

Onboarding Initiated by Month

OnBoarding Specialist

All

Provider Type

All

Hire Type

All

CD / SL

All

Employment Status

All

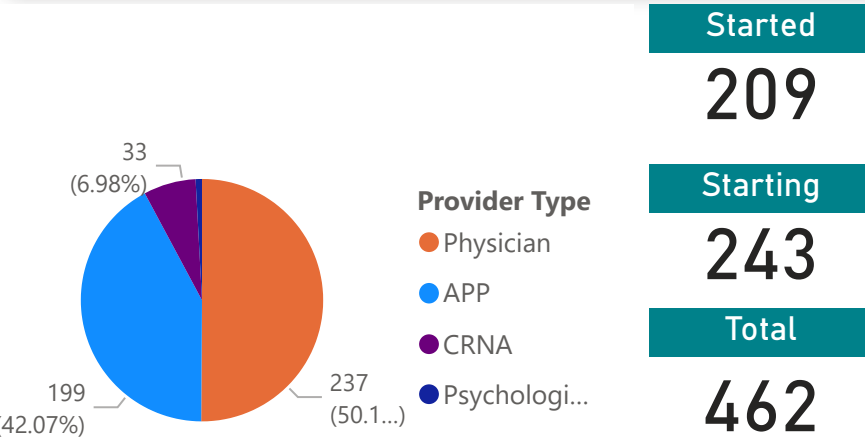
Start Date Year

2023

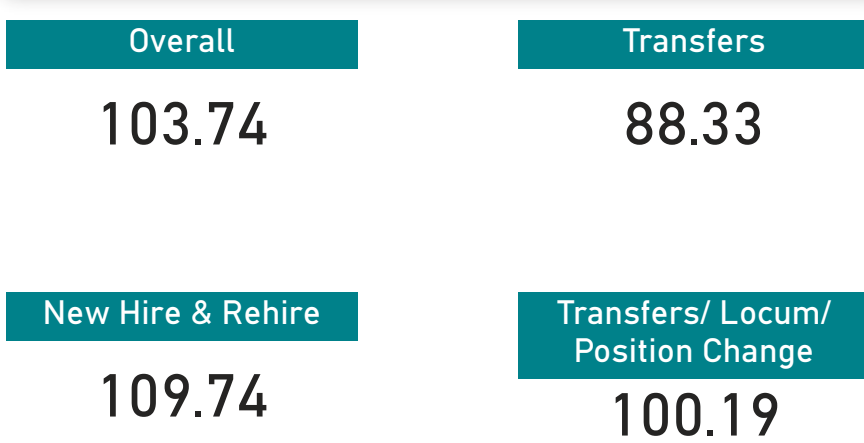
Market

Greater Charlotte

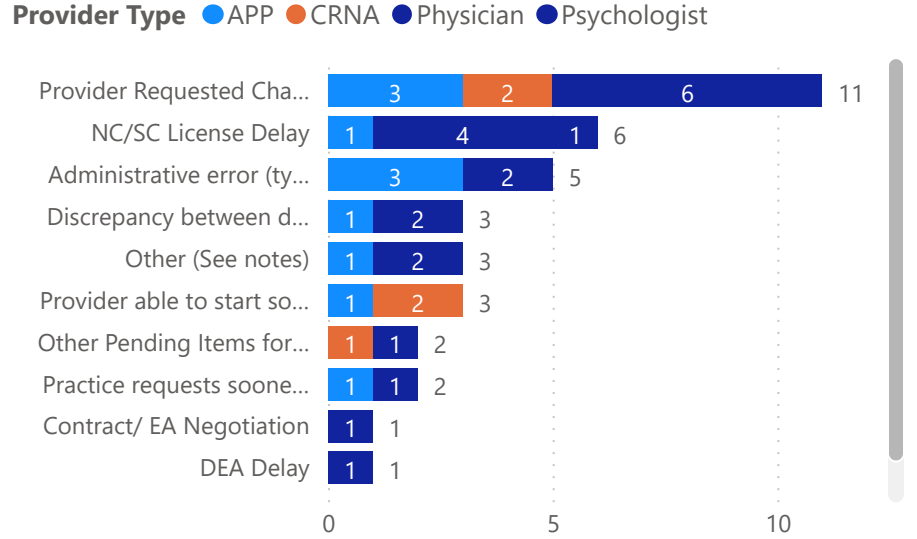
Providers Started/ Starting



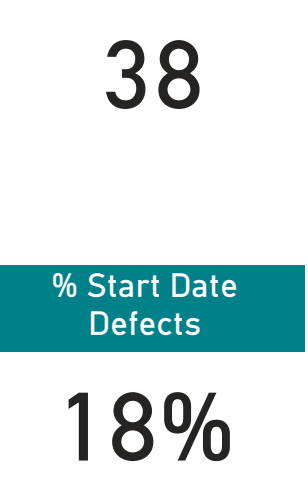
PIF to Start Averages (<105 Target)



