

# Recruiting Physicians Today

Volume 26 No. 4 July/August 2018

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## MILLENNIAL DOCTORS CARE ABOUT CULTURE BUT NOT SOCIAL MEDIA WHEN LOOKING FOR A JOB, ACCORDING TO COMPHEALTH SURVEY

**Findings from national healthcare staffing provider point to substantial student debt and work/life balance as other leading concerns**

Source: CompHealth

CompHealth, a national leader in healthcare staffing, revealed results from a survey administered to nearly 600 young physicians. The responses provide insights into how millennial physicians find their first positions, what they want in a job and why they change jobs.

CompHealth's survey found that nearly all millennial physicians (93 percent) own and use a smartphone. However, physicians rarely use social media tools when looking for work, with only one percent finding employment through social media (LinkedIn, Facebook, Doximity, etc.). Forty percent of placements were the result of referrals and networking.

"It was surprising to learn that virtually no young physicians were finding work through social media. Instead, many were finding jobs through old-fashioned personal connections," says Lisa Grabl, president of CompHealth. "This study helps us better understand

the motivations and interests of young doctors at the beginning of their careers, and how hospitals and clinics can build programs to attract and retain these talented young physicians."

### *Physician job satisfaction is high*

Once early career physicians find permanent jobs, satisfaction and retention remain fairly high. Four out of five physicians who finished their residencies and fellowships in 2014, 2015, or 2016 and who signed permanent contracts are still at their first positions. Among those respondents, most of them (65%) are satisfied with their current job. Of those who leave their first position, 84 percent are satisfied with their second job.

At this point in their careers, young physicians are generally concerned about finding jobs with a good work/life balance, location, and income. Men regard these three factors about equally, while women view work/life balance and location as primary concerns, and income as secondary.

### *Physicians are still looking for new jobs*

While new physicians are largely satisfied in their first positions, they don't necessarily plan on working in that job forever. Only 37 percent plan to stay in their first position beyond the end of their contract, 26 percent

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plan to move on to something new, and 37 percent are still undecided about what they want to do.

The primary reasons physicians give for leaving positions are compensation (59%), work/life balance (51%), and bad management (45%). For men, compensation is the largest reason for leaving (69%), while only 52 percent of women would leave due to compensation. Women are more likely to leave because of poor work/life balance (56%).

The focus on compensation is not surprising given the amount of student debt physicians incur. While 26 percent of respondents indicated they had no debt, the remaining 74 percent have substantial debt — 19 percent owe between \$100,000 and \$199,999 and 44 percent owe more than \$200,000.

**Physicians have financial concerns**

Student loan debt is not the only financial concern for new physicians. Seventy-six percent have already begun saving for retirement with 60 percent planning to retire by the age of 65.

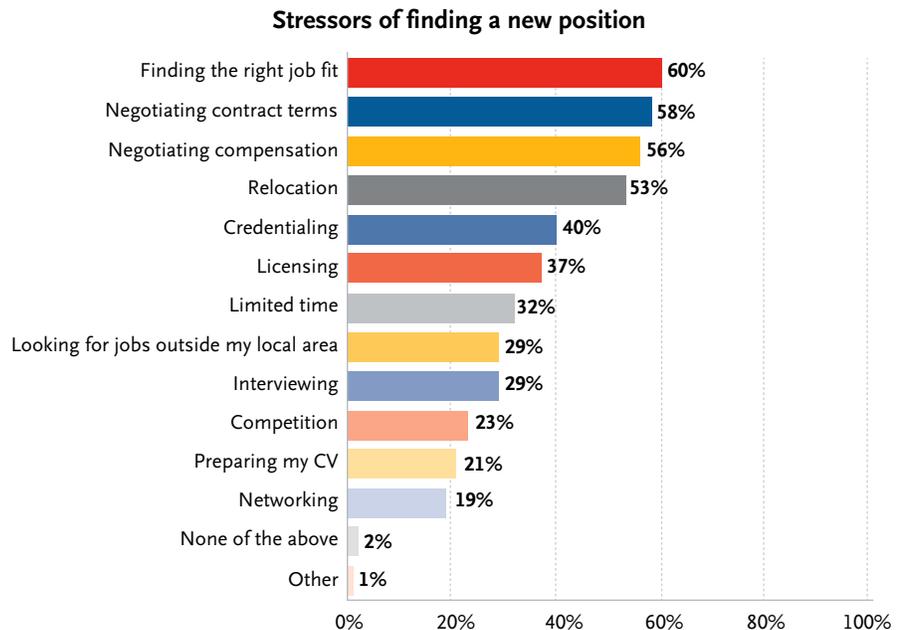
Finding a new job also brings its own stress. The biggest concern about the search is finding the right job fit (60%), followed by negotiating contract terms (58%), and negotiating compensation (56%).

