Community Meeting

December 9, 2022

Presenter: Council Leadership

Linnea Archibald
ACDIS Associate Editorial Director,
Publications & Membership

Linnea Archibald oversees the management and strategic development of the ACDIS Leadership Council, including membership recruitment and engagement, and day-to-day offerings. Archibald is responsible for the strategic planning of ACDIS' publications, including the *CDI Journal* and *CDI Strategies*. She works closely with ACDIS' boards and committees and is responsible for the maintenance and management of the ACDIS Scholarship program. Additionally, she oversees ACDIS' social media presence and the *ACDIS Podcast*.

Agenda

- Refresher overview of Council benefits, meeting structure, and involvement opportunities

- Council member panel discussion focused on the 2022 CDI Salary Survey findings

Council Overview and Opportunities

Council benefits

- Entry to a members-only online community on the ACDIS website, accessible by using your existing ACDIS website login credentials. This access includes access to all the previous on-demand meeting recordings, a special Council member Forum thread, and articles specific for Council members
- Access to Council survey and research findings, plus the opportunity to submit questions for review and potential inclusion in future surveys
- Regular virtual meetings to unpack the latest Council research findings, swap leadership strategies and best practices, and discuss industry developments
- The CDI Leadership Insider (CLI), our official eNewsletter for Council members that goes out the second Monday of each month
- Special discounts on new ACDIS memberships and selected leadership offerings
- A membership email signature badge to show your Council membership on all your email correspondence
- Opportunities to earn ACDIS CCDS/CCDS-O continuing education credits

Council participation requirements

- Council members must participate in 75% of the Council surveys in order to be eligible for automatic renewal in the next year
  - Surveys will be sent via email and several reminders will be sent before the survey closes
  - In order to receive credit for the surveys, Council members must complete their contact information when prompted on the survey; this is the only way we can track your participation concretely.

Council participation requirements, cont.

- Council surveys:
  - Please note that the surveys required to meet the participation requirements are NOT the same as the form members fill out to register for Council meetings
  - Most surveys will take roughly 10 minutes to complete and will be launched quarterly
- Council members must stay actively involved in the CDI profession and employed by a healthcare facility or system (as opposed to a vendor organization) for the duration of their term to remain eligible
  - If the circumstances of your role change, please contact Associate Editorial Director Linnea Archibald (larchibald@acdis.org) immediately.

Council meeting schedule

- Council meetings will take place the second Friday of each meeting month from 2-3:10 p.m. eastern. All Council meetings have been scheduled for the 2022/2023 term.
- Council members can register for any of these meetings by following the links on the ACDIS website here.
- Linnea Archibald sent out calendar holds for all 2022/2023 meetings to mark the time on your calendars.
  - Note that topics and panelists will be chosen closer to the meeting dates; members can suggest meeting topics by clicking here.
- Can't attend live? The meeting recording and materials will be made available within 24 hours of the live call date.

Council CEU opportunities

- Council members can earn ACDIS CCDS/CCDS-O CEUs by participating in a number of ways:
  - **Attend an ACDIS Leadership Council virtual community meeting:** The CEU will be emailed to all qualifying participants after the on-demand period has closed two weeks after the live call date. To qualify, Council members must either attend the full, live meeting, or view the full, on-demand meeting recording within two weeks of the meeting's live broadcast.
  - **Present on a CDI-related topic during a Council full-group virtual meeting:** Council members may claim 2 CEUs for each full-group virtual meeting in which they speak as a panelist or presenter. Note: these CEUs are in lieu of the 1 credit awarded to meeting attendees.
  - **Write for the CLI:** Council members may claim 0.5 CEUs per 350 published words of their original work featured in the CLI. Council members can submit an idea by clicking here.

What's next?

- 12/12/2022: Next issue of **CLI** hits your inbox
- Q1 2023:
  - The second survey of the 2022/2023 Council term will be open on Monday, January 9, 2023, and will remain open for two weeks. More details to come.
  - Register for the February 10, 2023, Council meeting on the ACDIS website. The topic will be the first section of the January survey.
- Go to the "Current Council Member Info" page on the ACDIS website for more updates. (Link)

Community meeting reminders

- Earning CEUs for participating in live or on-demand shows
  - *Note: All participating Council members, whether they joined the meeting live or listened to the on-demand version, will receive their CEU AFTER the on-demand period closes (two weeks after the live broadcast date).*
- Accessing the 2022/2023 term on-demand materials
  - October 14, 2022, meeting materials
- Accessing 2021/2022 term on-demand materials
  - October 8, 2021, meeting materials
  - December 10, 2021, meeting materials
  - February 11, 2022, meeting materials
  - April 8, 2022, meeting materials
  - June 3, 2022, meeting materials
  - July 14, 2022, meeting materials

>> Get the full rundown on community meetings: *https://acdis.org/acdis-leadership-council/full-group-meetings*

Tips for ensuring Council communications reach you

- When responding to meeting invites, surveys, and other Council opportunities:
  - Be consistent and accurate when entering your info (name and email address)
  - Use the same email address; double check for typos
  - Use your full name, not a nickname; double check for typos or inconsistencies (e.g., alternating between a space and a dash in a hyphenated last name)
- Email Linnea Archibald (larchibald@acdis.org) if your primary email address or any other key professional detail changes.
- Whitelist the *CLI* send address (acdis-lc@e.news.hcpro.com). Still having trouble?
  - Check the inboxes of any alternate email addresses you might have entered into early Council surveys—the primary email address we have on file for each Council member is where your *CLI* issue is going
  - Check your deleted items folder and spam filter to ensure CLI isn't getting trapped

Findings from the 2022 CDI Salary Survey

A council member panel discussion

Panelists: Council Members

Anne Robertucci, MS, RHIA
Vice president, clinical revenue cycle
Prisma Health
Greenville, South Carolina

