

## Organization Information

1.	Which <i>best</i> describes the type of organization reporting?		
	<input type="checkbox"/> Academic/University Hospital <input type="checkbox"/> CHC/FQHC/IHS <input type="checkbox"/> Facility Care (Independent Living, Assisted Living, Rehab, and Skilled Nursing facilities) <input type="checkbox"/> Multi-hospital/Integrated Health Delivery System <input type="checkbox"/> Multi-specialty/Ambulatory Practice <input type="checkbox"/> Retail Health Clinic	<input type="checkbox"/> Rural Health Clinic <input type="checkbox"/> Single/Community Hospital <input type="checkbox"/> Single Specialty <input type="checkbox"/> Urgent Care <input type="checkbox"/> Other _____	
2.	IRS Status	<input type="checkbox"/> For-Profit	<input type="checkbox"/> Not-for-Profit
3.	Population surrounding your organization's primary location		
	<input type="checkbox"/> Fewer than 5,000 people <input type="checkbox"/> 5,000 to 10,000 people <input type="checkbox"/> 10,001 to 50,000 people <input type="checkbox"/> 50,001 to 100,000 people	<input type="checkbox"/> 100,001 to 250,000 people <input type="checkbox"/> 250,001 to 500,000 people <input type="checkbox"/> 500,001 to 1,000,000 people <input type="checkbox"/> More than 1,000,000 people	
4.	What is your organization's annual budget for its in-house physician recruitment department? <i>Total amount budgeted (not actual costs) for the entire recruitment department. Sum should not include any items in the exclusion list.</i>	\$ _____	175
5.	How many employees are in your organization's in-house physician recruitment department?		
		Jan. 1, 2018	Dec. 31, 2018
	Recruiters (mainly involved in provider recruitment)	# 181	# 184
	Support Staff (mainly provide support functions for the recruitment department)	# 182	# 73
	Total in Department	# 183	# 18
6.	How many recruiters (those mainly involved in provider recruitment) left your department during the year?	#	185
7.	How many searches did your organization perform in calendar year 2018?		
	Physician Searches	#	71
	APP Searches	#	72
	Total Searches	#	5
8.	How many providers were employed by your organization as of the end of calendar year 2018?	Physicians	APPs
		# 3	# 4
9.	How many candidates participated in site visits/interviews during calendar year 2018?	#	6
10.	How many offers were extended to providers during calendar year 2018?	#	8
11.	How many offers were accepted during calendar year 2018?	#	10
12.	How many providers left your organization during calendar year 2018?	Voluntary	# 12
		Involuntary	# 13
		Total	# 14

13. Approximately what percent of your physician searches were to replace a departing physician?	% 186
14. Which sourcing types does your organization frequently use for recruitment? (Check all that apply) 178-15 <input type="checkbox"/> Casual/Locum/Per Diem converted to Perm      8 <input type="checkbox"/> Journal advertisements 2 <input type="checkbox"/> Cold-calling      14 <input type="checkbox"/> Organization website 3 <input type="checkbox"/> Direct mail      1 <input type="checkbox"/> Provider-specific association meetings 4 <input type="checkbox"/> Email      9 <input type="checkbox"/> Referrals 18 <input type="checkbox"/> Former employee      10 <input type="checkbox"/> Residency and fellowship programs 5 <input type="checkbox"/> Internal trainees      11 <input type="checkbox"/> Search firms: contingency 16 <input type="checkbox"/> Internal transfer (non-resident/trainee)      12 <input type="checkbox"/> Search firms: retained 6 <input type="checkbox"/> Internet job boards      17 <input type="checkbox"/> Social media 7 <input type="checkbox"/> Job fairs      13 <input type="checkbox"/> Other _____	
15. Did you use any search firms to fill searches in 2018?	1 <input type="checkbox"/> Yes   2 <input type="checkbox"/> No      187
If yes, for how many searches did you use a search firm?	#      188
How many search firms were used in 2018?	#      189
What was your total search firm expense in 2018?	\$      190
16. Do you use an applicant tracking system?      701-1 <input type="checkbox"/> Yes   2 <input type="checkbox"/> No If yes, how do you track and manage your search activity and candidates?  702 <input type="checkbox"/> ACCESS Database      707 <input type="checkbox"/> MedRecruiter 712 <input type="checkbox"/> ACT      708 <input type="checkbox"/> PracticeMatch 723 <input type="checkbox"/> ApplicantStack      704 <input type="checkbox"/> Proprietary/Homegrown 715 <input type="checkbox"/> Avature      714 <input type="checkbox"/> Recruiterbox 719 <input type="checkbox"/> Bullhorn      709 <input type="checkbox"/> Recruitment Management System (RMS) 721 <input type="checkbox"/> Cornerstone ondemand      732 <input type="checkbox"/> Salesforce 722 <input type="checkbox"/> CRM, formerly Recruiter Logix      730 <input type="checkbox"/> ShiftWise 728 <input type="checkbox"/> Doc in a Box      734 <input type="checkbox"/> SkillSurvey 727 <input type="checkbox"/> DocCafe      731 <input type="checkbox"/> Smart Recruiters 726 <input type="checkbox"/> DocDelta      733 <input type="checkbox"/> Software Solutions Group 703 <input type="checkbox"/> Excel Spreadsheet      718 <input type="checkbox"/> Success Factors 725 <input type="checkbox"/> Greenhouse      710 <input type="checkbox"/> Taleo 713 <input type="checkbox"/> ICIMS      735 <input type="checkbox"/> Track 5 Media 720 <input type="checkbox"/> JobVite      724 <input type="checkbox"/> Workable 717 <input type="checkbox"/> Kenexa      716 <input type="checkbox"/> Zoho 705 <input type="checkbox"/> Kontakt Intelligence (KI)      711 <input type="checkbox"/> Other _____	
17. How would you rate your organization's overall use of technology? 191 <input type="checkbox"/> Poor      192 <input type="checkbox"/> Somewhat below average      193 <input type="checkbox"/> Average      194 <input type="checkbox"/> Somewhat above average      195 <input type="checkbox"/> Very advanced	

