

Georgia Graduate Medical Education Exit Survey Report

Based on responses to the 2020 GME Exit Survey



Georgia Board of Health Care Workforce

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Introduction

This report is the Georgia Board of Health Care Workforce's 18th annual report of physicians graduating from Georgia's graduate medical education (GME) programs. The purpose of this survey is to inform the medical education community and state health care workforce planners about the experiences of graduates and inform about the supply and demand for new physicians in the state of Georgia. The survey offers insight into residents' demographic characteristics, compensation and debt levels, retention rates, practice plans, assessments of the job market, and training experiences.

Methodology

In 2020, 727 Georgia GME graduates completed the GME Exit Survey. This year, surveys were sent to each of the residency programs for distribution to their graduates as PDF documents and an online survey link. GBHCW staff then compiled all survey data electronically.

The response rates for each question varies, and are reported as the "total" for each question. All Georgia GME programs with graduates participated in the survey, and are as follows:

- Coliseum Medical Center-Macon
- Colquitt Regional Hospital-Moultrie
- Emory University School of Medicine-Atlanta
- Floyd Medical Center-Rome
- Houston Healthcare-Warner Robins
- Medical College of Georgia-Augusta
- Memorial Health University Medical Center-Savannah
- Memorial Satilla Health-Waycross
- Morehouse School of Medicine-Atlanta
- Navicent Health-Macon
- Northside Hospital Gwinnett-Lawrenceville
- Phoebe Putney Memorial Hospital-Albany
- Piedmont Athens Regional Medical Center-Athens
- Piedmont Midtown Medical Center-Columbus
- Redmond Regional Medical Center-Rome
- St. Mary's Hospital-Athens
- WellStar Atlanta Medical Center-Atlanta
- WellStar Kennestone Hospital-Marietta

Table 1: Respondents and Survey Completion Rate by Program

Program Name	Frequency	Percent of Total Respondents	Total Graduates	Survey Completion Rate
Emory University School of Medicine-Atlanta	383	52.7%	411	93.2%
Medical College of Georgia	110	15.1%	150	73.3%
Morehouse School of Medicine-Atlanta	45	6.2%	48	93.8%
Navicent Health-Macon*	38	5.2%	35	100.0%
Memorial Health University Medical Center-Savannah	31	4.3%	38	81.6%
WellStar Kennestone Hospital-Marietta	19	2.6%	20	95.0%
WellStar Atlanta Medical Center-Atlanta	18	2.5%	20	90.0%
Redmond Regional Medical Center-Rome*	13	1.8%	10	100.0%
Piedmont Midtown Medical Center-Columbus	12	1.7%	12	100.0%
St. Mary's Hospital-Athens	12	1.7%	13	92.3%
Coliseum Medical Center-Macon	9	1.2%	10	90.0%
Floyd Medical Center-Rome	9	1.2%	9	100.0%
Piedmont Athens Regional Medical Center-Athens	9	1.2%	14	64.3%
Northside Hospital Gwinnett-Lawrenceville	7	1.0%	12	58.3%
Phoebe Putney Memorial Hospital-Albany	5	0.7%	7	71.4%
Colquitt Regional Hospital-Moultrie	3	0.4%	3	100.0%
Houston Healthcare-Warner Robins	2	0.3%	5	40.0%
Memorial Satilla Health-Waycross	2	0.3%	2	100.0%
Total	727	100.0%	818	88.9%

*Note: these programs had more than 100% response rate, possibly due to some respondents submitting multiple surveys.

Executive Summary

Demographics

- 50.6% of respondents identify as male; 49.4% identify as female. This indicates an increase in the percentage of respondents identifying as female from 2018, when 46.9% identified as female.
- Female-identified respondents were slightly more likely than male-identified respondents to be completing a primary care/core specialty in 2020 (52.5% versus 46.7%).
- Female-identified respondents made up 50% or more of the respondents in the following primary care/core specialties: Emergency Medicine (50.0%); Family Medicine (50.7%); OB/GYN (72.4%); Pediatrics (69.6%).
- 69.2% of respondents are native-born US citizens, which is slightly lower than the 70.4% in 2019.
- The percentage of respondents identifying as Black this year is 14.5%, which is a very slight increase from 14.3% in 2018.
- The percentage of respondents identifying as Hispanic this year is 6.2%, which is the same as in 2019.

Geography

- 24.9% of respondents graduated from a high school in Georgia, which is slightly lower than the 25.9% last year.
- 44.2% of respondents plan to be in Georgia for their primary activity after graduation.

Medical School

- Continuing the increasing trend of the past two years, the percentage of respondents holding an osteopathic degree has increased to 11.2% of respondents this year.
- 22.7% of respondents attended medical school in Georgia. This is a similar percentage to that found in 2019.
- 49.8% of respondents who attended medical school out of state went to school in the four states of Florida, Texas, South Carolina, and North Carolina.

Debt and Salary

- 51.4% of respondents report having \$200,000 or greater in educational debt.
- 30.2% of respondents report having no educational debt. This is similar to the 30.3% reported last year.
- 25.3% of respondents anticipate a starting salary of \$200,000 a year or less, compared with 31.1% last year.

Retention

- The primary care/core specialty with the highest percentage of respondents planning to stay in Georgia after graduation is psychiatry (73.3%). The primary

care/core specialty with the lowest percentage of respondents planning to stay in Georgia is general surgery (30.8%).

- 68.5% of respondents who went to high school in Georgia plan to stay in Georgia next year. This is higher than the 63.0% last year.
- 62.9% of respondents who went to medical school in Georgia plan to stay in Georgia next year. This is slightly higher than the 60.2% last year.
- 30.1% of respondents did not consider a Georgia job offer, while 63.9% considered one or more Georgia job offers.
- The most-selected reasons for leaving Georgia after GME are: proximity to family (24.8% selected); additional training or fellowship (23.4% selected); and better jobs in desired location outside Georgia (14.7% selected). These are the same three top choices as last year.

Practice Opportunities

- The mean average of respondents' overall assessments of practice opportunities in their specialty within 50 miles of the site where they trained is 3.2 on a scale where 1 is very few jobs and 5 is many jobs. This is slightly lower than last year's mean average of 3.4.
- The mean average of respondents' overall assessments of practice opportunities in their specialty nationally is 4.0 on a scale where 1 is very few jobs and 5 is many jobs. This is slightly lower than last year's mean average of 4.2.

Satisfaction with Training

- The mean average response to the statement "Overall, I am satisfied with the training I received" is 4.4 on a scale where 1 is very dissatisfied and 5 is very satisfied. This is slightly lower than last year's mean average of 4.5.
- The mean average response to the agreement with the statement "I would choose to train at the same site again," is 4.3 on a scale where 1 is strongly disagree and 5 is strongly agree. This is slightly lower than last year's mean average of 4.4.

Demographic Analysis

Figure 1: Gender Distribution

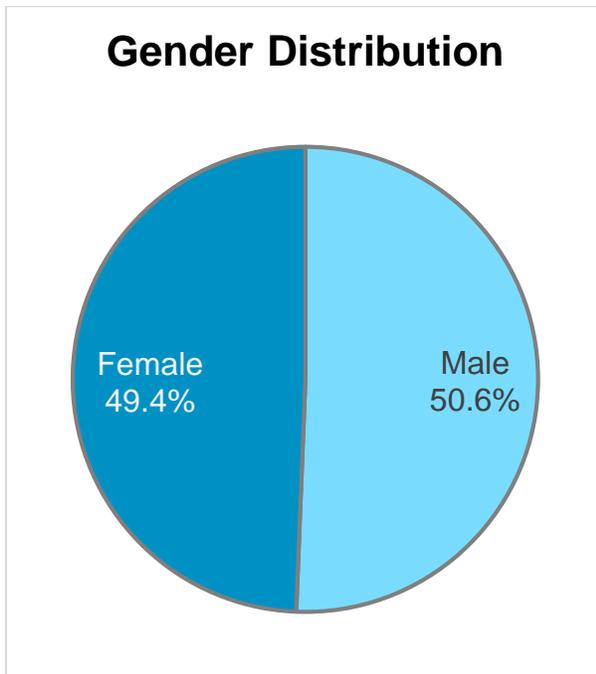


Figure 2: Percent Female, 2016-2020

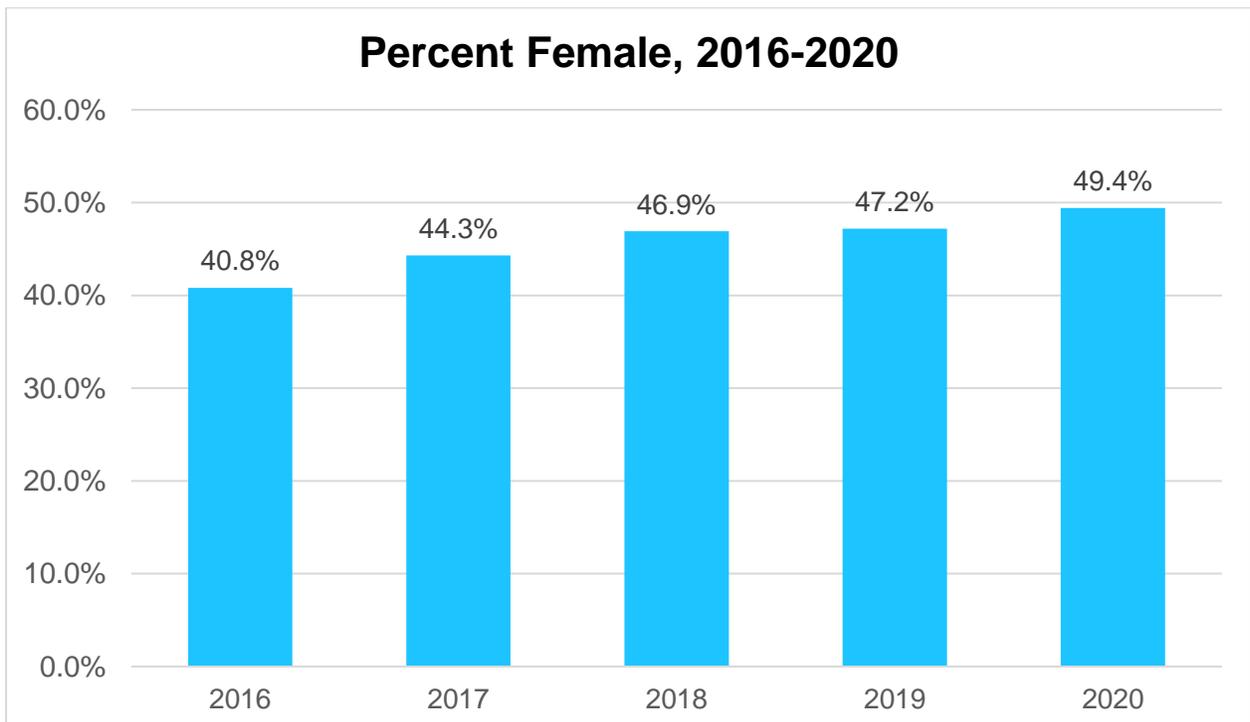


Table 2: Specialties Completing in 2020 by Gender

Specialty Completing in 2020	Female		Male		Total
	Frequency	Percent	Frequency	Percent	
Emergency Medicine	13	50.0%	13	50.0%	26
Family Medicine	37	50.7%	36	49.3%	73
General Surgery	10	38.5%	16	61.5%	26
Internal Medicine	82	49.7%	83	50.3%	165
OB/GYN	21	72.4%	8	27.6%	29
Pediatrics	32	69.6%	14	30.4%	46
Psychiatry	6	40.0%	9	60.0%	15
All Other Specialties	154	45.4%	185	54.6%	339
Total	355	49.4%	364	50.6%	719

