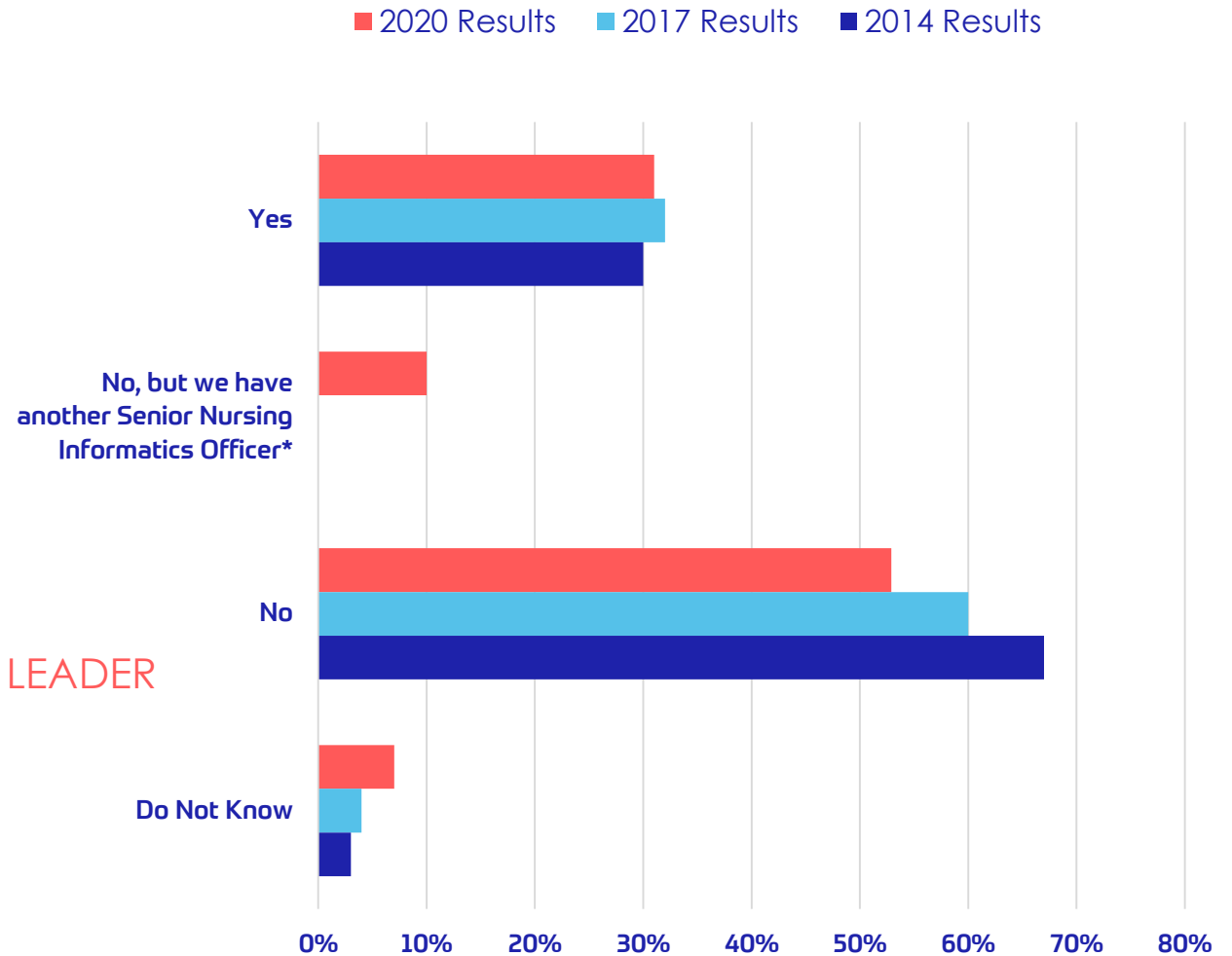
Reporting Structure for CNIO

REPORTING STRUCTURE IS VARIED

Reporting structure for CNIOs is varied, as aligns with the variety of departments which house nurse informaticists. Top reporting structure is to the CNO (36%).

