

2008 ASPR Member Impression Survey

Highlights

- Surgical specialties are the hardest to fill, followed by internal medicine subspecialties, primary care and then hospital based
- Competition with other opportunities is the biggest limitation facing ASPR members in filling positions
- More than half (55.1%) of ASPR members regularly use physician search firms
- 17.4% of ASPR members field more than ten solicitations per day from search firms
- 44.8% of ASPR members responding to the survey have been recruiting physicians for 8+ years
- Physician job boards are the #1 place for ASPR members to source candidates, followed by using search firms and networking with existing physicians on staff

Medicus Partners conducted its first 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. 1053 emails were sent to ASPR members and 154 completed the survey online.

Different Regions Face Different Challenges

Regional differences colored every result generated by this survey. From which specialties are hardest to recruit to where ASPR members source the most candidates to whether recruiting is harder than it used to be, respondents from different regions had very different opinions.

For example, 22.2% of respondents in the South Central region felt that recruiting is easier today than in years past versus 0% in the Mid Atlantic, Great Lakes, North Central, Northwest, Southwest and Pacific regions.

Vast disparities existed regarding which specialties were hardest to recruit as well. The Northwest listed primary care as the hardest to recruit, the Mid Atlantic chose surgical specialties and the North Central selected Medicine subspecialties as the hardest to recruit.

Usage of search firms and the importance of their membership in the NAPR varied in importance based on region as well. In the Great Lakes and Northeast, they use retained search firms most often at 58.8% and 50% respectively, which is in stark contrast to the Southeast, in which just 15.5% use them. In the South Central U.S., only 11.1% of respondents felt that NAPR membership was worth looking for in a firm versus 59.1% in the Northeast and 55.6% in the Great Lakes region.

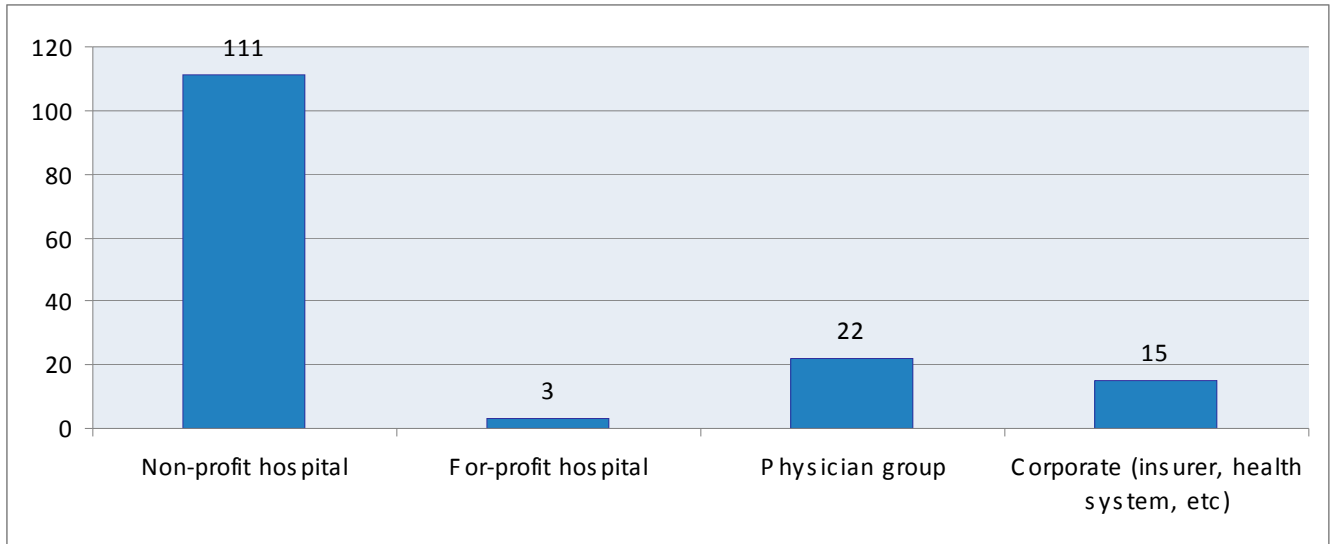
In addition, most ASPR members said that they wished that recruiting firms would do a better job of qualifying candidates before submitting them, with the exception of the North Central region which responded they wished recruiting firms would simply submit more candidates.

Most regions chose physician job boards as the #1 sourcing tool with the Northwest responding with the highest percentage at 62.5%. In the South Central US, none of the respondents listed job boards as their top sourcing avenue. Of those respondents 55.6% chose networking with existing physician staff as their most successful sourcing technique.

