

Figures and Charts

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Salary growth and career opportunities

Figure 1 CDI salaries (all job titles): Year-over-year

	2022	2023	2024	2025
\$59,999 or less	2.50%	1.75%	0.47%	0.26%
\$60,000–\$69,999	4.02%	4.38%	1.30%	0.52%
\$70,000–\$79,999	9.29%	6.89%	4.25%	1.55%
\$80,000–\$89,999	14.56%	12.47%	8.62%	7.64%
\$90,000–\$99,999	14.84%	16.74%	13.93%	10.23%
\$100,000–\$109,999	14.70%	18.93%	16.65%	18.01%
\$110,000–\$119,999	7.35%	10.39%	13.58%	15.16%
\$120,000–\$129,999	7.77%	6.67%	9.21%	9.84%
\$130,000–\$139,999	5.27%	5.25%	7.79%	7.77%
\$140,000–\$149,999	5.69%	4.60%	6.61%	6.48%
\$150,000–\$159,999	3.61%	3.06%	3.90%	4.66%
\$160,000–\$199,999	9.29%	7.88%	7.32%	11.53%
<i>Note: This category was listed as \$160,000+ in the 2021, 2022, and 2023 surveys.</i>				
\$200,000+	N/A	N/A	5.19%	5.44%
Other	1.11%	0.98%	1.18%	0.91%

Figure 2 CDI job titles: Year-over-year

	2021	2022	2023	2024	2025
CDI specialist	47.37%	39.11%	43.44%	34.71%	29.92%
CDI second-level reviewer	2.57%	1.80%	3.39%	2.83%	2.33%
CDI team lead	4.16%	5.96%	5.14%	5.08%	5.18%
CDI supervisor	4.41%	4.58%	3.17%	4.13%	6.35%
CDI manager	15.30%	18.45%	17.40%	21.13%	21.76%
CDI director	10.04%	13.31%	10.39%	14.64%	13.99%
CDI auditor	1.47%	1.53%	1.42%	1.53%	2.59%
CDI educator	1.84%	3.05%	2.95%	5.08%	4.66%
CDI physician educator	0.49%	0.83%	1.09%	0.83%	0.13%
CDI informaticist/analyst	0.61%	0.28%	0.55%	0.12%	0.78%
CDI-coding liaison	0.24%	0.28%	0.22%	0.12%	0.00%
CDI quality specialist	1.71%	0.42%	0.88%	0.59%	1.17%
CDI denials specialist	0.61%	0.97%	0.88%	0.35%	0.65%
HIM/quality/finance supervisor	0.12%	0.28%	0.11%	0.24%	0.00%
HIM/quality/finance manager	0.00%	0.69%	0.33%	0.12%	0.13%
HIM/quality/finance director	1.22%	2.08%	1.64%	0.59%	0.39%
Director of coding and CDI	2.20%	0.42%	0.44%	0.00%	0.00%
HIM/coding professional	0.49%	0.28%	0.55%	1.18%	1.30%
Physician advisor/champion	0.24%	0.14%	0.11%	0.00%	0.00%
Revenue cycle/integrity manager	N/A	N/A	N/A	0.24%	0.00%
Revenue cycle/integrity director	N/A	N/A	N/A	0.59%	0.13%
Hospital executive	N/A	N/A	N/A	0.94%	1.30%
Consultant	0.98%	0.83%	0.44%	0.71%	0.26%
Vendor	0.37%	1.11%	0.98%	0.47%	0.39%
I don't work in CDI	0.12%	0.42%	0.44%	0.00%	0.39%
Other	3.43%	3.19%	4.05%	3.78%	0.13%

Selected other responses:

- Coding auditor
- CDI coordinator
- CDI auditor in corporate compliance
- Risk adjustment specialist
- Denials supervisor

Figure 3 Salaries: By job title

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
CDI specialist	0.87%	0.87%	4.33%	19.91%	22.08%	24.24%	12.12%	7.36%	1.73%	2.16%	2.16%	0.87%	0.43%	0.87%
CDI second-level reviewer	0.00%	0.00%	0.00%	16.67%	16.67%	27.78%	22.22%	5.56%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%
CDI lead	0.00%	0.00%	5.00%	0.00%	20.00%	22.50%	30.00%	5.00%	10.00%	0.00%	5.00%	2.50%	0.00%	0.00%
CDI supervisor	0.00%	0.00%	0.00%	4.08%	12.24%	20.41%	36.73%	8.16%	6.12%	2.04%	2.04%	8.16%	0.00%	0.00%
CDI manager	0.00%	0.60%	0.00%	1.79%	1.19%	14.88%	14.29%	19.64%	18.45%	9.52%	7.14%	9.52%	2.38%	0.60%
CDI director	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	1.85%	4.63%	7.41%	15.74%	9.26%	41.67%	16.67%	0.00%
CDI auditor	0.00%	0.00%	0.00%	5.00%	15.00%	30.00%	20.00%	15.00%	5.00%	0.00%	10.00%	0.00%	0.00%	0.00%
CDI educator	0.00%	0.00%	0.00%	0.00%	5.56%	19.44%	44.44%	11.11%	5.56%	11.11%	0.00%	2.78%	0.00%	0.00%
CDI physician educator	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CDI informaticist/analyst	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	0.00%	16.67%	16.67%	0.00%	0.00%	33.33%	0.00%	16.67%
CDI-coding liaison	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CDI quality specialist	0.00%	0.00%	0.00%	0.00%	0.00%	44.44%	22.22%	11.11%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%
CDI denials specialist	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%	20.00%	20.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%
HIM/coding supervisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HIM/coding manager	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HIM/coding director	0.00%	33.33%	0.00%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HIM/coding professional	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Physician advisor	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	80.00%	10.00%
Physician champion	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Revenue cycle/integrity supervisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Revenue cycle/integrity manager	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Revenue cycle/integrity director	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	30.00%	0.00%	50.00%	10.00%	0.00%
Revenue cycle/integrity professional	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Hospital executive	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	33.33%	33.33%
Consultant	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	0.00%	33.33%	33.33%	0.00%	0.00%	0.00%	0.00%
Vendor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Figure 4 Roles included in CDI department

Answer options	Percentage
CDI specialist	74.61%
CDI manager	32.90%
CDI director	24.35%
CDI educator	18.39%
CDI second-level reviewer	44.04%
CDI lead	37.69%
Physician advisor	19.30%
CDI auditor	30.83%
CDI supervisor	13.73%
CDI physician educator	9.97%
CDI quality specialist	6.61%
CDI denials specialist	11.27%
CDI informaticist/analyst	11.66%
CDI-coding liaison	25.78%
Physician champion	8.16%
Other	5.96%

Selected other responses:

- Mortality reviewer
- CDI assistant director
- Compliance specialists
- CRN liaison
- Physician consultant
- Software program manager/developer
- Medical director
- Risk adjustment coder
- CDI staff work (denials)
- Clinical validation auditor
- CDI technology lead
- Patient safety indicator reviewer

