

AAAP PEDIATRIC PHYSICIAN RECRUITMENT/RETENTION SURVEY – 2012





1. As a member of AAAP, what region are you associated with:

		Response Percent	Response Count
Northeast		30.4%	7
Southern		34.8%	8
Midwestern		26.1%	6
Western		8.7%	2
answered question			23
skipped question			0





2. Which of the following categories best describes your organization?

		Response Percent	Response Count
Public University Medical School		82.6%	19
Private University Medical School		17.4%	4
Private Medical School Only		0.0%	0
answered question			23
skipped question			0

3. Which of the following categories best describes your children's hospital?

		Response Percent	Response Count
Free-standing		43.5%	10
Hospital within a hospital		56.5%	13
answered question			23
skipped question			0

4. How many licensed beds are there at your affiliated children's hospital?

		Response Percent	Response Count
<150		43.5%	10
150 - 300		39.1%	9
300 - 450		13.0%	3
>450		4.3%	1
answered question			23
skipped question			0

5. How many total residents do you have in your department for the 2011-12 academic year?

	Response Count
	23
answered question	23
skipped question	0

6. How many total fellows do you have in your department for the current 2011-12 academic year?

**Response
Count**

23


















answered question











23

skipped question

0

7. Which of the following pediatric subspecialties are NOT currently a part of the Department of Pediatrics?















		Response Percent	Response Count
Adolescent Medicine		0.0%	0
Anesthesia		95.7%	22
Cardiology		13.0%	3
Interventional Cardiology		34.8%	8
Cardiothoracic Surgery		78.3%	18
Cardiac Anesthesia		87.0%	20
Child & Adolescent Psychiatry		69.6%	16
Developmental Pediatrics		0.0%	0
Emergency Medicine		30.4%	7
Endocrinology		4.3%	1
Otolaryngology		87.0%	20
General Surgery		87.0%	20
Genetics		4.3%	1
Gastroenterology		0.0%	0
Hematology/Oncology		4.3%	1
Hospitalist		0.0%	0
Immunology		8.7%	2
Interventional Radiology		95.7%	22
Infectious Disease		0.0%	0
Critical Care		8.7%	2
Neonatology		4.3%	1
Neurology		39.1%	9








Neurology – Epileptology		47.8%	11
Nephrology		8.7%	2
Neuroradiology		78.3%	18
Neurosurgery		82.6%	19
Pulmonary		8.7%	2
Primary Care Pediatrics		0.0%	0
Radiology (General)		87.0%	20
Rheumatology		17.4%	4
Sleep Medicine		43.5%	10
Urology		78.3%	18
Other		4.3%	1

Other (please specify) 2

answered question	23
skipped question	0

8. At the inception of the current 2011-12 academic year, in which of the following pediatric subspecialties were you seeking pediatric PHYSICIAN LEADERSHIP candidates? (Choose All That Apply)



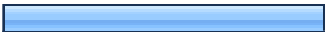




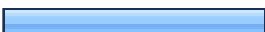










		Response Percent	Response Count
Adolescent Medicine		17.4%	4
Anesthesia		0.0%	0
Cardiology		13.0%	3
Interventional Cardiology		0.0%	0
Cardiothoracic Surgery		0.0%	0
Cardiac Anesthesia		0.0%	0
Child & Adolescent Psychiatry		4.3%	1
Developmental Pediatrics		17.4%	4
Emergency Medicine		4.3%	1
Endocrinology		13.0%	3
Otolaryngology		0.0%	0
General Surgery		4.3%	1
Genetics		13.0%	3
Gastroenterology		17.4%	4
Hematology/Oncology		8.7%	2
Hospitalist		0.0%	0
Immunology		8.7%	2
Interventional Radiology		0.0%	0
Infectious Disease		13.0%	3
Critical Care		8.7%	2
Neonatology		13.0%	3





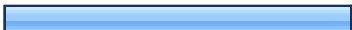

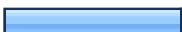


Neurology		8.7%	2
Neurology – Epileptology		0.0%	0
Nephrology		8.7%	2
Neuroradiology		0.0%	0
Neurosurgery		0.0%	0
Pulmonary		13.0%	3
Primary Care Pediatrics		8.7%	2
Radiology (General)		0.0%	0
Rheumatology		8.7%	2
Sleep Medicine		4.3%	1
Urology		0.0%	0
Other		39.1%	9

