

Recruiting Physicians Today

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HIGHLIGHTS FROM THE 2015 PHYSICIAN PRACTICE PREFERENCE AND RELOCATION SURVEY

Source: *The Medicus Firm*

The Medicus Firm conducted its 12th annual *Physician Practice Preference and Relocation Survey* in the spring, and released the results in the summer of 2015. Respondents answered 19 questions via an online survey, the link to which was sent directly to physicians, PAs, and NPs. A total of 2,685 providers representing 19 specialties and 50 states completed the survey, which included practicing physicians, as well as some residents and fellows. As it does each year, the survey included questions regarding compensation, practice preferences, motivation, job searches, career goals, and industry trends.

Jim Stone, president of the Medicus Firm says, “Our annual survey helps to keep our associates and clients in touch with what physicians want out of a practice, and what’s most important in their career, as well as what are the greatest concerns of practicing physicians today. We appreciate the physicians who take the time to participate and to help their voices to be heard.”



Highlights from the survey include:

- **Physicians are slightly more optimistic about their future income**, with 10.6% expecting next year’s compensation to “increase significantly,” compared to 7.0% answering that way last year.
- **A higher percentage of physicians are open to new opportunities** in the coming year. Only 34% said they will definitely NOT make a career change this year, compared to 43% last year.
- The average number of years responding **providers remained in their first job is 3.61 years**.
- The average number of jobs held so far in respondents’ careers is 2.49.
- The most favored practice setting remains single-specialty group (30.3%) among practicing physicians.
- Solo practice declined further from favor to 4.9% (from 7.7%) among practicing physicians.

Physicians’ opinions of health reform, (i.e., the Affordable Care Act, or the ACA) softened moderately. This year, 16.74% of physicians gave the ACA an “F” as an overall grade for effectiveness, compared to 22.35% last year.

Stone adds, “This year’s survey revealed a number of interesting opinions from physicians and other advanced practice providers. We were pleasantly surprised that physicians are a bit more optimistic this year regarding several issues including compensation and health

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reform. This is great news. Meanwhile, some results from the 2015 survey were much the same as previous years — for example, residents remain more focused on practice location than experienced doctors, and are much less likely to prefer a small town. While we place new doctors in small communities quite a bit, they can be a bit tougher to open up to more rural areas when they begin their search.”

Trends in physician practice preferences and concerns:

The most favored practice setting remains single-specialty group (30.3%) for practicing physicians, while residents and fellows showed a preference for hospital-employed practice (26.1%).

Physicians-in-training overwhelmingly favor major metro areas, even more so than last year, at 36.3%, while practicing physicians favor suburban (33.1%) or mid-sized (23.2%) practice settings over major metro (22.6%). **Practicing physicians were almost twice as likely to consider practicing in a small city or rural community, than those coming out of training.**

Solo practice declined further from favor to 4.9% (from 7.7%) among practicing physicians. Meanwhile, **government and military practice increased in popularity from 2.5% to 4.1%** of respondents selecting it as their most desirable practice structure.

Physicians' opinions of health reform (ACA) softened moderately. When asked to grade the ACA, the percentage of failing grades declined in each of five categories/objectives, including the overall grade. This year, 16.74% of physicians gave the ACA an “F,” compared to 22.35% last year.

Could the coming year bring increases in physician turnover? Only 34% of physicians completely rule out a career change within the next year, compared to 43.1% last year. Additionally, more of the physicians considering a move are doing so for financial reasons (31.1%) vs. 25.3% who were money motivated last year.

“As the results indicate, it seems that fewer doctors were willing to absolutely rule out a job change in the coming year. We do expect to see an increase in movement and mobility of physicians among various jobs, now that more doctors are employees rather than practice owners or partners. Changing jobs is never easy, but the process is simpler as an employee than as an owner or partner of the business.”

— Jim Stone, president,
the Medicus Firm

For a copy of the full survey, please email surveys@TheMedicusFirm.com and reference the RPT/NEJM.

About Medicus Firm

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

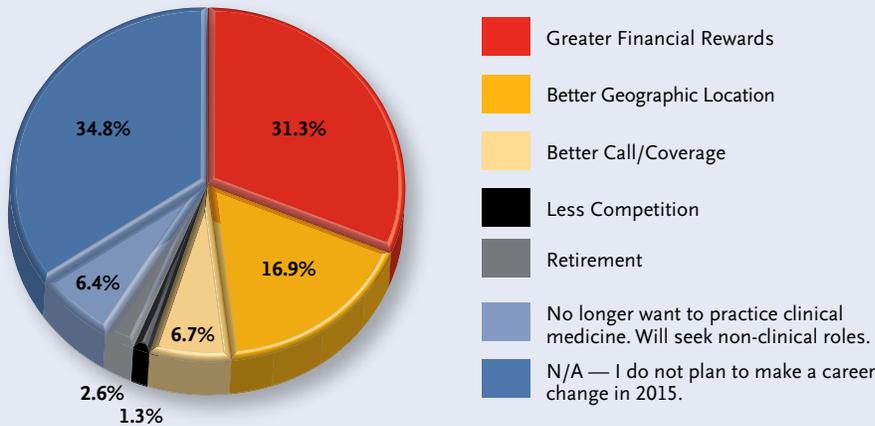
The Medicus Firm has grown into one of the largest physician search firms in the industry through excellent client satisfaction, employee engagement, and retention and industry stewardship.