Professional backgrounds and certifications

Figure 5 Credentials: Year-over-year

	2022	2023	2024	2025
ACM	1.39%	0.77%	1.18%	1.04%
BSN	N/A	N/A	N/A	55.44%
CCDS	61.17%	62.14%	64.58%	67.10%
CCDS-O	3.61%	4.49%	4.96%	5.44%
CCM	3.61%	2.74%	2.95%	2.72%
CCS	16.50%	15.21%	14.88%	15.03%
CDEO	0.83%	0.77%	1.53%	0.65%
CDIP	12.21%	9.30%	10.15%	11.14%
CHRI	N/A	0.22%	0.00%	0.00%
CPC	4.72%	4.60%	4.13%	4.40%
CPHQ	1.53%	1.42%	2.13%	1.68%
CRC	4.02%	4.05%	4.60%	4.53%
FACHE	0.00%	0.11%	0.12%	0.13%
JD	0.14%	0.11%	0.00%	0.00%
LPN	0.83%	1.42%	0.71%	0.26%
MBA	N/A	N/A	N/A	6.87%
MBBS	3.47%	0.88%	1.18%	0.78%
MD	4.58%	3.61%	4.01%	4.15%
MHA	4.58%	0.00%	3.78%	3.76%
MPH	0.83%	0.77%	1.18%	0.78%
MSN	N/A	N/A	N/A	14.51%
NP	0.55%	0.77%	0.94%	1.30%
PA	0.14%	0.44%	0.12%	0.39%
RHIA	5.96%	5.58%	5.90%	5.70%
RHIT	4.30%	3.17%	2.95%	2.46%
RN	69.35%	68.49%	69.66%	50.00%
RRT	0.83%	0.22%	0.00%	0.52%
None, I have no credentials	0.14%	1.31%	0.83%	0.26%

Selected other responses:

- Acute Critical Care Registered Nurse (CCRN-K)
- Associate degree in nursing (ADN)
- Bachelor of Medicine and Bachelor of Surgery (MBBS)
- Certified Coding Associate (CCA)
- Certified Coding Specialist—Physician Based (CCS-P)
- Certified Emergency Nurse (CEN)
- Certified Evaluation and Management Coder (CEMC)
- Certified Healthcare Compliance (CHC)
- Certified Inpatient Coder (CIC)
- Certified Medical Surgery Registered Nurse (CMSRN)
- Certified Outpatient Coder (COC)
- Certified Pediatric Emergency Nurse (CPEN)
- Certified Pediatric Nurse (CPN)
- Certified Perioperative Nurse (CNOR)
- Certified Physician Practice Manager (CPPM)
- Certified Professional Biller (CPB)
- Certified Professional Coder (CPC)
- Certified Professional Compliance Officer (CPCO)
- Certified Professional in Healthcare Risk Management (CHDA, CPHRM, CPPS)
- Certified Professional Medical Auditor (CPMA)
- Certified Rehabilitation Registered Nurse (CRRN)
- Certified Revenue Cycle Representative (CRCR)
- Clinical Nurse Leader (CNL)
- Credential of Leadership, Impact, and Management in Business (CLIMB)
- Critical Access Hospital Coding and Billing Specialist (CAH-CBS)
- Critical Care Registered Nurse (CCRN)
- Denials Avoidance and Appeals Institute (C-DAM)
- Doctor of Chiropractic (DC)
- Doctor of Health Administration (DHA)
- Doctor of Nursing Practice (DNP)
- Doctor of Osteopathic Medicine (DO)
- Doctor of Physical Therapy (DPT)
- Gerontological Nursing Certification (GERO-BC)
- Master of Arts (MA)
- Master of Business Administration (MBA)
- Master of Healthcare Leadership (MHL)
- Master of Informatics (MS)
- Master of Jurisprudence (MJ)
- Master of Physician Assistant Studies (MSPA)
- Master of Public Administration (MPA)
- Master of Science in Health Informatics (MSHI)
- Master of Science in Nursing (MSN)
- Master's in education (M.Ed)
- Master's in health education
- Master's in nursing (MN)
- Nursing Case Management Certification (CMGT-BC)
- Nursing Home Administration (NHA)
- Oncology Data Specialist (ODS)
- Physician advisor (CHCQM-PHYADV)
- Registered Nurse Certified (RNC)
- Stroke Certified Registered Nurse (SCRN)
- Trauma Certified Registered Nurse (TCRN)

Figure 6 Salaries: By credential, all titles

Figure 7 Salaries: By credential, CDI specialists only

Figure 8 CDI department reporting structure

	2024	2025
Case management	4.95%	3.15%
Stand-alone CDI department	6.39%	5.78%
Finance	11.34%	13.27%
HIM/coding	20.99%	16.16%
Quality	10.98%	12.75%
Revenue cycle/integrity	35.71%	38.24%
Population health	1.93%	1.71%
Nursing/clinical	1.81%	1.71%
Other	5.91%	7.23%

Selected other responses:

- Care transformation
- Dual report (finance and quality)
- Chief medical officer
- Inpatient physician services
- Compliance
- Inpatient physician advisor services
- Data science/analytics
- Health/life sciences division
- Integrated care
- Denial prevention/recovery
- Market operations services
- Consulting firm
- Medical staff affairs
- Clinical effectiveness
- Executive leadership

Education and experience level

Figure 9 Education level: By job title

	High school	Some college	Professional certificate	Associate's degree	Bachelor's degree	Some graduate work	Master's degree	Some doctoral work	Doctorate
All responses	0.26%	0.78%	1.30%	9.72%	46.63%	7.51%	26.42%	1.55%	5.83%
CDI specialist	0.00%	0.87%	1.73%	11.69%	55.41%	7.36%	18.61%	0.00%	4.33%
CDI second-level reviewer	0.00%	0.00%	0.00%	16.67%	66.67%	5.56%	11.11%	0.00%	0.00%
CDI lead	0.00%	2.50%	2.50%	17.50%	50.00%	2.50%	20.00%	0.00%	5.00%
CDI supervisor	0.00%	0.00%	2.04%	10.20%	55.10%	10.20%	20.41%	0.00%	2.04%
CDI manager	1.19%	1.19%	0.60%	7.14%	42.86%	10.71%	30.95%	1.19%	4.17%
CDI director	0.00%	0.00%	0.00%	5.56%	36.11%	5.56%	45.37%	2.78%	4.63%
CDI auditor	0.00%	0.00%	0.00%	5.00%	65.00%	5.00%	20.00%	0.00%	5.00%
CDI educator	0.00%	0.00%	0.00%	8.33%	55.56%	5.56%	22.22%	5.56%	2.78%
CDI physician educator	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
CDI informaticist/analyst	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	33.33%	33.33%	0.00%
CDI-coding liaison	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CDI quality specialist	0.00%	0.00%	0.00%	11.11%	66.67%	0.00%	22.22%	0.00%	0.00%
CDI denials specialist	0.00%	0.00%	40.00%	0.00%	20.00%	40.00%	0.00%	0.00%	0.00%
HIM/coding supervisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
HIM/coding manager	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
HIM/coding director	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%
HIM/coding professional	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Physician advisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%	0.00%	90.00%
Physician champion	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Revenue cycle/integrity supervisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Revenue cycle/integrity manager	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Revenue cycle/integrity director	0.00%	0.00%	0.00%	20.00%	20.00%	10.00%	30.00%	10.00%	10.00%
Revenue cycle/integrity professional	0.00%	0.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%
Hospital executive	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	0.00%	66.67%
Consultant	0.00%	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%
Vendor	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%