Table 3: Racial and Ethnic Distribution

Race/Ethnicity	Frequency	Percent
White	393	54.8%
Asian or Pacific Islander	181	25.2%
Black/African American	104	14.5%
Multi-Race	37	5.2%
Native American/Alaskan Native	2	0.3%
Total	717	100.0%

Figure 3: Race/Ethnicity Distribution

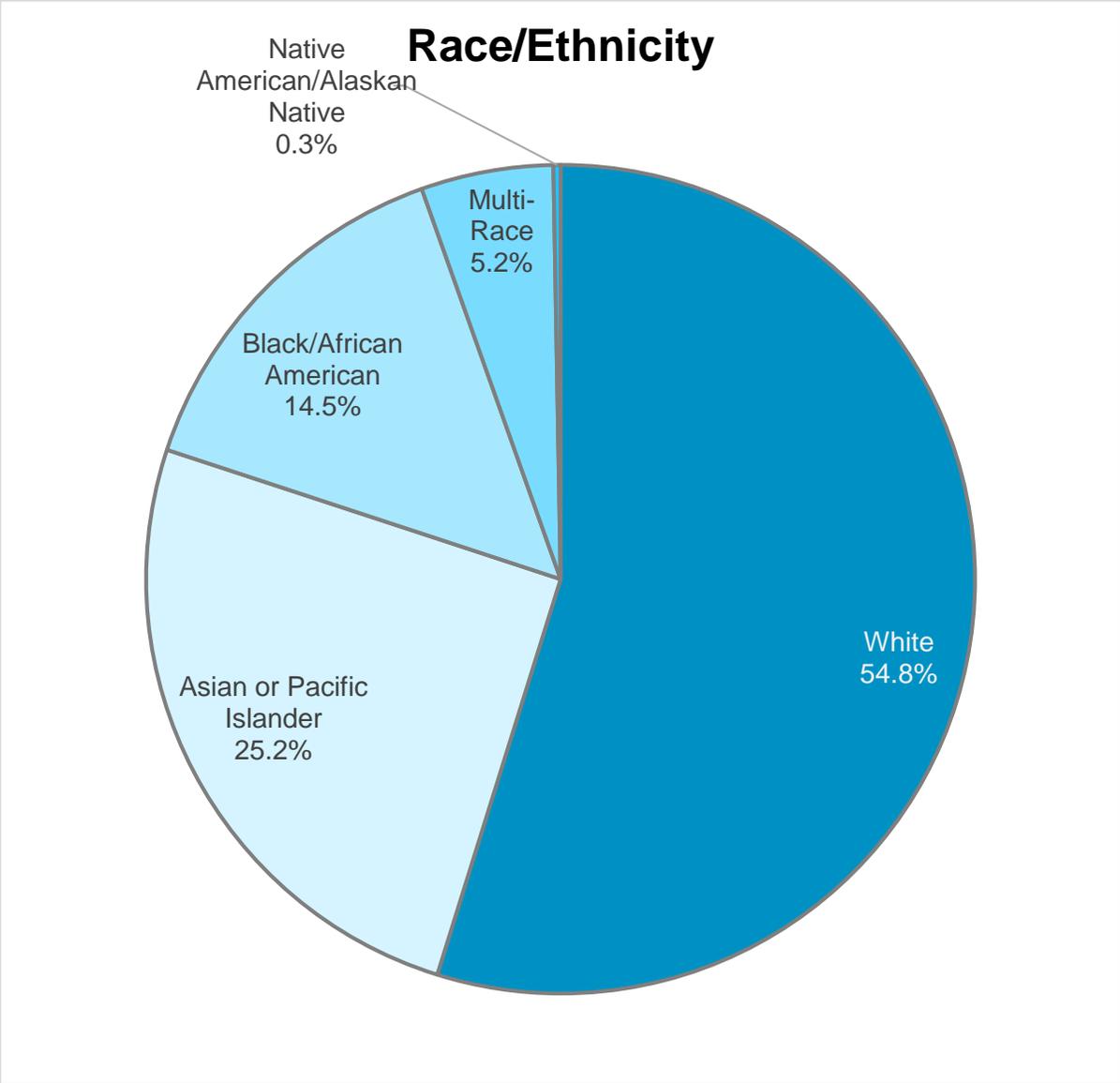


Figure 4: Percent Black Race & Percent Hispanic, 2016-2020

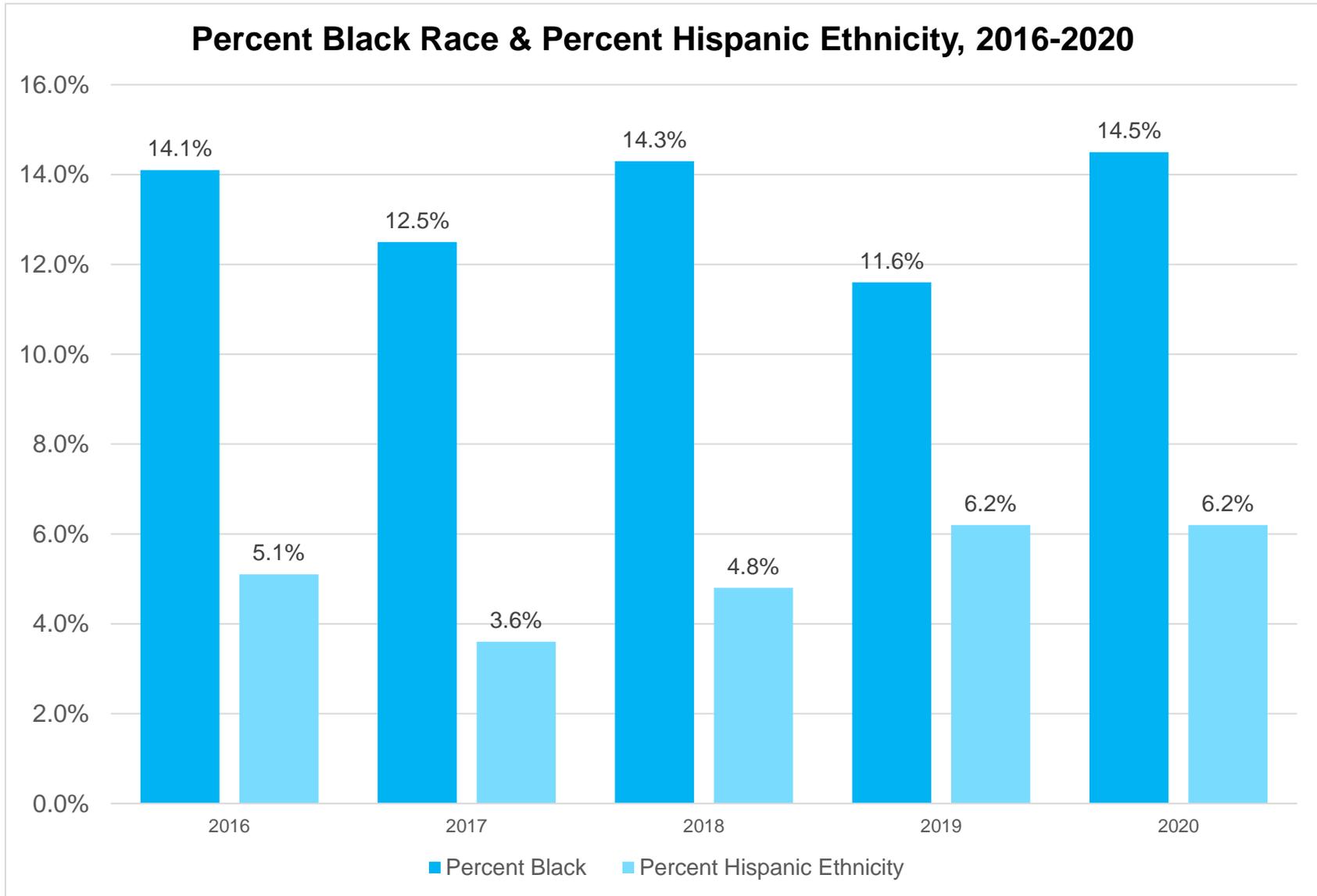


Table 4: Citizenship Distribution

Citizenship Status	Frequency	Percent
Native Born U.S.	500	69.2%
Naturalized U.S.	119	16.5%
J-1, J-2 Exchange Visitor	48	6.6%
Permanent Resident	42	5.8%
H-1, H-2, H-3 Temporary Worker	14	1.9%
Total	723	100.0%