■ 2020 Results   ■ 2017 Results   ■ 2014 Results

HIMSS
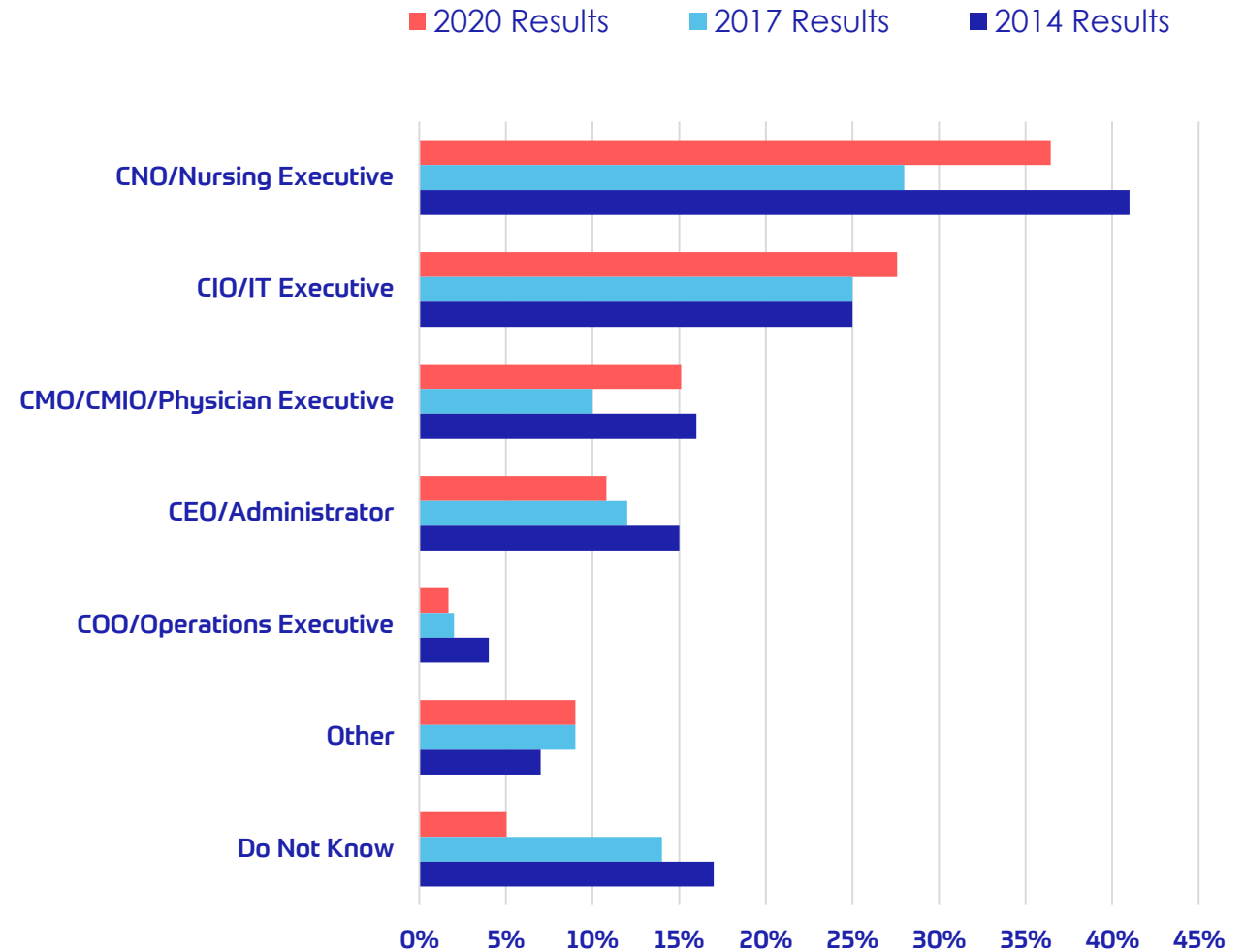
Reporting Structure for CNIO/ Senior Nursing Informatics Leader

REPORT STRUCTURE IS SIMILAR

Reporting structure for CNIOs and Senior Nursing Informatics Leaders is similar, with more than 1/3 reporting to CNO/Nursing Executive.

