



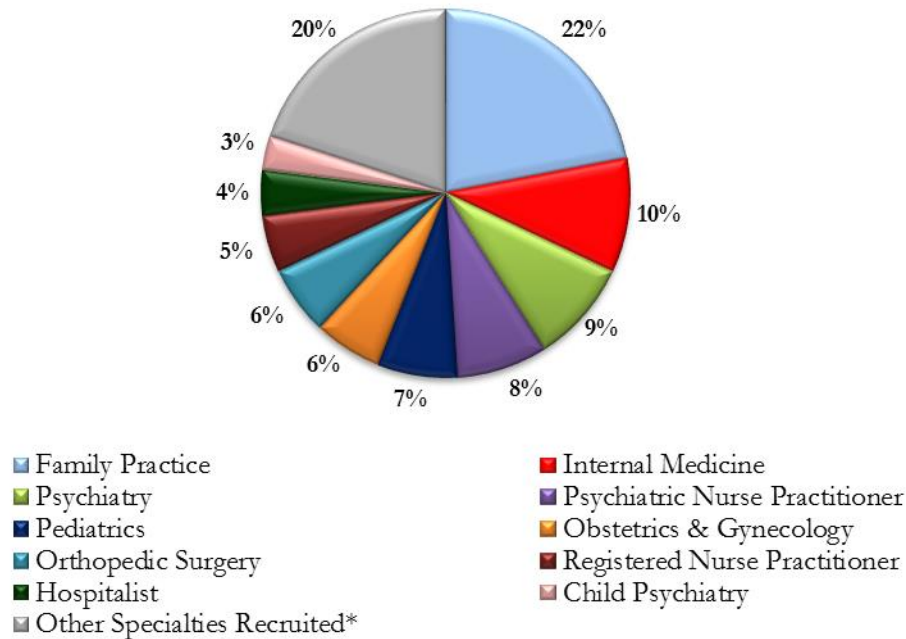
**ARTHUR | MARSHALL**  
PHYSICIAN SEARCH

**PHYSICIAN RECRUITING INCENTIVES  
2016 REVIEW**



BUILDING YOUR SUCCESS

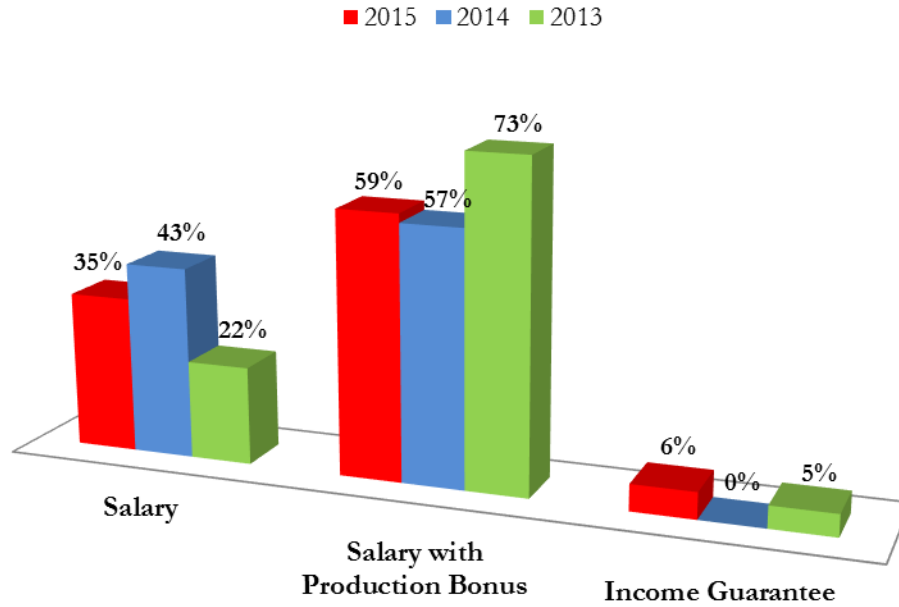
# Top Physician Searches by Medical Specialty



