

2010 Corporate Contributor ASPR Member Survey

The Medicus Firm conducted its third annual ASPR member survey in order to gain insight into the physician search market from the perspective of those recruiting internal staff for their hospitals and physician groups. Emails were sent to 1,660 ASPR members and 124 completed the online survey. The survey was conducted and the results were compiled independently of the Association of Staff Physician Recruiters.

Surgical Specialties, PCPs Most Difficult to Recruit

Surgical specialists such as general surgeons, orthopedic surgeons, neurosurgeons and urologists were rated "most difficult" to recruit, with last year's leader, primary care, coming in as the second most difficult. Primary care includes internal medicine, family practice, and pediatrics. Hospital based specialists (hospitalists, anesthesiologists, etc.) were rated "least difficult".

Supply and Demand, Economy Add Challenges

Most of the recruiters surveyed (61%) felt that a combination of increased demand and decreased supply of physicians has caused physician recruiting to become "more difficult". Of the respondents, 80.3% stated that recruiting doctors today is at least "as difficult" to recruit physicians than in years past, with 73% of responses indicating that it is more difficult, which is a 4% increase over last year.

Internet job boards remain the most popular tool utilized by in-house recruiters for sourcing candidates, for the third consecutive year. 51% of respondents chose job boards as the "most effective" method. "Working with physician recruiting firms" ranked second highest. 20% of respondents listed search firms as their "most effective" method of sourcing candidates, a 10% increase over last year. "Networking with current physicians on staff" ranked third, rated "most effective" by 17% of respondents.

Based on the survey results, search firm utilization increased as well. "Regular" users of search firms increased from about 20% to nearly 27% among ASPR respondents.

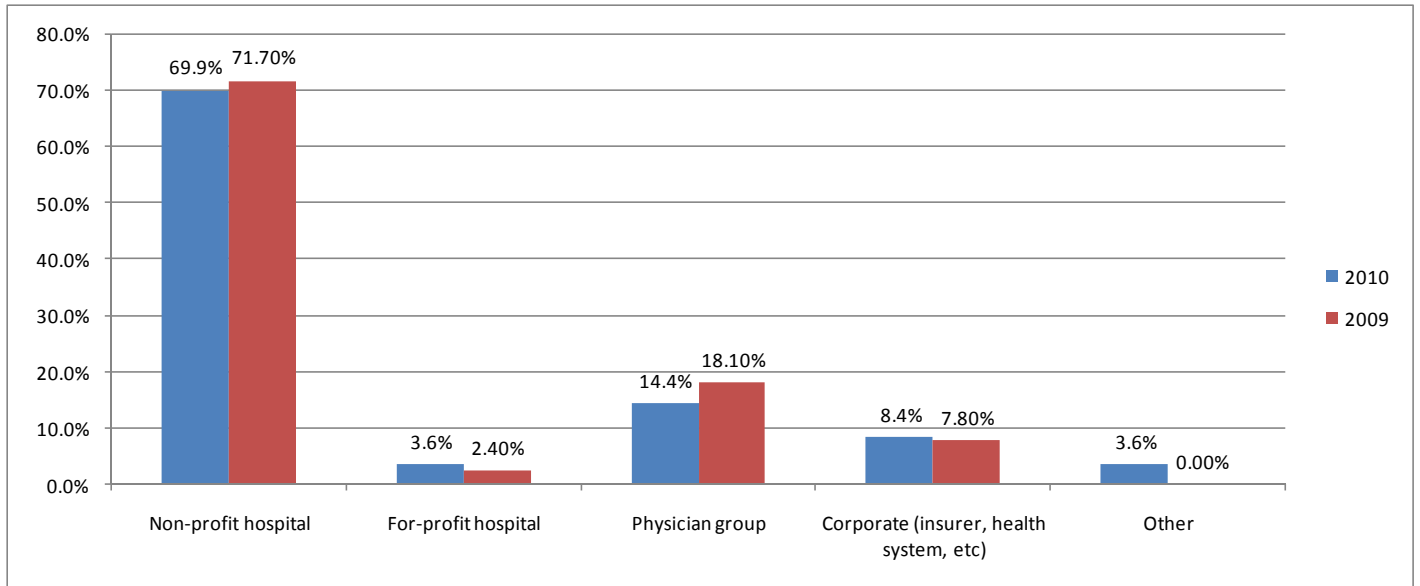
Daily solicitations from physician search firms have remained consistent from last year. Of the internal recruiters, 57% report that they field more than six solicitations daily, with 20% receiving 11+ solicitations from search firms.

