
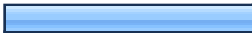




1. Do you have a clinical informatics department?

		Response Percent	Response Count
Yes		63.1%	99
No		36.9%	58
answered question			157
skipped question			1

2. Do you plan to add clinical informatics staff?

		Response Percent	Response Count
Yes		58.6%	92
No		41.4%	65
answered question			157
skipped question			1

3. How many in next 2 years? 5 years?

	Response Count
	83
answered question	83
skipped question	75



4. How many employees are in your IT Department?

	Response Count
	120
answered question	120
skipped question	38

5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

	Response Count
	109
answered question	109
skipped question	49



6. Would you accept a clinical person with no technical experience?

		Response Percent	Response Count
Yes		72.0%	85
No		28.0%	33
	answered question		118
	skipped question		40

7. What clinical experience would be preferred for CI staff?

		Response Count
		101
answered question		101
skipped question		57

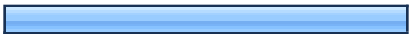

8. Do you plan to grow your own?

		Response Percent	Response Count
Yes		78.7%	85
No		21.3%	23
answered question			108
skipped question			50


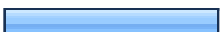

9. If so, what kind of education (if any) will you provide?

		Response Count
		70
answered question		70
skipped question		88

10. Would you hire new grads that have a clinical informatics degree?

		Response Percent	Response Count
Yes		60.6%	63
No		39.4%	41
		answered question	104
		skipped question	54

11. What type of educational preparation would you feel is best for the person you would want to hire?

		Response Percent	Response Count
BS in related field		44.2%	46
BS with certification		31.7%	33
Graduate degree		24.0%	25
		answered question	104
		skipped question	54

12. What would you estimate as the starting salary range for the person you might hire that has the educational qualification but not the work experience?

		Response Count
		88
		answered question
		88
		skipped question
		70

Page 2, Q3. How many in next 2 years? 5 years?

1	3	Jun 25, 2011 10:22 AM
2	2, 5	Jun 22, 2011 10:34 AM
3	3 to 4 in the next 2 years. Undetermined in the next 5 years	Jun 21, 2011 3:51 PM
4	2	Jun 21, 2011 2:37 PM
5	2 RN's in the next 2 years. 3 additional RN's beyond that.	Jun 21, 2011 2:04 PM
6	3,5	Jun 20, 2011 2:29 PM
7	2-3	Jun 20, 2011 9:48 AM
8	2 in 2 years; 3 in 5	Jun 20, 2011 8:26 AM
9	3	Jun 19, 2011 7:05 PM
10	5	Jun 18, 2011 11:28 AM
11	2 physicians at 20% each, 1 nurse at 100%	Jun 17, 2011 5:43 PM
12	1	Jun 17, 2011 5:38 PM
13	1 in the next 2 years. Probably more in next 5 years but not certain.	Jun 17, 2011 4:19 PM
14	2 in next two years, two more next 5 years	Jun 17, 2011 4:00 PM
15	2	Jun 17, 2011 2:05 PM
16	2	Jun 17, 2011 11:30 AM
17	1	Jun 17, 2011 11:29 AM
18	3 FTEs in 2 years. 5 years is unknown at this moment . . . we are adding as the need arises.	Jun 17, 2011 11:05 AM
19	4 this coming calendar year, and 4 the following year	Jun 17, 2011 8:51 AM
20	2-5	Jun 17, 2011 8:47 AM
21	2 years - 10	Jun 17, 2011 8:41 AM
22	2-4	Jun 17, 2011 8:14 AM
23	2 - in the next 2 years Probably another 2-3 in the next 5 years	Jun 17, 2011 8:11 AM
24	1-5	Jun 17, 2011 8:05 AM
25	2, 4	Jun 17, 2011 8:00 AM
26	1	Jun 17, 2011 7:38 AM
27	We have a staff about 60. We will add some temporary staff for a project we are currently doing for the next 12 months.	Jun 17, 2011 7:33 AM

Page 2, Q3. How many in next 2 years? 5 years?

28	1	Jun 17, 2011 12:54 AM
29	Still determining the number. Our timeline is within the next year	Jun 16, 2011 10:54 PM
30	4, 6	Jun 16, 2011 10:00 PM
31	2	Jun 16, 2011 9:38 PM
32	4 Five years - ?	Jun 16, 2011 8:11 PM
33	3-5	Jun 16, 2011 7:50 PM
34	2 - 5	Jun 16, 2011 7:26 PM
35	3	Jun 16, 2011 6:27 PM
36	51 in the next 2 years. Should be stable at that point	Jun 16, 2011 6:24 PM
37	We have a combination of physician and nursing clinician champions who serve as a de facto informatics group, and also have in IS about 10 nursing informaticists.	Jun 16, 2011 6:22 PM
38	1	Jun 16, 2011 6:06 PM
39	Maybe 1-2	Jun 16, 2011 5:57 PM
40	Probably 4-6	Jun 16, 2011 5:49 PM
41	Our data warehouse team has about 6 trained informaticists...some are MD/PhDs, others have Masters degrees in informatics, etc. I expect this group to double in the next 2-3 years	Jun 16, 2011 5:37 PM
42	At least one more. We'll see; maybe two.	Jun 16, 2011 5:14 PM
43	uncertain	Jun 16, 2011 5:06 PM
44	2 FTE	Jun 16, 2011 4:47 PM
45	10	Jun 16, 2011 4:43 PM
46	3 within next 2 years and likely 6 - 10 in next 5	Jun 16, 2011 4:40 PM
47	hard to tell. one person this year, not sure after that. total ftes = 3.5 for 435 bed hospital.	Jun 16, 2011 4:32 PM
48	2 yrs - 3 FTEs 5 yrs - 6 FTEs	Jun 16, 2011 4:28 PM
49	2 years - 1, maybe 2 5 years - too far out to tell	Jun 16, 2011 4:26 PM
50	4	Jun 16, 2011 4:22 PM
51	1, 3	Jun 16, 2011 4:19 PM
52	2, 3	Jun 16, 2011 4:19 PM

Page 2, Q3. How many in next 2 years? 5 years?

