Association for Advancing Physician and Provider Recruitment
2022 Benchmarking Survey

The Internal Physician and Provider Recruitment Benchmarking Survey is designed to collect and provide credible industry data to help internal 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 (380)-215-1086, or email him at jstarinsky@industryinsights.com. Thank you in advance for your participation.

All sensitive data will remain secure and confidential. Profile demographics such as organization type, state, and department size may be provided to AAPPR to supplement their membership database.

Deadline: May 18th, 2022

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

Organization Information

1. Which *best* describes the type of organization reporting? (Select all that apply)

- 101 ☐ Academic/University Hospital
- 102 ☐ CHC/FQHC
- 113 ☐ Government/Military
- 103 ☐ Facility Care (Independent Living, Assisted Living, Rehab, and Skilled Nursing facilities)
- 104 ☐ Multi-hospital/Integrated Health Delivery System
- 105 ☐ Multi-specialty/Ambulatory Practice
- 106 ☐ Retail Health Clinic
- 107 ☐ Rural Health Clinic
- 108 ☐ Single/Community Hospital
- 109 ☐ Single Specialty
- 110 ☐ Urgent Care
- 111 ☐ Other_____ 111other

2. IRS Status   177-1 ☐ For-Profit   2 ☐ Not-for-Profit

3. Geographic Scope
- 236-1 ☐ Single Location
- 2 ☐ State
- 3 ☐ Regional (multiple states in general area)
- 4 ☐ National (spread around the United States)
- 5 ☐ Global
- 6 ☐ Other _____ 236other

4. Zip code of Headquarters/Main Location   _____ 237

5. Total Population/Lives Served
- 238-1 ☐ Fewer than 5,000 people
- 2 ☐ 5,000 to 10,000 people
- 3 ☐ 10,001 to 20,000 people
- 4 ☐ 20,001 to 50,000 people
- 5 ☐ 50,001 to 100,000 people
- 6 ☐ 100,001 to 500,000 people
- 7 ☐ 500,001 to 1,000,000 people
- 8 ☐ 1,000,001 to 2,500,000 people
- 9 ☐ 2,500,001 to 5,000,000 people
- 10 ☐ 5,000,001 to 10,000,000 people
- 11 ☐ More than 10,000,000 people

6. What is your organization's annual budget for its internal physician and provider recruitment department? *Total amount budgeted (not actual costs) for the entire recruitment department. Sum should not include any items in the exclusion list.* $ _____ 175

7.	How many employees are in your organization's internal physician and provider recruitment department?		
		Jan. 1, 2021	Dec. 31, 2021
	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 2021?	
	Physician Searches	# 71
	APP Searches	# 72
	Other Searches	# 112
	Total Searches	# 5

11.	Were any of your searches put on hold due to COVID-19 in 2021?	241-1 ☐ Yes 2 ☐ No

		Physicians	APPs
12.	How many providers were employed by your organization as of the end of calendar year 2021?	# 3	# 4
13.	How many candidates participated in site visits/interviews during calendar year 2021?	# 6	# 7
14.	How many offers were extended to providers during calendar year 2021?	# 8	# 9
15.	How many offers were accepted during calendar year 2021?	# 10	# 11
16.	How many providers left your organization during calendar year 2021?	Voluntary	# 12	# 15
		Involuntary	# 13	# 16
		Total	# 14	# 17

17.	Approximately what percent of your physician searches were to replace a departing physician?	% 186
18.	Approximately what percent of your APP searches were to replace a departing APP?	% 242

19.	Did you use any contingent or permanent search firms to fill searches in 2021?	91-1 ☐ Contingent 2 ☐ Permanent 3 ☐ Both 4 ☐ Neither
	If yes, for how many searches did you use a search firm?	# 188
	How many search firms were used in 2021?	# 189
	What was your total search firm expense in 2021?	$ 190

20.	Do you use an applicant tracking system?	701-1 ☐ Yes 2 ☐ No

If yes, how do you track and manage your search activity and candidates?

702 ☐ ACCESS Database	717 ☐ Kenexa	694 ☐ SmartSheet
723 ☐ ApplicantStack	705 ☐ Kontact Intelligence (KI)	697 ☐ Sniperhire
715 ☐ Avature	691 ☐ PeopleFluent	733 ☐ Software Solutions Group
722 ☐ CRM, formerly Recruiter Logix	692 ☐ PracticeLink	710 ☐ Taleo
728 ☐ Doc in a Box	708 ☐ PracticeMatch	698 ☐ Ultimate
703 ☐ Excel Spreadsheet	704 ☐ Proprietary/Homegrown	699 ☐ UltiPro
690 ☐ HealthCare Source Position Manager	709 ☐ Recruiting Management System by HCP Navigator	695 ☐ WorkDay
713 ☐ ICIMS	693 ☐ REDCap	716 ☐ Zoho
696 ☐ Infor	732 ☐ SalesForce	711 ☐ Other _____
720 ☐ JobVite	734 ☐ SkillSurvey	

21.	How would you rate your organization's overall use of technology?
	191-1 ☐ Poor 2 ☐ Somewhat below average 3 ☐ Average 4 ☐ Somewhat above average 5 ☐ Very advanced

22.	How would you rate your organization's applicant tracking system?
	192-1 ☐ Poor 2 ☐ Somewhat below average 3 ☐ Average 4 ☐ Somewhat above average 5 ☐ Very advanced

Searches Information		
Note: All information should be based on the period January 1, 2021 - December 31, 2021.		

1.	Tracking Code of Search	#	22
2.	Zip Code of Search		196

3. *Provider category?