Highlights

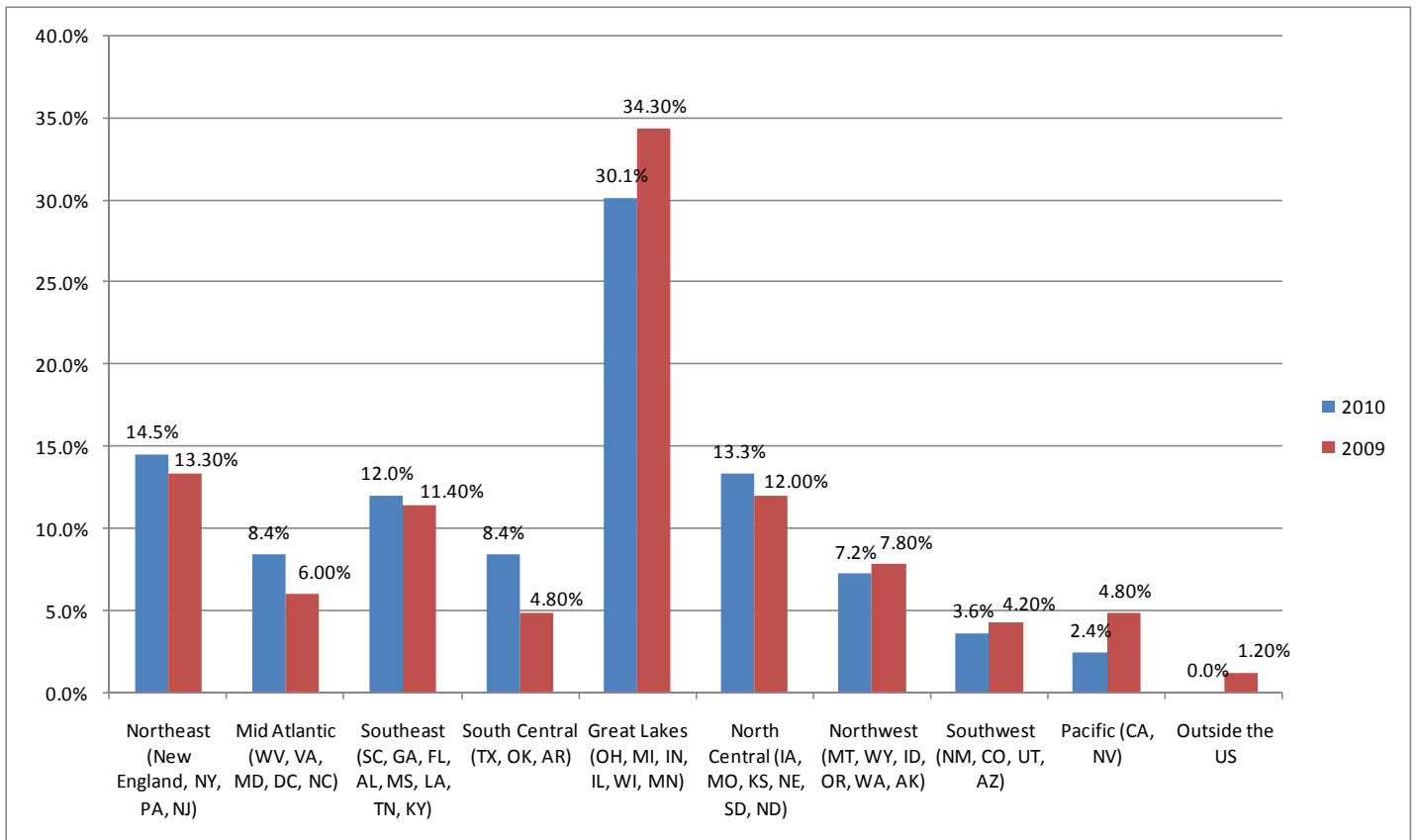
- **Difficulty sourcing enough qualified candidates is the number one issue facing survey respondents**
- **57% of internal physician recruiters receive at least 6 solicitations per day from recruiting firms**
- **72.4% feel that physician recruiting has grown "more difficult"**
- **Physician job boards ranked highest as the preferred sourcing tool for internal physician recruiters for the third consecutive year**
- **Openings for surgical specialists were rated "most difficult" to fill**

2010 Survey Results

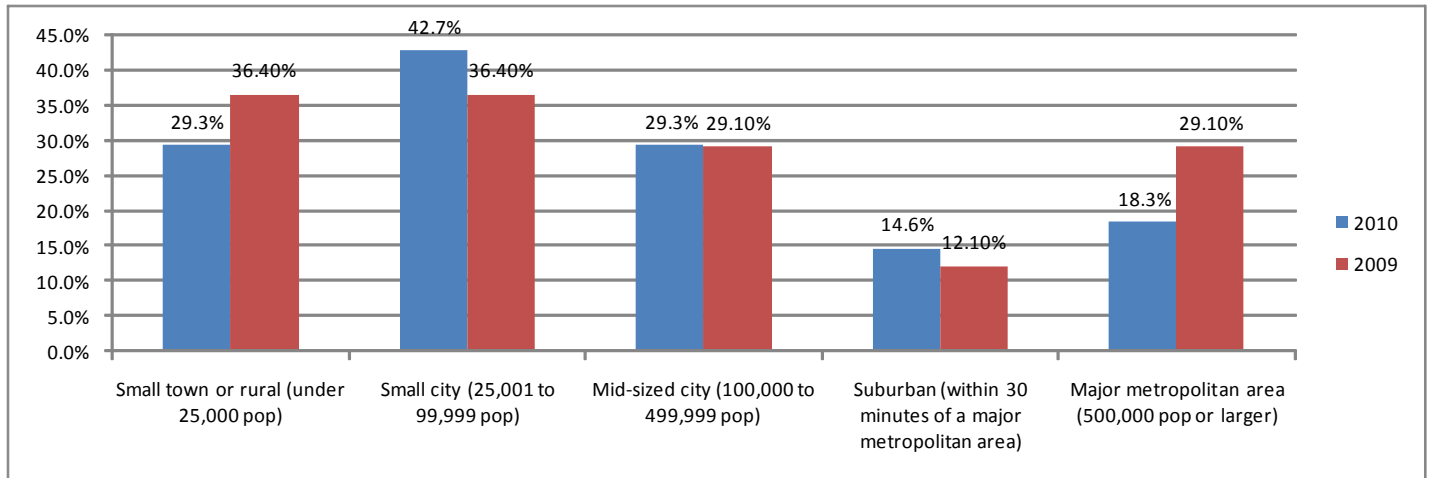
Q1. Which of the following best describes your current employer?



