

Recruiting Physicians Today

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2017 ASPR IN-HOUSE PHYSICIAN RECRUITMENT BENCHMARKING REPORT

Executive Summary

ASPR is pleased to announce that the **2017 ASPR In-House Physician Recruitment Benchmarking Report** is now available. The newly published Report is an annual survey conducted by the Association of Staff Physician Recruiters (ASPR), a professional organization exclusively for in-house physician recruitment professionals. ASPR is the leading authority on physician recruitment, onboarding, and retention. ASPR is comprised of more than 1,700 in-house physician recruitment professionals employed directly by hospitals, clinics, physician practices, academic medical centers, and managed care organizations from across the United States and Canada.

The **2017 ASPR In-House Physician Recruitment Benchmarking Report** is designed to provide easy-to-comprehend statistics in order to help in-house physician recruitment professionals compare their recruitment data against industry norms. Benchmarks are critical for our industry as we constantly strive for improved processes and results within our organizations to meet the healthcare needs within our communities. The purpose of the survey is to collect and distribute credible industry data that may be utilized to meet these objectives.

The **2017 ASPR In-House Physician Recruitment Benchmarking Report** provides a detailed analysis of key statistics on provider recruitment searches conducted by in-house physician recruiters during calendar year 2016. A total of 144 organizations participated providing data for 490 in-house physician recruiters and 6,661 active searches. Please refer to the full Report and Searchable Results for comprehensive information.

Demographics

The geographical distribution of participating organizations was relatively balanced again this year, with 28% in the Midwest, 28% in Southern states, 25% in Eastern states, and 20% in Western states. Regarding population size of the organization's primary location, 38% were located in a Metropolitan area of more than 500,000 people, 26% of reporting organizations' primary location was in a Metropolitan area of 50,001 to 250,000 people, 18% were in an area with a population ranging from 250,001 to 500,000 people, and 18% were located in a Rural market* with 50,000 or fewer people.

The typical† responding organization is located in a Metropolitan area of 250,001 to 500,000 people, while Southern states and the Midwest are tied as the most common region. Each region gives residence to 28% of the responding organizations. The ASPR chapter, "Onboarding and Retention (OAR)" — which is by far

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the most frequently cited chapter — has members among 29% of responding organizations. Approximately 84% of organizations employ recruiters belonging to one or more chapters or regional groups.

The typical responding organization performed 40 active searches during 2016. This interrupts the previous pattern of steady increases, spanning from 20 searches in 2012 to 45 in 2015. Respondents employed a median of 2 in-house physician recruiters (4 on average), which has held fairly constant. Per calendar year, the number of searches per recruiter has climbed from 15 searches in 2011 to 23 searches per recruiter in 2016, an increase of approximately 53% in the past 5 years.

Searches

The Searches section relays key statistics about 6,661 searches, of which 38% were to replace a departing provider. Approximately 57% of active searches were filled by year-end; 35% remained open; 6% were cancelled; and 2% were put on hold. Once again, the majority (66%) of searches were for practices owned by Hospitals/Integrated Delivery Systems.

The top five overall searches conducted were Nurse Practitioner (13%), Physician Assistant (9%), Family Medicine (9%), Pediatrics (7%), and Hospital Medicine (7%). The top five physician searches were Family Medicine (9%), Pediatrics (7%), Hospital Medicine (7%), Internal Medicine (6%), and Ob/Gyn (3%). Over 2/3 of responding organizations searched for a Family Medicine provider during 2016. This represents the most common search for an organization, followed by Internal Medicine (searched by 57%) and Hospital Medicine (searched by 55%). Specialties were again grouped into four main divisions: Advanced Practice, Primary Care, Specialty Care, and Surgery. Of these divisions, Advanced Practice searches were filled in 96 days, while Specialty Care positions required 149 days. Primary Care and Surgery specialties tended to be

filled in 125 and 151 days, respectively. All divisions saw an increase in the typical number of days for a search to be filled.

