

Georgia Graduate Medical Education Exit Survey Report

Based on responses to the 2021 GME Exit Survey



Georgia Board of Health Care Workforce

Published Fall 2021

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Introduction

This report is the Georgia Board of Health Care Workforce's 19th 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 2021, 738 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 vary and are reported as the "total" for each question. All Georgia GME programs with graduates participated in the survey, and are as follows:

- 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 Macon-Macon
- 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	369	50.0%	424	87.0%
Medical College of Georgia	136	18.4%	192	70.8%
Morehouse School of Medicine-Atlanta	46	6.2%	51	90.2%
Navicent Health-Macon*	33	4.5%	32	100.0%
Northside Hospital Gwinnett-Lawrenceville*	26	3.5%	19	100.0%
WellStar Atlanta Medical Center-Atlanta*	24	3.3%	21	100.0%
WellStar Kennestone Hospital-Marietta*	20	2.7%	19	100.0%
Memorial Health University Medical Center-Savannah	16	2.2%	38	42.1%
Piedmont Midtown Medical Center-Columbus	12	1.6%	12	100.0%
Redmond Regional Medical Center-Rome	11	1.5%	11	100.0%
Piedmont Macon-Macon	10	1.4%	10	100.0%
St. Mary's Hospital-Athens	9	1.2%	10	90.0%
Floyd Medical Center-Rome	7	0.9%	7	100.0%
Piedmont Athens Regional Medical Center-Athens	7	0.9%	15	46.7%
Colquitt Regional Hospital-Moultrie	4	0.5%	4	100.0%
Phoebe Putney Memorial Hospital-Albany	3	0.4%	8	37.5%
Houston Healthcare-Warner Robins	3	0.4%	6	50.0%
Memorial Satilla Health-Waycross	2	0.3%	2	100.0%
Total	738	100.0%	881	83.8%

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

Executive Summary

Demographics

- 53.7% of respondents identify as male; 46.3% identify as female. This indicates a decrease in the percentage of respondents identifying as female from 2020, when 49.4% identified as female.
- Female-identified respondents were slightly more likely than male-identified respondents to be completing a primary care/core specialty in 2021 (51.2% versus 48.0%).
- Female-identified respondents made up 50.0% or more of the respondents in the following primary care/core specialties: family medicine (65.1%); OB/GYN (83.3%); and pediatrics (72.4%).
- 65.4% of respondents are native-born US citizens, which is slightly lower than 69.4% reported in 2020.
- The percentage of respondents identifying as Black this year is 15.4%, which is a very slight increase from 14.5% in 2020.
- The percentage of respondents identifying as Hispanic this year is 8.1%, which is an increase from 6.2% in 2020.

Geography

- 24.8% of respondents graduated from a high school in Georgia, which is comparable to the percentage reported last year.
- 44.9% of respondents plan to be in Georgia for their primary activity after completion of their program.

Medical School

- The percentage of respondents holding an osteopathic degree is 10.9%, which is slightly lower than the 11.2% of respondents last year.
- 24.8% of respondents attended medical school in Georgia. This is slightly higher than the 22.7% reported in 2020.

Debt and Salary

- 48.8% of respondents report having \$200,000 or greater in educational debt.
- 31.2% of respondents report having no educational debt. This is similar to the 30.2% reported last year.
- 22.3% of respondents anticipate a starting salary of \$200,000 a year or less, compared with 25.3% last year.

Retention

- The primary care/core specialty with the highest percentage of respondents planning to stay in Georgia after graduation is family medicine (59.5%). The primary care/core specialty with the lowest percentage of respondents planning to stay in Georgia is general surgery (25.9%).

- 65.0% of respondents who went to high school in Georgia plan to stay in Georgia next year. This is lower than the 68.5% last year.
- 62.4% of respondents who went to medical school in Georgia plan to stay in Georgia next year. This is slightly lower than the 62.9% last year.
- 68.9% of people who answered the question considered one or more job offers in Georgia. This is up from 63.9% last year.
- The most-selected reasons for leaving Georgia after GME are: proximity to family (23.4% selected); additional training or fellowship (23.2% selected); and better jobs in desired location outside Georgia (15.3% selected). These are the same three top choices as last year.

Practice Opportunities

- The 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 the same average assessment on this question as last year.
- The average of respondents' overall assessments of practice opportunities in their specialty nationally is 3.8 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 4.0.

Satisfaction with Training

- The 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 the same as last year's average.
- The average agreement with the statement "I would choose to train at the same site again," is 4.2 on a scale where 1 is strongly disagree and 5 is strongly agree. This is slightly lower than last year's average of 4.3.

Demographic Analysis

Figure 1: Gender Distribution

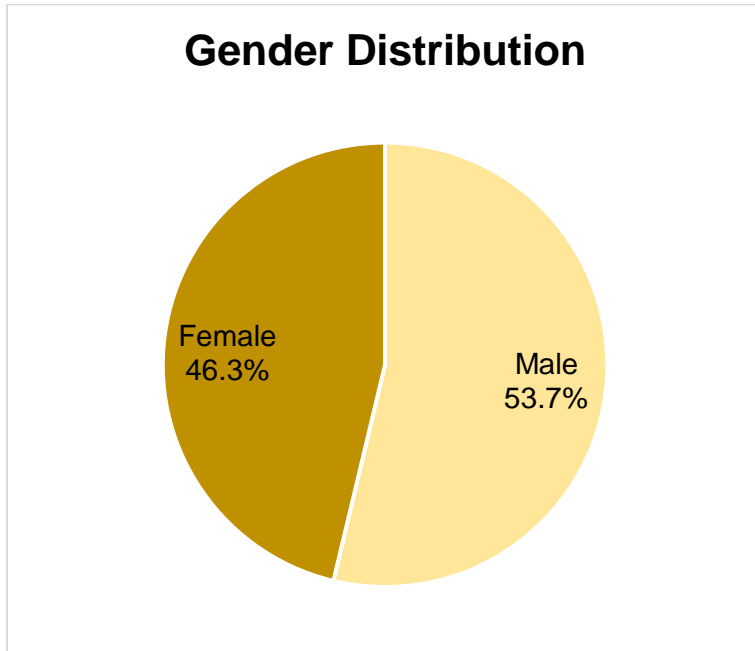


Figure 2: Percent Female, 2017-2021

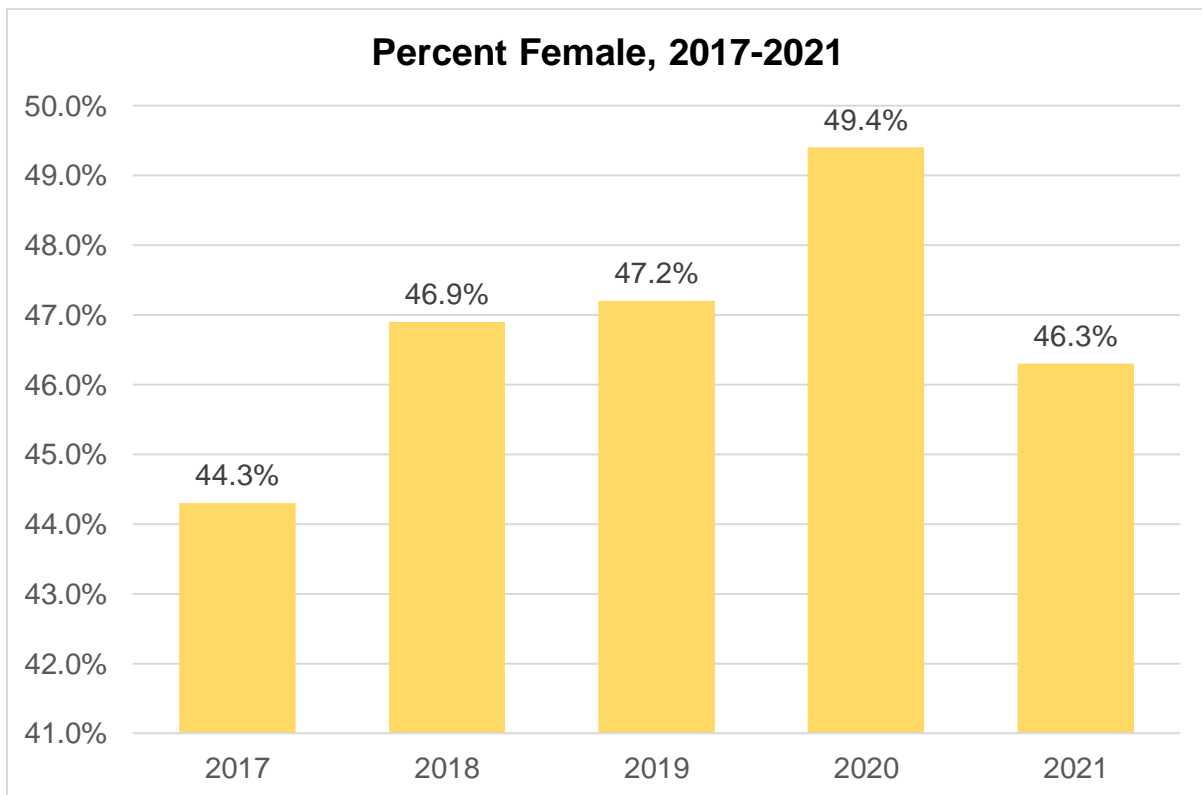


Table 2: Specialties Completing in 2021 by Gender

Specialty Completing in 2021	Female		Male		Total
	Frequency	Percent	Frequency	Percent	
Emergency Medicine	8	23.5%	26	76.5%	34
Family Medicine	55	64.7%	30	35.3%	85
General Surgery	11	40.7%	15	55.6%	27
Internal Medicine	79	48.2%	83	50.6%	164
OB/GYN	14	82.4%	3	17.6%	17
Pediatrics	21	72.4%	8	27.6%	29
Psychiatry	7	31.8%	15	68.2%	22
All Other Specialties	130	38.7%	202	60.1%	336
Total	325	45.5%	382	53.5%	714

Note: some specialties do not total 100.0% because of missing data on the gender question.