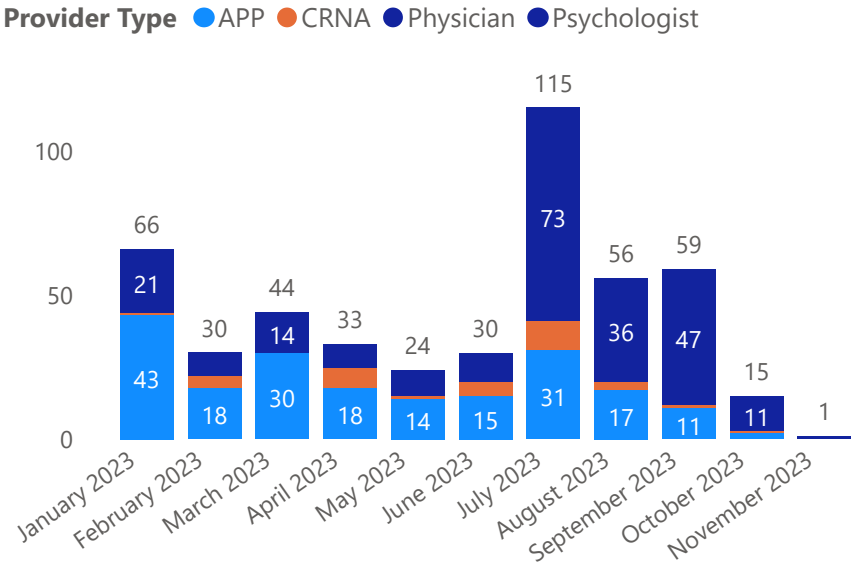
Start Date Changed by Reason



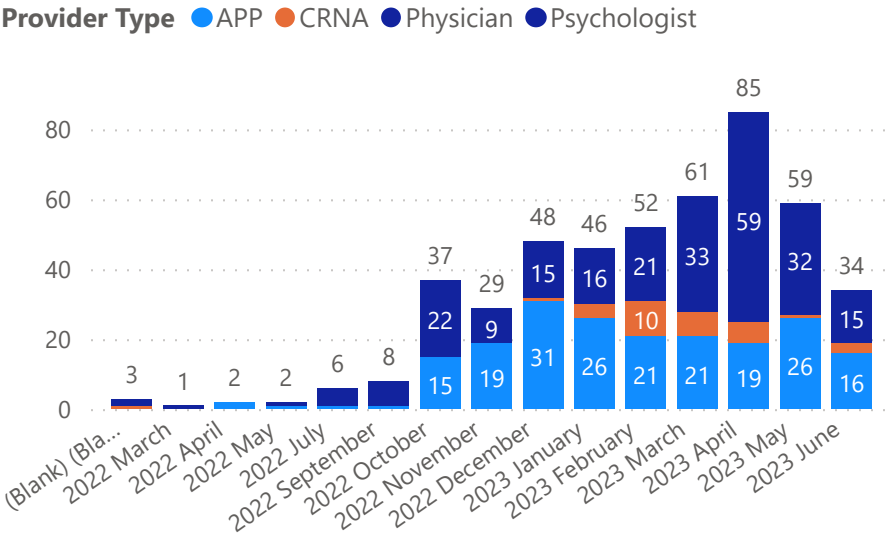
Total Start Date Changes



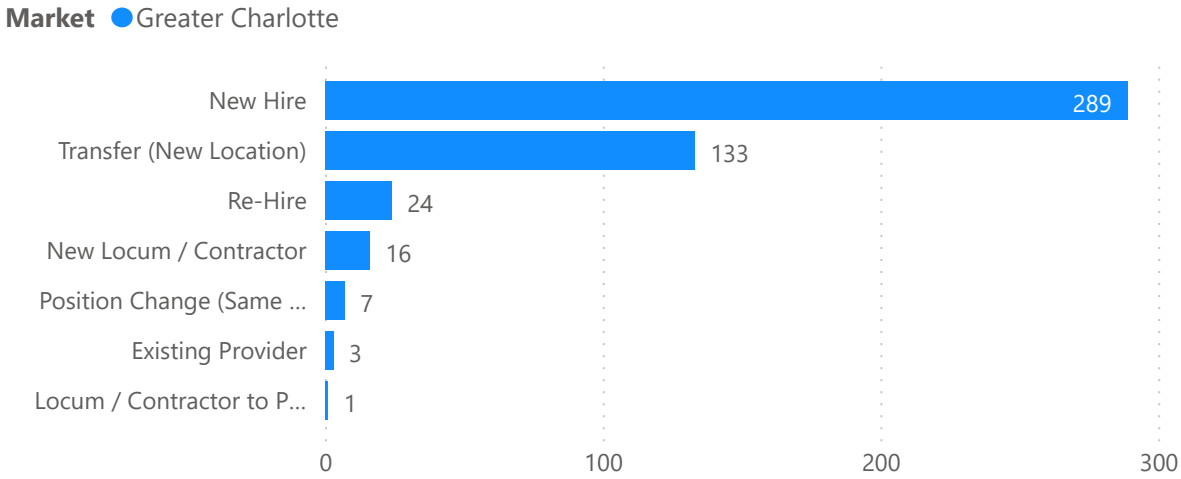
Onboarding Pipeline by Month



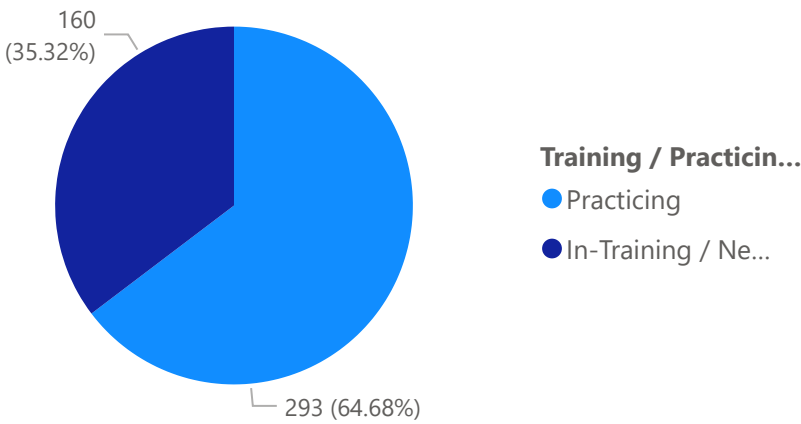
Onboarding Initiated



Hire Type



Practicing Status



Providers Hired & PIF Date

Record ID	Core Req #	Month	Day	Year	Count
AbdelRazek, Mahmoud	69044	May	25	2023	1
Abu-Rub, Mohammad	50054	May	1	2023	1
Abuzakhm, Sonia	20444	December	20	2022	1
Adame, Heather	78052	April	13	2023	1
Adamson, Abosede	75241	May	31	2023	1
Akers, Paige (2)	64154	December	5	2022	1
Alberti, Matthew	60042	May	1	2023	1
Alboga, Awad	74235	April	21	2023	1
Alexander, Tamara	67977	March	15	2023	1
Allen, Erika (2)		April	26	2023	1
Total					473

