



AAPPR

ASSOCIATION FOR ADVANCING
PHYSICIAN AND PROVIDER RECRUITMENT

Association for Advancing Physician and Provider Recruitment 2021 Benchmarking Survey

The In-House Physician and Provider Recruitment Benchmarking Survey is designed to collect and provide credible industry data to help in-house physician and provider recruitment professionals prepare, plan, and forecast to meet the challenges of an evolving healthcare landscape. Benchmarks are critical for our industry as we constantly strive for improved processes and results within our organizations to meet the needs within our communities.

The questionnaire is designed to require as little effort from you as possible. If you prefer, you may participate online via a secure website at: www.AAPPRBenchmarking.com. If you have any questions concerning this survey, please contact Jacob Starinsky of Industry Insights, Inc. at (614) 389-2100, ext 241, or email him at jstarinsky@industryinsights.com. Thank you in advance for your participation.

Deadline: June 1st, 2021

Contact Information	
Name:	
Title:	
Email:	
Phone:	
Organization Information	
Organization:	
Address:	
City, State:	
Postal Code:	

Organization Information	
1.	Which <i>best</i> describes the type of organization reporting? (Select all that apply) 101 <input type="checkbox"/> Academic/University Hospital 102 <input type="checkbox"/> CHC/FQHC/IHS 103 <input type="checkbox"/> Facility Care (Independent Living, Assisted Living, Rehab, and Skilled Nursing facilities) 104 <input type="checkbox"/> Multi-hospital/Integrated Health Delivery System 105 <input type="checkbox"/> Multi-specialty/Ambulatory Practice 106 <input type="checkbox"/> Retail Health Clinic 107 <input type="checkbox"/> Rural Health Clinic 108 <input type="checkbox"/> Single/Community Hospital 109 <input type="checkbox"/> Single Specialty 110 <input type="checkbox"/> Urgent Care 111 <input type="checkbox"/> Other _____ 111other
2.	IRS Status 177-1 <input type="checkbox"/> For-Profit 2 <input type="checkbox"/> Not-for-Profit
3.	Geographic Scope 236-1 <input type="checkbox"/> Single Location 2 <input type="checkbox"/> State 3 <input type="checkbox"/> Regional (multiple states in general area) 4 <input type="checkbox"/> National (spread around the United States) 5 <input type="checkbox"/> Global 6 <input type="checkbox"/> Other _____ 236other
4.	Zip code of Headquarters/Main Location _____ 237
5.	Population Served 238-1 <input type="checkbox"/> Fewer than 5,000 people 7 <input type="checkbox"/> 500,001 to 1,000,000 people 2 <input type="checkbox"/> 5,000 to 10,000 people 8 <input type="checkbox"/> 1,000,001 to 2,500,000 people 3 <input type="checkbox"/> 10,001 to 20,000 people 9 <input type="checkbox"/> 2,500,001 to 5,000,000 people 4 <input type="checkbox"/> 20,001 to 50,000 people 10 <input type="checkbox"/> 5,000,001 to 10,000,000 people 5 <input type="checkbox"/> 50,001 to 100,000 people 11 <input type="checkbox"/> More than 10,000,000 people 6 <input type="checkbox"/> 100,001 to 500,000 people
6.	What is your organization's annual budget for its in-house physician recruitment department? <i>Total amount <u>budgeted</u> (not actual costs) for the entire recruitment department. Sum should not include any items in the exclusion list.</i> \$ _____ 175

