



**DATA FOR DECISIONS: THE HIM
WORKFORCE
AND
WORKPLACE**

**Salaries
of HIM
Professionals**

FORE
Foundation of Research
and Education of AHIMA

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DATA FOR DECISIONS: THE HIM WORKFORCE AND WORKPLACE

Salaries of HIM Professionals

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Salaries of HIM Professionals

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Part I Introduction

This report provides data and insights on the salaries of HIM professionals in the US. To be more specific, this study attempts to answer two questions in regards to the salary of HIM professionals. First, what factors affect the salaries of HIM professionals? And second, how do the salaries of HIM professionals compare to the salaries of other professionals? The next part of this report presents the key findings. And Parts III and IV specifically address the aforementioned questions specifically.

Part II Key Findings

A number of findings have been developed based on this study. These are organized into sections that correspond to the sections of this report.

Analysis of 2002 AHIMA Member Survey Data

- On average, women make approximately \$6,500 less than men annually, net of the effect of the other variables in the analysis. (An examination of the student exit survey data indicates that this salary discrepancy also exists at entry to the workforce.)
- Race does not have a statistically significant effect on annual income with the exception of the difference between blacks and whites: On average, blacks annually make approximately \$3,000 more than whites.
- Many of the differences in income with respect to age are significant. The overall pattern is that as age increases, annual income also increases.
- Many of the differences in annual income by highest level of education are also significant. The pattern that is revealed is that as education level increases annual income increases. For example, on average individuals with a Master's degree or above make approximately \$10,500 more than individuals whose highest level of education is a bachelor's degree.
- Some of the income differences across geographic regions are statistically significant. Individuals living in the Northeast and West US tend to earn more than those living in other regions of the country. Further, those living in the West make approximately \$5,000 more than persons living in the Northeast controlling for the other variables in the model.
- RHAs earn more annually than both RHITs and CCS/CCS-Ps. On the other hand, the annual salary difference between RHITs and CCS/CCS-Ps is not statistically significant.
- Individuals who work for consulting firms or vendors have much higher incomes than people who work in other settings. They tend to make approximately \$12,000 more than the next two primary work settings with the highest income (hospital-inpatient/acute care and other).
- Individuals who are executives earn approximately \$18,000 to \$30,000 more annually than individuals in other positions.
- The number of people an individual supervises also affects annual salary. As the number of people supervised increases mean annual salary tends to increase (although not all of the categories are statistically significantly different). The most dramatic difference in income is between those who supervise 130+ persons and those who do not supervise anyone—\$36,000.
- Mean annual incomes also increases with the number of hours a person works per week. Individuals who work 51+ hours a week make on average \$12,000 more than those who work 31 to 40 hours a week, net of the effect of the other variables in the analysis.

Comparisons of Member Salaries with Salaries from Other Sources

- The salaries of HIM educators are lower than the salaries of several comparison groups of educators. Many of the differences are statistically significant.
- The mean salary of HIM managers is \$57,445—approximately \$10,000 more than HIM teachers. Furthermore, the mean salary of HIM managers is comparable to other professional managers. Only financial managers and managers and administrators make significantly more money annually than HIM managers.
- The mean salary of AHIMA members compares favorably with a variety of other professionals from the 2000 National Compensation Survey. Only the mean salary of computer systems analysts and scientist is significantly higher than that of AHIMA members.

Part III What Factors Affect the Salaries of HIM Professionals?

Data Source

Data for this analysis is obtained from the 2002 AHIMA Member Survey collected by the Center for Health Workforce Studies located at the University at Albany State University of New York, School of Public Health. The sample size of the 2002 AHIMA member survey is 5,333. The proportion of females in the sample is .96, the proportion of whites in the sample is .87, and the mean annual salary of HIM professionals is \$47,822.

After a listwise deletion of missing cases on the variables included in the analysis the, final sample size is 3,601. And the proportion of females in the sample is .96, the proportion of whites in the sample is .88, and the mean annual salary of HIM professionals is \$46,780. Given the similarity of the descriptive statistics prior to and after the deletion of cases there is reason to believe that the final sample is representative of the larger data file.

Variables Used in the Analyses

Table 1 reports the mean and standard deviation of the dependent variable and all of the independent variables used in the analysis. Note that since all of the independent variables included in the analysis are dummy variables (that is, variables with value 0 or 1), the reported means are equivalent to proportions.

Table 1 Descriptive Statistics of Variables Included in Model

Variable	Mean	Std. Dev.	Variable	Mean	Std. Dev.
Salary	\$46,800	\$24,800	Primary Setting		
Gender			Hospital-Inpatient/Acute Care	0.55	0.50
Female	0.96	0.19	Hospital-Outpatient/Acute Care	0.08	0.28
Race			Long Term Care	0.05	0.21
White	0.88	0.33	Physician Office/Clinic	0.07	0.26
Black	0.06	0.23	Consulting Firms and Vendors	0.06	0.24
Hispanic	0.03	0.16	Other	0.19	0.39
Asian	0.02	0.14	Primary Position		
Native American	0.01	0.09	Executive	0.03	0.16
Other	0.01	0.11	IS/IT	0.02	0.14
Age			HIM Management	0.31	0.46
20 – 24	0.01	0.11	Other HIM	0.52	0.50
25 – 34	0.15	0.36	Educator	0.03	0.16
35 – 44	0.29	0.45	Alternative Settings	0.09	0.29
45 – 54	0.37	0.48	Number of People Supervised		
55 – 59	0.11	0.31	0	0.65	0.48
60 – 64	0.05	0.22	1 – 4	0.11	0.31
65 +	0.01	0.12	5 – 9	0.07	0.26
Education			10 – 24	0.10	0.30
High School or GED	0.13	0.33	25 – 39	0.03	0.17
Associate's	0.40	0.49	40 – 74	0.03	0.17
Bachelor's	0.38	0.48	75 – 129	0.01	0.08
Master's and Above	0.10	0.29	130 +	0.00	0.06
Region			Hours Worked per Week		
North East	0.11	0.32	1 – 10	0.02	0.13
East Mid-Central	0.27	0.45	11 – 20	0.04	0.19
South	0.19	0.39	21 – 30	0.06	0.24
North Mid-Central	0.20	0.40	31 – 40	0.47	0.50
South West	0.11	0.32	41 – 50	0.36	0.48
West	0.11	0.31	51 +	0.06	0.23
Highest Credential					
RHIA	0.37	0.48			
RHIT	0.56	0.50			
CCS/CCS-P	0.07	0.25			

Note: Salary is rounded to the nearest hundred dollars.
Means Represent Proportions of 3,601 Respondents

Statistical Techniques

The key statistical technique used in these analyses is multiple linear regression, a technique that estimates the effect on the dependent variable of interest (in this case annual salaries of HIM professionals) on a series of independent, explanatory variables (shown in Table 1). This technique has the desirable feature that the estimates for each of the independent variables control the effect of all other variables in the statistical model.

Results

Table 2, which spans several pages, reports the results of the regression analysis. This table displays the estimated difference in salary between two categories of a variable net of the effect of the other variables included in the analysis, the standard error of the estimate, and a 95 percent confidence interval. An asterisk indicates statistically significant differences in salary between two categories, allowing for a 5 percent error rate (for information concerning the statistics reported see Appendix A). The R^2 for the linear model is 0.45. In other words, the explanatory variables in the model explain 45 percent of the variation in salaries among HIM professionals.

On average, women make approximately \$6,500 less than males annually, net of the effect of the other variables in the analysis.

Race does not have a statistically significant effect on annual income with the exception of the difference between blacks and whites—on average blacks annually make approximately \$3,000 more than whites.

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Gender (I)	Gender (J)				
Female (N = 3459)	Male (N = 142)	-\$6,646*	\$1,609	-\$9,801	-\$3,492
Race (I)	Race (J)				
White (N = 3163)	Black	-\$3,147*	\$1,365	-\$5,824	-\$470
	Hispanic	-\$2,276	\$1,985	-\$6,167	\$1,615
	Asian	-\$3,533	\$2,329	-\$8,100	\$1,034
	Native American	\$3,004	\$3,367	-\$3,597	\$9,605
	Other	-\$1,479	\$2,824	-\$7,002	\$4,043
Black (N = 203)	White	\$3,147*	\$1,365	\$470	\$5,824
	Hispanic	\$871	\$2,351	-\$3,740	\$5,481
	Asian	-\$386	\$2,653	-\$5,586	\$4,815
	Native American	\$6,151	\$3,595	-\$897	\$13,199
	Other	\$1,668	\$3,089	-\$4,388	\$7,724
Hispanic (N = 92)	White	\$2,276	\$1,985	-\$1,615	\$6,167
	Black	-\$871	\$2,351	-\$5,481	\$3,740
	Asian	-\$1,256	\$2,997	-\$7,133	\$4,620
	Native American	\$5,280	\$3,858	-\$2,284	\$12,845
	Other	\$797	\$3,406	-\$5,881	\$7,475
Asian (N = 68)	White	\$3,533	\$2,329	-\$1,034	\$8,100
	Black	\$386	\$2,653	-\$4,815	\$5,586
	Hispanic	\$1,256	\$2,997	-\$4,620	\$7,133
	Native American	\$6,536	\$4,061	-\$1,426	\$14,499
	Other	\$2,053	\$3,613	-\$5,030	\$9,137
Native American (N = 31)	White	-\$3,004	\$3,367	-\$9,604	\$3,597
	Black	-\$6,151	\$3,595	-\$13,199	\$897
	Hispanic	-\$5,280	\$3,858	-\$12,845	\$2,284
	Asian	-\$6,536	\$4,061	-\$14,499	\$1,426
	Other	-\$4,483	\$4,364	-\$13,039	\$4,073
Other (N = 44)	White	\$1,479	\$2,817	-\$4,043	\$7,002
	Black	-\$1,668	\$3,089	-\$7,724	\$4,388
	Hispanic	-\$797	\$3,406	-\$7,475	\$5,881
	Asian	-\$2,053	\$3,613	-\$9,137	\$5,030
	Native American	\$4,483	\$4,364	-\$4,073	\$13,039

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Many of the differences in income with respect to age are significant. The overall pattern is that as age increases annual income also increases.

