



AAPPR

ASSOCIATION FOR ADVANCING
PHYSICIAN AND PROVIDER RECRUITMENT

2025 Recruitment Team Professional Compensation Benchmarking Survey

The Recruitment Team Professional Compensation 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 Marcy Dolnicek of Industry Insights, Inc. at (380)-223-9137, or email her at mdolnicek@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: April 4, 2025

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 113 <input type="checkbox"/> Government/Military 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.	What is your organization's annual budget for its internal physician and provider recruitment department? <i>Total amount budgeted (not actual costs) for the entire recruitment department. Sum should not include any items in the exclusion list. EXCLUSIONS: locums fees that may be incurred while seeking a replacement, provider salary, signing bonuses, relocation expenses, tuition reimbursement, or other benefits paid out to the provider.</i> \$ _____ 175												
5.	How many employees are in your organization's internal physician and provider recruitment department? <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th>Jan. 1, 2024</th> <th>Dec. 31, 2024</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Recruiters (mainly involved in provider recruitment)</td> <td style="text-align: center;"># 181</td> <td style="text-align: center;"># 184</td> </tr> <tr> <td style="text-align: center;">Other staff (typically includes coordinators, sourcers, onboarders, administrative, etc.)</td> <td style="text-align: center;"># 182</td> <td style="text-align: center;"># 73</td> </tr> <tr> <td style="text-align: center;">Total in Department</td> <td style="text-align: center;"># 183</td> <td style="text-align: center;"># 18</td> </tr> </tbody> </table>		Jan. 1, 2024	Dec. 31, 2024	Recruiters (mainly involved in provider recruitment)	# 181	# 184	Other staff (typically includes coordinators, sourcers, onboarders, administrative, etc.)	# 182	# 73	Total in Department	# 183	# 18
	Jan. 1, 2024	Dec. 31, 2024											
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Other staff (typically includes coordinators, sourcers, onboarders, administrative, etc.)	# 182	# 73											
Total in Department	# 183	# 18											
6.	How many recruiters (those mainly involved in provider recruitment) left your department during the year? # 185												

7.	How many other staff employees (typically includes coordinators, sourcers, onboarders, administrative, etc.) left your department during the year?	#	90
8.	How many searches did your organization perform in calendar year 2024?	Physician Searches	# 71
		APP Searches	# 72
		Other Searches	# 112
		Total Searches	# 5
9.	<p>What type of employed physician compensation model is used at your organization? (Select all that apply)</p> <p>²⁴⁶ <input type="checkbox"/> Salaried / Income Guarantee <i>A fixed amount of money paid to the physician regardless of productivity or performance (May be defined for a specific amount of time employed, e.g., two-year guarantee)</i></p> <p>²⁴⁷ <input type="checkbox"/> Capitation <i>A per-member-per-month payment, typically made prospectively for the month</i></p> <p>²⁴⁸ <input type="checkbox"/> Production / Fee-For-Service / RVU-based <i>A variable amount of money based on the relative value units (RVUs) assigned to each service performed by the physician</i></p> <p>²⁴⁹ <input type="checkbox"/> Net-collections <i>A percentage of the revenue collected from the physician's services after deducting expenses</i></p> <p>²⁵⁰ <input type="checkbox"/> Pay-for-Performance / Salary-plus-incentive <i>A combination of a base salary and a bonus based on performance</i></p> <p>²⁵¹ <input type="checkbox"/> Partnership / Revenue Less Expenses <i>Based on the physician's share of the entire practice revenue less their share of the total practice expenses</i></p> <p>²⁵² <input type="checkbox"/> Value Based Care <i>Incorporates various incentives for meeting long-term goals; physician is financially rewarded for meeting goals</i></p> <p>²⁵³ <input type="checkbox"/> Other _____</p> <p>²⁵⁴ <input type="checkbox"/> Unsure</p>		
10.	How many providers were employed by your organization as of the end of calendar year 2024?	Physicians	# 3
		APPs	# 4
11.	How many candidates participated in site visits/interviews during calendar year 2024?	#	6
12.	How many offers were extended to providers during calendar year 2024?	#	8
13.	How many offers were accepted during calendar year 2024?	#	10
14.	How many providers left your organization during calendar year 2024?	Voluntary	# 12
		Involuntary	# 13
		Total	# 14
15.	Approximately what percent of your physician searches were to replace a departing physician?	%	186
16.	Approximately what percent of your APP searches were to replace a departing APP?	%	242
17.	Did you use any contingent or retained search firms to fill searches in 2024?	⁹¹⁻¹ <input type="checkbox"/> Contingent ² <input type="checkbox"/> Retained ³ <input type="checkbox"/> Both ⁴ <input type="checkbox"/> Neither	
	If yes, for how many searches did you use a search firm?	#	188
	How many search firms were used in 2024?	#	189
	What was your total search firm expense in 2024?	\$	190