**Physicians and locum tenens**

Some recent grads are turning to locum tenens at the start of their career. Fourteen percent of respondents indicated they had worked locum tenens in the past. The primary reason for trying locums was the compensation (38%), followed by using it as a gap

**Finding a new job isn't easy**

Finding a new position can be stressful. The top stressors of finding a new position are finding the right job fit (60%), negotiating contract terms (58%), and negotiating compensation (56%). The potential requirement for relocation is also a source of stress for young physicians. Factors such as competition, preparing CVs, and networking are lowest on the list of stressors.



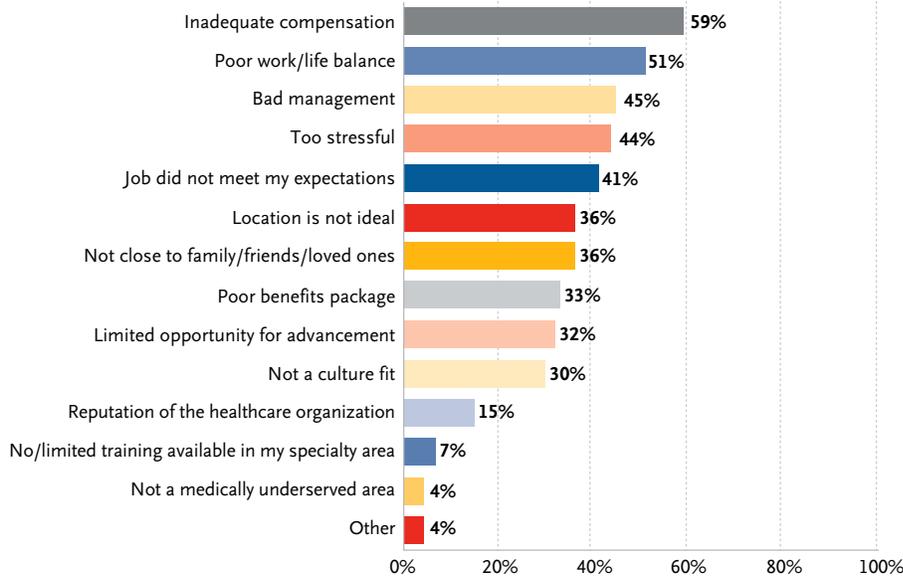
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**Compensation ranks highest**

If these factors are missing or not what physicians expect in their job they are also amongst the top reasons some choose to find new jobs.

**Reasons physicians seek new positions in different facilities**



filler while searching for a permanent position.

Seventy-two percent of physicians who had worked locum tenens had positive impressions of their experiences.

Forty-three percent of those who had not worked locums said they are interested in working locum tenens in the future.

To learn more, access the full report at <https://comphealth.com/resources/healthcare-trends/millennial-doctors-survey>.

**About CompHealth**

CompHealth is a national leader in healthcare staffing, serving providers in more than 100 specialties. CompHealth was founded in 1979 and is now the largest locum tenens staffing agency in the U.S. The company also specializes in permanent physician placement and both temporary and permanent allied healthcare staffing. CompHealth is part of the CHG Healthcare family of companies, which has been ranked on *Fortune* magazine's list of "100 Best Companies to Work For" for the past nine years. For more information, visit [www.comphealth.com](http://www.comphealth.com).