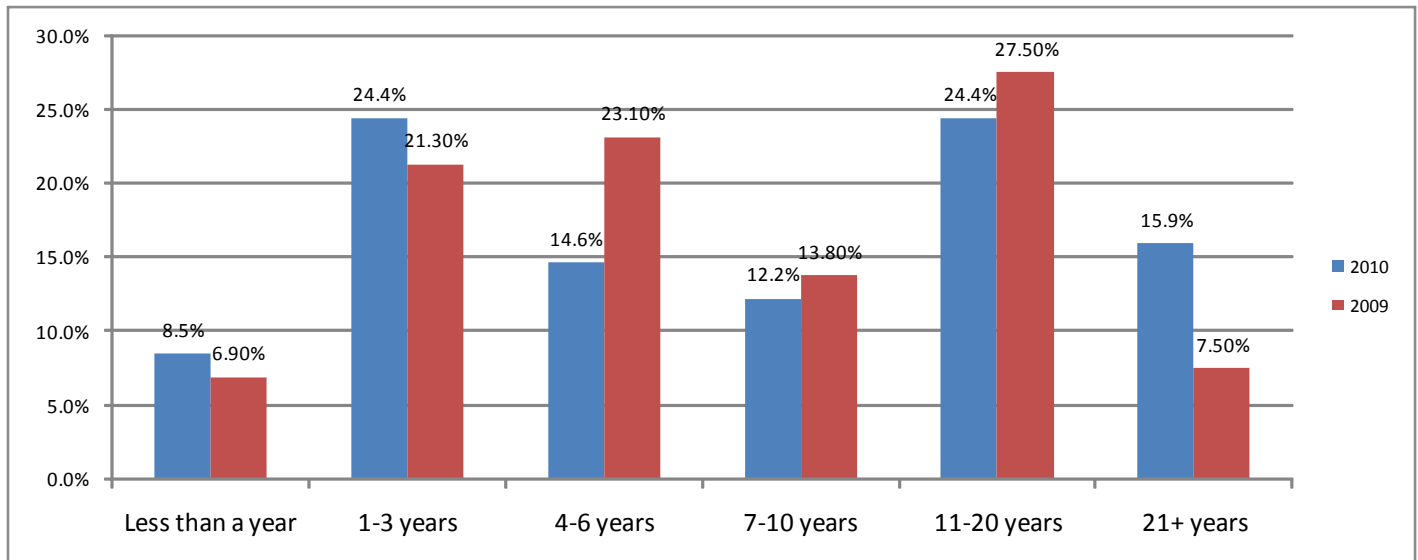
Q2. In which region of the US do you work?



Q3. To what size community do you typically recruit? (you may choose more than one)



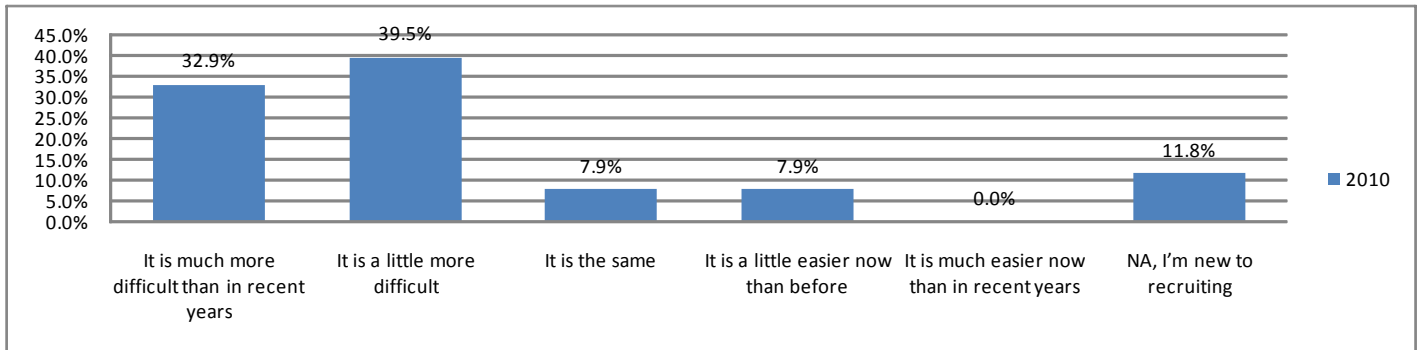
Q4. How long have you been recruiting physicians?