Figure 10 Salaries: By education level

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
High school	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Some college	0.00%	0.00%	16.67%	16.67%	0.00%	33.33%	0.00%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%
Professional certificate	0.00%	0.00%	0.00%	0.00%	0.00%	30.00%	30.00%	20.00%	0.00%	0.00%	0.00%	10.00%	0.00%	10.00%
Associate's degree	0.00%	0.00%	6.67%	9.33%	16.00%	20.00%	18.67%	9.33%	6.67%	5.33%	5.33%	1.33%	0.00%	1.33%
Bachelor's degree	0.28%	0.56%	1.11%	11.11%	13.06%	22.22%	16.11%	9.44%	6.39%	6.94%	4.17%	7.50%	0.83%	0.28%
Some graduate work	0.00%	3.45%	0.00%	8.62%	5.17%	12.07%	15.52%	10.34%	12.07%	8.62%	5.17%	15.52%	3.45%	0.00%
Master's degree	0.00%	0.00%	0.98%	2.45%	6.37%	14.22%	12.25%	11.27%	9.80%	7.35%	4.90%	19.12%	10.78%	0.49%
Some doctoral work	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	8.33%	0.00%	16.67%	8.33%	0.00%	58.33%	0.00%	8.33%
Doctorate	2.22%	0.00%	0.00%	2.22%	8.89%	6.67%	11.11%	6.67%	6.67%	0.00%	6.67%	11.11%	33.33%	4.44%

Figure 11 Years of experience

	Years in CDI field	Years in current position	Years at current organization
0–2 years	9.10%	37.15%	17.66%
3–5 years	15.44%	28.73%	15.72%
6–8 years	19.53%	16.30%	12.14%
9–10 years	14.51%	6.91%	8.14%
11–15 years	28.10%	8.01%	14.48%
16–20 years	8.44%	2.21%	9.66%
More than 20 years	4.88%	0.69%	22.21%

Raises and reductions

Figure 12 Received a raise in the past 12 months: Year-over-year

	2021	2022	2023	2024	2025
Yes	75.28%	81.04%	82.59%	80.10%	83.84%
No	24.72%	18.96%	17.41%	19.90%	16.16%

Figure 13 Percentage raise received in past 12 months: Year-over-year

	2021	2022	2023	2024	2025
1% or less	7.25%	3.47%	4.84%	4.24%	3.93%
2%	31.96%	23.96%	21.05%	21.03%	19.97%
3%	39.04%	36.46%	42.25%	41.00%	43.55%
4%	5.44%	14.58%	11.52%	14.52%	13.99%
5%	5.44%	7.64%	7.54%	6.96%	6.29%
6%	2.64%	2.08%	2.70%	2.42%	2.36%
7%	0.99%	1.22%	1.00%	1.51%	1.42%
8%	0.49%	1.74%	1.14%	1.21%	1.42%
9%	0.82%	0.52%	0.71%	1.21%	0.63%
10%	1.32%	2.78%	2.84%	1.66%	1.42%
More than 10%	4.61%	5.56%	4.41%	4.24%	5.03%

Figure 14 Last raise, if not in the past 12 months: Year-over-year

	2021	2022	2023	2024	2025
13–18 months ago	33.17%	43.28%	41.36%	33.18%	43.09%
19–23 months ago	22.61%	14.18%	13.01%	14.75%	11.38%
2–3 years ago	19.10%	12.69%	16.23%	15.67%	21.95%
More than 3 years ago	6.53%	8.21%	7.33%	5.07%	7.32%
I have never received a raise	9.55%	12.69%	7.33%	6.45%	8.13%
Other	9.05%	8.96%	14.66%	24.88%	8.13%

Selected other responses:

- I took a pay cut to work in my position/new job
- N/A as I just started this job

Figure 15 Percentage of raise if longer ago than 12 months

Options	Percentage
1% or less	16.26%
2%	30.89%
3%	31.71%
4%	7.32%
5%	4.07%
6%	0.00%
7%	0.00%
8%	3.25%
9%	0.81%
10%	3.25%
More than 10%	2.44%

Figure 16 Reason for raise: Year-over-year

	2021	2022	2023	2024	2025
Obtaining a CDI-related credential (such as the CCDS)	2.31%	3.13%	2.56%	1.51%	1.42%
Completing additional college-level course work (in coding, anatomy, management, etc.)	0.99%	0.17%	0.57%	0.45%	0.16%
Merit/performance-based (e.g., taking on additional CDI-related projects)	44.81%	44.10%	42.67%	44.93%	51.73%
Productivity-based (e.g., meeting query quotas, physician agree rates, CC/MCC capture)	7.91%	9.20%	10.95%	9.23%	7.86%
Cost-of-living increase	41.25%	40.63%	39.69%	35.55%	34.59%
Promotion to a higher title	N/A	N/A	N/A	11.80%	12.58%
Changed organizations entirely	N/A	N/A	N/A	2.57%	2.20%
Other	20.43%	21.35%	23.90%	15.73%	13.21%

Selected other responses:

- Annual raise
- Based on similar job salaries with consummate experience
- Blanket raise for all staff
- Change in title/role
- Change of jobs
- Retention pay
- Contract—union
- Federal schedule changes
- National benchmark/local market increase

Figure 17 Received a promotion in the past 12 months

Option	Percentage
Yes	18.00%
No	82.00%

Figure 18 Lateral moves to a new position in the last 12 months

Answer options	Percentage
Yes, I made a lateral move to a new position in the last 12 months	8.54%
No, I have not made a lateral move to a new position in the last 12 months	91.46%

Selected titles specified:

- Changed healthcare organizations with same position
- Moved from CDI team lead to CDI auditor
- Moved from CDI manager to educator
- Moved from CDI to float CDI specialist
- Moved from CDI specialist to CDI quality
- Moved from CDI specialist to CDI lead
- Moved from per diem to full time
- Moved from CDI manager to consultant
- Moved from CDI nursing supervisor to educator/auditor
- Moved from second level reviewer to auditor
- Moved from CDI director to manager
- Moved to CDI specialist II after accreditation
- Moved from CDI team lead to data analyst
- Moved from outpatient CDI to inpatient
- Moved from CDI to compliance

Figure 19 Non-salary benefits offered to CDI staff

Answer option	Percentage
Health coverage	88.06%
Retirement plan match	77.59%
Tuition reimbursement	68.30%
Certification reimbursement (e.g., for prep, exam costs, or recertification)	56.90%
Membership to professional organizations (e.g., ACDIS, AHIMA, etc.)	52.65%
Organization- or vendor-provided education or products	37.93%
Continuing education budget	34.07%
Specialized role opportunities (e.g., CDI educator, denials specialist, etc.)	34.35%
Career ladder/step increases	28.78%
Meals and entertainment (e.g., holiday parties, department lunches)	24.80%
Pension plan	20.03%
Travel budget	18.44%
None of the above	2.25%
Other	3.05%

Selected other responses:

- Wellness reimbursement
- Professional membership (only managers)

Figure 20 Experienced a reduction in any of the following in the last 12 months: Year-over-year

	2021	2022	2023	2024	2025
Hours	3.62%	0.57%	0.79%	0.61%	0.66%
Salary	3.49%	1.98%	1.01%	1.83%	0.40%
Incentive bonus programs	6.98%	7.79%	6.41%	3.79%	3.98%
Career ladder/step increases	3.87%	3.26%	3.37%	2.08%	2.25%
Health coverage	5.11%	6.66%	7.99%	5.98%	5.84%
Retirement plan match	8.35%	4.53%	3.71%	3.17%	1.59%
Pension plan	1.75%	1.42%	0.90%	1.10%	0.40%
Travel budget	23.94%	18.56%	20.02%	12.33%	12.60%
Tuition reimbursement	5.61%	4.25%	4.05%	1.95%	1.86%
Continuing education budget	16.58%	14.16%	15.86%	8.55%	7.56%
Organization or vendor-provided education or products	N/A	N/A	N/A	2.08%	2.92%
Meals and entertainment (e.g., holiday parties, department lunches)	17.71%	15.72%	16.42%	7.81%	8.62%
Membership to professional organizations (e.g., ACDIS, AHIMA, etc.)	N/A	N/A	N/A	3.91%	4.11%
N/A; we haven't experienced a reduction	52.49%	58.50%	58.49%	68.99%	69.36%
Other	5.75%	5.24%	4.95%	3.30%	2.92%

