Recruitment Departments and their Searches

Types of Organizations
- 47% Multi-hospital/IHDS
- 18% Single/Community Hospital
- 13% Multi-specialty/Ambulatory Practice
- 8% Academic/University Hospital
- 4% CHC/FQHC/IHS
- 3% Single Specialty

Area’s Population
- 18% Fewer than 50,000 people
- 30% 50,001 to 250,000 people
- 27% 250,001 to 1,000,000 people
- 25% More than 1,000,000 people

Searches

<table>
<thead>
<tr>
<th>Searches by Type</th>
<th>% of Offers that were Accepted</th>
<th>% Filled in 2018</th>
<th>Days to Fill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physicians</td>
<td>68%</td>
<td>79%</td>
<td>63</td>
</tr>
<tr>
<td>APPs</td>
<td>17%</td>
<td>78%</td>
<td>62</td>
</tr>
<tr>
<td>Physicians - Primary Care</td>
<td>52%</td>
<td>52%</td>
<td>149</td>
</tr>
<tr>
<td>Physicians - Specialty Care</td>
<td>46%</td>
<td>43%</td>
<td>161</td>
</tr>
<tr>
<td>Physicians - Surgery</td>
<td>43%</td>
<td>47%</td>
<td>172</td>
</tr>
</tbody>
</table>

Department's Annual Budget
$615,000

Recruiters
2.0
Support Staff
1.0
Total
2.5
Average Recruiter Turnover
13%

Productivity
32 Total Searches per Recruiter

Most Common Physician Searches

<table>
<thead>
<tr>
<th>Physician Search</th>
<th>% Filled in 2018</th>
<th>Days to Fill</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family Medicine</td>
<td>50%</td>
<td>227</td>
</tr>
<tr>
<td>Hospitalist</td>
<td>68%</td>
<td>144</td>
</tr>
<tr>
<td>Internal Medicine</td>
<td>49%</td>
<td>115</td>
</tr>
<tr>
<td>Urgent Care</td>
<td>69%</td>
<td>112</td>
</tr>
<tr>
<td>Cardiology</td>
<td>51%</td>
<td>147</td>
</tr>
<tr>
<td>Neurology</td>
<td>40%</td>
<td>186</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>44%</td>
<td>180</td>
</tr>
<tr>
<td>Ob/Gyn: General</td>
<td>57%</td>
<td>125</td>
</tr>
<tr>
<td>Pediatrics: Non-Surgical</td>
<td>55%</td>
<td>124</td>
</tr>
<tr>
<td>Pediatrics: General</td>
<td>52%</td>
<td>92</td>
</tr>
</tbody>
</table>

Figures shown as medians and frequency distribution unless stated otherwise.
The Role of Recruiters

Recruiters spend their time on . . .

- **58%** Recruitment
- **19%** Sourcing
- **6%** Administration
- **5%** Provider Onboarding
- **4%** Contract Negotiations
- **3%** Locums Oversight
- **2%** Provider Retention
- **3%** Other

6 Years of Experience

85% Female

Education

- 5% High School Diploma or equivalent
- 7% Associate degree or other two-year degree
- 69% Bachelor’s degree or other four-year degree
- 19% Master’s degree or above

Annual Total Compensation

- **$83,000**
- 40% are eligible for a bonus, which averaged **$3,900**

Figures shown as medians and frequency distribution unless stated otherwise. This page looks exclusively at the recruiter role.