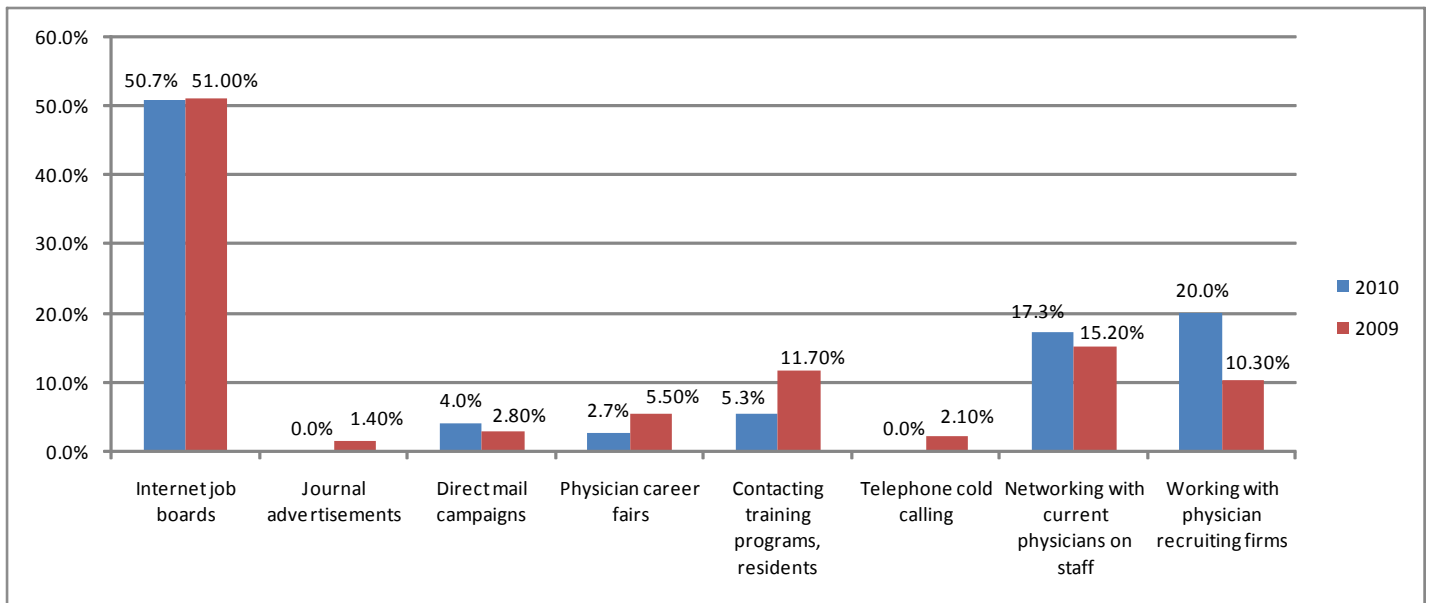
Q5. Please rank the following physician search categories in terms of difficulty.

	2010	2009
Primary care (IM, FP, PED)	Difficult	Most Difficult
Surgical specialties (GS, ORS, NS, UR, etc)	Most Difficult	Difficult
Medicine subspecialties (CD, PUD, NEPH, etc)	Easier	Easier
Hospital based (Hospitalist, ANES, RAD, etc)	Easiest	Easiest

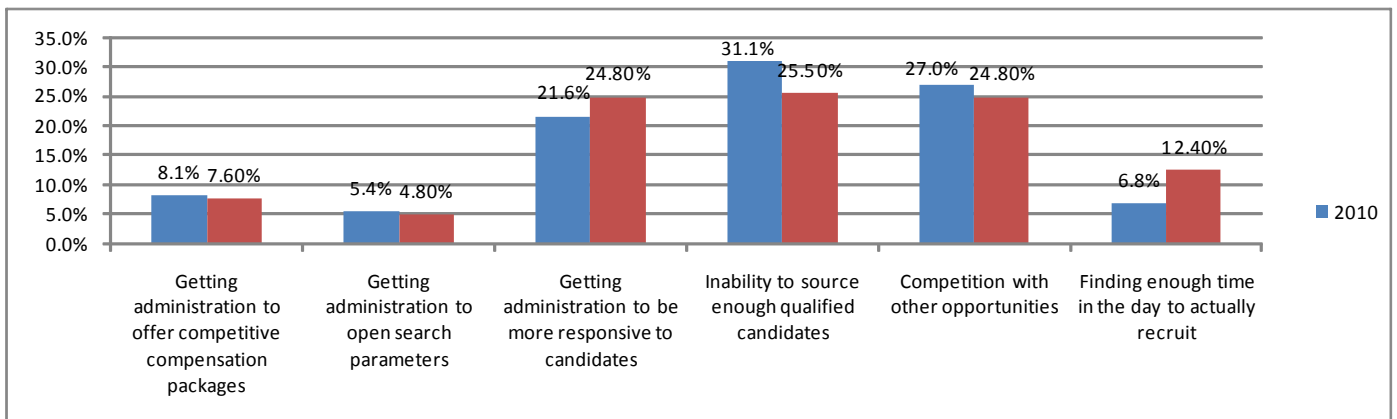
Q6. How do you feel the process of recruiting physicians has changed over the last several years?



