

Recruiting Physicians Today

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THE MEDICUS FIRM 2018 PHYSICIAN PRACTICE PREFERENCE & RELOCATION SURVEY — HIGHLIGHTS AND KEY FINDINGS

Source: *The Medicus Firm*

The 15th annual *Physician Practice Preference & Relocation Survey* was conducted by The Medicus Firm (TMF) in May 2018, via a third-party survey program. Invitations to participate in the confidential, anonymous survey were emailed to a random sample of U.S. physicians via TMF's proprietary physician database, and the M3 Global Research physician panel. No honorarium was offered for participating in this survey, and a total of 2,219 medical professionals participated in 2018, including physicians and advanced practice clinicians in a variety of specialties.

Value-Based Pay: No Significant Shift Since Last Year

There were no major changes in the status of value-based pay. **This year, only 43% of physicians (compared to about 41% last year) could say with certainty that any portion of their pay is value-based, and nearly half of those physicians also report that their value-based income is ten percent or less of their total compensation structure.** There does not seem to have been much progress this year over last year in terms of implementing value-based physician compensation.

Physicians on the Move

Physicians are more frequently being employed by hospitals and health systems, and fewer physicians are owners or partners in their own medical practice. This year, **64% of physician survey respondents are employed**, compared to 58% last year. Over the past few years, **more than 90% of The Medicus Firm's placements are employment opportunities vs. private practice.** Therefore, it has become easier for physicians to move between jobs, with no practice to close or sell, nor a partnership to buy out of or into. To that end, the percentage of physicians planning a definite or potential career move in the next 12 months increased 2%, to 19.8%. **Physicians who feel they are "definitely not" making a career change declined by more than 2.5 points, to 26%.**



Work Hours and Burn-Out

About 38% of physicians indicate that they work more than 50 hours per week, similar to last year. However, there was a two-point increase in the percentage

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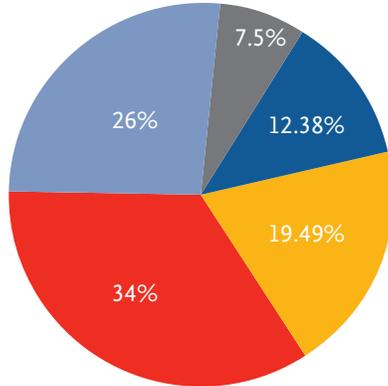
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HOW LIKELY ARE YOU TO MAKE A CAREER CHANGE WITHIN THE NEXT 12 MONTHS?



- Definitely making a career change
- Likely to make a career change
- Neutral — Not sure
- Not very likely
- Definitely NOT making a career change

of physicians who said they work over 60 hours, to 18.4%. Also, most physicians indicated experiencing one or more symptoms of burnout in the past year (85–90%). Reported symptoms of burnout include physical or mental exhaustion, depersonalization or lack of caring, and decreased efficacy. **Additionally, more than 37% of physicians reported doing some sort of moonlighting, and nearly two-thirds of those do so on a regular or ongoing basis.** About 14% of physician respondents reported doing some periodic or occasional moonlighting, as opposed to a steady or ongoing side job.

Compensation and Career Concerns

Many physicians' career concerns are similar to last year's survey. There were a few shifts, such as a **6% increase (to 46%) in concerns over payor mix and declining reimbursements**, which remain the most limiting factors for physicians' income, in their opinion. Physicians are much less concerned with malpractice premium costs (0.8% vs. 1.7% last year), and competition with other physicians (6%).

MOONLIGHTING: ARE PHYSICIANS WORKING A SECONDARY JOB, IN ADDITION TO THEIR PRIMARY PRACTICE CAREER?



55.5%	NO
23.9%	YES
13.6%	SOMETIMES (not regular or on-going)
7.0%	NOT CURRENTLY, BUT CONSIDERING IT AND OPEN TO IT

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Community and Practice Preferences

Major metro areas surged in popularity among residents and fellows, with 47.7% choosing major metro as their most preferred community in which to work (up from 36% last year.) Otherwise, trends were similar to last year's practice preferences. **Practicing physicians remain more open to smaller communities than residents and fellows, with 28% preferring major metro as their top choice, vs. 47.7% of residents and fellows who prefer metro areas. The most significant shift in practice type preference was a large jump in popularity for academic roles among residents and fellows, up to 34.7%, from 25% last year, and a decline in preference for single-specialty groups. Hospital employment jumped up 4 points in popularity among practicing doctors, to 20.5%.**