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I - J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Age (I)	Age (J)				
20 - 24 (N = 47)	25 - 34	-\$3,948	\$2,824	-\$9,485	\$1,588
	35 - 44	-\$8,275*	\$2,782	-\$13,729	-\$2,820
	45 - 54	-\$8,616*	\$2,775	-\$14,057	-\$3,175
	55 - 59	-\$9,704*	\$2,897	-\$15,383	-\$4,025
	60 - 64	-\$6,727	\$3,078	\$12,761	-\$693
	65 +	-\$13,296*	\$3,811	-\$20,768	-\$5,823
25 - 34 (N = 543)	20 - 24	\$3,948	\$2,824	-\$1,588	\$9,485
	35 - 44	-\$4,327*	\$993	-\$6,273	-\$2,380
	45 - 54	-\$4,668*	\$971	-\$6,571	-\$2,764
	55 - 59	-\$5,756	\$1,270	-\$8,246	\$3,266
	60 - 64	\$2,779	\$1,631	-\$5,977	\$420
	65 +	-\$9,347*	\$2,771	-\$14,781	-\$3,914
35 - 44 (N = 1046)	20 - 24	\$8,275*	\$2,782	\$2,820	\$13,729
	25 - 34	\$4,327*	\$993	\$2,380	\$6,273
	45 - 54	-\$341	\$775	-\$1,860	\$1,177
	55 - 59	-\$1,429	\$1,124	-\$3,634	\$775
	60 - 64	\$1,548	\$1,517	-\$1,426	\$4,522
	65 +	-\$5,021	\$2,699	-\$10,314	\$272
45 - 54 (N = 1348)	20 - 24	\$8,616	\$2,775	\$3,175	\$14,057
	25 - 34	\$4,668*	\$971	\$2,764	\$6,571
	35 - 44	\$341	\$775	-\$1,177	\$1,860
	55 - 59	-\$1,088	\$1,076	-\$3,198	\$1,022
	60 - 64	\$1,889	\$1,482	-\$1,016	\$4,794
	65 +	-\$4,680	\$2,676	-\$9,927	\$568
55 - 59 (N = 386)	20 - 24	\$9,704*	\$2,897	\$4,025	\$15,383
	25 - 34	\$5,756*	\$1,270	\$3,266	\$8,246
	35 - 44	\$1,429	\$1,124	-\$775	\$3,634
	45 - 54	\$1,088	\$1,076	-\$1,022	\$3,198
	60 - 64	\$2,977	\$1,677	-\$311	\$6,265
	65 +	-\$3,592	\$2,782	-\$9,047	\$1,863
60 - 64 (N = 180)	20 - 24	\$6,727*	\$3,078	\$693	\$12,761
	25 - 34	\$2,779	\$1,631	-\$420	\$5,977
	35 - 44	-\$1,548	\$1,517	-\$4,522	\$1,426
	45 - 54	-\$1,889	\$1,482	-\$4,794	\$1,016
	55 - 59	-\$2,977	\$1,677	-\$6,265	\$311
	65 +	-\$6,569*	\$2,959	-\$12,370	-\$767
65 + (N = 51)	20 - 24	\$13,296*	\$3,811	\$5,823	\$20,768
	25 - 34	\$9,347*	\$2,771	\$3,914	\$14,781
	35 - 44	\$5,021	\$2,699	-\$272	\$10,314
	45 - 54	\$4,680	\$2,676	-\$568	\$9,927
	55 - 59	\$3,592	\$2,782	-\$1,863	\$9,047
	60 - 64	\$6,569*	\$2,959	\$767	\$12,370

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Many of the differences in annual income by highest level of education are also significant. The pattern that is revealed is that as education level increases annual income increases. For example, on average, individuals with a Master's degree or above make approximately \$10,500 more than individual's whose highest level of education is a Bachelor's degree.

Table 2. Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Education (I)	Education (J)				
High School or GED (N = 458)	Associate's	\$788	\$1,065	-\$1,301	\$2,876
	Bachelor's	-\$1,991	\$1,294	-\$4,527	\$546
	Master's and Above	-\$12,679*	\$1,644	-\$15,903	-\$9,455
Associate's (N = 1440)	High School or GED	-\$788	\$1,065	-\$2,876	\$1,301
	Bachelor's	-\$2,779*	\$1,073	-\$4,883	-\$674
	Master's and Above	-\$13,467*	\$1,497	-\$16,403	-\$10,531
Bachelor's (N = 1358)	High School or GED	\$1,991	\$1,294	-\$546	\$4,527
	Associate's	\$2,779*	\$1,073	\$674	\$4,883
	Master's and Above	-\$10,688*	\$1,172	-\$12,986	-\$8,390
Master's and Above (N = 345)	High School or GED	\$12,679*	\$1,644	\$9,455	\$15,903
	Associate's	\$13,467*	\$1,497	\$10,531	\$16,403
	Bachelor's	\$10,688*	\$1,172	\$8,390	\$12,986

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Some of the income differences across geographic regions are statistically significant. Individuals living in the Northeast and West tend to earn more than those living in other regions of the country. Further, those living in the West make approximately \$5,000 more than persons living in the Northeast controlling for the other variables in the model.

Table 2. Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
<i>Region (I)</i>	<i>Region (J)</i>				
Northeast (N = 412)	East Mid-Central	\$4,448*	\$1,103	\$2,286	\$6,611
	South	\$5,719*	\$1,178	\$3,411	\$8,028
	North Mid-Central	\$4,875*	\$1,170	\$2,580	\$7,169
	Southwest	\$3,332*	\$1,314	\$756	\$5,909
	West	-\$5,010*	\$1,317	-\$7,592	-\$2,428
East Mid Central (N = 982)	Northeast	-\$4,448*	\$1,103	-\$6,611	-\$2,286
	South	\$1,271	\$932	-\$556	\$3,098
	North Mid-Central	\$426	\$923	-\$1,384	\$2,236
	Southwest	-\$1,116	\$1,111	-\$3,294	\$1,062
	West	-\$9,459*	\$1,125	-\$11,665	-\$7,252
South (N = 680)	Northeast	-\$5,719*	\$1,178	-\$8,028	-\$3,411
	East Mid-Central	-\$1,271	\$932	-\$3,098	\$556
	North Mid-Central	-\$845	\$1,015	-\$2,835	\$1,145
	Southwest	-\$2,387*	\$1,176	-\$4,693	-\$80
	West	-\$10,730*	\$1,204	-\$13,090	-\$8,369
North Mid Central (N = 720)	Northeast	-\$4,875*	\$1,170	-\$7,169	-\$2,580
	East Mid-Central	-\$426	\$923	-\$2,236	\$1,384
	South	\$845	\$1,015	-\$1,145	\$2,835
	Southwest	-\$1,542	\$1,180	-\$3,856	\$772
	West	-\$9,885*	\$1,196	-\$12,230	-\$7,540
Southwest (N = 406)	Northeast	-\$3,332*	\$1,314	-\$5,909	-\$756
	East Mid-Central	\$1,116	\$1,111	-\$1,062	\$3,294
	South	\$2,387*	\$1,176	\$80	\$4,693
	North Mid-Central	\$1,542	\$1,180	-\$772	\$3,856
	West	-\$8,343*	\$1,326	-\$10,942	-\$5,744
West (N = 401)	Northeast	\$5,010*	\$1,317	\$2,428	\$7,592
	East Mid-Central	\$9,459*	\$1,125	\$7,252	\$11,665
	South	\$10,730*	\$1,204	\$8,369	\$13,090
	North Mid-Central	\$9,885*	\$1,196	\$7,540	\$12,230
	Southwest	\$8,343*	\$1,326	\$5,744	\$10,942

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

RHIA's earn more annually than both RHIT's and CCS/CCS-P's. On the other hand, the annual salary difference between RHITs and CCS/CCS-Ps is not statistically significant.

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
<i>High. Credential (I)</i>	<i>High. Credential (J)</i>				
RHIA	RHIT	\$5,376*	\$1,090	\$3,238	\$7,514
(N = 1331)	CCS/CCS-P	\$4,068*	\$1,555	\$1,020	\$7,117
RHIT	RHIA	-\$5,376*	\$1,090	-\$7,514	-\$3,238
(N = 2033)	CCS/CCS-P	-\$1,307	\$1,350	-\$3,954	\$1,339
CCS/CCS-P	RHIA	-\$4,068*	\$1,555	-\$7,117	-\$1,020
(N = 237)	RHIT	\$1,307	\$1,350	-\$1,339	\$3,954

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Individuals who work for consulting firms or vendors have much higher incomes than people who work in other settings. For example, they tend to make approximately \$12,000 more than the next two primary work settings with the highest income (hospital-inpatient/acute care and other).

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Primary Setting (I)	Primary Setting (J)				
Hospital-In./Acute (N = 1973)	Hospital-Out./Acute	\$3,159*	\$1,182	\$841	\$5,476
	Long-Term Care	\$7,048*	\$1,538	\$4,032	\$10,064
	Physician Office	\$5,063*	\$1,233	\$2,646	\$7,479
	Consulting/Vendors	-\$12,268*	\$1,460	-\$15,130	-\$9,405
	Other	-\$94	\$902	-\$1,863	\$1,675
Hospital-Out./Acute (N = 298)	Hospital-In./Acute	-\$3,159*	\$1,182	-\$5,476	-\$841
	Long-Term Care	\$3,889*	\$1,848	\$265	\$7,513
	Physician Office	\$1,904	\$1,579	-\$1,192	\$5,000
	Consulting/Vendors	-\$15,426*	\$1,769	-\$18,894	-\$11,959
	Other	-\$3,253*	\$1,344	-\$5,889	-\$617
Long Term Care (N = 174)	Hospital-In./Acute	-\$7,048*	\$1,538	-\$10,064	-\$4,032
	Hospital-Out./Acute	-\$3,889*	\$1,848	-\$7,513	-\$265
	Physician Office	-\$1,985	\$1,862	-\$5,637	\$1,667
	Consulting/Vendors	-\$19,316*	\$2,021	-\$23,277	-\$15,354
	Other	-\$7,142*	\$1,652	-\$10,382	-\$3,902
Physician Office (N = 267)	Hospital-In./Acute	-\$5,063*	\$1,233	-\$7,479	-\$2,646
	Hospital-Out./Acute	-\$1,904	\$1,579	-\$5,000	\$1,192
	Long-Term Care	\$1,985	\$1,862	-\$1,667	\$5,637
	Consulting/Vendors	-\$17,330*	\$1,770	-\$20,800	-\$13,861
	Other	-\$5,157*	\$1,378	-\$7,858	-\$2,456
Consulting/Vendors (N = 220)	Hospital-In./Acute	\$12,268*	\$1,460	\$9,405	\$15,130
	Hospital-Out./Acute	\$15,426*	\$1,769	\$11,959	\$18,894
	Long-Term Care	\$19,316*	\$2,021	\$15,354	\$23,277
	Physician Office	\$17,330*	\$1,770	\$13,861	\$20,800
	Other	\$12,173*	\$1,530	\$9,175	\$15,172
Other (N = 669)	Hospital-In./Acute	\$94	\$902	-\$1,675	\$1,863
	Hospital-Out./Acute	\$3,253*	\$1,344	\$617	\$5,889
	Long-Term Care	\$7,142*	\$1,652	\$3,902	\$10,382
	Physician Office	\$5,157*	\$1,378	\$2,456	\$7,858
	Consulting/Vendors	-\$12,173*	\$1,530	-\$15,172	-\$9,175

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Individuals who are executives earn approximately \$18,000 to \$30,000 more annually than individuals in other positions.

