



2025 State of Hospital Medicine Survey Preparation Checklist

Here is a list of the key pieces of information you should collect in advance so that you can streamline your completion of the survey. Keep in mind that while we encourage you to provide as much information as possible, there are no “required” questions and you may choose to skip some questions for which you can’t easily obtain data.

Survey Participation Deadline: Extended through March 3, 2025

- Figure out whether you are submitting on behalf of a single site or multisite group. If multisite group, see the Multisite Reporting Guide for updated information about how to participate.
 - Single site: a single unified group of hospitalists that may work in one or several hospitals.
 - Multisite: an organization or group that operates separate and distinct practices in multiple different hospitals/locations. These practices generally have separate staff, may have divergent practice policies and procedures, and typically have distinct budgets/finances.

Data and Information Gathering Checklist

Group Profile

- The 12-month period you will be reporting data for the survey
- Types of patients seen (adults, children), teaching status, etc.

Scope of Practice

- Co-management models (admitting attending vs consultant) for each medical subspecialty
- Novel scopes of practice
- Use of telehealth technology

Staffing

- FTE Employment Information for the 12-month survey period, including number of FTEs for various staffing categories including locums and support staff
- Where new hires came from
- How your HMG uses NPs/PAs and generally which services they bill and do not bill
- Estimated percent of clinical hours expected to be on-site
- Information about unfilled positions
- Formal staffing backup plans
- How your HMG promotes wellness
- The number of hospitalists associated with leaderships roles and the total dedicated leadership FTE allocation for the HMG

- Demographic information about your HMG's highest-ranking physician hospital leader

Scheduling

- Typical shift duration
- Number of contracted shifts and clinical hours
- Predominant scheduling models
- Night/nocturnist coverage arrangements
- PTO policies and procedures
- Has your HMG instituted new staffing/scheduling changes

Compensation, Benefits, and Performance Measures

- Average proportional compensation (base vs. production vs. performance) for hospitalists in the group (percentages, not specific amounts)
- Value of employee benefits and CME allowance
- Additional employee benefits
- Non-production incentives for individual and group performance

Production and Billing

- Total wRVUs generated by the HMG
- Hospital Medicine E/M Code billing totals for the reporting period (typically, calendar year)

Academic Hospital Medicine

- Percentage of staff with an academic appointment
- Financial support from your HMG for non-clinical work
- Allocation of FTEs devoted to specific categories of clinical work

Group Finances

- Amount of financial and other support provided by the hospital or other organization to your HMG to offset any difference between direct expenses and professional billing revenue

Pediatric Hospital Medicine

- Hospital settings served
- FTE definition and proportion of part time staff
- Academic appointment requirements
- Information about board certification in Pediatric Hospital Medicine