



Community Meeting

December 5, 2019

Presenter: Council Leadership



Delaney Rebernik

Membership Manager, ACDIS Leadership Council
Manager, *PROPEL* Advisory Services

Delaney Rebernik oversees management and strategic development of the ACDIS Leadership Council and *PROPEL* Advisory Services, a family of custom education memberships for healthcare operations teams. Before assuming her current posts, Rebernik served in editorial positions of increasing responsibility in HCPro's medical staff, home health, and long-term care departments.

Agenda

- Council Updates and Opportunities
- Council Member Panel: Council-Specific Findings from the 2019 CDI Salary Survey
- Inaugural Council Member–Led Lunch and Learn: CDI in the ED—Strategically Leading Change



Council Updates and Opportunities

Recent Happenings

- Council members participated in first research initiative, *2019 CDI Salary Survey* (panel will discuss findings during today's meeting)
- Held **CDI Leadership Exchange** and **ACDIS Symposium: Outpatient CDI Conference** November 13–15, in Austin, Texas
 - 50 Council members attended at least one event; seven attended both
 - Welcomed 5 new leaders to Council, bringing our community size up to **233**

Recently Published Insights and Resources

- CLI articles
 - Thanksgiving tidings, CDI style ([link](#))
 - CDI staff performance metrics: Quality plus quantity equals success ([link](#))
 - CDI prioritization software: Council tested implementation tips ([link](#))
- Member-submitted resources
 - Sample CDI prioritization software survey for physician leaders ([link](#))
 - Sample executive summary: Implementing new CDI prioritization software ([link](#))
 - Sample CDI career ladder ([link](#))
- Council Forum threads
 - Coding cardiogenic shock ([link](#))
 - Kennedy ulcers ([link](#))
 - Physician education ([link](#))
 - Establishing meaningful performance metrics ([link](#))
 - Querying from previous encounter ([link](#))

Current Opportunities

- Don your [digital member badge](#).
 - Contribute to Council initiatives—and earn ACDIS CEUs for your efforts.
 - Attend community meetings (live or on-demand): **1 CEU**
 - Present on a CDI-related topic during a live meeting: **2 CEUs**
 - Attend a live Council-hosted broadcast (half hour): **.5 CEUs**
 - Present on a CDI-related topic during a Council-hosted broadcast (half hour): **1 CEU**
 - Write for CDI Leadership Insider (CLI): **0.5 CEUs** per 350 published words
 - [Learn more](#) about and [volunteer](#) for any of the above
 - Get an [exclusive discount](#) on leadership solutions from ACDIS and its sister brands.
 - ACDIS membership (new, first-time membership only)
 - ACDIS Conference (main conference only)
 - ACDIS Symposium: Outpatient CDI (main conference only)
 - ACDIS All-Access (includes 1-year ACDIS membership, 1 seat at annual conference, and 1 seat at annual outpatient symposium)
 - Leader As Coach: Leadership Development Master Class
 - Essential Leadership and Management Skills in CDI (open-registration boot camp)
 - Encourage colleagues who are interested in the Council to join our [alert list](#). We'll email them about open application periods and related leadership opportunities as they arise.
- >> Keep tabs on all current opportunities: <https://acdis.org/current-opportunities>

What's Next?

- 12/9/2019: Next issue of **CLI** hits your inbox (article on value-based program metrics)
- Q1 2020
 - February community meeting
 - Next Council survey
 - Debut of *new* small-group networking opportunity (details to come)
- Continued research on CDI management resources and opportunities to benefit you >> [polls](#)

Community Meeting Reminders

- Meeting structure
- Planning and scheduling process
- Earning CEUs for participating in live or on-demand shows
- Accessing on-demand materials
 - [September 18, 2019, meeting materials](#)
- Email communications about meetings will generally come “from” Delaney Rebernik or Melissa Varnavas. Reply to Delaney Rebernik with any questions.

>> Get the full rundown on community meetings:

<https://acdis.org/full-group-meetings>



Tips for Ensuring Council Communications Reach You

- When responding to meeting invites, surveys, and other Council opportunities:
 - Be consistent and accurate—this is especially important for your first name, last name, and email address
 - Use same email address; double check for typos
 - Use 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 Council membership manager Delaney Rebernik (drebernik@hcpro.com) if your primary email address or any other key professional detail (e.g., title, organization) 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



Council-Specific Findings from the 2019 CDI Salary Survey

Panelists: Council Members



**Chinedum Mogbo, MBBS, MSHIM, RHIA,
CDIP, CCDS, CCS**
CDI Manager, Tenet Healthcare, Dallas, TX

Chinedum Mogbo has successfully managed various teams, including CDI specialists and coding auditors. She actively participates in the CDIP and RHIA exam item writing with AHIMA. She has been involved in the successful development of in-house curricula for training CDI specialists and serves as co-chair of the AHIMA CDI practice council working on many projects that provide guidance to the industry, the most recent being the ACDIS/AHIMA “Guidelines for Achieving a Compliant Query Practice.” Mogbo co-authored an AHIMA practice brief on “Physician Engagement in CDI” and co-authored the AHIMA practice brief on “Physician Office Queries” in July 2018. Mogbo was elected to the ACDIS Advisory Board in 2019, serving through April 2022. She was also the 2019 ACDIS CDI Week survey advisor.



Pamela Stence, RN, BSN, MSN, CCDS
CDI Director, Sharpe Healthcare
San Diego, CA

Pamela Stence has been a nurse for over 35 years and has extensive experience in emergency nursing, trauma, air medical transport, and prehospital administration. Stence entered CDI in 2012. She currently oversees a CDI program at four acute care facilities in the San Diego area and has assisted in expanding the program to include acute care, inpatient rehabilitation, and mother/baby. The program collaborates with other disciplinary areas of quality, clinical informatics, case management, and revenue cycle including denials management.



Deanne Wilk
BSN, RN, CCDS, CDIP, CCDS-O, CCS
CDI Manager, Penn State Health
Hershey, PA

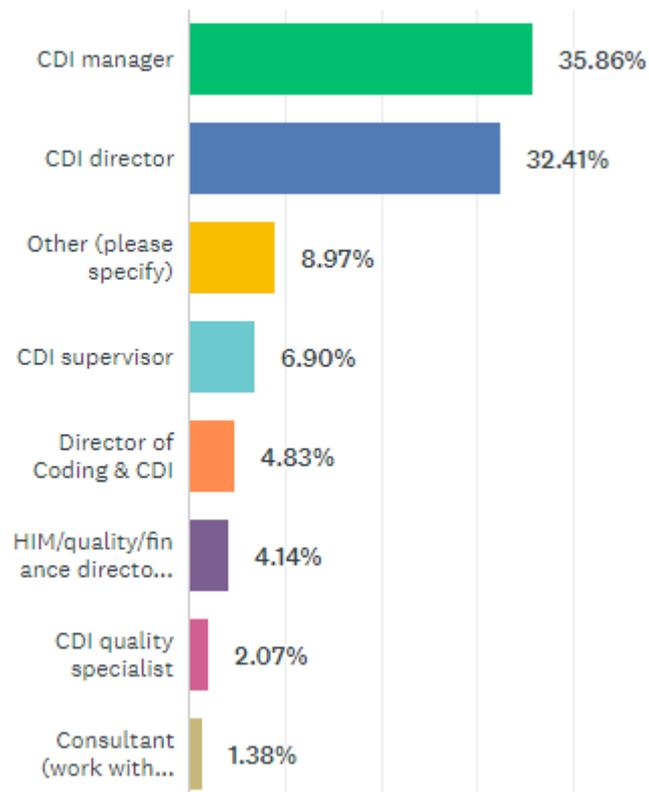
With 35 years of healthcare experience, Deanne Wilk has worked in many aspects of health information, coding, and CDI. Her nursing background includes telemetry, private practice, and home health nursing. Wilk has worked on numerous projects to advance CDI education and awareness. She has also served as a subject matter expert and contributor for CDI and coding coursework. She has been a key speaker for organizations such as ACDIS and AHIMA on coding, CDI, and quality, in addition to serving as a national consultant for many CDI organizations. Wilk initiated and now co-hosts the Central Pennsylvania ACDIS chapter, in addition to serving on the national ACDIS Advisory Board.