Figure 5: Citizenship Status

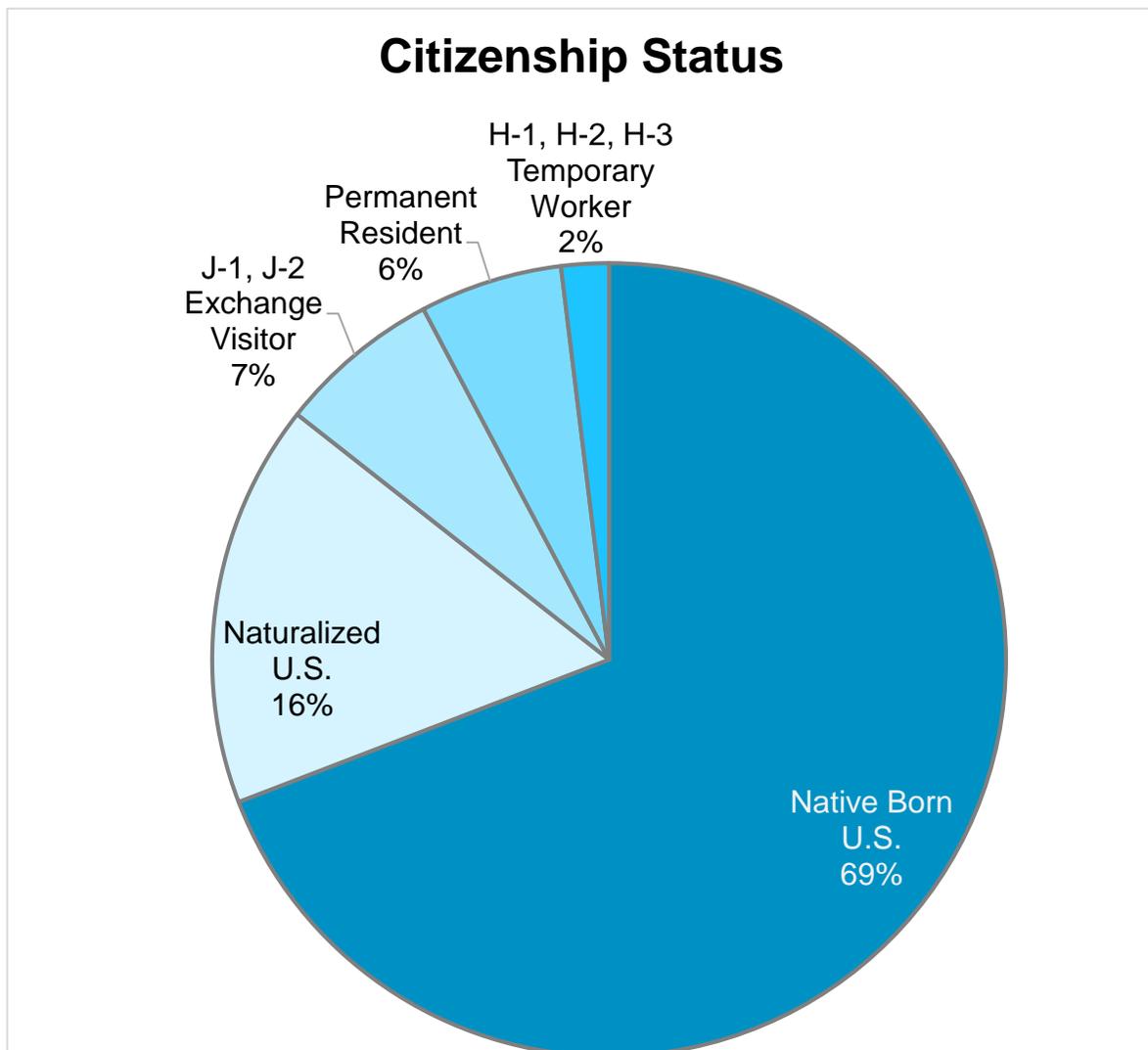


Figure 6: Percent Non-US Citizen, 2016-2020

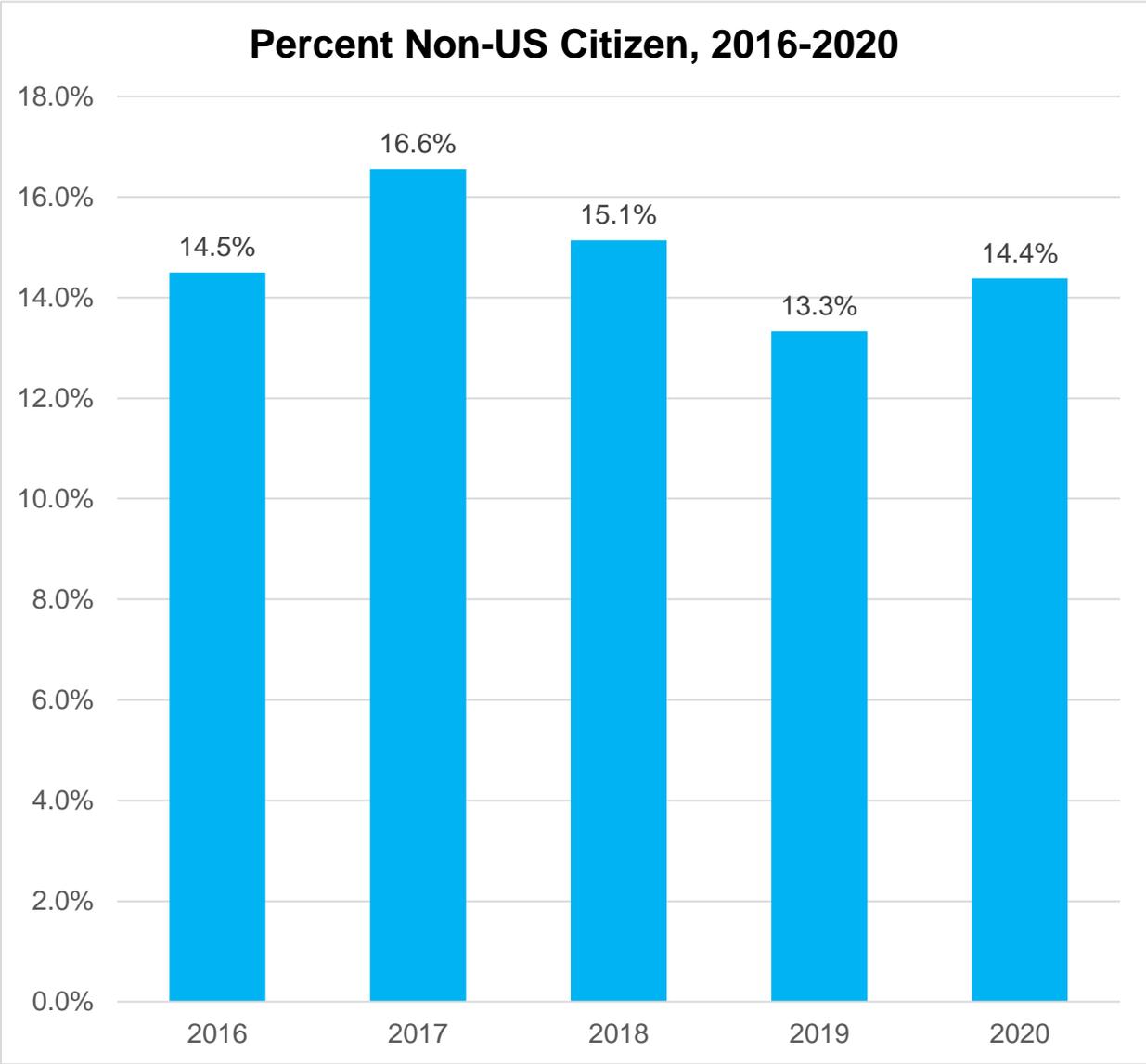
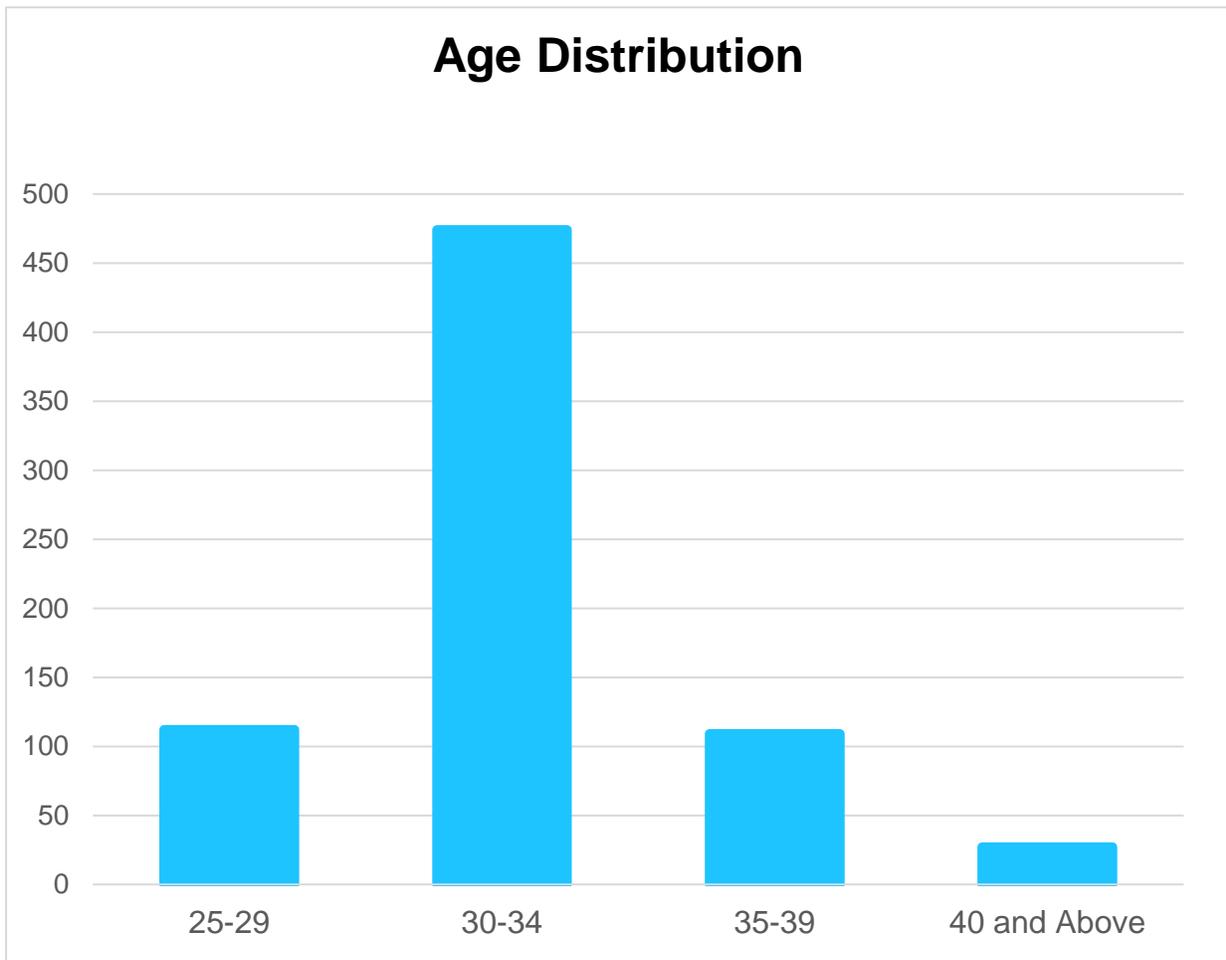