Selected other responses:

- Annual merit raises eliminated
- Reduction in staffing
- Reduction in vacation time
- Reduction in health incentives
- Reduction in internet stipend

Figure 21 Believe salary has kept pace with cost of living: Year-over-year

	2021	2022	2023	2024	2025
Yes	48.47%	39.04%	40.07%	41.86%	47.31%
No	51.53%	60.96%	59.93%	58.14%	52.69%

Figure 22 Number of hours worked per week: Year-over-year

Number of hours	2021	2022	2023	2024	2025
Fewer than 24 hours	0.49%	0.56%	0.22%	0.12%	0.53%
24–31 hours	0.24%	0.56%	0.78%	0.84%	0.53%
32–40 hours	40.88%	38.20%	40.29%	38.00%	37.19%
41–50 hours	49.45%	48.74%	48.66%	51.39%	50.59%
More than 50 hours	8.94%	11.94%	10.04%	9.65%	11.17%

Figure 23 Overtime compensation: Year-over-year

Option	2021	2022	2023	2024	2025
I do not work overtime	19.83%	21.21%	21.65%	23.04%	22.21%
I don't get paid for overtime	65.48%	65.73%	61.38%	65.26%	67.28%
I receive my regular pay rate for overtime	1.59%	1.83%	2.46%	1.81%	1.97%
I receive one and a half times my regular pay rate	7.22%	7.02%	7.25%	6.15%	2.50%
I receive twice my regular pay rate	0.12%	0.00%	0.11%	0.00%	0.00%
I receive time off in lieu of additional pay	1.22%	0.70%	1.45%	0.48%	1.18%
Other	4.53%	3.51%	5.69%	3.26%	4.86%

Selected other responses:

- Bonus pay
- Salaried/exempt position
- Flat rate (state hospital)
- Bonus charts available

Organization size and type

Figure 24 CDI program settings: Year-over-year

	2021	2022	2023	2024	2025
Stand-alone acute care hospital	8.45%	10.40%	10.39%	10.15%	8.94%
Healthcare system	76.38%	72.68%	75.60%	76.15%	76.17%
Ambulatory surgery center	0.12%	0.14%	0.00%	0.12%	0.00%
Critical access hospital	6.73%	1.39%	1.09%	0.83%	0.78%
Home healthcare facility	0.37%	0.14%	0.00%	0.24%	1.68%
Inpatient rehab hospital	0.24%	0.00%	0.11%	0.00%	0.00%
Long-term care hospital	1.35%	0.14%	0.55%	0.35%	0.13%
Pediatric/children's hospital	1.35%	1.53%	1.20%	1.65%	0.00%
Outpatient/physician practice	0.61%	2.77%	1.75%	1.53%	0.00%
Skilled nursing facility (SNF)	N/A	N/A	N/A	0.00%	3.24%
<i>Note: This was not an option on the 2020–2023 surveys.</i>					
Government organization	N/A	2.64%	1.97%	0.71%	1.94%
<i>Note: This was not an option on the 2019, 2020, or 2021 surveys.</i>					
Consulting firm	3.30%	2.91%	2.41%	2.48%	1.30%
Vendor organization	2.08%	1.94%	2.08%	2.48%	2.33%
Other	2.33%	3.33%	2.84%	3.31%	3.50%

Selected other responses:

- Academic medical hospital
- Accountable care organization
- Community hospital
- Educational institution
- Payer
- Payment integrity organization
- Revenue cycle company

Figure 25 Number of facility beds

Option	Percentage
100 or fewer beds	3.37%
101–200 beds	6.48%
201–300 beds	11.40%
301–400 beds	11.14%
401–500 beds	8.94%
501–600 beds	7.90%
601–700 beds	6.09%
701–800 beds	4.79%
801–900 beds	3.89%
901–1,000 beds	2.72%
1,001 or more beds	12.31%
N/A, I don't work in a hospital	20.98%

Figure 26 Number of beds systemwide

Option	Percentage
500 or fewer beds	9.33%
501–600 beds	3.50%
601–700 beds	4.53%
701–800 beds	3.50%
801–900 beds	3.11%
901–1,000 beds	4.15%
1,001–1,500 beds	10.36%
1,501–2,000 beds	9.46%
2,001–2,500 beds	3.63%
2,501–3,000 beds	7.90%
3,001 or more beds	26.30%
N/A, I don't work for a healthcare system	14.25%

Figure 27 Site-specific reviews versus systemwide reviews

Option	2024	2025
Single site	31.05%	28.24%
Multiple sites (please specify how many sites in the comments)	63.52%	66.84%
N/A, I don't review records	5.43%	4.92%

Selected comments:

■ Respondents listed a variety of numbers in answer to this question, ranging from two sites up to 150.

Figure 28 Settings and/or service lines reviewed

Option	2024	2025
Inpatient short-term acute care	83.95%	83.94%
Ambulatory surgery	4.28%	4.02%
Emergency department	14.15%	14.90%
Trauma	51.13%	52.07%
Obstetrics/gynecology	27.82%	28.11%
Oncology	54.82%	56.74%
Inpatient surgery	72.89%	73.19%
Long-term care	2.50%	2.33%
Neonatal intensive care (NICU)	27.71%	31.22%
Physician practice/Part B services	6.78%	8.03%
Pediatrics	29.96%	33.16%
Psychiatry	9.63%	11.27%
Inpatient rehabilitation	6.06%	6.74%
Outpatient rehabilitation	1.31%	1.17%
Other (please specify)	6.42%	6.87%

Selected other responses:

- Cardiology
- Endocrine
- Pulmonology
- Gastroenterology
- Optometry
- Podiatry
- Orthopedics
- Gastrointestinal
- Hospice
- Maternal
- Mortality
- Neurosurgery
- Outpatient primary care
- Radiation
- Respiratory
- Transplants

Figure 29 Salaries: By organization type

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
Stand-alone acute care hospital	0.00%	0.00%	7.25%	10.14%	10.14%	24.64%	11.59%	4.35%	4.35%	0.00%	2.90%	15.94%	5.80%	2.90%
Healthcare system with multiple sites	0.17%	0.17%	1.02%	6.80%	8.84%	17.86%	14.29%	10.71%	8.33%	7.14%	5.44%	12.24%	6.12%	0.85%
Ambulatory surgery center	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Critical access/rural healthcare	16.67%	0.00%	0.00%	16.67%	16.67%	16.67%	16.67%	0.00%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%
Consulting firm	0.00%	0.00%	0.00%	7.69%	15.38%	23.08%	15.38%	7.69%	15.38%	7.69%	0.00%	7.69%	0.00%	0.00%
Home health	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Rehab (inpatient or outpatient)	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Long-term acute care	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled nursing facility (SNF)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pediatric/children's hospital	0.00%	0.00%	0.00%	16.00%	12.00%	20.00%	24.00%	8.00%	4.00%	8.00%	0.00%	4.00%	4.00%	0.00%
Outpatient/physician practice	0.00%	0.00%	0.00%	0.00%	33.33%	26.67%	6.67%	20.00%	0.00%	6.67%	0.00%	6.67%	0.00%	0.00%
Government organization	0.00%	30.00%	10.00%	0.00%	10.00%	0.00%	20.00%	0.00%	10.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Vendor organization	0.00%	0.00%	0.00%	11.11%	11.11%	5.56%	33.33%	22.22%	0.00%	0.00%	5.56%	11.11%	0.00%	0.00%