Table 3: Racial and Ethnic Distribution

Race/Ethnicity	Frequency	Percent
White	355	49.2%
Asian or Pacific Islander	213	29.5%
Black/African American	111	15.4%
Multi-Race	41	5.7%
Native American/Alaskan Native	1	0.1%
Total	721	100.0%

Figure 3: Race/Ethnicity Distribution

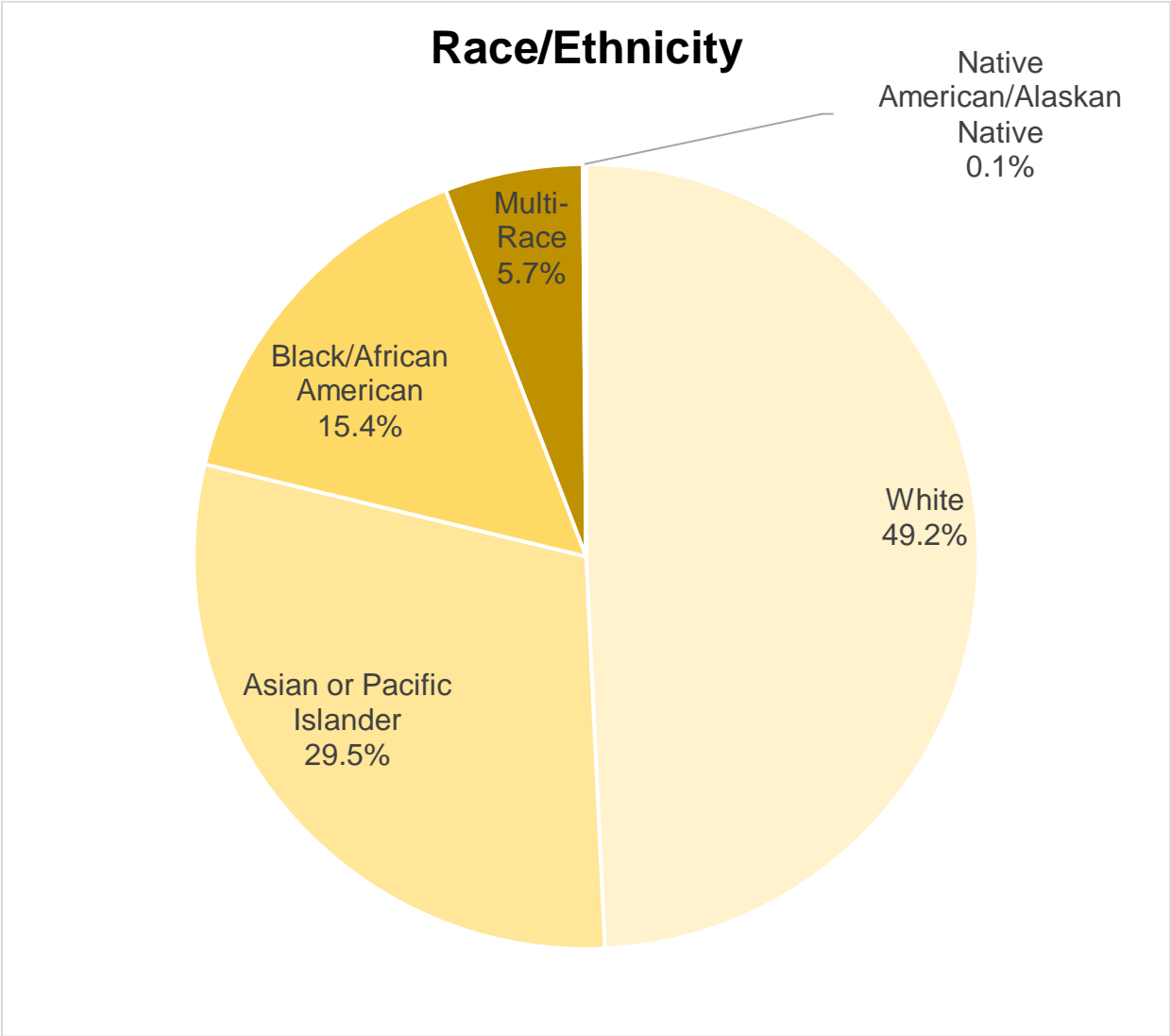


Figure 4: Percent Black Race & Percent Hispanic, 2017-2021

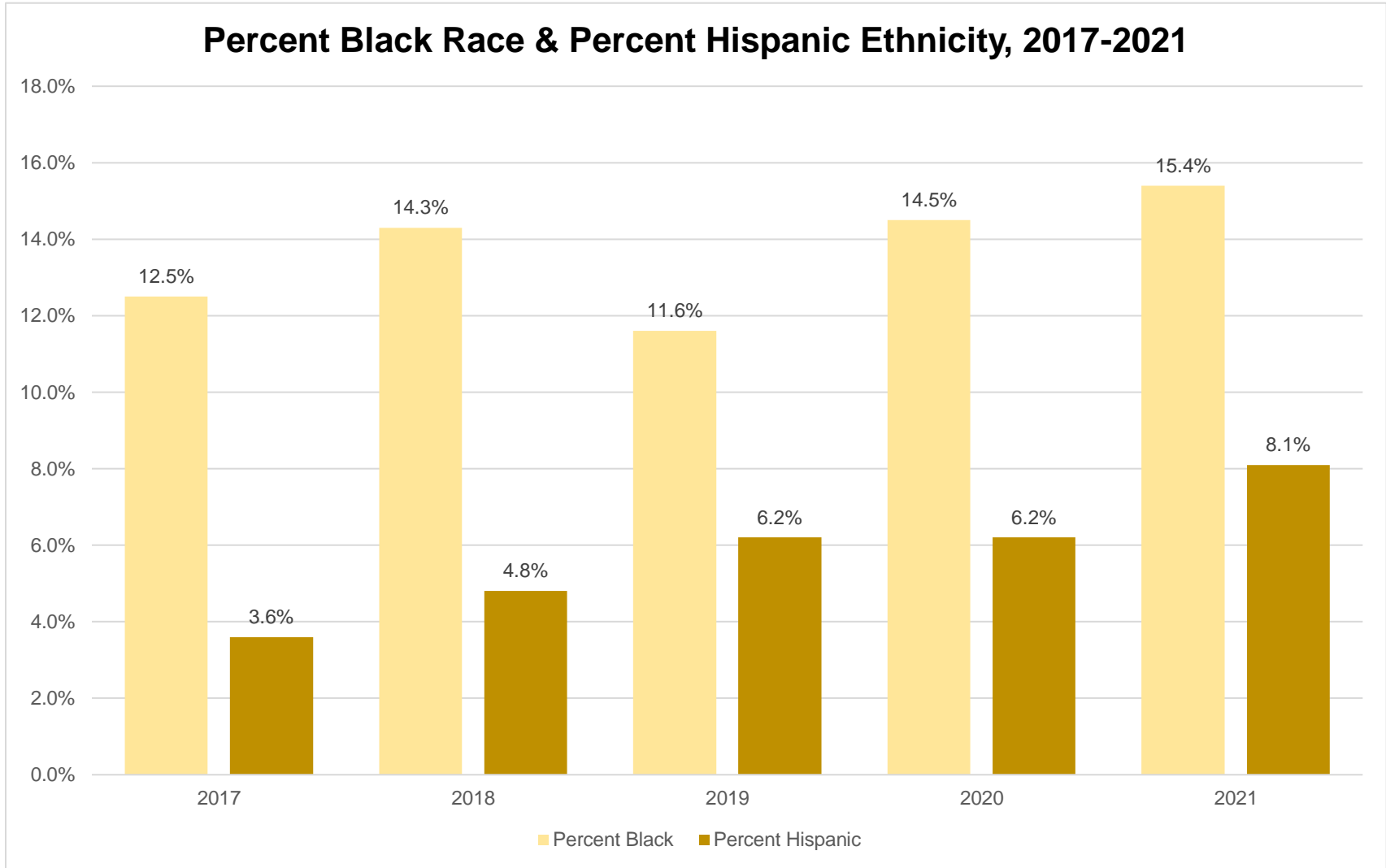


Table 4: Citizenship Distribution

Citizenship Status	Frequency	Percent
Native Born U.S.	477	65.4%
Naturalized U.S.	142	19.5%
J-1, J-2 Exchange Visitor	58	8.0%
Permanent Resident	42	5.8%
H-1, H-2, H-3 Temporary Worker	10	1.4%
Total	729	100.0%