Sarah Wicks, RN, MS, MBA
CDI program manager
Strong Memorial Hospital
Rochester, New York

Leadership Compensation

2022 CDI Salary Survey

Salary by title (all responses)

	$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 or more
CDI specialist	4.26%	9.22%	19.15%	21.28%	19.50%	12.41%	3.55%	4.96%	1.77%	1.42%	1.06%	1.06%
CDI lead	0.00%	0.00%	6.98%	25.58%	23.26%	20.93%	4.65%	9.30%	4.65%	2.33%	0.00%	2.33%
CDI supervisor	0.00%	3.03%	0.00%	15.15%	24.24%	18.18%	21.21%	0.00%	9.09%	6.06%	0.00%	3.03%
CDI manager	0.00%	0.00%	2.26%	12.03%	12.03%	24.06%	12.03%	15.79%	7.52%	6.02%	5.26%	3.01%
CDI director	0.00%	0.00%	0.00%	0.00%	2.08%	6.25%	5.21%	7.29%	10.42%	19.79%	11.46%	36.46%
CDI auditor	9.09%	0.00%	0.00%	18.18%	27.27%	36.36%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%
CDI educator	0.00%	0.00%	9.09%	18.18%	9.09%	9.09%	13.64%	13.64%	9.09%	9.09%	4.55%	4.55%
CDI analyst	0.00%	0.00%	0.00%	0.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%
HIM/coding director	6.67%	0.00%	0.00%	0.00%	6.67%	0.00%	13.33%	0.00%	26.67%	13.33%	20.00%	13.33%
Physician advisor	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Physician champion	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	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%	66.67%

Source: *2022 CDI Salary Survey, all responses.*

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Salary by location type

	Rural	Suburban	Urban
$59,999 or less	0.88%	0.62%	0.51%
$60,000-$69,999	0.00%	0.62%	0.00%
$70,000-$79,999	2.65%	0.00%	0.51%
$80,000-$89,999	8.85%	8.07%	7.69%
$90,000-$99,999	15.93%	9.32%	7.18%
$100,000-$109,999	15.93%	13.04%	15.90%
$110,000-$119,999	7.96%	6.83%	6.15%
$120,000-$129,999	10.62%	9.94%	11.28%
$130,000-$139,999	7.08%	8.70%	10.77%
$140,000-$149,999	7.08%	10.56%	8.21%
$150,000-$159,999	4.42%	8.07%	7.18%
$160,000 or more	15.93%	21.74%	22.56%

Source: 2022 CDI Salary Survey, Leadership Council members only.

Salary by region

	Northeast	North Central	West	Middle Atlantic	Southeast	South Central	Pacific
$59,999 or less	0.00%	0.00%	0.00%	3.57%	0.00%	0.00%	0.00%
$60,000-$69,999	0.00%	0.00%	0.00%	0.00%	1.16%	50.00%	0.00%
$70,000-$79,999	0.00%	1.64%	0.00%	3.57%	0.00%	3.13%	0.00%
$80,000-$89,999	5.41%	13.11%	11.76%	7.14%	9.30%	15.63%	0.00%
$90,000-$99,999	5.41%	13.11%	0.00%	10.71%	10.47%	9.38%	0.00%
$100,000-$109,999	13.51%	19.67%	0.00%	25.00%	20.93%	6.25%	0.00%
$110,000-$119,999	0.00%	3.28%	17.65%	10.71%	13.95%	6.25%	4.17%
$120,000-$129,999	8.11%	9.84%	17.65%	10.71%	9.30%	9.38%	8.33%
$130,000-$139,999	5.41%	9.84%	17.65%	3.57%	9.30%	15.63%	8.33%
$140,000-$149,999	13.51%	9.84%	11.76%	3.57%	6.98%	12.50%	4.17%
$150,000-$159,999	10.81%	4.92%	5.88%	7.14%	2.33%	12.50%	12.50%
$160,000 or more	32.43%	9.84%	17.65%	14.29%	15.12%	9.38%	58.33%