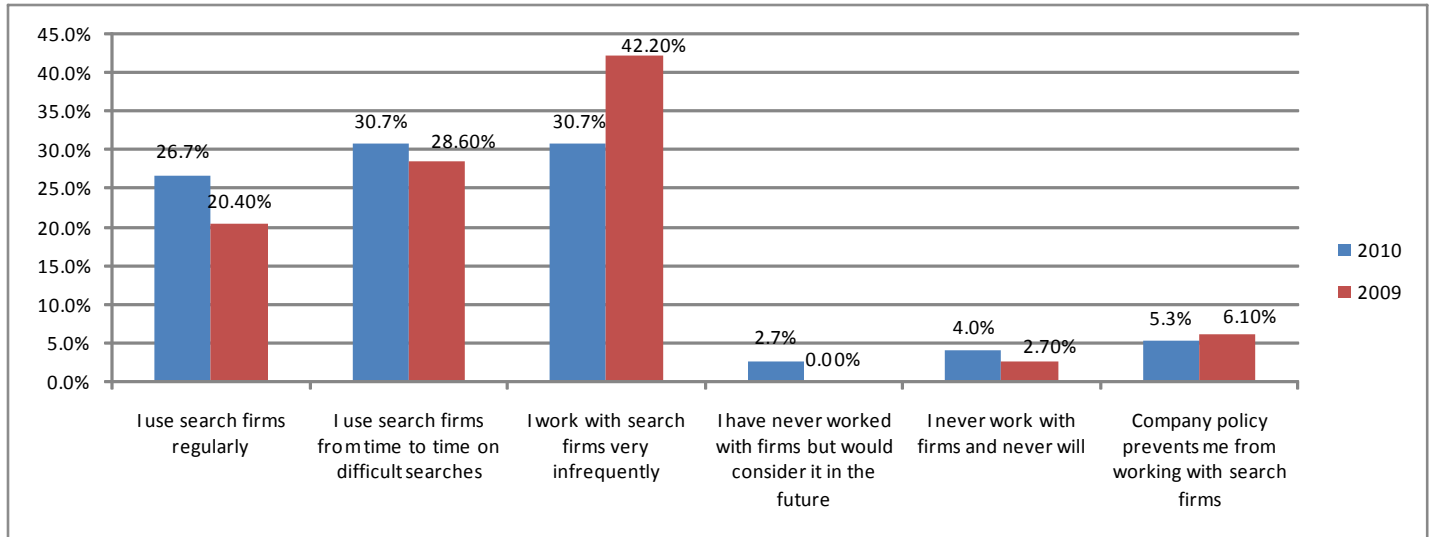
Q7. Which of the following do you find to be the most effective in sourcing physicians?



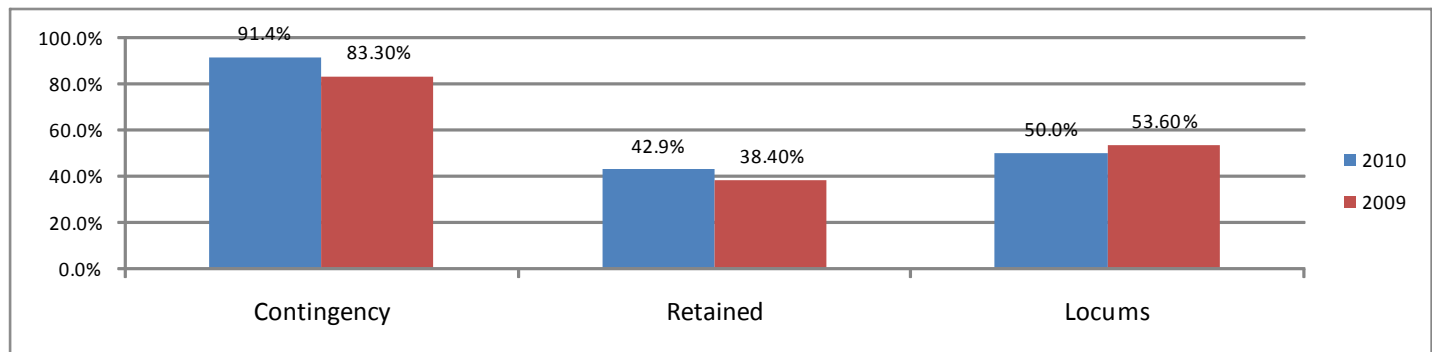
Q8. What is the greatest challenge you face in filling your searches?



