

Job Search Questions (for General Pediatrics)¹

1. Why is this position available?
2. What are the approximate ages and years out of residency of the other physicians?
3. To what extent are the other physicians in the group involved in nonclinical medical activities?
4. What is the length of stay of the physicians?
5. Why did the last physician leave?
6. Is the practice incorporated? Corporation? Partnership? Sole practitioner?
7. Who are the principals? What is their ownership share?
8. How are new partners admitted? Dollar buy-in? Time period of work?
9. Does the practice have an employment contract?
10. What are the benefits? (Health insurance, dental insurance, vision insurance, profit-sharing, 401K, disability insurance, life insurance, malpractice insurance, annual paid vacation days, annual meeting days off.)
11. Are there outstanding malpractice claims against the group? (Important for smaller medical groups.)
12. Who keeps the books and records? (Internal or CPA firm?) (Important for smaller groups)
13. Who audits the practices books and records? (Important for smaller groups.)
14. How does the practice market itself?
15. Who negotiates and reviews managed care contracts?
16. What kind of support is offered by the administration of the medical group for the physician group, in general, and younger physicians, in particular?
17. What is one's salary based upon?
18. Are the physicians in the group happy with the administration?
19. Who is the competition?
20. How many doctors have started practice in this area in the past three years?
21. Is this a fast growing community?
22. How many patients does a physician typically see in a day?
23. What is the typical work schedule?
24. What procedures are performed in the clinic and who performs them?
25. What is the patient mix (managed care, Medi-Cal, private insurance)?
26. How many new patients are seen per day? Per week?
27. What specialties are available within this medical group?
28. What is the referral pattern? Where do the patients go for specialty care?

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29. How many managed care contracts does the medical group have? (This is a significant player in northern California)
30. Is there a pediatric emergency room?
31. How is the emergency room covered?
32. How are hospitalizations, including the Newborn Nursery, covered?
33. What is the financial stability of the medical group?
34. What is the group's average hospital census?
35. What are the opportunities for CME?
36. Is there financial support for CME?
37. What is the coverage for weekdays, weekends, vacations, CME?
38. What is the staff-to-physician ratio?
39. What is the rate of staff turnover?
40. Which EMR system is used? (Epic, NextGen?)
41. How are Quality Improvement and Management accomplished?
42. What is the overhead and what is the percentage?
43. How are bad debts collected?
44. Who makes the decision about employee hiring and firing?
45. Will I have input into the selection of my nurse/ medical assistant?
46. How old are the building and equipment? How are they financed and what is the outstanding debt?
47. How often are the fee schedules reviewed?
48. Tell me about the community, schools and recreation?

¹ Vognild, Lisa. "How to Make the Most of Your Interview." PracticeLink Magazine. June 24, 2011. Accessed December 9, 2015. <http://journal.practicelink.com/job-doctor/how-to-make-the-most-of-your-interview/>