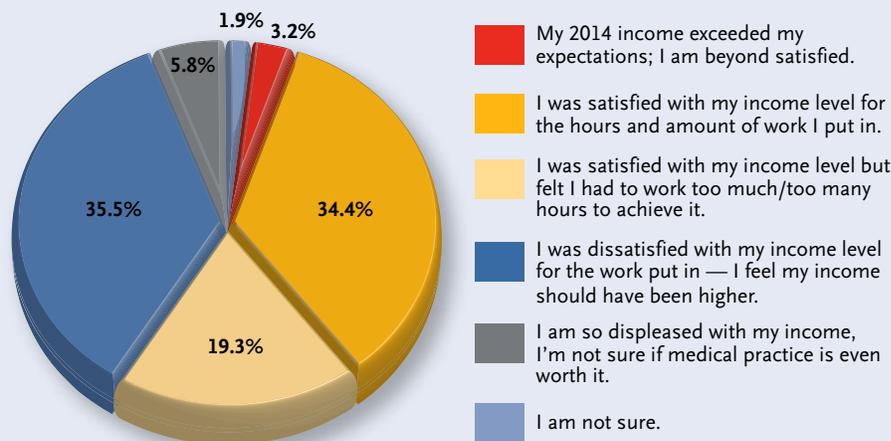
MARKET WATCH

Below are two questions from the Medicus Firm's 12th annual *Physician Practice Preference and Relocation Survey*.

Q. If you are considering, or think you may consider making a career change in 2015, what would be your primary motivation for seeking a new practice opportunity?



Q. How did you feel about your 2014 compensation in general? Select the answer that best describes your thoughts about your earnings in 2014.



WHAT'S NEW AT NEJM GROUP?

Easier CV Uploads

Our latest update on NEJMCareerCenter.org further increases the efficiency and convenience in which CV documents can be uploaded and used to apply for a job by a physician.

When physicians apply for a job, add a resume or change a previously uploaded document, they will be presented upfront with these expanded options to upload their CV:

- Your computer
- Dropbox
- Google Drive
- OneDrive

Streamlining these steps ensures that jobseeker engagement is maximized and makes the process of applying to your jobs quicker and easier!

Upcoming Recruiter Meetings and Medical Conventions

Midwest Recruiters Conference and Physician Job Fair
October 8–9
Baltimore, MD

Northeast Physician Recruiter Association (NEPRA)
November 4–6
Long Branch, NJ

American Society of Nephrology*
November 4–8
San Diego, CA

American Heart Association*
November 8–10
Orlando, FL

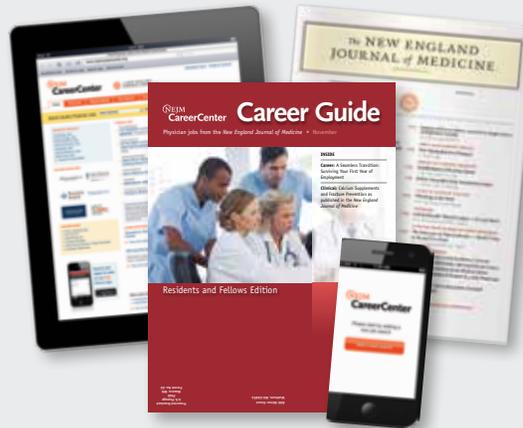
Illinois Staff Physician Recruiters (ISPR)
November 11–13
Chicago, IL

Southeast Physician Recruiter Association (SEPRA)
November 17–18
Atlanta, GA

*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

Hire New Physicians!



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* (NEJM) — and receive valuable discounts and extras with our special *Career Guide: Residents and Fellows* edition.

Simply run your paid line or display recruitment ad in the November 12 edition of NEJM and your ad will be reprinted at no additional costs in the Career Guide magazine that is mailed to more than 30,000 young physicians.[†]

Registered physicians receive alerts for jobs that match their search criteria either by email or via the NEJM CareerCenter iPhone app.

Promotion	Issue	Closing Date	Specialties	Audience
November <i>Career Guide: Residents and Fellows</i>	11/12/15	10/23/15	All specialties — about 100	Final-year residents and fellows

[†]The booklet will be mailed to over 30,000 physicians. Direct mail counts are based on counts provided by the AMA and are subject to change.

Contact us at (800) 635-6991 or ads@nejmcareercenter.org for complete details or to reserve your ad space for this special fall issue.