Figure 5: Citizenship Status

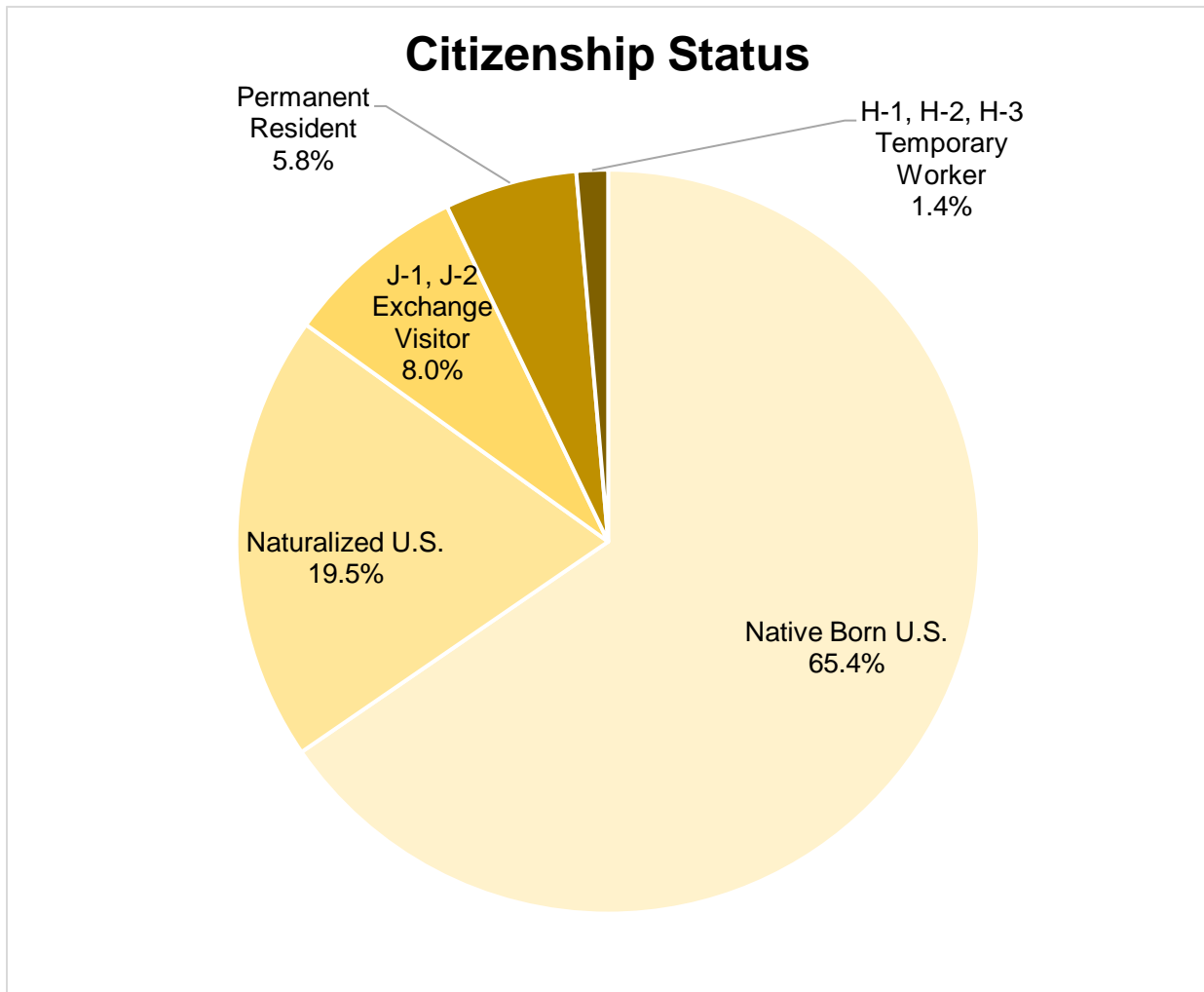


Figure 6: Percent Non-US Citizen, 2017-2021

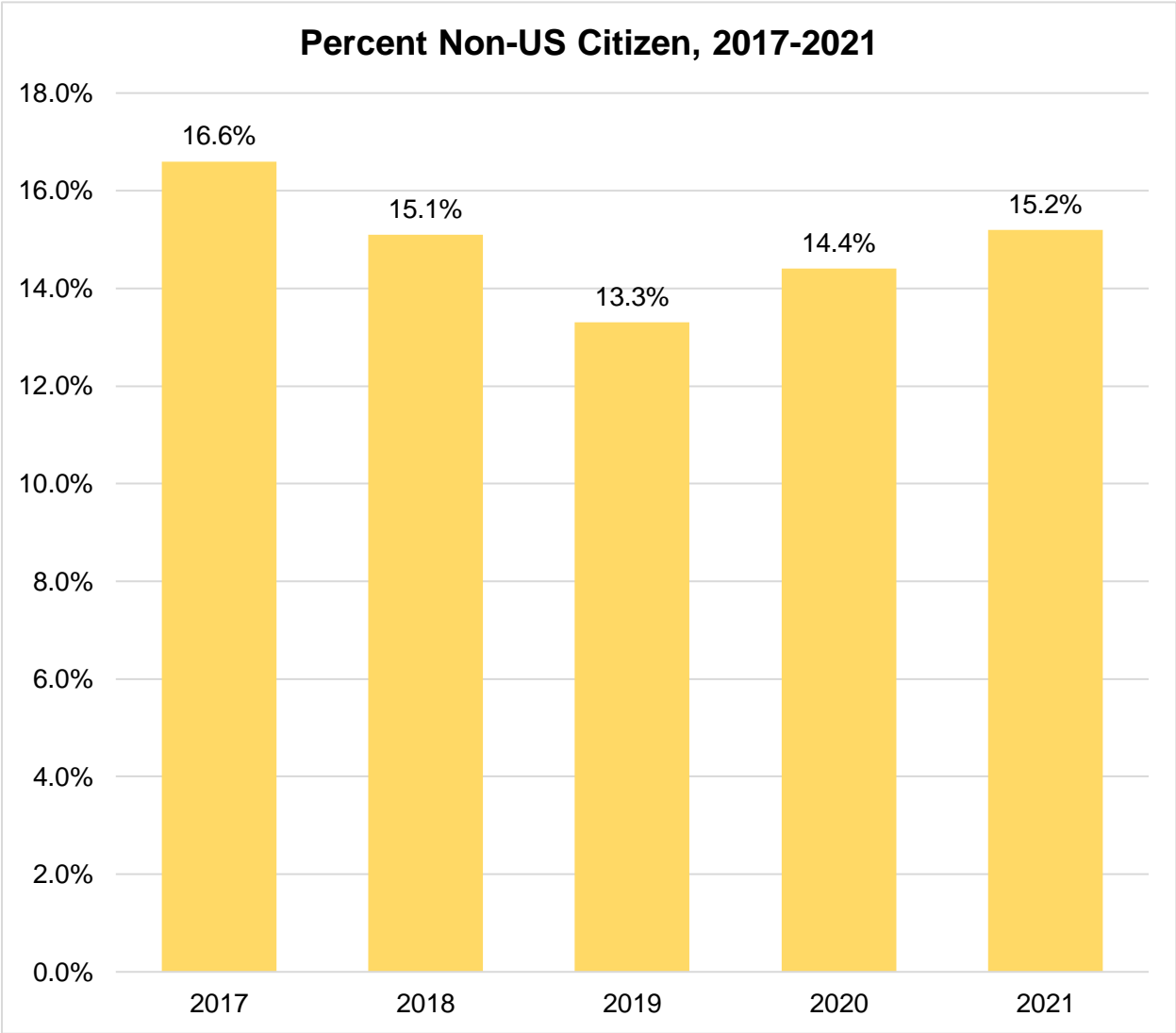
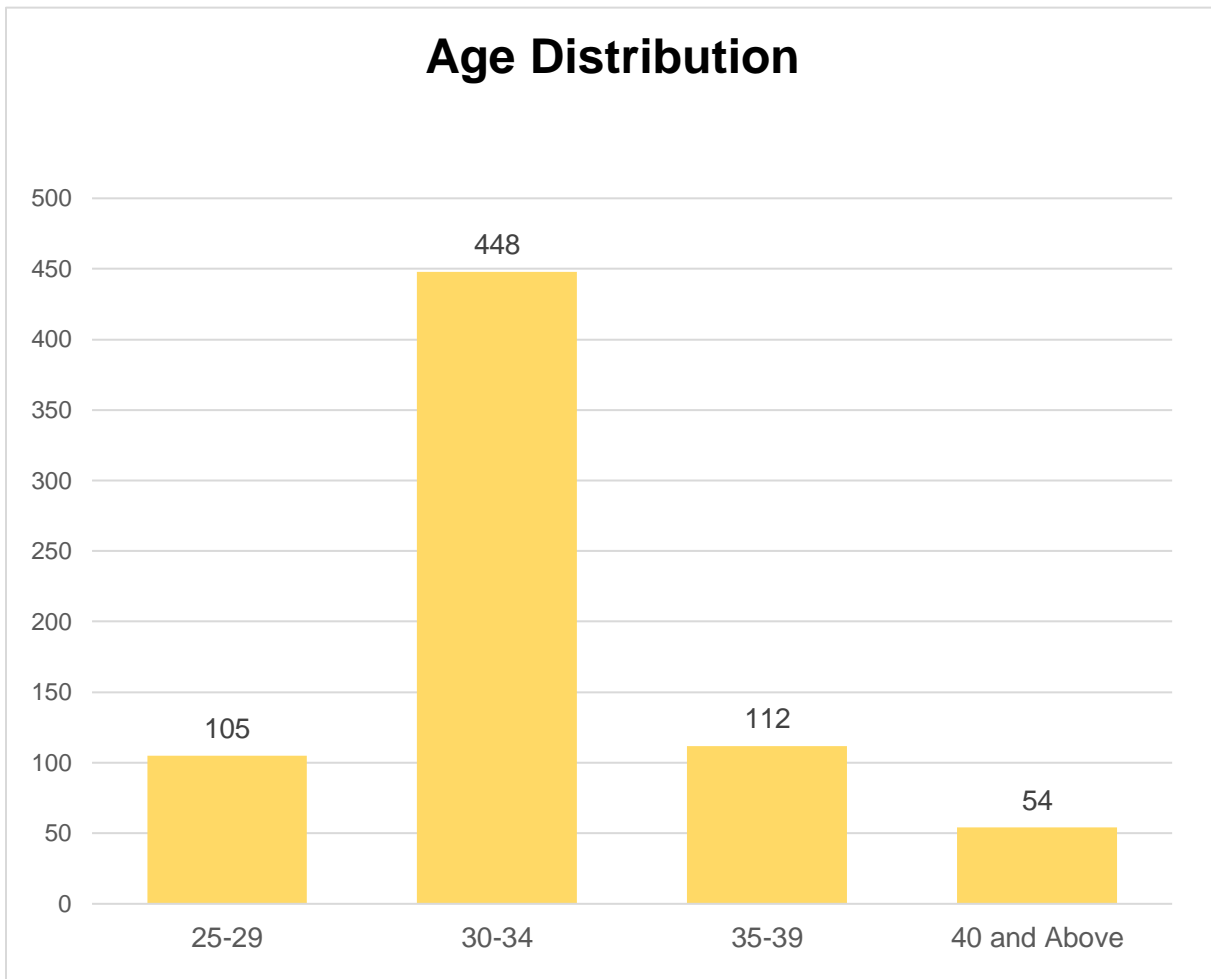