Council Findings: 2019 CDI Salary Survey
Demographics

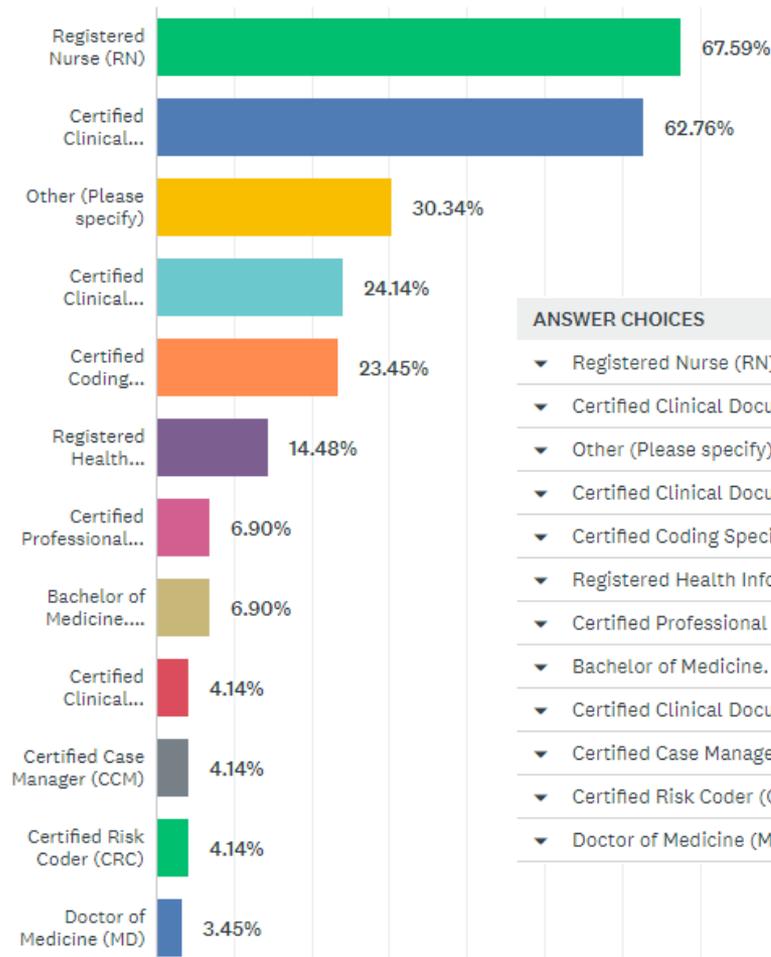
Please indicate your role in CDI (Top responses)

Answered: 145 Skipped: 0



What are your credentials? (Top responses)

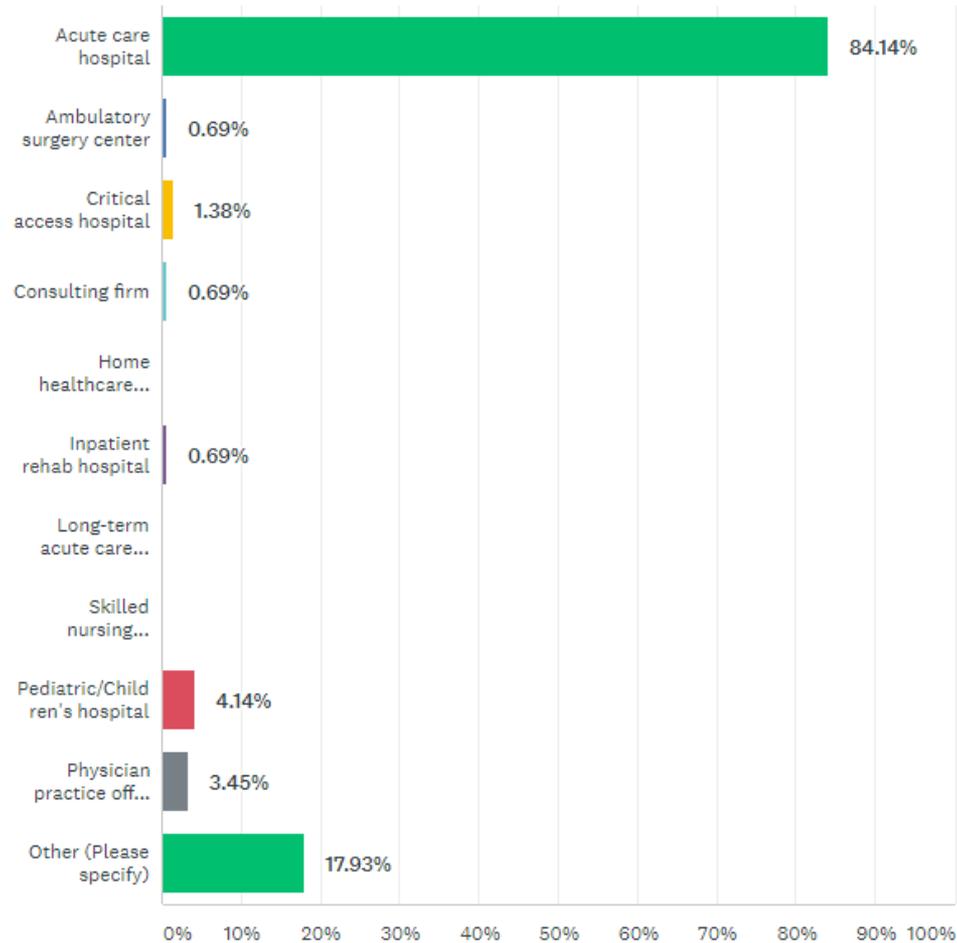
Answered: 145 Skipped: 0



ANSWER CHOICES	RESPONSES
Registered Nurse (RN)	67.59%
Certified Clinical Documentation Specialist (CCDS)	62.76%
Other (Please specify)	Responses 30.34%
Certified Clinical Documentation Improvement Practitioner (CDIP)	24.14%
Certified Coding Specialist (CCS)	23.45%
Registered Health Information Administrator (RHIA)	14.48%
Certified Professional Coder (CPC)	6.90%
Bachelor of Medicine, Bachelor of Science (MBBS)	6.90%
Certified Clinical Documentation Specialist-Outpatient (CCDS-O)	4.14%
Certified Case Manager (CCM)	4.14%
Certified Risk Coder (CRC)	4.14%
Doctor of Medicine (MD)	3.45%

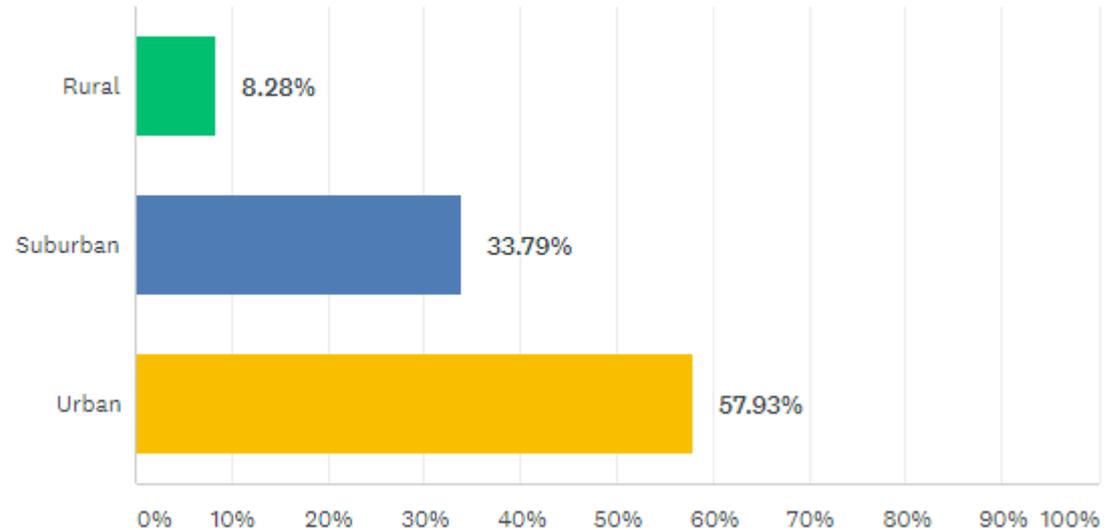
In what setting do you work?

Answered: 145 Skipped: 0



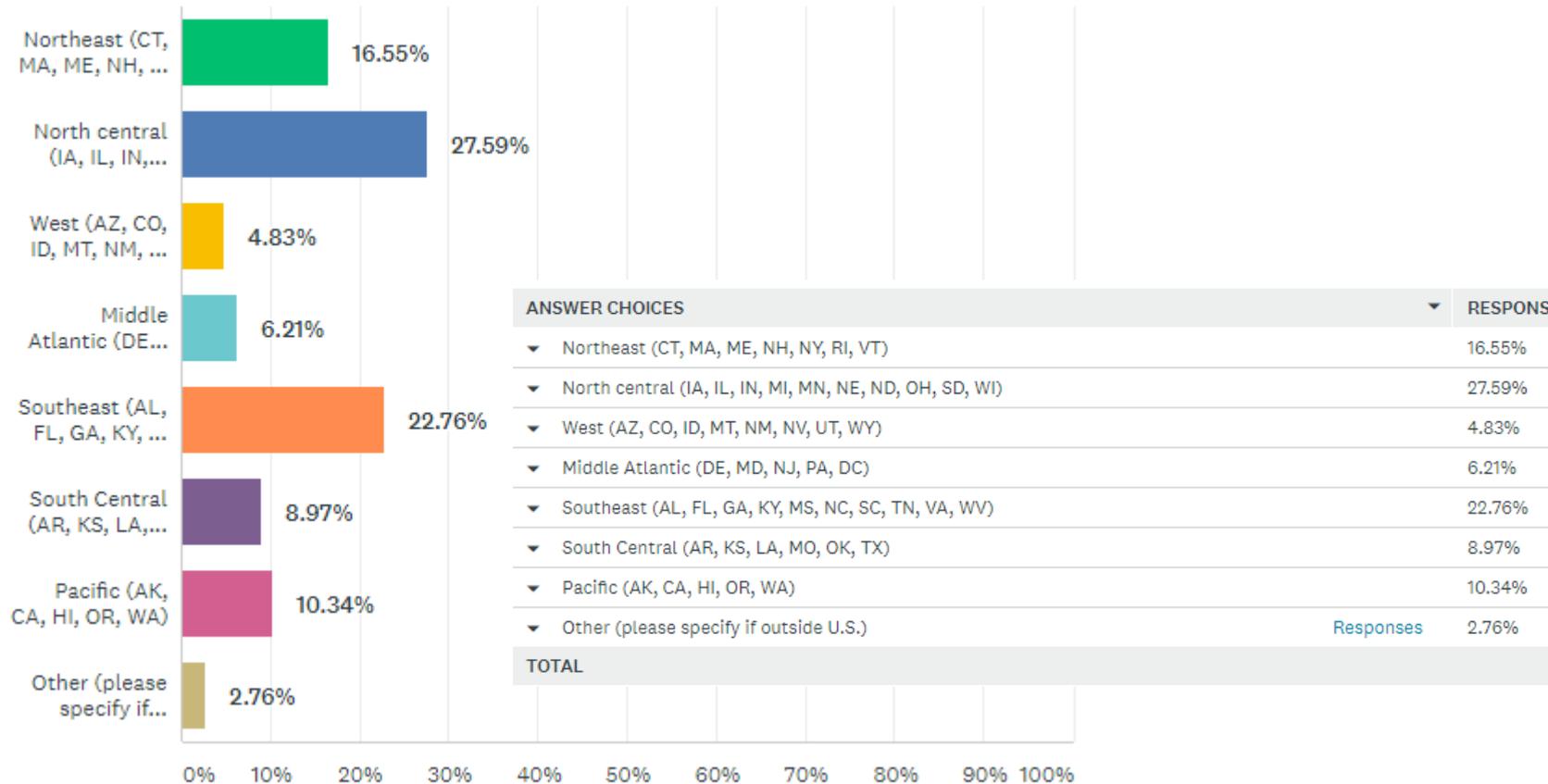
What is the location of the facility or office where you work?