Figure 30 Salaries: By number of facility beds

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
100 or fewer beds	3.85%	3.85%	0.00%	7.69%	30.77%	26.92%	15.38%	0.00%	3.85%	3.85%	0.00%	3.85%	0.00%	0.00%
101–200 beds	0.00%	0.00%	4.00%	8.00%	14.00%	24.00%	24.00%	6.00%	2.00%	2.00%	2.00%	4.00%	6.00%	4.00%
201–300 beds	0.00%	0.00%	3.41%	13.64%	11.36%	28.41%	14.77%	4.55%	7.95%	3.41%	3.41%	6.82%	2.27%	0.00%
301–400 beds	1.16%	2.33%	2.33%	9.30%	10.47%	17.44%	13.95%	8.14%	6.98%	6.98%	10.47%	8.14%	1.16%	1.16%
401–500 beds	0.00%	0.00%	1.45%	11.59%	7.25%	18.84%	11.59%	13.04%	11.59%	4.35%	4.35%	7.25%	7.25%	1.45%
501–600 beds	0.00%	0.00%	0.00%	11.48%	8.20%	18.03%	16.39%	9.84%	11.48%	1.64%	6.56%	13.11%	3.28%	0.00%
601–700 beds	0.00%	0.00%	4.26%	4.26%	12.77%	17.02%	17.02%	4.26%	8.51%	4.26%	0.00%	19.15%	8.51%	0.00%
701–800 beds	0.00%	0.00%	0.00%	8.11%	0.00%	5.41%	21.62%	2.70%	10.81%	13.51%	13.51%	16.22%	5.41%	2.70%
801–900 beds	0.00%	0.00%	3.33%	13.33%	13.33%	3.33%	6.67%	13.33%	16.67%	10.00%	3.33%	10.00%	6.67%	0.00%
901–1,000 beds	0.00%	0.00%	4.76%	4.76%	0.00%	9.52%	4.76%	9.52%	9.52%	19.05%	0.00%	23.81%	14.29%	0.00%
1,001 or more beds	0.00%	1.05%	0.00%	1.05%	7.37%	15.79%	13.68%	12.63%	6.32%	7.37%	6.32%	18.95%	9.47%	0.00%
N/A, I don't work in a hospital	0.00%	0.00%	0.00%	4.32%	11.11%	17.28%	16.05%	16.05%	5.56%	8.64%	2.47%	11.73%	5.56%	1.23%

Figure 31 Salaries: By number of system beds

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
500 or fewer beds	1.39%	0.00%	1.39%	15.28%	18.06%	22.22%	12.50%	12.50%	4.17%	4.17%	1.39%	5.56%	1.39%	0.00%
501–600 beds	0.00%	3.70%	0.00%	22.22%	7.41%	22.22%	0.00%	7.41%	7.41%	0.00%	7.41%	14.81%	3.70%	3.70%
601–700 beds	0.00%	0.00%	0.00%	11.43%	14.29%	25.71%	11.43%	0.00%	5.71%	2.86%	8.57%	14.29%	2.86%	2.86%
701–800 beds	0.00%	0.00%	3.70%	3.70%	3.70%	14.81%	29.63%	3.70%	7.41%	7.41%	3.70%	7.41%	11.11%	3.70%
801–900 beds	0.00%	0.00%	4.17%	12.50%	12.50%	4.17%	12.50%	20.83%	4.17%	12.50%	4.17%	8.33%	4.17%	0.00%
901–1,000 beds	3.13%	0.00%	0.00%	9.38%	15.63%	12.50%	15.63%	6.25%	6.25%	3.13%	12.50%	15.63%	0.00%	0.00%
1,001–1,500 beds	0.00%	1.25%	1.25%	7.50%	6.25%	22.50%	15.00%	10.00%	6.25%	6.25%	6.25%	11.25%	6.25%	0.00%
1,501–2,000 beds	0.00%	0.00%	0.00%	4.11%	5.48%	21.92%	17.81%	6.85%	9.59%	6.85%	1.37%	20.55%	5.48%	0.00%
2,001–2,500 beds	0.00%	0.00%	0.00%	7.14%	7.14%	3.57%	17.86%	14.29%	25.00%	7.14%	7.14%	10.71%	0.00%	0.00%
2,501–3,000 beds	0.00%	0.00%	0.00%	4.92%	3.28%	18.03%	6.56%	22.95%	11.48%	4.92%	6.56%	18.03%	1.64%	1.64%
3,001 or more beds	0.00%	0.99%	1.48%	2.96%	10.34%	15.76%	17.73%	10.34%	7.88%	9.85%	4.93%	7.39%	9.85%	0.49%
N/A, I don't work for a healthcare system	0.00%	0.00%	4.55%	10.00%	14.55%	19.09%	16.36%	4.55%	5.45%	4.55%	1.82%	12.73%	4.55%	1.82%

Remote work

Figure 32 Remote work

Option	2024	2025
I work 100% remotely, but review for an organization in my state of residence	35.46%	36.79%
I work 100% remotely and I review for an organization outside of my state of residence	13.75%	17.21%
I work 100% remotely and I review for an organization with sites both inside and outside my state of residence	8.56%	9.07%
I work partially remotely, but work a set number of days per week on-site	17.37%	14.19%
I work partially remotely, but I have an option to work on-site as needed/desired	12.42%	12.75%
I do not work remotely/I'm 100% on-site	8.08%	7.10%
Other	4.34%	2.89%

Figure 33 Salaries: Remote versus on-site, all titles

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
I work 100% remotely, but review for an organization in my state of residence	0.00%	0.00%	1.43%	11.43%	11.43%	18.21%	17.86%	11.43%	7.50%	5.00%	6.07%	6.07%	2.50%	1.07%
I work 100% remotely and I review for an organization outside of my state of residence	0.00%	1.53%	0.00%	8.40%	10.69%	16.03%	12.98%	11.45%	9.92%	3.82%	6.11%	12.98%	6.11%	0.00%
I work 100% remotely and I review for an organization with sites both inside and outside my state of residence	0.00%	0.00%	0.00%	4.35%	11.59%	20.29%	14.49%	13.04%	7.25%	11.59%	2.90%	10.14%	4.35%	0.00%
I work partially remotely, but work a set number of days per week on-site	0.93%	0.00%	2.78%	5.56%	6.48%	17.59%	18.52%	7.41%	7.41%	3.70%	2.78%	20.37%	4.63%	1.85%
I work partially remotely, but I have an option to work on-site as needed/desired	0.00%	1.03%	1.03%	5.15%	9.28%	12.37%	9.28%	7.22%	11.34%	13.40%	4.12%	14.43%	9.28%	2.06%
I do not work remotely/I'm 100% on-site	1.85%	1.85%	5.56%	0.00%	11.11%	20.37%	11.11%	7.41%	0.00%	7.41%	3.70%	16.67%	12.96%	0.00%

Figure 34 Salaries: Remote versus on-site, CDI specialists only

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
I work 100% remotely, but review for an organization in my state of residence	0.00%	0.00%	2.94%	25.49%	22.55%	22.55%	10.78%	4.90%	2.94%	0.98%	3.92%	0.98%	0.98%	0.98%
I work 100% remotely and I review for an organization outside of my state of residence	0.00%	3.64%	0.00%	18.18%	20.00%	23.64%	12.73%	14.55%	1.82%	1.82%	1.82%	1.82%	0.00%	0.00%
I work 100% remotely and I review for an organization with sites both inside and outside my state of residence	0.00%	0.00%	0.00%	15.38%	38.46%	38.46%	0.00%	0.00%	0.00%	7.69%	0.00%	0.00%	0.00%	0.00%
I work partially remotely, but work a set number of days per week on-site	3.03%	0.00%	9.09%	15.15%	12.12%	30.30%	21.21%	6.06%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%
I work partially remotely, but I have an option to work on-site as needed/desired	0.00%	0.00%	10.00%	20.00%	40.00%	10.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%
I do not work remotely/I'm 100% on-site	9.09%	0.00%	18.18%	0.00%	18.18%	18.18%	18.18%	9.09%	0.00%	9.09%	0.00%	0.00%	0.00%	0.00%