Recruiter Profile & Compensation

The Profile and Compensation section reports data on 490 in-house physician recruitment professionals from 144 organizations. As in past studies, the most frequently cited position title was “Physician Recruiter”, followed by “Senior Physician Recruiter”. The typical in-house recruitment professional is a female (81%) with 7 years of recruitment experience (average = 9 years). Approximately 85% of their time is spent on recruitment activities. Twenty-four percent supervise staff, 54% have provider onboarding responsibilities, and 36% have provider retention responsibilities.

Nearly 80% of individuals involved in in-house physician recruiting hold a Bachelor’s degree or higher (25% hold a Master’s degree or higher). Approximately 40% of in-house physician recruiters are certified as a Fellow of ASPR or have obtained designations towards certification.

All compensation values were reported and validated directly by a member of the organization’s Human Resources department. Compensation varies by title with the title of Director, Physician Recruitment and Retention being the most highly compensated. Nearly half of all in-house physician recruiters were eligible to receive a bonus in 2016 with a median bonus of \$7,200. Those with higher titles were more likely to receive bonuses.

As expected, a correlation exists between years of experience and total compensation. The highest income earners are more likely to have advanced degrees, responsibilities for supervising staff, and more years of experience.

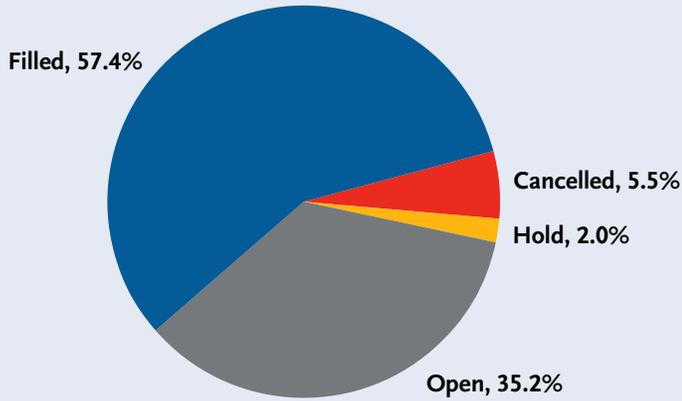
[†]The US Census Bureau defines a Rural market as an area with a population of 50,000 or less.

[‡]Throughout this report, the term “typical” indicates the median response.