18. 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 <input type="checkbox"/> ACCESS Database	717 <input type="checkbox"/> Kenexa	694 <input type="checkbox"/> SmartSheet
723 <input type="checkbox"/> ApplicantStack	705 <input type="checkbox"/> Kontakt Intelligence (KI)	697 <input type="checkbox"/> Sniperhire
715 <input type="checkbox"/> Avature	737 <input type="checkbox"/> NetSuite	733 <input type="checkbox"/> Innovative Cloud Solutions-Recruit MD
722 <input type="checkbox"/> CRM, formerly Recruiter Logix	691 <input type="checkbox"/> PeopleFluent	710 <input type="checkbox"/> Taleo
728 <input type="checkbox"/> Doc in a Box	692 <input type="checkbox"/> PracticeLink	698 <input type="checkbox"/> Ultimate
703 <input type="checkbox"/> Excel Spreadsheet (Exclusively)	708 <input type="checkbox"/> PracticeMatch	699 <input type="checkbox"/> UltiPro
736 <input type="checkbox"/> Genesis	704 <input type="checkbox"/> Proprietary/Homegrown	
690 <input type="checkbox"/> HealthCare Source Position Manager	709 <input type="checkbox"/> Recruiting Mgmt. System by HCP Navigator	695 <input type="checkbox"/> WorkDay
713 <input type="checkbox"/> ICIMS	693 <input type="checkbox"/> REDCap	716 <input type="checkbox"/> Zoho
696 <input type="checkbox"/> Infor	732 <input type="checkbox"/> SalesForce	711 <input type="checkbox"/> Other _____
720 <input type="checkbox"/> JobVite	734 <input type="checkbox"/> SkillsSurvey	

19. 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

20. 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

Recruiter Profile

To be completed by recruitment team leader

1.	Recruiter Initials / Tracking Code (used to identify the position)	45
2.	Zip code where the employee 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 of the recruitment professional? 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 (Liaison) 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 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 256 <input type="checkbox"/> PHR	

9. What is the recruitment professional's 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...	Sourcing	%	226
	Screening	%	244
	Interviewing/Site Visits	%	245
	Contract Negotiations and Offers	%	227
	Locums Oversight	%	228
	Provider Onboarding	%	229
	Provider Retention	%	230
	Administration (inc. meetings, logistics, coordination, etc.)	%	231
	Other _____	%	232
	Total (should add to 100%)	%	233

11.	Does the recruitment professional supervise staff?	-1 <input type="checkbox"/> Yes -2 <input type="checkbox"/> No	59
12.	Does the recruitment professional regularly work from home/remotely?	-1 <input type="checkbox"/> Yes, full-time -2 <input type="checkbox"/> Yes, part-time -3 <input type="checkbox"/> No	243
1.	Annual Base Cash Compensation	\$	61
2.	Eligible for bonus?	-1 <input type="checkbox"/> Yes -2 <input type="checkbox"/> No	605
3.	Annual Cash Bonus/Incentive Amount	\$	62
4.	*Annual Total Cash Compensation (as reported on W-2)	\$	63