

2009 Corporate Contributor ASPR Member Survey

The Medicus Firm (*formerly Medicus Partners/The MD Firm*) conducted its second 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. 1,380 emails were sent to ASPR members and 166 completed the online survey. The survey was conducted and the results were compiled independently of the Association of Staff Physician Recruiters.

Primary Care - Most Difficult

Family practice, internal medicine and pediatric searches were highlighted as the most difficult to fill by survey respondents, up from being second most difficult to fill in 2008. The least-difficult searches to fill continue to be hospital-based specialties. In 2008, the most difficult searches to fill, surgical specialties dropped to the second most challenging to fill in 2009.

Job Boards Popular, Success Hard to Come By

By a large margin, internet job boards continue to be the preferred method of sourcing candidates for hospitals and physician groups. Networking with current staff physicians, direct contact of training programs and working with physician search firms rounded out the preferred methods of sourcing candidates.

Of the respondents, 82.1% stated that recruiting doctors today is at least as difficult to recruit physicians than in years past with 69% of responses indicating that it is more difficult.

In-house recruiters now list finding enough qualified candidates as the primary limiting factor in filling their searches. The scarcity of well-qualified candidates and relative difficulty of finding them has not led to increased utilization of search firms. Although 49% of internal recruitment professionals still use search firms just one in five internal recruiters described their use of physician search firms as "regular." The survey revealed a 6.6% drop in the use of contingent firms but only a .4% decrease in the use of retained search firms from 2008.

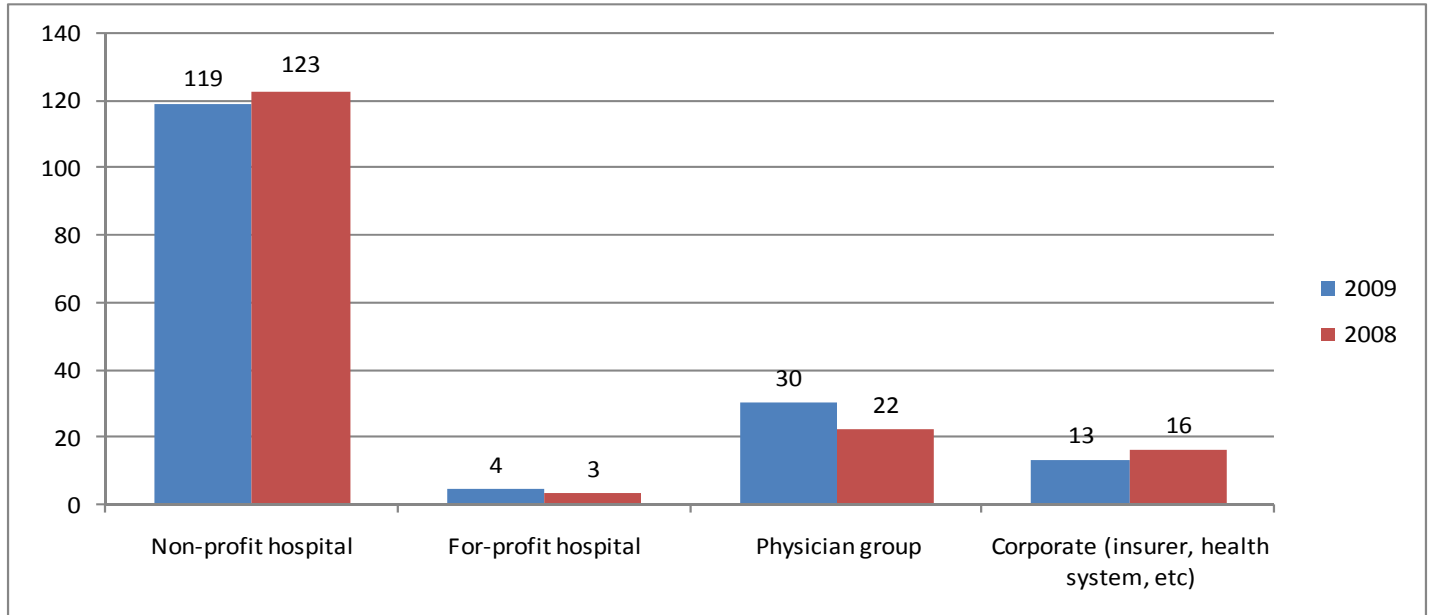
Daily solicitations from physician search firms are on the rise, more than likely due to the sputtering economy. Of the internal recruiters, 56.2% field more than 6 solicitations on a daily basis with more than 20% getting 11+ solicitations.