**WHAT'S NEW AT NEJM GROUP?**

**NEJM on Instagram!** 

Adding to the current social media presence on Facebook, Twitter, and LinkedIn, NEJM is now on Instagram.

Physicians can follow NEJM on Instagram for clinical images, illustrations, and exclusive behind-the-scenes content from the NEJM editorial offices and beyond.

Check out the page at [www.instagram.com/nejm](http://www.instagram.com/nejm).



## Upcoming Recruiter Meetings and Medical Conventions

**MINK Midwest  
Physician Recruiter  
Conference**  
July 31–August 1, 2018  
Kansas City, MO

**Mid-Atlantic Physician  
Recruiter Alliance  
Physician Recruiter  
Conference (MAPRA)**  
August 9–10, 2018  
Philadelphia, PA

**ID Week\***  
October 4–6, 2018  
San Francisco, CA

**3RNET**  
September 11–13, 2018  
Philadelphia, PA

**American Heart  
Association (AHA)\***  
November 11–13, 2018  
Chicago, IL

**American Society of  
Hematology (ASH)\***  
December 1–3, 2018  
San Diego, CA

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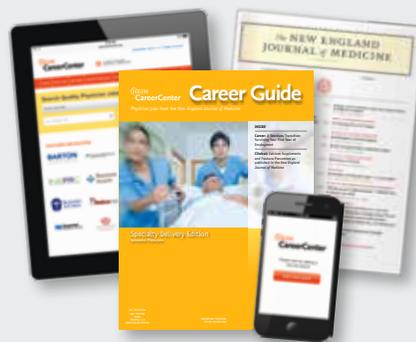
## PROMOTIONAL NOTES/NEWS

### Reach New Physicians with These Fall Promotions

Final-year residents and fellows are key to any physician recruiter's strategy. This fall, you can recruit in the publication that physicians trust most, the *New England Journal of Medicine* — and receive valuable discounts and extras with our three fall physician career guides.

Simply run your paid line or display recruitment ad of any size in any of the three issues listed below, and your ad will be reprinted at no additional costs in a special booklet mailed to more than 35,000 young physicians.†

Registered physicians receive alerts for jobs that match their search criteria by email or via the NEJM CareerCenter iPhone app. Your job opening is also shown and targeted by specialty alongside clinical content on NEJM.org. Our unique and advanced online solutions reach more passive jobseekers through clinical content than any other product out there.



**CAREER GUIDE:** Specialty Delivery  
**NEJM ISSUE:** September 6, 2018  
**CLOSING DATE:** August 17, 2018  
**AUDIENCE:** CD, D, END, FM, GE, HEM/ONC, HOSP, ID, IM, NEP, N, ORS, ENT, PUD, DR, RHU, and U. Final-year residents and fellows and doctors in practice 1–3 years

**BONUS REACH:** Over 35,000†

**CAREER GUIDE:** Residents and Fellows, October  
**NEJM ISSUE:** October 4, 2018  
**CLOSING DATE:** September 14, 2018  
**AUDIENCE:** All specialties — about 100. Final-year residents and fellows  
**BONUS REACH:** Over 35,000†

**CAREER GUIDE:** Residents and Fellows, November  
**NEJM ISSUE:** November 8, 2018  
**CLOSING DATE:** October 19, 2018  
**AUDIENCE:** All specialties — about 100. Final-year residents and fellows  
**BONUS REACH:** Over 35,000†

†Please refer to the chart for specifics on audience and specialties for each special issue. Each booklet will be mailed to over 35,000 physicians. In order to have your ad appear in all three booklets, you must run a paid print ad in each designated issue of NEJM. Direct mail counts are based on counts provided by the AMA and are subject to change.

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