Other (please specify) 9

answered question	23
skipped question	0

9. At the inception of the current 2011-12 academic year, in which of the following pediatric subspecialties were you seeking pediatric STAFF ATTENDING candidates? (Choose All That Apply)





		Response Percent	Response Count
Adolescent Medicine		26.1%	6
Anesthesia		4.3%	1
Cardiology		47.8%	11
Interventional Cardiology		13.0%	3
Cardiothoracic Surgery		0.0%	0
Cardiac Anesthesia		4.3%	1
Child & Adolescent Psychiatry		8.7%	2
Developmental Pediatrics		34.8%	8
Emergency Medicine		39.1%	9
Endocrinology		26.1%	6
Otolaryngology		0.0%	0
General Surgery		8.7%	2
Genetics		26.1%	6
Gastroenterology		52.2%	12
Hematology/Oncology		34.8%	8
Hospitalist		52.2%	12
Immunology		4.3%	1
Interventional Radiology		0.0%	0
Infectious Disease		21.7%	5
Critical Care		39.1%	9
Neonatology		39.1%	9

Neurology		17.4%	4
Neurology – Epileptology		4.3%	1
Nephrology		17.4%	4
Neuroradiology		0.0%	0
Neurosurgery		4.3%	1
Pulmonary		52.2%	12
Primary Care Pediatrics		43.5%	10
Radiology (General)		0.0%	0
Rheumatology		26.1%	6
Sleep Medicine		8.7%	2
Urology		0.0%	0
Other		13.0%	3




Other (please specify) 3

answered question	23
skipped question	0



10. Which of the following scenarios best describes the typical governance of PHYSICIAN LEADERSHIP recruitment endeavors in your Department of Pediatrics?

		Response Percent	Response Count
Department Chair oversees all searches using small informal committee structures to ratify his/her decisions.		26.1%	6
Department Chair creates university-based search committee to govern the process but stays very actively involved behind the scenes.		26.1%	6
Department Chair creates university-based search committee to govern the process and remains appropriately detached from the process until he/she receives the finalist(s) from the committee.		30.4%	7
Department Chair oversees all leadership searches and typically delegates search assignments or search committee management to in house recruiting departments or outside search agencies.		17.4%	4
answered question			23
skipped question			0

11. Which of the following scenarios best describes the typical governance of STAFF ATTENDING recruitment endeavors in your Department of Pediatrics?

		Response Percent	Response Count
Department Chair is actively involved with Chiefs in all searches regardless of candidate level or status.		52.2%	12
Department Chair delegates recruiting responsibility to Chief and is only involved with approval of the final candidate selected by the section.		43.5%	10
Staff Attending recruiting assignments are typically managed or executed by our in house recruiting department or an outside agency.		4.3%	1
answered question			23
skipped question			0


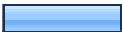













12. Do you receive budgeted financial support for FTE physician recruitment fees and position support from your children's hospital partner or health system?







		Response Percent	Response Count
Yes		47.8%	11
No		52.2%	12
answered question			23
skipped question			0

13. Which of the following physician compensation surveys are your departmental and university compensation matrices based on?

			Response Percent	Response Count
	AAAP	<div></div>	47.8%	11
	AAMC	<div></div>	17.4%	4
	MGMA	<div></div>	17.4%	4
	Other	<div></div>	17.4%	4
Other (please specify)				6
answered question				23
skipped question				0

14. At the inception of the last academic year, 2010-11, in which of the following pediatric subspecialties were you seeking PHYSICIAN LEADERSHIP candidates? (Choose All That Apply)

		Response Percent	Response Count
Adolescent Medicine		17.4%	4
Anesthesia		0.0%	0
Cardiology		17.4%	4
Interventional Cardiology		4.3%	1
Cardiothoracic Surgery		0.0%	0
Cardiac Anesthesia		0.0%	0
Child & Adolescent Psychiatry		8.7%	2
Developmental Pediatrics		13.0%	3
Emergency Medicine		13.0%	3
Endocrinology		13.0%	3
Otolaryngology		0.0%	0
General Surgery		0.0%	0
Genetics		17.4%	4
Gastroenterology		13.0%	3
Hematology/Oncology		4.3%	1
Hospitalist		4.3%	1
Immunology		4.3%	1
Interventional Radiology		0.0%	0
Infectious Disease		13.0%	3
Critical Care		8.7%	2
Neonatology		8.7%	2