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Primary Position (I)	Primary Position (J)				
Executive (N = 94)	IS/IT	\$20,939*	\$2,944	\$15,167	\$26,710
	HIM Management	\$26,966*	\$2,064	\$22,919	\$31,012
	Other HIM	\$30,257*	\$2,089	\$26,161	\$34,353
	Educator	\$30,507*	\$2,805	\$25,007	\$36,007
	Alternative Settings	\$18,805*	\$2,235	\$14,422	\$23,188
IS/IT (N = 74)	Executive	-\$20,939*	\$2,944	-\$26,710	-\$15,167
	HIM Management	\$6,027*	\$2,312	\$1,493	\$10,561
	Other HIM	\$9,318*	\$2,220	\$4,965	\$13,672
	Educator	\$9,568*	\$2,952	\$3,781	\$15,356
	Alternative Settings	-\$2,134	\$2,430	-\$6,898	\$2,630
HIM Management (N = 1128)	Executive	-\$26,966*	\$2,064	-\$31,012	-\$22,919
	IS/IT	-\$6,027*	\$2,312	-\$10,561	-\$1,493
	Other HIM	\$3,291*	\$986	\$1,358	\$5,225
	Educator	\$3,541	\$2,200	-\$773	\$7,855
	Alternative Settings	-\$8,161*	\$1,414	-\$10,934	-\$5,388
Other HIM (N = 1878)	Executive	-\$30,257*	\$2,089	-\$34,353	-\$26,161
	IS/IT	-\$9,318*	\$2,220	-\$13,672	-\$4,965
	HIM Management	-\$3,291*	\$986	-\$5,225	-\$1,358
	Educator	\$250	\$2,087	-\$3,843	\$4,342
	Alternative Settings	-\$11,452*	\$1,216	-\$13,836	-\$9,069
Educator (N = 96)	Executive	-\$30,507*	\$2,805	-\$36,007	-\$25,007
	IS/IT	-\$9,568*	\$2,952	-\$15,356	-\$3,781
	HIM Management	-\$3,541	\$2,200	-\$7,855	\$773
	Other HIM	-\$250	\$2,087	-\$4,342	\$3,843
	Alternative Settings	-\$11,702*	\$2,258	-\$16,129	-\$7,275
Alternative Settings (N = 331)	Executive	-\$18,805*	\$2,235	-\$23,188	-\$14,422
	IS/IT	\$2,134	\$2,430	-\$2,630	\$6,898
	HIM Management	\$8,161*	\$1,414	\$5,388	\$10,934
	Other HIM	\$11,452*	\$1,216	\$9,069	\$13,836
	Educator	\$11,702*	\$2,258	\$7,275	\$16,129

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

The number of people an individual supervises also affects annual salary. As the number of people supervised increases, mean annual salary tends to increase (although not all of the categories are statistically significantly different). The most dramatic difference in income is between those who supervise 130 + persons and those who do not supervise anyone—\$36,000.

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
# Supervised (I)	# Supervised (J)				
0	1 – 4	-\$1,314	\$1,140	-\$3,550	\$922
(N = 2354)	5 – 9	-\$7,566*	\$1,361	-\$10,234	-\$4,899
	10 – 24	-\$7,759*	\$1,271	-\$10,251	-\$5,268
	25 – 39	-\$8,028*	\$1,987	-\$11,924	-\$4,132
	40 – 74	-\$14,999*	\$2,091	-\$19,100	-\$10,899
	75 – 129	-\$24,778*	\$4,071	-\$32,759	-\$16,797
	130 +	-\$35,931*	\$5,710	-\$47,126	-\$24,736
1 – 4	0	\$1,314	\$1,140	-\$922	\$3,550
(N = 386)	5 – 9	-\$6,252*	\$1,518	-\$9,229	-\$3,276
	10 – 24	-\$6,446*	\$1,407	-\$9,204	-\$3,688
	25 – 39	-\$6,714*	\$2,058	-\$10,748	-\$2,680
	40 – 74	-\$13,685*	\$2,157	-\$17,915	-\$9,456
	75 – 129	-\$23,464*	\$4,108	-\$31,518	-\$15,411
	130 +	-\$34,617*	\$5,732	-\$45,856	-\$23,379
5 – 9	0	\$7,566*	\$1,361	\$4,899	\$10,234
(N = 253)	1 – 4	\$6,252*	\$1,518	\$3,276	\$9,229
	10 – 24	-\$193	\$1,527	-\$3,186	\$2,800
	25 – 39	-\$461	\$2,133	-\$4,643	\$3,720
	40 – 74	-\$7,433*	\$2,228	-\$11,801	-\$3,065
	75 – 129	-\$17,212*	\$4,147	-\$25,343	-\$9,081
	130 +	-\$28,365*	\$5,766	-\$39,670	-\$17,060
10 – 24	0	\$1,314*	\$1,140	\$5,268	\$10,251
(N = 363)	1 – 4	\$6,446*	\$1,407	\$3,688	\$9,204
	5 – 9	\$193	\$1,527	-\$2,800	\$3,186
	25 – 39	-\$268	\$2,017	-\$4,223	\$3,686
	40 – 74	-\$7,240*	\$2,113	-\$11,382	-\$3,098
	75 – 129	-\$17,019*	\$4,087	-\$25,033	-\$9,005
	130 +	-\$28,172*	\$5,724	-\$39,395	-\$16,948
25 – 39	0	\$8,028*	\$1,987	\$4,132	\$11,924
(N = 111)	1 – 4	\$6,714*	\$2,058	\$2,680	\$10,748
	5 – 9	\$461	\$2,133	-\$3,720	\$4,643
	10 – 24	\$268	\$2,017	-\$3,686	\$4,223
	40 – 74	-\$6,971*	\$2,553	-\$11,977	-\$1,966
	75 – 129	-\$16,750*	\$4,330	-\$25,240	-\$8,261
	130 +	-\$27,903*	\$5,894	-\$39,459	-\$16,348
40 – 74	0	\$14,999*	\$2,091	\$10,899	\$19,100
(N = 101)	1 – 4	\$13,685*	\$2,157	\$9,456	\$17,915
	5 – 9	\$7,433*	\$2,228	\$3,065	\$11,801
	10 – 24	\$7,240*	\$2,113	\$3,098	\$11,382

	25 – 39	\$6,971*	\$2,553	\$1,966	\$11,977
	75 – 129	-\$9,779*	\$4,367	-\$18,340	-\$1,218
	130 +	-\$20,932*	\$5,909	-\$32,517	-\$9,347
75 – 129	0	\$24,778*	\$4,071	\$16,797	\$32,759
(N = 22)	1 – 4	\$23,464*	\$4,108	\$15,411	\$31,518
	5 – 9	\$17,212*	\$4,147	\$9,081	\$25,343
	10 – 24	\$17,019*	\$4,087	\$9,005	\$25,033
	25 – 39	\$16,750*	\$4,330	\$8,261	\$25,240
	40 – 74	\$9,779*	\$4,367	\$1,218	\$18,340
	130 +	-\$11,153	\$6,862	-\$24,608	\$2,302
130 +	0	\$35,931*	\$5,710	\$24,736	\$47,126
(N = 11)	1 – 4	\$34,617*	\$5,732	\$23,379	\$45,856
	5 – 9	\$28,365*	\$5,766	\$17,060	\$39,670
	10 – 24	\$28,172*	\$5,724	\$16,948	\$39,395
	25 – 39	\$27,903*	\$5,894	\$16,348	\$39,459
	40 – 74	\$20,932*	\$5,909	\$9,347	\$32,517
	75 – 129	\$11,153	\$6,862	-\$2,302	\$24,608

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Mean annual income also increases with the number of hours a person works increases. Individuals who work 51 plus hours a week make on average \$12,000 more than those who work 31 to 40 hours a week, net of the effect of the other variables in the analysis.

Table 2 Mean Annual Salary of HIM Professionals Regressed on Explanatory Variables (cont.)

Variable		Mean Difference (I – J)	Standard Error	95% Confidence Interval	
				Lower Bound	Upper Bound
Hours per Week (I)	Hours per Week (J)				
1 – 10 (N = 59)	11 – 20	-\$10,554*	\$2,913	-\$16,264	-\$4,844
	21 – 30	-\$15,664*	\$2,732	-\$21,020	-\$10,308
	31 – 40	-\$25,529*	\$2,476	-\$30,385	-\$20,674
	41 – 50	-\$32,292*	\$2,501	-\$37,196	-\$27,388
	51 +	-\$44,564*	\$2,804	-\$50,061	-\$39,067
11 – 20 (N = 132)	1 – 10	\$10,554*	\$2,913	\$4,844	\$16,264
	21 – 30	-\$5,110*	\$2,053	-\$9,135	-\$1,085
	31 – 40	-\$14,975*	\$1,690	-\$18,290	-\$11,661
	41 – 50	-\$21,738*	\$1,741	-\$25,151	-\$18,325
	51 +	-\$34,010*	\$2,170	-\$38,263	-\$29,756
21 – 30 (N = 217)	1 – 10	\$15,664*	\$2,732	\$10,308	\$21,020
	11 – 20	\$5,110*	\$2,053	\$1,085	\$9,135
	31 – 40	-\$9,865*	\$1,350	-\$12,512	-\$7,218
	41 – 50	-\$16,628*	\$1,399	-\$19,371	-\$13,884
	51 +	-\$28,899*	\$1,900	-\$32,625	-\$25,174
31 – 40 (N = 1699)	1 – 10	\$25,529*	\$2,476	\$20,674	\$30,385
	11 – 20	\$14,975*	\$1,690	\$11,661	\$18,290
	21 – 30	\$9,865*	\$1,350	\$7,218	\$12,512
	41 – 50	-\$6,763*	\$734	-\$8,202	-\$5,323
	51 +	-\$19,034*	\$1,484	-\$21,944	-\$16,125
41 – 50 (N = 1292)	1 – 10	\$32,292*	\$2,501	\$27,388	\$37,196
	11 – 20	\$21,738*	\$1,741	\$18,325	\$25,151
	21 – 30	\$16,628*	\$1,399	\$13,884	\$19,371
	31 – 40	\$6,763*	\$734	\$5,323	\$8,202
	51 +	-\$12,272*	\$1,450	-\$15,115	-\$9,428
51 + (N = 202)	1 – 10	\$44,564*	\$2,804	\$39,067	\$50,061
	11 – 20	\$34,010*	\$2,170	\$29,756	\$38,263
	21 – 30	\$28,899*	\$1,900	\$25,174	\$32,625
	31 – 40	\$19,034*	\$1,484	\$16,125	\$21,944
	41 – 50	\$12,272*	\$1,450	\$9,428	\$15,115

Note 1: salary is rounded to the nearest dollar.

Note 2: * indicates that coefficient is statistically significant for a two-tailed test at $p < .05$.

Part IV How Do the Salaries of HIM Professionals Compare to the Salaries of other Professionals?

This part of the report disaggregates HIM professionals into three categories—HIM educators, HIM managers, and AHIMA members who are neither HIM educators nor HIM managers—and then compares their mean annual salary to the mean annual salary of other professionals.

Salary information for HIM professionals is obtained from the 2002 AHIMA Member Survey collected by the Center for Health Workforce Studies located at the University at Albany State University of New York, School of Public Health. The sample size of the 2002 AHIMA member survey is 5,333, and after omitting cases that did not provide information on salary the final sample size is 5,031. Of these respondents 142 are classified as educators, 1,750 are classified as managers, and 3,139 are classified as members. Respondents are classified as educators if they indicate that their primary position is Educator/Instructor (see question Part I. B. 5) and respondents are classified as managers if they indicate that they supervise at least one person (see question Part III. A. 2). When a respondent can be classified into both of these categories they are considered an educator. Respondent who are neither classified as educators or managers are considered members.

Salary information for the other professions considered in this analysis is obtained from multiple sources of data. These sources include the 2000 National Compensation Survey (NCS) collected by the Office of Compensation and Working Conditions a part of the US Department of Labor's Bureau of Labor Statistics, the 2001 Occupational Employment Statistics (OES) provided by the US Department of Labor's Bureau of Labor Statistics, and the 2001-2002 Faculty Salary Survey by Discipline conducted by Oklahoma State University. The latter survey is only used for comparing the salaries of HIM Educators to the salaries of other Educators.

Section A The Salary of HIM Educators Compared to the Salary of other Post-secondary Educators.

In this section the salary of HIM educators is compared to the salary of other post-secondary educators. Salary information for HIM educators reported in this section is from the 2002 AHIMA Member Survey. Salary information for other educators is obtained from multiple sources. Table 1 uses data obtained from the 2000 National Compensation Survey (NCS), Table 2 uses data from the 2001 Occupational Employment Statistics (OES), and Table 3 uses data from the 2001-2002 Faculty Salary Survey by Discipline.