Answered: 145 Skipped: 0



In what region of the country do you work?

Answered: 145 Skipped: 0

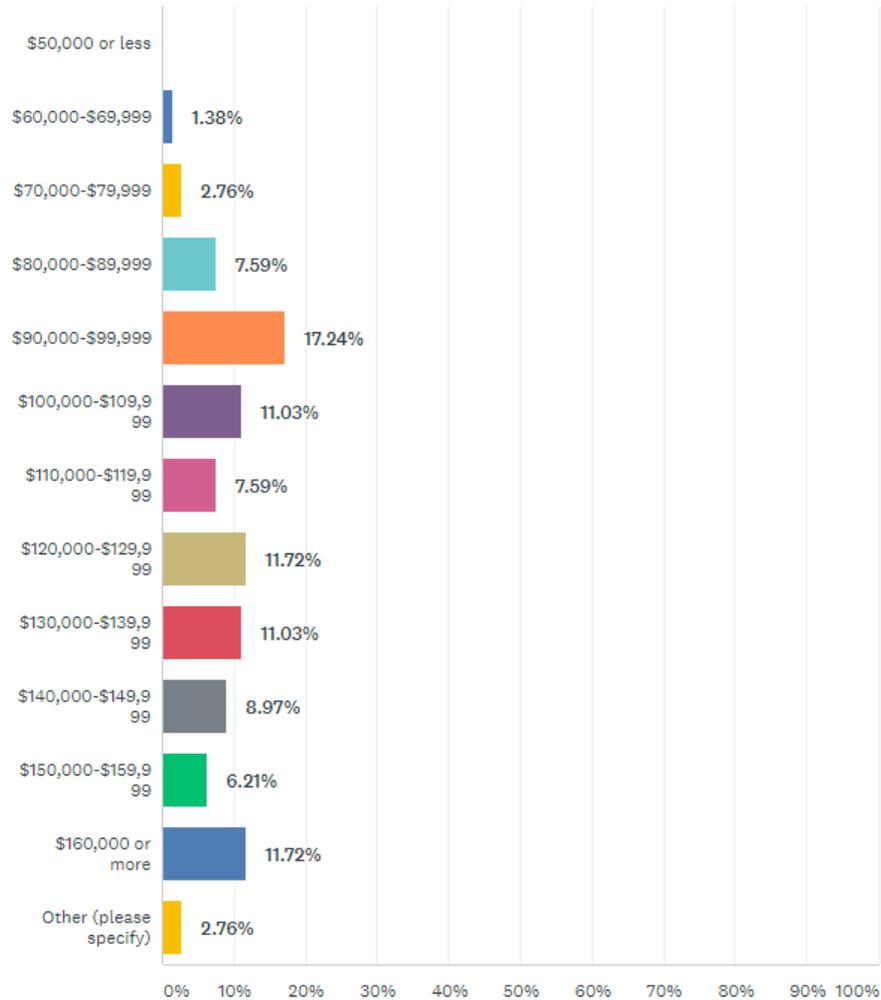




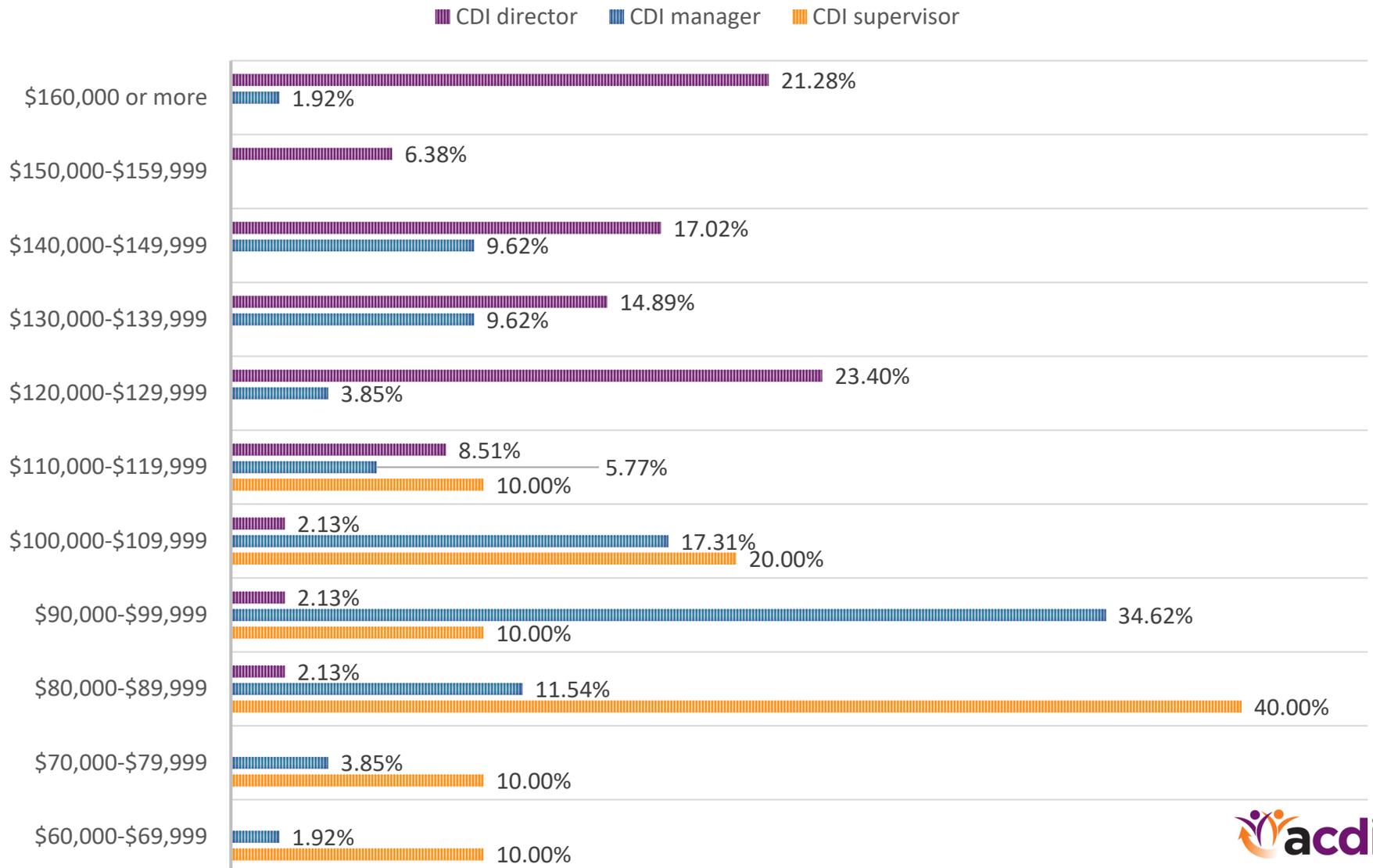
Council Findings: 2019 CDI Salary Survey
Leadership Compensation

What is your current annual salary? (All responses)