Table 5: Age Distribution

Age Grouping	Frequency	Percent
25-29	112	15.5%
30-34	474	65.7%
35-39	109	15.1%
40 and Above	27	3.7%
Total	722	100.0%

Figure 7: Age Distribution



Education

Table 6: Degree Type

Degree Type	Frequency	Percent
Allopathic (MD)	636	88.8%
Osteopathic (DO)	80	11.2%
Total	716	100.0%

Figure 8: Percent Osteopathic Degree, 2016-2020

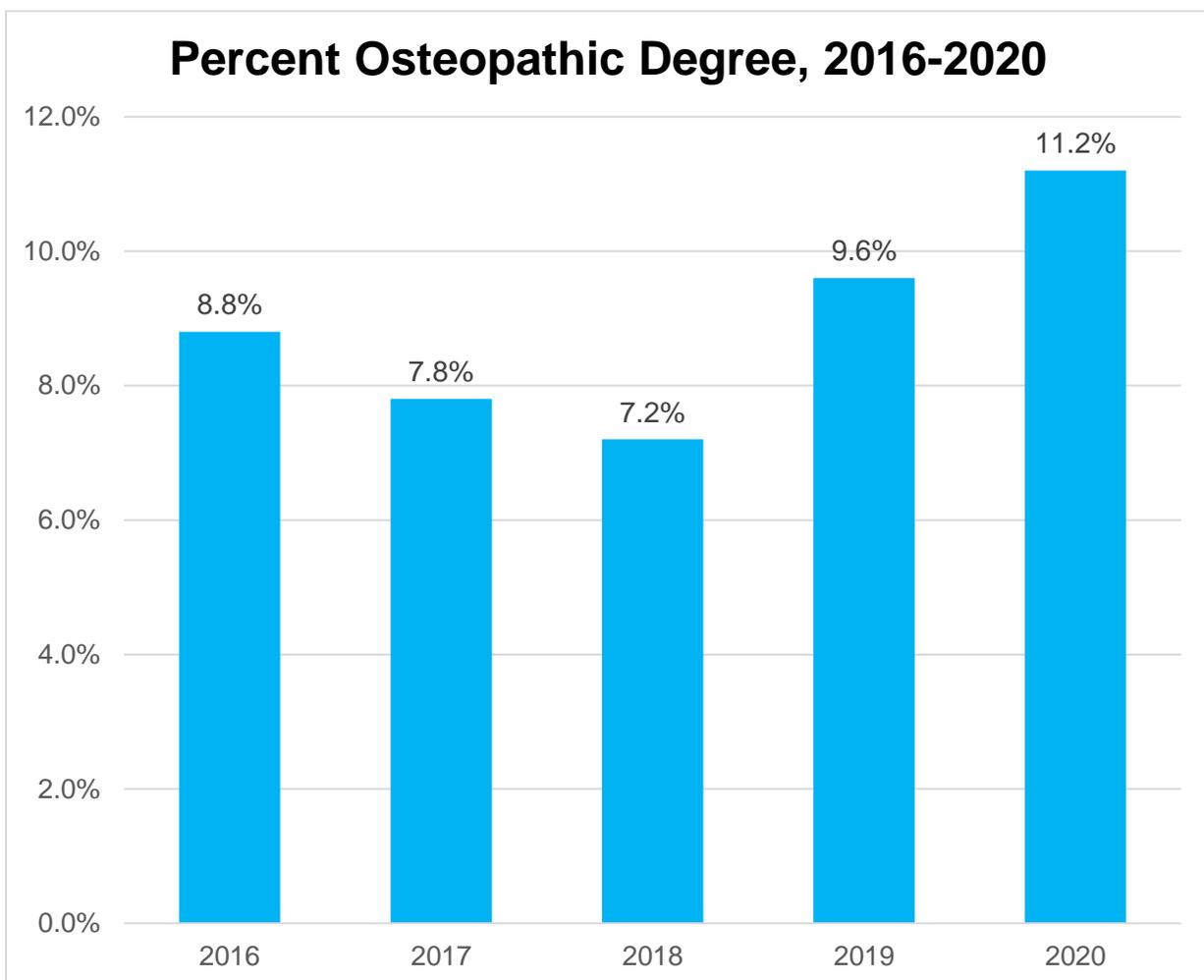


Table 7: Residence Upon Graduating from High School

Residence Upon Graduating from High School	Frequency	Percent
Other US State	407	56.7%
Georgia	185	25.8%
Other Country	126	17.5%
Total	718	100.0%

Figure 9: Residence Upon Graduating from High School

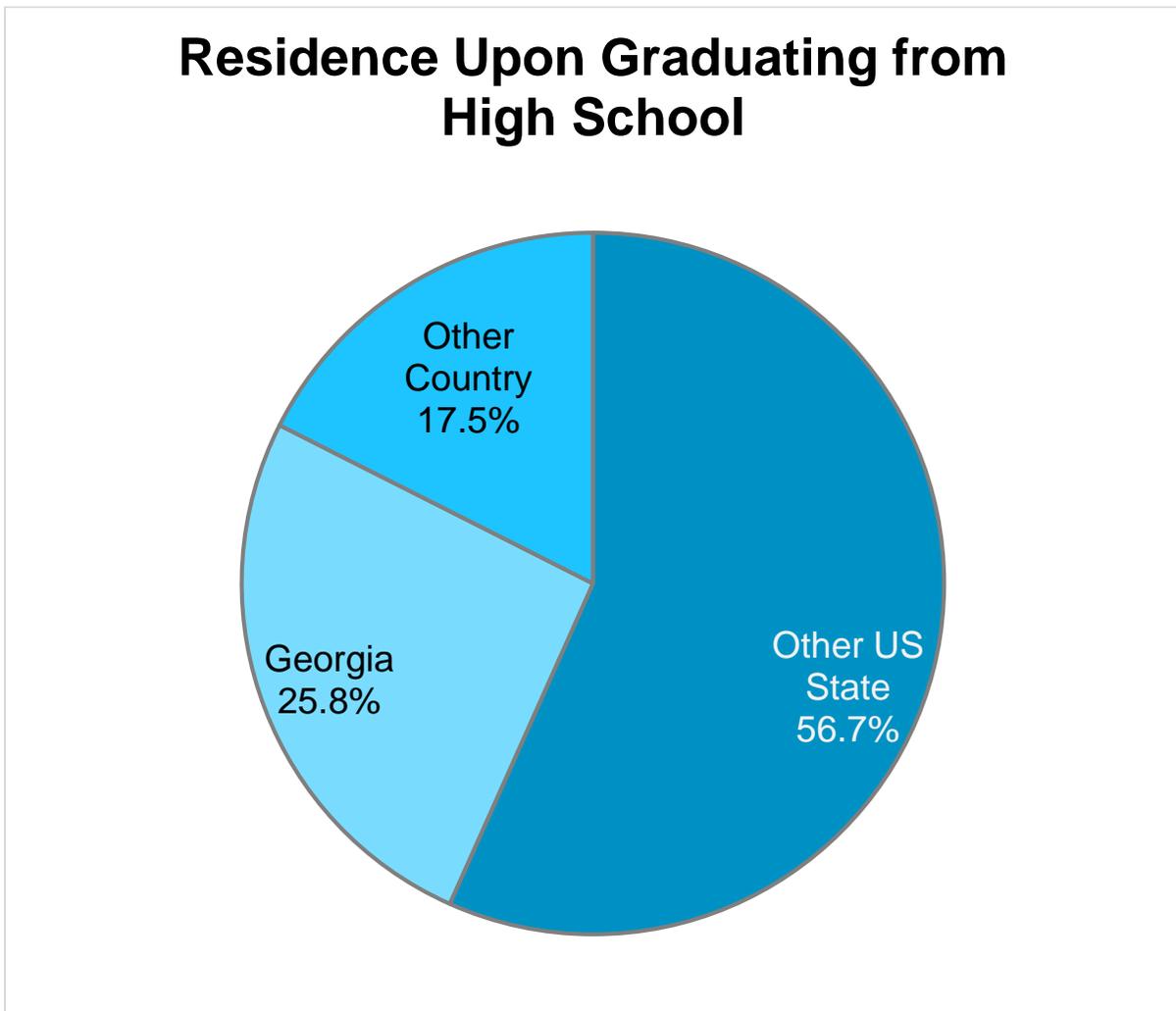


Table 8: Residence Upon Graduating from Medical School

Residence Upon Graduating from Medical School	Frequency	Percent
Other US State	352	49.2%
Other Country	201	28.1%
Georgia	163	22.8%
Total	716	100.0%