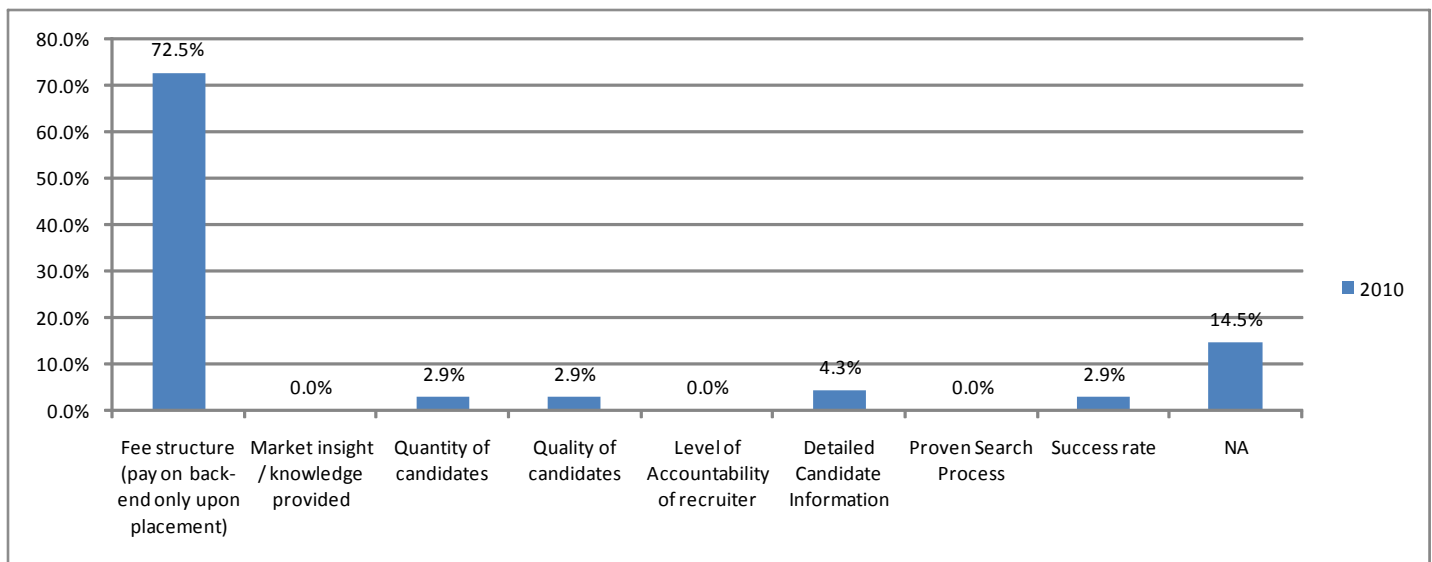
Q9. Which of the following best characterizes your usage of search firms?



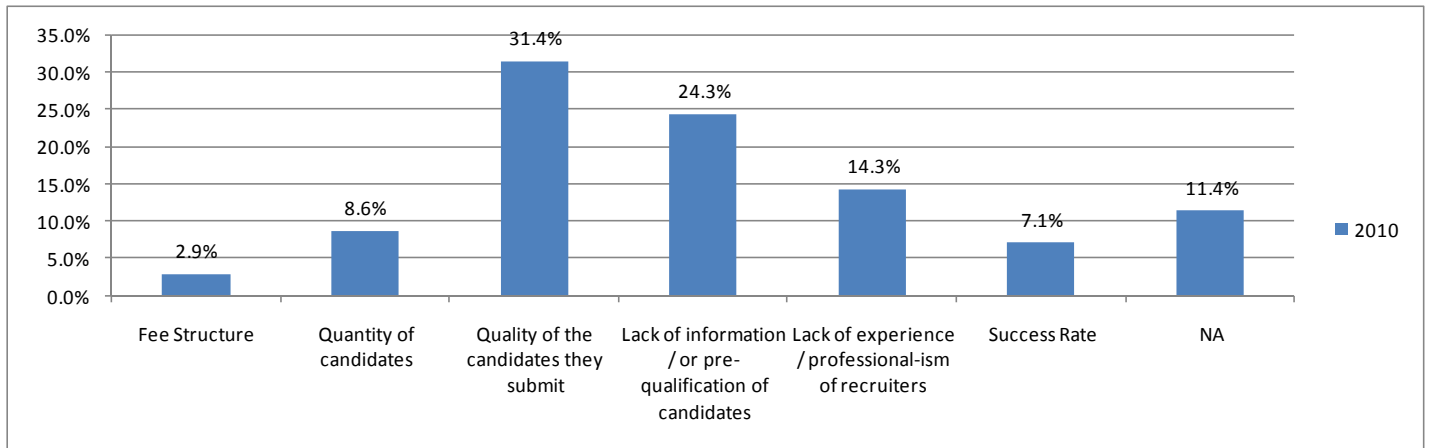
Q10. What types of firms do you work with? (Please check all that apply)



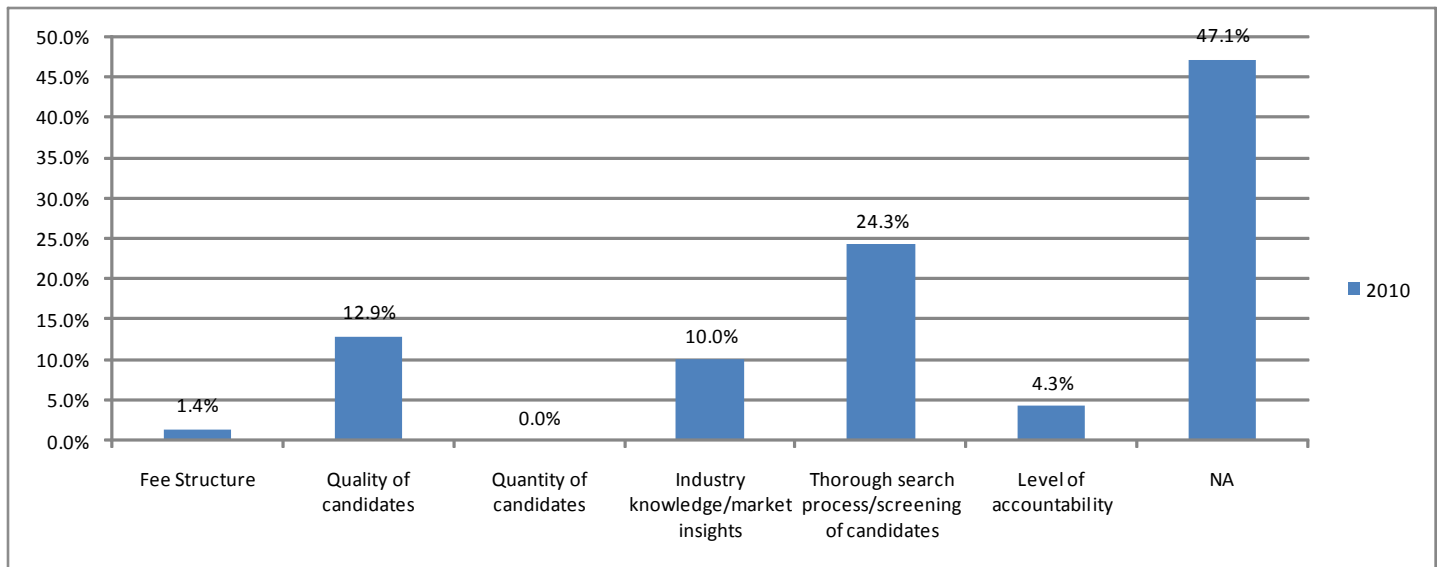
Q11. If you work with contingency firms, what do you like BEST about them?