Answered: 145 Skipped: 0

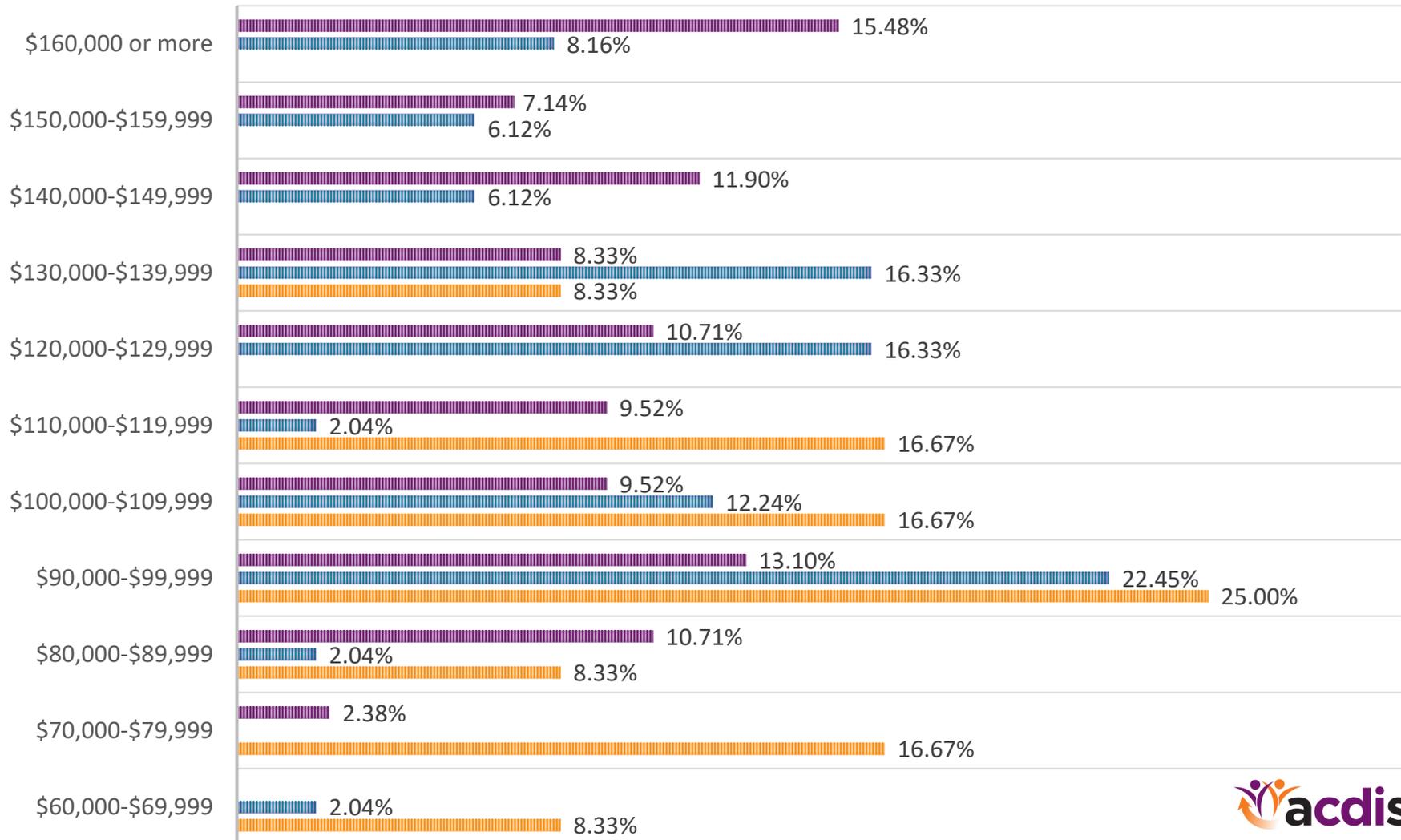


What is your current salary? (By title)



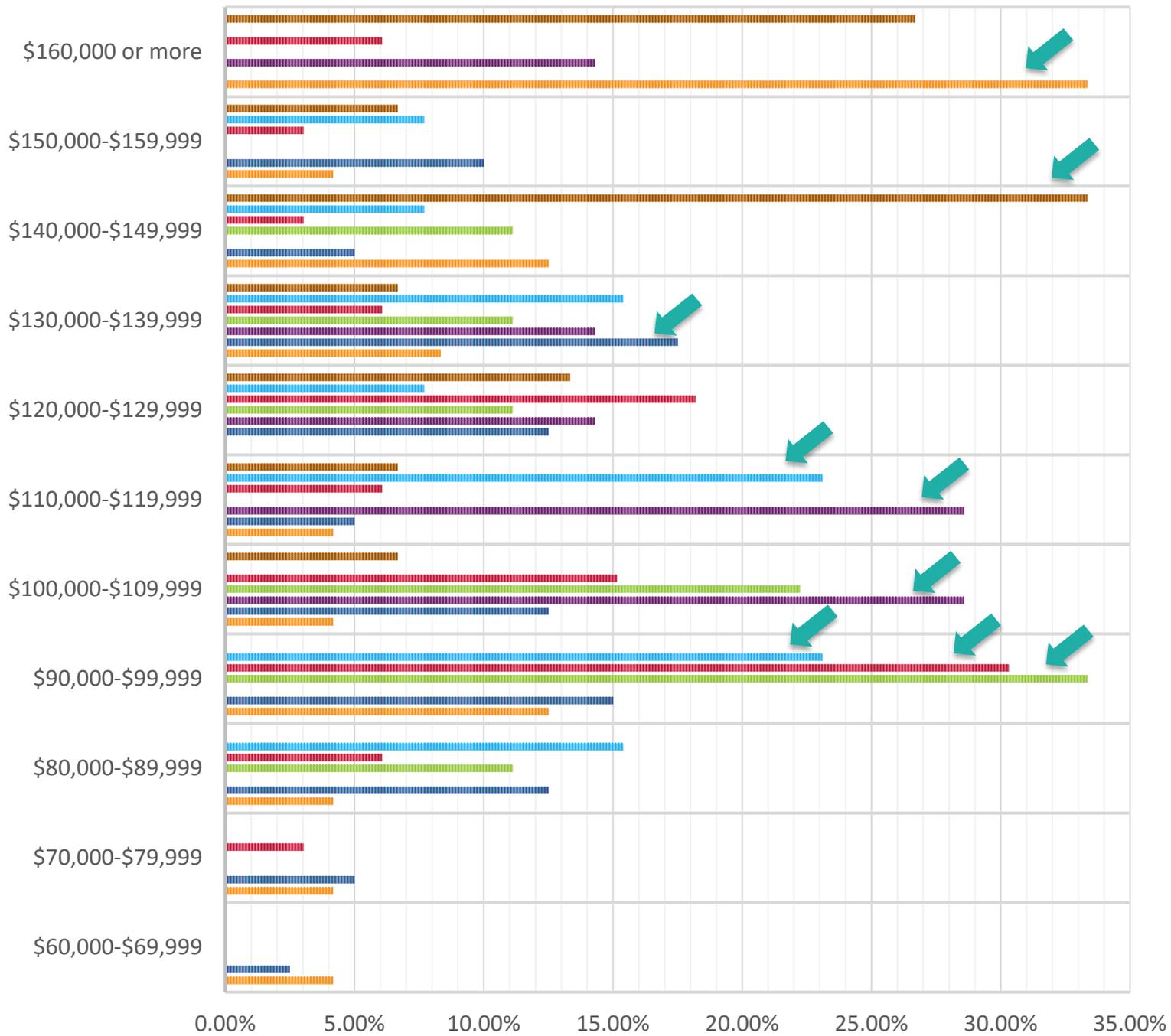
What is your current salary? (By location type)

Urban Suburban Rural



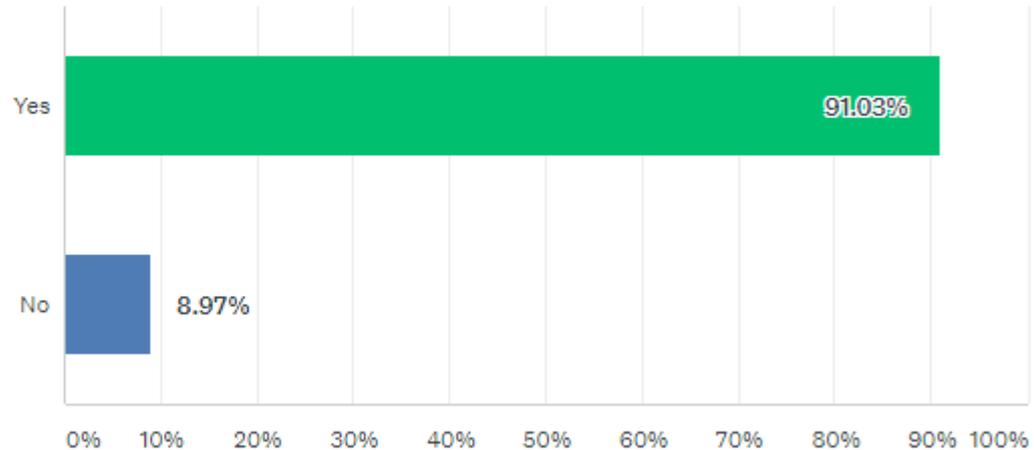
What is your current salary? (By region)

■ Pacific
 ■ South central
 ■ Southeast
 ■ Middle Atlantic
 ■ West
 ■ North central
 ■ Northeast



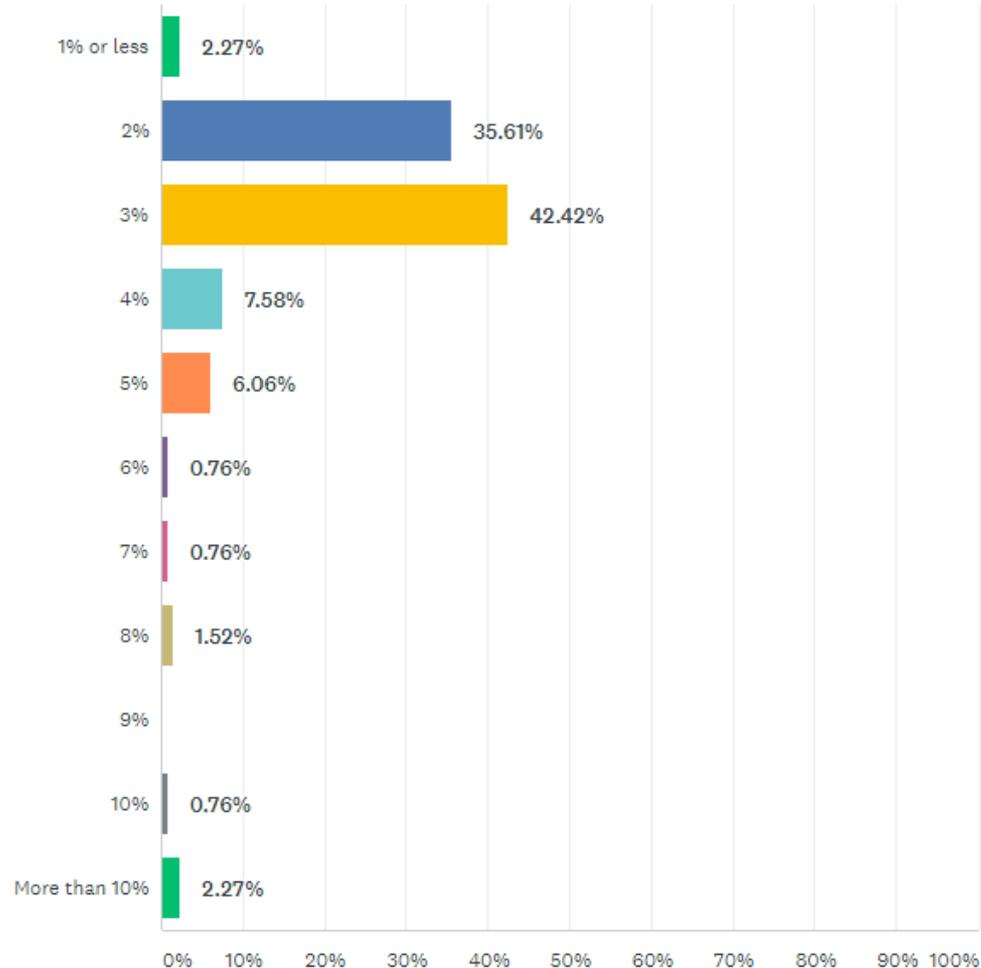
Have you received a raise in the past 12 months?