Figure 35 Single versus multisite reviews and remote work

	I work 100% remotely, but I review for an organization in my state of residence	I work 100% remotely and I review for an organization outside of my state of residence	I work 100% remotely and I review for an organization with sites both inside and outside my state of residence	I work partially remotely, but I work a set number of days per week on-site	I work partially remotely, but I have an option to work on-site as needed/desired	I do not work remotely/I'm 100% on-site	Other
Single site	36.57%	16.67%	1.85%	18.06%	10.19%	14.81%	1.85%
Multiple sites	37.28%	18.34%	11.44%	12.03%	13.61%	4.14%	3.16%

Program staffing

Figure 36 Number of CDI staff, facility and healthcare system

	Facility	Healthcare system
0–5	19.82%	6.35%
6–10	17.75%	7.12%
11–15	10.10%	5.83%
16–20	10.62%	7.25%
21–25	6.61%	8.16%
26–30	3.63%	6.61%
31–35	2.46%	7.25%
36–40	1.42%	3.63%
41–45	0.78%	3.24%
46–50	0.39%	3.37%
51–60	0.65%	4.27%
61–70	0.26%	3.37%
71–80	0.13%	2.72%
81–90	0.39%	1.42%
91–100	0.39%	3.11%
Greater than 100	1.81%	10.88%

Figure 37 Number of annual discharges

Answer option	Percentage
N/A	4.27%
Under 500	0.52%
500–1,000	0.78%
1,001–2,000	1.17%
2,001–4,000	2.59%
4,001–6,000	1.94%
6,001–8,000	1.42%
8,001–10,000	2.98%
More than 10,000	36.53%
Unsure	47.80%

Figure 38 Discharges and facility staffing

	0–5 staff	6–10 staff	11–15 staff	16–20 staff	21–25 staff	26–30 staff	31–35 staff	36–40 staff	41–45 staff	46–50 staff	51–60 staff	61–70 staff	71–80 staff	81–90 staff	91–100 staff	Greater than 100 staff	N/A
N/A	15.15%	3.03%	15.15%	0.00%	6.06%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%	48.48%	
Under 500 discharges	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
500–1,000 discharges	50.00%	16.67%	16.67%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
1,001–2,000 discharges	66.67%	0.00%	22.22%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	0.00%	0.00%	
2,001–4,000 discharges	50.00%	5.00%	15.00%	15.00%	5.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	0.00%	0.00%	5.00%	0.00%	0.00%	
4,001–6,000 discharges	60.00%	20.00%	6.67%	0.00%	6.67%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
6,001–8,000 discharges	27.27%	18.18%	0.00%	18.18%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	18.18%	
8,001–10,000 discharges	39.13%	8.70%	17.39%	4.35%	4.35%	4.35%	4.35%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	17.39%	
More than 10,000 discharges	7.45%	18.09%	9.22%	13.12%	7.09%	3.90%	1.42%	2.48%	0.71%	0.35%	0.71%	0.35%	0.35%	0.35%	2.13%	31.91%	
Unsure	22.49%	20.60%	9.76%	10.30%	6.50%	4.07%	3.79%	1.08%	0.81%	0.27%	0.81%	0.27%	0.00%	0.00%	0.54%	1.36%	17.34%

Figure 39 Discharges and system staffing

	0–5 staff	6–10 staff	11–15 staff	16–20 staff	21–25 staff	26–30 staff	31–35 staff	36–40 staff	41–45 staff	46–50 staff	51–60 staff	61–70 staff	71–80 staff	81–90 staff	91–100 staff	Greater than 100 staff	N/A
N/A	15.15%	6.06%	3.03%	0.00%	0.00%	3.03%	3.03%	0.00%	3.03%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	66.67%
Under 500 discharges	75.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
500–1,000 discharges	33.33%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%	16.67%	
1,001–2,000 discharges	44.44%	11.11%	0.00%	0.00%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%	22.22%	
2,001–4,000 discharges	15.00%	0.00%	5.00%	5.00%	5.00%	5.00%	5.00%	10.00%	5.00%	0.00%	10.00%	5.00%	0.00%	0.00%	5.00%	0.00%	25.00%
4,001–6,000 discharges	13.33%	20.00%	6.67%	0.00%	6.67%	0.00%	6.67%	0.00%	0.00%	0.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%
6,001–8,000 discharges	9.09%	0.00%	0.00%	0.00%	27.27%	0.00%	9.09%	18.18%	0.00%	0.00%	18.18%	0.00%	0.00%	0.00%	0.00%	0.00%	18.18%
8,001–10,000 discharges	4.35%	4.35%	4.35%	8.70%	17.39%	8.70%	13.04%	4.35%	0.00%	0.00%	4.35%	4.35%	0.00%	0.00%	4.35%	0.00%	21.74%
More than 10,000 discharges	2.48%	5.32%	6.38%	7.45%	8.51%	4.61%	7.45%	3.90%	3.19%	5.32%	6.03%	3.55%	4.96%	2.13%	3.19%	16.31%	9.22%
Unsure	5.69%	8.67%	6.23%	8.40%	7.86%	9.21%	7.59%	3.25%	3.79%	2.98%	2.44%	3.79%	1.90%	1.36%	3.52%	9.76%	13.55%

Figure 40 Number of per-facility staff: Number of facility beds

	0–5 staff	6–10 staff	11–15 staff	16–20 staff	21–25 staff	26–30 staff	31–35 staff	36–40 staff	41–45 staff	46–50 staff	51–60 staff	61–70 staff	71–80 staff	81–90 staff	91–100 staff	More than 100 staff
100 or fewer beds	96.15%	3.85%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
101–200 beds	62.00%	22.00%	2.00%	0.00%	4.00%	4.00%	0.00%	0.00%	2.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
201–300 beds	50.00%	29.55%	7.95%	4.55%	1.14%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	1.14%	0.00%	0.00%	0.00%	0.00%
301–400 beds	34.88%	39.53%	12.79%	4.65%	3.49%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
401–500 beds	8.70%	34.78%	18.84%	14.49%	5.80%	5.80%	0.00%	1.45%	0.00%	0.00%	1.45%	0.00%	0.00%	1.45%	2.90%	0.00%
501–600 beds	4.92%	24.59%	24.59%	16.39%	9.84%	1.64%	8.20%	1.64%	0.00%	1.64%	1.64%	0.00%	0.00%	0.00%	0.00%	0.00%
601–700 beds	0.00%	12.77%	19.15%	21.28%	17.02%	6.38%	2.13%	0.00%	0.00%	0.00%	2.13%	2.13%	0.00%	2.13%	2.13%	2.13%
701–800 beds	2.70%	8.11%	8.11%	32.43%	18.92%	10.81%	8.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
801–900 beds	0.00%	3.33%	13.33%	26.67%	16.67%	16.67%	3.33%	0.00%	0.00%	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%	3.33%
901–1,000 beds	0.00%	9.52%	9.52%	23.81%	14.29%	9.52%	4.76%	9.52%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
More than 1,000 beds	5.26%	6.32%	7.37%	15.79%	9.47%	4.21%	7.37%	5.26%	4.21%	1.05%	1.05%	0.00%	1.05%	1.05%	0.00%	6.32%