2008 Survey Results

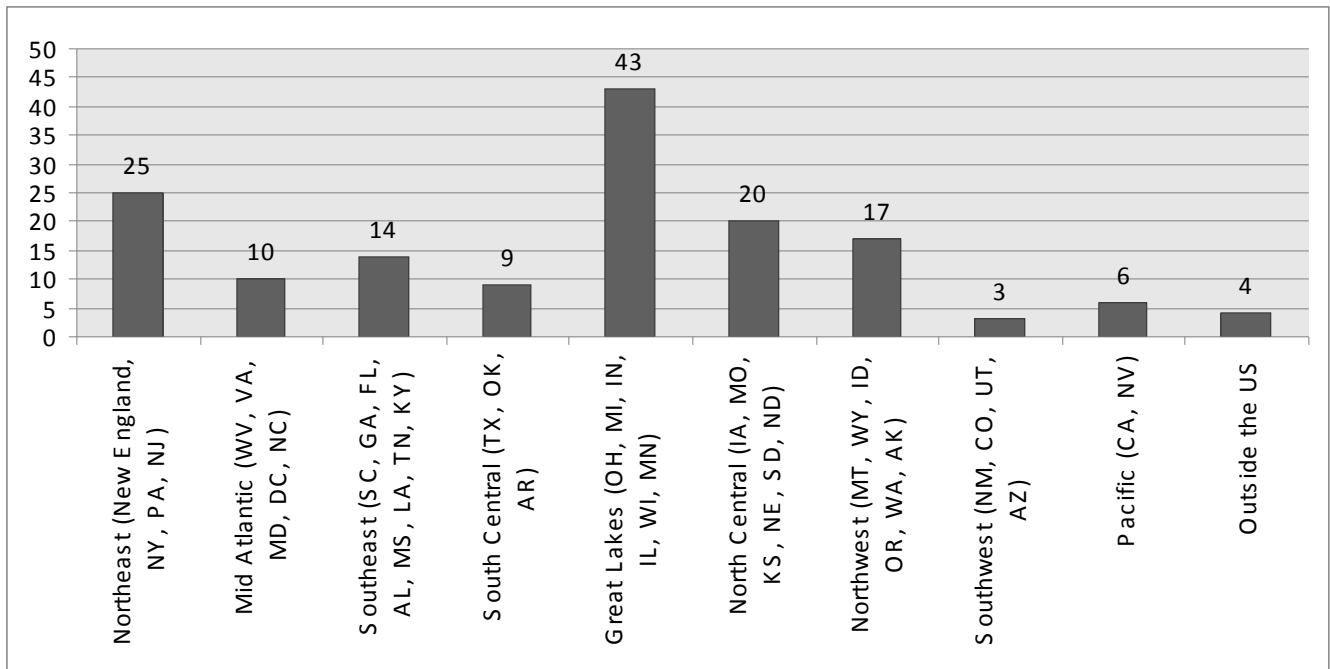
Question 1

Which of the following best describes your current employer?



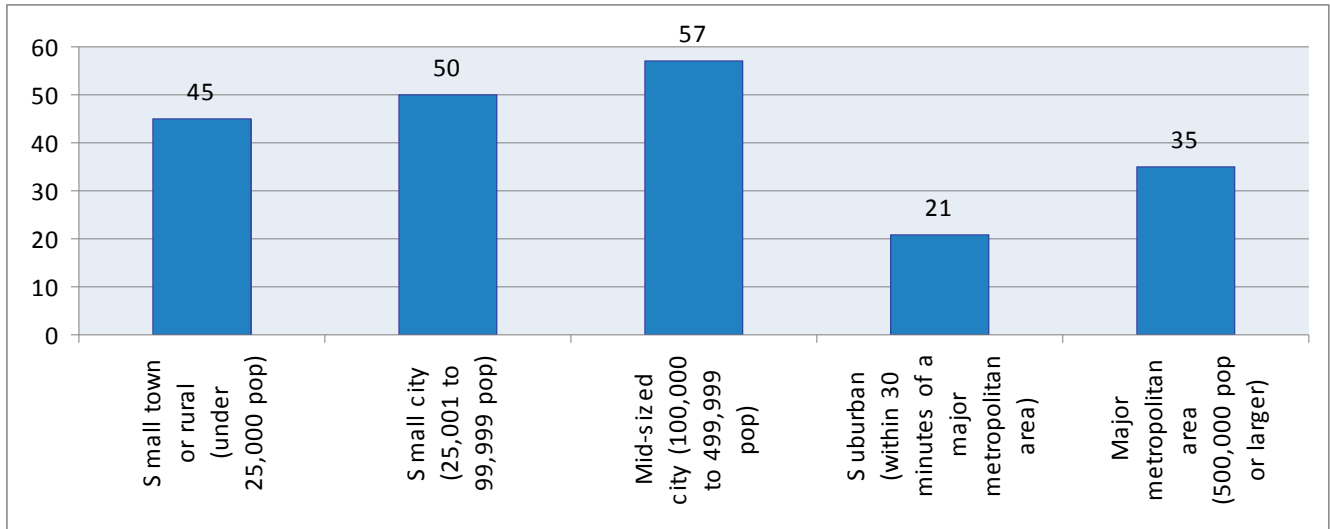
Question 2

In which region of the U.S. do you work?