53	1; 2	Jun 16, 2011 4:15 PM
54	2, next year	Jun 16, 2011 4:12 PM
55	5	Jun 16, 2011 4:07 PM
56	4	Jun 16, 2011 4:05 PM
57	1-2	Jun 16, 2011 4:00 PM
58	1-2	Jun 16, 2011 3:56 PM
59	Depends upon the application requirements and pace of implementation.	Jun 16, 2011 3:56 PM
60	2 years about 12 5 years ?	Jun 16, 2011 3:54 PM
61	2 / 6	Jun 16, 2011 3:42 PM
62	We previously had 4 RN's supporting our prior clinical applications in ED, Inpatient and Surgery. We just went live on a new, integrated inpatient EMR and added 5 more RN's. We plan to add 2 more as we expand our use of the system to CPOE. We also employ 2 physicians dedicated to IT activities.	Jun 16, 2011 3:40 PM
63	8 in the next 2 years; 10 in the next 5 years	Jun 16, 2011 3:39 PM
64	probably next 12-18 months. We are installing EPIC and the clinical informatics department is needed for provider support.	Jun 16, 2011 3:39 PM
65	4-6 within the next year	Jun 16, 2011 3:38 PM
66	n/a	Jun 16, 2011 3:37 PM
67	1-2	Jun 16, 2011 3:35 PM
68	not sure	Jun 16, 2011 3:34 PM
69	Just hired 2 we are stable now. Will hire if vacancies	Jun 16, 2011 3:34 PM
70	2 years - 2 5 years - 6	Jun 16, 2011 3:32 PM
71	3-5	Jun 16, 2011 3:28 PM
72	3	Jun 16, 2011 3:27 PM
73	3	Jun 16, 2011 3:27 PM
74	4, none	Jun 16, 2011 3:27 PM
75	Our Informatics staff report to our Clinical Informatics Director within IT. We will have 3-4 Total Informatics people added in the time span.	Jun 16, 2011 3:25 PM
76	at least one more in the next year	Jun 16, 2011 3:22 PM
77	12	Jun 16, 2011 3:22 PM

Page 2, Q3. How many in next 2 years? 5 years?

78	currently in place	Jun 16, 2011 3:21 PM
79	1	Jun 16, 2011 3:09 PM
80	1-2	Jun 16, 2011 3:07 PM
81	8-11	Jun 16, 2011 3:04 PM
82	4	Jun 16, 2011 2:55 PM
83	2, 2	Jun 13, 2011 4:43 PM

Page 3, Q4. How many employees are in your IT Department?

1	32	Jun 25, 2011 10:23 AM
2	50	Jun 23, 2011 12:56 PM
3	300	Jun 22, 2011 10:35 AM
4	140	Jun 21, 2011 3:52 PM
5	52	Jun 21, 2011 2:39 PM
6	70	Jun 21, 2011 2:09 PM
7	170	Jun 20, 2011 2:29 PM
8	6	Jun 20, 2011 2:11 PM
9	54	Jun 20, 2011 12:48 PM
10	40	Jun 20, 2011 9:48 AM
11	33	Jun 20, 2011 8:29 AM
12	25	Jun 19, 2011 11:53 AM
13	429	Jun 18, 2011 11:28 AM
14	70	Jun 17, 2011 5:46 PM
15	40	Jun 17, 2011 5:39 PM
16	8	Jun 17, 2011 4:31 PM
17	23 FTE's in IT. Telecom add 8 more switchboard operators and 1 manager. Clinical informatics reports to CNO. Total of 3.5 FTEs.	Jun 17, 2011 4:24 PM
18	160	Jun 17, 2011 4:01 PM
19	8	Jun 17, 2011 2:06 PM
20	11	Jun 17, 2011 11:36 AM
21	48	Jun 17, 2011 11:30 AM
22	72	Jun 17, 2011 11:20 AM
23	20	Jun 17, 2011 11:07 AM
24	500	Jun 17, 2011 10:53 AM
25	65	Jun 17, 2011 10:15 AM
26	809 FTE's	Jun 17, 2011 8:54 AM
27	30	Jun 17, 2011 8:48 AM
28	51	Jun 17, 2011 8:44 AM

Page 3, Q4. How many employees are in your IT Department?

29	30	Jun 17, 2011 8:43 AM
30	5, including Director.	Jun 17, 2011 8:28 AM
31	44	Jun 17, 2011 8:14 AM
32	7	Jun 17, 2011 8:13 AM
33	90	Jun 17, 2011 8:06 AM
34	200+	Jun 17, 2011 8:00 AM
35	25	Jun 17, 2011 7:49 AM
36	17	Jun 17, 2011 7:38 AM
37	130 fte	Jun 17, 2011 7:33 AM
38	89	Jun 17, 2011 12:55 AM
39	65	Jun 16, 2011 10:57 PM
40	180	Jun 16, 2011 10:47 PM
41	400	Jun 16, 2011 10:01 PM
42	200	Jun 16, 2011 8:11 PM
43	21	Jun 16, 2011 7:52 PM
44	130	Jun 16, 2011 7:27 PM
45	126	Jun 16, 2011 7:12 PM
46	50	Jun 16, 2011 6:28 PM
47	110	Jun 16, 2011 6:24 PM
48	500	Jun 16, 2011 6:24 PM
49	125	Jun 16, 2011 6:12 PM
50	18	Jun 16, 2011 6:08 PM
51	4	Jun 16, 2011 6:06 PM
52	9 total. Three of them are Clinical Informatics	Jun 16, 2011 5:58 PM
53	700	Jun 16, 2011 5:56 PM
54	200	Jun 16, 2011 5:41 PM
55	250	Jun 16, 2011 5:38 PM
56	8	Jun 16, 2011 5:36 PM
57	100	Jun 16, 2011 5:33 PM

Page 3, Q4. How many employees are in your IT Department?

58	15	Jun 16, 2011 5:32 PM
59	130	Jun 16, 2011 5:26 PM
60	44	Jun 16, 2011 5:19 PM
61	8	Jun 16, 2011 5:17 PM
62	~110 for hospital	Jun 16, 2011 5:10 PM
63	82	Jun 16, 2011 5:04 PM
64	6	Jun 16, 2011 4:59 PM
65	25	Jun 16, 2011 4:53 PM
66	350	Jun 16, 2011 4:49 PM
67	Currently 42.5 Budgetting 53.5	Jun 16, 2011 4:48 PM
68	290	Jun 16, 2011 4:46 PM
69	15	Jun 16, 2011 4:45 PM
70	6500	Jun 16, 2011 4:41 PM
71	33	Jun 16, 2011 4:33 PM
72	200	Jun 16, 2011 4:30 PM
73	132	Jun 16, 2011 4:28 PM
74	19	Jun 16, 2011 4:28 PM
75	28	Jun 16, 2011 4:24 PM
76	75	Jun 16, 2011 4:20 PM
77	12	Jun 16, 2011 4:20 PM
78	528	Jun 16, 2011 4:20 PM
79	30	Jun 16, 2011 4:16 PM
80	75	Jun 16, 2011 4:13 PM
81	27	Jun 16, 2011 4:07 PM
82	18	Jun 16, 2011 4:07 PM
83	68	Jun 16, 2011 4:06 PM
84	15 - our clinical info department reports to nursing. They have 4 full time employees.	Jun 16, 2011 4:04 PM
85	32 FTE's	Jun 16, 2011 4:03 PM

Page 3, Q4. How many employees are in your IT Department?