Table 5: Age Distribution

Age Grouping	Frequency	Percent
25-29	105	14.6%
30-34	448	62.3%
35-39	112	15.6%
40 and Above	54	7.5%
Total	719	100.0%

Figure 7: Age Distribution



Education

Table 6: Degree Type

Degree Type	Frequency	Percent
Allopathic (MD)	645	89.1%
Osteopathic (DO)	79	10.9%
Total	724	100.0%

Figure 8: Percent Osteopathic Degree, 2017-2021

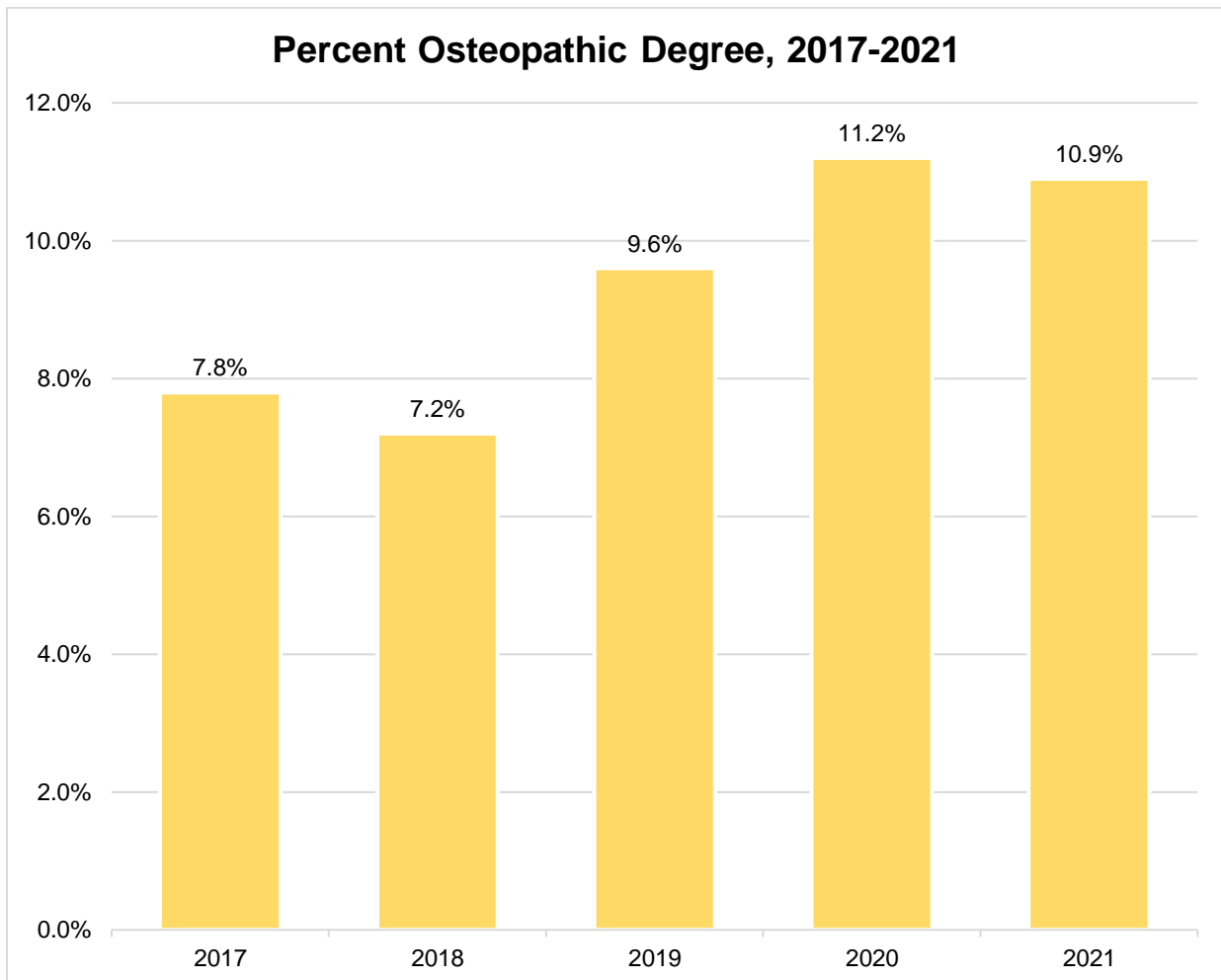


Table 7: Residence Upon Graduating from High School

Residence Upon Graduating from High School	Frequency	Percent
Other US State	417	57.5%
Georgia	180	24.8%
Other Country	128	17.7%
Total	725	100.0%