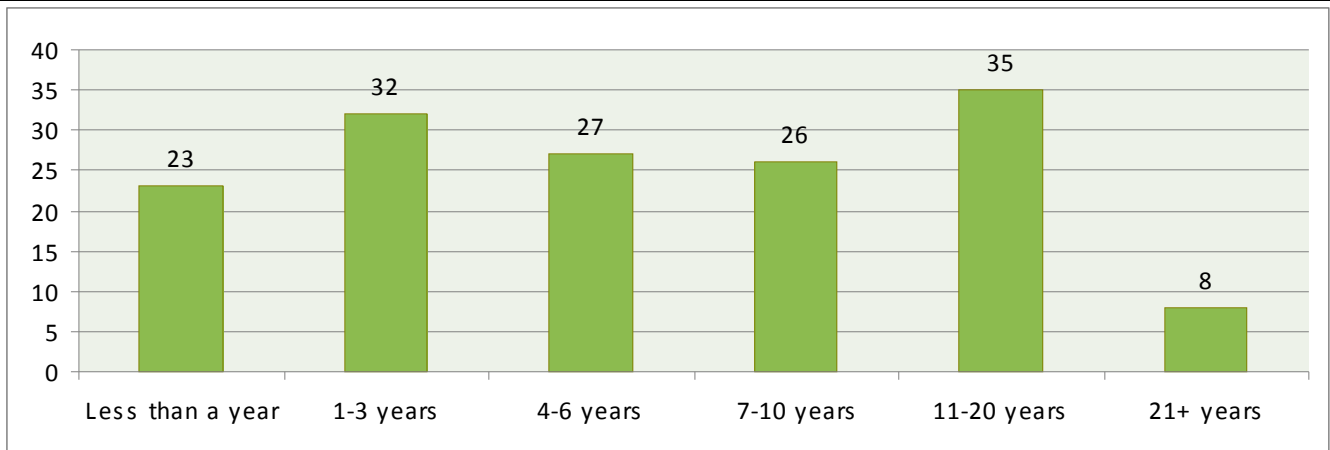
Question 3

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



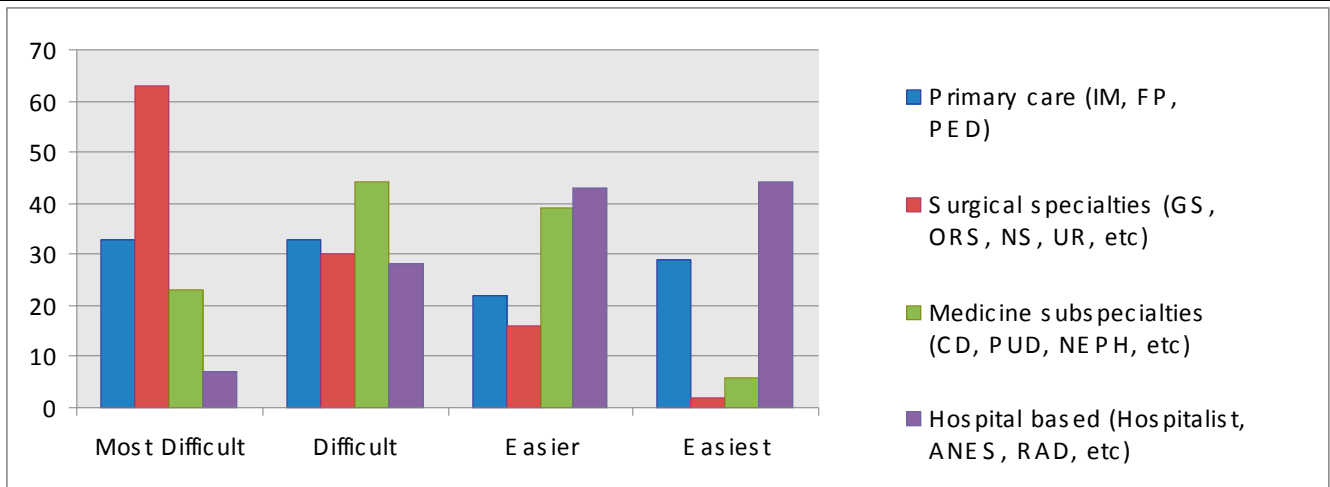
Question 4

How long have you been recruiting physicians?



