



SOLUTION OVERVIEW

Streamline and manage physician recruitment and retention effectively

The healthcare industry is currently experiencing growing demand for new physicians and as a result organizations are seeking new ways to improve the efficiency and effectiveness of physician recruiting.

Physician recruiting is a very unique and multi-step process that can be much more complex than recruiting other healthcare workers. Hospitals are vigorously competing for practitioner talent and look for any advantage they can leverage.

In addition to the growing demand for hospitals to hire physicians, retaining current staff is at the forefront of minds of hospital executives.

Organizations are for the first time, implementing full-scale physician retention plans.

By integrating HealthcareSource Physician Recruitment Manager® formerly known as Medearc, into your organization's recruitment cycle, the goal of simplifying and organizing your recruitment operations is now within reach and your organization's physician retention goals can be achieved in an automated and centralized fashion.

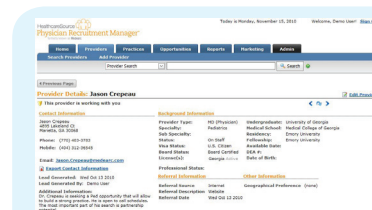
The result? A clear advantage to recruiting and retaining superior physician talent.

Overview

Physician Recruitment Manager is a simple to use, intuitive and affordable physician applicant tracking system for hospital systems, multi-specialty groups, single-specialty groups and academia.

- It's web-based which means there is no software to install and it's accessible from anywhere with an internet connection
- Its simple and intuitive interface has a low learning curve and is easy for even a non-technical person to pick up quickly
- It was designed by physician recruiters with other physician recruiters in mind
- It's customizable

Physician Recruitment Manager was designed to incorporate the Provider, Practice, and the Opportunity into an interactive software platform which is easily managed from the system's At-A-Glance page.



Physician Recruitment Manager®, formerly known as Medearc, enables you to simplify and automate candidate screening, hire superior physician talent, and improve physician retention.

Here's what our clients say:

"From start to finish, our experience was smoother than I could have ever hoped for. The customer support, specifically surrounding our customization of the system, made for a seamless transition. We could not be happier."

Joey Klein
Sr. Physician Recruiter
Cleveland Clinic

"Physician Recruitment Manager has really helped us out. We have so many candidates that we are working with right now that without this software, I don't know how we would keep everything organized!"

Marietta Isaias-Leon
Physician Recruiter
Healthpoint Medical Group





At-A-Glance

Having one integrated workplace to monitor key recruitment processes allows for pro-active management of candidates, contracts, references, credentialing issues, interviews and opportunities.

With Physician Recruitment Manager's At-A-Glance page you can plan your schedule, access priority information and resolve problems quickly.

Physician Recruitment Manager allows you to:

- Monitor candidates that are confirmed for a pending interview and have yet to submit references and/or complete the pre-credentialing questionnaire
- Immediate access to presentations on all active searches
- View daily, weekly, monthly schedules as well as set appointments and tasks

Providers

Establishing a complete profile on a candidate is one of the most vital steps in the recruitment cycle.

Physician Recruitment Manager software allows you to input as much or as little information on a candidate as needed. Drop down lists for specialty, sub-specialty, state license, board certification, and referral information bring

speed and agility to creating a complete candidate profile.

- Notes - Keep accurate records of all correspondence between recruiter and candidate
- Events - Allows the recruiter to know which opportunity each candidate is interested in and know which candidate the decision makers are interested in
- Pre-Credentialing Questionnaire - Customizable questions which can be emailed to the candidate to help learn as much as possible early in recruitment process
- References - Automate the referencing process by sending customizable reference questionnaire to as many references as necessary
- Checklists - Customizable checklists allow the recruitment department to efficiently work through their recruitment process

Practices

Create an accurate profile of the practice that incorporates scope of services, sub-specialty capabilities, patient volumes, on-site equipment, office hours, location, staff and much more.

Opportunities

A complete practice profile or job description can make all

the difference in regards to successfully recruiting talented healthcare professionals.

