Recruiting Radiologists

Wednesday, February 17, 2021
General Zoom Logistics for Today’s Webinar

- **Zoom Control Panel:**
  You will find the Zoom control panel at the bottom of your Zoom window:

  ![Zoom Control Panel](image)

  - **Muted:** All participants will enter the webinar muted.
  - **Chat:** If you have any technical issues, please send a chat message to “panelists and hosts.”
  - **Q&A:** Click on Q&A to submit a question for the faculty. The moderators will share these when we get to the Q&A portion.
Housekeeping Notes

This webinar is being recorded. All participant questions will become part of the recorded webinar.
Let’s Meet the Faculty

Andrew K. Moriarity, MD
Michigan State University
College of Human Medicine

William D. Donovan, MD, MPH, FACR
Midstate Radiology Associates, LLC

Mark E. Mullins, MD, PhD, FACR
Emory University Hospital
Andy Moriarity, MD

Vice-president of clinical operations
Advanced Radiology Services, PC
Grands Rapids MI, 49525

- I affirm that my current COI disclosure has been accurately reported to the ACR.
- I have no disclosures relevant to this presentation.
Pre-COVID survey of fellowship graduates

- Surveyed ~4600 recent radiology graduates
- Identified important factors in the job search
- Four-hundred seventy-seven responses (10.4%)

Responses by years in practice:

- <1 year: 50%
- 1-2 years: 40%
- 2-3 years: 30%
- 3-4 years: 20%
- 4-5 years: 10%
Recent fellowship grads vs. workforce survey

Graduates
ACR HRC

Abdominal  Breast  Chest  IR  Neuro  Peds  Nuclear  MSK  General

0  5  10  15  20  25
Pre-COVID – Practice preference vs. accepted

- Private Practice: 49%
- Academic: 27%
- Government: 2%
- Telerad: 0.5%
- Other: 27%
Practice leads & preferences

1. Group culture
2. Location
3. Work/life balance
4. Daily practice
5. Salary

- "Google"
- Family Contacts
- "Cold-calling"
- Recruiter/Organization
- Specialty Job Board
- National/Specialty Society
- National Job Board
- Fellowship
- Residency
Train where you want to practice?

<table>
<thead>
<tr>
<th>Residency</th>
<th>Fellowship</th>
<th>Preference</th>
<th>Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>New York</td>
<td>California</td>
<td>California</td>
<td>Texas</td>
</tr>
<tr>
<td>Pennsylvania</td>
<td>Pennsylvania</td>
<td>Florida</td>
<td>California</td>
</tr>
<tr>
<td>Michigan</td>
<td>Massachusetts</td>
<td>New York</td>
<td>New York</td>
</tr>
<tr>
<td>Illinois</td>
<td>New York</td>
<td>Washington</td>
<td>Ohio</td>
</tr>
<tr>
<td>California</td>
<td>Michigan</td>
<td>No Preference</td>
<td>Florida</td>
</tr>
<tr>
<td>Massachusetts</td>
<td>Illinois</td>
<td>Pennsylvania</td>
<td>Pennsylvania</td>
</tr>
<tr>
<td>Texas</td>
<td>Texas</td>
<td>Massachusetts</td>
<td>Illinois</td>
</tr>
</tbody>
</table>

New York 12.2% California 10.5% California 23.6% Texas 9.8%
Pennsylvania 8.5% Pennsylvania 9.0% Florida 16.2% California 8.5%
Michigan 6.9% Massachusetts 8.6% New York 16.2% New York 8.5%
Illinois 6.4% New York 8.6% Washington 14.4% Ohio 7.9%
California 5.9% Michigan 6.7% No Preference 14.4% Florida 7.3%
Massachusetts 4.8% Illinois 5.7% Pennsylvania 11.6% Pennsylvania 6.7%
Texas 4.3% Texas 5.7% Massachusetts 10.6% Illinois 4.9%
Placement comes first