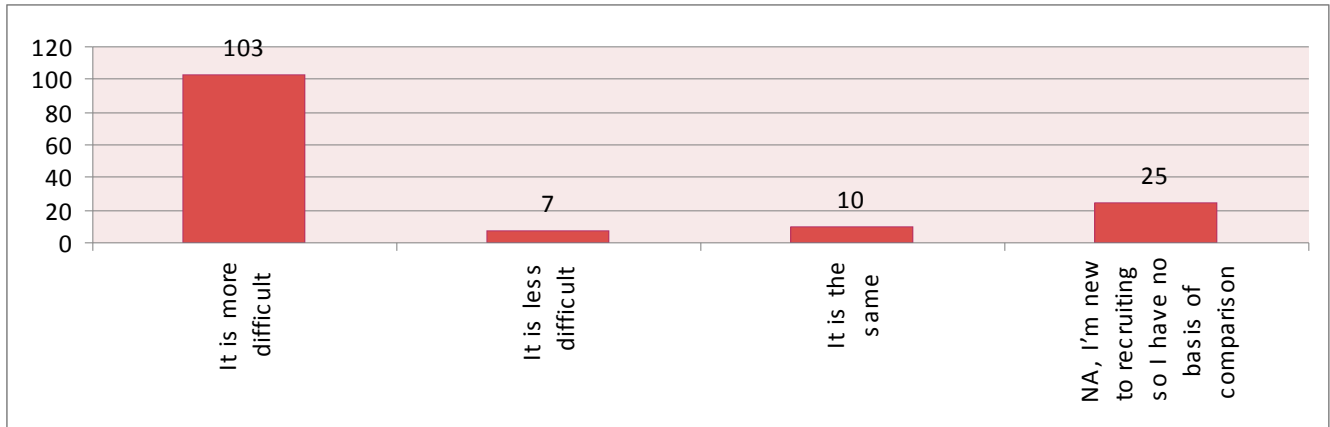
Question 5

Please rank the following physician categories in terms of difficulty



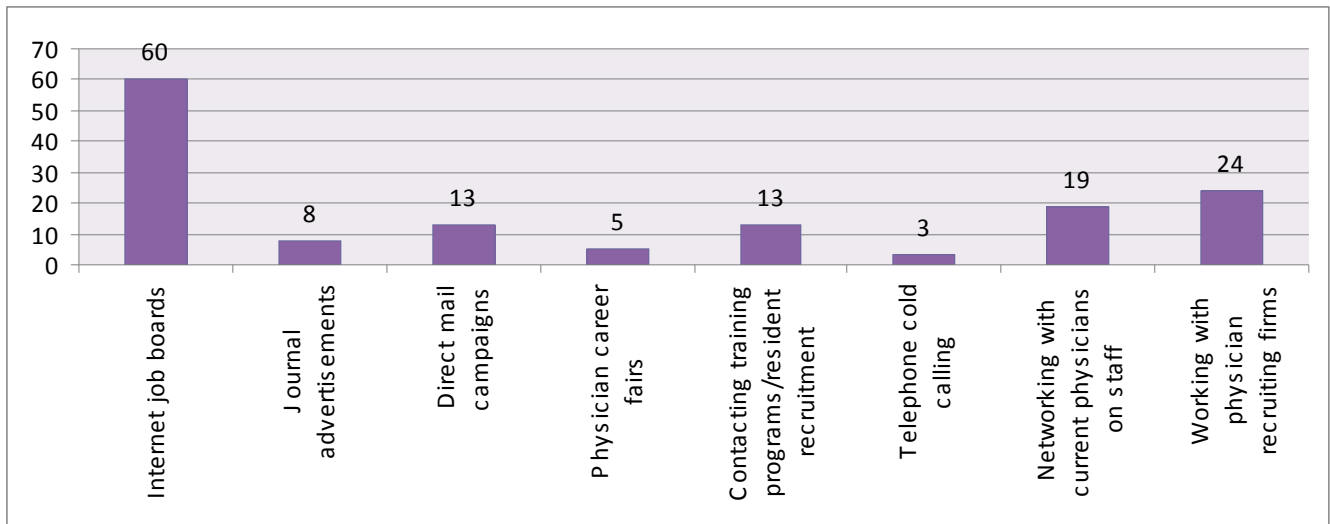
Question 6

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



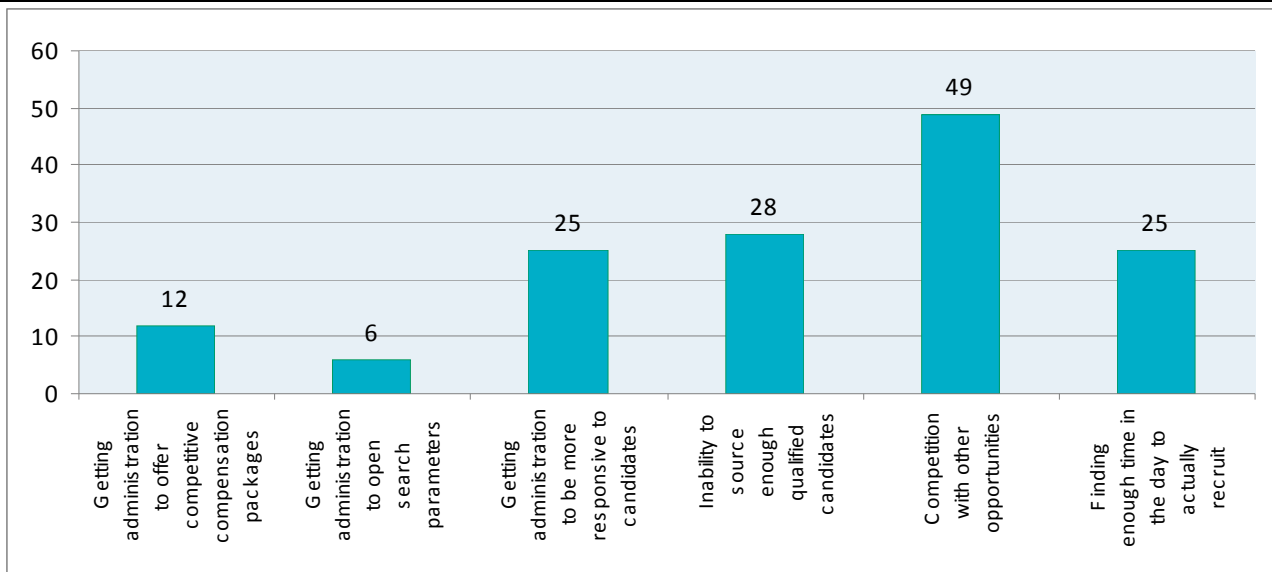
Question 7