Answered: 145 Skipped: 0



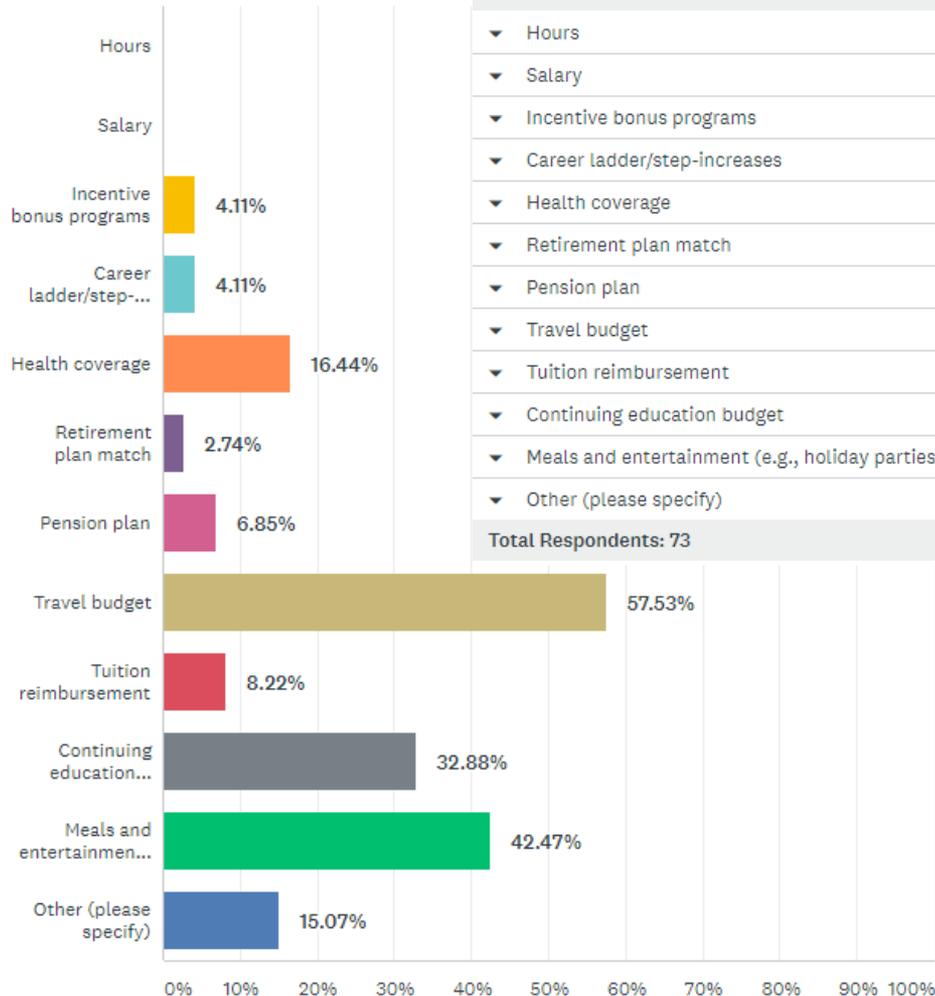
If you received a raise in the past 12 months, to the nearest percentage point, what was the increase?

Answered: 132 Skipped: 13



Have you experienced a reduction in any of the following in the last 12 months? Check all that apply.

Answered: 73 Skipped: 72

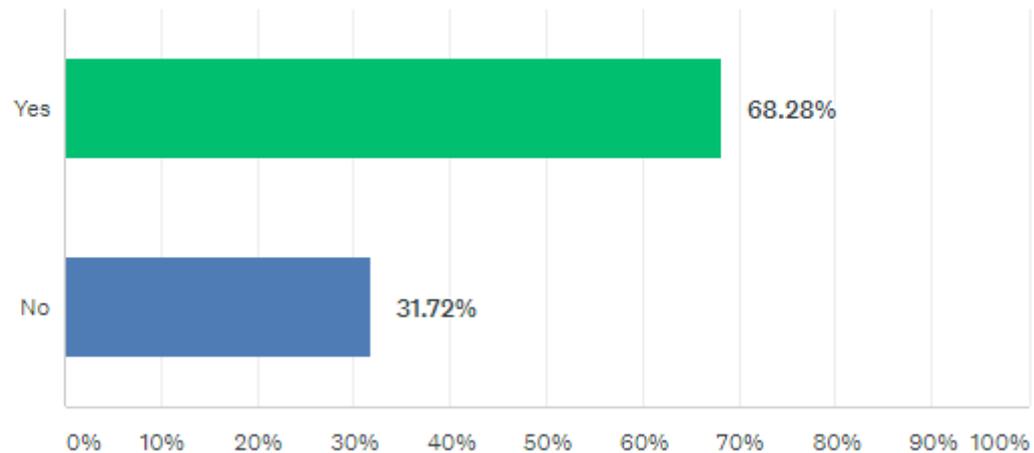


ANSWER CHOICES	RESPONSES
Hours	0.00%
Salary	0.00%
Incentive bonus programs	4.11%
Career ladder/step-increases	4.11%
Health coverage	16.44%
Retirement plan match	2.74%
Pension plan	6.85%
Travel budget	57.53%
Tuition reimbursement	8.22%
Continuing education budget	32.88%
Meals and entertainment (e.g., holiday parties, department lunches)	42.47%
Other (please specify)	Responses 15.07%

Total Respondents: 73

Do you believe that your salary, benefits, bonus, and job perks have kept up with the cost of living?