Figure 9: Residence Upon Graduating from High School

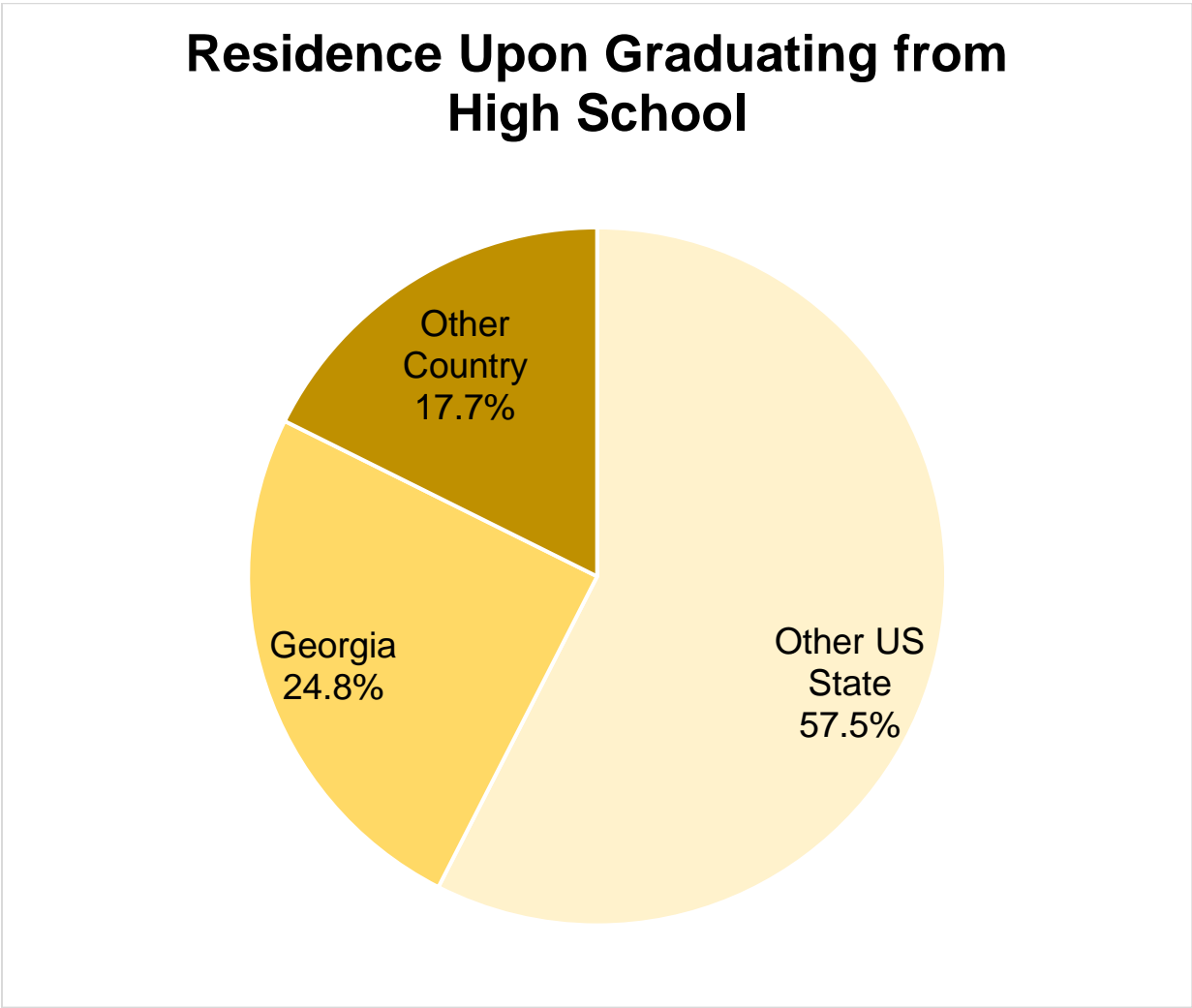


Table 8: Residence Upon Graduating from Medical School

Location of Medical School	Frequency	Percent
Other US State	352	48.6%
Georgia	143	19.8%
Other Country	229	31.6%
Total	724	100.0%

Figure 10: Location of Medical School

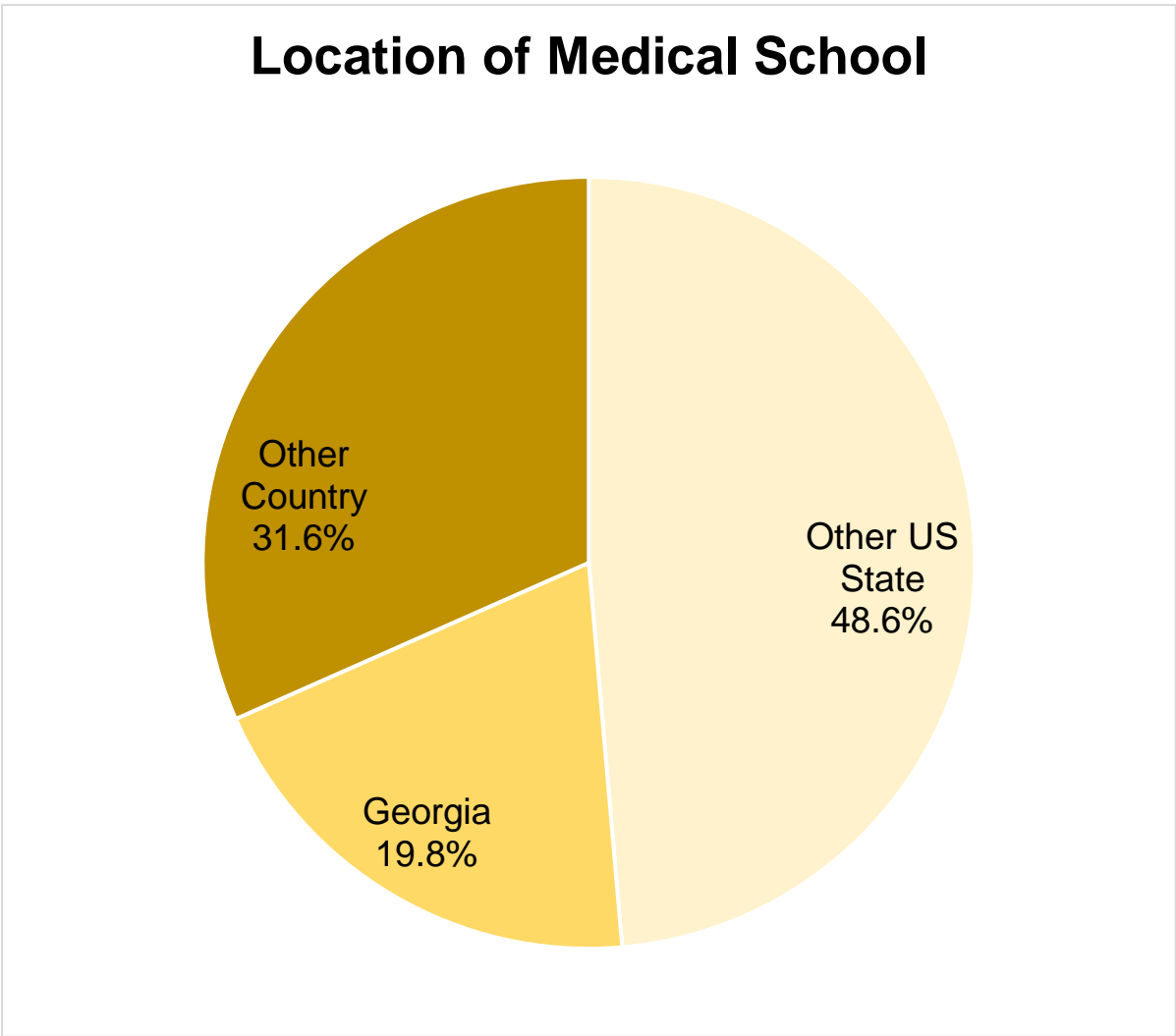
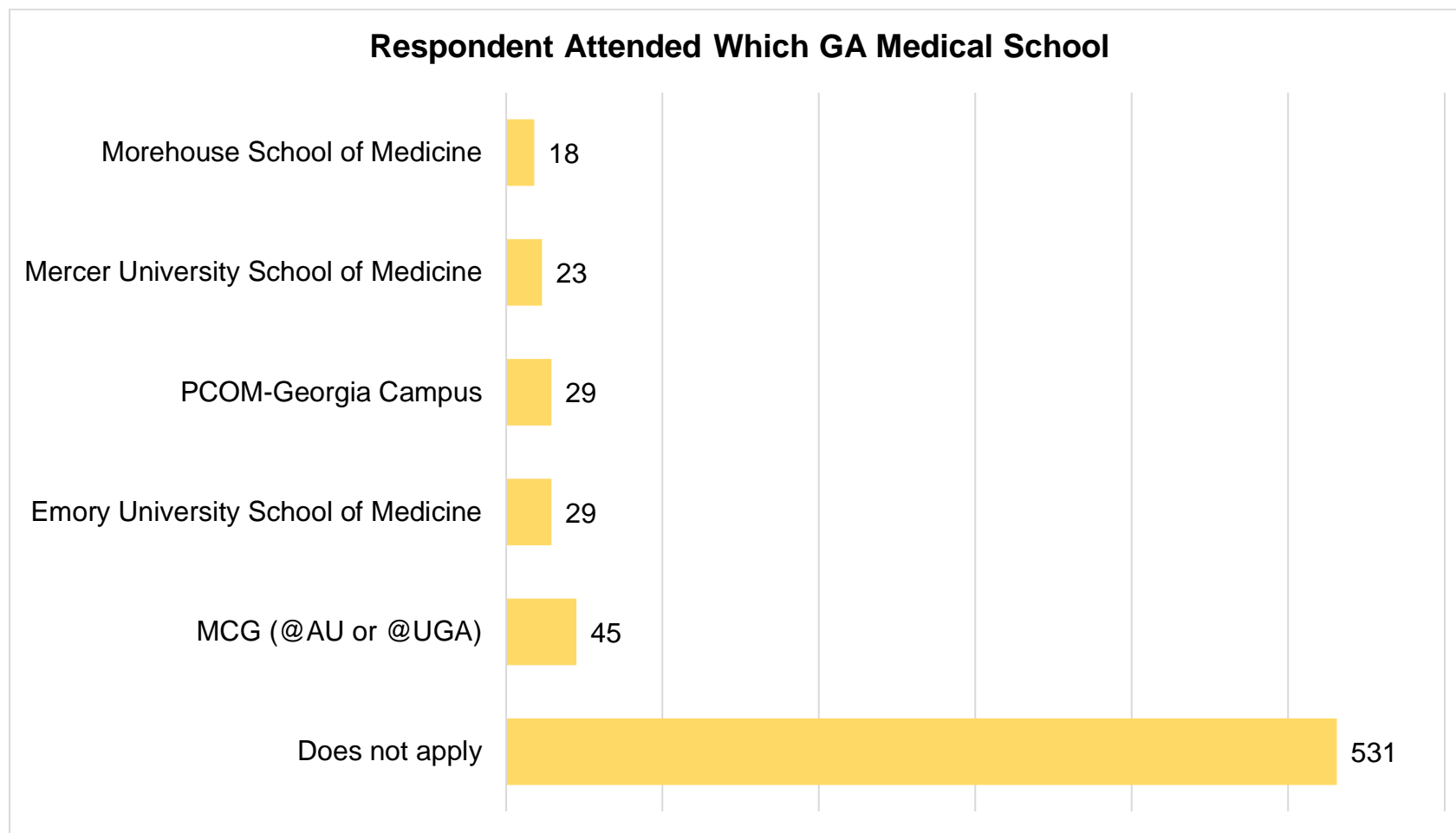