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



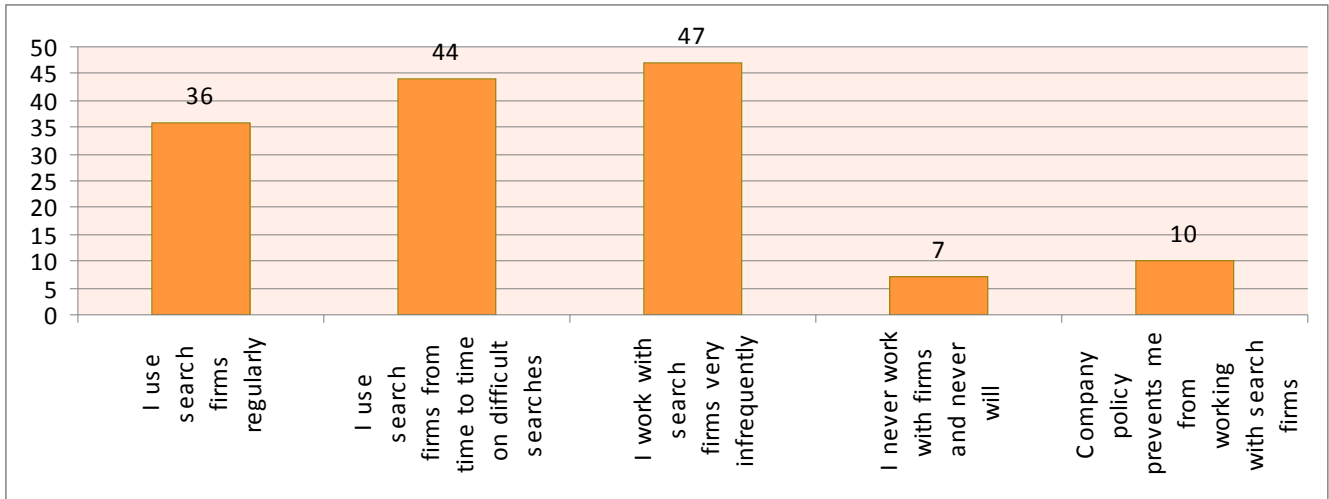
Question 8

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



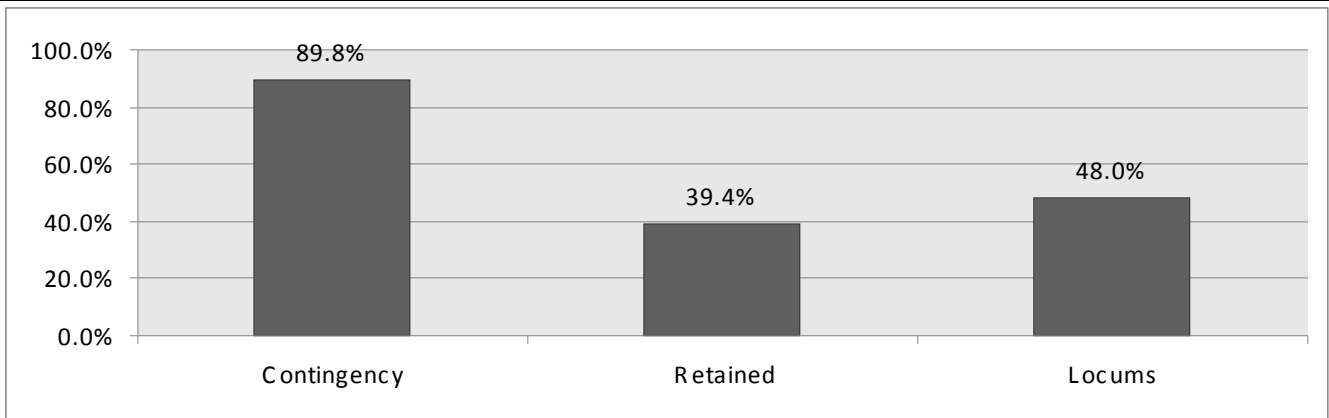
Question 9

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



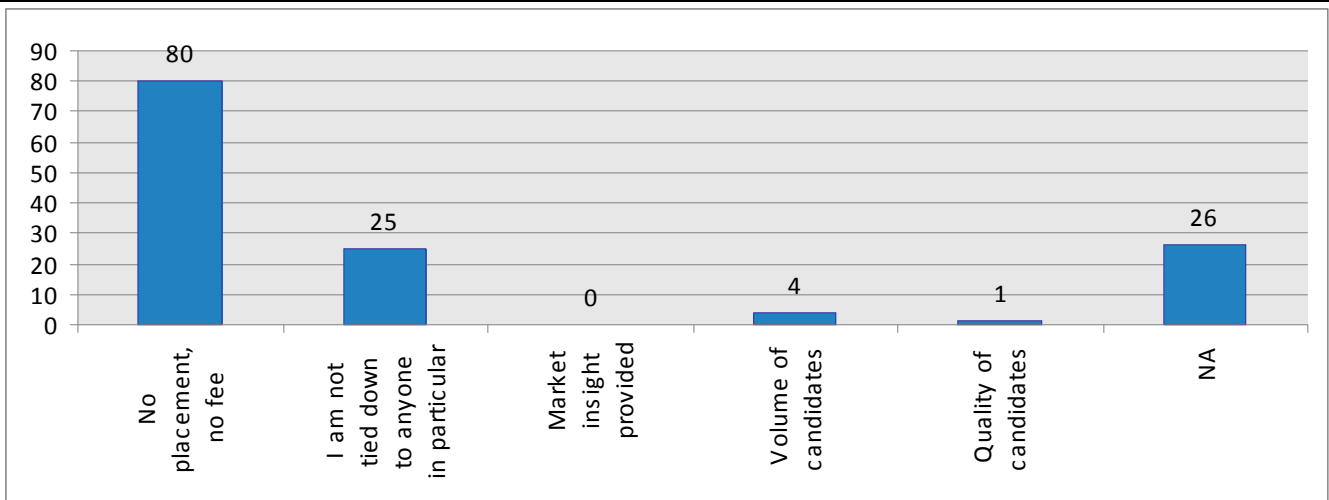