Answered: 145 Skipped: 0

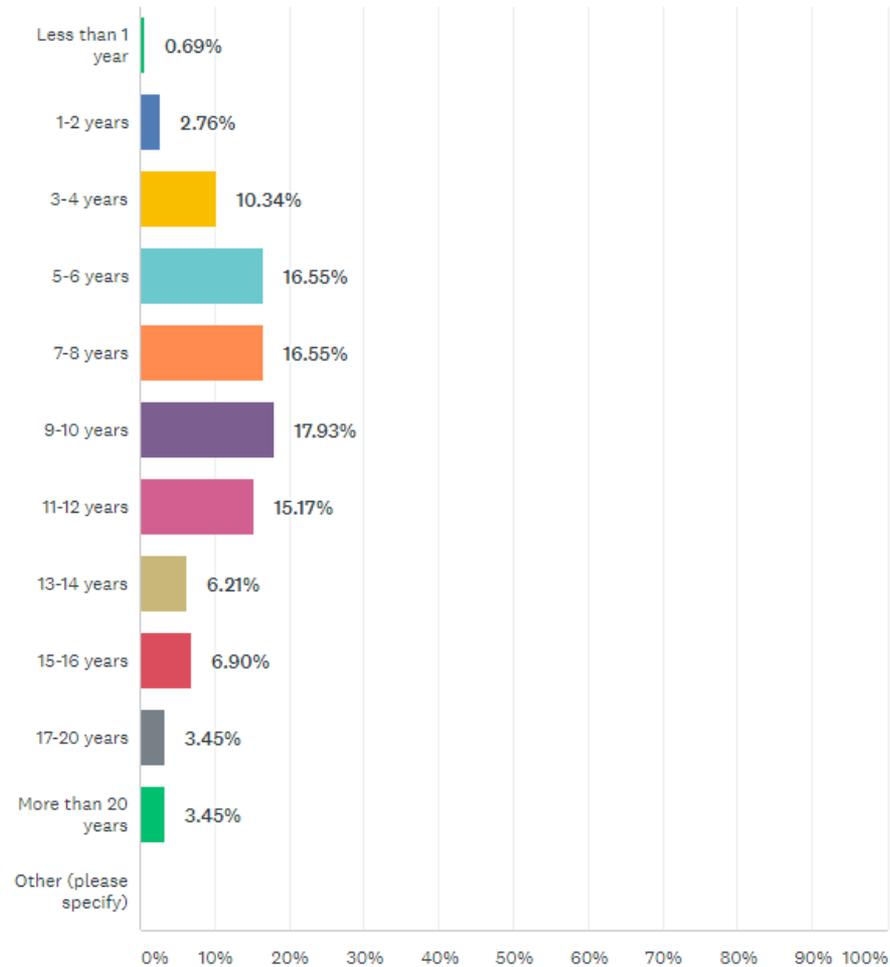




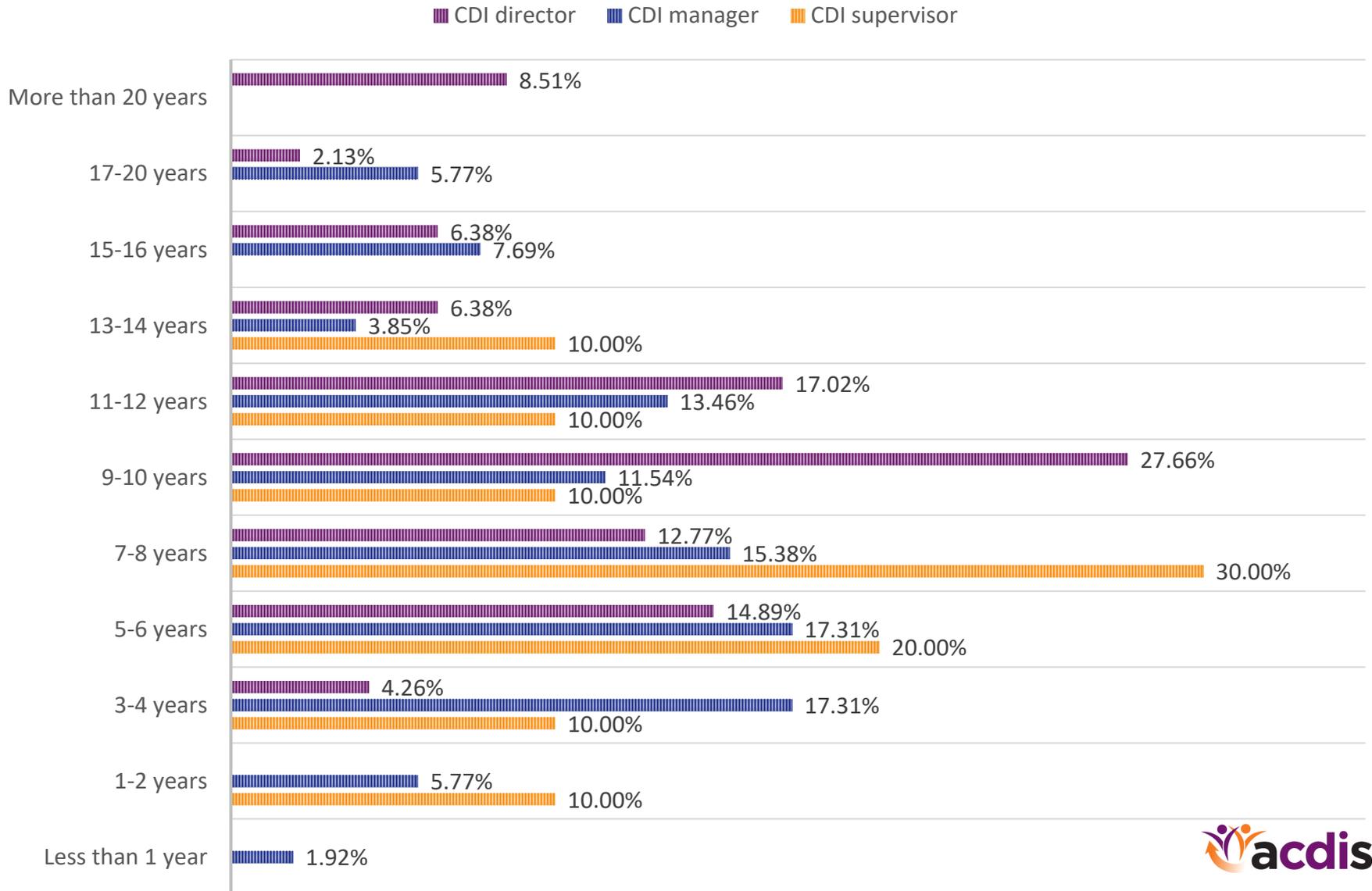
Council Findings: 2019 CDI Salary Survey
Leadership Career Growth

How long have you worked in the CDI field?

Answered: 145 Skipped: 0

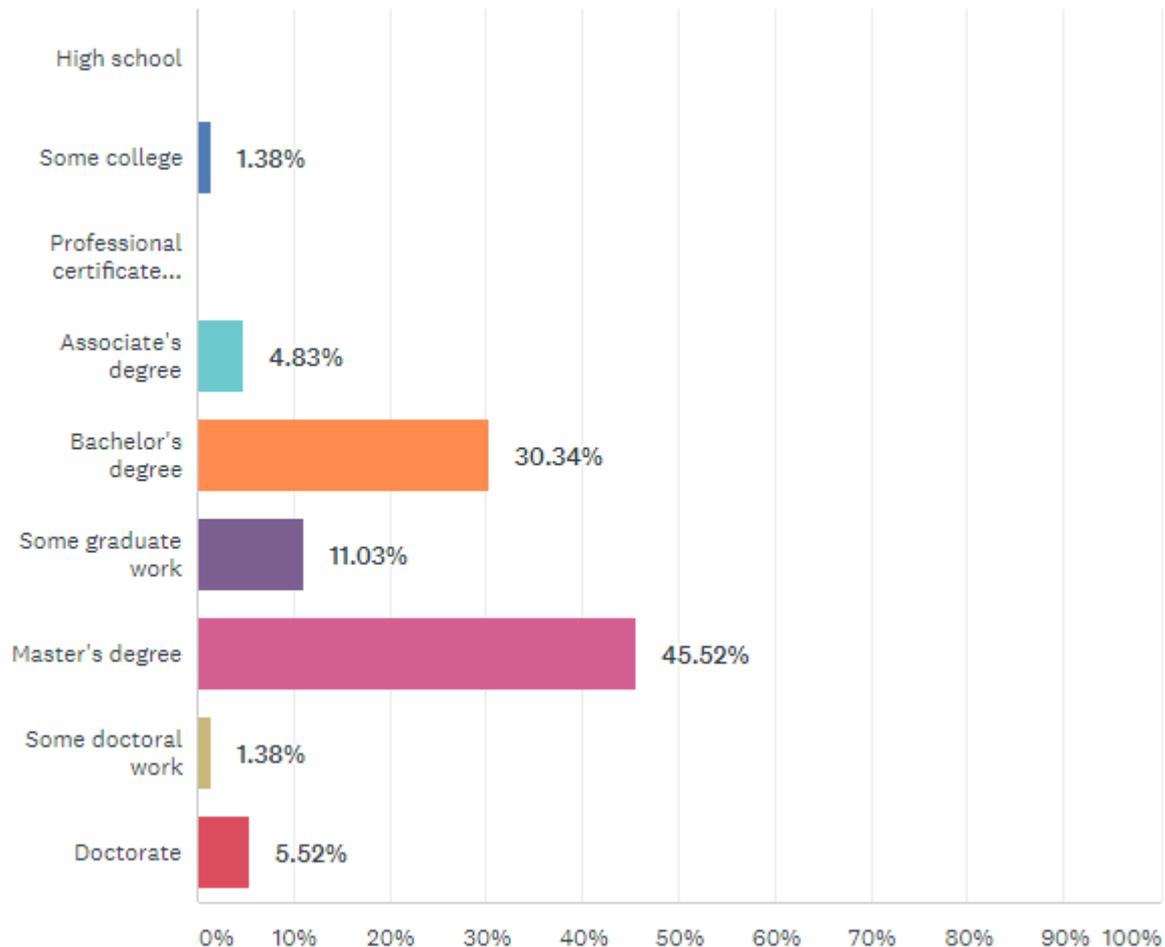


How long have you worked in the CDI field? (By title)