GCM Onboarding Metrics

OnBoarding Specialist

All

Provider Type

All

Hire Type

All

CD / SL

All

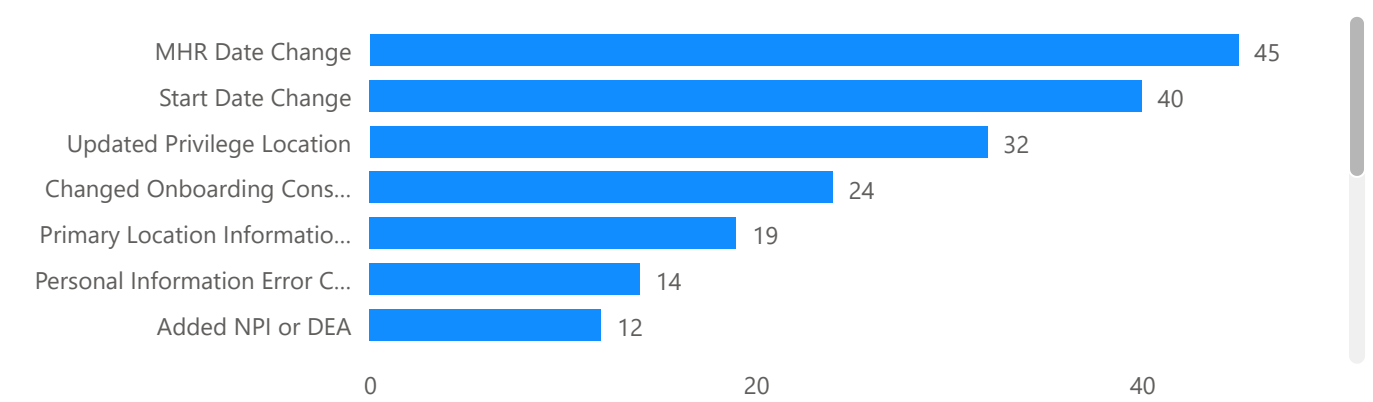
Employment Status

All

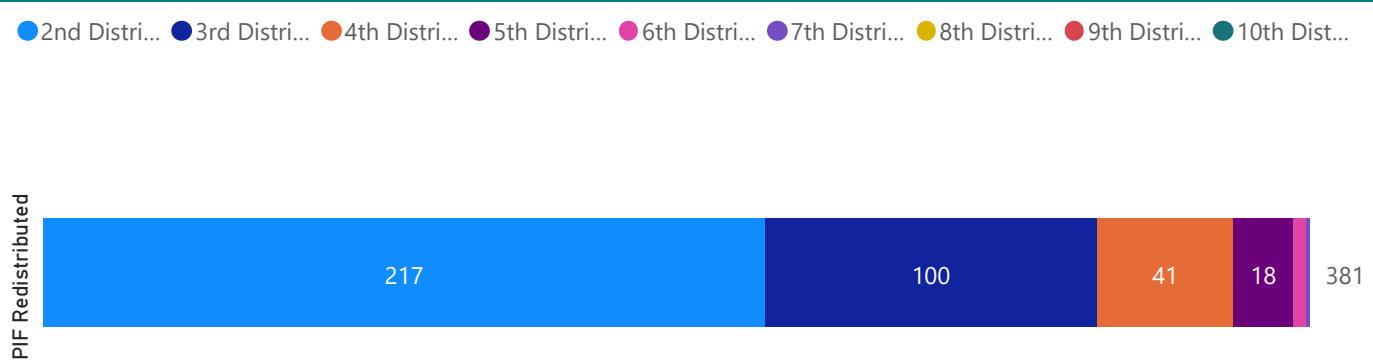
Start Date Year

All

Reasons for PIF Redistribution



of PIF Redistribution



Reminder Defects

Reminder Defects

Total Unavoidable Defects

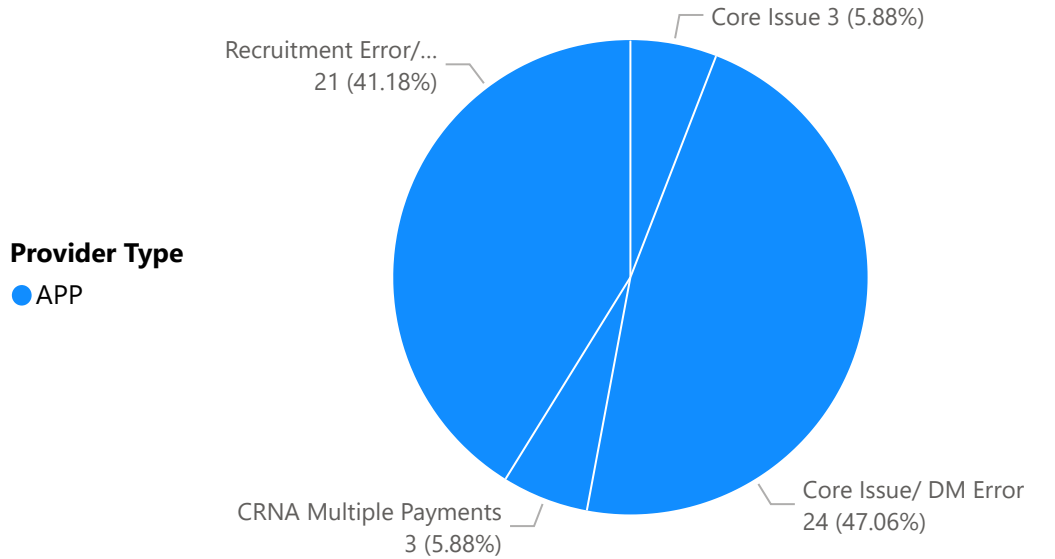
Reminder Defect % (<10 Target)

32

61

3%

Sign-On Bonus Escalations



% of Bonus Defects

8%

3-Week Onboarding Reminder

Year	Count of Sent Practice / Dept. 3-Week Onboarding Reminder Email	Reminder Defects
2021	36	1
2022	447	10
2023	174	14
January	38	2
February	24	3
March	32	1
Anril	30	4
Total	657	32

PIF Distributed		
Month	Count of PIF Distributed	Defect
January	68	0
February	64	0
March	77	0
April	99	0
Total	380	0

PIF Distributed Defects

0

Relocation		
Month	Count Sent to Provider for Signature	Relo KPI
January	9	0
February	8	0
March	1	0
Total	27	0

Relo KPI

0

Terminations	
Month	Count of Date Distributed By Inbox
January	24
February	31
March	23
April	17
Total	95

Term KPI

0

Average Days From PIF Sent for Review to PIF Distributed (<7 Target, 5 Stretch)

Volume Report 6.27.23

Started Volume

OnBoarding Specialist	Started Weight	Close Call Weight	Relo Weight	Started Volume
Aldrick Barr	72.50	0.30	1.55	74.35
Amanda Cato	92.70	0.80	1.70	95.20
Heather McElroy	40.80	0.20	0.35	41.35
Jessica Brohman	0.80	0.00	0.00	0.80
Joseph Coleman	51.50	0.30	1.20	53.00
Kathryn Giles	0.50	0.00	0.00	0.50