Source: *2022 CDI Salary Survey, Leadership Council members only.*

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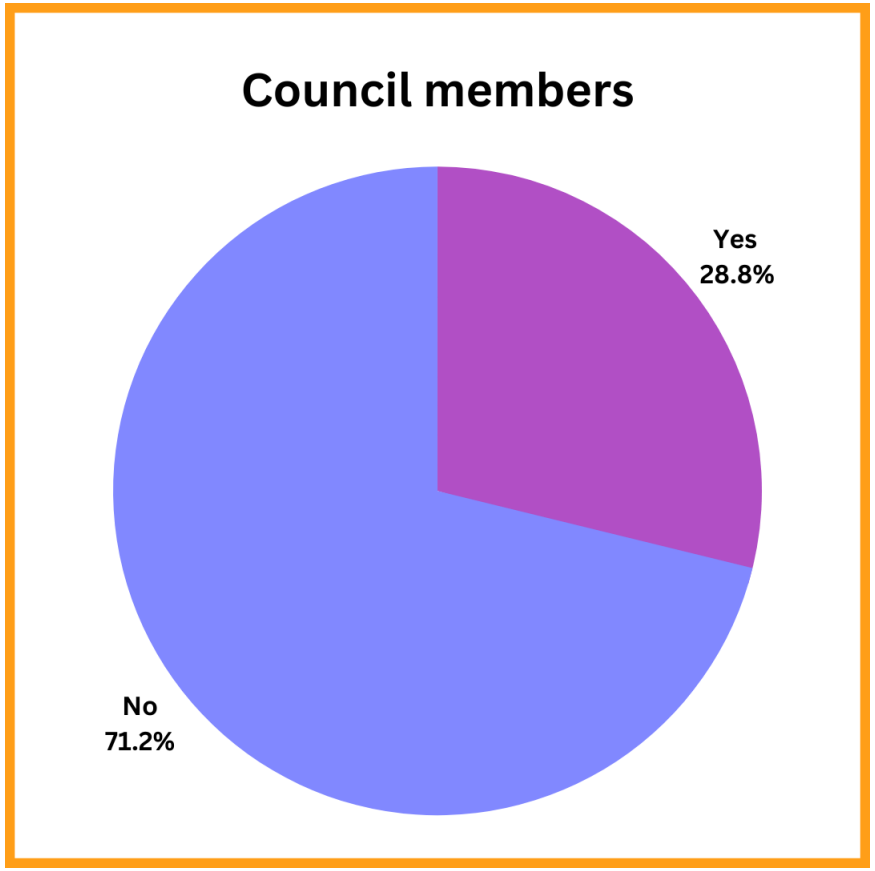
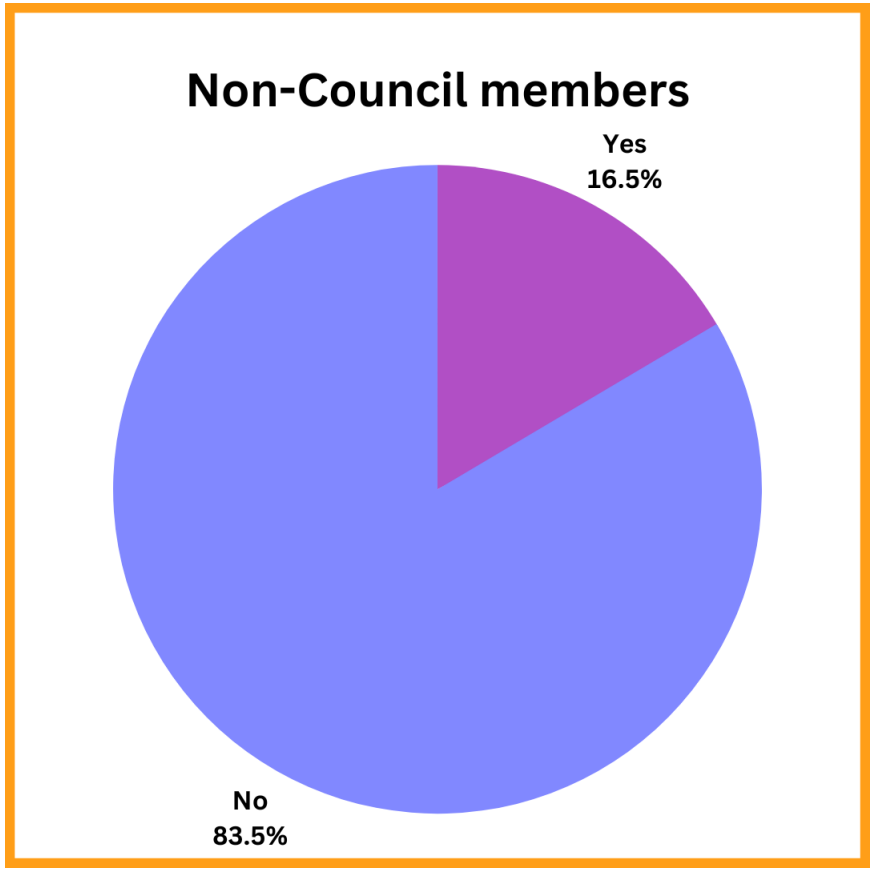
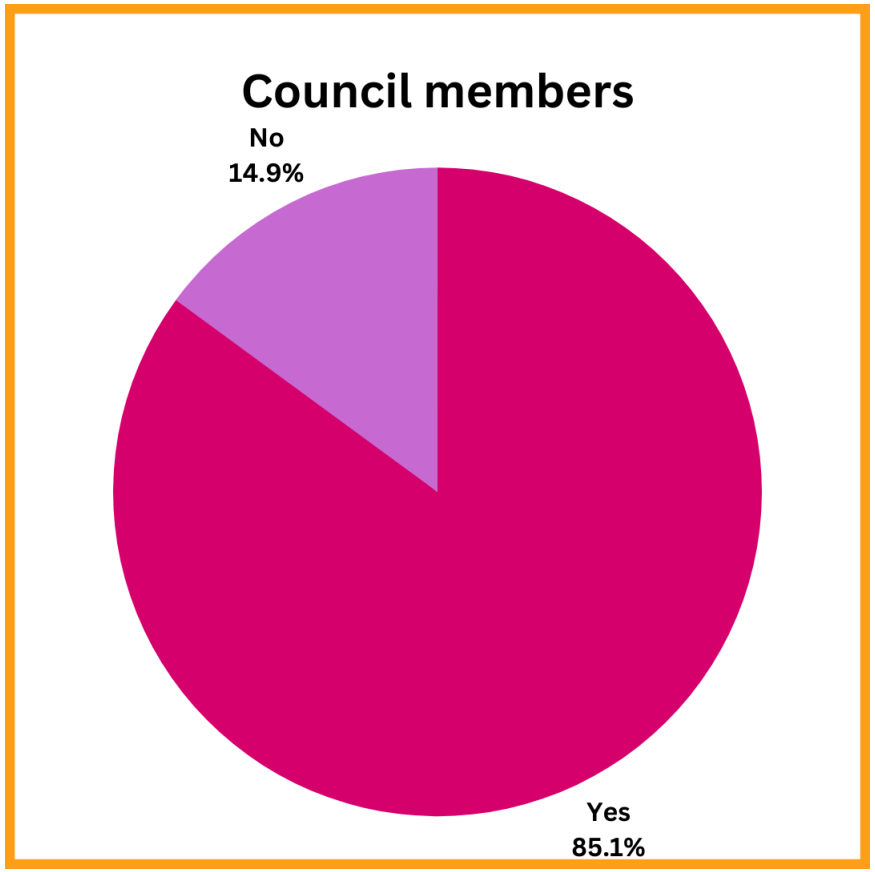
Promotions in the past 12 months