Figure 41 Number of systemwide staff: Number of systemwide beds

	0–5 staff	6–10 staff	11–15 staff	16–20 staff	21–25 staff	26–30 staff	31–35 staff	36–40 staff	41–45 staff	46–50 staff	51–60 staff	61–70 staff	71–80 staff	81–90 staff	91–100 staff	More than 100 staff
500 or fewer beds	45.83%	31.94%	9.72%	1.39%	4.17%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
501–600 beds	7.41%	48.15%	33.33%	3.70%	0.00%	0.00%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
601–700 beds	20.00%	17.14%	17.14%	25.71%	8.57%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	2.86%	0.00%	2.86%
701–800 beds	7.41%	7.41%	7.41%	18.52%	14.81%	7.41%	14.81%	3.70%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
801–900 beds	4.17%	29.17%	25.00%	12.50%	8.33%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	4.17%
901–1,000 beds	9.38%	18.75%	6.25%	12.50%	31.25%	3.13%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1,001–1,500 beds	11.25%	15.00%	13.75%	13.75%	7.50%	11.25%	2.50%	1.25%	0.00%	0.00%	1.25%	0.00%	0.00%	0.00%	0.00%	0.00%
1,501–2,000 beds	13.70%	10.96%	12.33%	21.92%	5.48%	4.11%	2.74%	2.74%	2.74%	1.37%	1.37%	2.74%	0.00%	1.37%	0.00%	0.00%
2,001–2,500 beds	10.71%	7.14%	10.71%	14.29%	10.71%	3.57%	3.57%	0.00%	0.00%	0.00%	7.14%	0.00%	0.00%	0.00%	3.57%	0.00%
2,501–3,000 beds	13.11%	11.48%	6.56%	4.92%	8.20%	3.28%	0.00%	3.28%	0.00%	3.28%	0.00%	0.00%	0.00%	0.00%	0.00%	1.64%
More than 3,000 beds	14.29%	15.76%	4.43%	9.85%	3.94%	3.45%	3.45%	1.97%	1.48%	0.00%	0.49%	0.00%	0.49%	0.49%	0.99%	3.45%

Figure 42 Plan to hire in the next 12 months: Year-over-year

	2021	2022	2023	2024	2025
Yes	49.57%	49.10%	42.34%	49.94%	50.52%
No	25.83%	28.29%	30.09%	24.09%	26.04%
Don't know	24.60%	22.61%	27.57%	25.97%	23.45%

Selected comments:

- Depends on who retires
- Depends on the financial stability of the healthcare industry
- We are requesting incremental funding
- We are actively recruiting for three full-time positions

Figure 43 Positions to be hired in the next 12 months

Option	Percentage
CDI specialist	88.97%
CDI second-level reviewer	21.54%
CDI lead	6.67%
CDI supervisor	6.92%
CDI manager	15.13%
CDI director	5.38%
CDI auditor	14.62%
CDI educator	20.00%
CDI physician educator	3.33%
CDI informaticist/analyst	2.56%
CDI-coding liaison	1.03%
CDI quality specialist	5.38%
CDI denials specialist	4.87%
Physician advisor	2.82%
Physician champion	1.28%
Consultant	1.54%
Vendor	2.05%
Other (please specify)	2.56%

Selected other responses:

- Clinical validation auditor
- Contract CDI specialists
- Associate director
- Concurrent coder
- Pediatric second-level reviewer
- CDI coordinator

Figure 44 Unionized CDI staff

Option	2024	2025
Our CDI staff are part of a union (please specify type of union in the comments)	5.31%	5.83%
Our CDI staff are not part of a union	94.69%	94.17%

Selected comments:

- Nurse's union
- Professional/technical employee
- UPTE
- SEIU
- INA
- NYSNA
- UAW—Research and Public Service Professionals Unit
- MNA
- AFGE

Figure 45 Salaries: Union versus non-union

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
Our CDI staff are part of a union	0.00%	0.00%	0.00%	0.00%	2.22%	4.44%	8.89%	11.11%	6.67%	8.89%	8.89%	26.67%	17.78%	4.44%
Our CDI staff are not part of a union	0.28%	0.55%	1.65%	8.12%	10.73%	18.84%	15.54%	9.77%	7.84%	6.33%	4.40%	10.59%	4.68%	0.69%

Figure 46 Unionized staff by region

	Northeast (CT, MA, ME, NH, NY, RI, VT)	North Central (IA, IL, IN, MI, MN, ND, NE, OH, SD, WI)	West (AZ, CO, ID, MT, NM, NV, UT, WY)	Middle Atlantic (DE, MD, NJ, PA, DC)	Southeast (AL, FL, GA, KY, MS, NC, SC, TN, VA, WV)	South Central (AR, KS, LA, MO, OK, TX)	Pacific (AK, CA, HI, OR, WA)	Outside the U.S.
Our CDI staff are part of a union	37.78%	11.11%	2.22%	2.22%	4.44%	4.44%	37.78%	0.00%
Our CDI staff are not part of a union	9.08%	21.93%	11.17%	14.11%	22.35%	14.53%	6.01%	0.84%

Selected comments:

- UAE
- Saudi Arabia

Figure 47 Credentials requirements in job descriptions

Answer options	All staff	For leadership only	For specialized roles	We don't require this credential type for any staff members
We require a clinical credential (i.e., RN, MD, etc.)	78.50%	13.99%	17.23%	11.01%
We require a coding credential (i.e., RHA, RHIT, etc.)	13.21%	5.70%	17.36%	68.65%
We require a CDI-specific credential (i.e., CCDS, CDIP, etc.)	26.81%	24.48%	29.79%	39.77%

Figure 48 AI use

Answer option	Percentage
Unsure	9.77%
Yes, we use AI tools for documentation-related tasks previously performed by CDI professionals	40.10%
No, we do not use AI tools for documentation-related tasks previously performed by CDI professionals	50.13%

Selected responses:

- Second-level reviews
- Chart prioritization
- Computer-assisted coding
- DRG auto-suggest
- Nudges
- Evidence sheets
- 3M
- Epic
- SmarterDX
- Surfacing for potential conditions
- Discharge reviews

Figure 49 Staffing impact due to AI

Answer option	Percentage
N/A; we don't use AI tools	19.54%
Yes, our FTEs have decreased	1.80%
Yes, our FTEs have increased	7.97%
No, our FTEs were not impacted	58.10%
Unsure	12.60%

Respondent demographics

Figure 50 Gender and age range

	Woman	Man	Nonbinary	Prefer not to answer	Other
All ages	91.84%	7.38%	0.00%	0.78%	0.00%
29 or under	100.00%	0.00%	0.00%	0.00%	0.00%
30–39	90.48%	7.62%	0.00%	1.90%	0.00%
40–49	89.41%	10.20%	0.00%	0.39%	0.00%
50–59	91.76%	7.49%	0.00%	0.75%	0.00%
60–69	97.12%	2.16%	0.00%	0.72%	0.00%
70 or over	100.00%	0.00%	0.00%	0.00%	0.00%

Figure 51 CDI salaries: By gender

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
Woman	0.14%	0.42%	1.69%	7.90%	10.86%	18.34%	15.23%	10.01%	7.90%	6.49%	4.94%	11.00%	4.23%	0.85%
Man	0.00%	1.75%	0.00%	3.51%	3.51%	12.28%	14.04%	8.77%	5.26%	7.02%	1.75%	19.30%	21.05%	1.75%
Nonbinary	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Prefer not to answer	16.67%	0.00%	0.00%	16.67%	0.00%	33.33%	16.67%	0.00%	16.67%	0.00%	0.00%	0.00%	0.00%	0.00%