## \*Other Specialty Recruiting Assignments

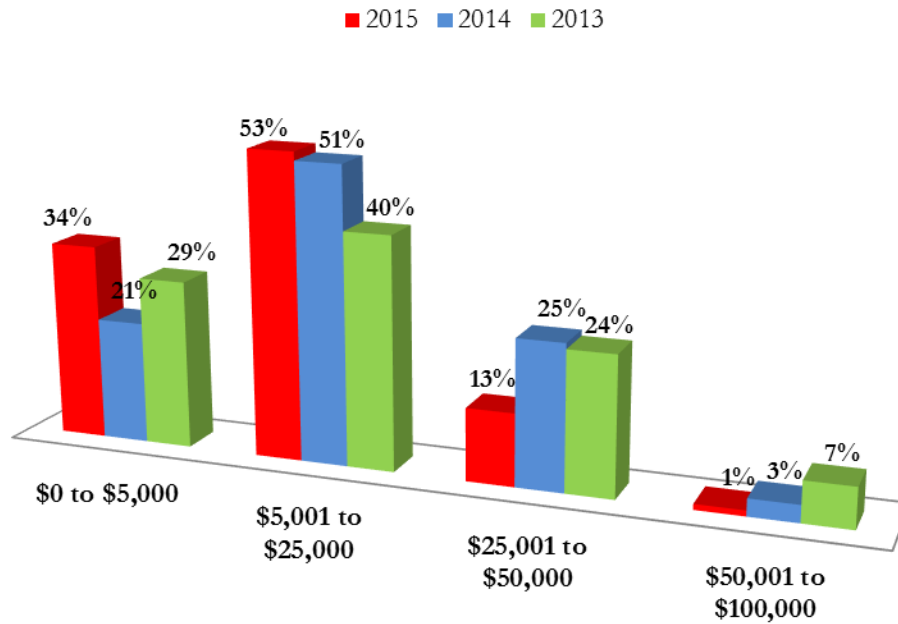
- Anesthesiology
- Anesthesiology Pain Management
- Bariatric Surgery
- Critical Care Medicine
- Cardiology
- Cardiothoracic Surgery
- Chief Medical Officer
- Colon & Rectal Surgery
- Dentistry
- Dermatology
- Emergency Medicine
- Endocrinology
- Family Practice – Geriatrics
- Family Practice with Obstetrics
- Family Practice/ Sports Medicine
- Gastroenterology
- General Practice
- General Surgery
- Hematology/ Oncology
- Hospice & Palliative Medicine
- Hospitalist
- Interventional Cardiology
- Intensivist – Critical Care Medicine
- Infectious Disease
- Internal Medicine – Geriatrics
- Internal Medicine – Pediatrics
- Invasive Cardiology
- Licensed Clinical Social Worker
- Maternal Fetal Medicine
- Neurology
- Neurosurgery
- Nephrology
- Orthopedic Adult Reconstructive Surgery
- Obstetrics and Gynecology
- Orthopedic Foot & Ankle
- Occupational Medicine
- Oncology
- Ophthalmology
- Optometry
- Orthopedic Surgery – Spine
- Otolaryngology
- Pain Medicine
- Physical Medicine & Rehabilitation
- Physical Therapy
- Physician Assistant
- Pulmonary Critical Care
- Plastic Surgery
- Radiology Oncology
- Rheumatology
- Sleep Medicine
- Urgent Care Medicine
- Urology
- Vascular Surgery

## Type of Compensation Offered



*Data reflects compensation types for placements made over the last three years.*