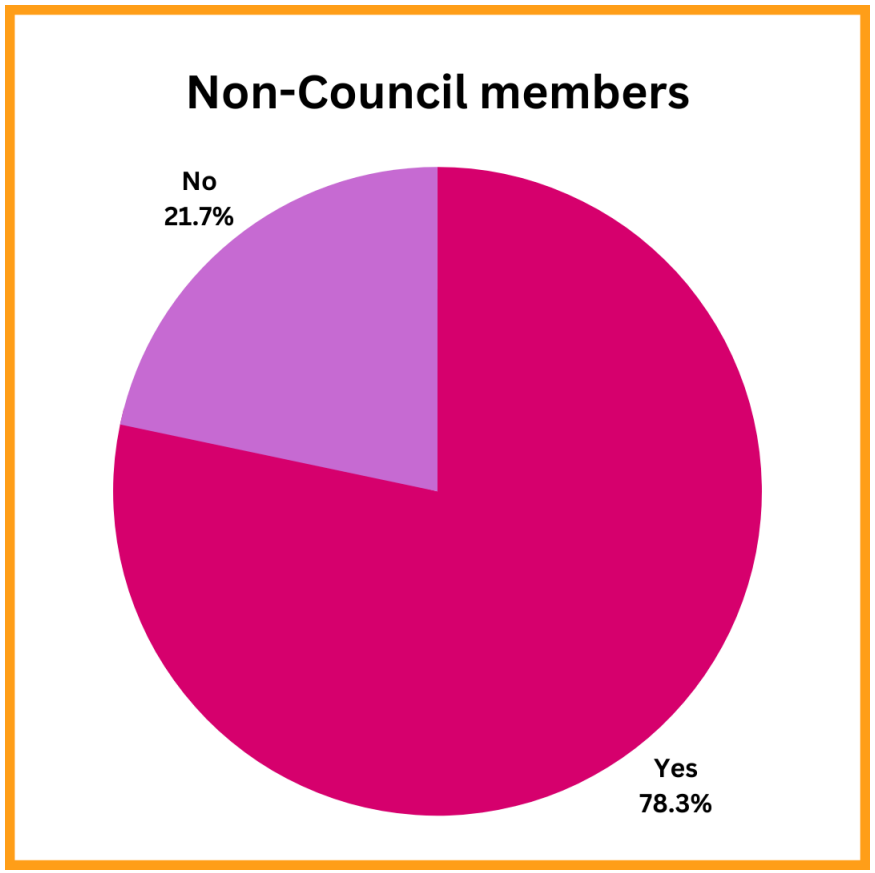




Source: *2022 CDI Salary Survey*

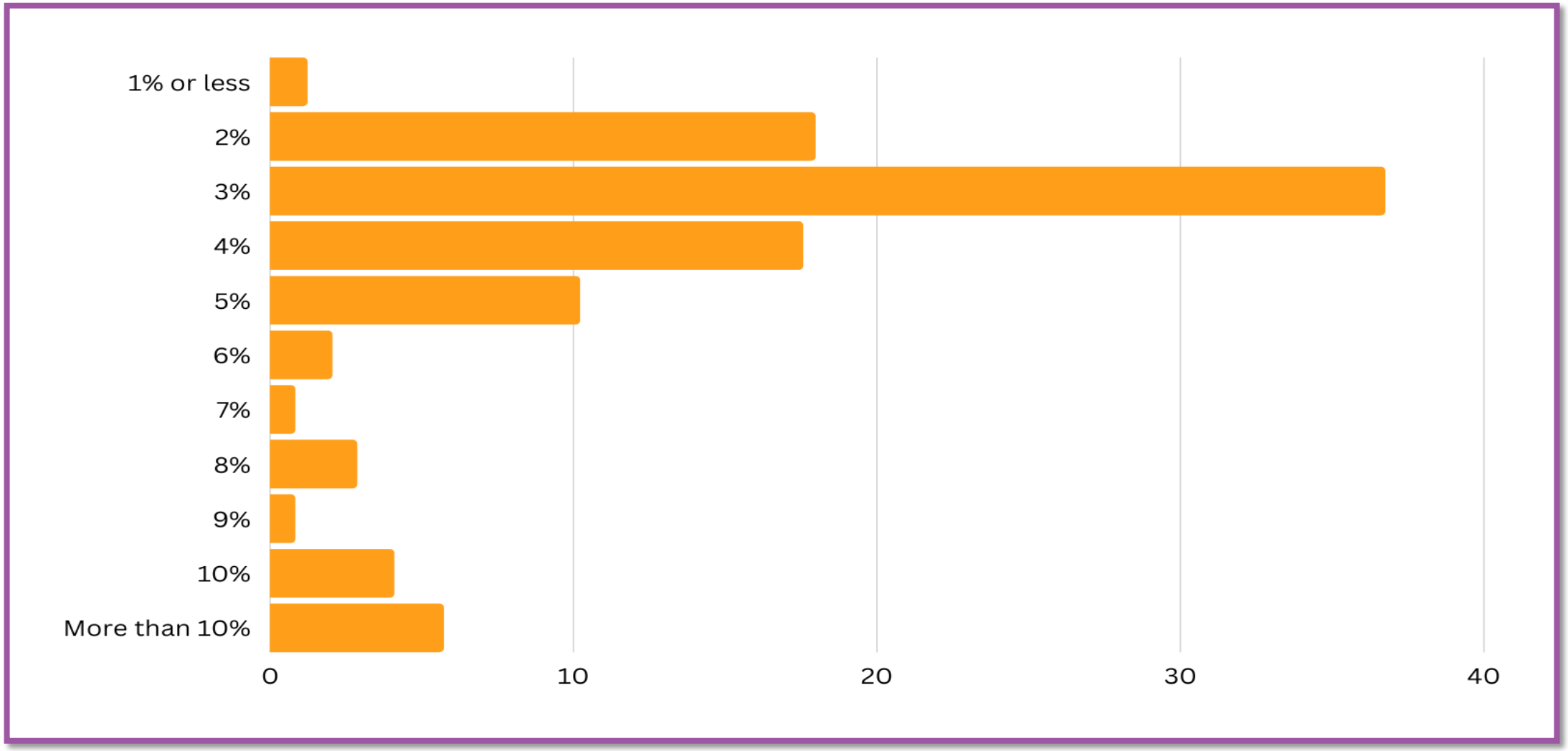
Raises in the past 12 months





Source: *2022 CDI Salary Survey*

Raise percentage



Source: 2022 CDI Salary Survey, Leadership Council members only.