Highlights

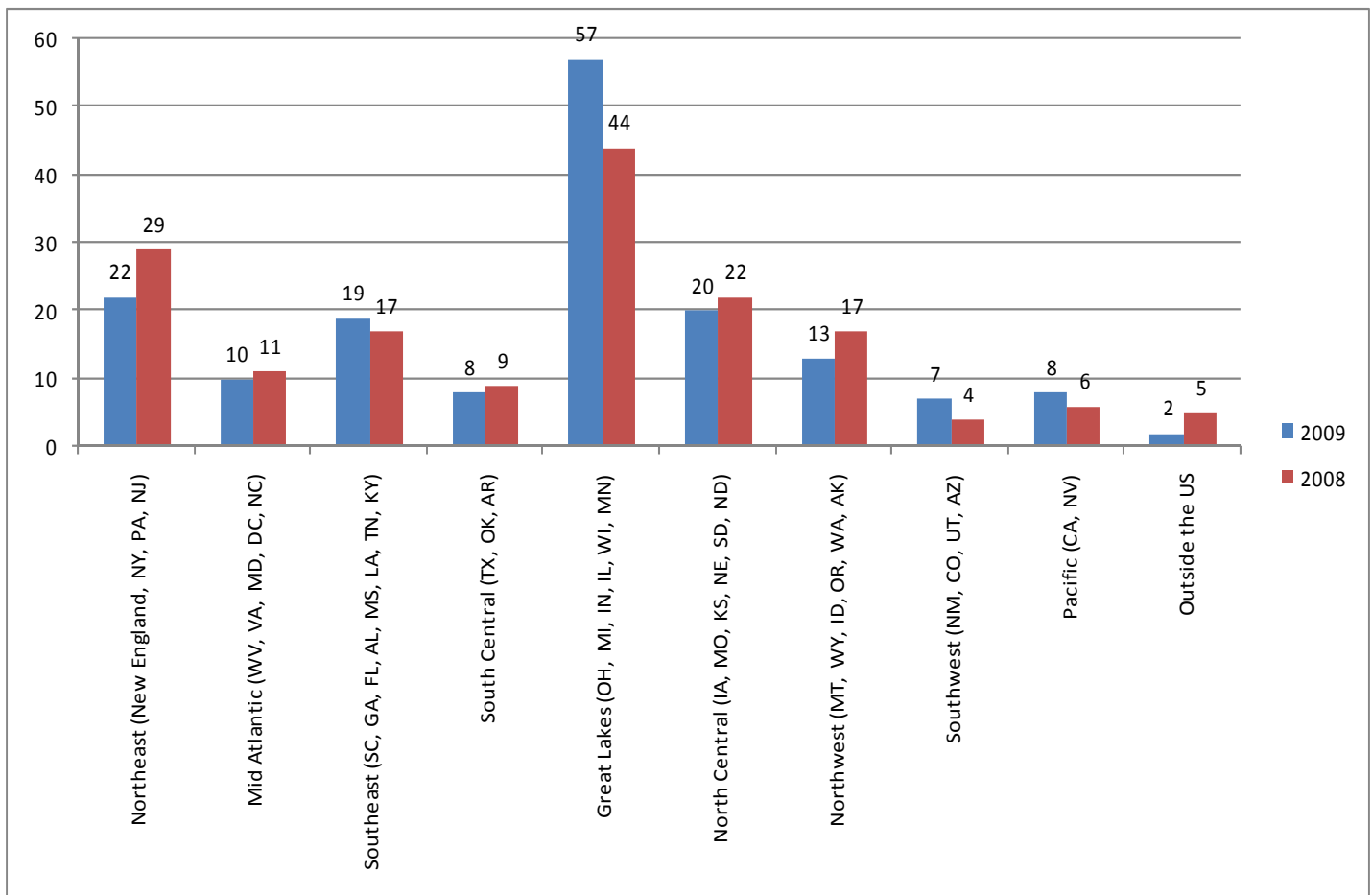
- **Difficulty sourcing enough qualified candidates is the number one issue facing survey respondents**
- **56.2% of internal physician recruiters receive at least 6 solicitations per day from recruiting firms**
- **The regular use of physician search firms dropped 6.1% to 49%**
- **Physician job boards ranked first as the preferred sourcing tool for internal physician recruiters for the second year in a row**
- **Primary Care searches are the hardest to fill**

2009 Survey Results

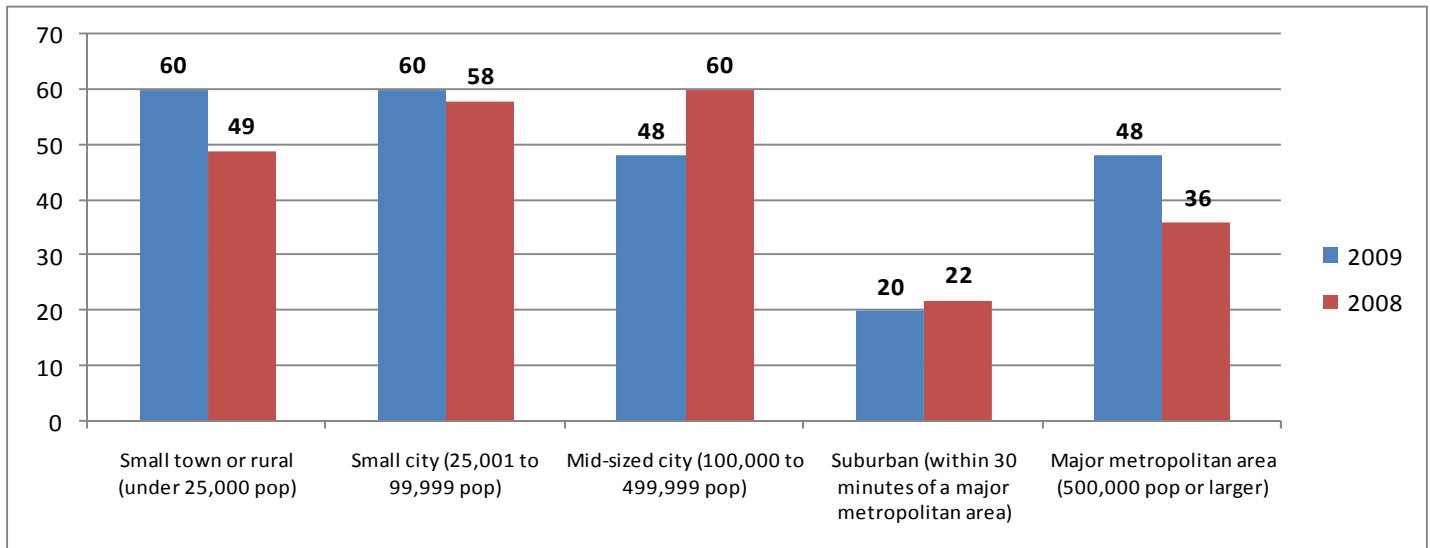
Q1. Which of the following best describes your current employer?