Neurology		8.7%	2
Neurology – Epileptology		0.0%	0
Nephrology		4.3%	1
Neuroradiology		0.0%	0
Neurosurgery		0.0%	0
Pulmonary		17.4%	4
Primary Care Pediatrics		8.7%	2
Radiology (General)		0.0%	0
Rheumatology		4.3%	1
Sleep Medicine		0.0%	0
Urology		0.0%	0
Other		30.4%	7

Other (please specify) 7

answered question	23
skipped question	0

15. For the positions referenced in Question #14, how many were filled with internal candidates?

Response Count

23

answered question	23
skipped question	0

16. At the inception of the last academic year, 2010-11, how many STAFF ATTENDING pediatric subspecialists were you attempting to hire in each specialty listed below? (List number by each specialty below)

	Response Average	Response Total	Response Count
Adolescent Medicine	1.40	7	5
Anesthesia	0.00	0	0
Cardiology	2.54	33	13
Interventional Cardiology	1.00	1	1
Cardiothoracic Surgery	1.00	1	1
Cardiac Anesthesia	0.00	0	0
Child & Adolescent Psychiatry	1.00	2	2
Developmental Pediatrics	1.29	9	7
Emergency Medicine	2.33	21	9
Endocrinology	1.33	12	9
Otolaryngology	0.00	0	0
General Surgery	1.50	3	2
Genetics	1.20	6	5
Gastroenterology	1.62	21	13
Hematology/Oncology	1.67	10	6

Hospitalist	1.67	20	12
Immunology	1.20	6	5
Interventional Radiology	0.00	0	0
Infectious Disease	1.33	8	6
Critical Care	1.50	9	6
Neonatology	1.67	20	12
Neurology	2.00	4	2
Neurology – Epileptology	1.00	2	2
Nephrology	1.67	10	6
Neuroradiology	0.00	0	0
Neurosurgery	0.00	0	0
Pulmonary	1.50	18	12
Primary Care Pediatrics	2.33	28	12
Radiology (General)	0.00	0	0
Rheumatology	1.00	5	5
Sleep Medicine	1.00	3	3
Urology	0.00	0	0
Other	3.50	7	2
answered question			23

17. For the openings indicated in Question #16, how many STAFF ATTENDING pediatric subspecialists were hired for each specialty listed below? (List number by each specialty below)

	Response Average	Response Total	Response Count
Adolescent Medicine	1.00	3	3
Anesthesia	0.00	0	0
Cardiology	2.40	24	10
Interventional Cardiology	1.00	1	1
Cardiothoracic Surgery	0.00	0	0
Cardiac Anesthesia	0.00	0	0
Child & Adolescent Psychiatry	0.00	0	0
Developmental Pediatrics	0.67	2	3
Emergency Medicine	2.00	16	8
Endocrinology	1.29	9	7
Otolaryngology	0.00	0	0
General Surgery	0.00	0	0
Genetics	1.00	2	2
Gastroenterology	1.43	10	7
Hematology/Oncology	1.50	9	6

Hospitalist	1.45	16	11
Immunology	1.00	4	4
Interventional Radiology	0.00	0	0
Infectious Disease	1.00	4	4
Critical Care	1.75	7	4
Neonatology	1.50	15	10
Neurology	2.00	4	2
Neurology – Epileptology	1.00	1	1
Nephrology	1.40	7	5
Neuroradiology	0.00	0	0
Neurosurgery	0.00	0	0
Pulmonary	1.00	9	9
Primary Care Pediatrics	2.30	23	10
Radiology (General)	0.00	0	0
Rheumatology	1.00	2	2
Sleep Medicine	1.00	1	1
Urology	0.00	0	0
Other	2.00	2	1
answered question			23

skipped question	0
------------------	---




18. For the positions referenced in Question #17, how many were filled with fellows from your training programs?

	Response Count
	23
answered question	23
skipped question	0

19. In the 2010-11 academic year, how many PHYSICIAN LEADERSHIP pediatric subspecialists resigned to pursue other opportunities?