Reason for most recent raise

Option	Percentage
Obtaining a CDI-related credential (such as the CCDS)	0.41%
Completing additional college-level course work (in coding, anatomy, management, etc.)	0.41%
Merit/performance-based (i.e., taking on additional CDI-related projects)	48.57%
Productivity based (i.e., taking on additional CDI-related projects)	4.90%
Cost of living increase	36.33%
Other	23.67%

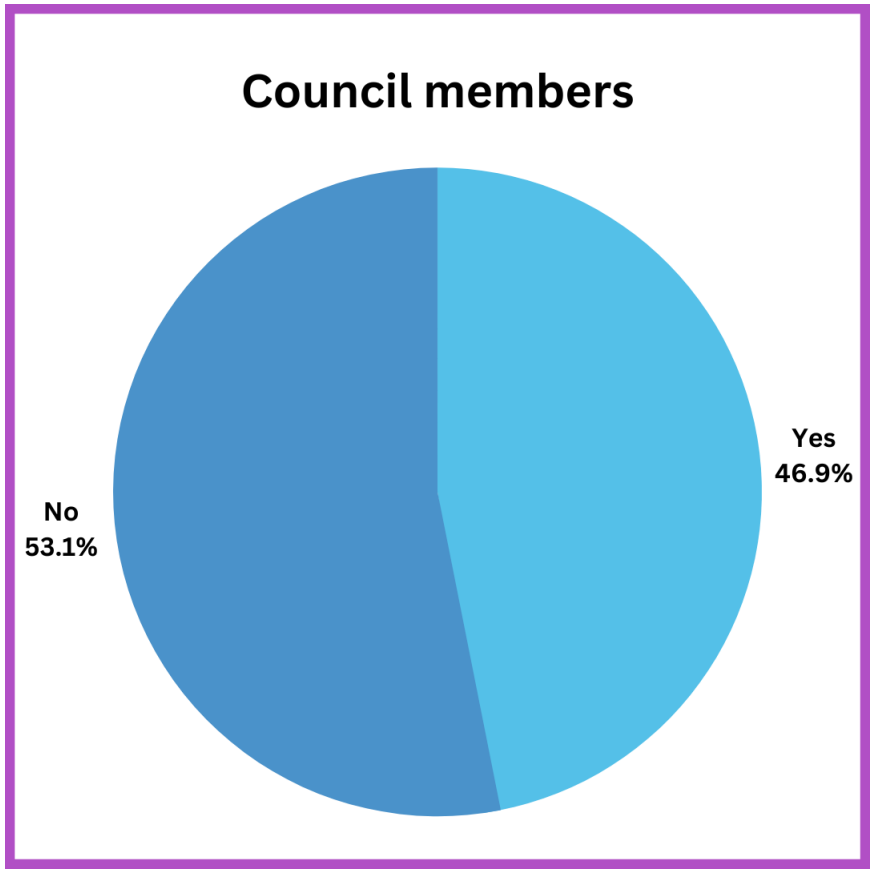
Source: *2022 CDI Salary Survey, Leadership Council members only.*