Figure 10: Location of Medical School

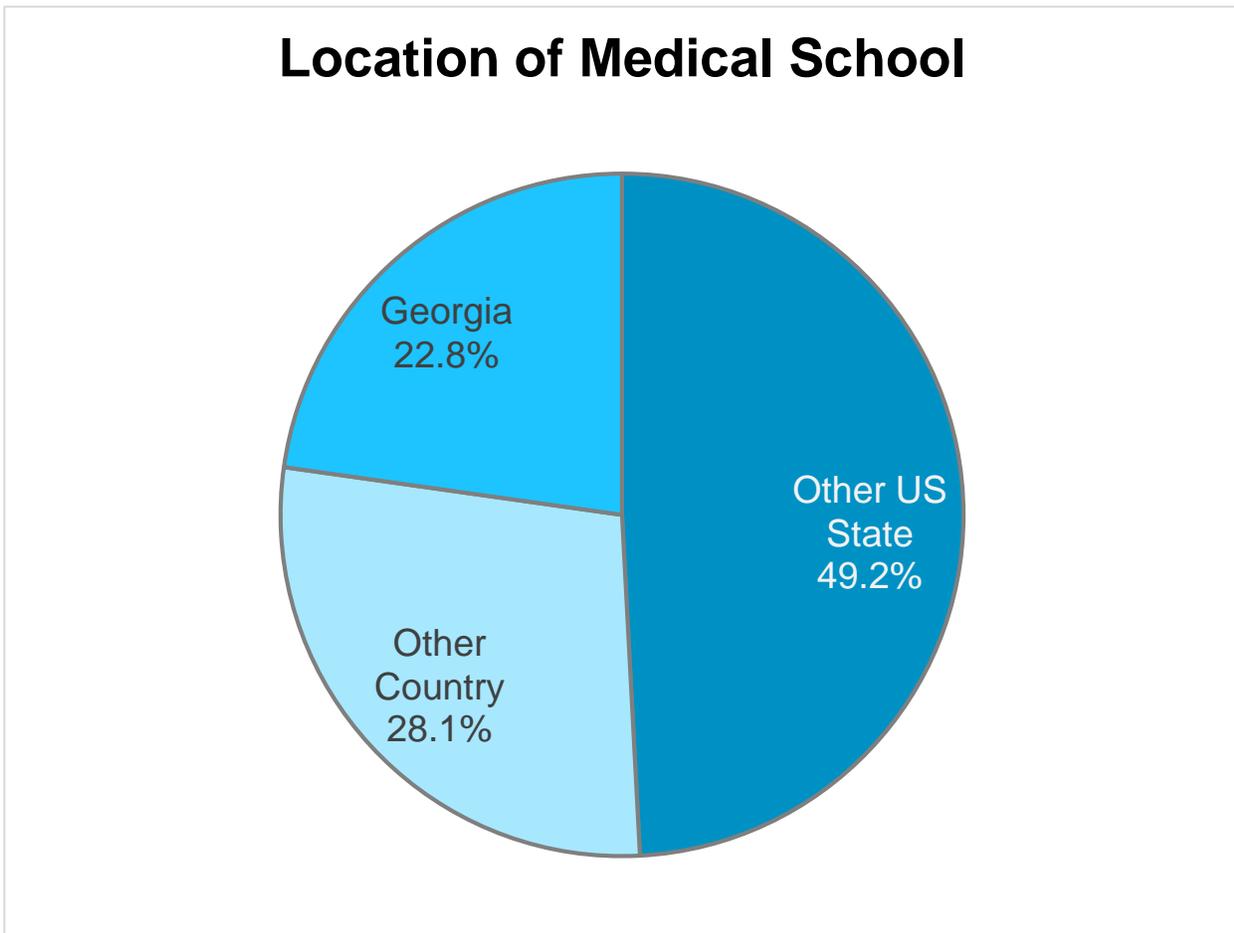
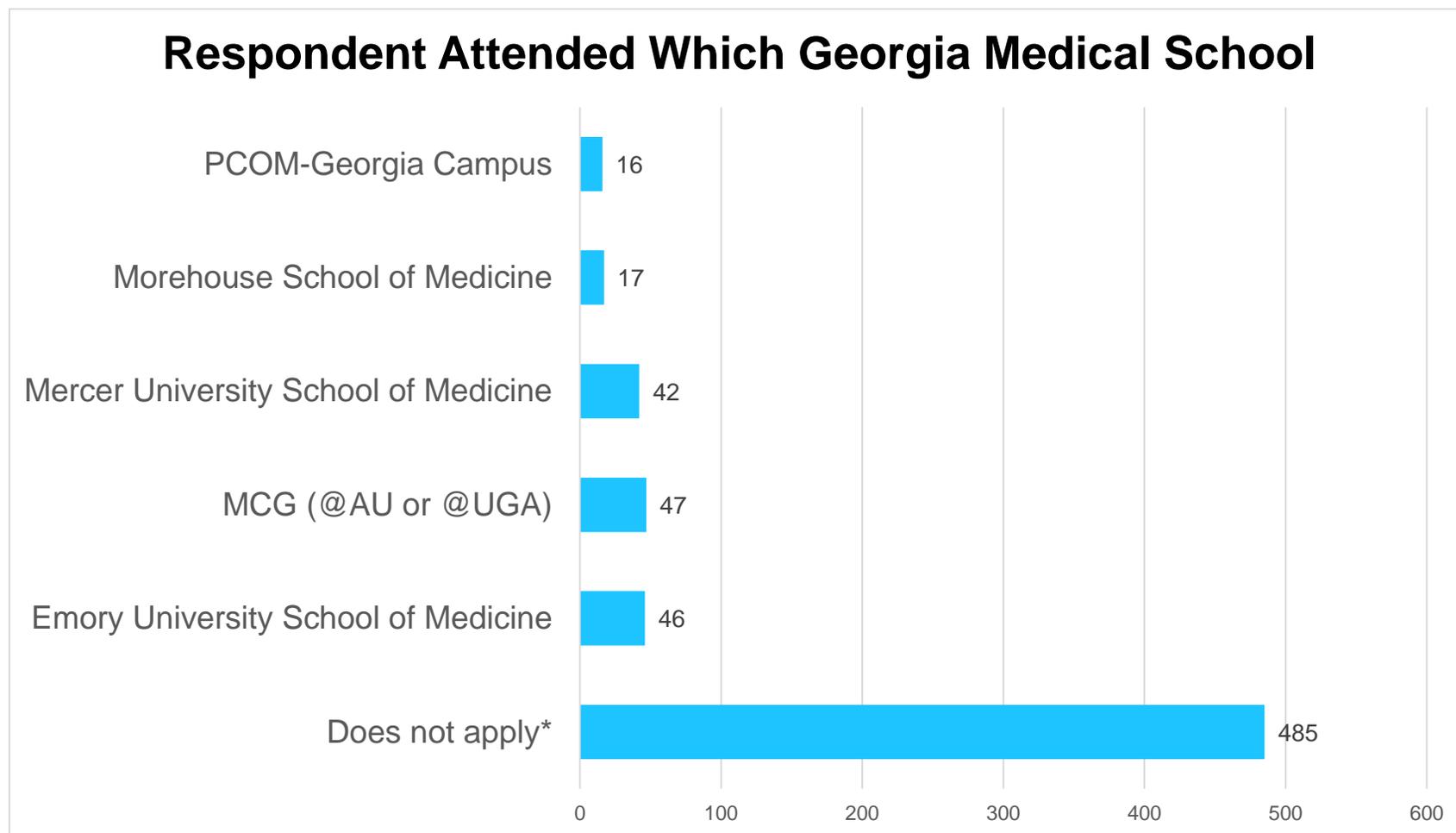


Figure 11: Respondent Attended Which Georgia Medical School



*Note: "Does not apply" indicates the respondent did not attend a Georgia Medical School.

Financial Information

Table 9: Education Debt

Current Level of Education Debt	Frequency	Percent
\$0	198	30.2%
Less than \$100,000	62	9.5%
\$100,000-\$199,000	59	9.0%
\$200,000-\$299,000	135	20.6%
\$300,000-\$399,000	104	15.9%
\$400,000-\$499,000	69	10.5%
\$500,000 or Greater	29	4.4%
Total	656	100.0%