Tables 1 and 2 each report the mean annual salary of educators, the standard error, and a 95 percent confidence interval. Figures 1 and 2 correspond directly to Tables 1 and 2. These figures graphically depict the 95 percent confidence intervals reported in the tables.

Table 3 reports the mean annual salary of educators and the sample size. Standard errors are not available for this data source (for information concerning the statistics reported see Appendix A).

Results

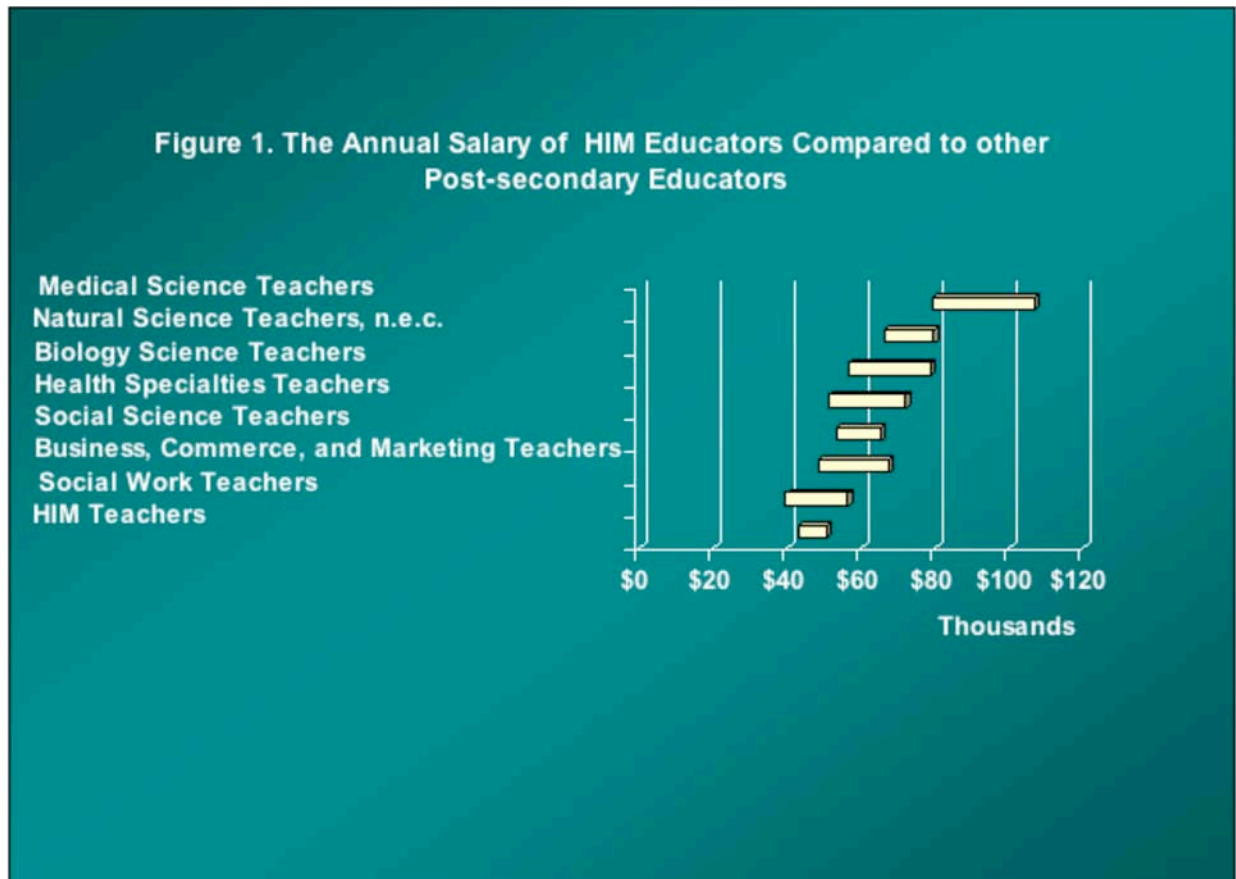
In Table 1 the salary of HIM educators are lower than the salaries of selected comparison groups from the 2000 National Compensation Survey. Of the eight categories included in the analysis the mean salary of five of the categories (medical science, natural science, biology science, health specialties, and social science) is significantly higher than the mean salary of HIM teachers. The difference between the salaries of HIM teachers, social work teachers, and business, commerce and marketing teachers are not statistically significant.

Table 1 The Annual Salary of HIM Educators Compared to Other Post-secondary Educators

Position	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Medical Science Teachers	\$93,082	\$7,074	\$79,216	\$106,947
Natural Science Teachers, n.e.c.	\$73,077	\$3,362	\$66,489	\$79,666
Biology Science Teachers	\$67,728	\$5,621	\$56,710	\$78,746
Health Specialties Teachers	\$61,882	\$5,260	\$51,572	\$72,191
Social Science Teachers	\$59,380	\$3,088	\$53,328	\$65,432
Business, Commerce, and Marketing Teach.	\$58,162	\$4,827	\$48,700	\$67,624
Social Work Teachers	\$48,126	\$4,283	\$39,731	\$56,521
HIM Teachers	\$47,008	\$1,956	\$43,175	\$50,841

Note 1: data for other post-secondary educators is obtained from 2000 National Compensation Survey.

Note 2: see appendix B for definitions of the NCS categories included in the table.



The salaries of HIM Educators are also lower than the salaries of selected educators from the 2001 Occupational Employment Statistics System as presented in Table 2. The difference between the salaries of HIM teachers, social work teachers, and nursing instructors and teachers are not statistically significant.

Table 2 The Annual Salary of HIM Educators Compared to Other Post-secondary Educators

Position	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Health Specialties Teachers	\$66,850	\$1,872	\$63,181	\$70,519
Economics Teachers	\$65,620	\$787	\$64,077	\$67,163
Biological Science Teachers	\$64,410	\$1,675	\$61,128	\$67,692
Business Teachers	\$59,090	\$532	\$58,048	\$60,132
Computer Science Teachers	\$53,790	\$538	\$52,736	\$54,844
Library Science Teachers	\$53,520	\$749	\$52,051	\$54,989
Nursing Instructors and Teachers	\$51,290	\$308	\$50,687	\$51,893
Social Work Teachers	\$50,460	\$454	\$49,570	\$51,350
HIM Teachers	\$47,008	\$1,956	\$43,175	\$50,841

Note 1: data for other post-secondary educators is obtained from 2001 Occupational Employment Statistics.

Note 2: see appendix C for definitions of the OES categories included in the table.

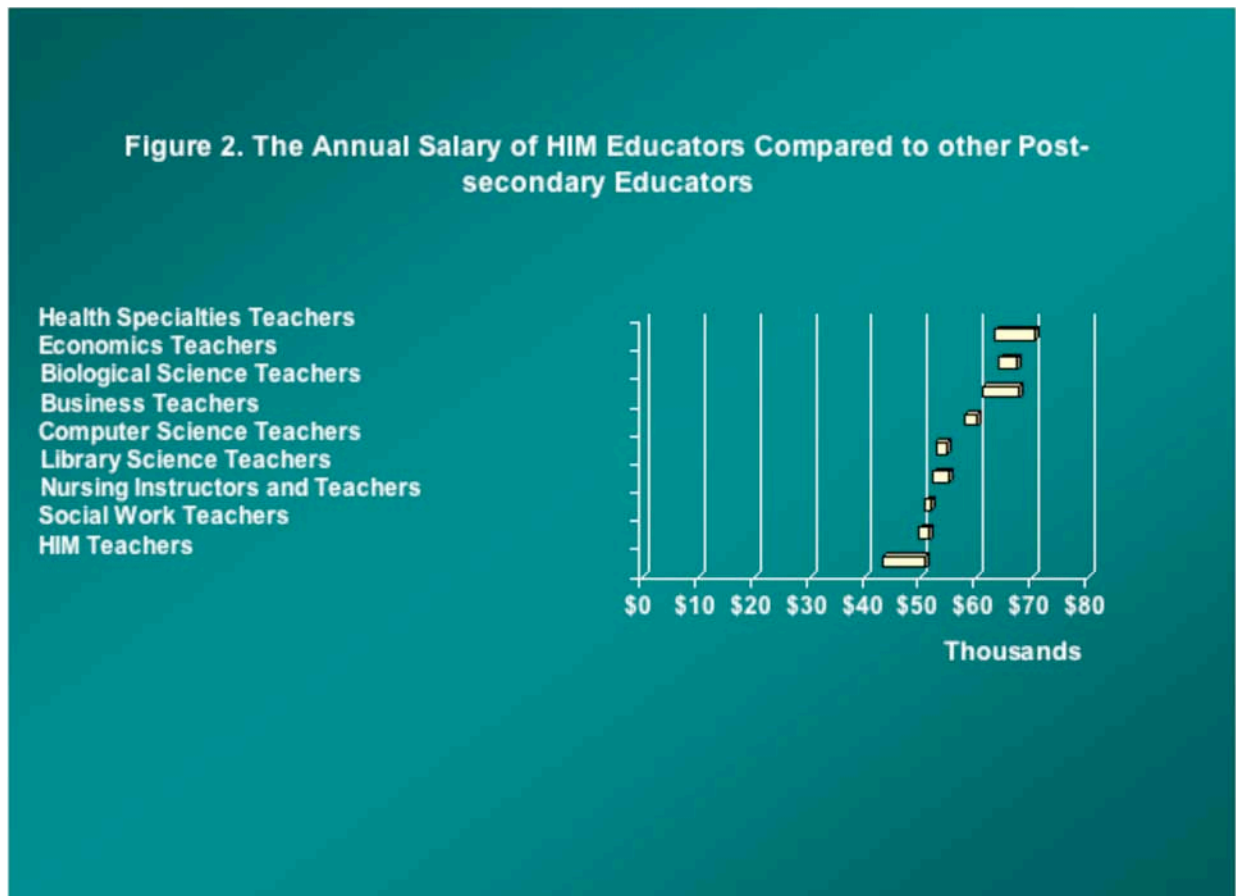


Table 3 provides additional comparisons of HIM teachers to other health-related teachers. Standard errors are not available for this data source, so readers should be careful when drawing conclusions from this table. With that stated, HIM teachers once more are at the bottom of the table indicating that their estimated mean annual salary is lower than the mean annual salary of the other categories included in the analysis.

A possible explanation for why the salary of HIM educators does not compare favorably with the salary of other teachers is the education level of HIM educators. While the majority of other post-secondary teachers presumably have PhDs, only 6.4 percent of the HIM teachers included in the present analysis have a PhD or JD. The majority of the HIM teachers have only a Bachelor's (33.6 percent) or a Master's (42.9 percent).

Table 3 The Annual Salary of HIM Educators Compared to Other Health Related Post-secondary Educators

Position	Mean	N
Health Systems/Health Services Administration Teachers	\$83,167	43
Nursing, Maternal/Child Health (Post-RN) Teachers	\$81,091	11
Hospital/Health Facilities Administration Teachers	\$75,579	50
Nursing Other, Teachers	\$74,187	73
Public Health Education and Promotion Teachers	\$73,147	39
Health and Medical Administrative Services, Other Teachers	\$68,257	14
Rehabilitation/Therapeutic Services, Other Teachers	\$63,307	38
Physical Therapy Teachers	\$62,336	128
Occupational Therapy Teachers	\$61,199	72
Speech-Language Pathology and Audiology Teacher	\$60,553	297
Nursing (RN Training) Teachers	\$58,502	1,395
Health and Medical Assistants, Other Teachers	\$56,677	19
HIM Teachers	\$47,008	142

Note 1: data for other health related post-secondary educators is obtained from 2001-2002 Faculty Salary Survey by Discipline.