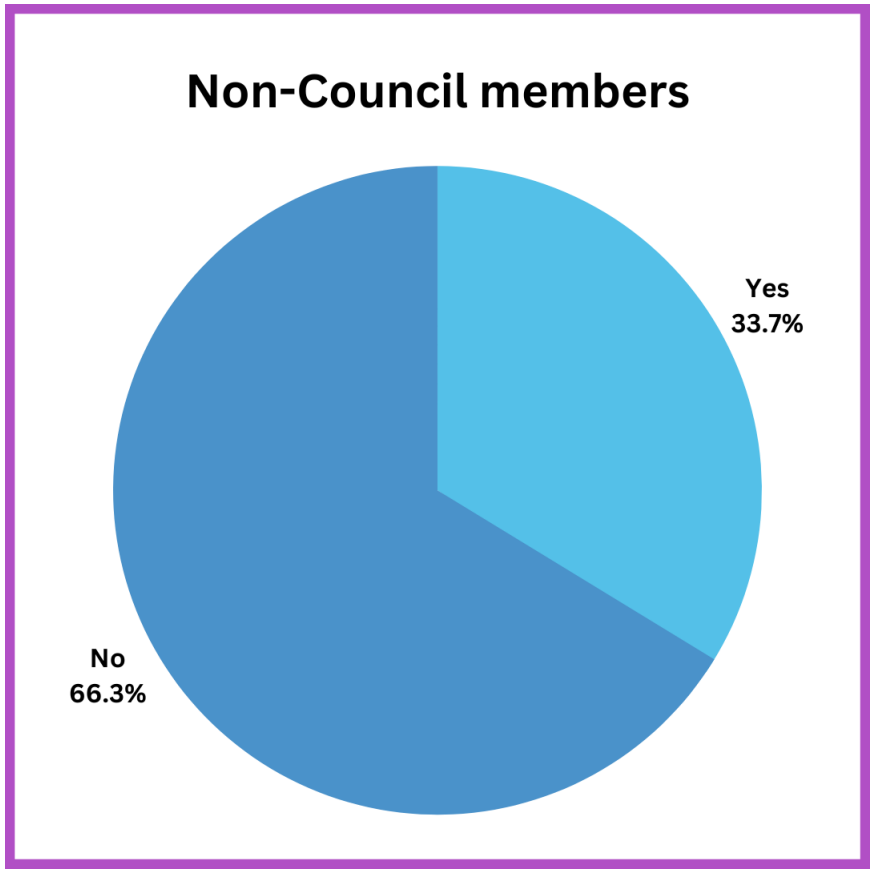
Benefit, salary reductions

Option	Percentage
Hours	0.00%
Salary	1.74%
Incentive bonus program	9.76%
Career ladder/step-increases	3.48%
Health coverage	6.62%
Retirement plan match	4.88%
Pension plan	1.05%
Travel budget	30.66%
Tuition budget	5.92%
Continuing education budget	19.51%
Meals and entertainment (e.g., holiday parties, department lunches)	25.09%
N/A; we haven't experienced a reduction	51.92%
Other	3.14%

Source: *2022 CDI Salary Survey, Leadership Council members only.*

Salary, benefits, bonuses, job perks versus cost-of-living





Source: *2022 CDI Salary Survey*

Leadership Career Growth

2022 CDI Salary Survey

Time in CDI field, position, at organization

Council member responses

	0-2 years	3-5 years	6-8 years	9-10 years	11-15 years	16-20 years	More than 20 years
Current profession	1.74%	11.46%	23.26%	18.06%	27.43%	7.99%	10.07%
Current position	29.79%	30.14%	22.34%	7.80%	6.03%	2.48%	1.42%
Current organization	12.81%	17.44%	11.74%	8.19%	13.52%	11.74%	24.56%

Non-Council member responses

	0-2 years	3-5 years	6-8 years	9-10 years	11-15 years	16-20 years	More than 20 years
Current profession	22.46%	27.77%	23.40%	10.40%	11.58%	5.20%	1.18%
Current position	44.03%	31.59%	10.95%	4.98%	5.47%	1.74%	1.24%
Current organization	26.87%	21.14%	12.44%	4.73%	14.68%	7.46%	12.69%

Source: *2022 CDI Salary Survey*

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Education level

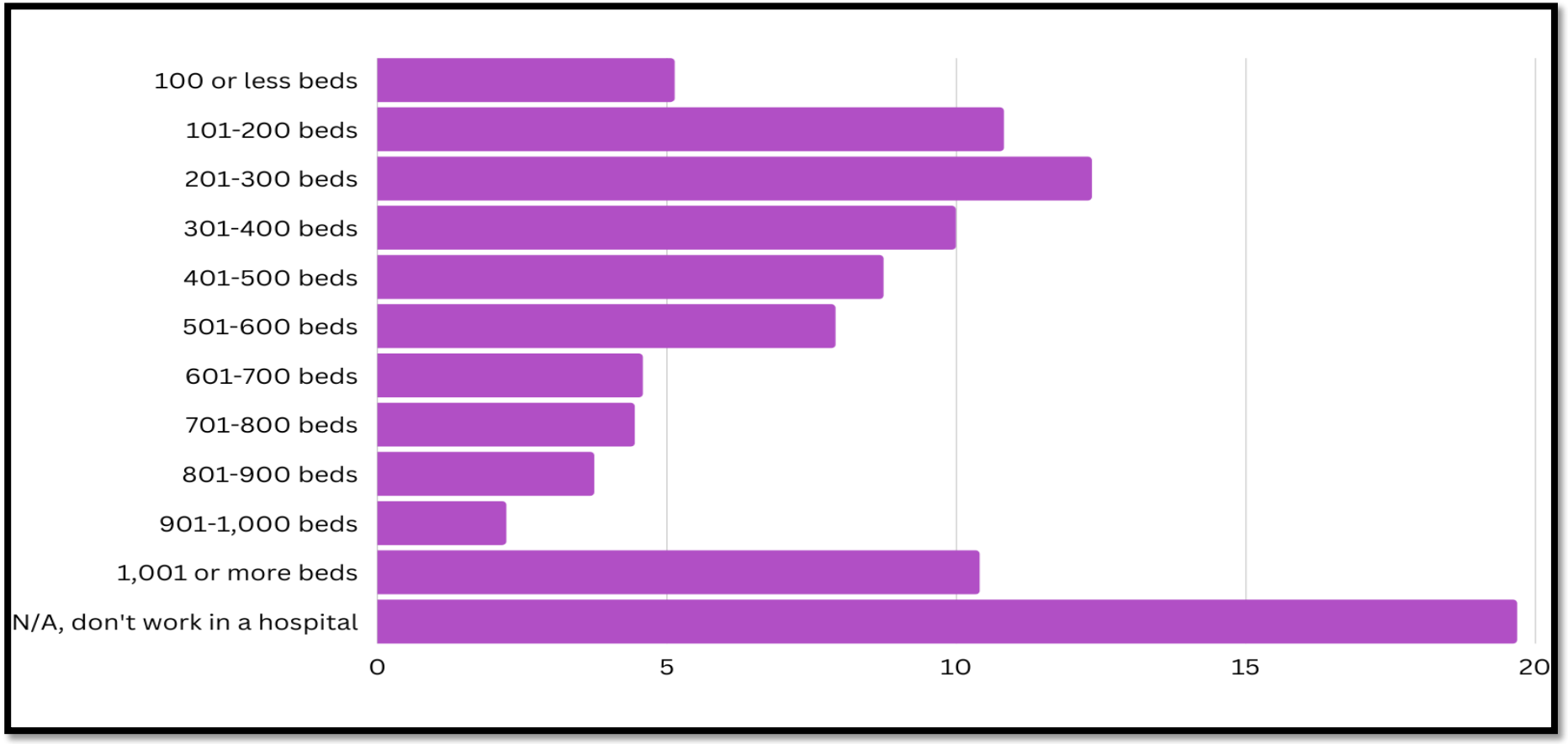
Education level	Council members	Non-Council members
Some college	0.34%	1.86%
Professional certificate from a higher education institution	0.34%	2.32%
Associate's degree	7.59%	18.33%
Bachelor’s degree	31.38%	48.96%
Some graduate work	10.69%	6.03%
Master’s degree	38.97%	17.63%
Some doctoral work	2.76%	0.70%
Doctorate	7.93%	4.18%