Figure 12: Current Level of Education Debt

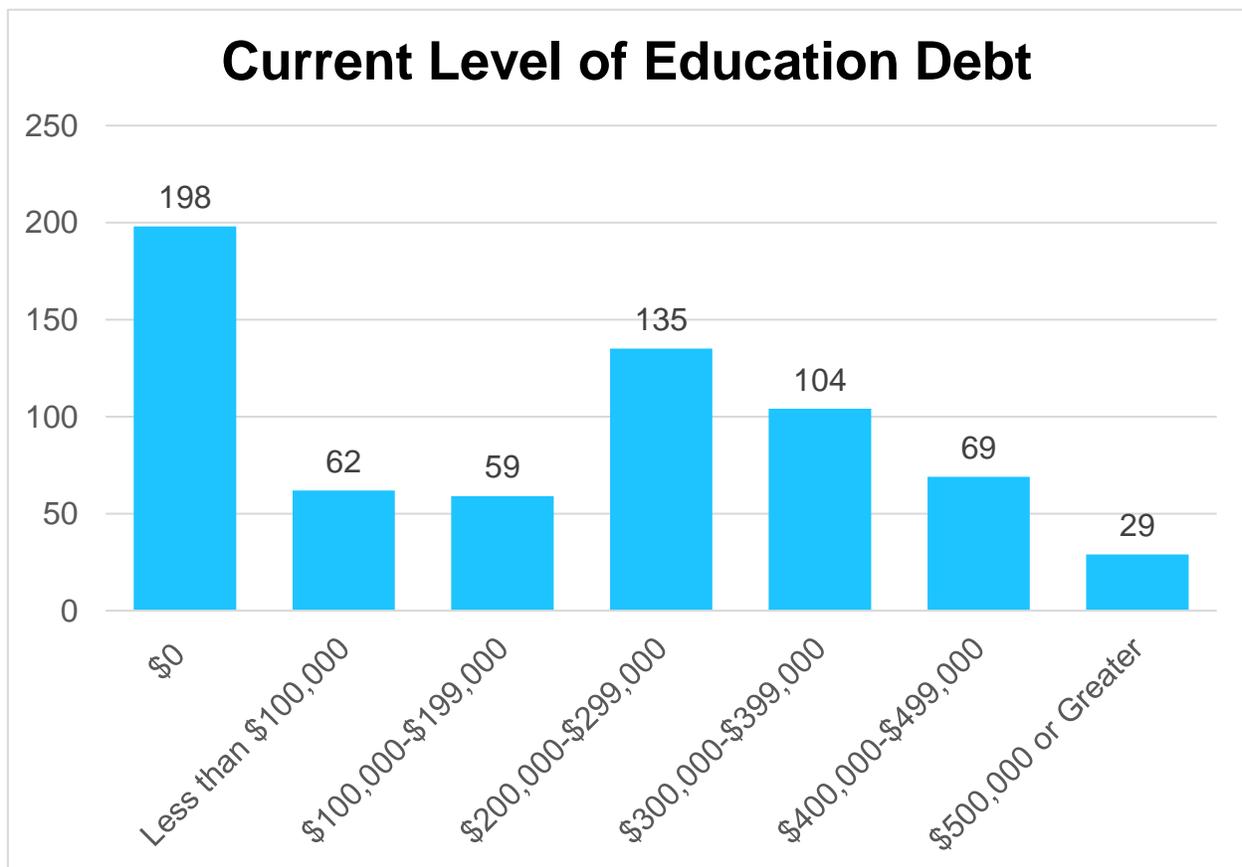


Figure 13: Percent Having no Education Debt, 2016-2020

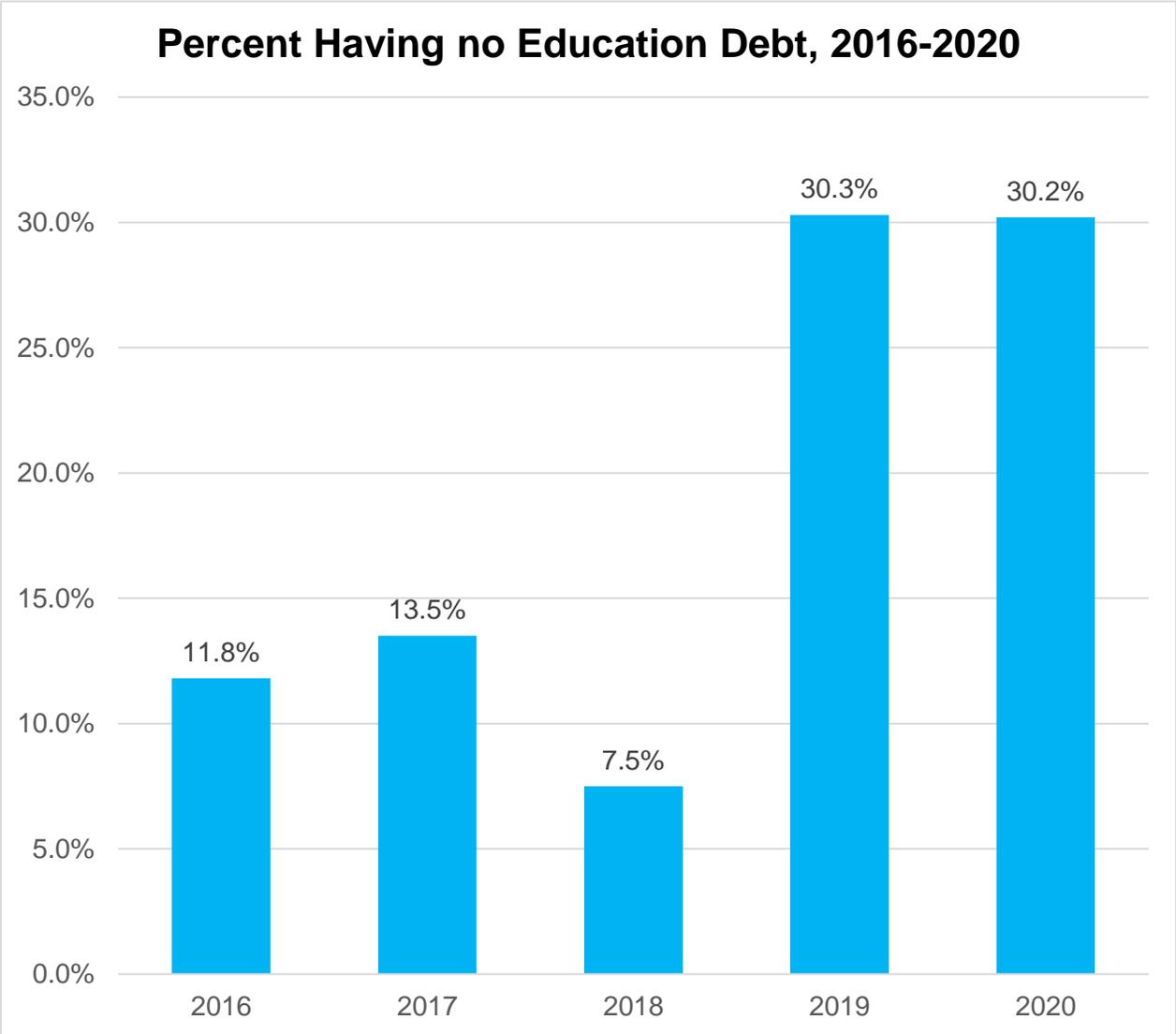
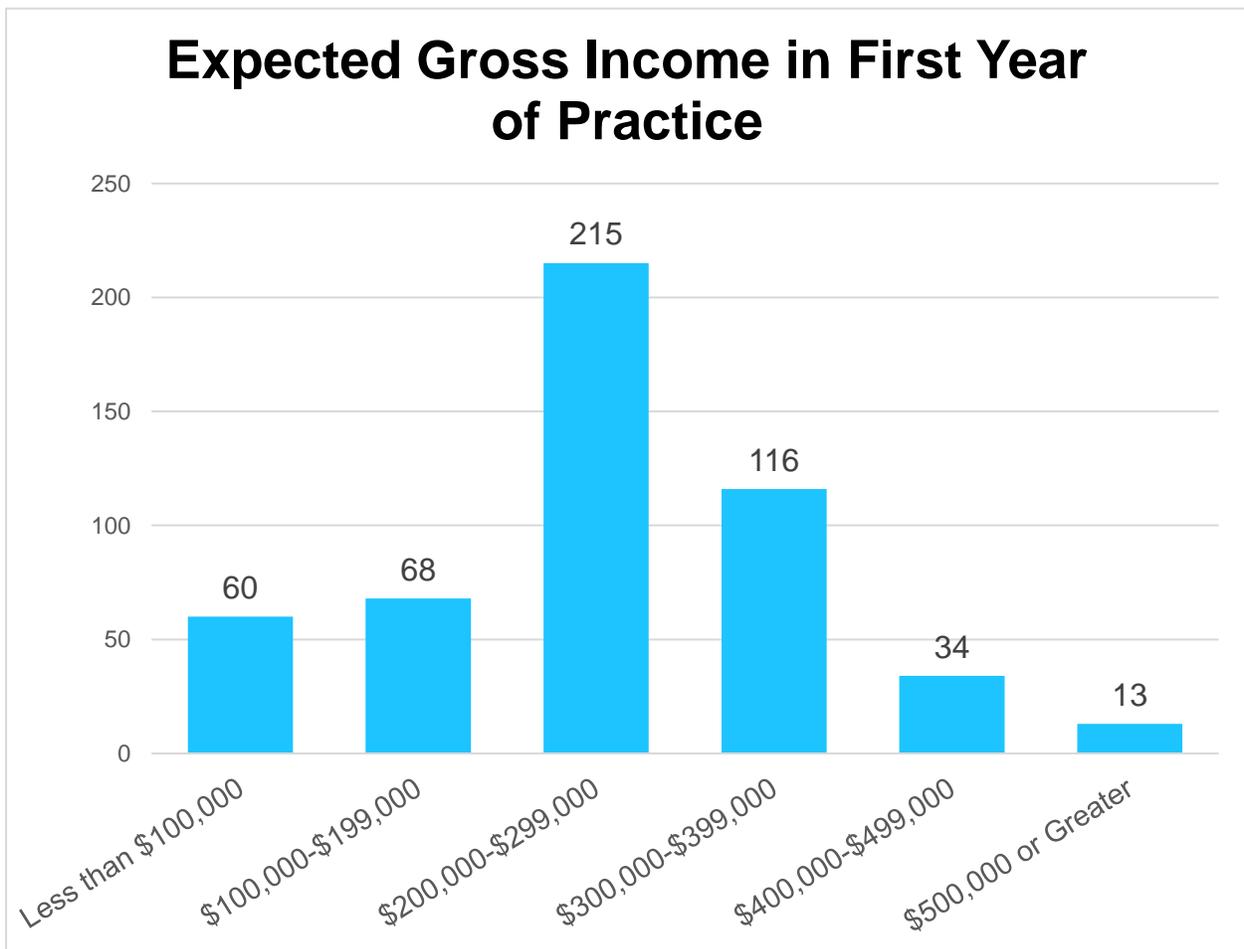


Table 10: Expected Starting Salary

Expected Gross Income in First Year of Practice	Frequency	Percent
Less than \$100,000	60	11.9%
\$100,000-\$199,000	68	13.4%
\$200,000-\$299,000	215	42.5%
\$300,000-\$399,000	116	22.9%
\$400,000-\$499,000	34	6.7%
\$500,000 or Greater	13	2.6%
Total	506	100.0%

Figure 14: Expected Gross Income in First Year of Practice

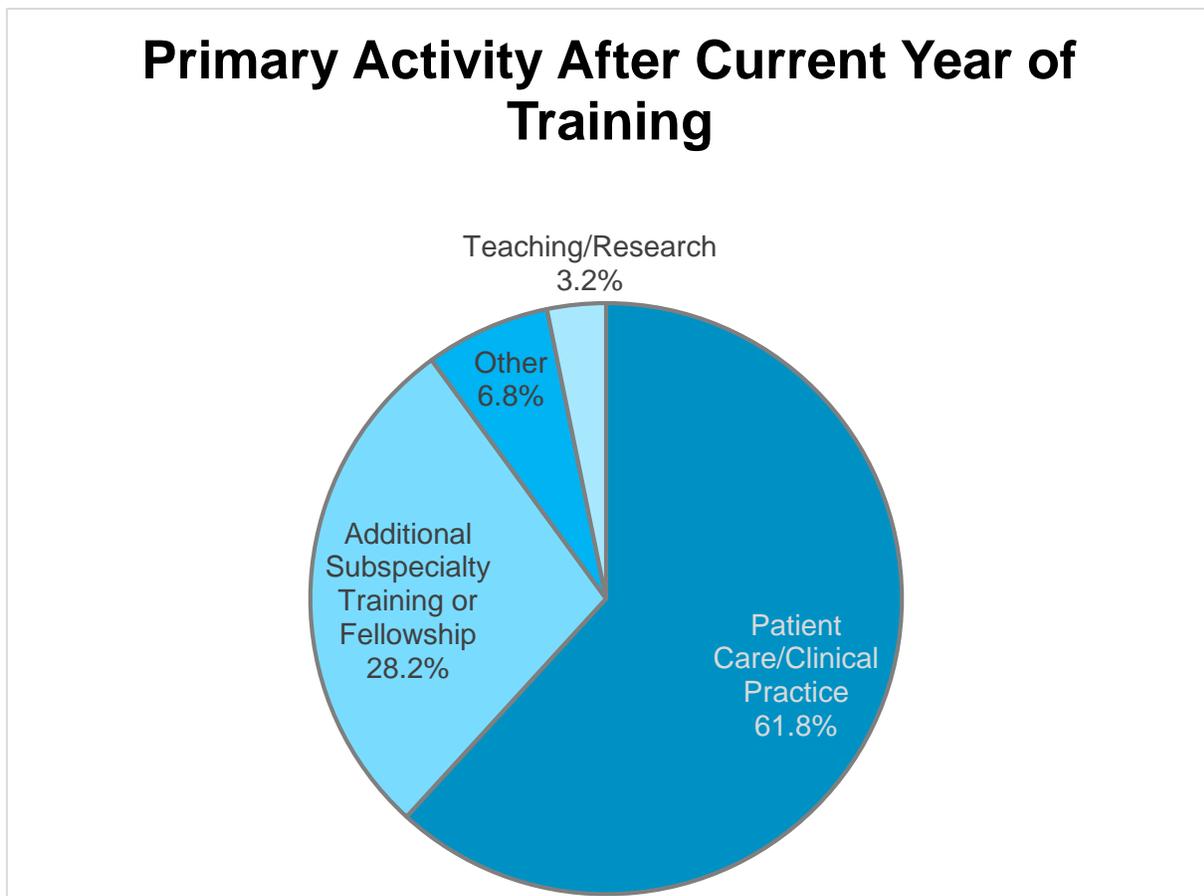


Practice Information

Table 11: Primary Activity after Current Year of Training

Primary Activity after Current Year of Training	Frequency	Percent
Patient Care/Clinical Practice	443	61.8%
Additional Subspecialty Training or Fellowship	202	28.2%
Other*	49	6.8%
Teaching/Research	23	3.2%
Total	717	100.0%

Figure 15: Primary Activity After Current Year of Training



*Note: "Other" includes chief resident (18), undecided (7), and temporarily out of medicine (3).

