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| --- | --- | --- |
| **Online Supplement 2. Respondent characteristics by individual and group**  |  |  |
|   | Individual Characteristics |   |   |
|   |  | Formal Role in Hiring\* | n | % |
|   |  |  | One-on-one interviewer | 177 | 79.0% |
|   |  |  | Application reviewer | 125 | 55.8% |
|   |  |  | Group interviewer | 111 | 49.6% |
|   |  |  | Telephone/Videoconference interviewer | 102 | 45.5% |
|   |  |  | Selection committee member | 93 | 41.5% |
|   |  |  | Ultimate decision maker | 72 | 32.1% |
|   |  | Total Number of Applicants Evaluated in the Prior Year |  |   |
|   |  |  | 1-5 | 115 | 51.3% |
|   |  |  | 6-10 | 68 | 30.4% |
|   |  |  | 11-25 | 25 | 11.2% |
|   |  |  | >25 | 16 | 7.1% |
|   | Group Characteristics |  |   |
|   |  | Hospital Medicine Group Location |  |   |
|   |  |  | South | 70 | 31.7% |
|   |  |  | West | 56 | 25.3% |
|   |  |  | Northeast | 49 | 22.2% |
|   |  |  | Midwest | 46 | 20.8% |
|   |  | Employer Type |  |   |
|   |  |  | Hospital, health system or integrated delivery system | 132 | 59.7% |
|   |  |  | University, medical school or faculty practice plan | 42 | 19.0% |
|   |  |  | Multi-state hospitalist management company | 26 | 11.8% |
|   |  |  | Private multi-specialty or primary care  | 12 | 5.4% |
|   |  |  | Private local/regional hospitalist only  | 8 | 3.6% |
|   |  |  | Other employment/ownership model | 1 | 0.5% |
|   |  | GME Teaching Status |  |   |
|   |  |  | Community/affiliated teaching hospital | 95 | 43.0% |
|   |  |  | University-based teaching hospital | 73 | 33.0% |
|   |  |  | Non-teaching hospital | 53 | 23.0% |
|   |  | Estimated Number of HMG Physician FTE |  |   |
|   |  |  | 1-10 | 36 | 16.3% |
|   |  |  | 11-25 | 84 | 38.0% |
|   |  |  | 25-50 | 54 | 24.4% |
|   |  |  | >50 | 47 | 21.3% |
|   |  | Estimated Number of Hospitalists Hired in the Prior Year |  |   |
|   |  |  | 0 | 9 | 4.1% |
|   |  |  | 1-5 | 133 | 60.2% |
|   |  |  | 6-10 | 45 | 20.4% |
|   |  |  | 11-25 | 27 | 12.2% |
|   |   |   | >25 | 7 | 3.2% |
| \*Multiple answer choices were allowed, so percentage totals will not add to 100%. GME = Graduate Medical Education. HMG = Hospital Medicine Group. FTE = Full time equivalents. |
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