Source: *2022 CDI Salary Survey*

Program Staffing & Team Career Growth

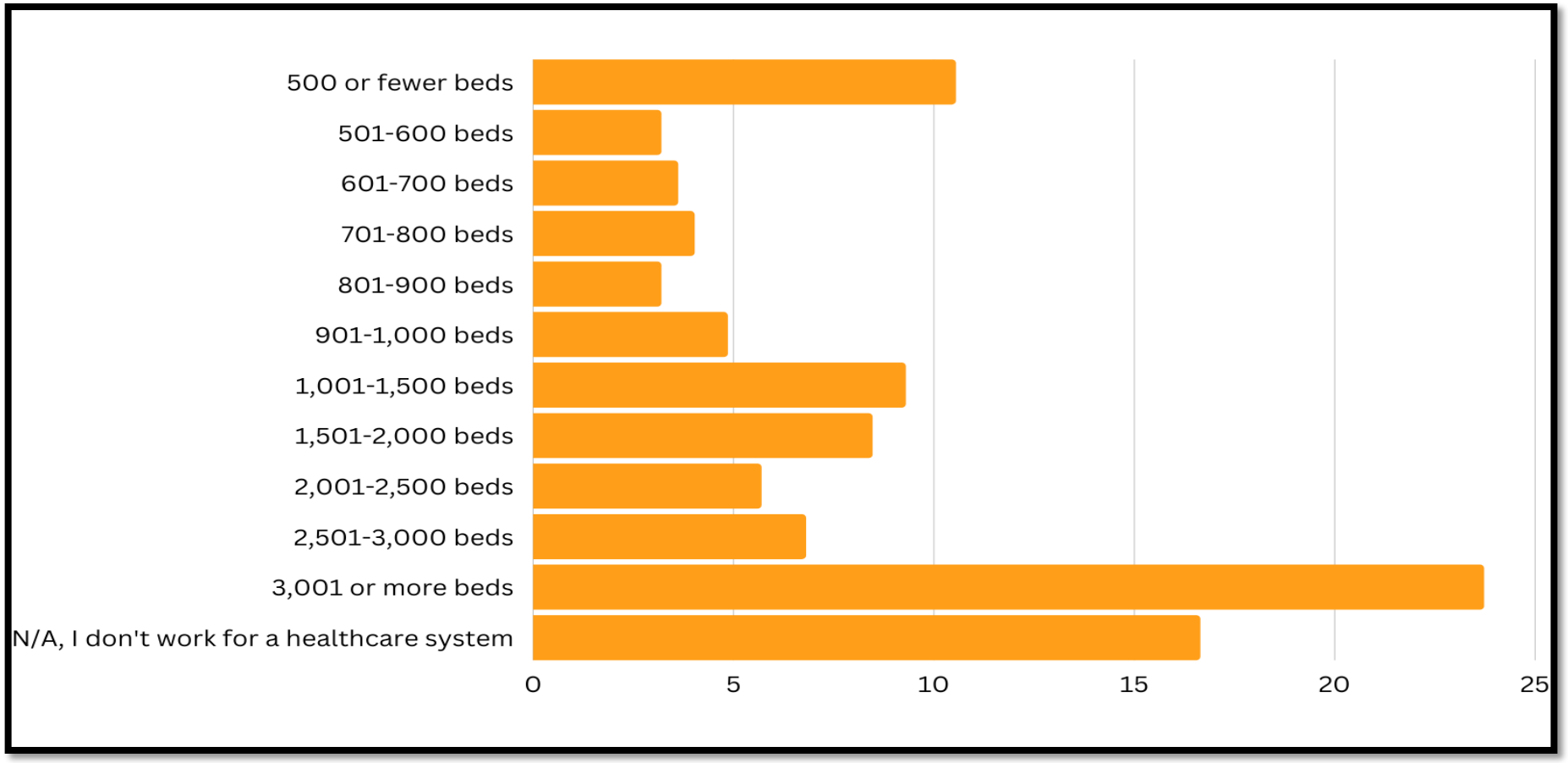
2022 CDI Salary Survey

Facility size



Source: *2022 CDI Salary Survey, all responses*

System size



Source: 2022 CDI Salary Survey, all responses

Staff members at facility, system

Number of staff	Facility	System
0-5	35.51%	16.78%
6-10	22.88%	8.88%
11-15	15.95%	10.96%
16-20	8.04%	6.80%
21-25	3.74%	6.66%
26-30	2.50%	7.35%
31-35	1.53%	5.83%
36-40	1.53%	4.58%
41-45	0.97%	4.02%
46-50	1.11%	2.64%
51-60	1.80%	4.58%
61-70	1.53%	4.44%
71-80	0.55%	2.08%
81-90	0.28%	1.66%
91-100	0.28%	0.69%
More than 100	1.80%	12.07%

Source: *2022 CDI Salary Survey, all responses*

Remote CDI work

Options	Percentage
I work 100% remotely, but review for an organization in my state of residence	35.53%
I work 100% remotely and I review for an organization outside my state of residence	13.48%
I work 100% remotely and I review for an organization with sites both inside and outside my state of residence	7.44%
I work partially remotely, but work a set number of days per week onsite	17.98%
I work partially remotely, but I have an option to work onsite as needed/desired	12.22%
I do not work remotely/I'm 100% onsite	9.97%
Other	3.37%