Table 12: Practice Setting

Practice Setting	Frequency	Percent
Hospital-Inpatient	220	34.7%
Group Practice-As Employee	162	25.6%
Hospital-Ambulatory Care	85	13.4%
Other	60	9.5%
Group Practice-As Owner/Partner	41	6.5%
Hospital-Emergency Room	28	4.4%
Partnership (2 Person)	12	1.9%
Freestanding Health Center/Clinic	8	1.3%
Solo Practice	8	1.3%
Military	7	1.1%
HMO	2	0.3%
Nursing Home	1	0.2%
Total	634	100.0%

Table 13: Expect to be at Principal Practice for 4 or More Years, by Program

Program Name	Expect to be at Principal Practice for 4 or More Years				
	No		Yes		Total
	Frequency	Percent	Frequency	Percent	
Coliseum Medical Center-Macon	3	37.5%	5	62.5%	8
Colquitt Regional Hospital-Moultrie	1	33.3%	2	66.7%	3
Emory University School of Medicine-Atlanta	78	23.5%	254	76.5%	332
Floyd Medical Center-Rome	1	11.1%	8	88.9%	9
Houston Healthcare-Warner Robins	0	0.0%	2	100.0%	2
Medical College of Georgia	31	35.2%	57	64.8%	88
Memorial Health University Medical Center-Savannah	6	22.2%	21	77.8%	27
Memorial Satilla Health-Waycross	0	0.0%	2	100.0%	2
Morehouse School of Medicine-Atlanta	16	40.0%	24	60.0%	40
Navicent Health-Macon	8	22.9%	27	77.1%	35
Northside Hospital Gwinnett-Lawrenceville	2	28.6%	5	71.4%	7
Phoebe Putney Memorial Hospital-Albany	0	0.0%	5	100.0%	5
Piedmont Athens Regional Medical Center-Athens	3	42.9%	4	57.1%	7
Piedmont Midtown Medical Center-Columbus	4	33.3%	8	66.7%	12
Redmond Regional Medical Center-Rome	3	25.0%	9	75.0%	12
St. Mary's Hospital-Athens	4	36.4%	7	63.6%	11
WellStar Atlanta Medical Center-Atlanta	4	28.6%	10	71.4%	14
WellStar Kennestone Hospital-Marietta	0	0.0%	15	100.0%	15
Total	164	26.1%	465	73.9%	629

Table 14: Practice Location

Location of Primary Activity After Graduation Year	Frequency	Percent
Other State	380	53.5%
Georgia	314	44.2%
Outside of US	16	2.3%
Total	710	100.0%

Figure 16: Percent Staying in Georgia After Graduation Year, 2016-2020

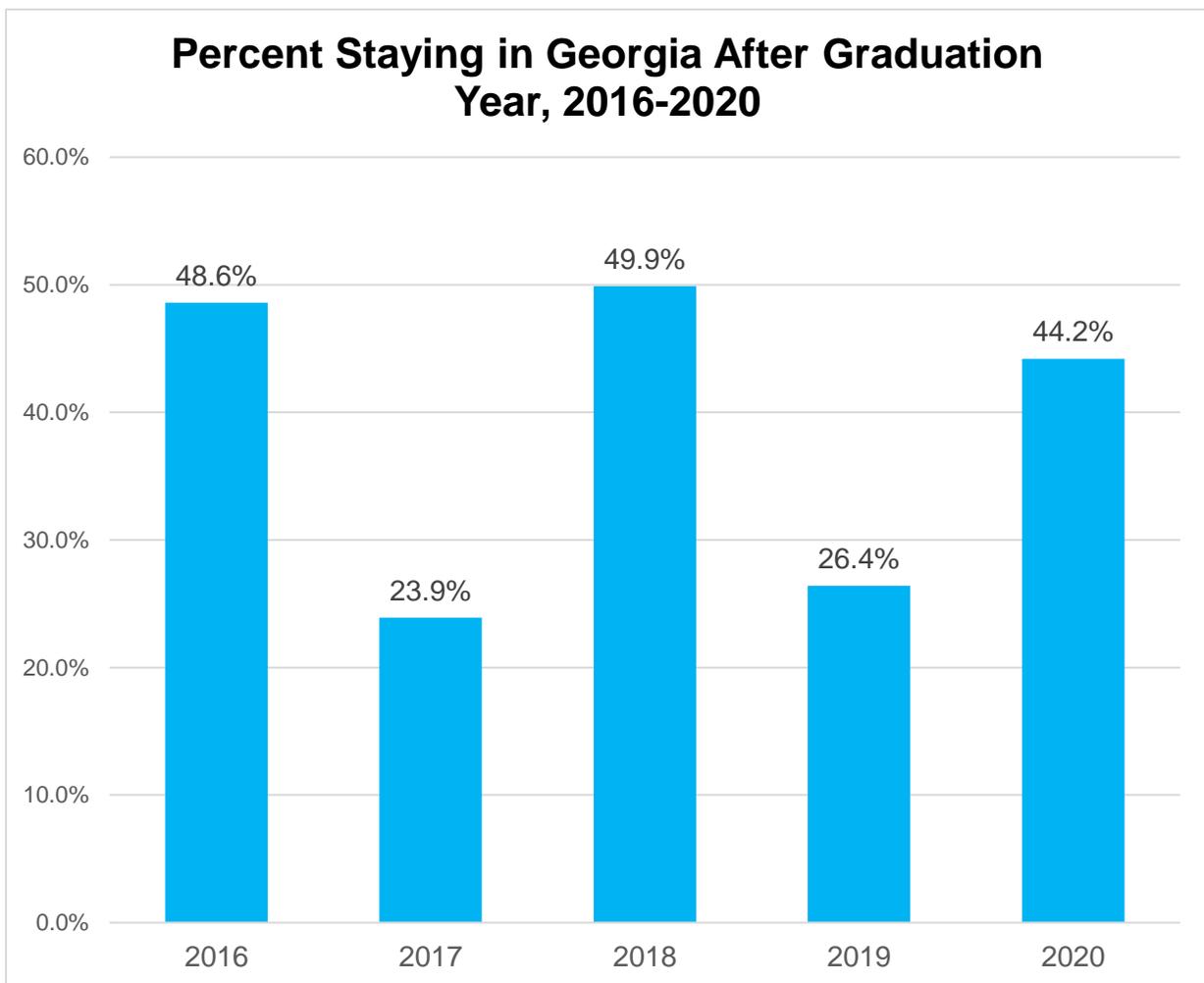
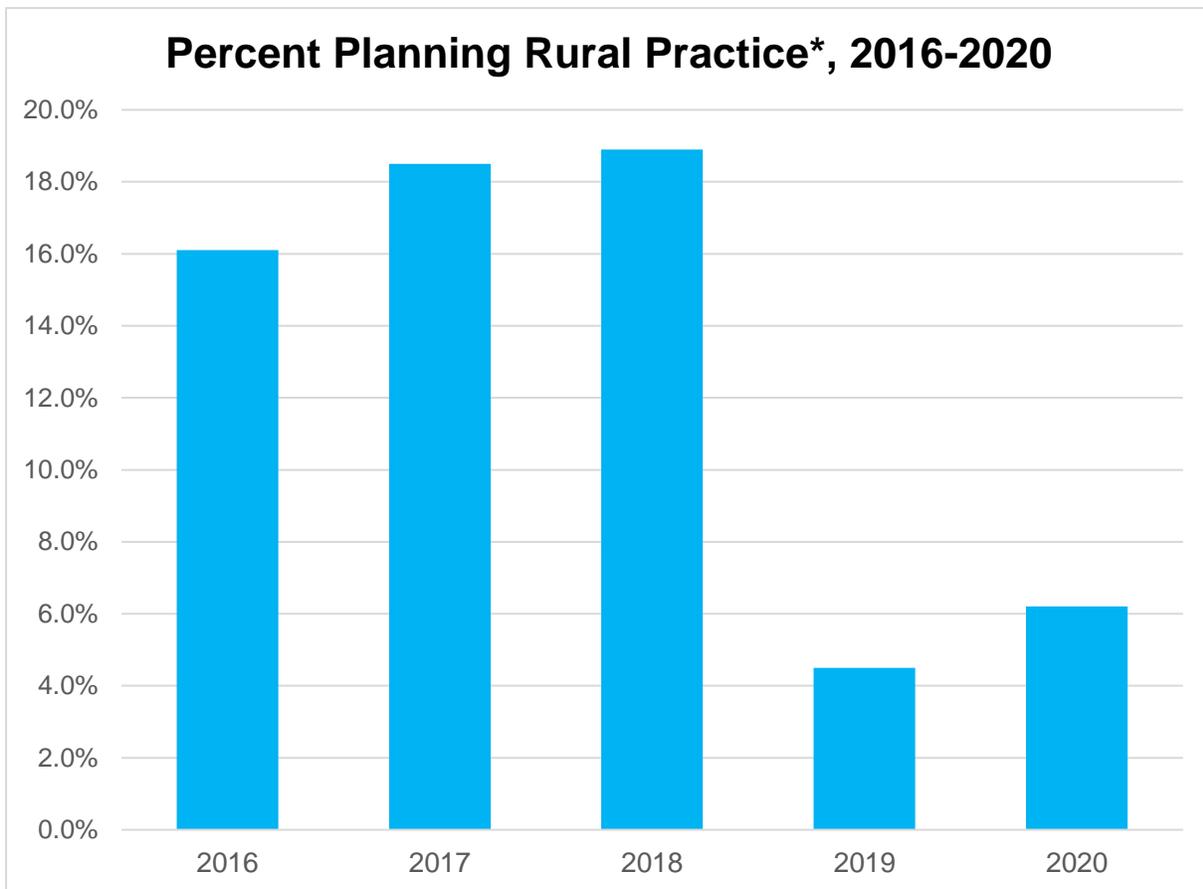


Table 15: Practice Area

Practice Area	Frequency	Percent
Inner City	228	33.0%
Other Area Within Major City	194	28.1%
Suburban	146	21.2%
Small City (City Population Less Than 50,000)	79	11.4%
Rural (County Population Less Than 50,000)	43	6.2%
Total	690	100.0%

Figure 17: Percent Planning Rural Practice, 2016-2020



*Note: Percentages are adjusted to reflect the definition of “rural” as population of 50,000 or less.