Kina Thompson	7.00	0.10	0.05	7.15
Michele Rocco	62.30	1.70	0.65	64.65
Rachael Nieves	9.50	0.00	0.05	9.55
Whitney Bangert	77.20	8.20	1.60	87.00
Total	414.80	11.60	7.15	433.55

Current Volume

Onboarding Specialist	Start Date Change Weight	Hire Weight	Relo Weight	Close Call Weight	Current Weight
Amanda Cato	0.10	28.80	0.55	0.00	29.35
Heather McElroy	0.20	39.00	0.95	0.10	40.05
Joymar Quirindongo		7.50	0.05	0.00	7.55
Kathryn Giles	0.10	14.50	0.55	0.00	15.05
Kina Thompson	0.20	27.00	0.70	0.00	27.70
Michele Rocco	0.40	58.70	0.40	0.00	59.10
Whitney Bangert	0.30	48.80	1.20	1.20	51.20
Total	1.30	224.30	4.40	1.30	230.00

Overall Volume

Onboarding Specialist	Current Weight	Started Volume	Overall Volume
Amanda Cato	29.35	95.20	124.55
Heather McElroy	40.05	41.35	81.40
Joseph Coleman		53.00	53.00
Joymar Quirindongo	7.55		7.55
Kathryn Giles	15.05	0.50	15.55
Kina Thompson	27.70	7.15	34.85
Michele Rocco	59.10	64.65	123.75
Rachael Nieves		9.55	9.55
Whitney Bangert	51.20	87.00	138.20
Total	230.00	358.40	588.40

CD/SL Overall Volume

Care Division/ Service Line	Started Providers	Current Providers	Overall Volume CD/SL
Adult Medical Specialties	103	72	175
Behavioral Health	14	7	21
Children's Services	59	30	89
CRNA	47	22	69
Emerging Care Model	24	11	35
LCI	25	12	37
Musculoskeletal Institute	9	5	14
Neurosciences Institute	11	7	18
OB / GYN	35	23	58
One Health	11	12	23
Primary Care	97	38	135
SHVI	33	11	44
Surgery	19	17	36
Total	487	267	754



Greater Charlotte Market Recruitment Metrics

Recruiter

All

Hire Date

Multiple sel...