86	17	Jun 16, 2011 4:01 PM
87	Community Hospital 28 Academic Center >200	Jun 16, 2011 3:58 PM
88	360	Jun 16, 2011 3:55 PM
89	Approx. 500	Jun 16, 2011 3:53 PM
90	320	Jun 16, 2011 3:46 PM
91	core IS = 250 member site IS depts = 100	Jun 16, 2011 3:41 PM
92	57	Jun 16, 2011 3:41 PM
93	170	Jun 16, 2011 3:40 PM
94	locally 50-60, corp wide over 300	Jun 16, 2011 3:39 PM
95	42	Jun 16, 2011 3:37 PM
96	30 in IT and Telecom 10 in Clinical Apps	Jun 16, 2011 3:36 PM
97	175	Jun 16, 2011 3:35 PM
98	39	Jun 16, 2011 3:35 PM
99	160	Jun 16, 2011 3:33 PM
100	140	Jun 16, 2011 3:32 PM
101	4	Jun 16, 2011 3:31 PM
102	230	Jun 16, 2011 3:29 PM
103	44	Jun 16, 2011 3:29 PM
104	385	Jun 16, 2011 3:28 PM
105	90	Jun 16, 2011 3:26 PM
106	41	Jun 16, 2011 3:26 PM
107	12	Jun 16, 2011 3:23 PM
108	165 in IT; 5 in clinical informatics (in Quality, not IT)	Jun 16, 2011 3:17 PM
109	68	Jun 16, 2011 3:13 PM
110	38	Jun 16, 2011 3:13 PM
111	200	Jun 16, 2011 3:11 PM
112	31	Jun 16, 2011 3:10 PM
113	8	Jun 16, 2011 3:10 PM
114	60	Jun 16, 2011 3:09 PM

Page 3, Q4. How many employees are in your IT Department?

115	275	Jun 16, 2011 3:09 PM
116	50	Jun 16, 2011 3:07 PM
117	14	Jun 16, 2011 2:59 PM
118	18.2 FTE	Jun 16, 2011 2:55 PM
119	13	Jun 16, 2011 12:46 PM
120	28	Jun 13, 2011 4:43 PM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

1	Clinical workflow knowledge, excellent communications skills, experience in their respective field, and possibly continue to work at least one day a week in their clinical environment.	Jun 25, 2011 10:23 AM
2	RN, 2-5 years IT experience.	Jun 23, 2011 12:56 PM
3	MD, RN, Statistical	Jun 22, 2011 10:35 AM
4	R.N. with current licensure; demonstrated competency in clinical systems	Jun 21, 2011 3:52 PM
5	Broad clinical experience, good interpersonal relationship skills, prior project experience preferred	Jun 21, 2011 2:39 PM
6	Clinical Certification (RN, Pharm.D, MT,...etc), minimum 2 years hands-on patient care / clinical experience, experience using electronic medical records systems, etc.	Jun 21, 2011 2:09 PM
7	RN	Jun 20, 2011 2:29 PM
8	Clinical Informatics is in Nursing Dept.	Jun 20, 2011 2:11 PM
9	No looking to add clinical informatics staff.	Jun 20, 2011 12:48 PM
10	RN with some IT affinity	Jun 20, 2011 9:48 AM
11	hands on experience with patient / care apps; demonstrated experience in the use of data; patient / clinical experience; informatics training	Jun 20, 2011 8:29 AM
12	nursing/clinical and it	Jun 19, 2011 11:53 AM
13	Nursing degree, Informatics degree a plus, experience working with others on implementation, training, and on-going support of clinical systems.	Jun 17, 2011 5:46 PM
14	RN, Masters Preferred. Ability to develop policy and procedure.	Jun 17, 2011 5:39 PM
15	Valid clinical license for California; Bachelor's degree required, Master's degree preferred. At least 2 years of clinical experience. Demonstrated leadership, project management, and excellent communication skills. Demonstrate ability to work well with nursing, ancillary staff & physicians. Experience in staff education preferred. 2 years experience implementing clinical application preferred.	Jun 17, 2011 4:31 PM
16	All our Clinical Informatics analysts are RN's. I would say this is a requirement. Of course, we look for background and experience with supporting EHR's and particularly with training. Our CI staff do not do systems building per se, but need skills in the design of systems and development of functional specifications. Deep systems admin experience is not necessary. Ability to communicate and understand physician/clinical workflow is key.	Jun 17, 2011 4:24 PM
17	MD with Informatics Academic credentials RN with masters level Informatics credentials	Jun 17, 2011 4:01 PM
18	RN with with strong understanding of HCIS'	Jun 17, 2011 2:06 PM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

19	A minimum three years previous experience in a clinical field and information technology and an Associate's in Nursing or Clinical/Nursing Informatics. Preferred experience: Must have a working knowledge of integrated clinical systems best practices in a LAN/WAN environment. Experience in clinical process design, planning, and integration is required. Experience working effectively with a diverse group of technical and non-technical staff in systems analysis is required. Five years of clinical experience, as a practitioner or as a clinical informatics professional, must include extensive experience in a "hands-on" role to support and implement information systems in a health care setting.	Jun 17, 2011 11:36 AM
20	BSN	Jun 17, 2011 11:30 AM
21	subject matter experts, nursing, pharmacy	Jun 17, 2011 11:20 AM
22	RN or LPN with hospital experience of physician office experience if the position will be dedicated to our owned physician practices	Jun 17, 2011 11:07 AM
23	Clinical Nurse Specialist and Educator Experience and qualifications. These people participate in the design or practice versus automation of existing practice.	Jun 17, 2011 10:53 AM
24	We require 5 years of clinical experience - nursing or ancillary department with a BS degree. Most important is a passion for what automation can do to support and enhance patient care.	Jun 17, 2011 10:15 AM
25	MD's , Nurses, Allied Health Professionals with Professional Computer Science training and/or equivalent experience.	Jun 17, 2011 8:54 AM
26	depending on the needed role, will look for clinical background in that area. Predominantly nursing with informatics interest or background.	Jun 17, 2011 8:48 AM
27	Smart, trainable, enthusiastic, four year degree, clinical experience	Jun 17, 2011 8:44 AM
28	RN	Jun 17, 2011 8:43 AM
29	Varies. Four are RN's, 1 is a Registered Dietitian. The director has her masters in Informatics.	Jun 17, 2011 8:28 AM
30	clinical analytical good communicator	Jun 17, 2011 8:14 AM
31	5 years nursing experience for entry level. Prefer a BSN and ideally have worked on implementation team as super user or build team lead.	Jun 17, 2011 8:13 AM
32	Degree in nursing, understanding of clinical workflows and how they related to use of an EMR. Informatics degree desired and some knowledge of data flow ect.	Jun 17, 2011 8:06 AM
33	Clinical background and experience	Jun 17, 2011 8:00 AM
34	RN, Pharm Tech,	Jun 17, 2011 7:49 AM
35	Clinical experience, IT Aptitude	Jun 17, 2011 7:38 AM
36	clinical education and experience. BS or better	Jun 17, 2011 7:33 AM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