## Searches Information

Note: All information should be based on the period January 1, 2018 - December 31, 2018.

1.	Tracking Code of Search	#	22
2.	Zip Code of Search	#	196
3.	<b>*Provider category?</b> 197-1 <input type="checkbox"/> Physician                      2 <input type="checkbox"/> Physician Assistant                      3 <input type="checkbox"/> Nurse Practitioner                      4 <input type="checkbox"/> Nurse Midwife 5 <input type="checkbox"/> Clinical Nurse Specialist    6 <input type="checkbox"/> Nurse Anesthetist                      7 <input type="checkbox"/> Other _____		
4.	<b>*Specialty Type of Search</b> 179-141 <input type="checkbox"/> Administrative/Physician Executive/Medical Director                      529 <input type="checkbox"/> Palliative Medicine 1 <input type="checkbox"/> Allergy/Immunology                      515 <input type="checkbox"/> Pathology 501 <input type="checkbox"/> Anesthesia                      516 <input type="checkbox"/> Pediatrics: General 502 <input type="checkbox"/> Cardiology                      517 <input type="checkbox"/> Pediatrics: Non-Surgical 10 <input type="checkbox"/> Dentistry                      518 <input type="checkbox"/> Pediatrics: Surgical 503 <input type="checkbox"/> Dermatology                      520 <input type="checkbox"/> Podiatry 13 <input type="checkbox"/> Emergency Medicine                      534 <input type="checkbox"/> Preventative Medicine 14 <input type="checkbox"/> Endocrinology/Metabolism                      532 <input type="checkbox"/> Psychiatry 504 <input type="checkbox"/> Family Medicine                      521 <input type="checkbox"/> Psychiatry 505 <input type="checkbox"/> Gastroenterology                      136 <input type="checkbox"/> Psychologist 22 <input type="checkbox"/> Genetics                      522 <input type="checkbox"/> Pulmonary/Critical Care 506 <input type="checkbox"/> Hospitalist                      91 <input type="checkbox"/> Radiation Oncology 31 <input type="checkbox"/> Hyperbaric Medicine/Wound Care                      523 <input type="checkbox"/> Radiology 32 <input type="checkbox"/> Infectious Disease                      95 <input type="checkbox"/> Rheumatology 530 <input type="checkbox"/> Informatics                      96 <input type="checkbox"/> Sleep Medicine 507 <input type="checkbox"/> Internal Medicine                      524 <input type="checkbox"/> Surgery: Cardio/Vascular/Thoracic 36 <input type="checkbox"/> Nephrology                      525 <input type="checkbox"/> Surgery: General 533 <input type="checkbox"/> Neurology                      102 <input type="checkbox"/> Surgery: Neurological 509 <input type="checkbox"/> OB/GYN: General                      104 <input type="checkbox"/> Surgery: Oral 510 <input type="checkbox"/> OB/GYN: Subspecialties                      526 <input type="checkbox"/> Surgery: Plastics 511 <input type="checkbox"/> Oncology                      110 <input type="checkbox"/> Surgery: Transplant 512 <input type="checkbox"/> Ophthalmology                      527 <input type="checkbox"/> Surgery: Trauma 128 <input type="checkbox"/> Optometrist                      528 <input type="checkbox"/> Urgent Care 513 <input type="checkbox"/> Orthopedics: General                      535 <input type="checkbox"/> Urology 514 <input type="checkbox"/> Orthopedics: Subspecialties                      140 <input type="checkbox"/> Other _____ 57 <input type="checkbox"/> Otorhinolaryngology		
5.	Which of the following additional responsibilities go with the position? 219 <input type="checkbox"/> Leadership    220 <input type="checkbox"/> Research    221 <input type="checkbox"/> Academic/teaching    222 <input type="checkbox"/> None of these		
6.	Was Locum Tenens used in conjunction with the search?	<input type="checkbox"/> Yes <input type="checkbox"/> No	32
7.	Date search began?		35
8.	<b>*Position status?</b> 36-1 <input type="checkbox"/> Open                      2 <input type="checkbox"/> Filled                      3 <input type="checkbox"/> Canceled                      4 <input type="checkbox"/> Hold		
9.	Date position filled/placed on hold/canceled?		65
10.	*Days to fill position?		44

