

MOST POWERFUL WOMEN IN HEALTHCARE IT: RESEARCH STUDY

This paper summarizes results of a *Health Data Management* research study about women and IT healthcare careers. The findings are based on a survey of *HDM* readers conducted in April 2016 by SourceMedia Research.

Findings indicate women are more likely than men to enter healthcare as their first job and that female healthcare workers are happier than their male counterparts. But many women say they still face challenges moving up the corporate ladder. In fact, 29% of women said gender was a reason they were not offered a promotion at some point in their healthcare career.

Key Findings

The History and Future of Women in Healthcare IT

- Women have had longer work histories in the healthcare industry (75% of women have worked in the healthcare industry 16 or more years vs. 54% of men who have worked in healthcare for the same length of time).
- More women (40%) than men (18%) entered the field out of college. However, 45% of men chose healthcare as their second career vs. 31% of women.
- One-third of respondents report that there are more women working in their department today than when they started at their current organization.

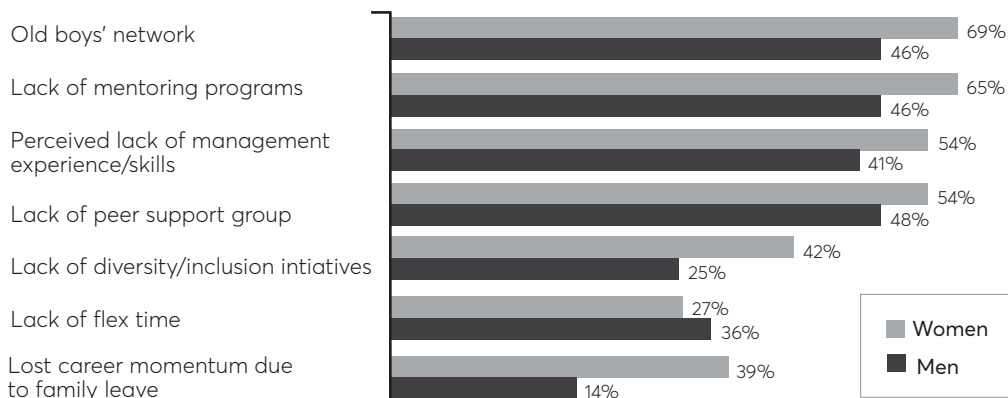
Job Satisfaction

- Overall, women are happy in their current job in healthcare IT, and even slightly happier than men – the average job satisfaction rating out of 10 for women is 7.3 (vs. 7.0 for men).
- More than 90% of healthcare IT professionals would recommend a healthcare IT career to women just graduating from college or graduate school.

Career Obstacles

How challenging has each of the following been in trying to advance your career?

% rating "Somewhat challenging" or "Very challenging"



Source: Women in Healthcare IT Study (April 2016), SourceMedia Research

WORK-LIFE BALANCE

49%



of all respondents believe that work-life balance programs for all employees help attract quality employees.

60%



of all respondents believe work-life balance programs for all employees help retain quality staff.

33%



of all respondents report their employer is more flexible about offering job sharing, work-from-home or reduced-hours arrangements today than prior to the economic downturn in 2008.

35%



of women report benefiting from paid time-off programs, sabbaticals or voluntary reduced hours.

Insights and Recommendations

- 1 Among the top challenges women say they face in healthcare career advancement is a lack of mentoring programs and peer-support groups. Health providers that don't have mentoring programs should consider establishing one-on-one coaching initiatives.
- 2 More than 50% of women say they have benefited from work-at-home/remote working/flex time programs. Organizations that don't offer flexible work programs should explore ways to establish them.

“Healthcare is one of the biggest challenges of our generation and if we don't have the smartest, most talented people working in it, we won't make it.”
– CTO (male) on healthcare IT careers

“Challenging, exciting, varied, rewarding, frustrating.”
– VP (female) on healthcare IT careers

About the Study

An online survey was conducted in April 2016. The survey covered trends about the healthcare IT profession, including professional development, opinions about careers, and relevant gender issues. There were a total of 104 respondents (54% men and 46% women). Participants were from *Health Data Management's* community of healthcare IT professionals (e.g., clinical informatics professionals, information architects, systems integrators, systems analysts, and data analysts) of all levels. Most are working in integrated delivery systems, standalone hospitals, and physician practices and clinics of all sizes.

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