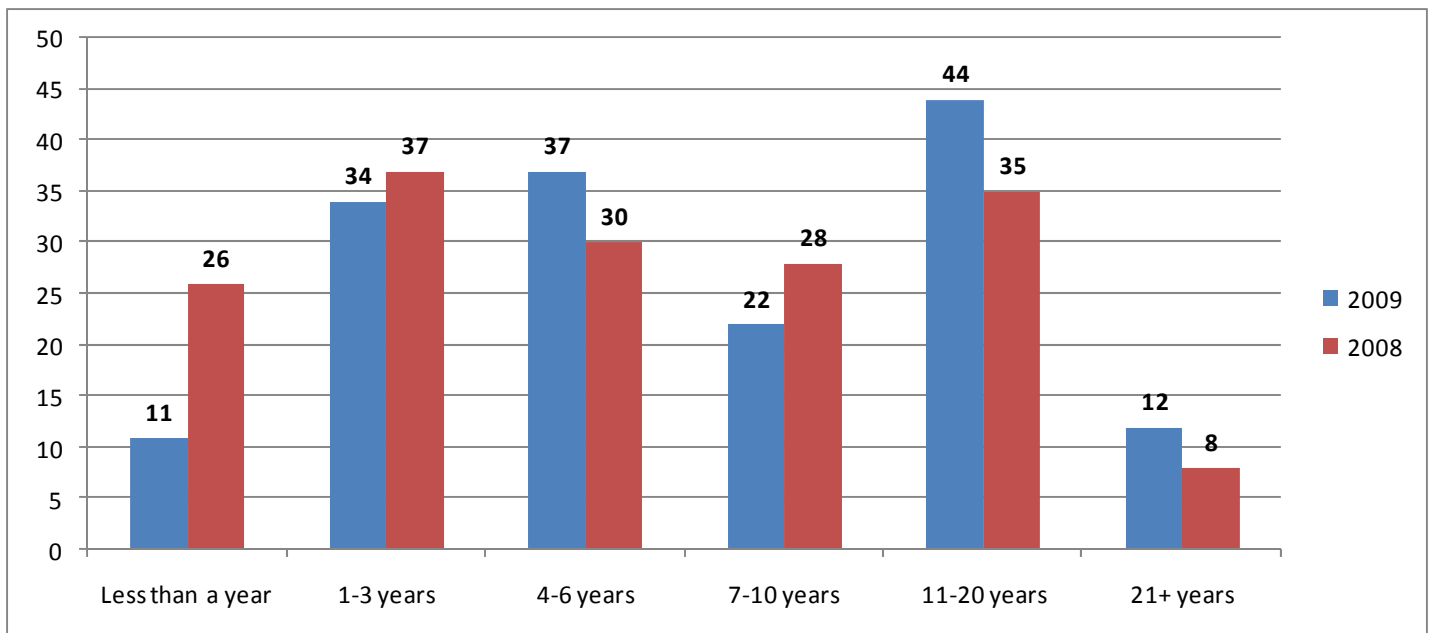
Q2. In which region of the US do you work?



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



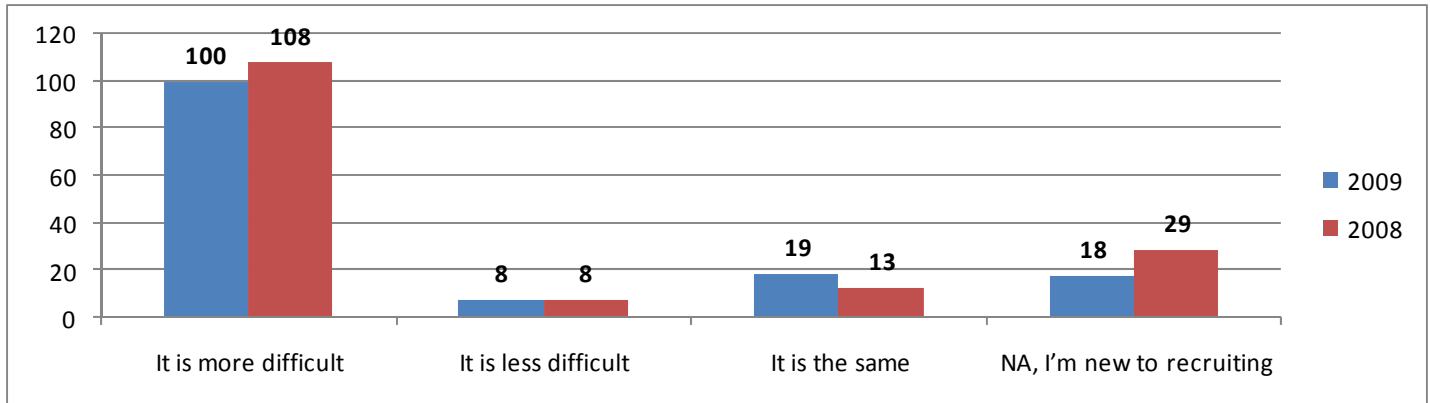
Q4. How long have you been recruiting physicians?