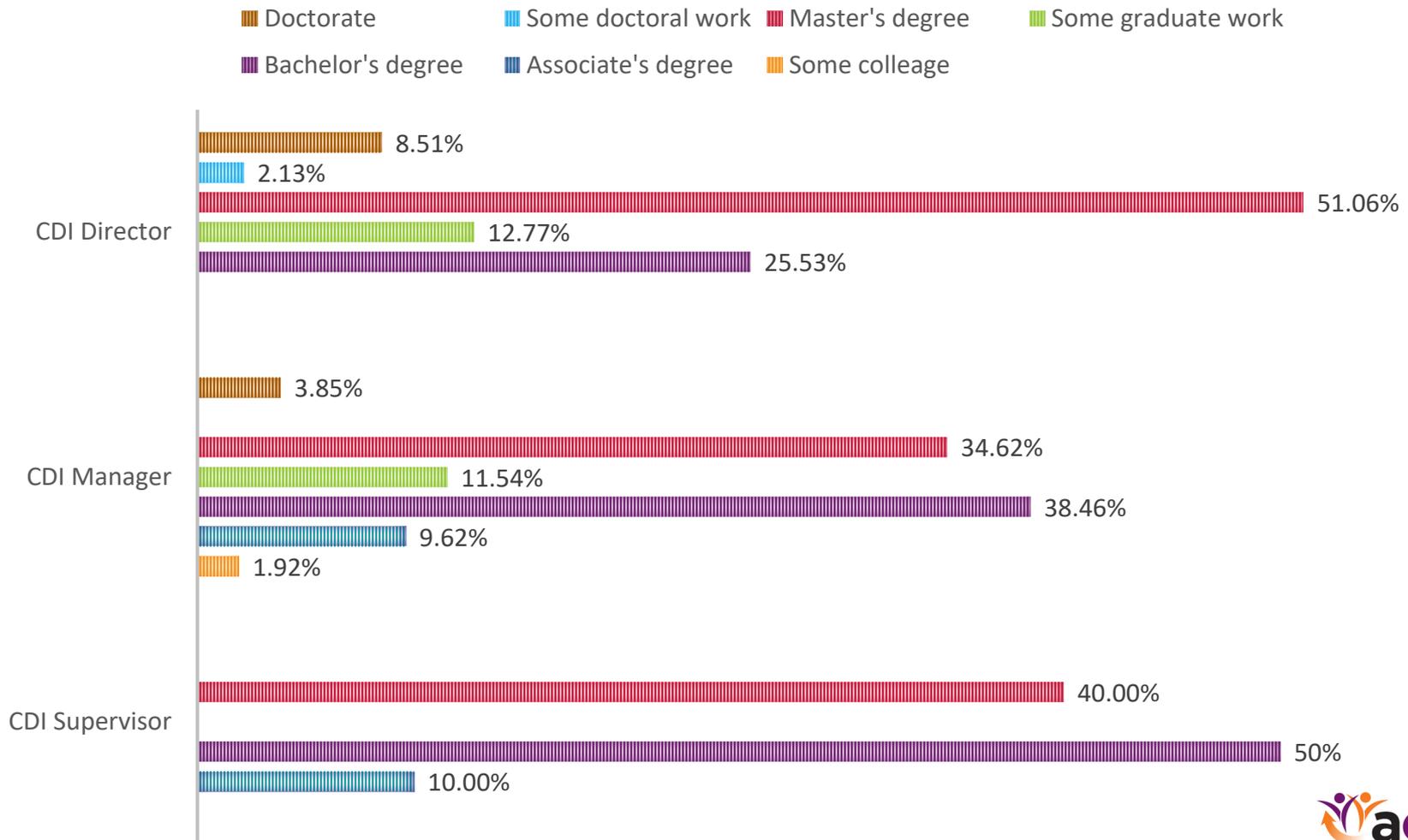


What is the highest level of education you've achieved?

Answered: 145 Skipped: 0



What is your title? (By education level)



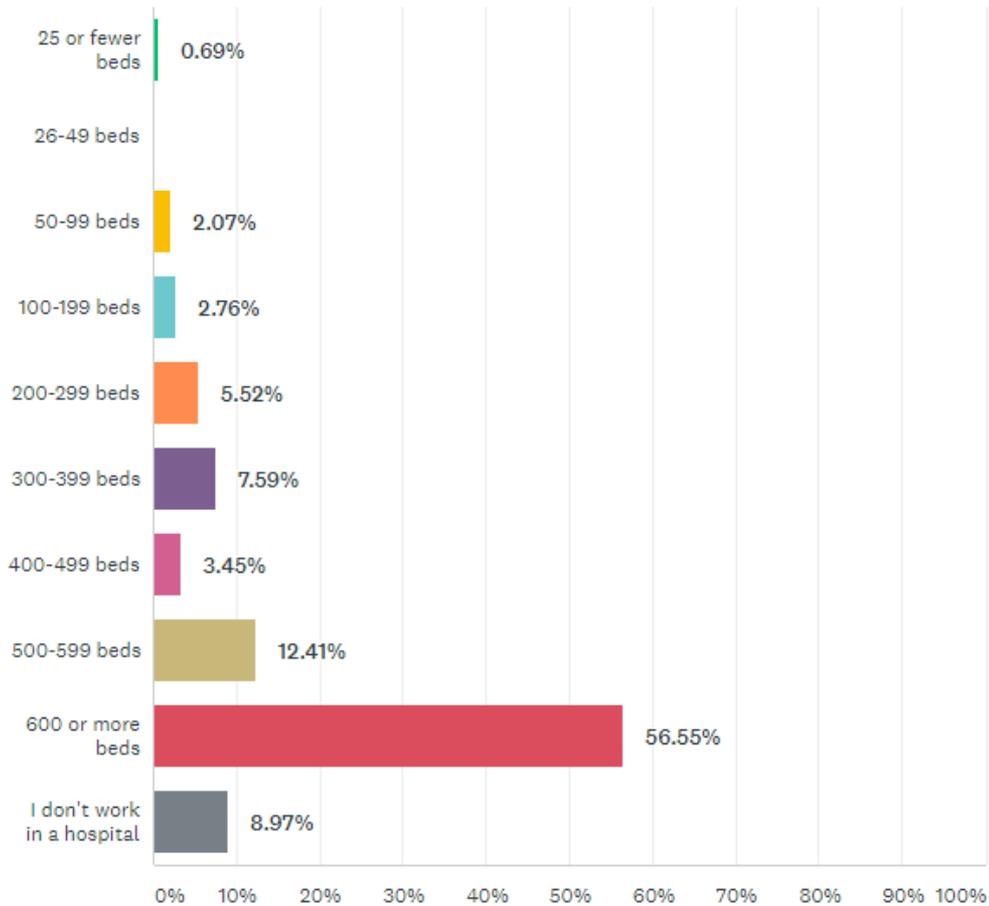


Council Findings: 2019 CDI Salary Survey

Program Staffing & Team Career Growth

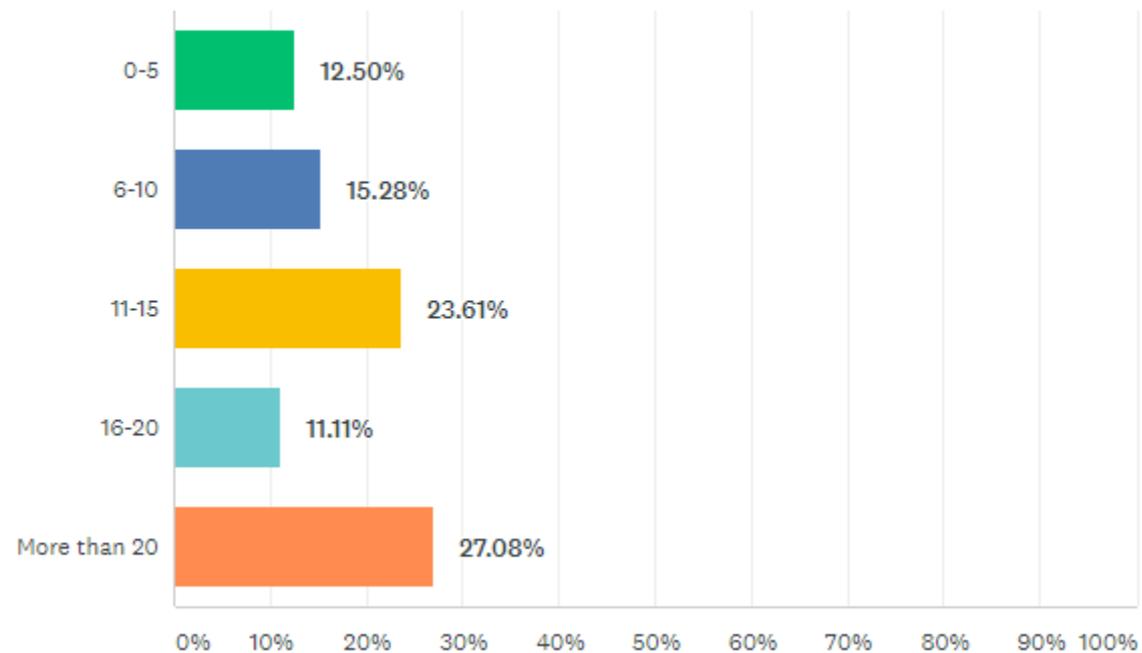
How many beds does your facility have?