■ CNIO ■ Other Senior Nursing Informatics Leader*

HIMSS™ *New question in 2020

52
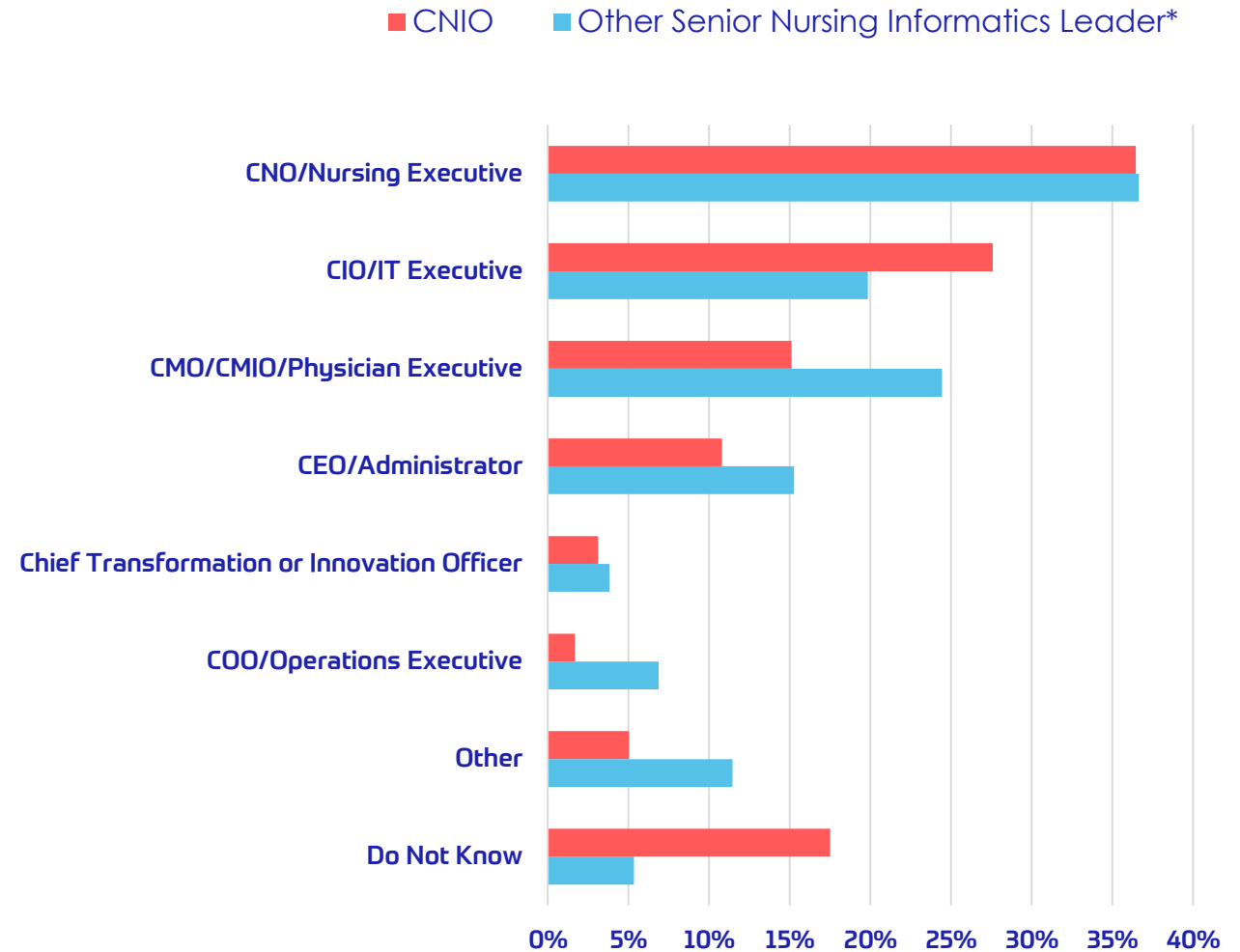
Join the HIMSS Nursing Informatics Community

- Educational webinars qualified for CA/CPHIMS on current topics and emerging trends

- HIMSS Resource Library: case studies, toolkits, research

- HIMSS2020 Nursing Informatics Workforce Survey

- Networking and connecting with colleagues

- Publications: eNews, Online Journal Nursing Informatics, Clinical Informatics Insights

- 2020: International Year of the Nurse and Midwife
  - **Designated by the World Health Organization**

- 200th Anniversary of Florence Nightingale, May 12, 2020

www.himss.org/ni

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2020 Nursing Informatics Workforce Survey

ADDITIONAL RESOURCES AVAILABLE

HIMSS Nursing Informatics Workforce Survey. (2020). ©Healthcare Information and Management Systems Society. Retrieved from http://himss.org/ni

✓ **Executive Summary**

✓ **Salary Guide**

✓ **Full Report**

✓ **Slide Deck**

✓ **Infographic**

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Thank you

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