

PRE-BOARDING FOR PHYSICIAN RETENTION: 180-DAY ROADMAP

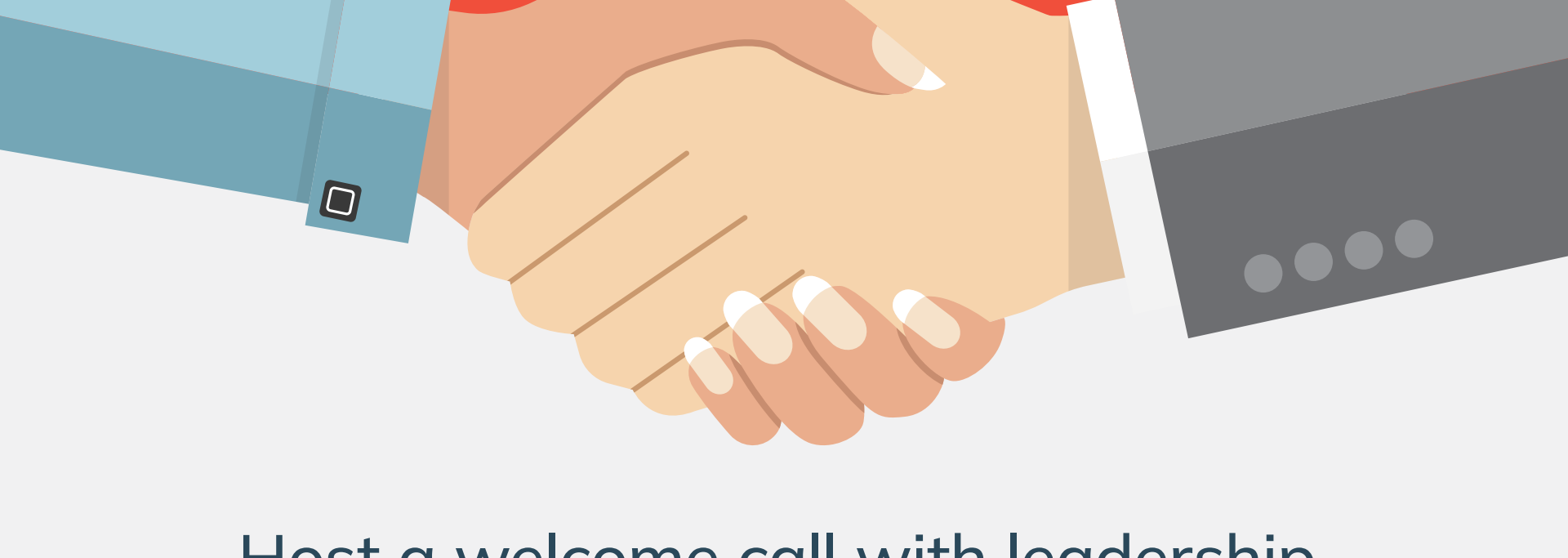


New research from Jackson Physician Search and MGMA shows early-career physicians face a median of 180 days between signing and starting. What healthcare organizations do in those months can either build excitement and a sense of belonging or create doubts that drive attrition.

Foster physician loyalty from the beginning with this 180-day pre-boarding roadmap.

AT SIGNING

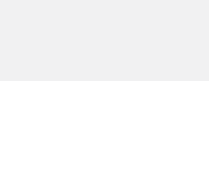
DEFINE THE PATH FORWARD



Host a welcome call with leadership and the recruiter (ownership clarified: who's their go-to).



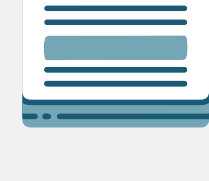
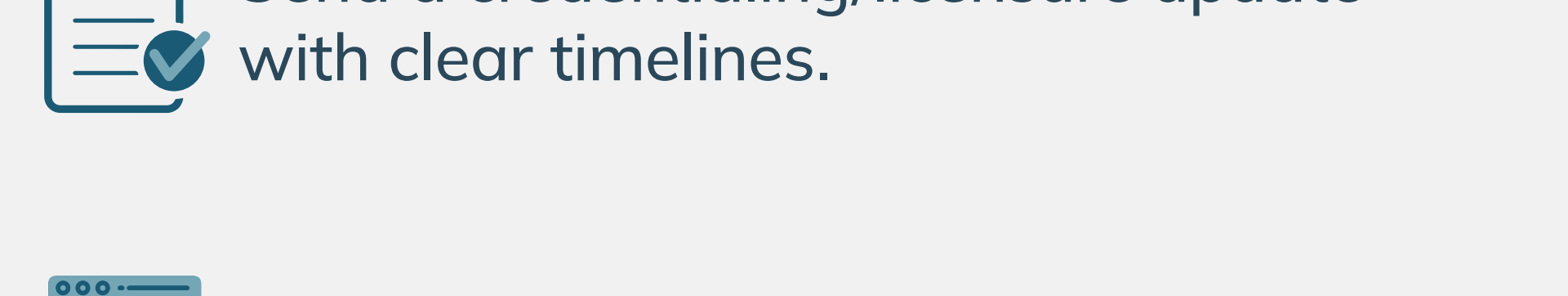
Send a custom pre-boarding roadmap so expectations are visible from the start.



Provide a checklist of credentialing, licensure, and relocation milestones.

120-DAYS OUT

KEEP MOMENTUM WITH MEANINGFUL TOUCHPOINTS



Send a credentialing/licensure update with clear timelines.