Section B The Salary of HIM Managers Compared to other Managers

In this section of the report the salary of HIM managers is examined. All salary information for HIM managers reported in this section is obtained from the 2002 AHIMA Member Survey. To obtain salary information on other managers, two sources of data are used: the 2000 National Compensation Survey (NCS) and the 2001 Occupational Employment Statistics (OES).

Tables 1 and 2 each report the mean annual salary of managers, the standard error, and a 95 percent confidence interval. Figures 3 and 4 correspond directly to Tables 4 and 5. These figures graphically depict the 95 percent confidence intervals reported in the tables (for information concerning the statistics reported see Appendix A).

Results

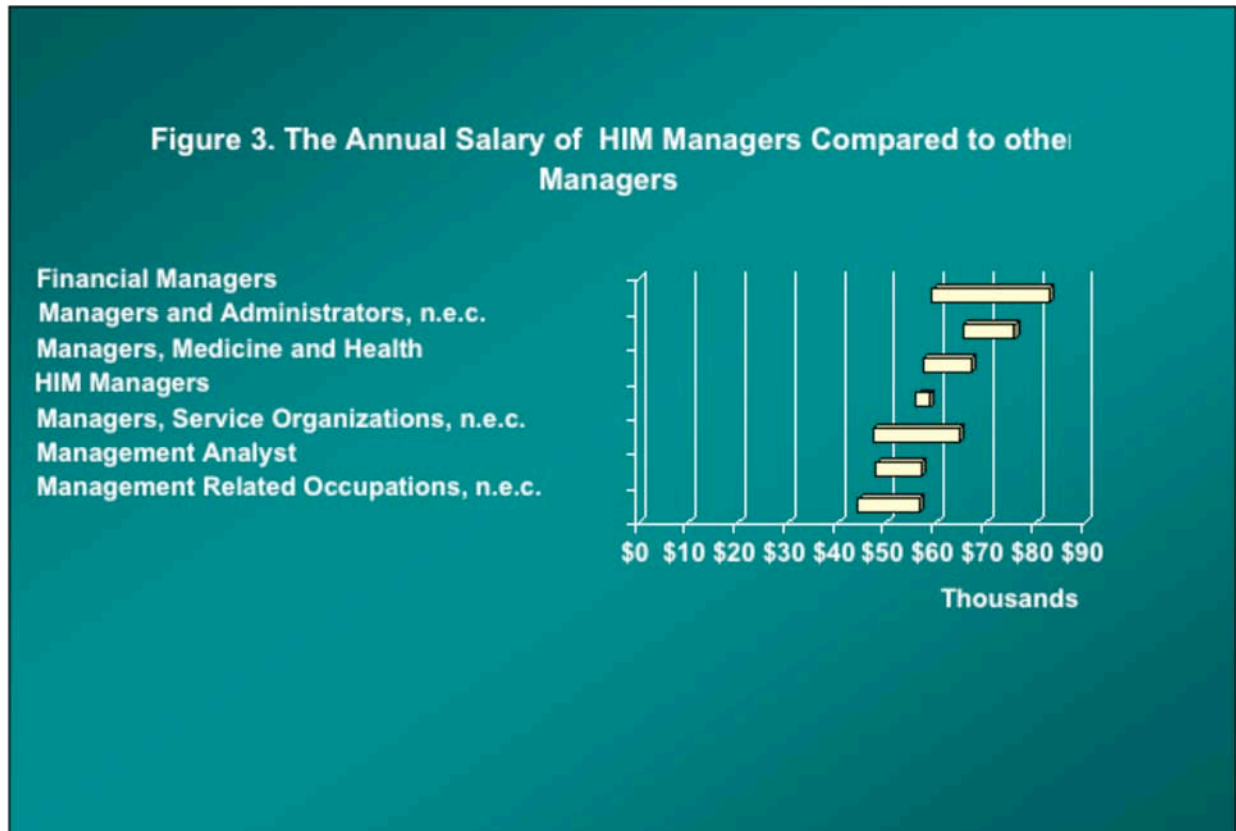
The mean salary of HIM managers is \$57,445—approximately \$10,000 more than HIM Teachers, which is comparable to other professional managers. Only Financial Managers and Managers and Administrators have significantly higher salaries than HIM managers. The annual average salary of HIM managers is not statistically different from any of the other managerial categories included in Table 4.

Table 4 Average Annual Salary of HIM Managers Compared to Other Managers

Position	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Financial Managers	\$71,161	\$6,049	\$59,305	\$83,016
Managers and Administrators, n.e.c.	\$70,731	\$2,617	\$65,601	\$75,860
Managers, Medicine and Health	\$62,309	\$2,430	\$57,546	\$67,072
HIM Managers	\$57,445	\$657	\$56,158	\$58,732
Managers, Service Organizations, n.e.c.	\$56,120	\$4,433	\$47,431	\$64,810
Management Analyst	\$52,610	\$2,315	\$48,073	\$57,148
Management Related Occupations, n.e.c.	\$50,592	\$3,137	\$44,444	\$56,740

Note 1: data for other educators is obtained from 2000 National Compensation Survey.

Note 2: see appendix B for definitions of the NCS categories included in the table.



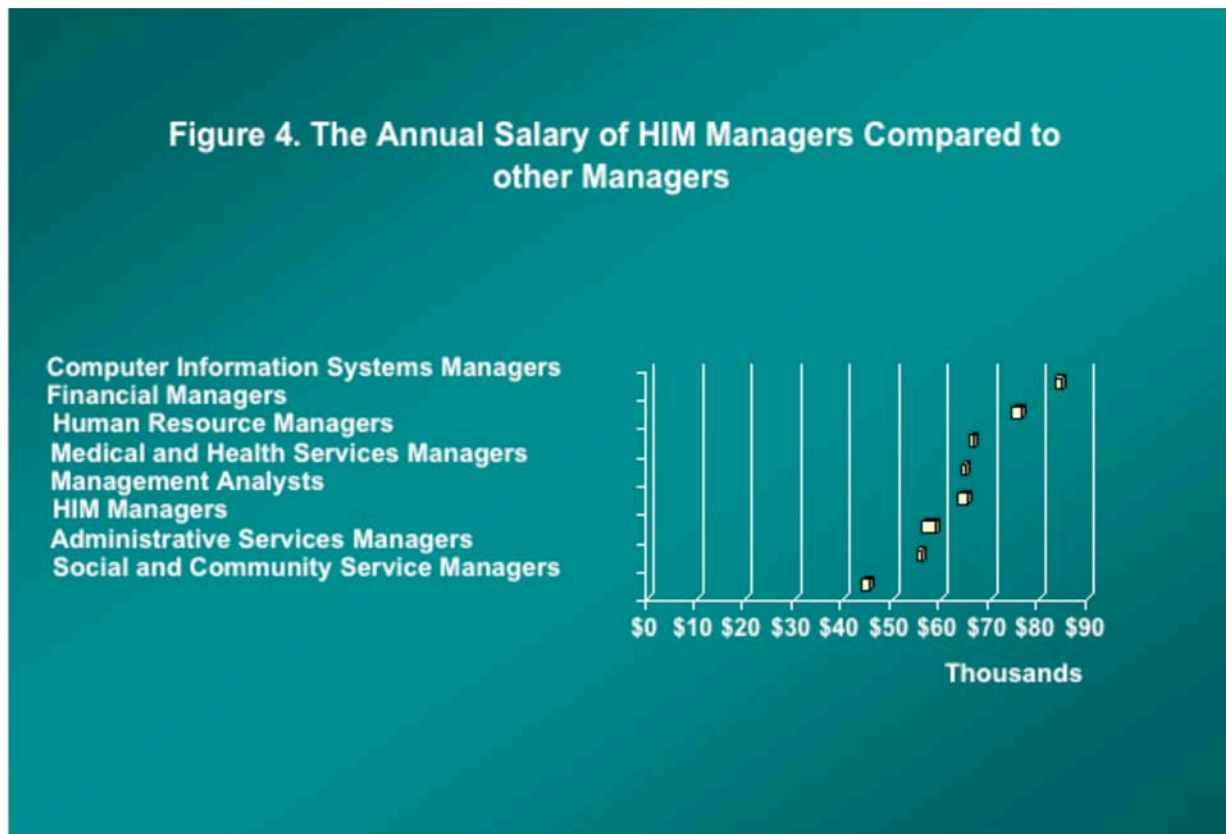
HIM managers do not compare as favorably in this table as they do in Table 4. This is not especially surprising given the additional managerial categories in the table. Note especially the annual income of computer information systems managers—their income is significantly greater than all other managerial categories. Indeed, computer information systems managers typically make \$9,000 more than the next highest managerial category in income (financial managers). One alarming aspect of this table, however, is that the annual income HIM managers on average is less than the annual income of medical and health services managers.

Table 5 The Annual Salary of HIM Managers Compared to Other Managers

Position	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Computer Information Systems Managers	\$83,890	\$336	\$83,232	\$84,548
Financial Managers	\$75,430	\$453	\$74,543	\$76,317
Human Resource Managers	\$66,330	\$265	\$65,810	\$66,850
Medical and Health Services Managers	\$64,550	\$258	\$64,044	\$65,056
Management Analysts	\$64,470	\$580	\$63,333	\$65,607
HIM Managers	\$57,445	\$657	\$56,158	\$58,732
Administrative Services Managers	\$55,460	\$222	\$55,025	\$55,895
Social and Community Service Managers	\$44,540	\$445	\$43,667	\$45,413

Note 1: data for other educators is obtained from 2001 Occupational Employment Statistics.

Note 2: see appendix C for definitions of the OES categories included in the table.



Section C The Salary of AHIMA Members (Non-manager/Non-educators) Compared to other Professionals

In this section of the report the salary of AHIMA members is considered. All salary information for AHIMA members reported in this section is obtained from the 2002 AHIMA Member Survey. To obtain salary information on other professionals two sources of data are used: the 2000 National Compensation Survey (NCS) and the 2001 Occupational Employment Statistics (OES).

Tables 1 and 2 each report the mean annual salary of members, the standard error, and a 95 percent confidence interval. Figures 5 and 6 correspond directly to Tables 6 and 7. These figures graphically depict the 95 percent confidence intervals reported in the tables (for information concerning the statistics reported see Appendix A).

Results

The mean salary of AHIMA members compares favorably with other professionals from the 2000 National Compensation Survey. Only the mean salary of computer systems analysts and scientist is significantly higher than that of AHIMA members. On the other hand, the mean salary of AHIMA members is significantly higher than 6 of the other 9 professional groups included in the analysis. The average salary of AHIMA members is not statistically different from the salary of RNs and Librarians.