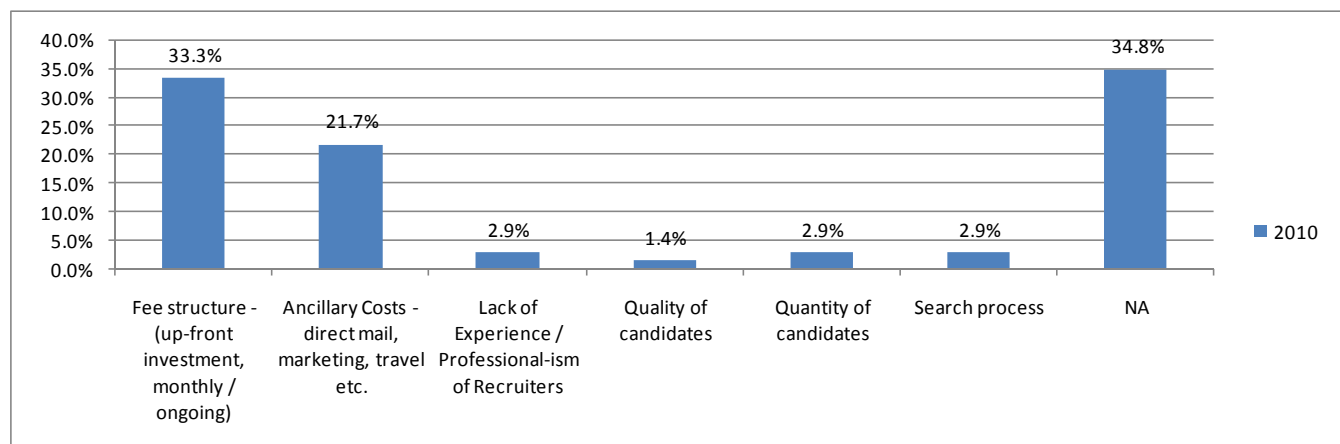
Q12. If you work with contingency firms, what do you like LEAST about them?



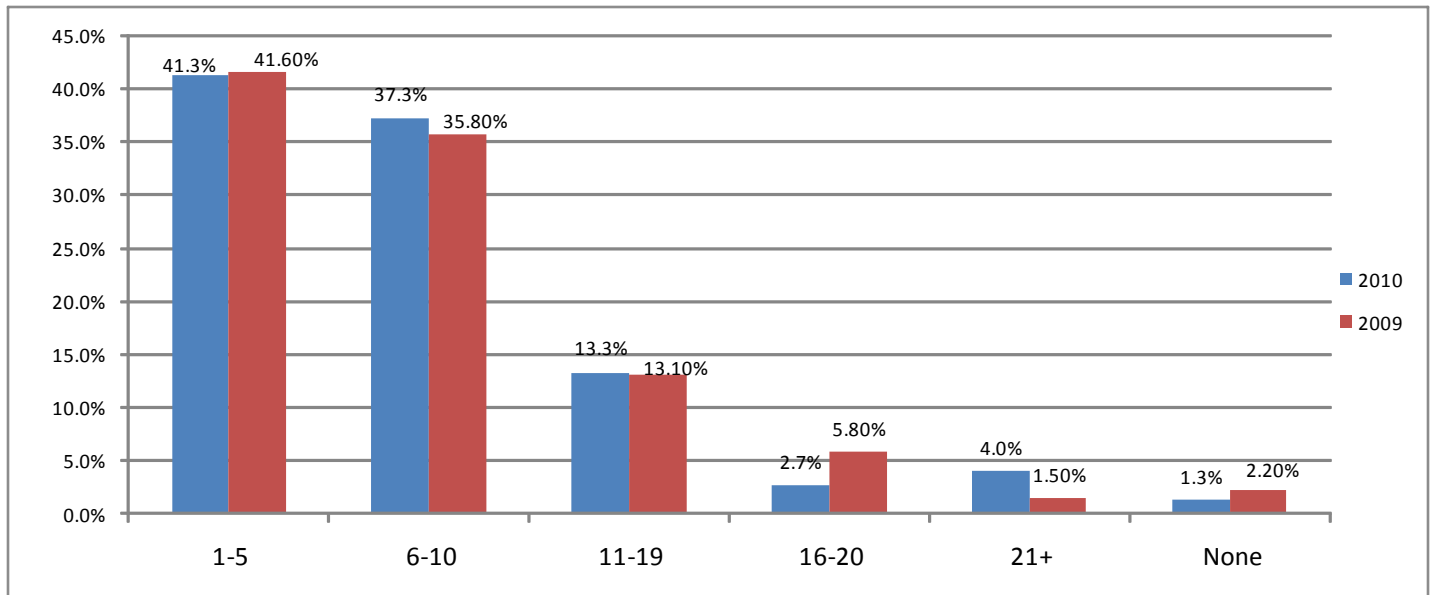
Q13. If you work with retained firms, what do you like BEST about them?