Figure 11: Respondent Attended Which Georgia Medical School



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	222	32.6%
Less than \$100,000	48	7.1%
\$100,000-\$199,999	71	10.4%
\$200,000-\$299,999	131	19.3%
\$300,000-\$399,999	101	14.9%
\$400,000-\$499,999	69	10.1%
\$500,000 or Greater	38	5.6%
Total	680	100.0%

Figure 12: Current Level of Education Debt

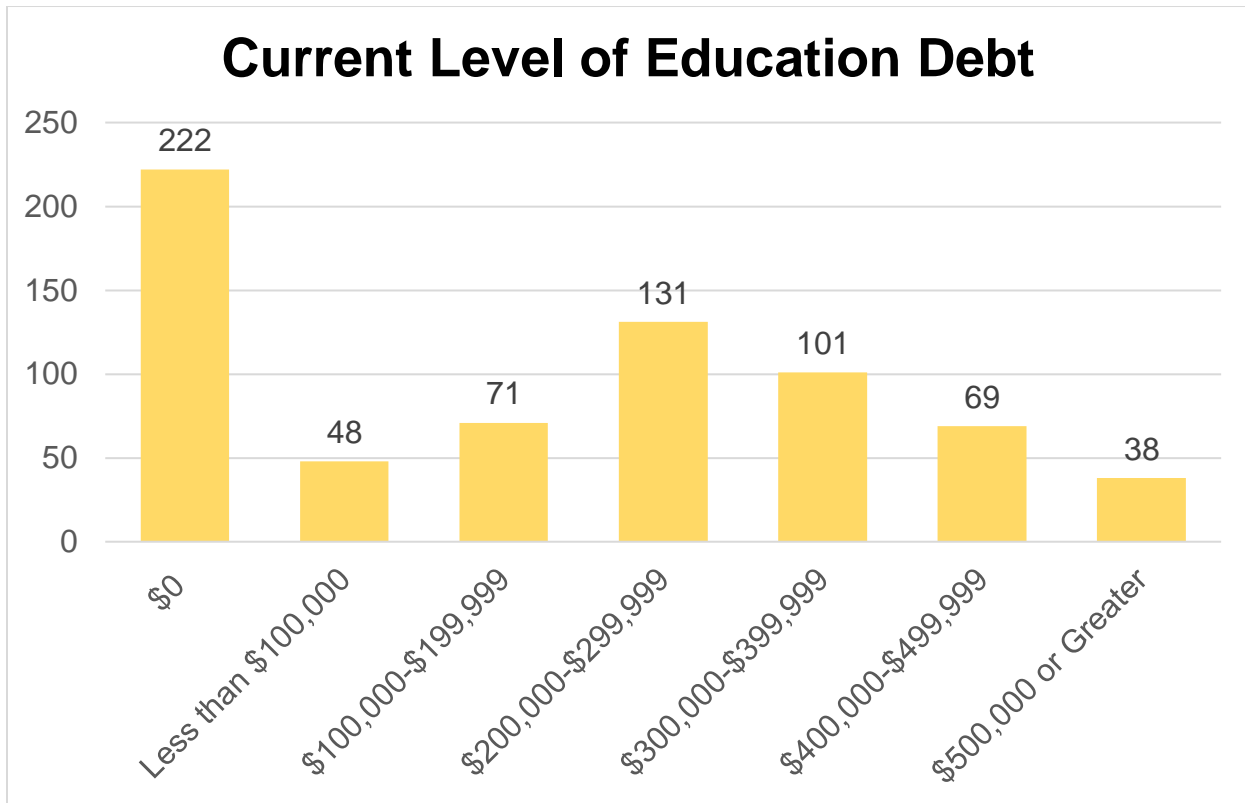


Figure 13: Percent Having no Education Debt, 2017-2021

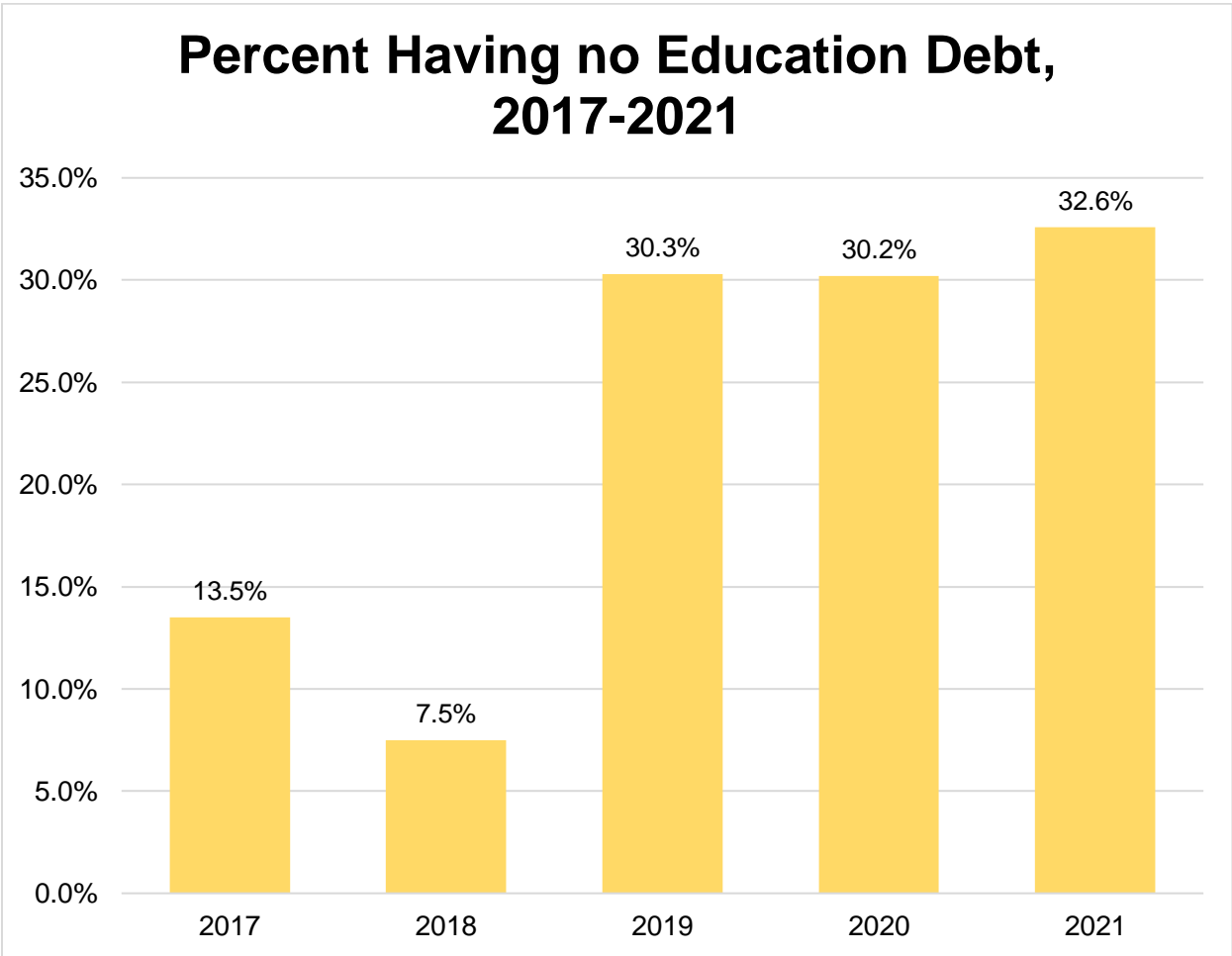
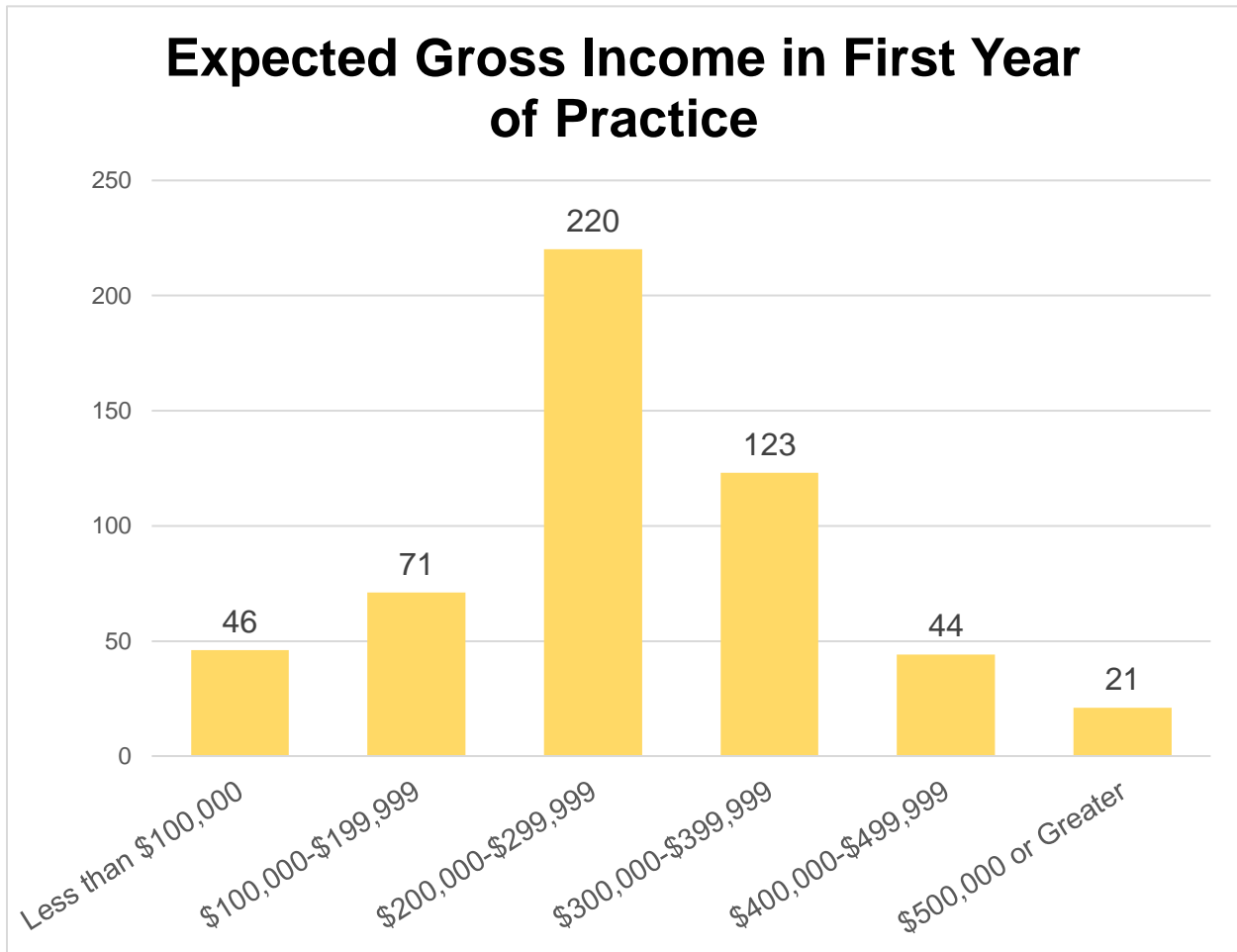