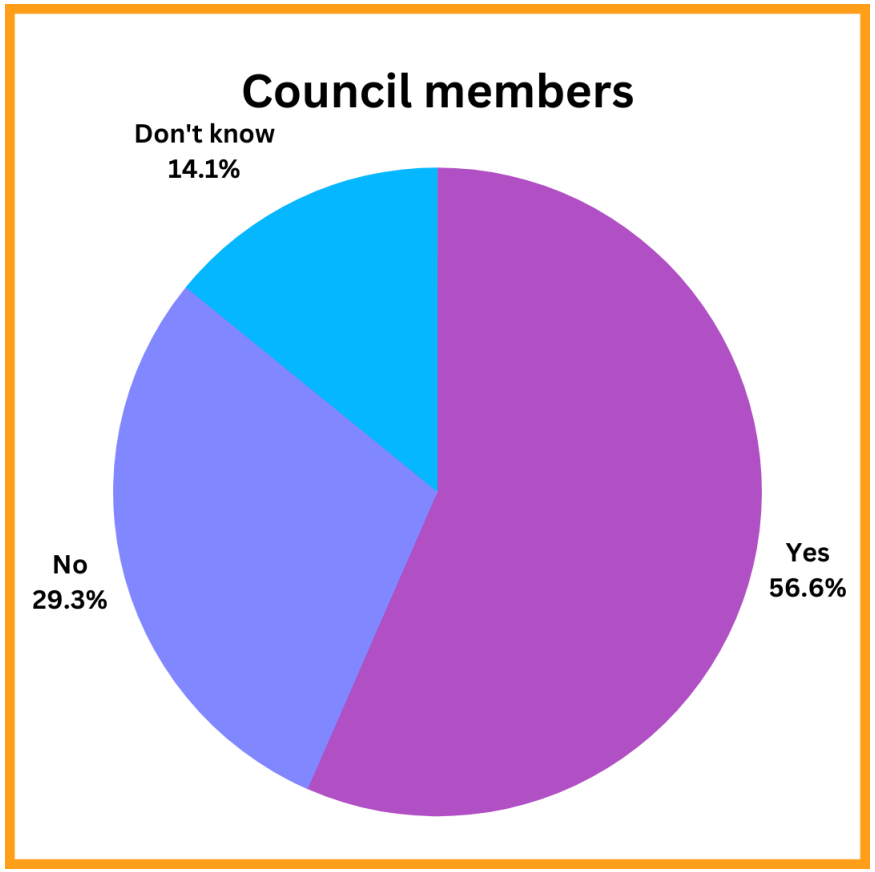
Source: *2022 CDI Salary Survey, all responses*

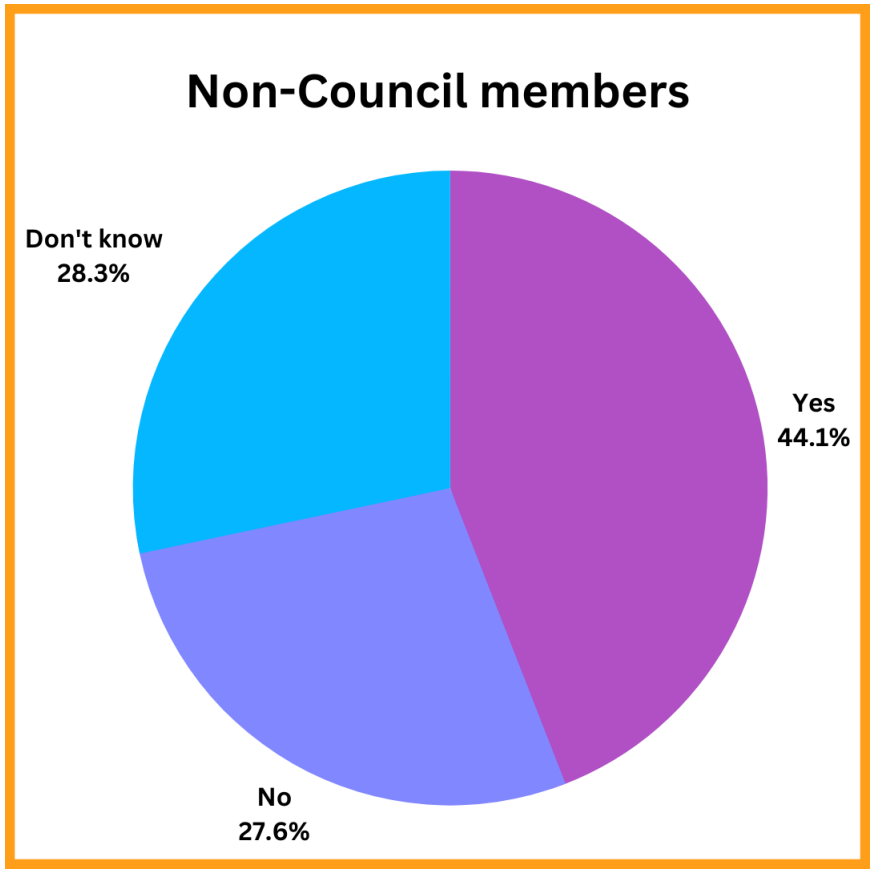
Site-specific versus multi-site reviews

Options	Percentage
Single site	38.02%
Multiple sites	55.85%
N/A, I don’t review records	6.13%

Source: *2022 CDI Salary Survey, all responses*

Hiring plans in the next 12 months





Source: *2022 CDI Salary Survey*

Questions?

- **Visit** Council community site: *https://acdis.org/acdis-leadership-council*
- **Contact** membership manager Linnea Archibald at *larchibald@acdis.org*

Following the live meeting, on-demand materials, including the recording and slide deck, will be published to the "Council Meetings" area of ACDIS site. Members will be alerted by email once materials are available.

Members who were unable to attend the live meeting will still be eligible for the CEU provided they watch the recording by Monday, January 2.

CEUs will be sent out to both live and on-demand attendees on Tuesday, January 3.