Table 6 The Annual Salary of AHIMA Members (Non-managers/Non-educators) Compared to other Professionals

Position	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Computer Systems Analysts and Scientist	\$61,186	\$1,713	\$57,828	\$64,544
Registered Nurses	\$43,662	\$568	\$42,549	\$44,774
AHIMA Members	\$42,494	\$408	\$41,694	\$43,294
Librarians	\$42,126	\$1,601	\$38,989	\$45,264
Health Technologists and Technicians, n.e.c.	\$30,217	\$1,330	\$27,611	\$32,823
Administrative Support Occupations, n.e.c.	\$25,478	\$484	\$24,529	\$26,427
Records Clerk, n.e.c.	\$24,887	\$548	\$23,814	\$25,960
Bookkeepers, Accounting, and Auditing Clerks	\$24,602	\$1,255	\$22,143	\$27,061
Bills and Account Collectors	\$24,301	\$1,045	\$22,253	\$26,350
Health Record Technologists and Technicians	\$22,841	\$2,261	\$18,409	\$27,273

Note 1: data for other educators is obtained from 2000 National Compensation Survey.

Note 2: see appendix B for definitions of the NCS categories included in the table.

Figure 5. The Annual Salary of AHIMA Members (Non-managers/Non-educators) Compared to other Professionals

Computer Systems Analysts and Scientist
 Registered Nurses
 AHIMA Members
 Librarians
 Health Technologists and Technicians, n.e.c.
 Administrative Support Occupations, n.e.c.
 Records Clerk
 Bookkeepers, Accounting, and Auditing Clerks
 Bills and Account Collectors
 Health Record Technologists and Technicians



The average annual salary of AHIMA members is significantly higher than the salary of most of the other occupations included in the analysis in Table 7—including medical records and health information technicians. What stands out about this analysis is the annual salary of the IS/IT related occupations. These occupations are grouped at top of the table indicating a high annual income compared to many of the other professional occupations considered.

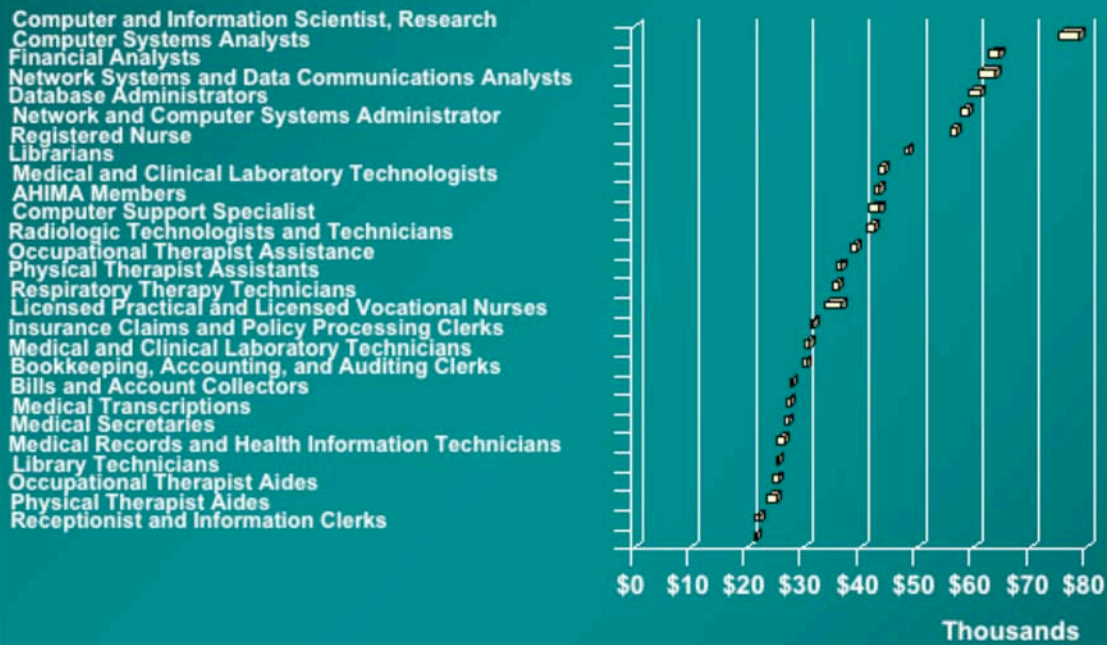
**Table 7 The Annual Salary of HIM Members (Non-managers/Non-Educators)
Compared to other Professionals**

Position	Mean	Std. Error	95% Confidence Interval	
			Lower Bound	Upper Bound
Computer Systems Analysts	\$63,710	\$446	\$62,836	\$64,584
Financial Analysts	\$62,440	\$749	\$60,971	\$63,909
Network Systems and Data Communication Analysts	\$60,300	\$482	\$59,355	\$61,246
Database Administrators	\$58,420	\$351	\$57,733	\$59,107
Network and Computer Systems Administrator	\$56,440	\$282	\$55,887	\$56,993
Registered Nurse	\$48,240	\$96	\$48,051	\$48,429
Librarians	\$43,750	\$263	\$43,236	\$44,265
Medical and Clinical Laboratory Technologists	\$43,060	\$172	\$42,722	\$43,398
AHIMA Members	\$42,494	\$408	\$41,694	\$43,294
Computer Support Specialist	\$41,920	\$293	\$41,345	\$42,495
Radiologic Technologists and Technicians	\$38,860	\$194	\$38,479	\$39,241
Occupational Therapist Assistance	\$36,170	\$217	\$35,745	\$36,595
Physical Therapist Assistants	\$35,740	\$214	\$35,320	\$36,160
Respiratory Therapy Technicians	\$35,220	\$669	\$33,908	\$36,532
Licensed Practical and Licensed Vocational Nurses	\$31,490	\$94	\$31,305	\$31,675
Insurance Claims and Policy Processing Clerks	\$30,730	\$184	\$30,369	\$31,091
Medical and Clinical Laboratory Technicians	\$30,200	\$121	\$29,963	\$30,437
Bookkeeping, Accounting, and Auditing Clerks	\$27,820	\$56	\$27,711	\$27,929
Bills and Account Collectors	\$27,390	\$110	\$27,175	\$27,605
Medical Transcriptionists	\$27,020	\$135	\$26,755	\$27,285
Medical Secretaries	\$26,000	\$312	\$25,388	\$26,612
Medical Records and Health Information Technicians	\$25,370	\$76	\$25,221	\$25,519
Library Technicians	\$25,060	\$200	\$24,667	\$25,453
Occupational Therapist Aides	\$24,340	\$389	\$23,577	\$25,103
Physical Therapist Aides	\$21,730	\$196	\$21,347	\$22,113
Receptionist and Information Clerks	\$21,450	\$64	\$21,324	\$21,576

Note 1: data for other educators is obtained from 2001 Occupational Employment Statistics.

Note 2: see appendix C for definitions of the OES categories included in the table.

Figure 6. The Annual Salary of AHIMA Members (Non-managers/Nor Educators) Compared to other Professionals



Appendix A Statistical Reference

All data sources used in this analysis are scientifically selected probability samples. And all statistics reported are estimates of their corresponding population values.

Part III. Table 1

This table reports the descriptive statistics of the variables used in the linear regression analysis of HIM salaries. Note that all variables included in this table are dummy variables with the exception of the dependent variable salary. The dummy variables are coded 1 and 0. They are coded 1 if a respondent has a particular characteristic (for example, if they are female) and 0 if they do not (for example, they are not female). As a result, the mean of the dummy variables is equivalent to a proportion. For example, the mean of the dummy variable female is 0.96—in other words the proportion of the sample that is female is 0.96 (or 96%).

Besides reporting the mean, Table 1 also reports the standard deviation. The standard deviation is an indicator of dispersion or how much the value of a variable varies from one observation to another across the entire sample.

Part III Table 2

This table reports the results of the regression analysis. Three statistics are reported in this table: the estimated mean difference in salary between two categories of a variable, the standard error, and a 95 percent confidence interval. To be more specific the mean difference represent the mean difference in salary between category I and category J. For example, the first variable reported in Table 2 is gender. Category I represents females and category J represent males. Here, the estimated mean difference in salary represents the mean difference in salary between females and males. In other words, females on average make \$6,646 less than males annually net of the effect of the other variables included in the analysis.

The standard error reported in the table is an indicator of the reliability of the estimated mean difference in salary as an estimate of the population mean difference in salary between two categories. As the standard error increases the estimated mean difference in salary becomes a less reliable estimate, and as the standard error decreases the estimate becomes a more reliable estimate of the mean difference in salary for the population. To take into account the varying degrees of reliability, a 95 percent confidence interval is reported. Note that the estimated difference in salary between two categories is statistically significant (allowing for a 5 percent error rate) if the both the lower bound and upper bound of the confidence interval are either positive or negative in value. If the interval includes zero, the estimate is not statistically significant.

Part IV

There are three statistics reported in this part in the various tables and figures: the mean annual salary, the standard error, and a 95 percent confidence interval. The standard error is indicator of the reliability of the sample mean as an estimate of the population mean. And in order to take into account the varying degrees of reliability a 95 percent confidence interval is reported (for more information see Appendix A. Part II. Table 2). Note in the tables, that as the standard error increases the width of the confidence interval as indicated by the lower and upper bounds also increases. Further, when a confidence interval overlaps with another confidence interval the respective sample means are not significantly different. But when two confidence intervals do not overlap the two sample means are statistically significantly different. For

example, in Part III, Section A, Table 1 the 95 percent confidence interval for medical science teachers and natural science teachers overlap. Hence, the estimated means of \$93,000 for medical science teachers and \$73,000 for natural science teachers are not significantly different. On the other hand, since the confidence interval for the mean annual salary of medical science teachers and the confidence interval for the mean annual salary of biology science teachers do not overlap the difference in the estimated means is statistically significant—allowing for a 5 percent error rate.

Appendix B 2000 National Compensation Survey: Occupational Classification System

Definitions are taken (copied) directly from the NCS Web site at www.bls.gov/ncs/ocs/ocsm/commain.htm

Definitions for Other Educators Categories (see Table 1/Figure 1, Section A, Part I)

A113-A154 TEACHERS, COLLEGE AND UNIVERSITY

Exclude Deans and Department Heads.

Conduct college or university courses for undergraduate or graduate students. Teach one or more subjects within prescribed curriculum. Prepare and deliver lectures to students. Stimulate class discussions. Compile bibliographies of specialized materials for outside reading assignments. Compile, administer, and grade examinations, or assign this work to others. Direct research of other teachers or graduate students working for advanced academic degrees. Conduct research in particular field of knowledge and publish findings in professional journals. Perform related duties such as advising students on academic and vocational curricula, acting as adviser to student organizations, and serving on faculty committees providing professional consulting services. May be designated according to faculty rank as Associate Professor, Professor, and so forth. Include: research assistants, teaching assistants, and teachers in community (two-year) colleges. Teachers are classified by the subject taught as follows (*only relevant classifications shown*):

Medical Science Teachers,
Natural Science Teachers, nec,
Biology Science Teachers,
Health Specialties Teachers,
Social Science Teachers,
Business, Commerce, and Marketing Teachers, and
Social Work Teachers.

Definitions for other Managers Categories (see Table 1/Figure 1, Section B, Part I)

FINANCIAL MANAGERS

Management and management related occupations in the financial field of banking, trust companies, credit agencies, investment agencies etc. Workers in this occupation are concerned with the management of financial affairs. Include the following 12 occupations:

Bank Cashier	Branch Manager
Branch Manager	Comptroller
Credit Union Manager	Controller
Treasurer	Financial Director
Investment Manager	Accounting Department Manager
Accounts Supervisor	Auditing Department Manager

MANAGERS AND ADMINISTRATORS, NEC

Exclude Public Administration Officials, Administrators, and Managers. Exclude Managers, Service Organizations, NEC. Managers and administrators not specifically listed in MOG B. Include Corporation Officers, National Secretaries, Plant Superintendents, Construction Managers, Estimators.