Physician Recruitment Manager simplifies this process by integrating practice, hospital and community information under one presentation format. You can easily:

- Complete a comprehensive opportunity profile or job description
- Ensure that all facets of the recruitment process are in place, prior to starting a new search, with the electronic opportunity checklist
- Track candidate presentations and interviews specific to each opportunity
- Access and store contracts and offer letters for each opportunity

Reports

Physician Recruitment Manager's detailed Reports tab greatly reduces the time needed to prepare for important recruitment meetings by permitting instant access to a variety of recruitment criteria, dramatically improving efficiency and better managing the recruitment cycle.





Physician Retention

Physician Recruitment Manager's retention feature improves how hospitals connect, engage and get feedback from their medical staff, and newly hired doctors in particular. With increased communication comes a higher level of satisfaction knowing the provider's voice is being heard.

Retention Dashboard

Having one workplace to monitor retention activity allows for pro-active management of provider issues, survey activity, and expiring documents and licenses.

- Monitor upcoming satisfaction surveys for physicians to complete
- Stay on top of issues affecting the medical staff
- Notify providers when they have expiring licenses

Surveys

How valuable would it be to know how your staff physicians feel about their working environment at any given time?

The survey feature in Physician Recruitment Manager will allow your organization to gather this regular feedback from your physicians. Once completed, the customizable surveys will allow you to track trends in your overall medical staff satisfaction.

- Create both one-time and recurring surveys

- Have the system automatically send surveys when they are due to be completed

- View trending graphs to evaluate satisfaction over a given time period

Issue Tracking

Is there currently a plan in place to handle issues that providers may be experiencing during their day-to-day work experience?

The issue tracking feature in Physician Recruitment Manager will bring all stakeholders into the process of resolving these issues by alerting and resolving the issues in one location.

- Send issues to both users and non-users of the system
- Resolve issues from an external webpage without accessing the system
- Report on all issues by provider and by issue type

License/Document Management

Managing your full medical staff's licenses can be overwhelming and difficult. Having this information in one central location can allow for easy notification to the affected physicians.

Physician Recruitment Manager's License and Document Management system simplifies this by setting these expiration dates when loading the license information. Users of the system can set how far in advance they

Key Features

- Track all expenses by provider, practice, opportunity, hospital, and vendor
- Schedule appointments, which will also be scheduled in your email calendar
- Post opportunities directly to your hospital's website where physicians can search and apply online
- Customize dropdowns, questionnaires, and checklists
- Store documents for easy access to CV's, marketing materials, presentations and contracts
- Track all vendors involved in the recruitment process
- Automatically send out physician satisfaction surveys
- Report on satisfaction trends
- Track issues from notification to resolution
- Keep up with new hire tasks using a new hire checklist
- Track all expiring documents and licenses





would like to be notified, allowing ample time to take action on beginning the renewal process.

- Set expiration dates for all documents and licenses
- Set your own notification threshold

Implementation

Our talented IT professionals ensure a seamless integration, user adoption and full utilization of our software from the very beginning.

By paying close attention to our clients' needs, HealthcareSource is better able to understand your organization's recruitment objectives and exceed your performance expectations from day one.

Key Benefits

- Automate the screening, background questions and referencing of potential candidates
- Develop detailed opportunity presentations to relay to candidates during the first conversation, allowing the candidate to process all of the vital information, while determining interest
- Monitor relationships with existing practices and physicians easily, via the business development and physician relations tool
- Standardize the entire physician recruitment process across the whole healthcare organization to ensure each opportunity is filled with maximum efficiency
- Track individual year-to-year satisfaction or compare to other providers to stay aware of any pending issues
- Use an issues tracking system to report on all issues related to an individual provider or type of issue
- Manage all of your documents and licenses to help plan for upcoming renewals

With over 1,500 healthcare facilities as clients, HealthcareSource® is the leading provider of talent management software for the healthcare industry. Through its software-as-a-service solutions, HealthcareSource helps healthcare organizations source, hire, assess and develop the best workforce possible in order to reduce costs and to improve patient satisfaction and safety. The company's talent management solutions include applicant tracking, onboarding, performance management, behavioral assessments, physician recruiting, video interviewing and a leading healthcare job board. A private corporation, HealthcareSource focuses exclusively on the healthcare industry and consistently earns high marks for client satisfaction and retention.

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