37	Still developing	Jun 17, 2011 12:55 AM
38	RN or relevant clinical experience. System installation, support, or Computer field experience.	Jun 16, 2011 10:57 PM
39	We have clinical informatics staff incorporated into the IT department - key are the CMIO and their associates (who are physicians) and the Clinical System Analysts (who are RNs with combination of education and experience (MSN + 5 years clinical, BSN + 7 years clinical). Nursing Informatics certification is recommended but not required. We also have a Pharmacist within IT who is very involved in medication management related projects	Jun 16, 2011 10:47 PM
40	formal informatics degree or fellowship	Jun 16, 2011 10:01 PM
41	BSN or MSN for nursing support, radiology, pharmacy, lab will accept certified techs.	Jun 16, 2011 7:52 PM
42	Clinical Experience Process and Logic Collaboration Conflict Resolution Solution/Consultive minded	Jun 16, 2011 7:27 PM
43	Computer systems and /or bio/research/technology background.	Jun 16, 2011 7:12 PM
44	clinical background, knowledge of workflow processes, excellent communication, listening and interviewing skills.	Jun 16, 2011 6:28 PM
45	A mix of staff with varying clinical backgrounds (nursing, RT, etc.), and a few technoids.	Jun 16, 2011 6:24 PM
46	For nursing, we look for seasoned nurses who have extensive experience in nursing and an interest in informatics (preferably with a degree but OK to train). For physicians, we typically tap recent residents who are interested in clinical informatics and who then obtain a Master level degree.	Jun 16, 2011 6:24 PM
47	Prefer clinician with 5-10 years direct patient care. Bachelor's in healthcare field. Knowledge and use of technology. We don't require a specific informatics degree/ certificate although some are pursuing.	Jun 16, 2011 6:12 PM
48	Clinical background with our HIS with a penchant to drive change and lead others.	Jun 16, 2011 6:08 PM
49	3 RNs and 1 MT	Jun 16, 2011 6:06 PM
50	They must be either LPN or RN. This has depended upon the position and the responsibilities they need to do.	Jun 16, 2011 5:58 PM
51	Clinical expertise for leadership (MD in particular), informatics training preferred	Jun 16, 2011 5:56 PM
52	prefer a licensed clinician statistical and analytical skills strong interpersonal relationships data savvy	Jun 16, 2011 5:41 PM
53	We expect all of them to be Masters trained in Clinical/Biomedical Informatics	Jun 16, 2011 5:38 PM
54	Nursing degree and experience in an area of specialty.	Jun 16, 2011 5:36 PM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

55	strong clinical background	Jun 16, 2011 5:33 PM
56	BSN, 3-5 years bedside nursing experience, core competencies: organizational skills, proven process change enabler, proven ability to be an effective systems trainer, support person and end-user	Jun 16, 2011 5:32 PM
57	n/a	Jun 16, 2011 5:26 PM
58	RN, Masters Degree, and/or past experience. Most importantly a willingness for the work. There are levels of what one would refer to as "technical experience"	Jun 16, 2011 5:17 PM
59	RN or other clinical background, IT implementation experience very desirable, communication skills. Bachelor's preferred.	Jun 16, 2011 5:10 PM
60	These vary dramatically, as these staff support everything from Ambulatory, Inpatient, Pharmacy, Radiology, HIM, etc... Most have college degrees and some level of healthcare knowledge. As we filled the department, many moved from within the organization. We have a number of new college graduates that were brought on to help with the support and rollout of Epic. Many shined, became certified and are now fully functioning CI staff. Clinical Decision Support also falls into this area. These are typically nursing backgrounds with Epic knowledge. Positive attitude and can-do people are a must. It's hard work and requires people who are energetic and have passion.	Jun 16, 2011 5:04 PM
61	We currently have on pharmacist and one RN in the department to support the clinical areas	Jun 16, 2011 4:59 PM
62	Depends on the specific job	Jun 16, 2011 4:53 PM
63	RN - 2 years + 2 years Clinical systems experience.	Jun 16, 2011 4:48 PM
64	Master prepared clinicians and or certified Educators or Trainers with accumen for Healthcare	Jun 16, 2011 4:46 PM
65	Expertise in core clinical applications; implementation experience; reporting experience; training experience.	Jun 16, 2011 4:45 PM
66	Medical technology and I.T. experience and/or education. Customer service experience a plus.	Jun 16, 2011 4:41 PM
67	Solid clinical systems experience Demonstrated problem solving capability Able to work effectively in a highly matrixed environment	Jun 16, 2011 4:30 PM
68	In most case, an RN with a prior clinical experience working in a hospital setting. In addition, at a minimum, prior experience working with nursing documentation systems, OE systems, etc as a super user.	Jun 16, 2011 4:28 PM
69	Hospital Based: min. 2 years floor experience; RN preferred. Ambulatory Based: 2 years Physician practice based.	Jun 16, 2011 4:24 PM
70	RN or Pharamacists as these are the staff actually building & updating our CPOE system	Jun 16, 2011 4:20 PM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

71	Clinical background	Jun 16, 2011 4:20 PM
72	Previous healthcare experience, RN, primary CIS experience	Jun 16, 2011 4:16 PM
73	Experience with an overall quality program. Nursing background.	Jun 16, 2011 4:13 PM
74	Some sort of clinical professional qualification, Masters degree preferred, 15+ years	Jun 16, 2011 4:07 PM
75	RN, Technical Competence in report writing and enterprise EMR system build	Jun 16, 2011 4:06 PM
76	They do look for clinical experience.	Jun 16, 2011 4:04 PM
77	RN Certification, 10 more years experience is good. Computer or programming skills a plus.	Jun 16, 2011 4:03 PM
78	RN Platform (Meditech) knowledge Process Engineering experience Lean/Six Sigma credentials	Jun 16, 2011 4:01 PM
79	Clinical Informatics experience and requirements also depend upon the need. Examples are physician, nurse, lab, rad, etc.	Jun 16, 2011 3:58 PM
80	Formal informatics training, experience with deployment and support of clinical sw, clinicians where possible, experience creating and maintaining online clinical knowledge	Jun 16, 2011 3:55 PM
81	Prior experience with analytics, preferrably clinical. Clinical background is very valued. Experience with Epic is preferred but not required.	Jun 16, 2011 3:53 PM
82	creativity, determination, communication skills. would like masters-prepared staff, and prefer ICU practical experience.	Jun 16, 2011 3:46 PM
83	clinical background - physician, nurse, pharmacist, etc. clinical informatics training Coding and structuring of clinical documentation -Approaches to clinical data capture -Techniques for data exchange and interoperability -Data and analytics techniques and tools -Conceptual and logical modeling, data extraction techniques and analytic tools -Clinical Decision Support tools and techniques	Jun 16, 2011 3:41 PM
84	The person possess a good understanding of clinical, systems and process. They do not have to be technical but they have to understand how systems are designed and the capabilities and or software restrictions. I have hired many clinicians in the past with no technical experience. However, they held strong backgrounds in the discipline and math. Its what I have looked for and it has been a successful formula for bringing clinicians into the world of informatics.	Jun 16, 2011 3:41 PM
85	RN with 3 years nursing experience or master's degree with 3 years healthcare experience.	Jun 16, 2011 3:41 PM
86	please e-mail me at lineberj@slhs.org & I'll send you the job descriptions	Jun 16, 2011 3:40 PM
87	establishing that now	Jun 16, 2011 3:39 PM
88	BSN +	Jun 16, 2011 3:37 PM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