Question 10

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



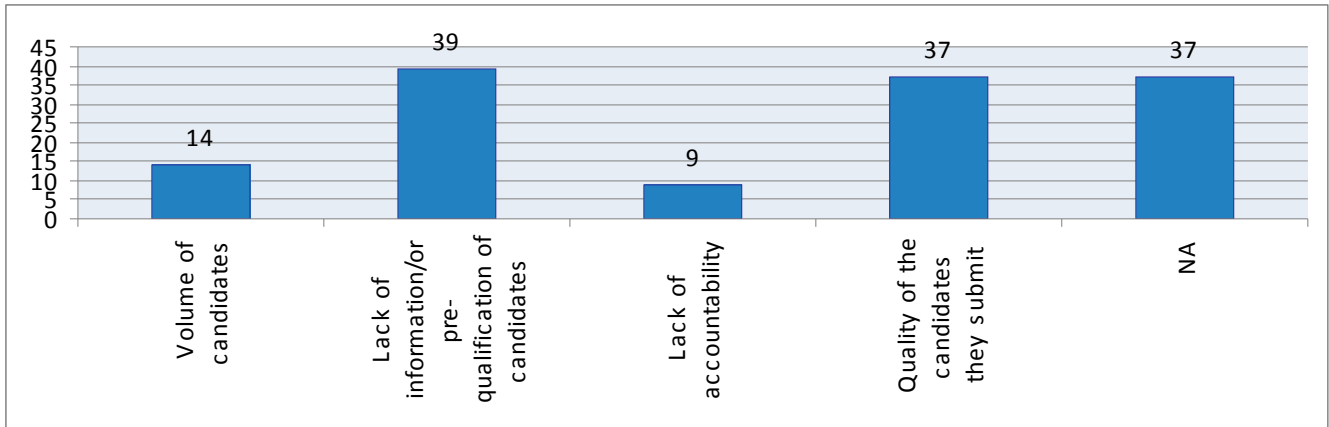
Question 11

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



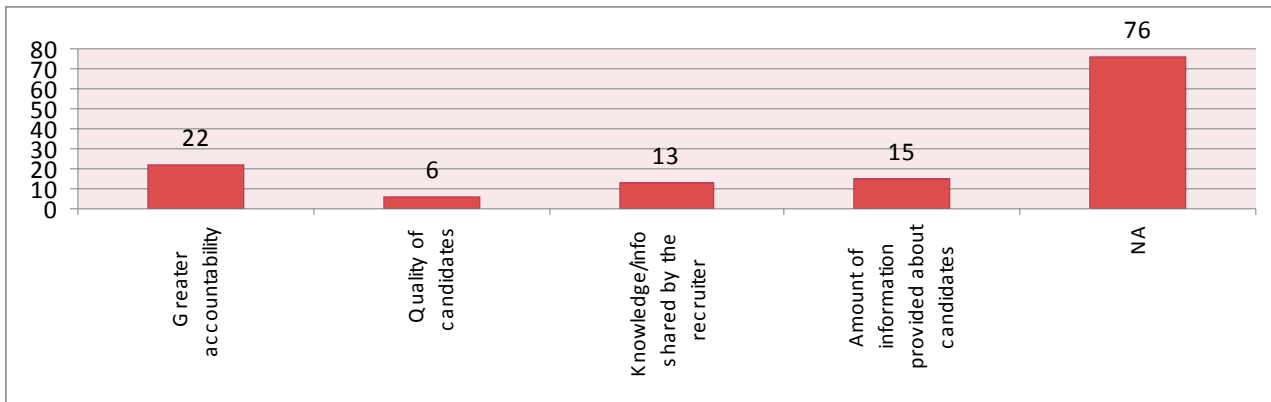
Question 12

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