Table 10: Expected Starting Salary

Expected Gross Income in First Year of Practice	Frequency	Percent
Less than \$100,000	46	8.8%
\$100,000-\$199,999	71	13.5%
\$200,000-\$299,999	220	41.9%
\$300,000-\$399,999	123	23.4%
\$400,000-\$499,999	44	8.4%
\$500,000 or Greater	21	4.0%
Total	525	100.0%

Figure 14: Expected Gross Income in First Year of Practice

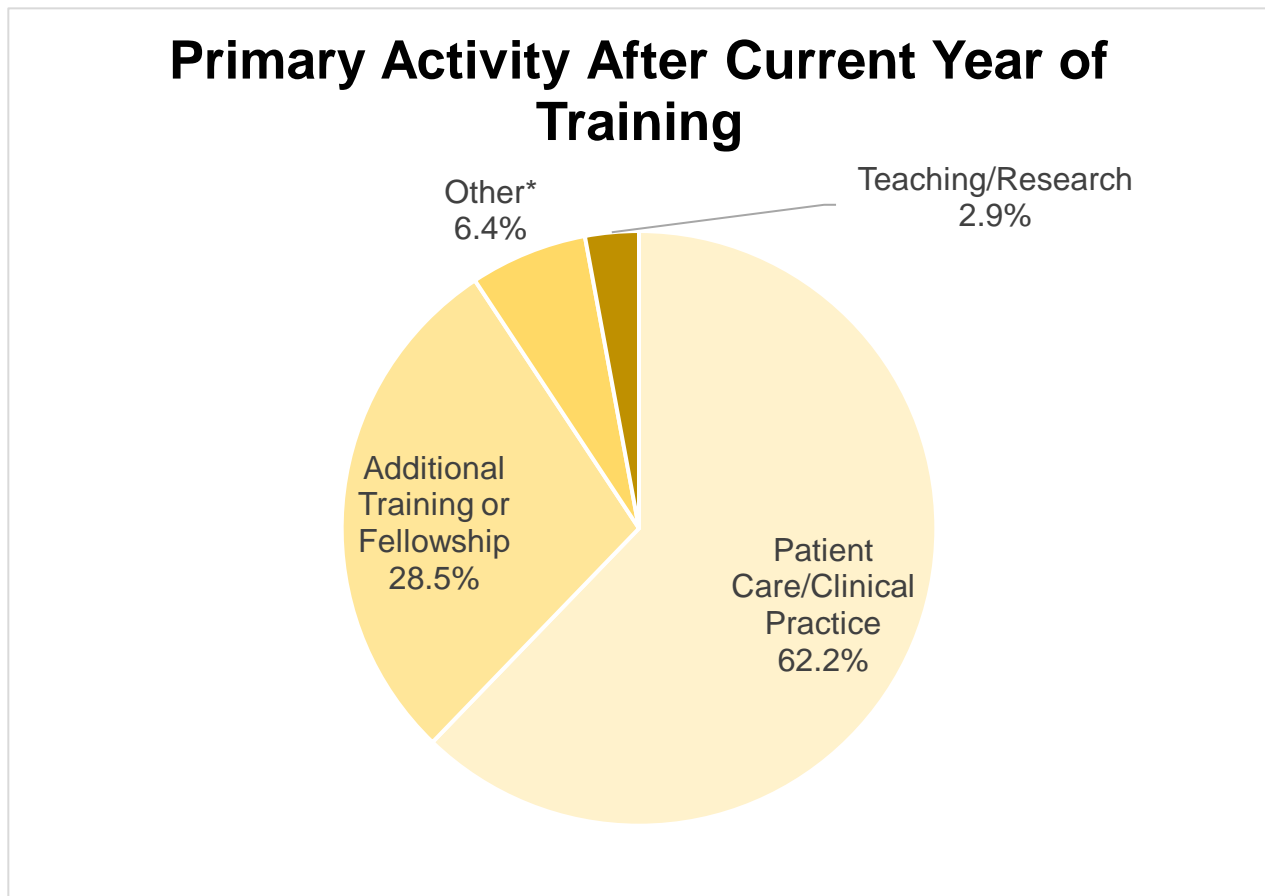


Practice Information

Table 11: Primary Activity after Current Year of Training

Primary Activity after Current Year of Training	Frequency	Percent
Patient Care/Clinical Practice	448	62.2%
Additional Training or Fellowship	205	28.5%
Other*	46	6.4%
Teaching/Research	21	2.9%
Total	720	100.0%

Figure 15: Primary Activity After Current Year of Training



*Note: "Other" includes chief resident (15), undecided (8), and temporarily out of medicine (3).

Table 12: Practice Setting

Practice Setting	Frequency	Percent
Hospital-Inpatient	243	37.5%
Group Practice-As Employee	167	25.8%
Hospital-Ambulatory Care	68	10.5%
Other	51	7.9%
Group Practice-As Owner/Partner	42	6.5%
Hospital-Emergency Room	38	5.9%
Partnership (2 Person)	10	1.5%
Freestanding Health Center/Clinic	9	1.4%
Military	8	1.2%
Solo Practice	8	1.2%
HMO	3	0.5%
Nursing Home	1	0.2%
Total	648	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				Total
	No		Yes		
	Frequency	Percent	Frequency	Percent	
Colquitt Regional Hospital-Moultrie	0	0.0%	4	100.0%	4
Emory University School of Medicine-Atlanta	89	28.5%	223	71.5%	312
Floyd Medical Center-Rome	1	14.3%	6	85.7%	7
Houston Healthcare-Warner Robins	1	33.3%	2	66.7%	3
Medical College of Georgia	33	29.5%	79	70.5%	112
Memorial Health University Medical Center-Savannah	2	14.3%	12	85.7%	14
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	12	42.9%	16	57.1%	28
Northside Hospital Gwinnett-Lawrenceville	7	31.8%	15	68.2%	22
Phoebe Putney Memorial Hospital-Albany	2	66.7%	1	33.3%	3
Piedmont Athens Regional Medical Center-Athens	3	60.0%	2	40.0%	5
Piedmont Macon-Macon	5	55.6%	4	44.4%	9
Piedmont Midtown Medical Center-Columbus	1	8.3%	11	91.7%	12
Redmond Regional Medical Center-Rome	4	36.4%	7	63.6%	11
St. Mary's Hospital-Athens	2	22.2%	7	77.8%	9
WellStar Atlanta Medical Center-Atlanta	4	18.2%	18	81.8%	22
WellStar Kennestone Hospital-Marietta	9	45.0%	11	55.0%	20
Total	191	30.1%	444	69.9%	635

