

Clinician Retention Tool

Date: _____

Site: _____

Name: _____

Title: _____

Please assess how each of the following categories affects the retention of physicians in your community. Rate each category on whether the category is a strength of your community or a weakness of the community, and then rate its relative importance to retention on a scale of 0-5.

	Strength	Weakness
Location		
Close to a large community/urban center		
Community/patient demographics		
Social networking		
Recreational opportunities		
Spousal satisfaction (education, work, general)		
Schools		
Shopping and other services		
Religious/cultural experiences		
Ethnic diversity		
Climate		
Perception of community		
Practice Characteristics		
Obstetrics		
C-section		
Emergency room coverage		
Endoscopy/Surgery		
Nursing home		
Impatient care		
Mental health		

	Strength	Weakness
Medical Community Support		
Perception of quality care		
Stable physician workforce		
Specialist availability		
Nursing workforce		
Allied mental health workforce		
Mid-level provider workforce		
Ancillary services		
Emergency medical services		
Other similar professionals (specialty, age, etc)		
Call coverage		
Hospital, Clinic and Community Support		
Physical plant and equipment		
Plans for capital investment		
Electronic medical records		
Innovation (medical home model, etc)		
Hospital/Clinic leadership		
Televideo support		
Hospital/Clinic sponsored CME		
Community need/support of physician		
Mentoring opportunities		
Community volunteer opportunities		
Welcome and recruitment program		
Future Opportunities		
Income potential		
Payor mix		
Competition		
Mid-level supervision		
Teaching		
Administration		

Questions:

1. What are your greatest barriers to retention of clinicians?

2. What can be done to overcome these barriers?

3. What reasons have clinicians/scholars given your clinic for not staying beyond their service requirement?