7.	How many employees are in your organization's in-house physician recruitment department?		Jan. 1, 2020	Dec. 31, 2020		
	Recruiters (mainly involved in provider recruitment)		# 181	# 184		
	Other staff (typically includes coordinators, sourcers, onboarders, administrative, etc.)		# 182	# 73		
	Total in Department		# 183	# 18		
8.	How many recruiters (those mainly involved in provider recruitment) left your department during the year?			# 185		
9.	How many other staff employees (typically includes coordinators, sourcers, onboarders, administrative, etc.) left your department during the year?			# 90		
10.	How many searches did your organization perform in calendar year 2020?		Physician Searches	# 71		
			APP Searches	# 72		
			Other Searches	# 112		
			Total Searches	# 5		
11.	How many providers were employed by your organization as of the end of calendar year 2020?		Physicians	# 3	APPs	# 4
12.	How many candidates participated in site visits/interviews during calendar year 2020?			# 6	# 7	
13.	How many offers were extended to providers during calendar year 2020?			# 8	# 9	
14.	How many offers were accepted during calendar year 2020?			# 10	# 11	
15.	How many providers left your organization during calendar year 2020?		Voluntary	# 12	# 15	
			Involuntary	# 13	# 16	
			Total	# 14	# 17	
16.	Approximately what percent of your physician searches were to replace a departing physician?			% 186		
17.	Did you use any contingent or permanent search firms to fill searches in 2020?			91-1 <input type="checkbox"/> Contingent 2 <input type="checkbox"/> Permanent 3 <input type="checkbox"/> Both 4 <input type="checkbox"/> Neither		
	If yes, for how many searches did you use a search firm? How many search firms were used in 2020? What was your total search firm expense in 2020?		#	# 188		
			#	# 189		
			\$	\$ 190		
18.	Do you use an applicant tracking system?			701-1 <input type="checkbox"/> Yes 2 <input type="checkbox"/> No		
If yes, how do you track and manage your search activity and candidates?						
702	<input type="checkbox"/> ACCESS Database	704	<input type="checkbox"/> Proprietary/Homegrown			
723	<input type="checkbox"/> ApplicantStack	709	<input type="checkbox"/> Recruiting Management System by HCP Navigator			
715	<input type="checkbox"/> Avature	693	<input type="checkbox"/> REDCap			
722	<input type="checkbox"/> CRM, formerly Recruiter Logix	732	<input type="checkbox"/> Salesforce			
728	<input type="checkbox"/> Doc in a Box	734	<input type="checkbox"/> SkillSurvey			
703	<input type="checkbox"/> Excel Spreadsheet	694	<input type="checkbox"/> SmartSheet			
690	<input type="checkbox"/> HealthCare Source Position Manager	697	<input type="checkbox"/> Sniperhire			
713	<input type="checkbox"/> ICIMS	733	<input type="checkbox"/> Software Solutions Group			
696	<input type="checkbox"/> Infor	710	<input type="checkbox"/> Taleo			
720	<input type="checkbox"/> JobVite	698	<input type="checkbox"/> Ultimate			
717	<input type="checkbox"/> Kenexa	699	<input type="checkbox"/> UltiPro			
705	<input type="checkbox"/> Kontakt Intelligence (KI)	695	<input type="checkbox"/> WorkDay			
691	<input type="checkbox"/> PeopleFluent	716	<input type="checkbox"/> Zoho			
692	<input type="checkbox"/> PracticeLink	711	<input type="checkbox"/> Other _____			
708	<input type="checkbox"/> PracticeMatch					
19.	How would you rate your organization's overall use of technology? 191-1 <input type="checkbox"/> Poor 2 <input type="checkbox"/> Somewhat below average 3 <input type="checkbox"/> Average 4 <input type="checkbox"/> Somewhat above average 5 <input type="checkbox"/> Very advanced					

Searches Information

Note: All information should be based on the period January 1, 2020 - December 31, 2020.