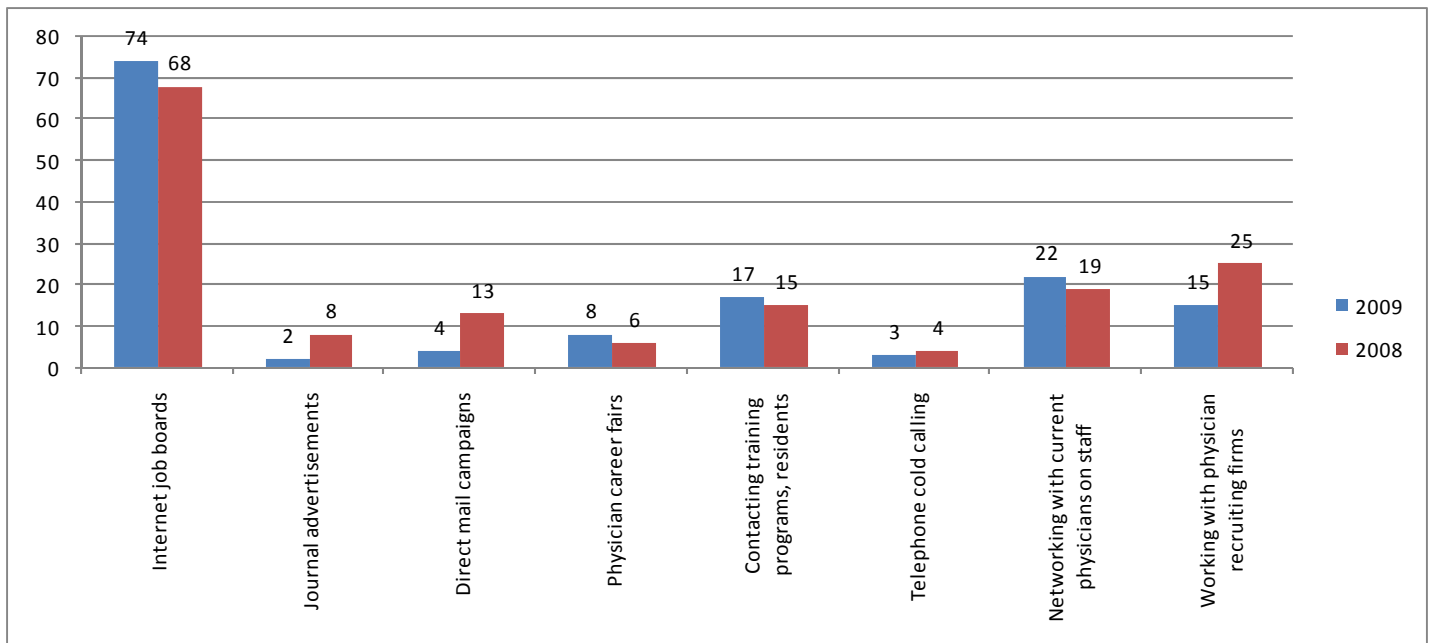
Q5. Please rank the following physician search categories in terms of difficulty.

| | 2009 | 2008 |
|--|----------------|----------------|
| Primary care (IM, FP, PED) | Most Difficult | Difficult |
| Surgical specialties (GS, ORS, NS, UR, etc) | Difficult | Most Difficult |
| Medicine subspecialties (CD, PUD, NEPH, etc) | Easier | Easier |
| Hospital based (Hospitalist, ANES, RAD, etc) | Easiest | Easiest |

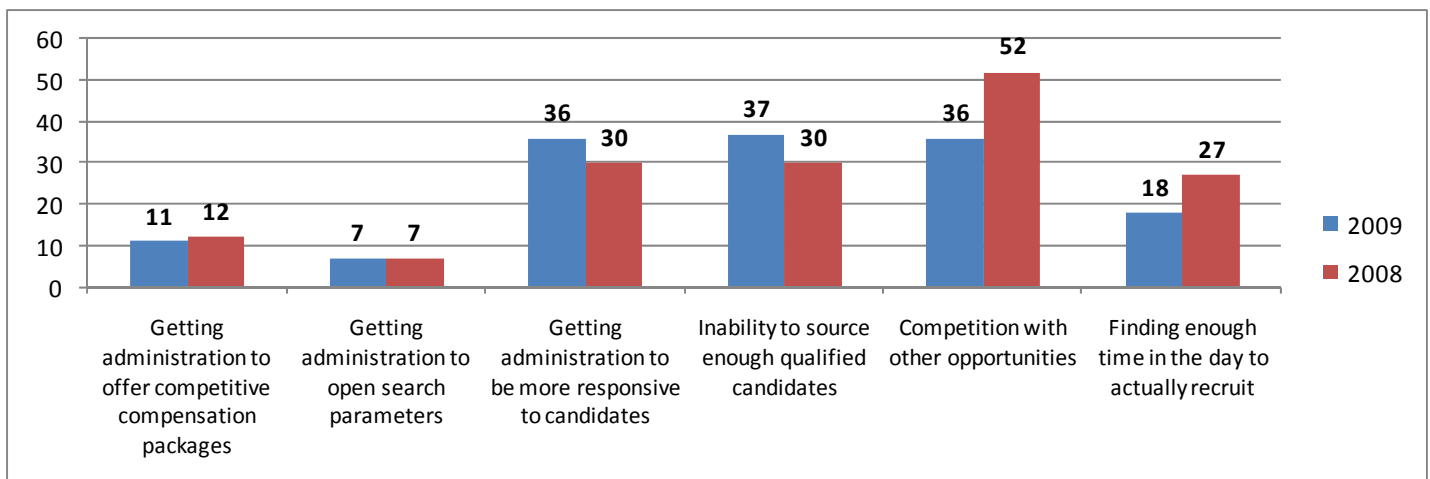
Q6. How do you feel the process of recruiting physicians has changed over the last several years?