89	Mostly RNs, 2 have Masters in Nursing Infomatics	Jun 16, 2011 3:36 PM
90	Understanding of clinical environment, and how information technology can server to automate, improve process, save costs, and/or improve outcomes.	Jun 16, 2011 3:35 PM
91	Workflow development/documentation; communication with staff; positive; bachelors of nursing; certifications in nursing informatics;	Jun 16, 2011 3:35 PM
92	Clinical background, , process focus, workflow analysis, likes learning new things, likes and understands technology	Jun 16, 2011 3:33 PM
93	RN or degree in other clinical area or in education, degree in clinical informatics preferred; strong interest in technology to support clinical workflow; demonstrated communication skills.	Jun 16, 2011 3:32 PM
94	Professional who is able to relate, synthesize and develop applicable and efficient clinical workflow. 3-RN/BSNs, 1-LPN	Jun 16, 2011 3:31 PM
95	MD and RN with interest, education and/or experience in informatics	Jun 16, 2011 3:29 PM
96	A clinical degree, i.e., pharmacist, MLT, radiological technologist, RN, LPN. Also must have logical thought process, attention to detail, self motivation and self starting capabilities	Jun 16, 2011 3:29 PM
97	We make sure that they have solid hospital clinical experience since many times they need to understand the workflow to be effective. They also need to like to troubleshoot, have solid customer service skills, be detail oriented and able to prioritize well. We like them to be comfortable with technology but not necessarily technical.	Jun 16, 2011 3:26 PM
98	RN with informatics interest	Jun 16, 2011 3:23 PM
99	Clinical knowledge, Epic data model and report writing skills	Jun 16, 2011 3:17 PM
100	we do have nurses on staff. two have recently completed informatics certification.	Jun 16, 2011 3:13 PM
101	BSN, 5 Years Bedside Experience, Experience as "Super User"	Jun 16, 2011 3:13 PM
102	Minimum bachelor degree in a clinical discipline with hospital working experience. Person must be proficient with computer skills.	Jun 16, 2011 3:11 PM
103	Actual clinical experience: Nursing, pharmacy, lab/rad tech	Jun 16, 2011 3:10 PM
104	Nursing background with computer skills	Jun 16, 2011 3:10 PM
105	clinical background; some systems-related experience and/or degree; project experience	Jun 16, 2011 3:09 PM
106	RN or PA, computer savy	Jun 16, 2011 3:07 PM
107	4 - 5 Exper. BS, Computer Science, Informatics	Jun 16, 2011 2:59 PM

Page 3, Q5. Describe the core competencies, education requirements and experience you are looking for in clinical informatics staff.

108	Clinical license, IT experience, PMP, informatics certified	Jun 16, 2011 2:55 PM
109	Monitor systems for functionality Education to staff and physician groups Facilitate Clinical User Groups Product Enhancement	Jun 16, 2011 12:46 PM

Page 4, Q7. What clinical experience would be preferred for CI staff?

1	Nursing, Pharmacy, Physician	Jun 25, 2011 10:23 AM
2	RN, floor nurse	Jun 23, 2011 12:57 PM
3	MD, RN	Jun 22, 2011 10:35 AM
4	R.N. and operational experience on the floor	Jun 21, 2011 3:52 PM
5	Nursing preferred	Jun 21, 2011 2:39 PM
6	RN, charge nurse experience desirable..	Jun 21, 2011 2:11 PM
7	RN	Jun 20, 2011 2:29 PM
8	N/A	Jun 20, 2011 12:48 PM
9	RN with IT background	Jun 20, 2011 9:49 AM
10	direct patient care	Jun 20, 2011 8:29 AM
11	nursing	Jun 19, 2011 11:53 AM
12	Ideally, experience with the major clinical vendor systems in production.	Jun 17, 2011 5:47 PM
13	RNs preferred but other clinical disciplines have been considered.	Jun 17, 2011 5:40 PM
14	Inpatient experience for our CI is highly desired. right now most of the staff are RN's. I also have a Clinical Laboratory person as well and 1 non-clinical person who focuses on Clinical Imaging.	Jun 17, 2011 4:32 PM
15	RN.	Jun 17, 2011 4:25 PM
16	Hands on care of patients	Jun 17, 2011 4:01 PM
17	RN	Jun 17, 2011 2:06 PM
18	Must have a working knowledge of integrated clinical systems best practices in a LAN/WAN environment. Experience in clinical process design, planning, and integration is required. Experience working effectively with a diverse group of technical and non-technical staff in systems analysis is required. Five years of clinical experience, as a practitioner or as a clinical informatics professional, must include extensive experience in a "hands-on" role to support and implement information systems in a health care setting.	Jun 17, 2011 11:36 AM
19	Critical care	Jun 17, 2011 11:31 AM
20	Nursing and pharmacy and lab	Jun 17, 2011 11:21 AM
21	RN or LPN	Jun 17, 2011 11:08 AM
22	Almost any direct care or direct care giver support	Jun 17, 2011 10:54 AM
23	Nursing or Lab backgrounds seem to be the best fit.	Jun 17, 2011 10:15 AM

Page 4, Q7. What clinical experience would be preferred for CI staff?