About The Medicus Firm

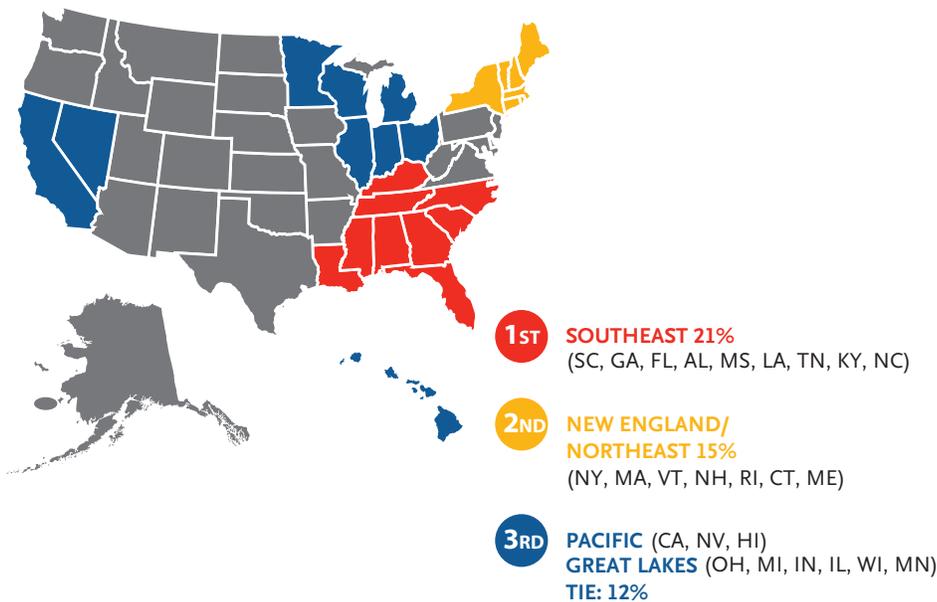
Since 2001, The Medicus Firm has partnered with hospitals and physician groups nationwide to help them meet their physician recruitment needs.

The Medicus Firm has grown into one of the largest physician search firms in the industry through excellent client satisfaction, employee engagement & retention, and industry stewardship.

They have successfully recruited to a wide variety of locations and settings including rural, mid-size, and metro areas, academic, private practice, and employment opportunities, making TMF among the most knowledgeable, effective recruitment teams in the industry.

For more information please visit: www.themedicusfirm.com

MOST PREFERRED REGION TO LIVE & WORK:



WHAT'S NEW AT NEJM GROUP?

New Career Guide This Spring

In April 2019, NEJM CareerCenter will be debuting a new, personalized Career Guide model that will target specialties in which YOU are hiring for! For this issue we are letting the employers drive the decision on which specialists will receive a copy of the Career Guide.

Here's how it works: place a recruitment ad of any size in the April 25 issue of NEJM and it will automatically be included free of charge in our spring **Career Guide: Tailor Made** edition. The Career Guide will then be sent out to residents, fellows, and physicians in practice from 2–3 years in all of the specialties which you have chosen.

Contact us today at (800) 635-6991 or ads@nejmcareercenter.org for a free quote or to reserve your ad space.

Upcoming Recruiter Meetings and Medical Conventions

American College of Cardiology (ACC)*
March 16–18, 2019
New Orleans, LA

Society of Hospital Medicine (SHM)*
March 25–27, 2019
National Harbor, MD

Association of Staff Physician Recruiters (ASPR)
April 6–10, 2019
Orlando, FL

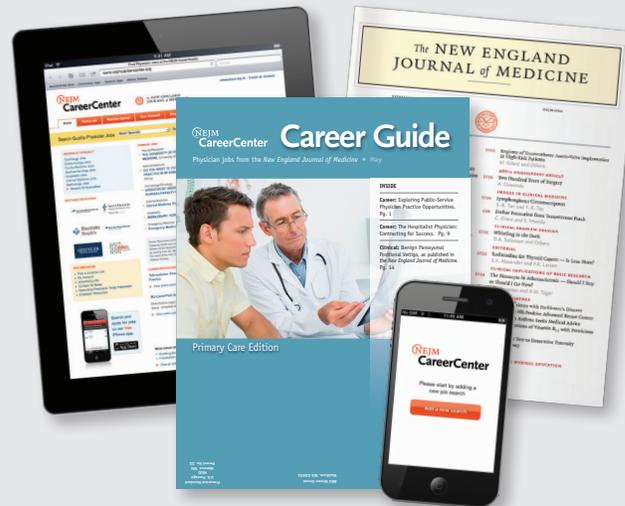
ACP Internal Medicine*
April 11–13, 2019
Philadelphia, PA

*Call (800) 635-6991 or email ads@nejmcareercenter.org for more details on bonus convention distribution of your paid recruitment ad in selected NEJM issues at these physician conventions.

PROMOTIONAL NOTES/NEWS

Recruitment Solution for Primary Care Physicians

Primary care physicians trust and read the *New England Journal of Medicine*. You can reach this valuable group through our special *Career Guide: Primary Care* edition. Targeted toward current and future primary care physicians, this issue is mailed out once a year and is available exclusively through our Career Guide package.



With ONE simple purchase, we have you covered to reach current and potential primary care physicians in print, online, and in direct mail. This offer is only available ONCE a year and includes placement:

- In the March 21 issue of the *New England Journal of Medicine*
- On NEJMCareerCenter.org
- Alongside clinical content on NEJM.org and JWwatch.org
- In the *Career Guide: Primary Care* edition — mailed directly to over 30,000 primary care physicians, residents, and fellows

This offer is only available ONCE a year and the deadline to reserve space is March 1, 2019!

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