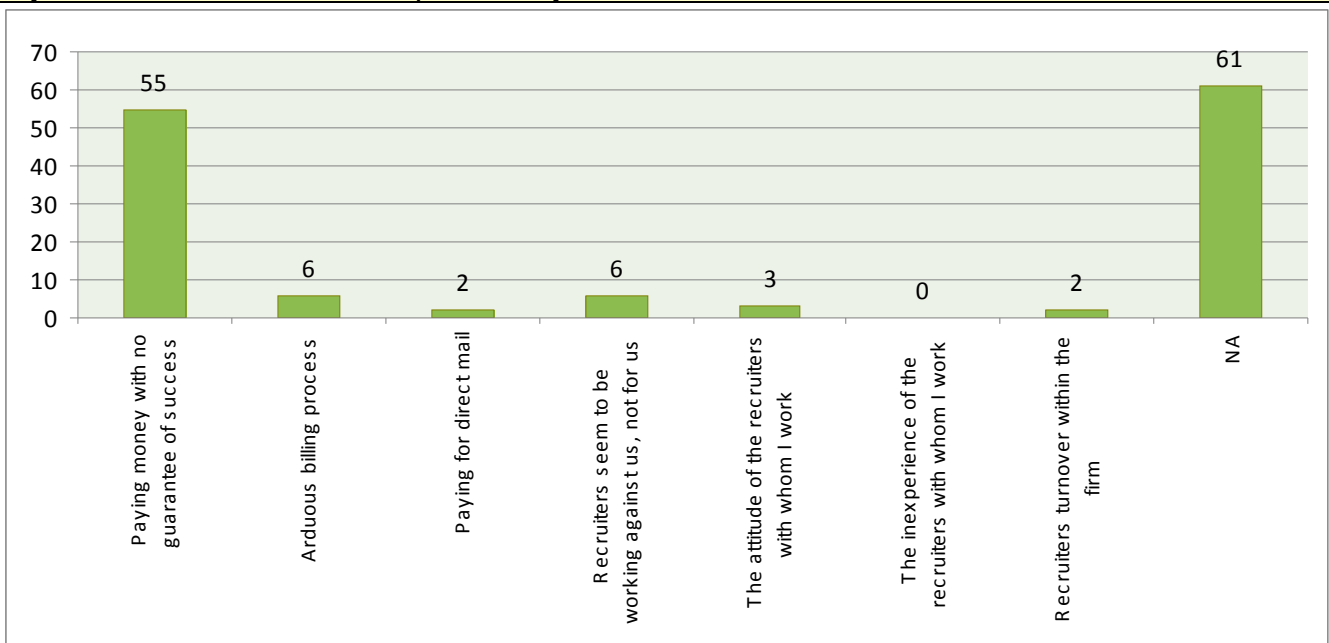
Question 13

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



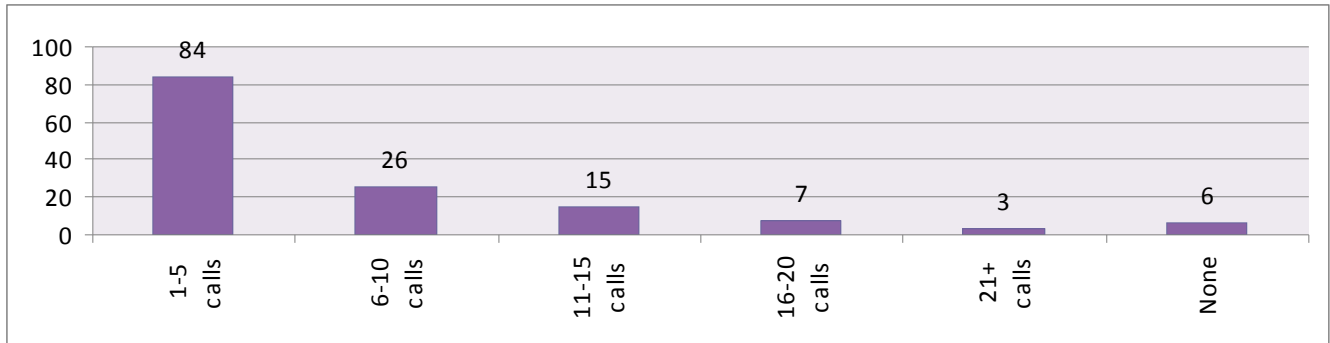
Question 14

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



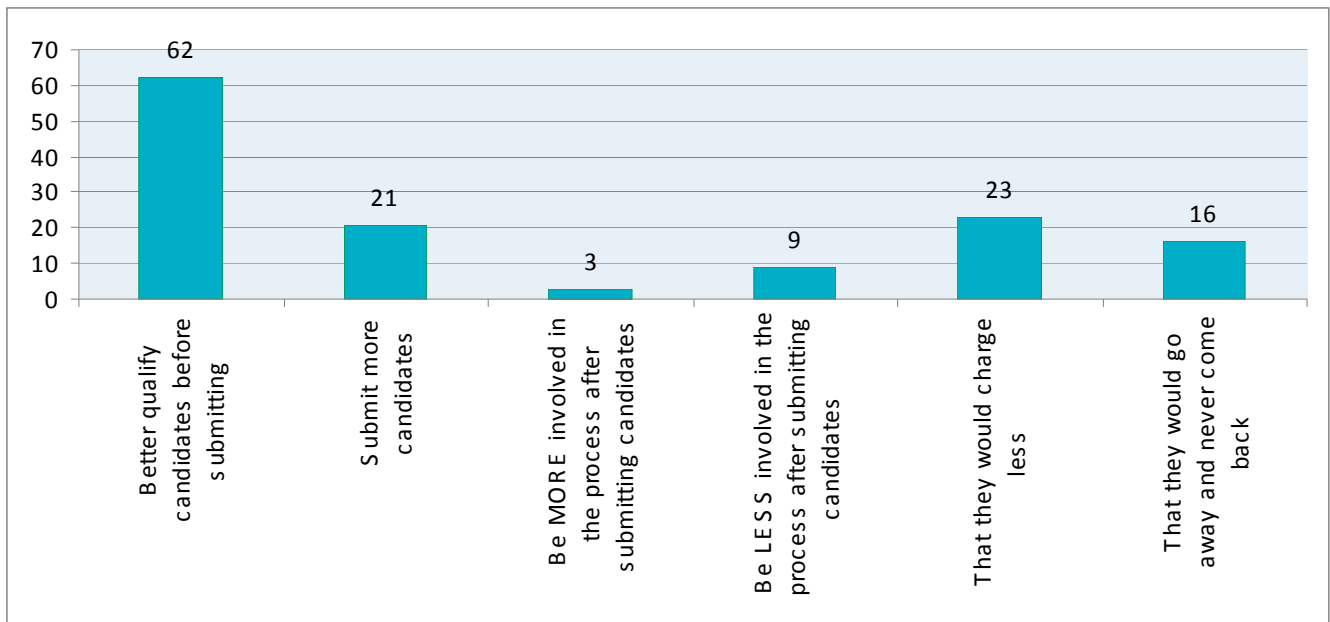
Question 15

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



Question 16

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



Question 17

Is a firm's membership in the NAPR (National Association of Physician Recruiters) important to you as you consider them to assist you with your needs?