MANAGERS, MEDICINE AND HEALTH

Exclude Nursing Supervisors below the Director level. Administer and direct the activities of health institutions, such as hospitals, clinics, and laboratories, or health services, and programs within or outside such institutions, such as nursing, research, or volunteer services. May have title of Director, Administrator, Manager, or the like.

MANAGERS, SERVICE ORGANIZATIONS, NEC

Direct agency or function of an organization which provides social, recreational, or cultural programs or services in the fields of psychology, sociology, welfare, and social work. Also manage, direct, and coordinate activities of professional trade, business, or other membership organization. Include managerial and administrator occupations not elsewhere classified that maintain the distinction of providing entertainment and recreation, administering membership organization activities, and/or other services to individuals or groups. Include Membership Secretary, Social Service Director, Director of Recreation, and so forth.

MANAGEMENT ANALYSTS

Exclude Industrial Engineers, Operations Researchers, Computer Systems Analysts, and Time and Motion Analysts. Analyze business or operating procedures to advise most efficient methods of accomplishing work. May install new systems and train personnel in application. May conduct operational effectiveness reviews. May develop or update functional or operating manuals outlining established methods of performing work in accordance with organizational policy.

MANAGEMENT RELATED OCCUPATIONS, NEC

Exclude Managers and Officials, Public Administration, Managers, Service Organizations NEC, Managers and Administrators, NEC, and Purchasing Agents and Buyers, NEC. Include all management related occupations not specifically listed in MOG B who perform specialized functions in support of management. Include the following occupations:

Administrative Analyst

Administrative Assistant

Campaign Worker

Liaison Officer

Claims Agent (except Insurance)

Definitions for Other Professionals Categories (see Table 1/Fig. 1, Section C, Part I)

COMPUTER SYSTEMS ANALYSTS AND SCIENTISTS

Exclude Computer Programmers, Operations and Systems Researchers and Analysts and Management Analysts. Utilize the computer in the analysis and solution of business problems such as development of integrated production and inventory control and cost analysis systems, to refine their formulation and convert them to programmable forms of application for electronic data processing systems. Perform logical analysis of scientific, engineering, and other technical problems and formulate mathematical models of problems for solution by digital computer.

REGISTERED NURSES

Exclude Licensed Practical Nurses and Nursing Administrators. Provide general medical care and carry out medical treatment plans prescribed by physicians; administer medications and treatment; observe, evaluate, and record symptoms, reactions, and progress of patients; and perform other duties involving care of the sick and injured. May instruct auxiliary personnel or students. A license is required to practice professional nursing. Include Student Nurses and Head Nurses.

LIBRARIANS

Exclude Library Clerks. Maintain library collection of books, serial publications, audiovisual, periodicals, documents, films, recordings and other materials and assist groups and individuals to locate and obtain these materials. May furnish reference information or organize collections. May be designated according to specialized function such as Law Librarian, Medical Librarian, and so forth.

HEALTH TECHNOLOGISTS AND TECHNICIANS, NEC

Exclude Clinical Laboratory Technologists and Technicians, Health Record Technologists and Technicians, and Radiologic Technicians. Persons concerned primarily with performing technological functions in the fields of medicine, dentistry, environmental, or public health. The necessary knowledge is usually, at the minimum, acquired through study at a technical institute, junior college, or equivalent on-the-job training or experience. Include such occupations as EKG Technician, Health Sanitarians, EMTs, and so on.

ADMINISTRATIVE SUPPORT OCCUPATIONS, NEC

Workers performing clerical duties who do not match any of the census occupation definitions in MOG D. Exclude workers in the following occupations:

Information Clerks, NEC

Records Clerks, NEC

Office Machine Operators NEC

Communications Equipment Operators, NEC

Material Recording, Scheduling and Distributing Clerks, NEC

RECORDS CLERKS, NEC

Include clerks not elsewhere classified in MOG D who compile, record, file, check, or verify current records of information. Include Media Clerk, Invoice Coder, Probate Clerk.

BOOKKEEPERS, ACCOUNTING, AND AUDITING CLERKS

Classify, record, and summarize numerical and financial data to compile and keep financial records. May require knowledge of bookkeeping principles.

BILL AND ACCOUNT COLLECTORS

Locate customers to collect installment payments or overdue accounts or rents, damage claims, or nonpayable checks. Notify customers, including tenants, of delinquencies and attempt to secure payment, using postal service or telephone. May keep records of account.

HEALTH RECORD TECHNOLOGISTS AND TECHNICIANS

Compile and maintain medical records of patients to document patient condition and treatment. Review medical records for completeness and accuracy. Code diseases, operations, diagnoses, and treatments. Compile medical care and census data for statistical reports. Transcribe medical reports.

Appendix C 2001 Occupational Employment Statistics: Occupational Classification System

Definitions are taken (copied) directly from the OES Web site at http://www.bls.gov/oes/2001/oes_00a1.htm

Definitions for other Educators Categories (see Table 2/Figure 2, Section A, Part I)

Health Specialties Teachers, Postsecondary

Teach courses in health specialties, such as veterinary medicine, dentistry, pharmacy, therapy, laboratory technology, and public health. Exclude "Nursing Instructors and Teachers, Postsecondary" and "Biological Science Teachers, Postsecondary" who teach medical science.

Economics Teachers, Postsecondary

Teach courses in economics. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Biological Science Teachers, Postsecondary

Teach courses in biological sciences. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Business Teachers, Postsecondary

Teach courses in business administration and management, such as accounting, finance, human resources, labor relations, marketing, and operations research. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Computer Science Teachers, Postsecondary

Teach courses in computer science. May specialize in a field of computer science, such as the design and function of computers or operations and research analysis. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Library Science Teachers, Postsecondary

Teach courses in library science. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Nursing Instructors and Teachers, Postsecondary

Demonstrate and teach patient care in classroom and clinical units to nursing students. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Social Work Teachers, Postsecondary

Teach courses in social work. Include both teachers primarily engaged in teaching and those who do a combination of both teaching and research.

Definitions for other Managers Categories (see Table 2/Figure 2, Section B, Part I)

Computer and Information Systems Managers

Plan, direct, or coordinate activities in such fields as electronic data processing, information systems, systems analysis, and computer programming. Exclude "Computer Specialists."

Financial Managers

Plan, direct, and coordinate accounting, investing, banking, insurance, securities, and other financial activities of a branch, office, or department of an establishment.

Human Resources Managers

This broad occupation includes the following three detailed occupations:

Compensation and Benefits Managers

Plan, direct, or coordinate compensation and benefits activities and staff of an organization. Include job analysis and position description managers.

Training and Development Managers

Plan, direct, or coordinate the training and development activities and staff of an organization.

Human Resources Managers, All Other

All Human Resources Managers not listed separately.

Medical and Health Services Managers

Plan, direct, or coordinate medicine and health services in hospitals, clinics, managed care organizations, public health agencies, or similar organizations.

Social and Community Service Managers

Plan, organize, or coordinate the activities of a social service program or community outreach organization. Oversee the program or organization's budget and policies regarding participant involvement, program requirements, and benefits. Work may involve directing social workers, counselors, or probation officers.

Management Analysts

Conduct organizational studies and evaluations, design systems and procedures, conduct work simplifications and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Include program analysts and management consultants. Exclude "Computer Systems Analysts" and "Operations Research Analysts."

Administrative Services Managers

Plan, direct, or coordinate supportive services of an organization, such as record keeping, mail distribution, telephone operator/receptionist, and other office support services. May oversee facilities planning and maintenance and custodial operations. Exclude "Purchasing Managers."

Definitions for Other Professionals Categories (see Table 2/Fig. 2, Section C, Part I)

Computer Systems Analysts

Analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. Exclude persons working primarily as "Engineers," "Mathematicians," or "Scientists." May supervise computer programmers.

Financial Analysts

Conduct quantitative analyses of information affecting investment programs of public or private institutions.

Network Systems and Data Communications Analysts

Analyze, design, test, and evaluate network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet, and other data communications systems. Perform network modeling, analysis, and planning. Research and recommend network and data communications hardware and software. Include telecommunications specialists who deal with the interfacing of computer and communications equipment. May supervise computer programmers.

Database Administrators

Coordinate changes to computer databases, test and implement the database applying knowledge of database management systems. May plan, coordinate, and implement security measures to safeguard computer databases.

Network and Computer Systems Administrators

Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures. Exclude "Computer Support Specialists."

Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

Librarians

Administer libraries and perform related library services. Work in a variety of settings, including public libraries, schools, colleges and universities, museums, corporations, government agencies, law firms, non-profit organizations, and healthcare providers. Tasks may include selecting,

acquiring, cataloguing, classifying, circulating, and maintaining library materials; and furnishing reference, bibliographical, and readers' advisory services. May perform in-depth, strategic research, and synthesize, analyze, edit, and filter information. May set up or work with databases and information systems to catalogue and access information.

Medical and Clinical Laboratory Technologists

Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.

Computer Support Specialists

Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Exclude "Network and Computer Systems Administrators."

Radiologic Technologists and Technicians

Take X-rays and CAT scans or administer non-radioactive materials into patient's blood stream for diagnostic purposes. Include technologists who specialize in other modalities, such as computed tomography and magnetic resonance. Include workers whose primary duties are to demonstrate portions of the human body on X-ray film or fluoroscopic screen.

Occupational Therapist Assistants

Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with state laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.

Physical Therapist Assistants

Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with state laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.

Respiratory Therapy Technicians

Provide specific, well-defined respiratory care procedures under the direction of respiratory therapists and physicians.

Licensed Practical and Licensed Vocational Nurses

Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

Insurance Claims and Policy Processing Clerks

Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on claims forms, applications and related documents, and company records. Update existing policies

and company records to reflect changes requested by policyholders and insurance company representatives. Exclude "Claims Adjusters, Examiners, and Investigators."

Medical and Clinical Laboratory Technicians

Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Bookkeeping, Accounting, and Auditing Clerks

Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Bill and Account Collectors

Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings or service disconnection; keeping records of collection and status of accounts.

Medical Transcriptionists

Use transcribing machines with headset and foot pedal to listen to recordings by physicians and other healthcare professionals dictating a variety of medical reports, such as emergency room visits, diagnostic imaging studies, operations, chart reviews, and final summaries. Transcribe dictated reports and translate medical jargon and abbreviations into their expanded forms. Edit as necessary and return reports in either printed or electronic form to the dictator for review and signature, or correction.

Medical Secretaries

Perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.

Medical Records and Health Information Technicians

Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the healthcare system. Process, maintain, compile, and report patient information for health requirements and standards.

Library Technicians

Assist librarians by helping readers in the use of library catalogs, databases, and indices to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelve books; remove or repair damaged books; register patrons; check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Include bookmobile drivers who operate bookmobiles or light trucks that pull trailers to specific locations on a predetermined schedule and assist with providing services in mobile libraries.

Occupational Therapist Aides

Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.

Physical Therapist Aides

Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.

Receptionists and Information Clerks

Answer inquiries and obtain information for general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments, offices, and employees within organization. Exclude "Switchboard Operators, Including Answering Service."

Management Analysts

Conduct organizational studies and evaluations, design systems and procedures, conduct work simplifications and measurement studies, and prepare operations and procedures manuals to assist management in operating more efficiently and effectively. Include program analysts and management consultants. Exclude "Computer Systems Analysts" and "Operations Research Analysts."