1.	Tracking Code of Search	#	22
2.	Zip Code of Search		196
3.	*Provider category? 197-1 <input type="checkbox"/> Physician 2 <input type="checkbox"/> Physician Assistant 3 <input type="checkbox"/> Nurse Practitioner 4 <input type="checkbox"/> Nurse Midwife 5 <input type="checkbox"/> Clinical Nurse Specialist 6 <input type="checkbox"/> Nurse Anesthetist 7 <input type="checkbox"/> Other _____		
4.	*Specialty Type of Search 179-141 <input type="checkbox"/> Administrative/Physician Executive/Medical Director 513 <input type="checkbox"/> Orthopedics: General 1 <input type="checkbox"/> Allergy/Immunology 514 <input type="checkbox"/> Orthopedics: Subspecialties 501 <input type="checkbox"/> Anesthesia 57 <input type="checkbox"/> Otorhinolaryngology 550 <input type="checkbox"/> Behavioral Health (exclude Psychology) 529 <input type="checkbox"/> Palliative Medicine 502 <input type="checkbox"/> Cardiology 515 <input type="checkbox"/> Pathology 10 <input type="checkbox"/> Dentistry 516 <input type="checkbox"/> Pediatrics: General 503 <input type="checkbox"/> Dermatology 517 <input type="checkbox"/> Pediatrics: Non-Surgical 13 <input type="checkbox"/> Emergency Medicine 518 <input type="checkbox"/> Pediatrics: Surgical 14 <input type="checkbox"/> Endocrinology/Metabolism 532 <input type="checkbox"/> Physiatry 504 <input type="checkbox"/> Family Medicine 520 <input type="checkbox"/> Podiatry 505 <input type="checkbox"/> Gastroenterology 534 <input type="checkbox"/> Preventative Medicine 22 <input type="checkbox"/> Genetics 521 <input type="checkbox"/> Psychiatry 551 <input type="checkbox"/> Geriatrics 136 <input type="checkbox"/> Psychology 552 <input type="checkbox"/> Hematology 522 <input type="checkbox"/> Pulmonary/Critical Care 506 <input type="checkbox"/> Hospital Medicine 91 <input type="checkbox"/> Radiation Oncology 31 <input type="checkbox"/> Hyperbaric Medicine/Wound Care 523 <input type="checkbox"/> Radiology 32 <input type="checkbox"/> Infectious Disease 95 <input type="checkbox"/> Rheumatology 530 <input type="checkbox"/> Informatics 96 <input type="checkbox"/> Sleep Medicine 553 <input type="checkbox"/> Integrative Medicine 524 <input type="checkbox"/> Surgery: Cardio/Vascular/Thoracic 554 <input type="checkbox"/> Intensivist 525 <input type="checkbox"/> Surgery: General 507 <input type="checkbox"/> Internal Medicine 102 <input type="checkbox"/> Surgery: Neurological 36 <input type="checkbox"/> Nephrology 104 <input type="checkbox"/> Surgery: Oral 533 <input type="checkbox"/> Neurology 526 <input type="checkbox"/> Surgery: Plastics 509 <input type="checkbox"/> OB/GYN: General 110 <input type="checkbox"/> Surgery: Transplant 510 <input type="checkbox"/> OB/GYN: Subspecialties 527 <input type="checkbox"/> Surgery: Trauma 555 <input type="checkbox"/> Occupational Health 528 <input type="checkbox"/> Urgent Care 511 <input type="checkbox"/> Oncology 535 <input type="checkbox"/> Urology 512 <input type="checkbox"/> Ophthalmology 140 <input type="checkbox"/> Other _____ 128 <input type="checkbox"/> Optometry		
5.	Which of the following additional responsibilities go with the position? 219 <input type="checkbox"/> Leadership 220 <input type="checkbox"/> Research 221 <input type="checkbox"/> Academic/teaching 222 <input type="checkbox"/> None of these		
6.	Was Locum Tenens used in conjunction with the search?	<input type="checkbox"/> Yes <input type="checkbox"/> No	32
7.	Was this search put on hold at any point due to COVID-19?	<input type="checkbox"/> Yes <input type="checkbox"/> No	240
8.	Date search began?		35
9.	*Position status? 36-1 <input type="checkbox"/> Open 2 <input type="checkbox"/> Filled 3 <input type="checkbox"/> Canceled 4 <input type="checkbox"/> Hold		
10.	Primary Method Used to Successfully Fill Position 40-15 <input type="checkbox"/> Casual/Locum/Per Diem converted to Perm 8 <input type="checkbox"/> Journal advertisements 2 <input type="checkbox"/> Cold-calling 14 <input type="checkbox"/> Organization Website 3 <input type="checkbox"/> Direct mail 1 <input type="checkbox"/> Provider-specific association meetings 4 <input type="checkbox"/> Email 9 <input type="checkbox"/> Referrals 18 <input type="checkbox"/> Former Employee 10 <input type="checkbox"/> Residency and fellowship programs 5 <input type="checkbox"/> Internal Trainees 11 <input type="checkbox"/> Search firms: contingency 16 <input type="checkbox"/> Internal Transfer (Non-Resident/Trainee) 12 <input type="checkbox"/> Search firms: retained 6 <input type="checkbox"/> Internet Job Boards 17 <input type="checkbox"/> Social Media 20 <input type="checkbox"/> Job Fairs: Traditional 23 <input type="checkbox"/> Virtual Events 21 <input type="checkbox"/> Job Fairs: Virtual 13 <input type="checkbox"/> Other _____		
11.	Date position filled/placed on hold/canceled?		65
12.	*Days to fill position?		44