Radiologists:
Cardiothoracic – 75%
Neuro IR Rads – 23%

Men – 45%
Women – 53%
Underserved areas

Radiology – 23%
Average – 24%

0 5 10 15 20 25 30 35

Plastic Surgery
Allergy/Immunology
Dermatology
PM&R
Anesthesiology
Otolaryngology
Orthopaedic Surgery
Ophthalmology
Pain Medicine
Plastic Surgery
Urology
Obstetrics/Gynecology
Radiology
Emergency Medicine
Pathology
Preventive Medicine
Medical Genetics
Radiation Oncology
Average
General Surgery
Pediatrics
Family Medicine
Internal Medicine
Colorectal surgery
Psychiatry
Neurology
Neurological Surgery
Transitional Year
Nuclear Medicine
Thoracic Surgery

14 RLI Power Hour Webinar Series
Job Activity as reported to ACR after the COVID-19 Impact

### Employers
- Budgets frozen
- No new expenses
- Elective imaging on hold
- Uncertain economy
- Candidates unable to travel for interview
- Private practices mergers and sales

### Job Seekers
- First time job seeking in decades
- Underemployed – Reduced Hours
- Unemployed – Emailing CVs
- Networking on Social Media
- Teleworking to Supplement Income
- Seeking FACR Credential for CV
CV Views = Employers Seeking Job Seekers
2019-2020

March 2020 COVID-19

1441

150
Job Views = Job Seekers Exploring Options

101% increase from June to Oct once communities reopened from first COVID wave
Top 5 States – Actively Recruiting

<table>
<thead>
<tr>
<th></th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ohio</td>
<td>New York</td>
<td></td>
</tr>
<tr>
<td>California</td>
<td>Texas</td>
<td></td>
</tr>
<tr>
<td>Texas</td>
<td>Florida</td>
<td></td>
</tr>
<tr>
<td>Florida</td>
<td>California</td>
<td></td>
</tr>
<tr>
<td>Illinois</td>
<td>Ohio</td>
<td></td>
</tr>
</tbody>
</table>
### 2020 Jobs by Organization Type

<table>
<thead>
<tr>
<th>Month</th>
<th>Academic</th>
<th>Hospital</th>
<th>Private Practice</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jan</td>
<td>150</td>
<td>95</td>
<td>378</td>
</tr>
<tr>
<td>Feb</td>
<td>116</td>
<td>129</td>
<td>389</td>
</tr>
<tr>
<td>Mar</td>
<td>149</td>
<td>95</td>
<td>331</td>
</tr>
<tr>
<td>Apr</td>
<td>74</td>
<td>52</td>
<td>389</td>
</tr>
<tr>
<td>May</td>
<td>117</td>
<td>48</td>
<td>378</td>
</tr>
<tr>
<td>Jun</td>
<td>66</td>
<td>57</td>
<td>441</td>
</tr>
<tr>
<td>Jul</td>
<td>119</td>
<td>57</td>
<td>409</td>
</tr>
<tr>
<td>Aug</td>
<td>112</td>
<td>62</td>
<td>477</td>
</tr>
<tr>
<td>Sep</td>
<td>120</td>
<td>67</td>
<td>453</td>
</tr>
<tr>
<td>Oct</td>
<td>80</td>
<td>72</td>
<td>386</td>
</tr>
<tr>
<td>Nov</td>
<td>167</td>
<td>52</td>
<td>378</td>
</tr>
<tr>
<td>Dec</td>
<td>143</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Note:** The chart shows the number of jobs by organization type for each month in 2020.
Live Job Postings
2019

44% increase
Live Job Postings 2020

38% decrease COVID-19 Impact
William D. Donovan, MD, MPH, FACR
Midstate Radiology Associates, LLC
(No slides)
Mark E. Mullins, MD, PhD, FACR
Emory University Hospital
(No slides)
Question & Answer

Submit questions via the Q&A menu pane
THANK YOU

- Please share your **feedback** with us! We’ll send the post-webinar survey and recording next week.
- Feel free to **share** with colleagues.
- **Up Next:** Branding: Strategies on How to Define/Redeﬁne Your Personal Brand on Wednesday, April 21 at 7pm ET
- Register for this and/or other free RLI Power Hour webinars at [www.acr.org/powerhour](http://www.acr.org/powerhour)