## Searches Offering Signing Bonus

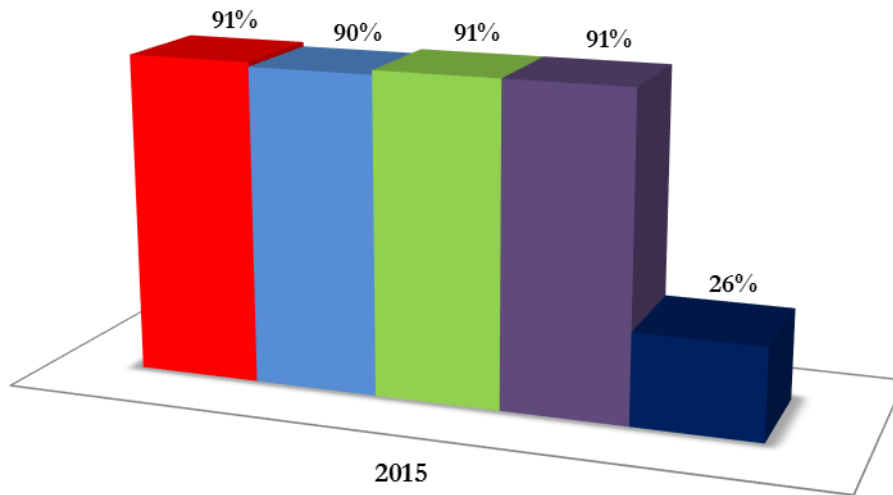


*Data reflects signing bonus amounts for placements made over the last three years.*



## Searches Offering Additional Benefits

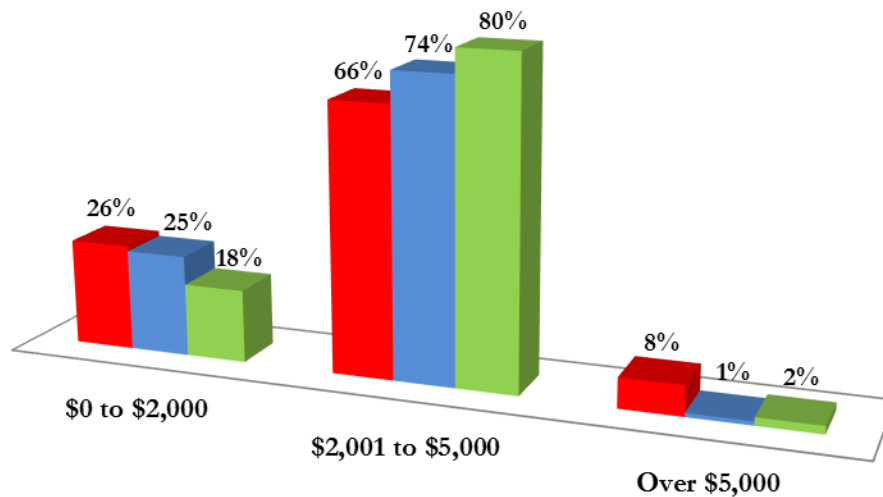
■ Health Insurance ■ Malpractice ■ Retirement ■ Disability ■ Educational Loan Forgiveness



*Data reflects additional benefits offered for placements made from January 2015 through December 2015.*

