Study: Gender Pay Gap Evident in Health IT Industry

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A frustrating trend that has plagued female employees in various industries just got some much needed acknowledgement in the health IT world. Women working in health IT earned 78 percent of the average male IT worker's pay in 2015, according to the results of a biennial compensation survey conducted by the Healthcare Information and Management Systems Society (HIMSS).[1]

According to an analysis of their data, HIMSS found that the pay gap between men and women in the field had widened since the last time HIMSS conducted the survey in 2006. In the 2006 survey, investigators found the average female IT worker's salary was 81 percent of the average male's salary.

There were 1,900 respondents to the survey, which was sent to people with job titles including: chief medical information officer, medical records director, systems analyst, consultant, information security specialist, chief technology officer, and others. The surveys were sent to people working in consulting, stand alone hospitals, accountable care organizations, ambulatory facilities, and other typical healthcare settings.

The study's authors wrote that regardless of how they analyzed the compensation data a gap in pay between genders emerged. Moreover, the "analysis yielded the most remarkable findings, however, when considering both the type of health organization (i.e., provider, vendor, etc.) and the organization's tax status," they wrote. "For example, in 2015, health IT vendors/consultants reflected the 'most equitable' of working environments compensating female IT workers, on average, at 92 percent of their male peers.

"This represents a four percentage point improvement over the gap evident in 2008. By comparison, for-profit providers showed the greatest compensation disparities, paying women IT professionals, on average, only 67 percent of what they paid men to do the same work, down from 73 percent in 2008," the study's authors wrote.

Note

[1] Healthcare Information and Management Systems Society. "Compensation Survey 2015." http://apps.himss.org/himssorg/compensation/ASP/index.asp#.V74IN-ko6Ul.

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