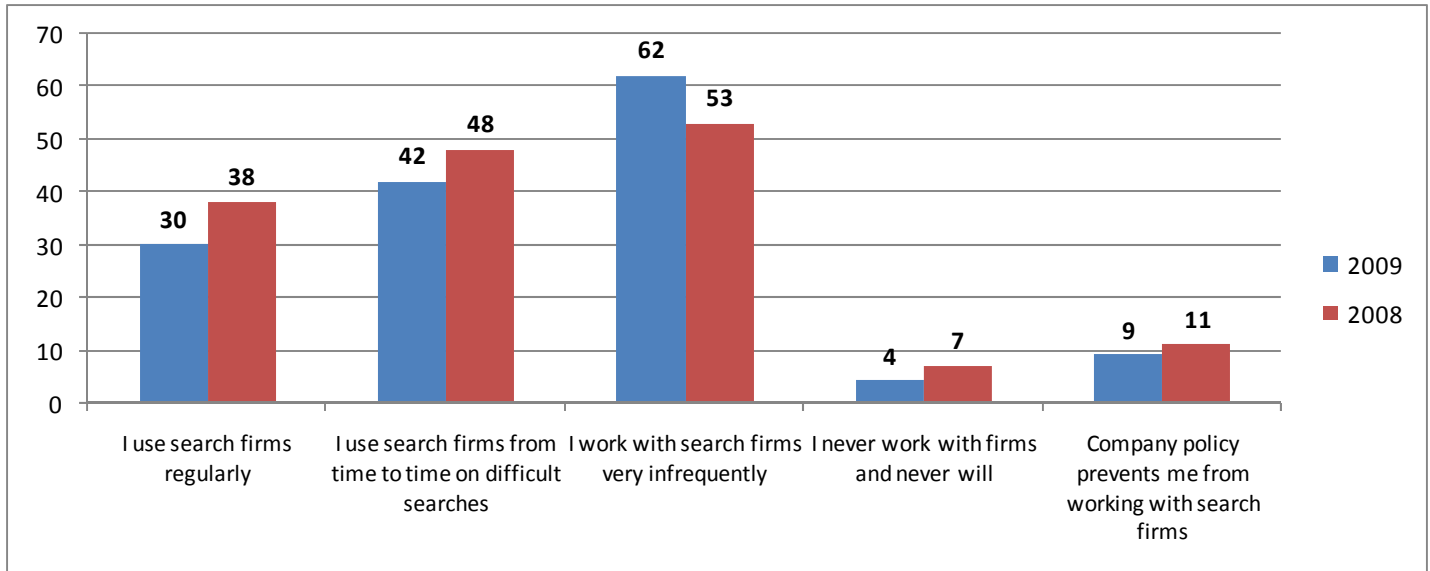
Q7. Which of the following do you find to be the most effective in sourcing physicians?



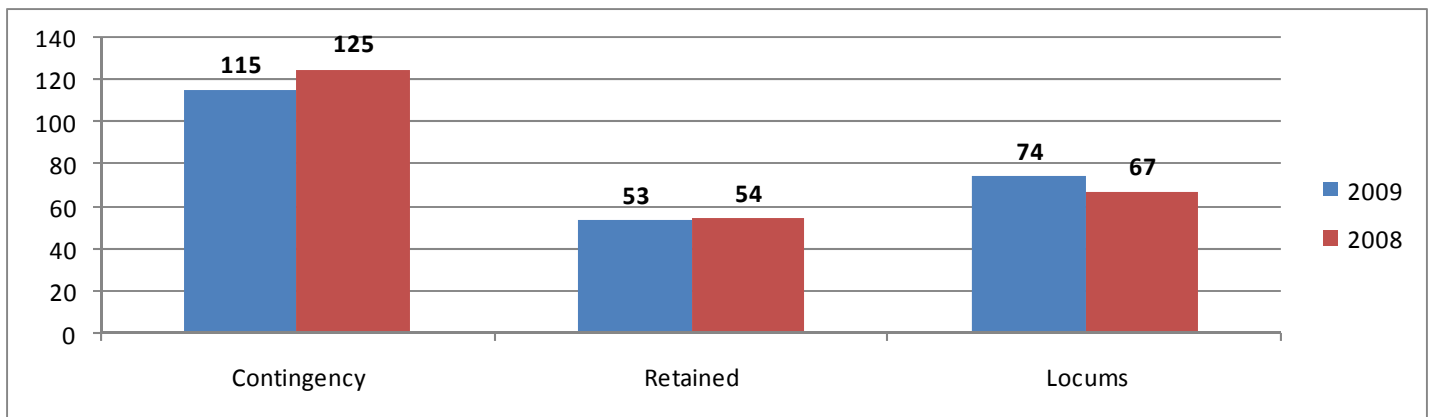
Q8. What is the greatest challenge you face in filling your searches?