Figure 52 Racial background

Option	Percentage
African American/Black	4.66%
East Asian	2.07%
Hispanic/Latino	3.50%
Middle Eastern	0.65%
Native American/Alaskan Native	0.52%
Pacific Islander	0.52%
South Asian	3.37%
Caucasian/White	80.31%
Prefer not to answer	3.24%
Other	1.17%

Selected responses:

■ Mixed/biracial

Figure 53 CDI salaries: By racial background

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
African American/Black	0.00%	0.00%	2.78%	5.56%	11.11%	13.89%	11.11%	2.78%	13.89%	5.56%	13.89%	13.89%	5.56%	0.00%
East Asian	0.00%	0.00%	0.00%	0.00%	6.25%	18.75%	12.50%	0.00%	0.00%	0.00%	6.25%	31.25%	25.00%	0.00%
Hispanic/Latino	0.00%	0.00%	0.00%	11.11%	11.11%	18.52%	25.93%	7.41%	0.00%	3.70%	7.41%	7.41%	7.41%	0.00%
Middle Eastern	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	40.00%	0.00%	20.00%	20.00%	0.00%	0.00%	0.00%	0.00%
Native American/Alaskan Native	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%
South Asian	0.00%	0.00%	0.00%	0.00%	0.00%	7.69%	19.23%	7.69%	15.38%	3.85%	7.69%	11.54%	23.08%	3.85%
Caucasian/White	0.16%	0.48%	1.77%	8.39%	10.81%	18.39%	15.00%	11.29%	7.42%	7.10%	3.71%	10.97%	3.71%	0.81%

Figure 54 Respondent age

Option	2021	2022	2023	2024	2025
29 or under	0.73%	1.53%	0.98%	0.47%	0.26%
30–39	16.77%	18.45%	18.05%	16.29%	13.60%
40–49	26.19%	26.21%	27.24%	27.98%	33.03%
50–59	35.99%	36.20%	34.57%	36.84%	34.59%
60–69	19.83%	17.06%	18.60%	17.95%	18.01%
70 or over	0.49%	0.55%	0.55%	0.47%	0.52%

Figure 55 Racial background and title

	CDI specialist	Second-level reviewer	CDI lead	CDI supervisor	CDI manager	CDI director	CDI auditor	CDI educator	Physician educator	CDI informaticist/ analyst	CDI quality specialist	CDI denials specialist	HIM/ coding supervisor	HIM/ coding manager	HIM/ coding director	HIM/ coding professional	Physician advisor	Revenue cycle/integrity manager	Revenue cycle/integrity director	Hospital executive	Consultant	Vendor	Other
African American/ Black	22.22%	0.00%	2.78%	11.11%	30.56%	13.89%	0.00%	5.56%	0.00%	0.00%	0.00%	0.00%	0.00%	2.78%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
East Asian	6.25%	0.00%	6.25%	0.00%	18.75%	18.75%	6.25%	0.00%	0.00%	6.25%	6.25%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	6.25%	0.00%	0.00%	0.00%	0.00%	25.00%
Hispanic/ Latino	44.44%	7.41%	11.11%	11.11%	11.11%	7.41%	0.00%	3.70%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.70%
Middle Eastern	40.00%	0.00%	0.00%	0.00%	40.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Native American/ Alaskan Native	25.00%	0.00%	0.00%	0.00%	25.00%	25.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Pacific Islander	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	25.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
South Asian	15.38%	0.00%	0.00%	0.00%	19.23%	11.54%	7.69%	3.85%	0.00%	0.00%	11.54%	0.00%	0.00%	0.00%	0.00%	0.00%	19.23%	0.00%	3.85%	3.85%	0.00%	0.00%	3.85%
Caucasian / White	30.16%	2.42%	5.16%	6.77%	21.94%	14.52%	2.26%	5.00%	0.16%	0.81%	0.65%	0.81%	0.00%	0.16%	0.16%	0.00%	0.65%	0.00%	1.45%	0.32%	0.48%	0.16%	5.81%

Regional considerations

Figure 56 Region of country

Region	Percentage
Northeast (CT, MA, ME, NH, NY, RI, VT)	10.78%
North Central (IA, IL, IN, MI, MN, ND, NE, OH, SD, WI)	21.29%
West (AZ, CO, ID, MT, NM, NV, UT, WY)	10.64%
Middle Atlantic (DE, MD, NJ, PA, DC)	13.40%
Southeast (AL, FL, GA, KY, MS, NC, SC, TN, VA, WV)	21.29%
South Central (AR, KS, LA, MO, OK, TX)	13.93%
Pacific (AK, CA, HI, OR, WA)	7.88%
Outside the U.S. (please specify)	0.79%

Non-U.S. locations:

- UAE
- Saudi Arabia

Figure 57 Organization setting

Answer option	Percentage
Rural	40.87%
Suburban	57.69%
Urban	64.26%

Figure 58 CDI salaries: By location type

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
Rural	0.32%	0.32%	1.61%	7.72%	11.90%	21.22%	13.50%	11.58%	6.11%	6.75%	4.18%	9.00%	4.82%	0.96%
Suburban	0.23%	0.68%	1.14%	6.15%	8.88%	18.22%	16.63%	12.07%	7.74%	6.38%	4.56%	11.16%	5.24%	0.91%
Urban	0.00%	0.61%	0.41%	6.13%	9.00%	15.75%	14.52%	10.22%	9.20%	6.75%	5.73%	14.52%	6.34%	0.82%

Figure 59 CDI salaries by geographic region

	\$59,999 or less	\$60,000–\$69,999	\$70,000–\$79,999	\$80,000–\$89,999	\$90,000–\$99,999	\$100,000–\$109,999	\$110,000–\$119,999	\$120,000–\$129,999	\$130,000–\$139,999	\$140,000–\$149,999	\$150,000–\$159,999	\$160,000–\$199,999	\$200,000 or more	Other
Northeast (CT, MA, ME, NH, NY, RI, VT)	0.00%	0.00%	1.22%	6.10%	3.66%	12.20%	9.76%	12.20%	8.54%	8.54%	4.88%	19.51%	12.20%	1.22%
North Central (IA, IL, IN, MI, MN, ND, NE, OH, SD, WI)	0.00%	0.62%	0.62%	8.02%	14.81%	18.52%	22.22%	11.73%	4.32%	6.17%	1.23%	7.41%	3.70%	0.62%
West (AZ, CO, ID, MT, NM, NV, UT, WY)	1.23%	0.00%	0.00%	3.70%	13.58%	20.99%	13.58%	12.35%	7.41%	8.64%	6.17%	8.64%	3.70%	0.00%
Middle Atlantic (DE, MD, NJ, PA, DC)	0.98%	0.00%	0.98%	5.88%	9.80%	20.59%	22.55%	12.75%	8.82%	5.88%	2.94%	5.88%	2.94%	0.00%
Southeast (AL, FL, GA, KY, MS, NC, SC, TN, VA, WV)	0.00%	0.62%	4.32%	9.88%	11.73%	17.90%	14.20%	8.02%	9.26%	6.79%	4.94%	8.64%	2.47%	1.23%
South Central (AR, KS, LA, MO, OK, TX)	0.00%	0.94%	0.94%	14.15%	7.55%	21.70%	12.26%	7.55%	6.60%	7.55%	6.60%	8.49%	3.77%	1.89%
Pacific (AK, CA, HI, OR, WA)	0.00%	0.00%	0.00%	1.67%	5.00%	5.00%	3.33%	5.00%	10.00%	1.67%	10.00%	40.00%	16.67%	1.67%