Answered: 145 Skipped: 0



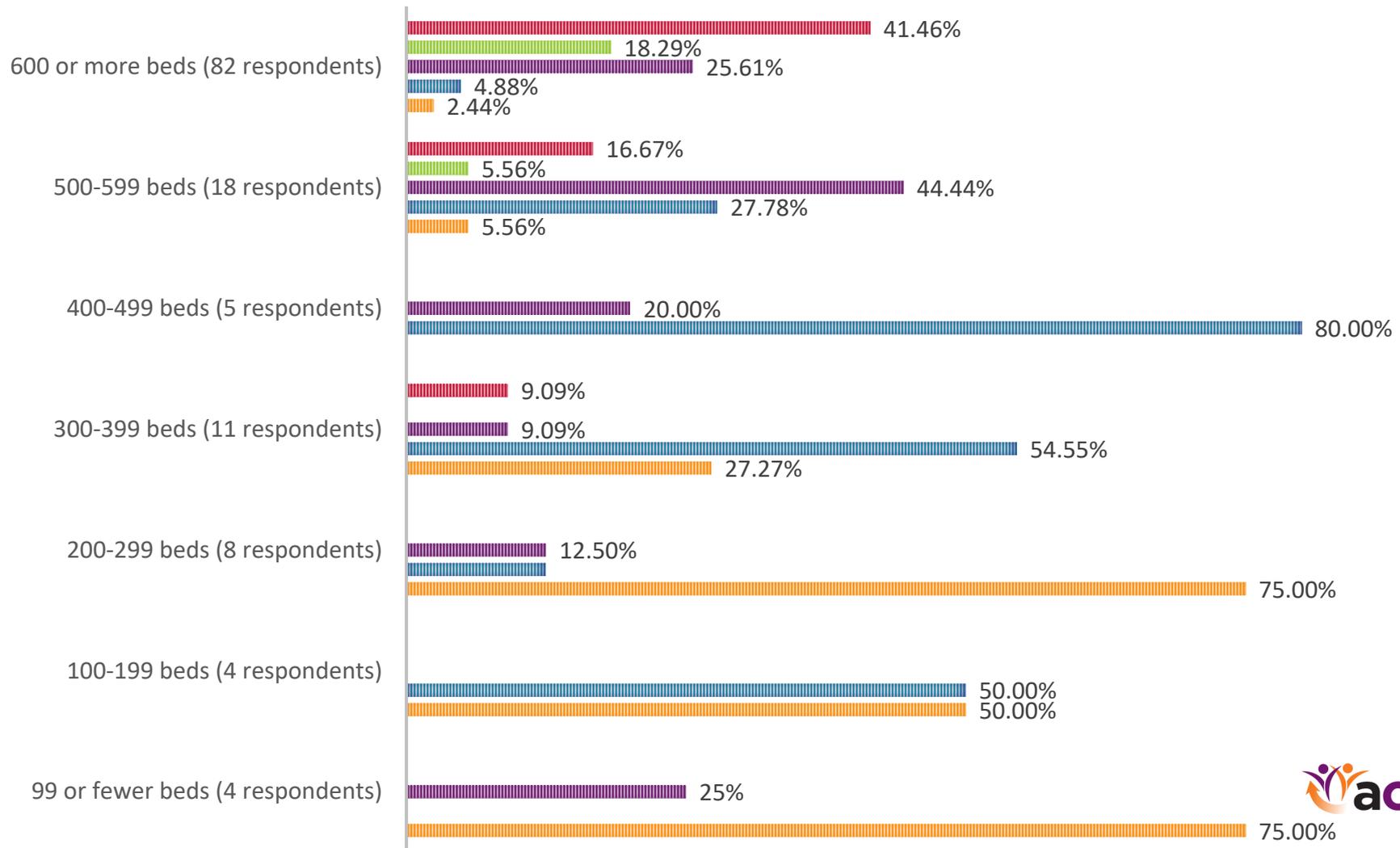
How many CDI staff members are there in your hospital? (Within your specific facility not system-wide)

Answered: 144 Skipped: 1



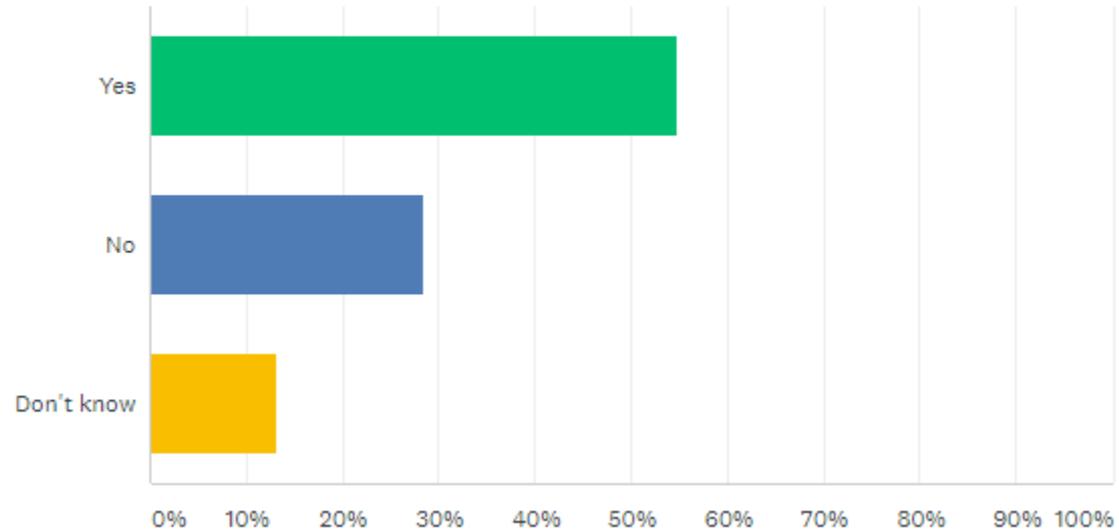
How many beds are in your facility? (By CDI staff members)

More than 20 staff 16-20 staff 11-15 staff 6-10 staff 0-5 staff



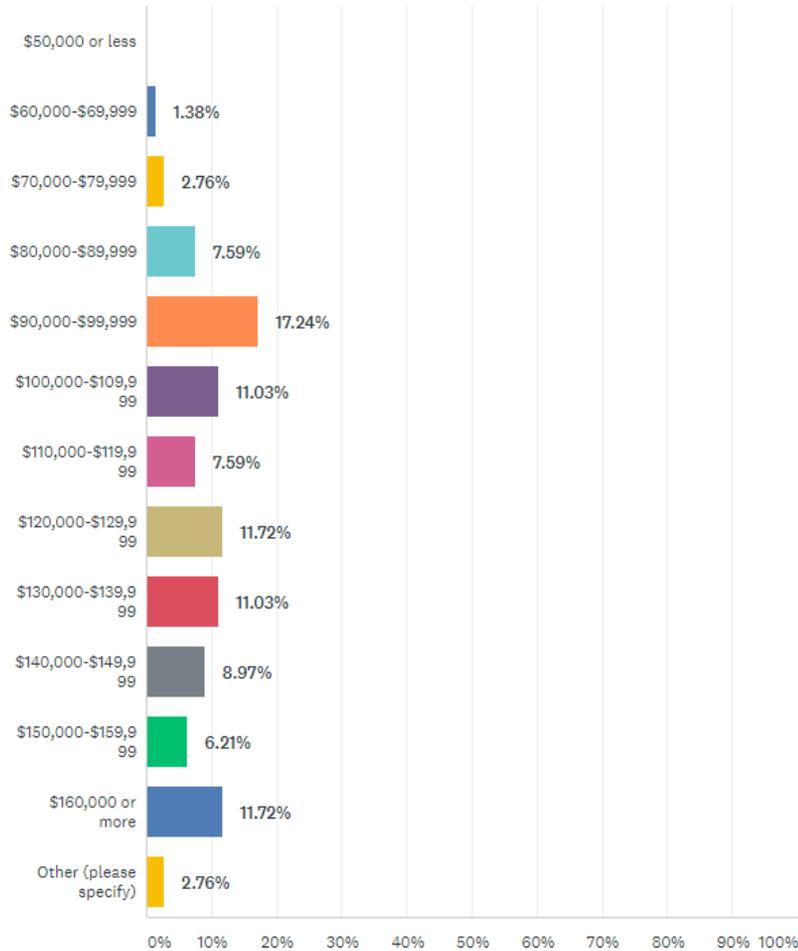
Does your CDI program plan to hire additional staff in the next 12 months?

Answered: 144 Skipped: 1

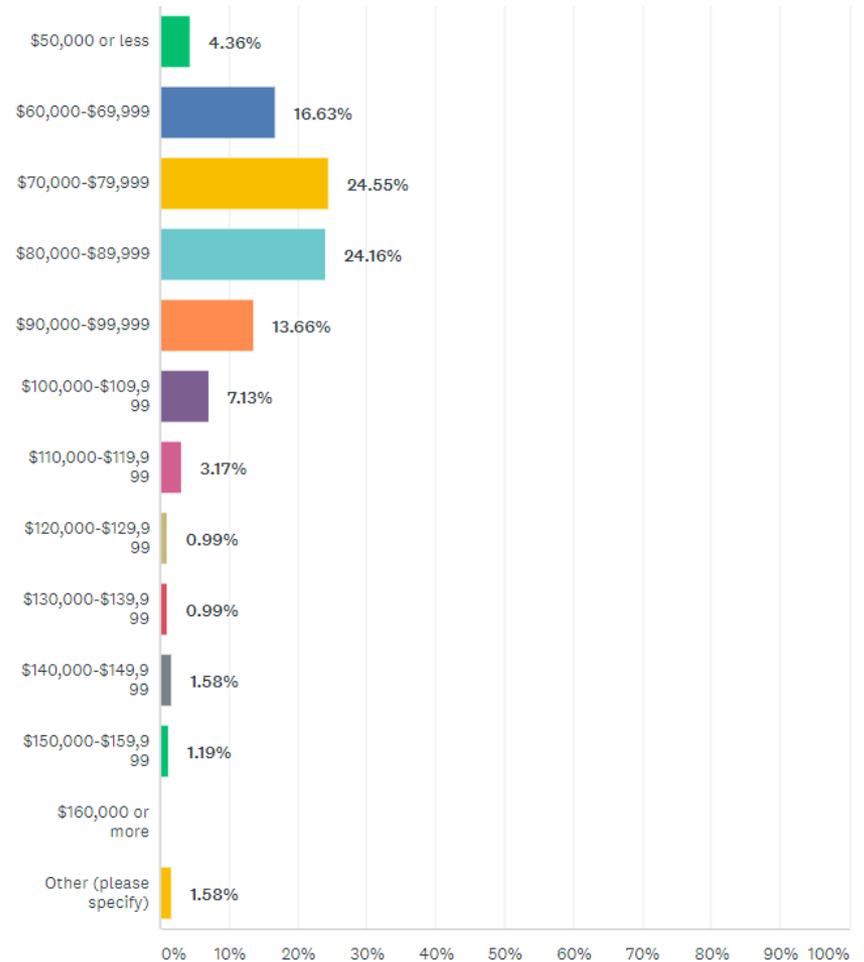


What is your current annual salary?

ACDIS Leadership Council



CDI Specialists





Lunch and Learn Debut

CDI in the ED: Strategically Leading Change

Questions?

- **Visit** Council community site: <https://acdis.org/acdis-leadership-council>
- **Contact** membership manager Delaney Rebernik: drebernik@hcpro.com

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.