

WITT / KIEFFER

Information Technology Physician Executive Survey Summary

Witt/Kieffer recently teamed up with the Association of Medical Directors of Information Systems to survey physician executives on compensation, demographic factors and emerging trends and issues in information technology. The survey received 144 responses. Results are:

Reporting relationships: Thirty percent currently report to the CIO, followed by 27 percent to the CMO and 19 percent to the CEO. When asked where, in their opinion, they should report, 31 percent say they should report to the CEO.

Financial responsibility: Forty-seven percent cite budget responsibility; 53 percent are not responsible for their organization's budget.

Areas of responsibility: Physician executives have multiple roles with 69 percent indicating responsibility for clinical systems implementation, followed closely by serving as chair, physician committee for 65 percent. Over half, 58 percent, have consultant roles while 51 percent are responsible for CPOE implementation. Fifty percent are responsible for project management.

Time spent in practice: Over half, 57 percent, spend less than 20 percent of their time in practice. Of that group, 34 percent of respondents say they spend 100 percent in IT. Thirteen percent spend 50 percent in practice.

Salaries and bonuses: Over half, 58 percent, earn between \$175,000 and \$275,000. An additional 20 percent earn between \$275,000 and \$350,000 and eight percent report earning over \$350,000. Bonuses in the range of 0-10 percent are reported by 52 percent of respondents. Fourteen percent are awarded bonuses of 21-30 percent.

Current title: 50 percent of respondents cite the title of CMIO and equivalent titles, such as medical director of information systems, director of informatics and medical director of clinical information services. An additional eleven percent are CMOs. CIO and CEO titles were indicated by only 1 percent respectively.

Next career move: The role of CMIO is considered to be the next position for 31 percent of respondents, followed by 18 percent who plan to move into the CMO role. Thirteen percent aspire to be CEOs, 4 percent to CIO and 3 percent to COO roles.

Of the respondents who cite CMIO as their current title, 27 percent plan to stay in their current role, 17 percent plan to move into the CMO role, 12 percent to CEO, 7 percent to CIO and 2 percent to COO.

Challenges: Ambiguity of responsibilities/ill-defined role is the challenge cited most often, 56 percent, followed by execution of IT initiatives, 43 percent; reporting structure, 40 percent; and no staff/budget and lack of seniority of position, 37 percent respectively.

Survey Respondent Demographics:

Type of organization:

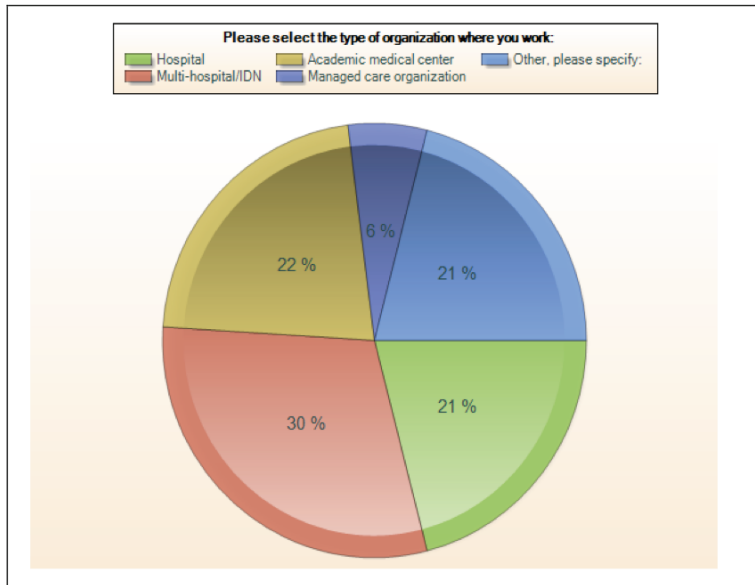
Hospital – 21 percent

Multi-hospital/IDN – 30 percent

Academic medical center – 22 percent

Managed care organization – 6 percent

Other – 21 percent



Multi-hospital system breakdown by number of hospitals:

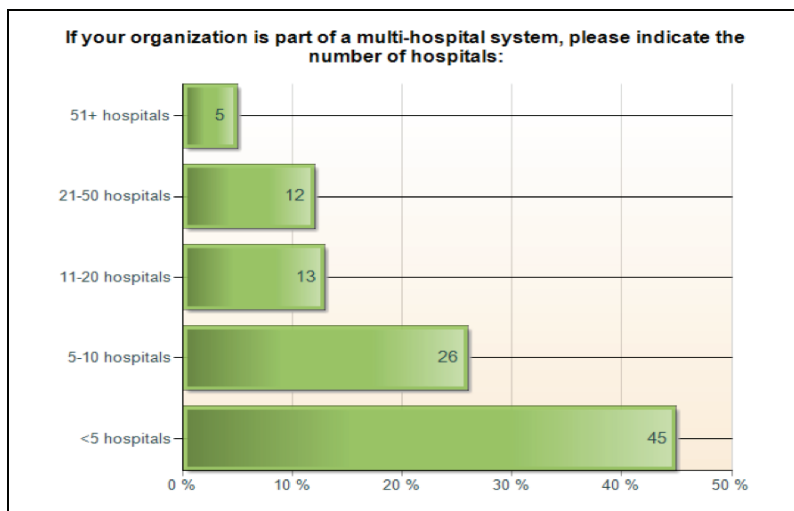
< 5 hospitals – 45 percent

5-10 hospitals – 26 percent

11-20 hospitals – 13 percent

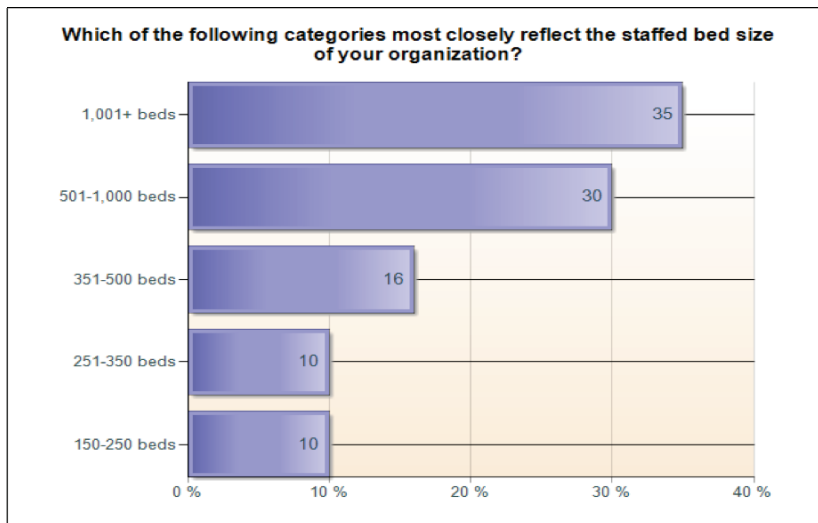
21-50 hospitals – 12 percent

51+ hospitals – 5 percent



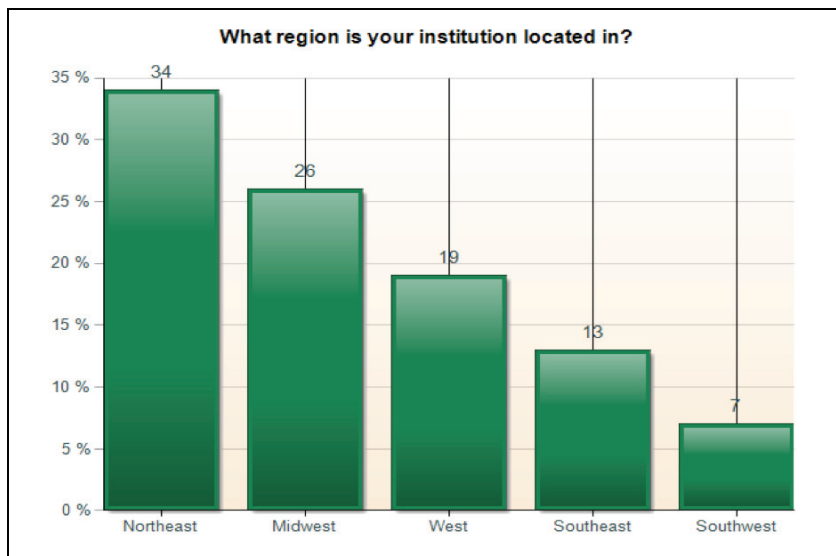
Organization by bed size:

- 150-250 beds – 10 percent
- 251-350 beds – 10 percent
- 351-500 beds – 16 percent
- 501 – 1,000 beds – 30 percent
- 1,001+ beds – 35 percent



Respondents by region:

- Northeast – 34 percent
- Southeast – 13 percent
- Midwest – 26 percent
- Southwest – 7 percent



Academic degree:

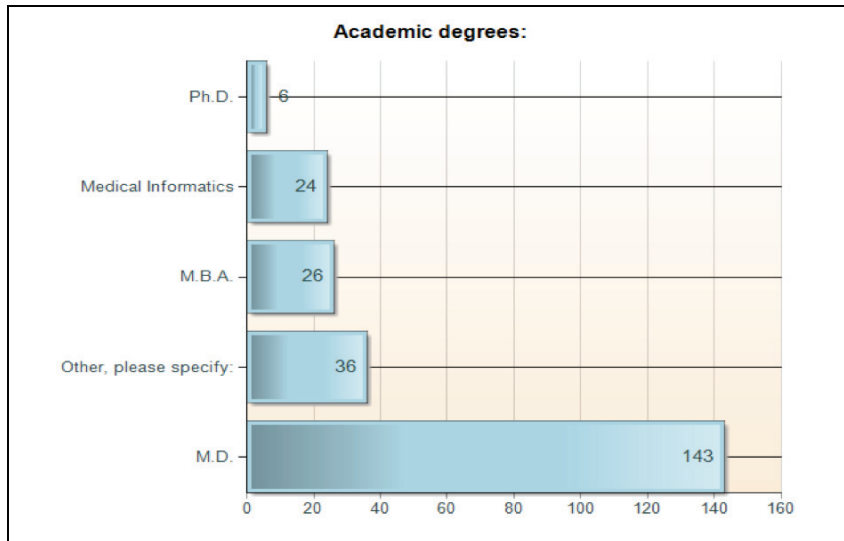
M.D. – 99 percent

Ph.D. – 4 percent

M.B.A. – 18 percent

Medical Informatics – 17 percent

Other – 25 percent



About Witt/Kieffer

Witt/Kieffer is among the nation’s top ten executive search firms and the single largest specializing in health care, education and managed care/insurance. The firm serves organizations committed to improving the quality of life, including leading hospitals, health systems, academic medical centers, physician group practices, managed care organizations and insurers, as well as colleges and universities and community service and cultural organizations. With consultants in 17 offices nationwide, Witt/Kieffer provides client strategic consultation in searches for CMIOs, CEOs, CIOs, Physician Executives and other information technology executives. The firm is committed to providing educational information and research reports on healthcare and education leadership and governance, diversity, executive compensation and career management, among other topics. For more information, Linda Hodges, Vice President and IT Practice Leader (lhodges@wittkieffer.com) Arlene Ansel, Consultant (aanschel@wittkieffer.com) or call 630/990.1370.

WITT / KIEFFER
Leaders Connecting Leaders






IT Practice Physician Executive Survey - April 2008

Results Overview






1. Please select the type of organization where you work:

Hospital		30	21%
Multi-hospital/IDN		43	30%
Academic medical center		32	22%
Managed care organization		9	6%
Other, please specify:		30	21%
Total		144	100%

2. If your organization is part of a multi-hospital system, please indicate the number of hospitals:

<5 hospitals		39	45%
5-10 hospitals		22	26%
11-20 hospitals		11	13%
21-50 hospitals		10	12%
51+ hospitals		4	5%
Total		86	100%






3. Which of the following categories most closely reflect the staffed bed size of your organization?

150-250 beds		11	10%
251-350 beds		11	10%
351-500 beds		18	16%
501-1,000 beds		34	30%
1,001+ beds		39	35%
Total		113	100%






4. What region is your institution located in?

Northeast		46	34%
Southeast		18	13%
Midwest		35	26%
Southwest		9	7%
West		26	19%
Total		134	100%

5. Academic degrees:

M.D.		143	99%
Ph.D.		6	4%
M.B.A.		26	18%
Medical Informatics		24	17%
Other, please specify:		36	25%






6. What is your current title?

CEO		1	1%
COO		0	0%
CIO		2	1%
CMO		16	11%
CMIO		46	32%
Other, please specify:		78	55%
Total		143	100%




7. To whom do you report? (Check all that apply)

CEO		27	19%
COO		15	11%
CIO		42	30%
CMO		38	27%
Other, please specify:		38	27%



8. Where, in your opinion, should the position report?

CEO		43	31%
COO		7	5%
CIO		24	17%
CMO		41	30%
Other, please specify:		23	17%
Total		138	100%


9. Please indicate the number of staff that report to you:

Less than 10		90	63%
More than 10		43	30%
Other, please specify:		9	6%
Total		142	100%


10. Are you responsible for a budget?

Yes		67	47%
No		75	53%
Total		142	100%

11. Please indicate your areas of responsibility:

Project management		72	50%
Consultant role		84	58%
Chair, physician committee		94	65%
CPOE implementation		74	51%
Clinical systems implementation		99	69%
Other, please specify:		55	38%

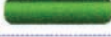

12. How much of your time do you spend in practice?

0% (100% in IT)		49	34%
20%		33	23%
50%		19	13%
Other, please specify:		42	29%
Total		143	100%







13. What was your base salary in 2007?

\$135,000-\$175,000		20	14%
\$175,001-\$225,000		41	29%
\$225,001-\$275,000		41	29%
\$275,001-\$350,000		28	20%
Over \$350,000		11	8%
Total		141	100%

14. What was your bonus in 2007?

0-10%		72	52%
11-20%		35	25%
21-30%		20	14%
Other, please specify:		12	9%
Total		139	100%

15. What will your next career move be?

CEO		17	13%
COO		4	3%
CMO		23	18%
CMIO		41	31%
CIO		5	4%
Other, please specify:		41	31%
Total		131	100%

16. What challenges do you face as a physician executive? (Check all that apply)

Reporting structure		53	40%
Ambiguity of responsibilities/ill-defined role		75	56%
Lack of seniority of position		44	33%
Execution of IT initiatives		57	43%
No staff/budget		50	37%
Other, please specify:		29	22%