24	Any related care delivery experience	Jun 17, 2011 8:54 AM
25	Nursing or pharmacy	Jun 17, 2011 8:48 AM
26	RN or PHarmacy	Jun 17, 2011 8:44 AM
27	Most anything you typically find in clinical professions.	Jun 17, 2011 8:44 AM
28	Must have years. The broader the better. I'd like at least one member of the department to have at least 1 year experience in each 'area' (i.e. E/R, O/R, ICU, Med/ Surg, outpatient).	Jun 17, 2011 8:30 AM
29	recent	Jun 17, 2011 8:15 AM
30	Nursing, ED	Jun 17, 2011 8:13 AM
31	Recent bedside nursing	Jun 17, 2011 8:06 AM
32	Nurse, MD, lab-rad tech	Jun 17, 2011 8:01 AM
33	RN. MD	Jun 17, 2011 7:53 AM
34	Nursing or Pharmacy	Jun 17, 2011 7:39 AM
35	/with no experience, entry level position. PProject implementation is the crucial experience for those with a clinical background.	Jun 17, 2011 7:34 AM
36	Nurse, NP, PA, other	Jun 17, 2011 12:55 AM
37	Acute care setting, multiple departments, minimum of 5 years	Jun 16, 2011 10:58 PM
38	physician, nurse, pharmacist	Jun 16, 2011 10:47 PM
39	some direct clinical exposure - ideally as physician or nurse	Jun 16, 2011 10:02 PM
40	BSN or MSN for nursing support, radiology, pharmacy, lab will accept certified techs.	Jun 16, 2011 7:52 PM
41	Any patient facing	Jun 16, 2011 7:27 PM
42	Laboratory, nursing, some med tech fields.	Jun 16, 2011 7:13 PM
43	not new clinical grad but an experience in nursing, pharmacy, physician, RT, PT, Lab, Radiology	Jun 16, 2011 6:32 PM
44	Looking for a balanced portfolio of staff with varying clinical Nx technical skills	Jun 16, 2011 6:25 PM
45	As a pediatric institution, we look for nurses with pediatric expertise (many have been charge nurses, some level IV, and in some cases managers). For the MDs, typically a general pediatrician	Jun 16, 2011 6:25 PM
46	Prefer 5-10 years direct patient care.	Jun 16, 2011 6:12 PM
47	MedTech, RadTech, RN, LPN	Jun 16, 2011 6:08 PM

Page 4, Q7. What clinical experience would be preferred for CI staff?

48	Nursing	Jun 16, 2011 6:06 PM
49	Nurse Licensed	Jun 16, 2011 5:59 PM
50	Physician or APN or PA	Jun 16, 2011 5:56 PM
51	nursing pharmacy	Jun 16, 2011 5:41 PM
52	2 of our current staff and 1 new-hire are MD's. The other staff have no clinical background	Jun 16, 2011 5:40 PM
53	RN	Jun 16, 2011 5:34 PM
54	3-5 years bedside nursing experience	Jun 16, 2011 5:33 PM
55	RN	Jun 16, 2011 5:17 PM
56	Clinical experience related to proposed duties/application.	Jun 16, 2011 5:11 PM
57	Depends on the role they filled... see answer to previous question.	Jun 16, 2011 5:04 PM
58	3-5 years licensed clinical experience	Jun 16, 2011 5:00 PM
59	Depends on the specific job	Jun 16, 2011 4:54 PM
60	RN	Jun 16, 2011 4:49 PM
61	Excellent assessment skills; independent in research capabilities.	Jun 16, 2011 4:46 PM
62	Nursing, Pharmacy or Ancillary techs	Jun 16, 2011 4:46 PM
63	Ambulatory and specialty	Jun 16, 2011 4:42 PM
64	Either inpatient care unit or hospital-based clinic experience	Jun 16, 2011 4:31 PM
65	Clinical experience as a nurse in a hospital setting.	Jun 16, 2011 4:29 PM
66	2 year minimum as an RN	Jun 16, 2011 4:25 PM
67	RN or Rx	Jun 16, 2011 4:21 PM
68	Nursing, RT	Jun 16, 2011 4:20 PM
69	RN	Jun 16, 2011 4:16 PM
70	RN	Jun 16, 2011 4:13 PM
71	RN, preferably as a unit manager	Jun 16, 2011 4:07 PM
72	RN	Jun 16, 2011 4:06 PM
73	Recent bedside nursing experience and current certification.	Jun 16, 2011 4:03 PM
74	RN	Jun 16, 2011 4:02 PM

Page 4, Q7. What clinical experience would be preferred for CI staff?

75	For CPOE you would likely want a mix of nurse and/or physician participation.	Jun 16, 2011 3:59 PM
76	At least experience in healthcare, optimally a mix of people with clinical, IT, and informatics training and experience	Jun 16, 2011 3:55 PM
77	ICU for nursing, surgery or specialist for physician	Jun 16, 2011 3:48 PM
78	It isn't one discipline but what is the need do you have that you are trying to meet. The individuals I have hired would be good in multiple settings and usually are self starters.	Jun 16, 2011 3:43 PM
79	Our approach has been to try and hire the "best and brightest" off the floors. Ability to understand and document patient care workflow is very important.	Jun 16, 2011 3:43 PM
80	physician, nurse, pharmacist	Jun 16, 2011 3:42 PM
81	direct patient care	Jun 16, 2011 3:40 PM
82	To better answer question 6 I said no but they should have at least have experience using IT. Prefer to IP/Surgical for hosp EMR. Practice EMR must have practice experience.	Jun 16, 2011 3:40 PM
83	Med Surg, Surgery, Critical Care, ED	Jun 16, 2011 3:36 PM
84	Nursing, physician	Jun 16, 2011 3:35 PM
85	nursing pharmacy physicians	Jun 16, 2011 3:33 PM
86	Nursing	Jun 16, 2011 3:32 PM
87	Any field. Important that person has experience in seeing patients	Jun 16, 2011 3:30 PM
88	Nurses that have worked in generalized areas seem more successful but that isn't always the case. Hospital bedside experience is a must.	Jun 16, 2011 3:27 PM
89	RN	Jun 16, 2011 3:23 PM
90	Nursing, physician, allied professionals	Jun 16, 2011 3:17 PM
91	Nurses have been our cornerstone.	Jun 16, 2011 3:14 PM
92	Bedside nursing, OR nursing	Jun 16, 2011 3:13 PM
93	see previous response	Jun 16, 2011 3:11 PM
94	Prefer nursing but other disciplines are acceptable.	Jun 16, 2011 3:11 PM
95	Nursing degree with hands on experience	Jun 16, 2011 3:10 PM
96	nursing, pharmacy, MD, other - depending on person and need	Jun 16, 2011 3:10 PM
97	RN or PA who is a superuser of the EHR	Jun 16, 2011 3:08 PM
98	Nurse with 5 - 6 Years of Exper.	Jun 16, 2011 2:59 PM

Page 4, Q7. What clinical experience would be preferred for CI staff?

99	RN, PHarmD, RT, MD	Jun 16, 2011 2:56 PM
100	BSN - Minimum	Jun 16, 2011 12:47 PM
101	RN	Jun 13, 2011 4:43 PM

Page 5, Q9. If so, what kind of education (if any) will you provide?