Care Division/ Service Line

All

Provider Type

All

Opportunity Type

All

Employment Status

All

Count of Filled (YTD)

312

Total Percent of Filled (YTD)

45%

Physician DTF (Cumulative)

Average Median

194.62 106

APP DTF (Cumulative)

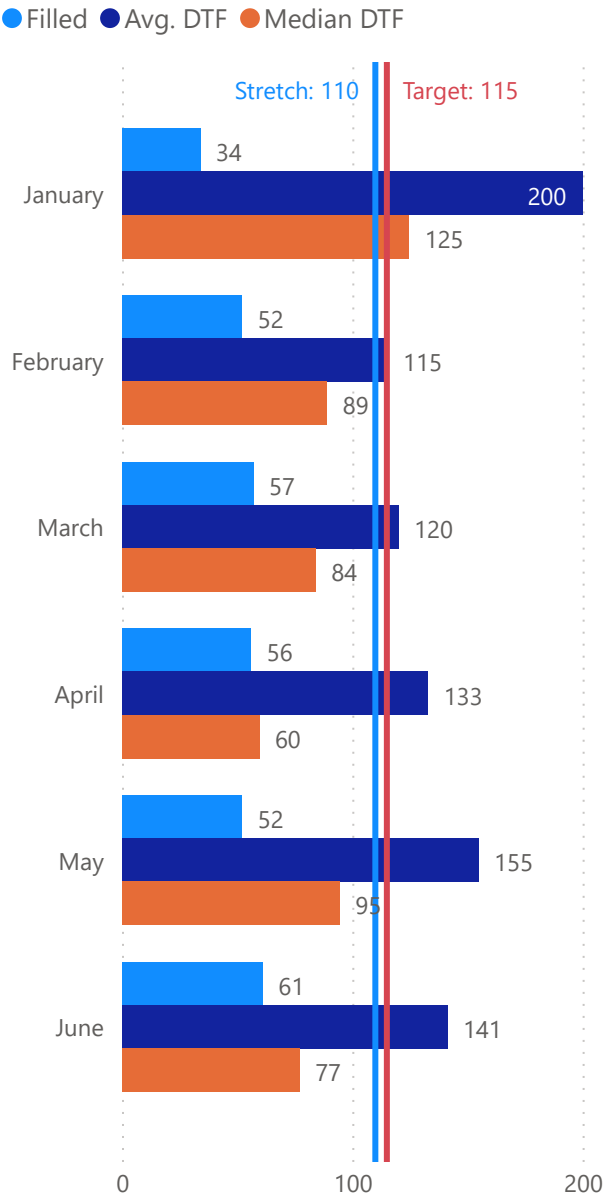
Average Median

82.74 67

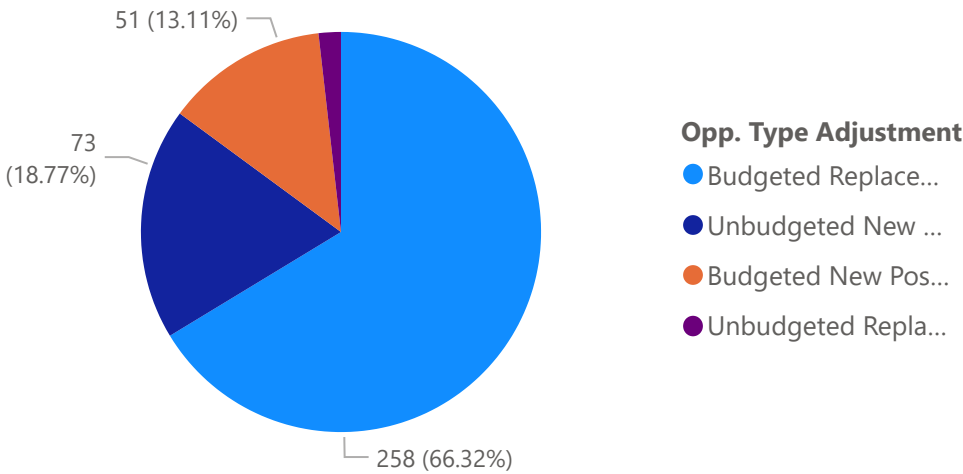
Filled by Specialty

Specialty	Filled by Specialty
Family Medicine	52
Anesthesiology	33
Urgent Care	33
OBGYN	32
Hospitalist	18
Hematology/Oncology	15
Neurology	14
Internal Medicine	13
Cardiology	12
Pediatrics	9
General Pediatrics	8
Palliative Care	5
Psychiatry	5
Surgery	5
Gastroenterology	3
Infectious Disease	3
Neonatology	3
Urology	3
Emergency Medicine	2
Endocrinology	2
Gastroenterology and Hepatology	2
Integrative Medicine	2
Maternal Fetal	2
Total	312