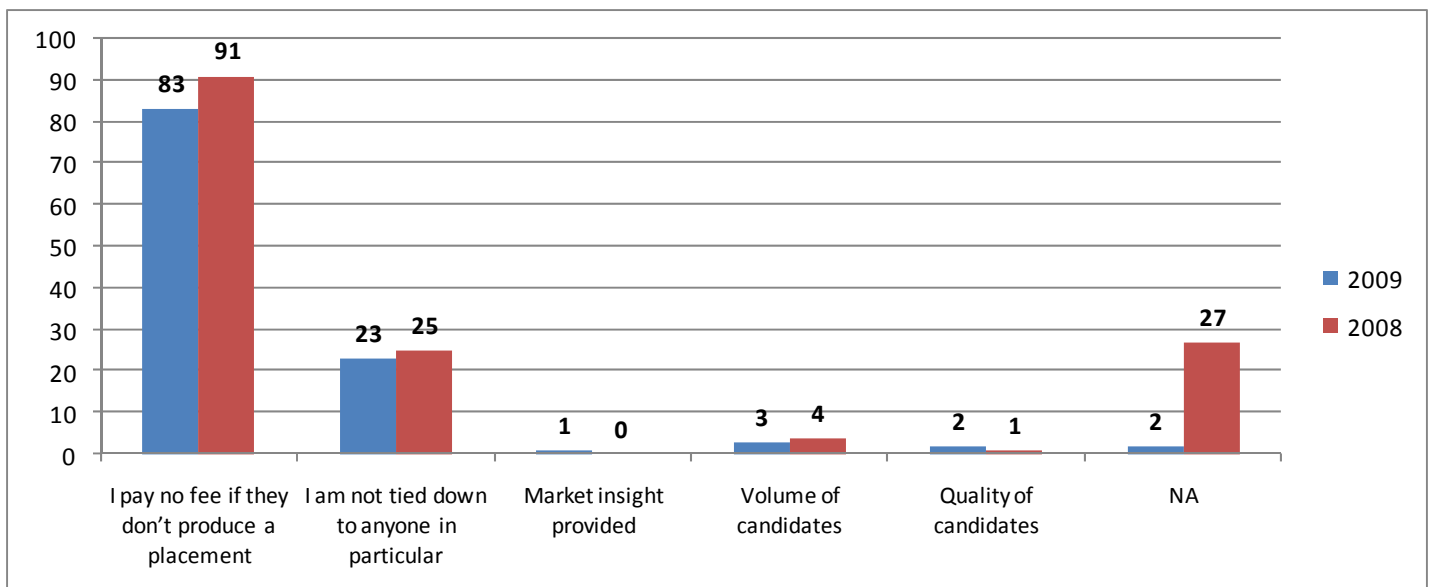
Q9. Which of the following best characterizes your usage of search firms?



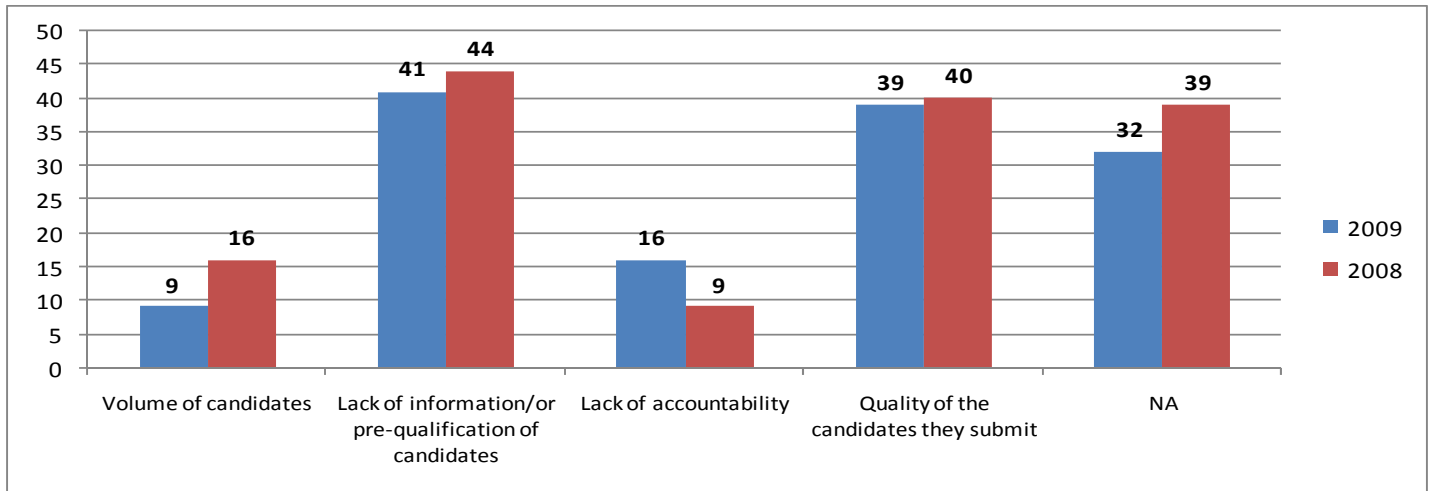
Q10. What types of firms do you work with? (Please check all that apply)