Administrative Services Managers

Plan, direct, or coordinate supportive services of an organization, such as record keeping, mail distribution, telephone operator/receptionist, and other office support services. May oversee facilities planning and maintenance and custodial operations. Exclude "Purchasing Managers."

Definitions for other Professionals Categories (see Table 2/Fig. 2, Section C, Part I)

Computer Systems Analysts

Analyze science, engineering, business, and all other data processing problems for application to electronic data processing systems. Analyze user requirements, procedures, and problems to automate or improve existing systems and review computer system capabilities, workflow, and scheduling limitations. May analyze or recommend commercially available software. Exclude persons working primarily as "Engineers," "Mathematicians," or "Scientists." May supervise computer programmers.

Financial Analysts

Conduct quantitative analyses of information affecting investment programs of public or private institutions.

Network Systems and Data Communications Analysts

Analyze, design, test, and evaluate network systems, such as local area networks (LAN), wide area networks (WAN), Internet, intranet, and other data communications systems. Perform network modeling, analysis, and planning. Research and recommend network and data communications hardware and software. Include telecommunications specialists who deal with the interfacing of computer and communications equipment. May supervise computer programmers.

Database Administrators

Coordinate changes to computer databases, test and implement the database applying knowledge of database management systems. May plan, coordinate, and implement security measures to safeguard computer databases.

Network and Computer Systems Administrators

Install, configure, and support an organization's local area network (LAN), wide area network (WAN), and Internet system or a segment of a network system. Maintain network hardware and software. Monitor network to ensure network availability to all system users and perform necessary maintenance to support network availability. May supervise other network support and client server specialists and plan, coordinate, and implement network security measures. Exclude "Computer Support Specialists."

Registered Nurses

Assess patient health problems and needs, develop and implement nursing care plans, and maintain medical records. Administer nursing care to ill, injured, convalescent, or disabled patients. May advise patients on health maintenance and disease prevention or provide case management. Licensing or registration required. Include advance practice nurses such as: nurse practitioners, clinical nurse specialists, certified nurse midwives, and certified registered nurse anesthetists. Advanced practice nursing is practiced by RNs who have specialized formal, post-basic education and who function in highly autonomous and specialized roles.

Librarians

Administer libraries and perform related library services. Work in a variety of settings, including public libraries, schools, colleges and universities, museums, corporations, government agencies,

law firms, non-profit organizations, and healthcare providers. Tasks may include selecting, acquiring, cataloguing, classifying, circulating, and maintaining library materials; and furnishing reference, bibliographical, and readers' advisory services. May perform in-depth, strategic research, and synthesize, analyze, edit, and filter information. May set up or work with databases and information systems to catalogue and access information.

Medical and Clinical Laboratory Technologists

Perform complex medical laboratory tests for diagnosis, treatment, and prevention of disease. May train or supervise staff.

Computer Support Specialists

Provide technical assistance to computer system users. Answer questions or resolve computer problems for clients in person, via telephone or from remote location. May provide assistance concerning the use of computer hardware and software, including printing, installation, word processing, electronic mail, and operating systems. Exclude "Network and Computer Systems Administrators."

Radiologic Technologists and Technicians

Take X-rays and CAT scans or administer nonradioactive materials into patient's blood stream for diagnostic purposes. Include technologists who specialize in other modalities, such as computed tomography and magnetic resonance. Include workers whose primary duties are to demonstrate portions of the human body on X-ray film or fluoroscopic screen.

Occupational Therapist Assistants

Assist occupational therapists in providing occupational therapy treatments and procedures. May, in accordance with State laws, assist in development of treatment plans, carry out routine functions, direct activity programs, and document the progress of treatments. Generally requires formal training.

Physical Therapist Assistants

Assist physical therapists in providing physical therapy treatments and procedures. May, in accordance with State laws, assist in the development of treatment plans, carry out routine functions, document the progress of treatment, and modify specific treatments in accordance with patient status and within the scope of treatment plans established by a physical therapist. Generally requires formal training.

Respiratory Therapy Technicians

Provide specific, well defined respiratory care procedures under the direction of respiratory therapists and physicians.

Licensed Practical and Licensed Vocational Nurses

Care for ill, injured, convalescent, or disabled persons in hospitals, nursing homes, clinics, private homes, group homes, and similar institutions. May work under the supervision of a registered nurse. Licensing required.

Insurance Claims and Policy Processing Clerks

Process new insurance policies, modifications to existing policies, and claims forms. Obtain information from policyholders to verify the accuracy and completeness of information on

claims forms, applications and related documents, and company records. Update existing policies and company records to reflect changes requested by policyholders and insurance company representatives. Exclude "Claims Adjusters, Examiners, and Investigators."

Medical and Clinical Laboratory Technicians

Perform routine medical laboratory tests for the diagnosis, treatment, and prevention of disease. May work under the supervision of a medical technologist.

Bookkeeping, Accounting, and Auditing Clerks

Compute, classify, and record numerical data to keep financial records complete. Perform any combination of routine calculating, posting, and verifying duties to obtain primary financial data for use in maintaining accounting records. May also check the accuracy of figures, calculations, and postings pertaining to business transactions recorded by other workers.

Bill and Account Collectors

Locate and notify customers of delinquent accounts by mail, telephone, or personal visit to solicit payment. Duties include receiving payment and posting amount to customer's account; preparing statements to credit department if customer fails to respond; initiating repossession proceedings or service disconnection; keeping records of collection and status of accounts.

Medical Transcriptionists

Use transcribing machines with headset and foot pedal to listen to recordings by physicians and other healthcare professionals dictating a variety of medical reports, such as emergency room visits, diagnostic imaging studies, operations, chart reviews, and final summaries. Transcribe dictated reports and translate medical jargon and abbreviations into their expanded forms. Edit as necessary and return reports in either printed or electronic form to the dictator for review and signature, or correction.

Medical Secretaries

Perform secretarial duties utilizing specific knowledge of medical terminology and hospital, clinic, or laboratory procedures. Duties include scheduling appointments, billing patients, and compiling and recording medical charts, reports, and correspondence.

Medical Records and Health Information Technicians

Compile, process, and maintain medical records of hospital and clinic patients in a manner consistent with medical, administrative, ethical, legal, and regulatory requirements of the health care system. Process, maintain, compile, and report patient information for health requirements and standards.

Library Technicians

Assist librarians by helping readers in the use of library catalogs, databases, and indexes to locate books and other materials; and by answering questions that require only brief consultation of standard reference. Compile records; sort and shelve books; remove or repair damaged books; register patrons; check materials in and out of the circulation process. Replace materials in shelving area (stacks) or files. Include bookmobile drivers who operate bookmobiles or light trucks that pull trailers to specific locations on a predetermined schedule and assist with providing services in mobile libraries.

Occupational Therapist Aides

Under close supervision of an occupational therapist or occupational therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing patient and treatment room.

Physical Therapist Aides

Under close supervision of a physical therapist or physical therapy assistant, perform only delegated, selected, or routine tasks in specific situations. These duties include preparing the patient and the treatment area.

Receptionists and Information Clerks

Answer inquiries and obtain information for general public, customers, visitors, and other interested parties. Provide information regarding activities conducted at establishment; location of departments, offices, and employees within organization. Exclude "Switchboard Operators, Include Answering Service."

Appendix D Salaries of HIM Educators

The goal of this supplement is to provide a more in-depth look at the salaries of HIM educators compared to other educators. To do this HIM educators are first divided between those who teach at HIA programs and those who teach at HIT programs. The salaries of these professionals are then compared to the salaries of faculty at different types of public and private schools (see Tables 2 and 3). And, in the case of HIA educators, to similar education programs at four-year public and private schools (see Tables 4 and 5). This latter comparison is not done for HIT educators because similar salary data are not available for two-year schools.

Data for this analysis were obtained from the 2002 AHIMA Member Survey, The Chronicle of Higher Education's Almanac Issue 2003-4, and a list of HIM educators from the AHIMA Member Database (provided by AHIMA). Unfortunately, comparative data for faculty in non-HIM disciplines were not available by rank and discipline.

Only individuals who are included on the list of HIM educators are included in the analysis. Not all of these individuals indicated that their primary position is education on the 2002 survey. Hence, this distinction is made in the following tables for both HIA and HIT educators. Table 1 presents the breakdown of the number of HIM educators included in the analysis from across the entire US

Table 1 Number of HIM Educators Included in Analysis

HIM Educators	N
HIA (primary position is not education)	30
HIA (primary position is education)	26
HIT (primary position is not education)	57
HIT (primary position is education)	42
Total	228

HIA educators have a noticeably higher average income than HIT educators, while Faculty at Doctoral Institutions and Institutions with Academic Ranks have the highest income in Tables 2 and 3. Further, HIM educators whose primary position is not education have higher incomes than their counterparts whose primary position is education. This likely reflects the situation that salary from teaching is a supplement to their primary source of income.

Table 2 Salaries of HIM Educators and Faculty at Selected Educational Institutions (Public Schools)

Education Program	Income
Doctoral Institutions	\$70,357
Institutions with Academic Ranks	\$63,974
HIA (primary position is not education)	\$61,533
Master's Institutions	\$58,440
HIA (primary position is education)	\$55,212
Baccalaureate Institutions	\$52,841
Two-year Institutions with Academic Ranks	\$51,824
Institutions without Academic Ranks	\$49,762
HIT (primary position is not education)	\$48,842
HIT (primary position is education)	\$46,314

Table 3 Salaries of HIM Educators and Faculty at Selected Educational Institutions (Private Schools)

Education Program	Income
Doctoral Institutions	\$89,630
Institutions with Academic Ranks	\$74,359
HIA (primary position is not education)	\$61,533
Master's Institutions	\$61,422
Baccalaureate Institutions	\$60,817
HIA (primary position is education)	\$55,212
HIT (primary position is not education)	\$48,842
HIT (primary position is education)	\$46,314
Two-year Institutions with Academic Ranks	\$36,667

In both Tables 4 and 5, HIA educators whose primary position is not education fall in the middle to high end of the income distribution, whereas HIA educators whose primary position is education fall in the lower end of the income distribution. In both tables Accounting, Business Administration, Computer and Information Sciences, and Public Health are at the high end of the distribution (though not in the same order for both tables).

Table 4 Salaries of HIM Educators and Selected Education Programs at Four-Year Schools (Public Schools)

Education Program	Income
Accounting	\$79,141
Business Administration	\$75,689
Computer and Information Sciences	\$72,227
Public Health	\$65,048
Nursing	\$61,703
HIA (primary position is not education)	\$61,533
Biological and Biomedical Sciences	\$61,252
Science Technologies/Technicians	\$61,204
Physical Therapy	\$60,887
Health and Medical Administration	\$59,896
Library Science	\$56,922
HIA (primary position is education)	\$55,212
Audiology and Related Areas	\$54,312
Occupational Therapy	\$53,785

Table 5 Salaries of HIM Educators and Selected Education Programs at 4-Year Schools (Private Schools)

Education Program	Income
Business Administration	\$78,217
Accounting	\$75,964
Public Health	\$69,320
Computer and Information Sciences	\$66,170
HIA (primary position is not education)	\$61,533
Audiology and Related Areas	\$59,511
Biological and Biomedical Sciences	\$58,290
Physical Therapy	\$57,474
Health and Medical Administration	\$56,259
HIA (primary position is education)	\$55,212
Occupational Therapy	\$53,785
Science Technologies/Technicians	\$53,515
Nursing	\$52,470
Library Science	\$47,464