Recruiter Profile			
To be completed by recruiter			
1.	Recruiter Initials / Tracking Code (used by your HR representative to identify the position)		45
2.	Zip code where recruiter primarily works?		198
3.	Years of experience in physician recruitment		55
		Years	
4.	Years with organization		199
		Years	
5.	Position Title _____	223	
6.	Which role best reflects the position? 180-1 <input type="checkbox"/> Executive 2 <input type="checkbox"/> Director 3 <input type="checkbox"/> Manager 4 <input type="checkbox"/> Recruiter 5 <input type="checkbox"/> Sourcer 6 <input type="checkbox"/> Coordinator 7 <input type="checkbox"/> Onboarder 8 <input type="checkbox"/> Other _____		
7.	Formal Education 47-1 <input type="checkbox"/> High school diploma or equivalent 5 <input type="checkbox"/> PhD, JD, EdD 2 <input type="checkbox"/> Associate degree or other two-year degree 6 <input type="checkbox"/> MD, DO 3 <input type="checkbox"/> Bachelor's degree or other four-year degree 7 <input type="checkbox"/> MD or DO (with Master's degree) 4 <input type="checkbox"/> Master's degree 8 <input type="checkbox"/> Other _____		
8.	Certifications held, if any? 49 <input type="checkbox"/> CMSR 78 <input type="checkbox"/> SHRM-CP 224 <input type="checkbox"/> CPRP (formerly FASPR) 79 <input type="checkbox"/> SHRM-SCP 77 <input type="checkbox"/> CSP 52 <input type="checkbox"/> Other _____ 50 <input type="checkbox"/> FACHE 53 <input type="checkbox"/> Other _____ 51 <input type="checkbox"/> FACMPE 54 <input type="checkbox"/> None		
9.	What is your gender identity? 56-1 <input type="checkbox"/> Male 2 <input type="checkbox"/> Female 3 <input type="checkbox"/> Non-binary / third gender 4 <input type="checkbox"/> Prefer to self-describe _____ 5 <input type="checkbox"/> Prefer not to say		
10.	Ethnicity 239-1 <input type="checkbox"/> White, Non-Hispanic 5 <input type="checkbox"/> Native American 2 <input type="checkbox"/> Black, Non-Hispanic 6 <input type="checkbox"/> Other _____ 3 <input type="checkbox"/> Hispanic 7 <input type="checkbox"/> Unknown 4 <input type="checkbox"/> Asian/Asian American 8 <input type="checkbox"/> Prefer not to say		
11.	In a typical month, what percentage of time is spent on...	Recruitment	% 225
		Sourcing	% 226
		Contract Negotiations	% 227
		Locums Oversight	% 228
		Provider Onboarding	% 229
		Provider Retention	% 230
		Administration	% 231
		Other	% 232
		Total (should add to 100%)	% 233
12.	Supervise staff?	<input type="checkbox"/> Yes <input type="checkbox"/> No	59
13.	Work from home/remotely?	<input type="checkbox"/> Yes <input type="checkbox"/> No	234
14.	Flexible work schedule (hours or days)?	<input type="checkbox"/> Yes <input type="checkbox"/> No	235
To be completed by organization's HR representative			
1.	Annual Base Compensation	\$	61
2.	Eligible for bonus?	<input type="checkbox"/> Yes <input type="checkbox"/> No	605
3.	Annual Bonus/Incentive Amount	\$	62
4.	*Annual Total Compensation (as reported on W-2)	\$	63