	Response Count
	23
answered question	23
skipped question	0




20. What do you believe to be the top three reasons for the resignations referenced in Question #19?

		Response Percent	Response Count
1.		100.0%	23
2.		56.5%	13
3.		52.2%	12
	answered question		23
	skipped question		0

21. In the 2010-11 academic year, how many STAFF ATTENDING pediatric subspecialists resigned to pursue other opportunities?

	Response Count
	23
answered question	23
skipped question	0

22. What do you believe to be the top three reasons for the resignations referenced in Question #21?

		Response Percent	Response Count
1.		100.0%	23
2.		82.6%	19
3.		60.9%	14
	answered question		23
	skipped question		0



23. Please estimate the average number of candidates interviewed per search prior to an offer being made.

	Response Count
	23
answered question	23
skipped question	0

24. Including the initial visit, please estimate how many interview trips a finalist candidate makes to your campus prior to the execution of their employment documents.

	Response Count
	23
answered question	23
skipped question	0






25. How many days does a PHYSICIAN LEADERSHIP candidate spend on-site for a typical interview?

		Response Percent	Response Count
First Visit:		100.0%	23
Second Visit:		100.0%	23
	answered question		23
	skipped question		0

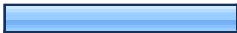











26. Including hard costs (physician travel, lodging, dinners, ...) and your estimation for the hourly costs of physician and executive time, but excluding any recruiting agency fees, please estimate the average dollar expenditure for a single PHYSICIAN LEADERSHIP on-site interview?

	Response Count
	23
answered question	23
skipped question	0




27. How many months did it take to complete each of the PHYSICIAN LEADERSHIP searches from the date you decided to begin each search through the date the employment documents were signed by the final candidate?

		Response Percent	Response Count
Search 1:		100.0%	23
Search 2:		56.5%	13
Search 3:		34.8%	8
Search 4:		34.8%	8
Search 5:		26.1%	6
answered question			23
skipped question			0

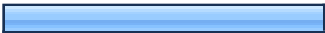







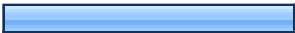

28. Which of the following individuals and activities does a PHYSICIAN LEADERSHIP candidate meet and/or engage in during the first on-site interview? (Choose all that apply)

		Response Percent	Response Count
Dean		34.8%	8
Department Chair		100.0%	23
Department of Pediatrics Administrator(s)		73.9%	17
Related Divisional Chief(s)		87.0%	20
Related Divisional Staff Physician (s)		87.0%	20
Hospital CEO		56.5%	13
Hospital CMO		21.7%	5
Hospital CNO or Nursing Leadership		17.4%	4
Hospital Board Member(s)		0.0%	0
Tour of children's hospital		95.7%	22
Tour of community		47.8%	11
Realtor organized home tours		52.2%	12
Receives welcome basket from Department in hotel room		17.4%	4
Other (please specify)			4
answered question			23
skipped question			0






29. On which PHYSICIAN LEADERSHIP candidate interview are you most likely to include the spouse?

		Response Percent	Response Count
First visit		13.0%	3
Second visit		65.2%	15
Third visit		21.7%	5
		answered question	23
		skipped question	0

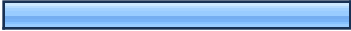

30. When a spouse accompanies a PHYSICIAN LEADERSHIP candidate, what activities are typically planned, by your department, for the spouse? (Choose all that apply)

		Response Percent	Response Count
Spouse specific itinerary		47.8%	11
Professional interviews for spouse		56.5%	13
Social gathering with other physician spouses		26.1%	6
Dinner with other physicians and spouses		82.6%	19
Tour of children's hospital		8.7%	2
Tour of the community		69.6%	16
Realtor planned tour of homes		78.3%	18
Visit public/private school options		43.5%	10
Visit appropriate faith-based options		43.5%	10
Other		13.0%	3
Other (please specify)			4
answered question			23
skipped question			0













31. Who coordinates the itinerary and travel for each PHYSICIAN LEADERSHIP candidate?

		Response Percent	Response Count
Chair and/or Chief		13.0%	3
Administrative assistant to Chair or Chief		65.2%	15
Department of Pediatrics Administrator and staff		13.0%	3
Hospital in-house recruiting department		4.3%	1
Other		4.3%	1
	Other (please specify)		1
answered question			23
skipped question			0




32. Which of the following statements best describes your current practice for communication with a PHYSICIAN LEADERSHIP candidates?