## Searches Offering Continuing Medical Education Allowance

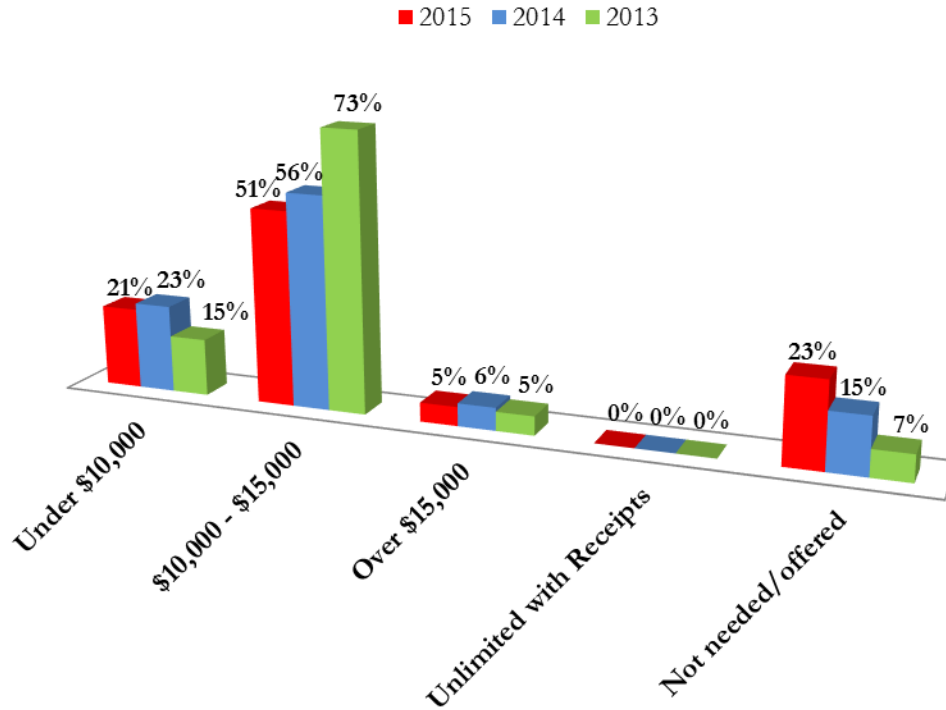
■ 2015 ■ 2014 ■ 2013



*Data reflects CME allowance amounts offered for placements made over the last three years.*

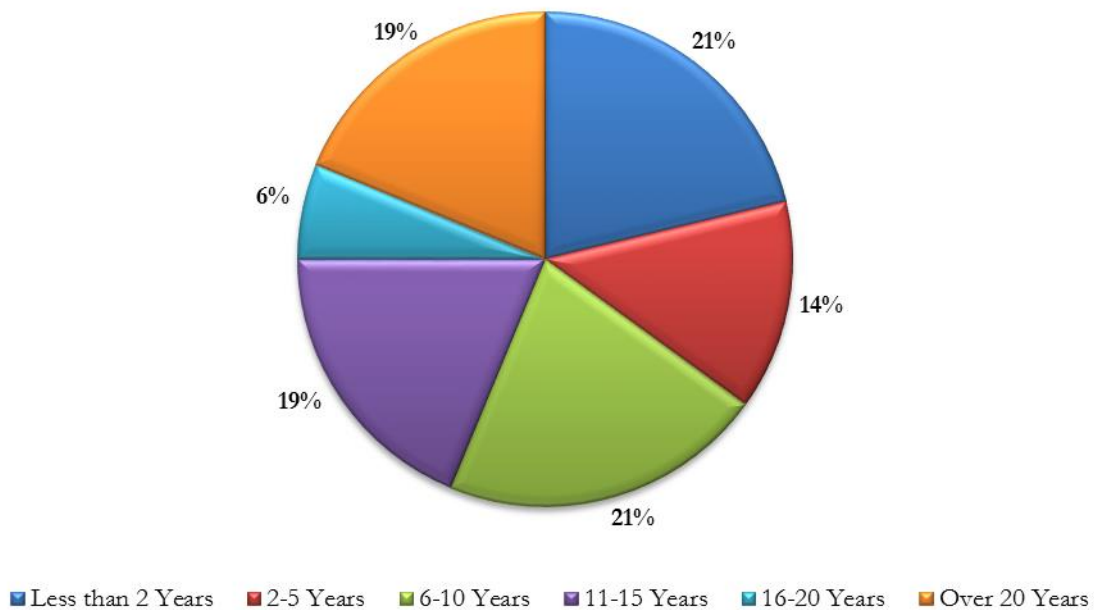


## Searches Offering Relocation Allowance



*Data reflects compensation offered towards relocation expenses for placements made over the past three years.*

