



About the GROUP

- What are the duties of the group? (i.e. CQI, QH, Committees, Lectures, Marketing)
- Is there a non-compete/non-interference clause?
- Who pays for malpractice insurance and tail?
- What billing company is used?
- Who is the settlement authority?
- Are there partnership or ownership options available? (i.e. buy-in)
- How is the structure of the organization defined?
- What specific programs/resources are in place? (i.e. ApolloMDNOW, Quality Corner, etc.)
- Are CME allowances is given? How much?
- Are professional memberships paid for? Which groups? (i.e. ACEP, AAPA, etc.)

About the JOB

- How are shift times structured? (i.e. 8hr vs. 12hr)
- How many shifts per month? Which locations? (If interviewing with health system)
- What are the differences between independent contractor and employee status?
- Can you provide a sample contract for this position?
- How is the compensation model and bonus structure calculated?

About the TEAM

- Where did everyone complete their residency/training?
- Are all physicians on the team board certified or board eligible?
- What is the practice size?
- Does anyone hold other positions within the hospital? (i.e. leadership positions, board members, etc.)

About the DEPARTMENT/HOSPITAL

- What is the annual patient volume?
- How many ED beds? How many hospital beds?
- Is there a fast track?
- What is the admission rate? Who writes admission orders?
- What documentation system is used?
- Does the group cover more than one of the hospital's service lines?
- What is the ratio of patients, pediatric vs. adults?
- Is there back-up call?
- Are there in-house codes required? What about procedures required?

• EXTRA •

- What is the malpractice insurance rating?
- Are patients charged per visit?
- What is the length of time the group has contracted with the hospital and/or health system?
- What is outlined in the terms of termination?
- Are pathways or leadership development defined? How are future leaders identified by the group?

• EXTRA •

- How is vacation time managed? What about sick time or emergency illness/injury?
- Is maternity/paternity leave offered? What are the circumstances?
- Are benefits offered? What are the package details?
- Does onboarding include documentation training?
- What is the credentialing length of time?
- Are scribes available to support physician documentation?

• EXTRA •

- What is the physician turnover rate? What is the APC turnover rate?
- What is the morale of the team?
- How well does the team communicate with other departments/service lines

• EXTRA •

- How quick are lab turnarounds? What about radiology turnarounds and reads? Are radiology services onsite or through teleradiology?
- Is ultrasound used in the ED?
- What is the ratio of trauma vs. medical cases?
- What are the reasons for transfers?
- What sub-specialties are available?
- Have there been any past EMTALA investigations?
- What is the number of unattached patients?
- What is the average number of locums or agency nurses used?
- How is psychiatric patient care managed in the ED? (i.e. partners with outside resources if not available in-house)