197-1 ☐ Physician   2 ☐ Physician Assistant   3 ☐ Nurse Practitioner   4 ☐ Nurse Midwife
5 ☐ Clinical Nurse Specialist   6 ☐ Nurse Anesthetist   7 ☐ Other _____

4. *Specialty Type of Search

179-141 ☐ Administrative/Physician Executive/Medical Director	513 ☐ Orthopedics: General
1 ☐ Allergy/Immunology	514 ☐ Orthopedics: Subspecialties
501 ☐ Anesthesia	57 ☐ Otorhinolaryngology
550 ☐ Behavioral Health (exclude Psychology)	529 ☐ Palliative Medicine
502 ☐ Cardiology	515 ☐ Pathology
10 ☐ Dentistry	516 ☐ Pediatrics: General
503 ☐ Dermatology	517 ☐ Pediatrics: Non-Surgical
13 ☐ Emergency Medicine	518 ☐ Pediatrics: Surgical
14 ☐ Endocrinology/Metabolism	532 ☐ Physiatry
504 ☐ Family Medicine	520 ☐ Podiatry
505 ☐ Gastroenterology	534 ☐ Preventative Medicine
22 ☐ Genetics	521 ☐ Psychiatry
551 ☐ Geriatrics	136 ☐ Psychology
552 ☐ Hematology	522 ☐ Pulmonary/Critical Care
506 ☐ Hospital Medicine	91 ☐ Radiation Oncology
31 ☐ Hyperbaric Medicine/Wound Care	523 ☐ Radiology
32 ☐ Infectious Disease	95 ☐ Rheumatology
530 ☐ Informatics	96 ☐ Sleep Medicine
553 ☐ Integrative Medicine	524 ☐ Surgery: Cardio/Vascular/Thoracic
554 ☐ Intensivist	525 ☐ Surgery: General
507 ☐ Internal Medicine	102 ☐ Surgery: Neurological
36 ☐ Nephrology	104 ☐ Surgery: Oral
533 ☐ Neurology	526 ☐ Surgery: Plastics
509 ☐ OB/GYN: General	110 ☐ Surgery: Transplant
510 ☐ OB/GYN: Subspecialties	527 ☐ Surgery: Trauma
555 ☐ Occupational Health	528 ☐ Urgent Care
511 ☐ Oncology	535 ☐ Urology
512 ☐ Ophthalmology	140 ☐ Other_____
128 ☐ Optometry	

5. Which of the following additional responsibilities go with the position?

219 ☐ Leadership   220 ☐ Research   221 ☐ Academic/teaching   222 ☐ None of these

6.	Was Locum Tenens used in conjunction with the search?	-1 ☐ Yes	32
		-2 ☐ No	

7.	Date search began?	35

8. *Position status?

36-1 ☐ Open   2 ☐ Filled   3 ☐ Canceled   4 ☐ Hold

9. **Primary Method** Used to Successfully Fill Position

40-15 ☐ Casual/Locum/Per Diem converted to Perm	8 ☐ Journal advertisements
2 ☐ Cold-calling	14 ☐ Organization Website
3 ☐ Direct mail	1 ☐ Provider-specific association meetings
4 ☐ Email	9 ☐ Referrals
18 ☐ Former Employee	10 ☐ Residency and fellowship programs
5 ☐ Internal Trainees	11 ☐ Search firms: contingency
16 ☐ Internal Transfer (Non-Resident/Trainee)	12 ☐ Search firms: retained
6 ☐ Internet Job Boards	17 ☐ Social Media
20 ☐ Job Fairs: Traditional	23 ☐ Virtual Events
21 ☐ Job Fairs: Virtual	13 ☐ Other_____

10.	Date position filled/placed on hold/canceled?	65
11.	*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 and provider recruitment	55 Years
4.	Years with organization	199 Years
5.	Position Title _____	223

6. Which role best reflects the position?
180-1 ☐ Executive   2 ☐ Director   3 ☐ Manager   4 ☐ Recruiter   5 ☐ Sourcer   6 ☐ Coordinator (Liaison)   7 ☐ Onboarder
    8 ☐ Other_____

7. Formal Education
47-1 ☐ High school diploma or equivalent   5 ☐ PhD, JD, EdD
   2 ☐ Associate degree or other two-year degree   6 ☐ MD, DO
   3 ☐ Bachelor's degree or other four-year degree   7 ☐ MD or DO (with Master's degree)
   4 ☐ Master's degree   8 ☐ Other_____

8. Certifications held, if any?
49 ☐ CMSR   78 ☐ SHRM-CP
224 ☐ CPRP (formerly FASPR)   79 ☐ SHRM-SCP
77 ☐ CSP   52 ☐ Other_____
50 ☐ FACHE   53 ☐ Other_____
51 ☐ FACMPE   54 ☐ None

9. What is your gender identity?
56-1 ☐ Male   2 ☐ Female   3 ☐ Non-binary / third gender   4 ☐ Prefer to self-describe _____   5 ☐ Prefer not to say

10.	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

11.	Do you supervise staff?	-1 ☐ Yes -2 ☐ No	59
12.	Do you regularly work from home/remotely?	-1 ☐ Yes, full-time -2 ☐ Yes, part-time -3 ☐ No	243

To be completed by organization's HR representative			
1.	Annual Base Compensation	$	61
2.	Eligible for bonus?	-1 ☐ Yes -2 ☐ No	605
3.	Annual Bonus/Incentive Amount	$	62
4.	*Annual Total Compensation (as reported on W-2)	$	63