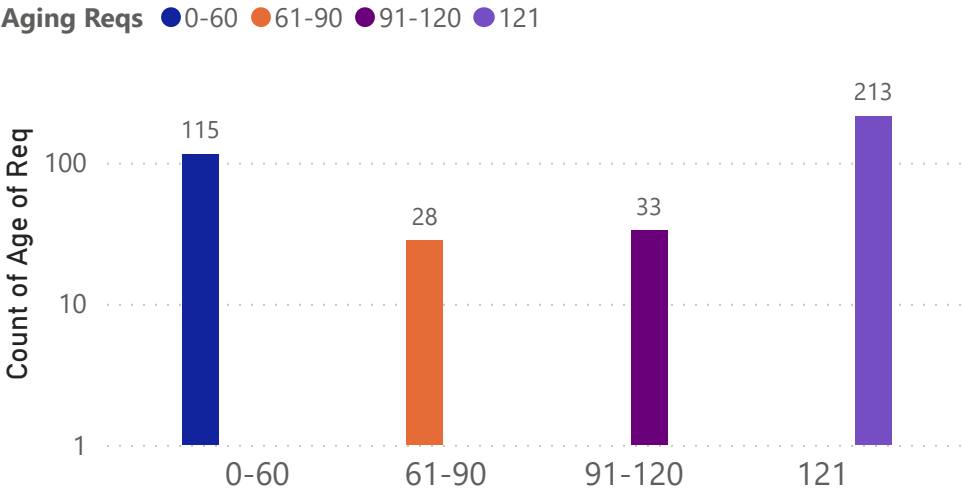
Filled, Avg. & Median DTF by Month



Opportunity Type



Reqs by Age



Providers Hired & Start Date

Provider	Req #	Month	Day	Year	Filled
AbdelRazek, Mahmoud	69044	September	5	2023	1
Abu-Rub, Mohammad	50054	September	5	2023	1
Adame, Heather	78052	July	31	2023	1
Adamson, Abosede	75241	September	11	2023	1
Alberti, Matthew	60042	July	10	2023	1
Alboga, Awad	74235	August	21	2023	1
Alexander, Tamara	67977	April	3	2023	1
Alie-Cusson, Fanny	143390	January	2	2024	1
Allen, Jessica	78598	August	28	2023	1
Total					312



Navicent

Clear Filters

Hire Date

Multiple selections

Start Date

All

CD/ SL

All

Provider Type

All

Opportunity Type

All

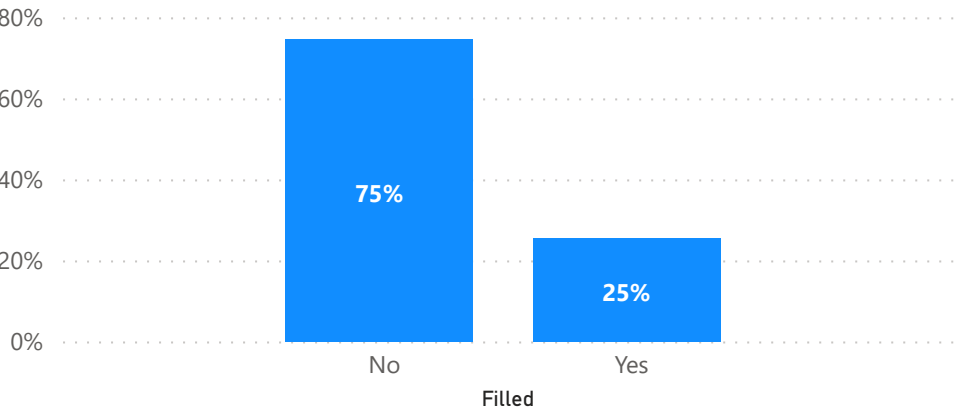
Employment Status

All

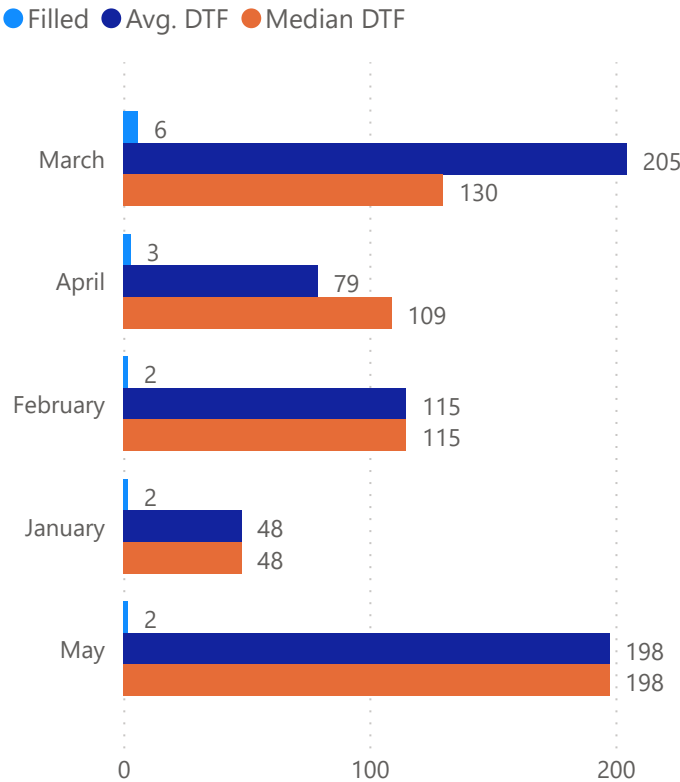
Average Days to Fill (TYD)

