

Hospital Medicine Hiring Practices

For the purposes of this optional and anonymous survey, we define the term "your hospital medicine group" as the hospital medicine organization for which you are involved in the hiring process.

- ***If your group provides services at more than 1 hospital and you are involved in the hiring process at more than 1 hospital, please refer to the hospital at which you spent the most time involved in the hiring process***
- ***If you are currently involved in the hiring process for more than 1 hospital medicine group, please refer to the group for which you spend the most time involved in the hiring process***

* 1. In the past 1 year, have you played a formal role in any part of the process to hire hospitalist physicians (reviewing applications, interviewing candidates, making hiring decisions)?

- Yes
- No

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SECTION A - Interviewer Demographics

* 2. In the past 1 year, what role(s) have you played in the hospitalist hiring process?

(Select all that apply)

- | | |
|--|---|
| <input type="checkbox"/> I review written applications and CVs to guide who to invite for an interview | <input type="checkbox"/> I participate in group interviews of candidates |
| <input type="checkbox"/> I participate in telephone and/or videoconferencing interviews | <input type="checkbox"/> I participate in a selection committee that contributes to the hiring decision |
| <input type="checkbox"/> I participate in one-on-one in-person interviews of candidates | <input type="checkbox"/> I make the ultimate decision to hire potential candidates |
| <input type="checkbox"/> Other (please describe) | |

* 3. Please estimate the total number of candidates for the position of hospitalist that you personally evaluated (e.g. reviewed, interviewed) in the past 1 year.

- | | |
|---------------------------------------|--|
| <input type="radio"/> 1-5 physicians | <input type="radio"/> 11-25 physicians |
| <input type="radio"/> 6-10 physicians | <input type="radio"/> >25 physicians |

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SECTION B - Hospital Medicine Group Demographics

- * 4. In what state is your hospital medicine group located? If your group provides services in more than one state, please select the state in which it conducts the majority of its business.

- * 5. To the best of your knowledge, which of the following best describes the entity who employs you (e.g. who owns your hospital medicine group)?

- | | |
|---|--|
| <input type="radio"/> Hospital, health system or integrated delivery system | <input type="radio"/> Private local/regional hospitalist only medical group |
| <input type="radio"/> Multi-state hospitalist management company | <input type="radio"/> Other employment/ownership model |
| <input type="radio"/> University, medical school or faculty practice plan | <input type="radio"/> I am not employed by a hospital medicine group, I am employed by a staffing organization (e.g. locum tenens) |
| <input type="radio"/> Private multi-specialty or primary care medical group | |

- * 6. To the best of your knowledge, please indicate your hospital's graduate medical education teaching status.

- | | |
|--|--|
| <input type="radio"/> Non-teaching hospital | <input type="radio"/> Community/affiliated teaching hospital |
| <input type="radio"/> University-based teaching hospital | |

- * 7. To the best of your ability, please estimate the number of physician FTEs (not individual providers) in your hospital medicine group.

- | | |
|---------------------------------|---------------------------------|
| <input type="radio"/> 1-10 FTE | <input type="radio"/> 25-50 FTE |
| <input type="radio"/> 11-25 FTE | <input type="radio"/> >50 FTE |

* 8. To the best of your ability, please estimate the number of hospitalists your group hired over the past 1 year.

0 physicians

11-25 physicians

1-5 physicians

>25 physicians

6-10 physicians

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SECTION C - Candidate Information

* 9. Consider the qualities and/or qualifications you look for when evaluating an application or interviewing a hospitalist candidate. Please identify and rank your top 5 most important qualifications where 1= most important.

	1 (Most Important)	2	3	4	5
Perceived quality of residency training	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Content of the letters of recommendation/reputation of the letter writers	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interest in research, quality improvement or medical education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience in research	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience in quality improvement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience in medical education	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience in hospital medicine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Desire to be a career hospitalist	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Experience in leadership roles	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Ties to your regional area (e.g. family, training)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Interest in your specific hospital medicine program	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Comfort level with patient acuity, patient volume, and/or procedures	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

* 10. Of the questions you ask a hospitalist candidate during an interview, which do you believe reveals the most about a hospitalist candidate?

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- * 11. Consider what a hospitalist candidate needs to demonstrate on or after their interview day in order for you to recommend/consider hiring them. Please identify and rank the top 5 most important qualities where 1= most important.

	1 (Most Important)	2	3	4	5
Ask informed questions about your hospital medicine group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Appear interested with positive body language	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrate a passion for hospital medicine	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
State a good reason for wanting to join your hospital medicine group	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Be able to articulate a long term career plan	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Demonstrate thoughtfulness and/or self-awareness	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

1 (Most Important)

2

3

4

5

Have positive social interactions with group and/or staff members

Provide a meaningful response to my question (previously entered in this survey) "{{ Q10 }}"

Follow-up with a thank you note or other demonstration of ongoing interest

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- * 12. In your experience, what are the most common mistakes made by hospital medicine candidates? Of these, are any "red flags" that automatically disqualify a candidate from further consideration for a job offer?

- * 13. Please rank your level of agreement with the following statement:
I evaluate and consider hiring all hospital medicine candidates similarly, regardless of whether they articulate an interest in hospital medicine as a long-term career or as a short-term position before fellowship.

Strongly Agree	Agree	Disagree	Strongly Disagree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

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- * 14. What are the key differences in how you evaluate candidates who express an interest in hospital medicine as a long-term career versus as a short-term position before fellowship?

- * 15. For candidates interested in hospital medicine as a short-term position before fellowship, what are the key qualities and/or qualifications that make them competitive applicants for a position?