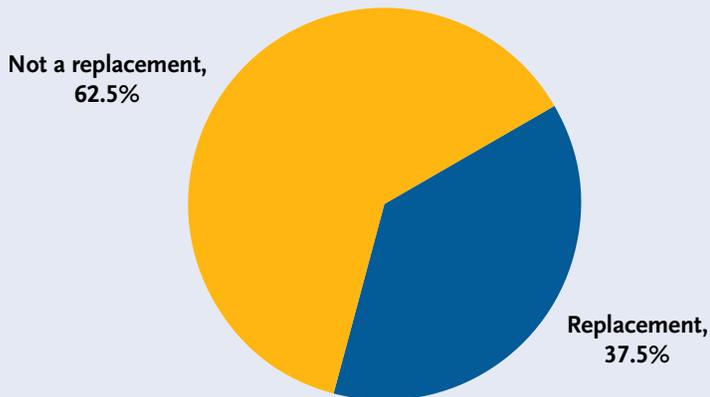
MARKET WATCH

Excerpts from the
2017 ASPR In-House Physician Recruitment Benchmarking Report

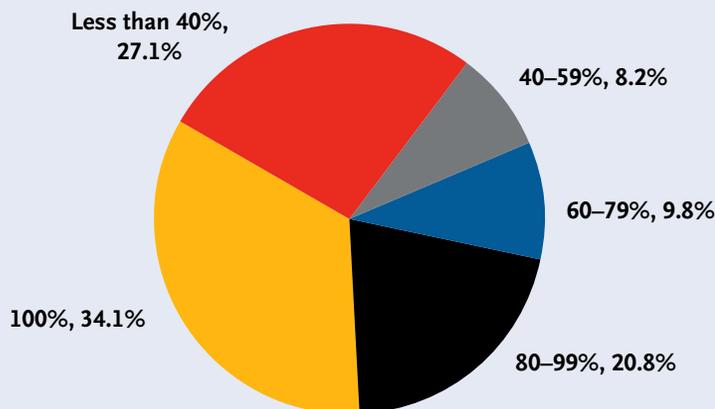
Status of Active Searches



Percent of Active Searches That Were a Replacement for a Departing Provider



Percent of Time Spent Recruiting

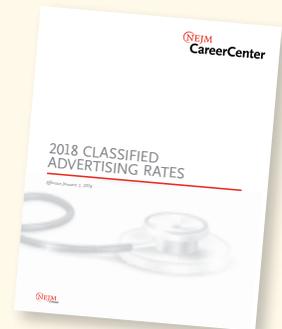


WHAT'S NEW AT NEJM GROUP?

Rate Card and Wall Calendar Now Available

Get a jump start on planning for 2018! The new recruitment rates are now available online at <http://employer.nejmcareercenter.org/rates/ratecard2018.pdf>.

Additionally, NEJM CareerCenter 2018 wall calendars were sent out in early November. If you did not receive one and would like to request a free calendar, please email ads@nejmcareercenter.org.



Upcoming Recruiter Meetings and Medical Conventions

Southwest Physician Recruiter Association (SWPRA)
February 28–
March 2, 2018
Lake Tahoe, CA

NAPR/NALTO Annual Convention
March 7–9, 2018
Orlando, FL

American College of Cardiology (ACC)*
March 10–12, 2018
Orlando, FL

Society of Hospital Medicine (SHM)*
April 8–11, 2018
Orlando, FL

American College of Physicians (ACP)*
April 19–21, 2018
New Orleans, LA

‡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

Career Guides for 2018: Expanded Exposure to Physician Jobseekers at No Extra Cost

Every year, NEJM CareerCenter releases eight physician Career Guide magazines. Each issue contains career-related articles and a clinical article as it appeared in a recent issue of the *New England Journal of Medicine*. Each one is sent directly to over 30,000 physicians.

Although the recipients of the magazine vary from one issue to another, they are all sent to physicians who either are actively looking for a job (final-year residents and fellows) or may be passively looking for jobs and open to new job opportunities.

Getting your job opportunity in front of these physicians is easy — when you purchase a Career Guide package, you will get placement in this exclusive product, as well as in the *New England Journal of Medicine* and all of our related sites.

Run your paid line or display print ad (of any size) in selected NEJM issues, and in addition to reaching over 140,000 weekly recipients of NEJM, your ad will automatically be reprinted for FREE in a special booklet and mailed directly to a specific target audience of physicians in a variety of specialties.

Career Guide Editions	NEJM Issue	Closing Date	Specialties	Audience
Residents and Fellows	2/22/2018	2/2/2018	Over 100 specialties!*	Final-year residents and fellows
Primary Care	3/22/2018	3/2/2018	IM, FM, FP, GP, PD, and all related subspecialties	Final-year residents and fellows and physicians in practice 1–4 years
Hospitalists	4/26/2018	4/6/2018	IM, IM subspecialties, FM, FM subspecialties, HOSP, PED	Members of the Society of Hospital Medicine (SHM), [†] residents and fellows, physicians in practice
MD Career Path	5/31/2018	5/11/2018	Over 100 specialties!*	Final-year residents, fellows, and program directors
In Demand Specialties	6/28/2018	6/8/2018	Primary Care and Psychiatry — IM, FM, FP, GP, PD, PSYCH, and all related subspecialties	Final-year residents, fellows, and physicians in practice three years or fewer
Specialty Delivery	9/6/2018	8/17/2018	CD, D, END, FM, GE, HEM/ONC, HOSP, ID, IM, NEP, N, ORS, ENT, PUD, DR, R, RHU, U	Final-year residents, fellows, and physicians in practice three years or fewer
Residents and Fellows	10/4/2018	9/14/2018	Over 100 specialties!*	Final-year residents and fellows
Residents and Fellows	11/8/2018	10/19/2018	Over 100 specialties!*	Final-year residents and fellows

*Call (800) 635-6991 for complete list and ad classifications.

[†]Subject to change.

Start planning for 2018 now — discounts are available for participation in multiple issues. Contact your sales reps or ads@nejmcareercenter.org for full details.