1	Vendor Education	Jun 25, 2011 10:23 AM
2	on the job training.	Jun 23, 2011 12:57 PM
3	OJT	Jun 22, 2011 10:35 AM
4	In depth clinical system/application training; HITECH certification program	Jun 21, 2011 3:53 PM
5	OJT	Jun 20, 2011 2:29 PM
6	Vendor and DB training.	Jun 20, 2011 9:49 AM
7	college degree, masters preferred	Jun 19, 2011 11:54 AM
8	Application specific training	Jun 17, 2011 5:40 PM
9	Our training is on the job. Shadowing a senior person and slowly taking on more responsibilities.	Jun 17, 2011 4:33 PM
10	on the job training as appropriate.	Jun 17, 2011 4:25 PM
11	All that is necessary	Jun 17, 2011 2:06 PM
12	Hands on, project and application specific.	Jun 17, 2011 11:37 AM
13	bSN	Jun 17, 2011 11:31 AM
14	vendor course training	Jun 17, 2011 11:21 AM
15	On-the-job training in the modules they would be expected to support. Will also send the individuals to Meditech or eClinicalworks for training.	Jun 17, 2011 11:09 AM
16	We believe in training new associates in process redesign, project management, change management, and in the software application itself.	Jun 17, 2011 10:17 AM
17	We support clinical informatics training with some tuition support.	Jun 17, 2011 8:55 AM
18	Training on our specific EMR.	Jun 17, 2011 8:48 AM
19	unclear- vendor training	Jun 17, 2011 8:44 AM
20	Vendor training	Jun 17, 2011 8:44 AM
21	Nothing beyond standard; which is very generous. Tuition reimbursement, bonuses for certifications & degrees. We're implementing so they're currently receiving a lot (4 weeks) of vendor training and don't have time for much more.	Jun 17, 2011 8:32 AM
22	Normal hospital education reimbursement. For me, it is more about providing opportunities for getting experience on an implementation team.	Jun 17, 2011 8:14 AM
23	Not sure yet	Jun 17, 2011 8:06 AM
24	Project Management, systems analysis	Jun 17, 2011 7:53 AM
25	project management, application classes, mentorship	Jun 17, 2011 7:35 AM

Page 5, Q9. If so, what kind of education (if any) will you provide?

26	Tuition reimbursement and relevant conferences (ANIA, HIMSS, etc)	Jun 16, 2011 10:59 PM
27	Basic IT, Project Planning, Training Skills, Analytical Skills, Report Writing	Jun 16, 2011 7:53 PM
28	Lean, PI, Configuration	Jun 16, 2011 7:29 PM
29	Informatics tuition support .	Jun 16, 2011 7:13 PM
30	on the job shadowing and vendor training is our typical	Jun 16, 2011 6:32 PM
31	Application specific build skills for the clinical staff who join The IT clinical team.	Jun 16, 2011 6:25 PM
32	on-the-job training and will hope to work more closely with medical school informatics program.	Jun 16, 2011 6:13 PM
33	Training thru our HIS vendor as much as possible and college courses if they are that motivated.	Jun 16, 2011 6:09 PM
34	They bring their clinical background, we'll provide the technical	Jun 16, 2011 6:07 PM
35	intensive vendor training Six Sigma training	Jun 16, 2011 5:42 PM
36	We have a biomedical informatics training program on site. We usually have 2 students working here from the program...we hire some. But, we also hire in from outside.	Jun 16, 2011 5:42 PM
37	On the job training.	Jun 16, 2011 5:36 PM
38	RN, MSN	Jun 16, 2011 5:34 PM
39	certificate programs	Jun 16, 2011 5:33 PM
40	BS; Masters preferred.	Jun 16, 2011 5:18 PM
41	Application training primarily. Some general informatics training depending on background.	Jun 16, 2011 5:11 PM
42	Depends... Definately a lot of side-saddle work to bring them up to speed. Where appropriate, provide formal Certification training at Epic.	Jun 16, 2011 5:05 PM
43	OJT	Jun 16, 2011 4:54 PM
44	Degree or Master Prepared	Jun 16, 2011 4:47 PM
45	Certification program	Jun 16, 2011 4:46 PM
46	Formal and on the job. Department shadowing and cross training	Jun 16, 2011 4:42 PM
47	HIS vendor specific education, as well as internal, informal knowledge sharing, etc.	Jun 16, 2011 4:29 PM
48	Basic primary CIS training in house (approximately 12 weeks), project management, business requirements, workflow design	Jun 16, 2011 4:17 PM
49	Any and all - this is a key initiative for us.	Jun 16, 2011 4:13 PM

Page 5, Q9. If so, what kind of education (if any) will you provide?

50	Technical certification	Jun 16, 2011 4:06 PM
51	Application training and technical training.	Jun 16, 2011 4:04 PM
52	We have found that you can teach the application/technical if the desire and drive are there, however, it is very difficult to teach the clinical.	Jun 16, 2011 4:00 PM
53	We have a masters in Health Informatics, a graduate certificate in Health Informatics, a SOM, SON and public health	Jun 16, 2011 3:56 PM
54	vendor specific training/certification, IT project management., other classes as needed	Jun 16, 2011 3:49 PM
55	I have provided the systems training so the clinician understands the systems they will be working with and promoting with the other end users.	Jun 16, 2011 3:44 PM
56	Vendor certification training.	Jun 16, 2011 3:43 PM
57	technical On the job, mostly we are trying for a mix of talent on the staff	Jun 16, 2011 3:41 PM
58	Internal and external thru vendor	Jun 16, 2011 3:40 PM
59	Nursing Informatics Certification classes	Jun 16, 2011 3:36 PM
60	Seminars and conferences on IT and informatics, and OJT.	Jun 16, 2011 3:35 PM
61	technical training process redesign training facilitation skills	Jun 16, 2011 3:34 PM
62	Vendor training, our own 3 month internal training program including project management.	Jun 16, 2011 3:30 PM
63	Vendor training and at the elbow training with our existing staff.	Jun 16, 2011 3:27 PM
64	Internal; Epic certifications; report writing education; HIT education where needed	Jun 16, 2011 3:18 PM
65	supported education related to informatics including seminar, etc.	Jun 16, 2011 3:14 PM
66	Close integration with our IT staff, mentors from our existing CI staff, formal product education from our core clinical vendor	Jun 16, 2011 3:11 PM
67	Computer based	Jun 16, 2011 3:10 PM
68	can follow our formal ed reimbursement program; OJT; conferences/webinars; vendor product specific training	Jun 16, 2011 3:10 PM
69	on the job training; webinars, health conf	Jun 16, 2011 3:08 PM
70	sending them to U of Maryland Informatics seminar, PMI- and other structured programs	Jun 16, 2011 2:56 PM

Page 6, Q12. What would you estimate as the starting salary range for the person you might hire that has the educational qualification but not the work experience?