		Response Percent	Response Count
Multiple people from the department communicate with the candidate including but not limited to Chair and Pediatric Administrator for operations questions and finance, administrative staff for travel and planning, and section physicians for clinical and research questions and follow-up.		52.2%	12
One person serves as a single point of contact for the candidate.		47.8%	11
answered question			23
skipped question			0



33. When recruiting for PHYSICIANS LEADERSHIP positions, which of the following incentives has your organization utilized to secure prospective candidates? (Choose all that apply)

		Response Percent	Response Count
Productivity Bonus		34.8%	8
Signing bonus		69.6%	16
On-Call Pay		13.0%	3
Tenure		43.5%	10
Endowed Chair		52.2%	12
Car Allowance		0.0%	0
Housing Allowance		0.0%	0
Temporary housing allowance		17.4%	4
Paid move of household goods		78.3%	18
Mortgage payment assistance on new home		8.7%	2
Purchase previous home if not sold within a stated time frame		0.0%	0
Children college tuition reimbursement program		26.1%	6
Tuition Reimbursement for faculty member		30.4%	7
Immigration assistance		43.5%	10
Other		17.4%	4
Other (please specify)			3
answered question			23
skipped question			0




34. What are the top three significant challenges in recruiting faculty to your department?

		Response Percent	Response Count
1.		100.0%	23
2.		100.0%	23
3.		69.6%	16
answered question			23
skipped question			0


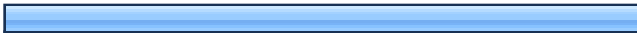
35. Would you describe your current recruiting process as candidate centric or institution centric?

		Response Percent	Response Count
Candidate centric		69.6%	16
Institution centric		30.4%	7
answered question			23
skipped question			0

36. What are the top three greatest significant challenges in retaining current faculty?

		Response Percent	Response Count
1.		100.0%	23
2.		78.3%	18
3.		43.5%	10
answered question			23
skipped question			0




37. Do you have an official physician retention program?

		Response Percent	Response Count
Yes		4.3%	1
No		95.7%	22
answered question			23
skipped question			0




38. Based on your experience with PHYSICIAN LEADERSHIP candidates over the last two years, what percentage do you believe are interviewing with the sole intention of creating the leverage necessary to improve their situation at their current institution?

	Response Count
	23
answered question	23
skipped question	0





39. Who in the Department negotiates the compensation/professional packages with PHYSICIAN LEADERSHIP candidates?

		Response Percent	Response Count
Dean		4.3%	1
Department Chair		91.3%	21
Department Administrator		4.3%	1
In-House Hospital Recruiting Department		0.0%	0
Other		0.0%	0
Other (please specify)			2
answered question			23
skipped question			0



40. Who in the Department negotiates the compensation/professional packages, with the STAFF ATTENDING candidates?

		Response Percent	Response Count
Dean		0.0%	0
Department Chair		56.5%	13
Divisional Chief		34.8%	8
Department Administrator		8.7%	2
Other		0.0%	0
Other (please specify)			2
answered question			23
skipped question			0

41. Which of the following best describes the negotiation strategy for your department?

		Response Percent	Response Count
Low-ball the compensation package regardless and engage in multiple counters		4.3%	1
A hard ball take it or leave it approach		0.0%	0
Pays based primarily on candidates current compensation and benefits		8.7%	2
Pays mid-range based on national salary benchmarks regardless of candidate's current compensation package and benefits.		73.9%	17
Pay top dollar for top talent with elevated demands for performance		13.0%	3
Based on our national reputation, offer a lower compensation package since physicians want to work here.		0.0%	0
answered question			23
skipped question			0

42. Do you have a mandatory leadership succession plan via the college or other employment entity?

		Response Percent	Response Count
Yes		4.3%	1
No		95.7%	22
answered question			23
skipped question			0

43. What percentage of your current PHYSICIAN LEADERSHIP faculty do you believe, in the next three years, will be at or near the point of retirement?

Response Count	
23	
answered question	23
skipped question	0