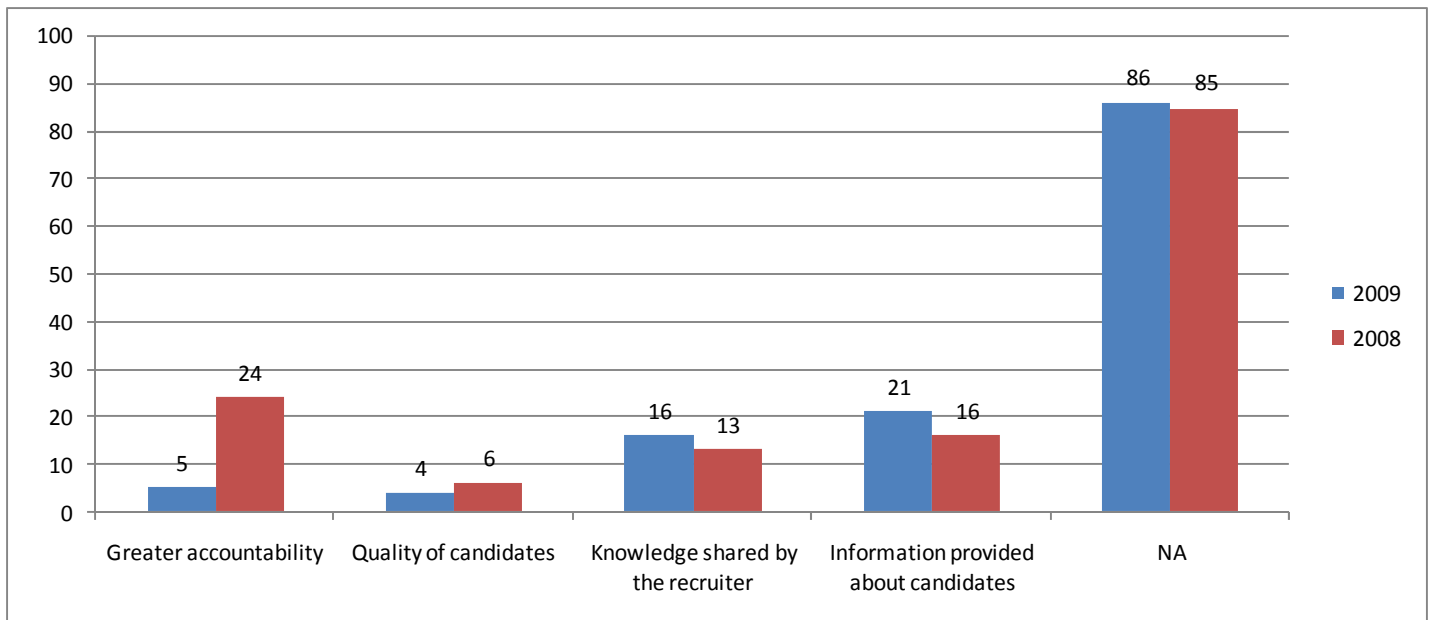
Q11. If you work with contingency firms, what do you like BEST about them?



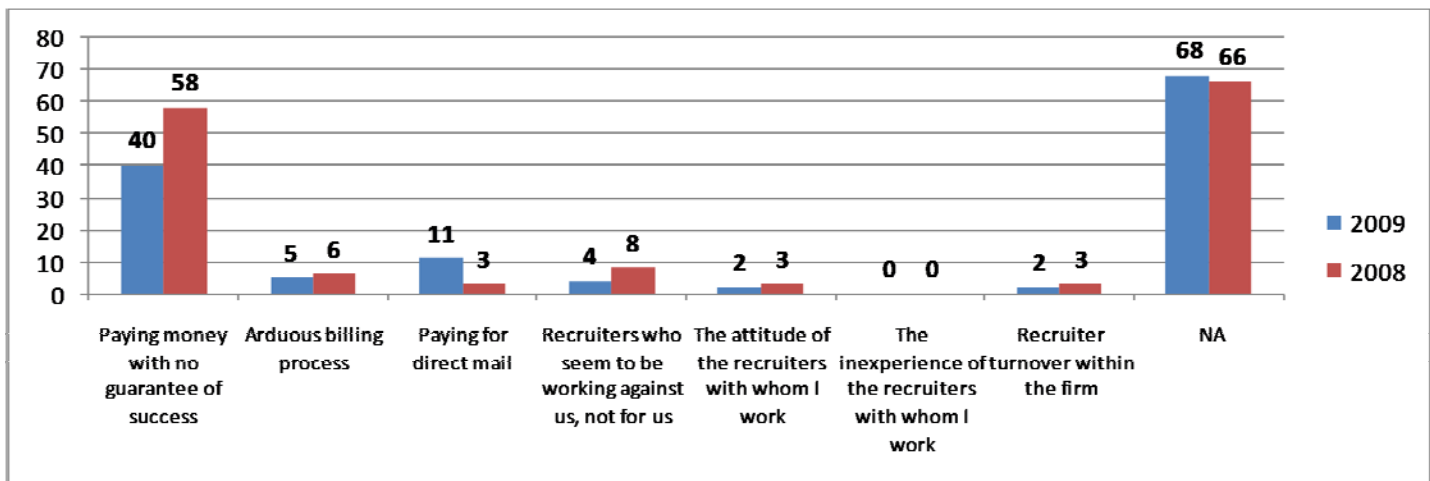
Q12. If you work with contingency firms, what do you like LEAST about them?



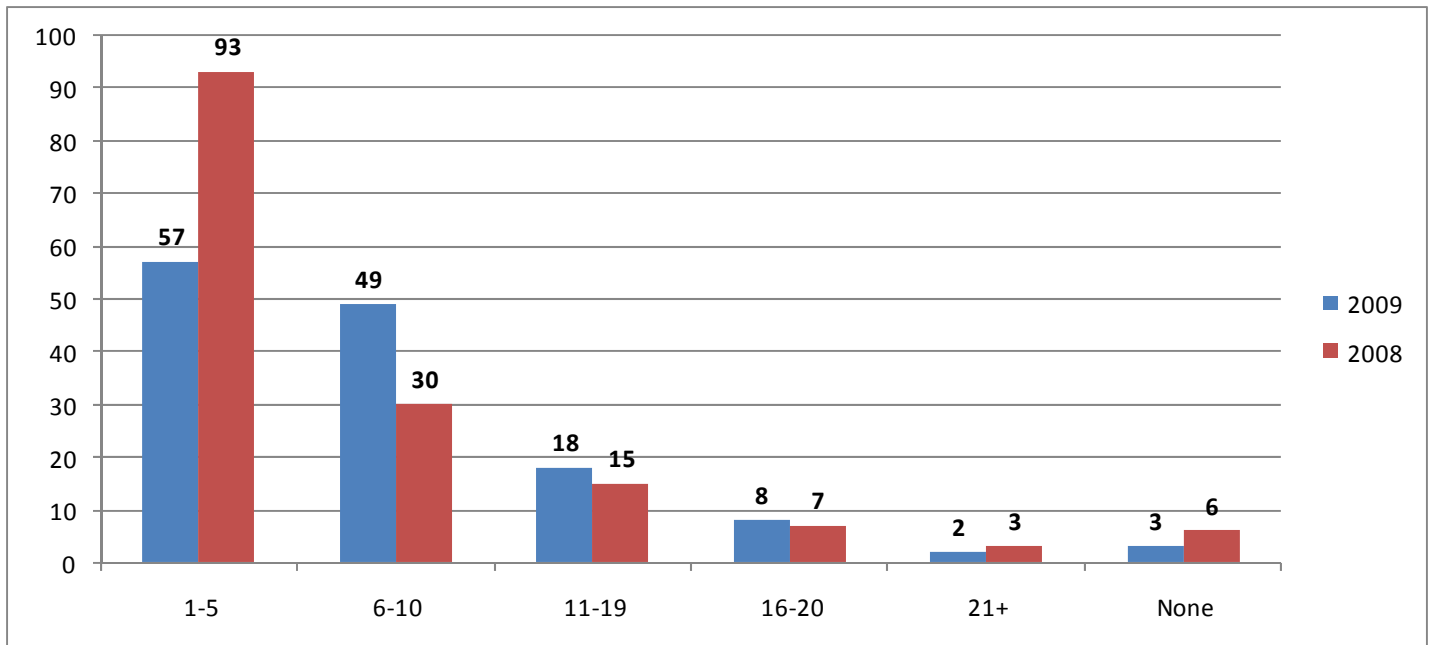
Q13. If you work with retained firms, what do you like BEST about them?