1	varies	Jun 25, 2011 10:24 AM
2	75k	Jun 22, 2011 10:35 AM
3	TBD - Market specific	Jun 21, 2011 3:54 PM
4	\$75K	Jun 21, 2011 2:40 PM
5	35/hr	Jun 20, 2011 2:29 PM
6	Depends on th e size facility	Jun 20, 2011 12:49 PM
7	\$50-60K	Jun 20, 2011 9:49 AM
8	\$80-\$85K plus benefits	Jun 17, 2011 5:48 PM
9	80K	Jun 17, 2011 5:40 PM
10	**I only hire CI's who have clinical experience (at least 2 years worth. A new grad without clinical experience is not going to understand workflow enough.** \$103,000 - 136,000 California Silicon Valley	Jun 17, 2011 4:36 PM
11	not sure. I'm the CIO and CI reports up to the CNO.	Jun 17, 2011 4:26 PM
12	MD \$250K RN \$100K	Jun 17, 2011 4:02 PM
13	TBD	Jun 17, 2011 11:47 AM
14	75000	Jun 17, 2011 11:32 AM
15	\$55k	Jun 17, 2011 11:22 AM
16	Would start with a starting salary of an RN or LPN in our organization.	Jun 17, 2011 11:11 AM
17	75000	Jun 17, 2011 10:54 AM
18	N/A	Jun 17, 2011 10:17 AM
19	non-MD for NYC area with only a Bachelors Degree, No experience \$45-\$60 range	Jun 17, 2011 8:57 AM
20	\$50,000 is minimum for entry level. We have 6 different salary grades, non-management, where the max is \$81,000.	Jun 17, 2011 8:52 AM
21	50k	Jun 17, 2011 8:45 AM
22	45k	Jun 17, 2011 8:44 AM
23	N/A	Jun 17, 2011 8:33 AM
24	60-70K	Jun 17, 2011 8:16 AM
25	65k	Jun 17, 2011 8:15 AM
26	\$33 to \$40 per hour	Jun 17, 2011 8:08 AM

Page 6, Q12. What would you estimate as the starting salary range for the person you might hire that has the educational qualification but not the work experience?

27	60K	Jun 17, 2011 8:01 AM
28	\$40K	Jun 17, 2011 7:39 AM
29	70.000	Jun 17, 2011 12:56 AM
30	100k	Jun 16, 2011 10:59 PM
31	RN 70K Pharmacist 90K Physician - usually a % of their salary based on their time committed to IT	Jun 16, 2011 10:49 PM
32	60 -70k	Jun 16, 2011 10:03 PM
33	60K	Jun 16, 2011 7:54 PM
34	50k	Jun 16, 2011 7:29 PM
35	55,000	Jun 16, 2011 7:13 PM
36	85,000 +	Jun 16, 2011 6:32 PM
37	Entry level for the pay range.	Jun 16, 2011 6:27 PM
38	\$60K	Jun 16, 2011 6:10 PM
39	We stay current with the nursing bargaining unit.	Jun 16, 2011 6:08 PM
40	I have combned this in three levels and the pay is equated to experience and education. Between \$19.00 and \$27.00 an hour.	Jun 16, 2011 6:03 PM
41	very dependent on skill, education and experience	Jun 16, 2011 5:57 PM
42	75,000	Jun 16, 2011 5:42 PM
43	\$60K	Jun 16, 2011 5:42 PM
44	\$60,000	Jun 16, 2011 5:37 PM
45	100,000	Jun 16, 2011 5:34 PM
46	?	Jun 16, 2011 5:33 PM
47	\$75-90K	Jun 16, 2011 5:18 PM
48	\$45-50? Haven't really assessed. Would prefer some working experience in clinical setting, but might hire some new grads.	Jun 16, 2011 5:13 PM
49	Really depends on the role they fill. CI supports everything from Training to Pharmacy support. Clearly different pay ranges. These ranges are typically in line with the corresponding IT staff, RN, Pharmacist...	Jun 16, 2011 5:07 PM
50	\$75k	Jun 16, 2011 5:00 PM
51	Here in Rural NC - about \$25.00 hour	Jun 16, 2011 4:50 PM

Page 6, Q12. What would you estimate as the starting salary range for the person you might hire that has the educational qualification but not the work experience?

52	\$60-\$80k	Jun 16, 2011 4:48 PM
53	\$65K +	Jun 16, 2011 4:43 PM
54	Not sure	Jun 16, 2011 4:31 PM
55	\$70-80k	Jun 16, 2011 4:30 PM
56	50k	Jun 16, 2011 4:25 PM
57	\$60,000	Jun 16, 2011 4:21 PM
58	Wouldn't hire without work experience	Jun 16, 2011 4:17 PM
59	\$110,000	Jun 16, 2011 4:14 PM
60	\$75,000	Jun 16, 2011 4:08 PM
61	50,000 annually	Jun 16, 2011 4:04 PM
62	80-100k	Jun 16, 2011 4:02 PM
63	It would need to be competitive for both the clinical area of expertise you are hiring for and competitive with other CI staff members.	Jun 16, 2011 4:01 PM
64	\$80+ and higher	Jun 16, 2011 3:56 PM
65	40k (but likely wouldn't hire)	Jun 16, 2011 3:49 PM
66	I have usually have brought them in at slightly higher than their clinical practice rate and overtime It positions have seen larger increases than some clinicians.	Jun 16, 2011 3:45 PM
67	N/A	Jun 16, 2011 3:44 PM
68	>\$100K	Jun 16, 2011 3:42 PM
69	we are just establishing these criteria	Jun 16, 2011 3:41 PM
70	RNs at least 65-70K, LPN or MA mid 30K	Jun 16, 2011 3:41 PM
71	\$110K	Jun 16, 2011 3:40 PM
72	80K	Jun 16, 2011 3:37 PM
73	It depends on what kind of informatics role - for physicians, nursing, and pharmacy, you need to be able to compete with staff roles.	Jun 16, 2011 3:36 PM
74	80,000 - 90,000	Jun 16, 2011 3:35 PM
75	\$70,000	Jun 16, 2011 3:35 PM
76	45-55 K	Jun 16, 2011 3:30 PM
77	bottom of the pay scale for an applcation analyst.	Jun 16, 2011 3:28 PM
78	28.00 - 42.00 Hr (52K - 87K) per year	Jun 16, 2011 3:26 PM

Page 6, Q12. What would you estimate as the starting salary range for the person you might hire that has the educational qualification but not the work experience?

79	85-95k	Jun 16, 2011 3:18 PM
80	sorry. don't know	Jun 16, 2011 3:15 PM
81	70,000	Jun 16, 2011 3:13 PM
82	mid 40's	Jun 16, 2011 3:12 PM
83	50	Jun 16, 2011 3:11 PM
84	\$70ks	Jun 16, 2011 3:11 PM
85	75,0000	Jun 16, 2011 3:08 PM
86	\$65,000	Jun 16, 2011 3:03 PM
87	\$50 K	Jun 16, 2011 2:57 PM
88	45K	Jun 16, 2011 12:47 PM