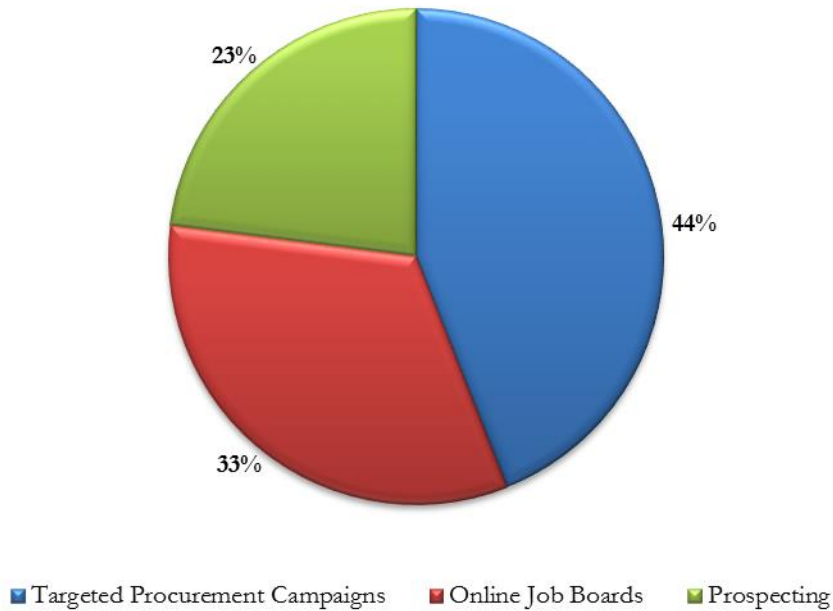
## Years of Experience



*Data reflects years of experience for candidates placed from January 2015 through December 2015.*



## Placement Sources



*Data reflects sources of candidates for placements made from January 2015 through December 2015.*

### **Compensation\* Offered to Top Recruited Specialties** \*does not include signing bonus or benefits package

Specialty	Year	Low	Average	High
<b>Family Practice</b>				
	2015	\$170,000	\$233,000	\$250,000
	2014	\$170,000	\$208,700	\$250,000
	2013	\$169,000	\$191,600	\$332,000
<b>Internal Medicine</b>				
	2015	\$180,000	\$240,000	\$265,000
	2014	\$170,000	\$233,000	\$250,000
	2013	\$170,000	\$208,700	\$250,000
<b>Psychiatry</b>				
	2015	\$213,000	\$271,500	\$350,000
	2014	\$230,000	\$301,200	\$375,000
	2013	\$180,000	\$211,000	\$260,000
<b>Psychiatric Nurse Practitioner</b>				
	2015	\$100,000	\$109,500	\$120,000
	2014	\$99,900	\$116,300	\$125,000
	2013	\$90,000	\$101,000	\$127,000



Pediatrics	Low	Average	High
2015	\$170,000	\$246,000	\$295,000
2014	\$195,000	\$245,000	\$290,500
2013	\$175,000	\$205,000	\$265,000
Obstetrics & Gynecology	Low	Average	High
2015	\$265,000	\$360,000	\$434,000
2014	\$256,000	\$316,000	\$430,000
2013	\$255,000	\$295,000	\$420,000
Orthopedic Surgery	Low	Average	High
2015	\$421,000	\$638,000	\$766,000
2014	\$400,000	\$615,000	\$700,000
2013	\$420,000	\$500,000	\$754,000
Registered Nurse Practitioner	Low	Average	High
2015	\$96,000	\$103,000	\$110,000
2014	\$82,000	\$105,000	\$110,000
2013	\$90,000	\$96,300	\$100,000
Hospitalist	Low	Average	High
2015	\$236,900	\$288,000	\$310,000
2014	\$226,500	\$270,000	\$307,500
2013	\$217,000	\$259,000	\$280,000
Child Psychiatry	Low	Average	High
2015	\$225,000	\$252,500	\$360,000
2014	\$198,000	\$252,000	\$365,900
2013	\$203,000	\$252,100	\$372,000
Neurology	Low	Average	High
2015	\$230,000	\$301,000	\$331,000
2014	\$250,000	\$300,500	\$347,000
2013	\$250,000	\$268,000	\$300,000
Gastroenterology	Low	Average	High
2015	\$500,000	\$535,000	\$550,000
2014	\$300,000	\$559,000	\$651,000
2013	\$398,000	\$520,000	\$655,000
Emergency Medicine	Low	Average	High
2015	\$346,300	\$398,000	\$450,000
2014	\$260,000	\$335,000	\$396,000
2013	\$260,000	\$272,500	\$355,000
Family Practice with Obstetrics	Low	Average	High
2015	\$191,000	\$256,000	\$358,000
2014	\$186,500	\$249,000	\$360,500
2013	\$179,000	\$239,000	\$343,000
Physician Assistant	Low	Average	High
2015	\$90,500	\$107,000	\$130,000
2014	\$92,000	\$110,700	\$123,000
2013	\$86,000	\$97,000	\$116,500



