



Physician Recruiting & Retention Survey 2007

In summer 2007 LocumTenens.com surveyed ASPR members to identify trends and collect best practices in physician recruiting among U.S. healthcare organizations. No strong recruiting or retention trends have emerged through our ASPR survey over the past year. That's why we thought it would be more interesting to compare your responses on several issues to what physicians have told us in recent surveys than to simply highlight key ASPR survey findings.

ASPR respondents identified the following characteristics of the employers you represent:

Type of employer		Number of staff physicians	
Hospital	42%	More than 200	45%
Medical Group	21%	101 to 200	22%
Health System	35%	61 to 100	11%
Clinic/Community		21 to 60	15%
Health Center	1%	20 or fewer	7%
Other	1%		

AS TO WHY PHYSICIANS LEAVE A POSITION:

You said:

Different community attributes	48%
Better compensation/benefits	18%
Family-related issues	13%
Organizational policies/politics	9%
Work load too high	3%

They said:

Compensation	36%
Work environment	27%
Better community	18%
Other (e.g., flexible hours, family needs, pace)	16%
Medical malpractice premiums	3%

MOST DIFFICULT TO RECRUIT:

When we asked you to identify the 3 specialties in which you find it most difficult to recruit physicians, you "voted" in the order and percentages listed below. We thought you might be interested in how the responses we received from some 2,400 physicians (including those in your 'most-difficult to recruit' specialties) regarding their job-change plans compare.

You said:

Hardest to recruit specialties

Specialty	
Orthopedic Surgery	21%
Cardiology	12%
Neurology	12%
Hospitalist	9%
Psychiatry	8%
OB/GYN	7%
Family Practice	5%
Radiology	5%
General Surgery	4%
Pediatrics	4%

They said:

Physicians' job-change plans

	In the next year	1-3 years	No plans
Orthopedic Surgery	35%	25%	39%
Cardiology	38%	26%	36%
Neurology	33%	24%	43%
Hospitalist	38%	24%	38%
Psychiatry	55%	19%	27%
OB/GYN	49%	19%	32%
Family Practice	28%	16%	57%
Radiology	37%	27%	37%
General Surgery	44%	24%	32%
Pediatrics			

**It's interesting to note that roughly 60% of physicians in the top 3 'hardest-to-recruit' specialties anticipate changing jobs within 3 years, more than half of them in the next year.*

RECRUITING METHODS

This year's survey results indicate a marked preference for online recruiting methods. Meanwhile, physicians responding to our 2007 compensation surveys indicated that networking still worked best in their most recent job searches.

You said:

Top 5 Most Effective Tools

1. Online general healthcare job boards
2. Networking
3. Online physician-only job boards
4. Broadcast Email (tied as #3)
5. Direct mail

They said:

How Physicians Found Their Current Jobs

Networking/Word of mouth	45%
Recruitment agency	19%
Other (resident, locum tenens, solo practice)	18%
Internet search/online job board	12%
Journal or print ad	7%

RETENTION AND BENEFITS

Finally, we offered you a list of possible benefits and asked you which your organizations offer and which you think are becoming critically important to successful physician recruitment and retention. Here's how your list of 'critically important' recruitment/retention benefits compares to physicians' list of desired benefits. Note that flexible work hours, 401K/profit sharing and bonus programs made both 'top 5' lists.

You Said:

'Top 5' List of Benefits You Think Are Becoming Critically Important

1. School loan repayment AND Physician-specific mentoring/coaching program (tied)
2. Flexible work hours AND job-sharing plan (tied)
3. Bonus programs AND regular, formal performance feedback (tied)
4. Employer-subsidized health insurance
5. 401K or profit sharing

They Said:

Benefits Most Desired by Physicians*

1. Leave/reimbursement for CME
2. Flexible work hours AND 401K/profit sharing (tied)
3. Partnership potential
4. Signing bonus AND family medical leave (tied)
5. Extended vacation or sabbatical AND (tied) ongoing bonus program

* 2,500+ physicians responding to LocumTenens.com's 2006 survey on retention-related issues.

As always, LocumTenens.com thanks you for participating in our annual physician recruiting and retention survey. For highlights of these and other surveys related to physician recruiting and retention, visit <http://www.locumtenens.com/aspr07>.