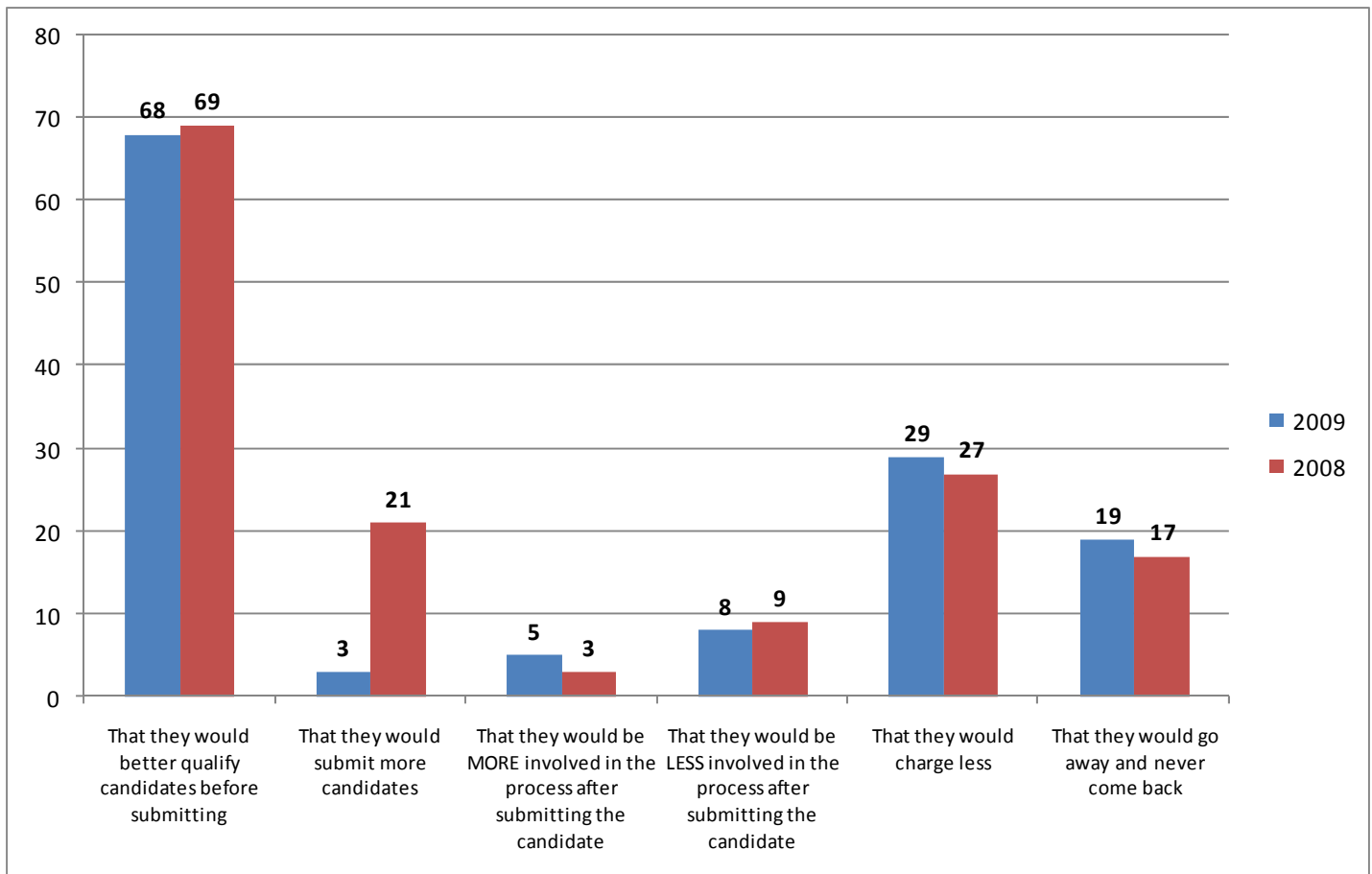
Q14. If you work with retained firms, what do you like LEAST about them?



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. If you had to choose just one thing that you could change about outside search firms, what would it be?



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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.



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