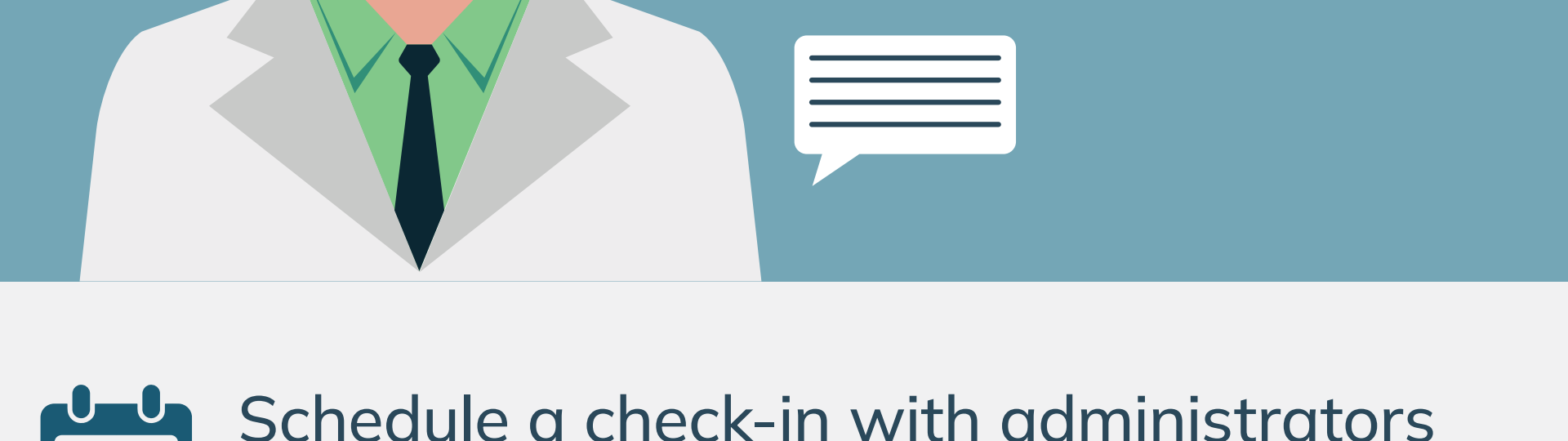
Provide a light-touch community primer (housing, schools, local physician networks).



Extend an invitation to shadow or virtually meet the clinic team (optional).

90-DAYS OUT

BUILD CLARITY AND CONFIDENCE



Schedule a check-in with administrators and future mentor.



Walk through the compensation model in plain language, tied to a realistic ramp-up.



Share a draft schedule template with the ability to flag questions.

60-DAYS OUT

ESTABLISH BELONGING THROUGH RELATIONSHIPS



Formalize the mentor + peer buddy assignment.



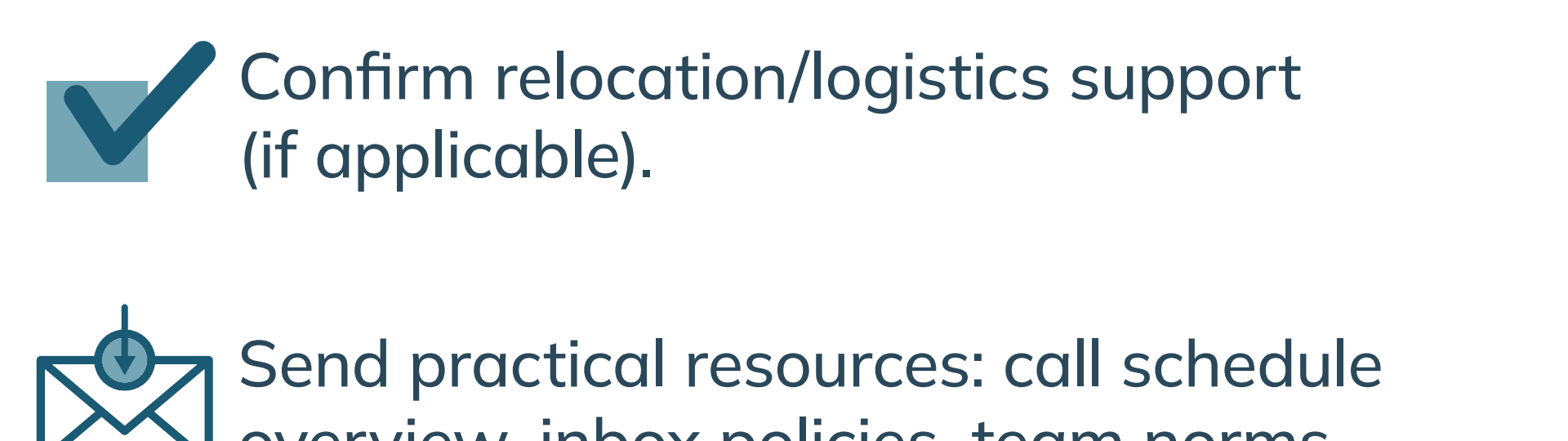
Send calendar invites for monthly mentor/buddy check-ins (protected time).



Send a short video intro from clinic staff/colleagues to build connection.

30-DAYS OUT

PERSONALIZE THE FINAL COUNTDOWN



Confirm relocation/logistics support (if applicable).



Send practical resources: call schedule overview, inbox policies, team norms.



Send a personalized message from partner physicians or team members.

[DOWNLOAD OUR NEW REPORT TO LEARN MORE](#)

From Contract to Connection: How Authentic Relationships Foster Early-Career Physician Loyalty and Retention