PIF Distributed	Number Filled	Avg DTF	Median DTF	Target	Stretch	Met Target
▲	44			115	110	No
1/19/2023	1	13	13	115	110	Yes
1/24/2023	1	83	83	115	110	Yes
2/7/2023	1	89	89	115	110	Yes
2/17/2023	1	141	141	115	110	No
3/1/2023	1	182	182	115	110	No
3/10/2023	2	68	68	115	110	Yes
3/13/2023	1	132	132	115	110	No
3/14/2023	2	390	390	115	110	No
4/12/2023	1	112	112	115	110	Yes
4/19/2023	1	16	16	115	110	Yes
4/25/2023	1	109	109	115	110	Yes

Total Percent Filled Cumulative)



Filled, Avg. DTF and Median DTF by PIF Month



Count of Filled

15

Total Percent of Filled

25%

Physician DTF (Cumulative)

Average	Median
159	89

APP DTF (Cumulative)

Average	Median
126	111

Filled by Specialty

Specialty	Filled
Acute Care Surgery	3
Children's	1
Colorectal Surgery	1
Critical Care	3
Critical Care Nephrology	1
Critical Care	1
Medical Oncology	1
Ortho Trauma	1
Pediatrics	1
Surgery	1
Urgent Care	1
Total	15

Provider's Name

Provider's Name	Target Transfer / Start Date
▲	
Armstrong, David	5/28/2023
Bacon, Christi	8/6/2023
Boswell-Betts, Megan	6/25/2023
Davies, Ryan	6/25/2023
Denisiuk, Marek	7/23/2023
Doshi, Vaishali	6/25/2023
Ennis, Christopher Blake	7/9/2023
Gadde, Shilpa	4/9/2023
Harmon, Kristin	8/20/2023

Clear Filters

Year PIF Distributed

Multiple selections

Start Date

All

Specialty

All

Provider Type

All

Opportunity Type

All

Employment Status

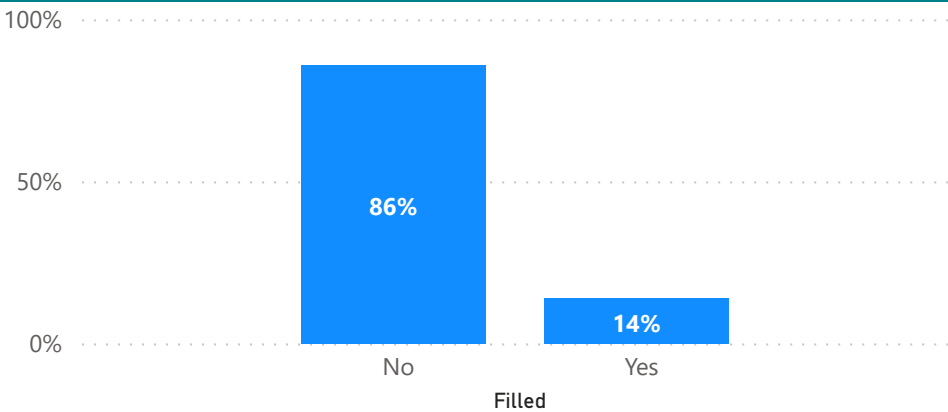
All

Wake Forest Network

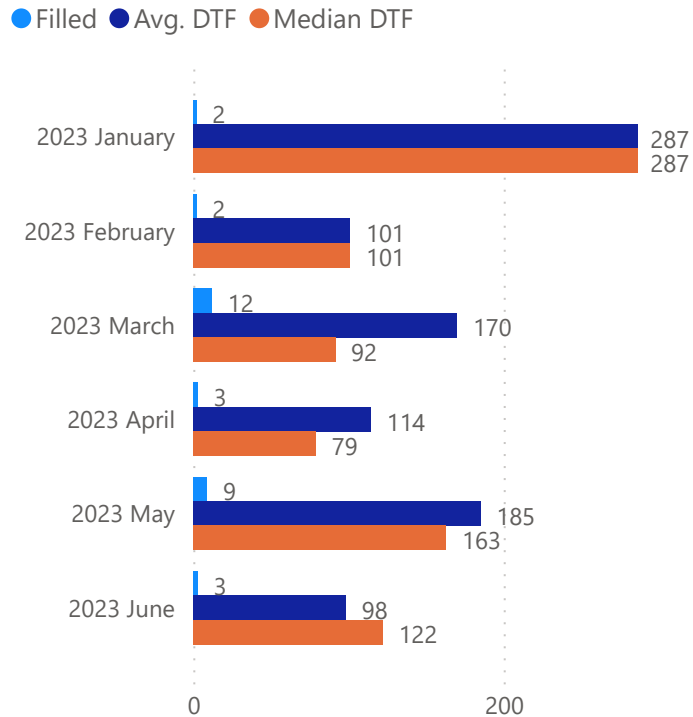
Average Days to Fill (TYD)