### Top States where Search Assignments were Conducted

	2015
Texas	25%
Florida	18%
Arizona	9%
Georgia	7%
Oklahoma	5%
Wisconsin	4%
Arkansas	4%
Iowa	4%
Alaska	4%
Ohio	4%
Other States	16%

*Data reflects searches assigned from January 2015 through December 2015.*

### Medical Settings of Physician Search Assignments

	2015	2014	2013
Hospital Employed	56%	59%	59%
Single-Specialty Group	17%	22%	23%
Multispecialty Group	15%	10%	5%
Solo/Partner	9%	5%	1%
Academics	0%	0%	2%
FQHC	3%	4%	10%

*Data reflects searches assigned from January 2013 through December 2015.*

### Placements by Community Size

	2015	2014	2013
Under 10,000	15%	23%	16%
10,000-20,999	21%	20%	27%
21,000-30,999	4%	8%	7%
31,000-50,999	13%	11%	13%
51,000-75,999	8%	7%	6%
76,000-99,999	8%	11%	6%
Over 100,000	31%	20%	25%

*Data reflects the population of the search assignment's location for placements made from January 2013 through December 2015.*





ARTHUR | MARSHALL is a retained physician search firm. We use our resources and experience to find and place physicians and mid-level healthcare providers in practices that are having difficulty filling the position on their own. Due to the success of our retained business model, we are able to provide a high level of service, detail and professionalism to our clients that most firms cannot offer. While our job is to represent our client, not the candidate, our approach to recruitment is to act as a consultant to both parties with a focus on finding the best possible match to improve candidate retention. As each of our marketing territories open under expert guidance from our consultants, our excellent reputation for success and service, as well as our national presence, continues to extend and grow.

ARTHUR | MARSHALL effectively manages state-of-the-art methods to market and accurately represent our clients' opportunities to physician prospects. These include:

- Targeted direct marketing and electronic marketing campaigns
- Social media outlet representation
- A sophisticated, in-house database
- A variety of internet-based tools
- One-on-one candidate contact

Once qualified candidates are identified, we initiate a well-defined recruitment system that follows the process through to its successful completion.

ARTHUR | MARSHALL understands the unique needs of physicians, hospitals, and clinics. Conducting hundreds of successful searches annually, ARTHUR | MARSHALL provides a physician candidate who is the ideal match for your position.

Contact one of our consultants at **(866) 414-6077** or **(214) 234-3580** or visit our website, [www.arthurmarshall.com](http://www.arthurmarshall.com).

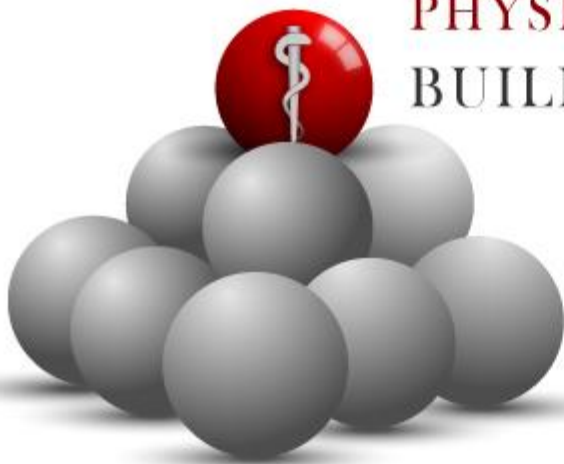
For more information regarding our search and placement statistics or media requests, please contact Kate Austin, Director of Procurement Marketing, ARTHUR | MARSHALL at **(866) 414-6077** or [kaustin@arthurmarshall.com](mailto:kaustin@arthurmarshall.com).

You may access previous versions of our annual reviews at [www.arthurmarshall.com/surveys](http://www.arthurmarshall.com/surveys).

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