Recruiter Profile			
To be completed by recruiter			
1.	Recruiter Initials / Tracking Code (used by your HR representative to identify the position)		45
2.	Zip code where recruiter primarily works?		198
3.	Years of experience in physician recruitment		55
4.	Years with organization		199
5.	Position Title _____		223
6.	Which role best reflects the position? 180-1 <input type="checkbox"/> Executive    2 <input type="checkbox"/> Director    3 <input type="checkbox"/> Manager    4 <input type="checkbox"/> Recruiter    5 <input type="checkbox"/> Sourcer    6 <input type="checkbox"/> Coordinator    7 <input type="checkbox"/> Onboarder 8 <input type="checkbox"/> Other _____		
7.	Formal Education 47-1 <input type="checkbox"/> High school diploma or equivalent    5 <input type="checkbox"/> PhD, JD, EdD 2 <input type="checkbox"/> Associate degree or other two-year degree    6 <input type="checkbox"/> MD, DO 3 <input type="checkbox"/> Bachelor's degree or other four-year degree    7 <input type="checkbox"/> MD or DO (with Master's degree) 4 <input type="checkbox"/> Master's degree    8 <input type="checkbox"/> Other _____		
8.	Certifications held, if any? 74 <input type="checkbox"/> CHCSP    50 <input type="checkbox"/> FACHE    80 <input type="checkbox"/> TSP 49 <input type="checkbox"/> CMSR    51 <input type="checkbox"/> FACMPE    52 <input type="checkbox"/> Other _____ 75 <input type="checkbox"/> CSC    224 <input type="checkbox"/> FASPR    53 <input type="checkbox"/> Other _____ 76 <input type="checkbox"/> CPC    78 <input type="checkbox"/> SHRM-CP    54 <input type="checkbox"/> None 77 <input type="checkbox"/> CSP    79 <input type="checkbox"/> SHRM-SCP		
9.	Gender Identity    56-1 <input type="checkbox"/> Male    2 <input type="checkbox"/> Female    3 <input type="checkbox"/> Transgender    4 <input type="checkbox"/> Other Identity		
	In a typical month, what percentage of time is spent on...	Recruitment	%    225
		Sourcing	%    226
		Contract Negotiations	%    227
		Locums Oversight	%    228
		Provider Onboarding	%    229
		Provider Retention	%    230
		Administration	%    231
		Other	%    232
	Total (should add to 100%)	%    233	
10.	Supervise staff?	<input type="checkbox"/> Yes <input type="checkbox"/> No	59
11.	Work from home/remotely?	<input type="checkbox"/> Yes <input type="checkbox"/> No	234
12.	Flexible work schedule (hours or days)?	<input type="checkbox"/> Yes <input type="checkbox"/> No	235
To be completed by organization's HR representative			
1.	Annual Base Compensation	\$	61
2.	Eligible for bonus?	<input type="checkbox"/> Yes <input type="checkbox"/> No	605
3.	Annual Bonus/Incentive Amount	\$	62
4.	*Annual Total Compensation (as reported on W-2)	\$	63