



2017 MICHIGAN PHYSICIAN RECRUITER AND PHYSICIAN LIAISON SURVEY

Please note MRRN partners with Medical Opportunities, a service of the Michigan Health Council, to conduct the survey as a third party person or organization in keeping with the Department of Justice and Federal Trade Commission Enforcement Policy on Hospital Participation in Exchanges of Price and Cost Information. All information is held in a confidential manner. Under no circumstances will participant responses be viewed or made available to any individual person or institution.

Directions: Complete the answers then enter the information at: <https://www.surveymonkey.com/r/MRRN2017Survey>

DEMOGRAPHICS

2. PRACTICE TYPE

- SOLO PRACTICE – One physician in the practice.
- SINGLE SPECIALTY – Practice that focuses its clinical work in one specialty.
- MULTISPECIALTY – Practice that consists of physicians in different specialties.
- HOSPITAL – Consists of physicians practicing in a hospital with primary care specialties and surgical specialties.
- ACADEMIC MEDICAL CENTER
- RURAL HEALTH CLINIC
- CRITICAL ACCESS HOSPITAL
- RETAIL HEALTH CLINIC

3. What is the total number of medical staff members? (Physicians and Advanced Practice Providers) _____

4. What percentage of the medical staff is employed? _____%

5. What was the percentage of medical staff turnover rate in 2016? _____%

6. What is the general population of the PRACTICE SERVICE AREA?

- | | | |
|--|--|---|
| <input type="checkbox"/> < 10,000 | <input type="checkbox"/> 10,001 – 50,000 | <input type="checkbox"/> 50,001 – 100,000 |
| <input type="checkbox"/> 100,001 – 250,000 | <input type="checkbox"/> 250,001 – 500,000 | <input type="checkbox"/> > 500,000 |

PROFESSIONAL

7. Position title

- | | |
|---|--|
| <input type="checkbox"/> Vice President, Physician/Provider Recruitment | <input type="checkbox"/> Vice President, Physician Services |
| <input type="checkbox"/> Director, Physician Recruitment | <input type="checkbox"/> Director, Physician Recruitment and Retention |
| <input type="checkbox"/> Director, Practice Management | <input type="checkbox"/> Manager, Physician/Provider Recruitment |
| <input type="checkbox"/> Senior Physician Recruiter | <input type="checkbox"/> Physician Recruiter |
| <input type="checkbox"/> Physician Recruitment Coordinator/Assistant | <input type="checkbox"/> Physician/Provider Relations/Liaison |
| <input type="checkbox"/> Practice Manager | <input type="checkbox"/> Other _____ |

8. What is the title of the person you report to? _____

9. How long have you been in your position? _____

10. How many years of recruitment experience? _____

11. What is your base compensation? \$ _____

12. Are you considered a full time or part time employee? _____

13. How many hours per week is considered full time? _____

14. Do you allow full time hours to be achieved in a shorter work week (i.e. Four 10 hour work days)? _____

15. On average, how many hours do you work per week? _____

16. How many hours are you paid to work per week? _____

17. If applicable, what is your bonus compensation? \$ _____ N/A _____

18. If you receive a bonus, what criteria is used to determine bonus
____ performance goal ____ number of searches filled ____ other measurable criteria (please explain) ____ N/A

19. How long have you been a member of Michigan Recruitment and Retention Network?
____ 1 year or less ____ 2 – 3 years ____ 4 – 5 years ____ 6 – 7 years ____ 8 years or more ____ N/A

20. What percentage of your time is dedicated to physician recruitment?
____ 0% ____ < 40% ____ 41 – 60% ____ 61 – 80% ____ 81 – 99% ____ 100% ____ N/A

21. What percentage of your time is dedicated to non- recruitment, retention or liaison duties?
____ 0% ____ < 40% ____ 41 – 60% ____ 61 – 80% ____ 81 – 99% ____ 100% ____ N/A

22. Do you recruit Advanced Practice Providers (APP)? _____ Yes _____ No

23. Do you recruit for professions other than Physicians and APP? _____ Yes _____ No

24. If you are a Liaison, how many providers do you support? _____
If you do not have recruitment duties, this ends the survey. Thank you for your participation.

RECRUITMENT METRICS

26. How many searches did your organization have in 2016? _____

27. How many of the total searches in 2016 were filled? _____

28. How many searches did you individually fill in 2016? _____

29. How many searches in 2016 were left unfilled? _____

30. What percentage of all providers recruited in 2016 are graduates of Michigan training programs? _____%

31. What percentage of all providers recruited in 2016 are new graduates? _____%

32. What percentage of all providers recruited in 2016 are International Medical Graduates? _____%

33. What percentage of the providers recruited by your organization in 2016 are employed vs private practice?
Employed _____% Private Practice _____%

34. What percentage of the searches filled in 2016 were filled with the assistance of a firm (contingency and/or retained)? _____%

35. On average, what was the ratio of offers extended to offers accepted? Extended _____ Accepted _____

36. On average, how many candidate interviews are required to fill each search? _____

37. For each specialty that represents a search for your organization in 2016, indicate the average number of days to fill. Definition of average number of days to fill: the number of days between the date the search was initiated and the date of a signed agreement.

Emergency Medicine _____ Family Medicine _____ Internal Medicine _____ Obstetrics/Gynecology _____
 Psychiatry _____ General Surgery _____ Hospitalist _____ Neurology _____ Orthopedic Surgery _____
 Otolaryngology _____ Physician Assistant _____ Nurse Practitioner _____

38. How many searches are you currently responsible for? _____

39. What percentage of current searches are replacement vs new opportunities?

Replacement _____% New Opportunities _____%

40. How many searches do you currently manage for the following specialties?

Family Medicine _____ Internal Medicine _____ General Pediatrics _____ Obstetrics/Gynecology _____
 General Surgery _____ Orthopedic Surgery _____ Psychiatry _____ Surgical Disciplines _____
 Medical Disciplines _____ NP _____ PA _____

Please provide the averages by specialty. If no data is available leave the space blank.

	41. What are the starting salaries for new graduates?	42. What are average salaries?	43. In the employment agreement, what are the hours per week?	44. How many hours per week are worked?
Family Medicine				
Internal Medicine				
General Pediatrics				
Obstetrics/Gynecology				
General Surgery				
Orthopedic Surgery				
Psychiatry				
Surgical Disciplines				
Medical Disciplines				
Nurse Practitioner				
Physician Assistant				

45. What was the cost per filled search for your department in 2016?

Advertising costs, interview expenses (travel, lodging, meals, entertainment), and search firm fees. Please exclude any provider expenses (salary, sign on, relocation, loan repayment).

46. Does your employer offer:

Loan repayment? _____ Always _____ Sometimes _____ Never
 Signing bonuses? _____ Always _____ Sometimes _____ Never
 Financial Stipends to Residents? _____ Always _____ Sometimes _____ Never
 Early Signing Stipends to Students? _____ Always _____ Sometimes _____ Never

DEADLINE: JUNE 30, 2017

Enter your survey answers at: <https://www.surveymonkey.com/r/MRRN2017Survey>

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