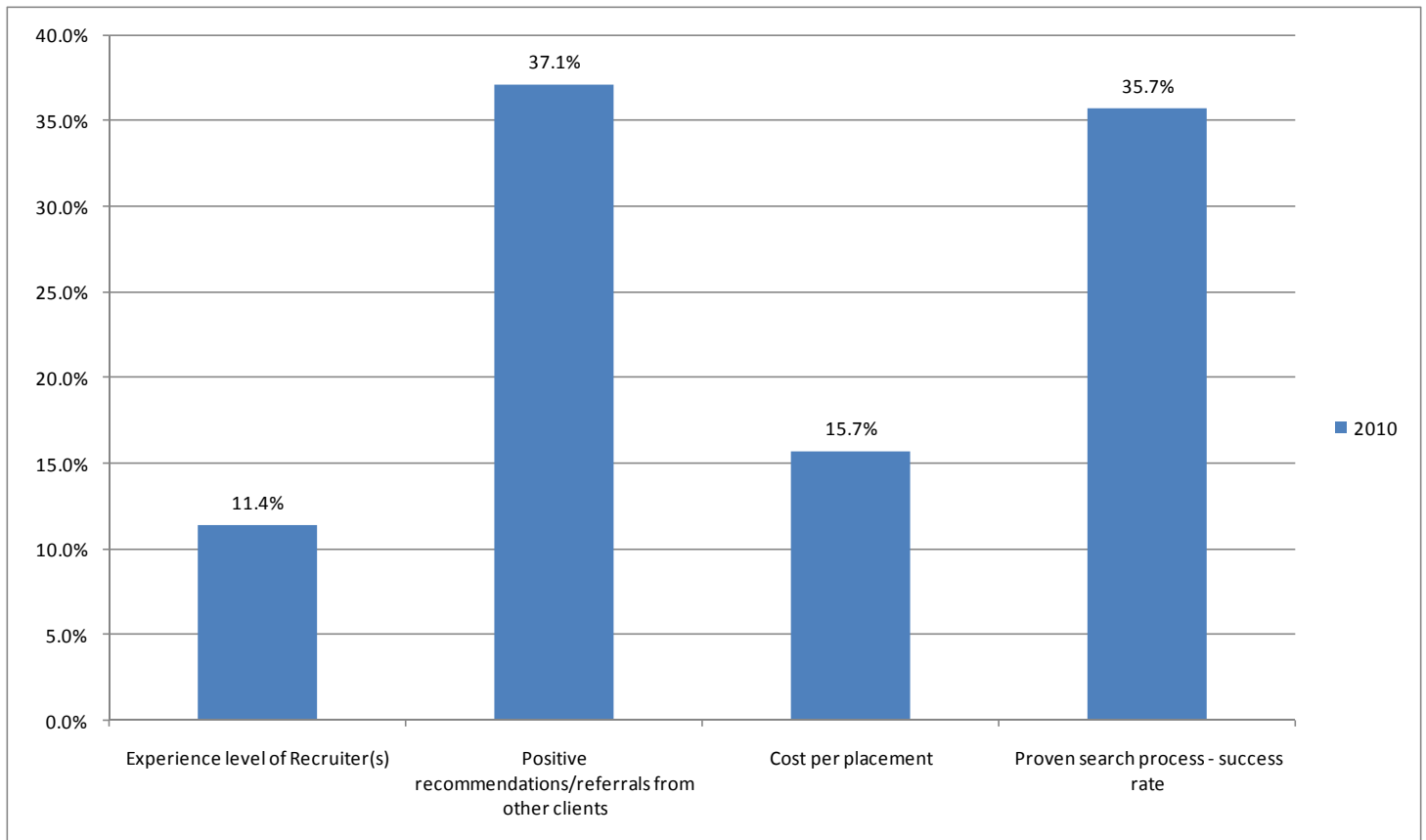
Q14. If you work with retained firms, what do you like LEAST about them?



Q15. How many calls per day (both received and voice mails) would you estimate that you receive from physician recruiters and locum tenens firms?



Q16. When deciding on a firm (either contingent or retained) to engage for physician search, what is ultimately the most important deciding factor?



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For customized survey responses in your region, please
contact The Medicus Firm for a free report.

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The Medicus Firm is a national
physician search firm with offices in
Atlanta, GA and Dallas, TX. Our unique
model stresses accountability and
results.

Since 2001, we have assisted a broad
range of clients, spanning the United
States, to address their permanent
physician staffing needs.