Job Search

Table 16: Actively Job Searched

Actively Job Searched	Frequency	Percent
Yes	483	79.2%
No	127	20.8%
Total	610	100.0%

Table 17: Job Offers and Acceptance

Been Offered a Job	Frequency	Percent
Yes and accepted	449	78.0%
Not been offered	88	15.3%
Yes and declined	39	6.8%
Total	576	100.0%

Table 18: Job Search Approaches

Job Search Approaches	Frequency	Percent of Total Respondents Choosing this Approach*
Independent job search	353	48.6%
Third party representation	162	22.3%
Announcements/ career fairs	131	18.0%
Other	128	17.6%
Want ads	64	8.8%

*Note: Respondents could select multiple job search approaches.

Table 19: Difficulty Finding a Job

Had Difficulty Finding a Job	Frequency	Percent
No	348	75.5%
Yes	113	24.5%
Total	461	100.0%

Figure 18: Percent Reporting Difficulty Finding a Job, 2016-2020

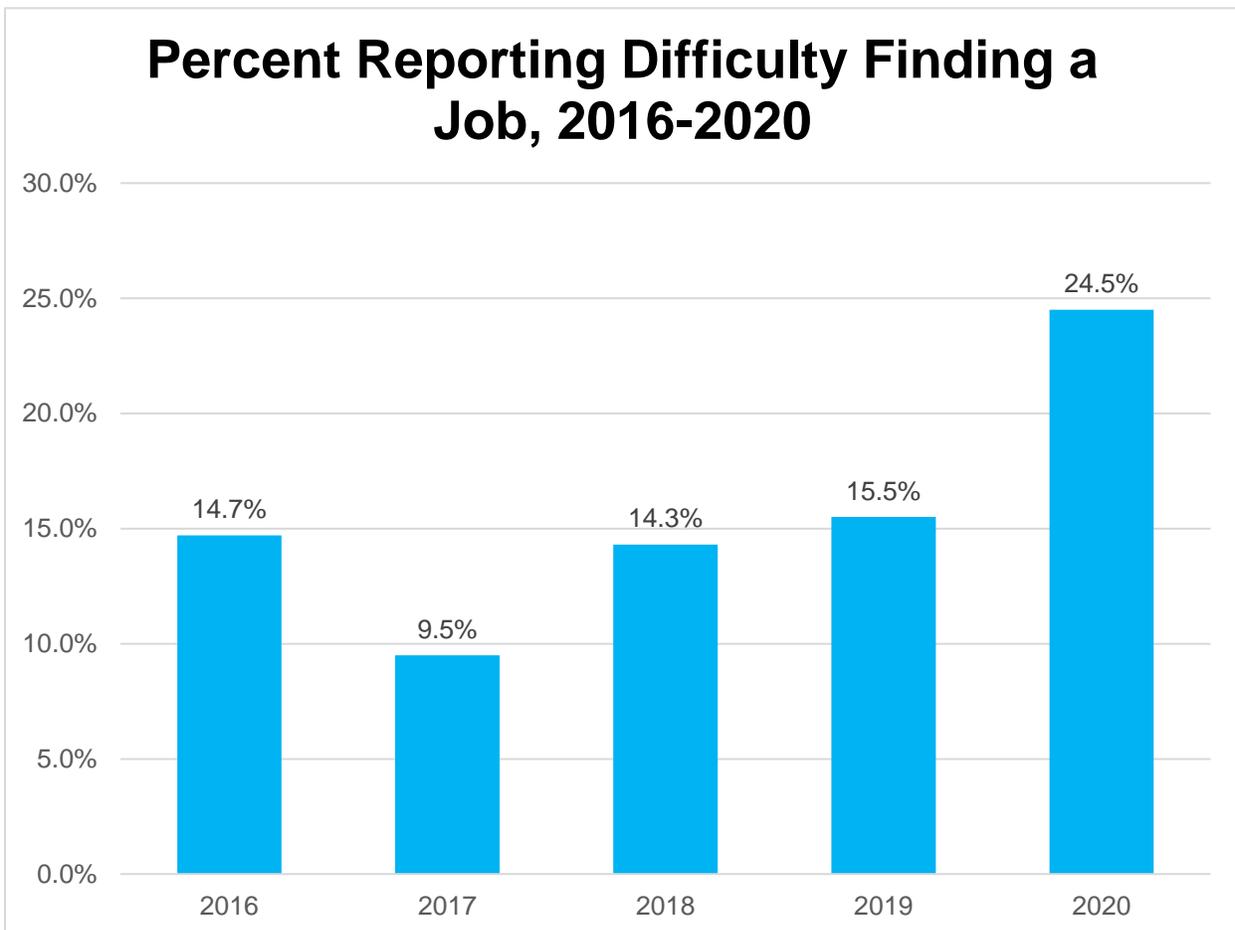
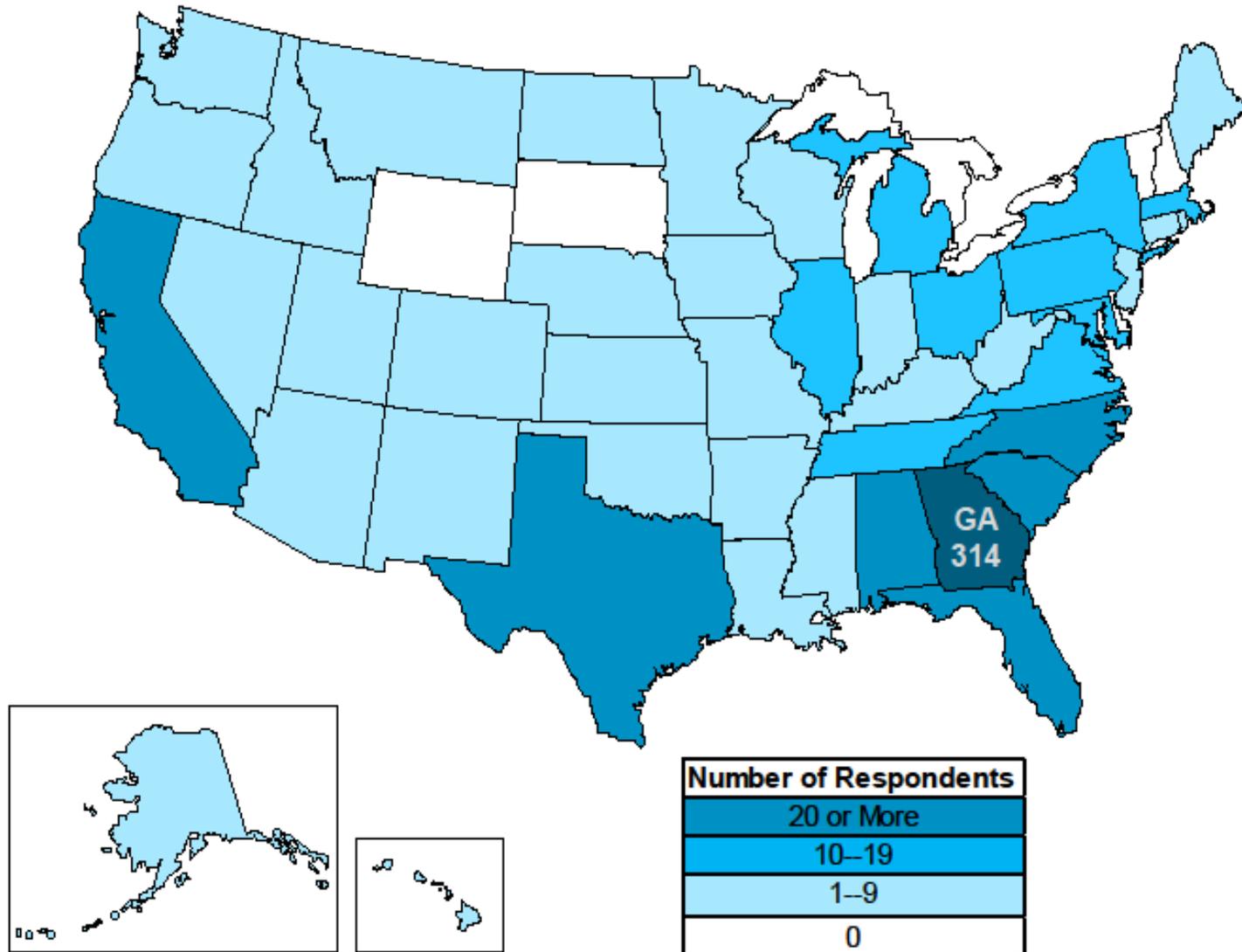


Table 20: Ratings and Perception of Training, Educational Debt Repayment, Practice Opportunities, and Rural Practice

Question or Statement	Rating Scale	Number of Responses	Mean Average
In your job search, how strongly did you consider practicing in a rural area (county population less than 50,000)?	1 = DID NOT CONSIDER 5 = STRONGLY CONSIDERED	620	2.4
If all of your medical school debt were forgiven, how likely would you consider a five-year obligation to practice in a rural setting (GA county population less than 50,000)?	1 = VERY UNLIKELY 5 = VERY LIKELY	628	3.0
What is your level of satisfaction with your salary/compensation?	1 = VERY DISSATISFIED 5 = VERY SATISFIED	607	3.7
What is your overall assessment of practice opportunities in your specialty within 50 miles of the site where you trained?	1 = VERY FEW JOBS 5 = MANY JOBS	628	3.2
What is your overall assessment of practice opportunities in your specialty nationally?		639	4.0
Overall, I am satisfied with the training I received.	1 = STRONGLY DISAGREE 5 = STRONGLY AGREE	663	4.4
I would choose to train at the same site again.		665	4.3

Map 1: Location of Primary Activity After Current Year of Training



Acknowledgements

This report was produced under the direction of LaSharn Hughes, MBA, Executive Director; Leanna Greenwood, MA, Senior Data Analyst; G.E. Alan Dever, MD PhD, Consultant; and Jocelyn Hart, Data Analyst. The Board would like to thank Georgia's Graduate Medical Education programs for their assistance with this survey.

Thank you to the Georgia Board of Health Care Workforce Board Members for their leadership and support.

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