Year	Month	Filled	Avg DTF	Median DTF	Target	Stretch	WF Met Targ
					115	110	No
2023	January	2	286.50	287	115	110	No
2023	February	2	101.00	101	115	110	Yes
2023	March	12	169.92	92	115	110	No
2023	April	3	114.33	79	115	110	Yes
2023	May	9	185.00	163	115	110	No
2023	June	3	98.33	122	115	110	Yes
2023	July				115	110	No
2023	August				115	110	No
2023	September				115	110	No
2023	October				115	110	No
2023	November				115	110	No
2023	December				115	110	No

Total Percent Filled Cumulative)



Filled, Avg. DTF and Median DTF by Year and Month



Count of Filled

31

Total % Filled

14%

Physician DTF (Cumulative)

Average Median

219.53 163.00

APP DTF (Cumulative)

Average Median

114.00 90.50

Filled by Specialty

Specialty	Filled
ENT	1
Family Medicine	12
Gastroenterology	1
Internal Medicine	3
OBGYN	1
Pediatrics	2
Urgent Care	11
Total	31

Provider's Name

Record ID	Target Transfer / Start Date
Amin, Yashika	Monday, June 19, 2023
Banks, Stephen Andrew	Monday, July 03, 2023
Bateman, Davis	Monday, August 14, 2023
Calkins, Matthew	Monday, July 24, 2023
Dailey, Ralph Russell	Monday, May 08, 2023
Dolby, Karen	Monday, February 27, 2023
Fleming, Charlene	Monday, July 03, 2023
Gaska, Joy	Monday, June 05, 2023
Gast, Tyler	Monday, July 10, 2023

Hire Date

All

Start Date

All

CD/ SL

All

Provider Type

All

Opportunity Type

All

Employment Status

All

Count of Filled

24

Total Percent of Filled
(YTD)

83%

Physician DTF
(Cumulative)

Average Median

50.50 51

APP DTF (Cumulative)

Average Median

29.29 21

Filled by Specialty

Practicing Specialty	Filled
Family Medicine	16
Internal Medicine	1
Neonatology	3
Ortho Trauma	2
Peds	2
Total	24



Something's wrong with one or more filters. [See details](#)

Fix this

Providers Hired

Record ID	Year
Asmerom, Mussie	
Bhagat, Romey	
Boudreau, Mark	
Bowman, Tasha	
Brown, Naomi	
Cucchiara, Jason	
Davis, D. Hunter	
Dunbar, Barbara	
Folsom, Cody	
Green, Dawn	
Jennings, Sasha	
Jenrette, Terrell	
Lyles-Arnold, Tammy	
Mansfield, Aaron	
Martin, Jill	
Moore, Amber	
Owens, Crystal	
Phillins, Christy	

Due Diligence Tracker

HRA

All

Date Travel Reserved/ Confirmed

All

DD Email Sent

All

References Contacted

All

HRA Tracker Summary

HRA	Avg of Days Between References Received to Contact (Target < 1)	Avg Days Travel Reserved/ Confirmed (Target < 3)	Days Between DD Email Rec'd to DD Sent to Candidate (Target < 2)
Kim Johnson	0.52	1.06	0.31
Michelle Rambert	1.90	2.13	1.52
Total	1.28	1.59	0.90

Days Travel Reserved/ Confirmed (Target < 3)

Record ID	Days
Wynn, Malynda	8
Smrtka, Michael	6
Alie-Cusson, Fanny	5
Casey, Erin	4
Challa, Suresh	3
Kommalapati, Anuhya	3
Marupakula, Vidyasagargoud	3
Pung, Jordan	3
Saef, Josh	3
Landis, Timothy	2
Yu, Hongxuyang	2
Cammock, Ethelin	1
Chen, Lucia	1
Corman, Kevin	1
Courtney, Ardith	1
Total	51

Days DD Email Sent (Target < 2)

Record ID	Days
Dave, Ajal	6
Pleva, Michael	6
Landis, Timothy	5
Manlove, Emily	5
Coley, Julianna	4
El-Akawi, Jalal	4
Paschal, Alexis	4
Stovall, Kevin	4
Babinska-Hogan, Magdalena (2/13/23)	3
Barnett, Natalie	3
Brunelle, Sarah	3
Calloway, Arthur	3
Cohen, Nina	3
Courtney, Ardith	3
Gilreath, Paul	3
Lisboa, Courtney	2

Days Between References Received to Contact (Target > 1)

Record ID	Days
Dave, Ajal	6
Johnson, Sharon	6
Lisboa, Courtney	6
Alboga, Awad	5
Babinska-Hogan, Magdalena (2/13/23)	4
Ebersole, John	4
Herington, Jennifer	4
Reddy, Apoorva	4
Sang, Jessica (2/20/23)	4
Wood, Nacole	4
Ball-Dayson, Margaret	3
Brunelle, Sarah	3
Dyal, Jameson	3
Flythe, Kaleisha	3