Table 14: Practice Location

Location of Primary Activity After Graduation Year	Frequency	Percent
Other State	388	54.0%
Georgia	323	44.9%
Outside of US	8	1.1%
Total	719	100.0%

Figure 16: Percent Staying in Georgia After Graduation Year, 2017-2021

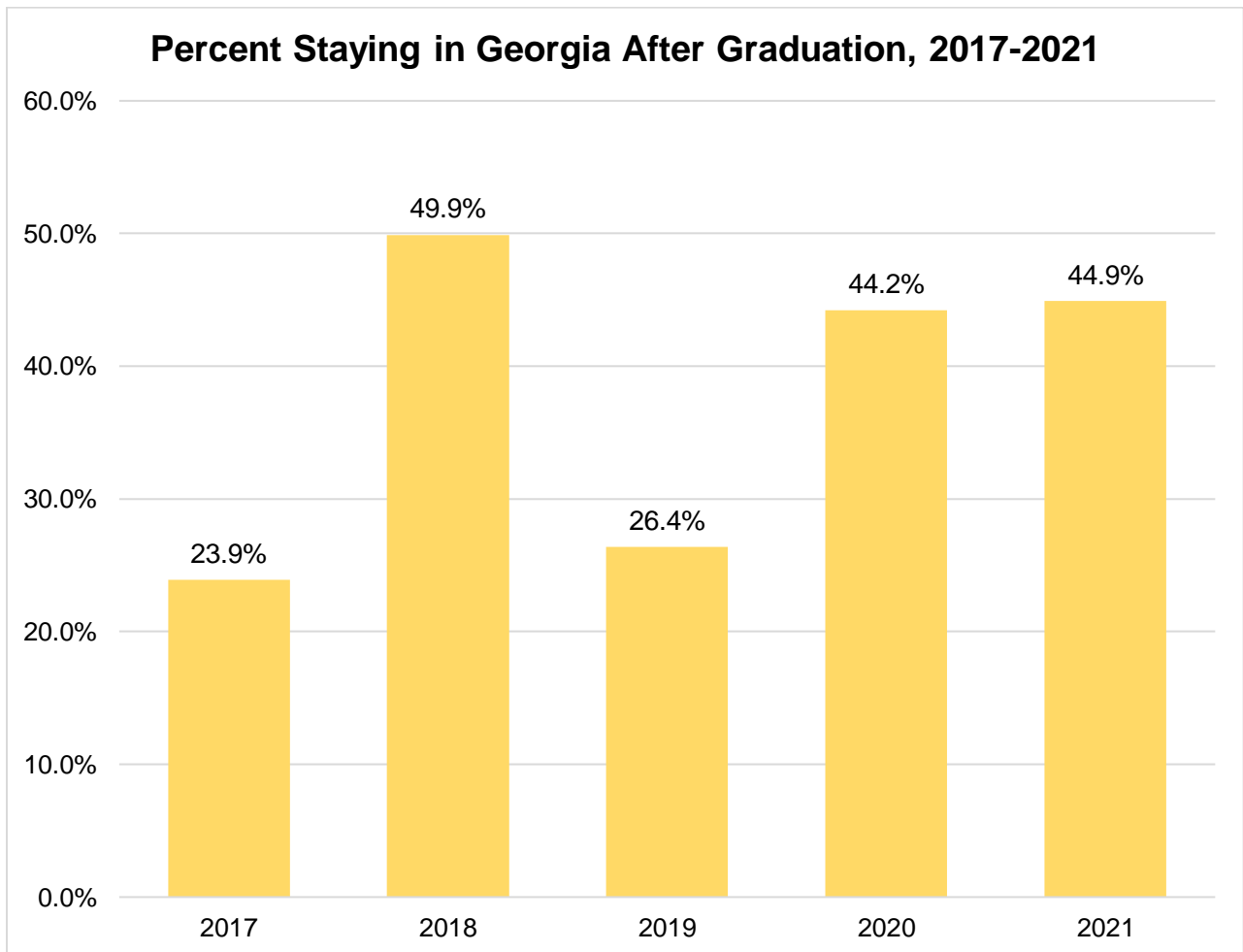
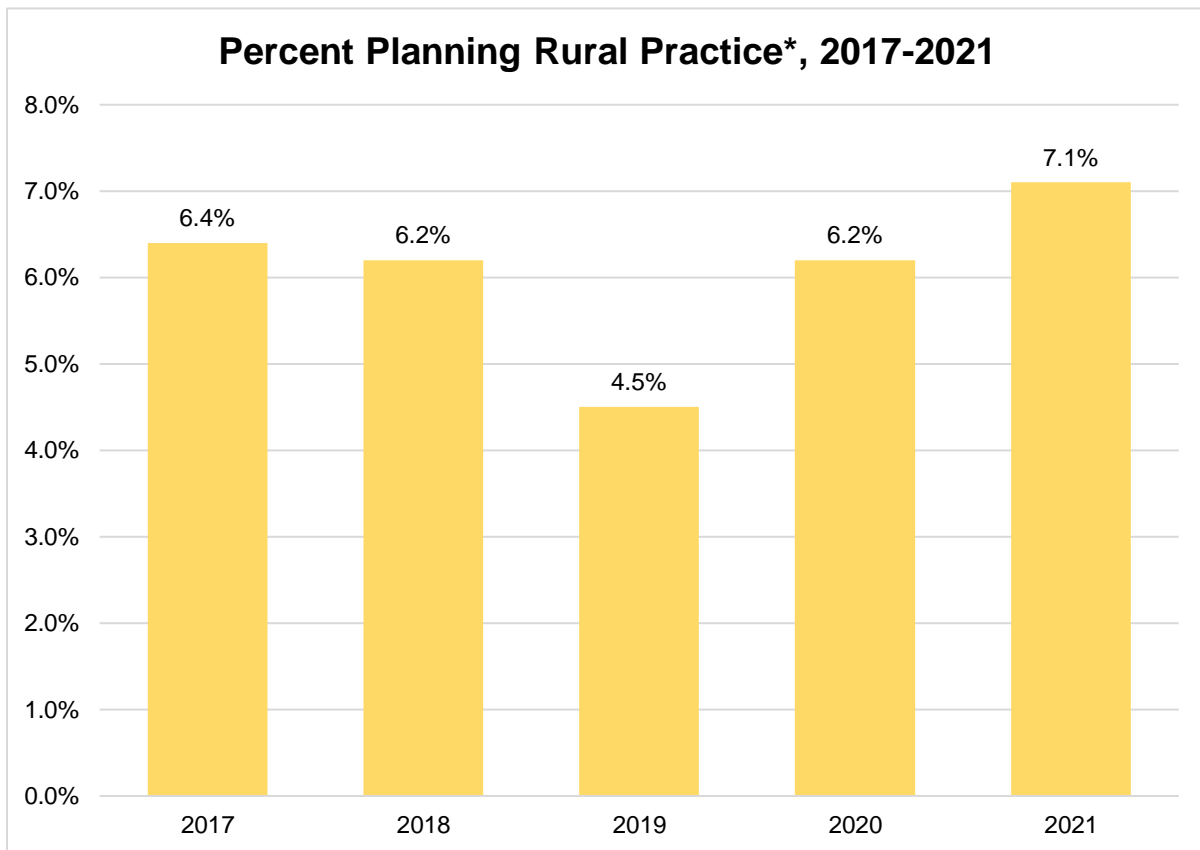


Table 15: Practice Area

Practice Area	Frequency	Percent
Inner City	215	30.6%
Other Area Within Major City	196	27.9%
Suburban	161	22.9%
Small City (City Population Less Than 50,000)	81	11.5%
Rural (County Population Less Than 50,000)	50	7.1%
Total	703	100.0%

Figure 17: Percent Planning Rural Practice, 2017-2021



*Note: Before 2019, the definition of “rural” entailed an area with a county population of 35,000 or less; starting in 2019, the definition of “rural” entails an area with a county population of 50,000 or less.

Job Search

Table 16: Actively Job Searched

Actively Job Searched	Frequency	Percent
No	148	23.4%
Yes	484	76.6%
Total	632	100.0%

Table 17: Job Offers and Acceptance

Been Offered a Job	Frequency	Percent
Yes and accepted	471	78.6%
Not been offered	88	14.7%
Yes and declined	40	6.7%
Total	599	100.0%

Table 18: Job Search Approaches

Job Search Approaches	Frequency	Percent
Independent job search	362	49.1%
Third party representation	168	22.8%
Announcements/ career fairs	132	17.9%
Other	125	16.9%
Want ads	64	8.7%

Note: Respondents could select multiple job search approaches.

Table 19: Difficulty Finding a Job

Had Difficulty Finding a Job	Frequency	Percent
No	403	73.9%
Yes	142	26.1%
Total	545	100.0%

Figure 18: Percent Reporting Difficulty Finding a Job, 2017-2021

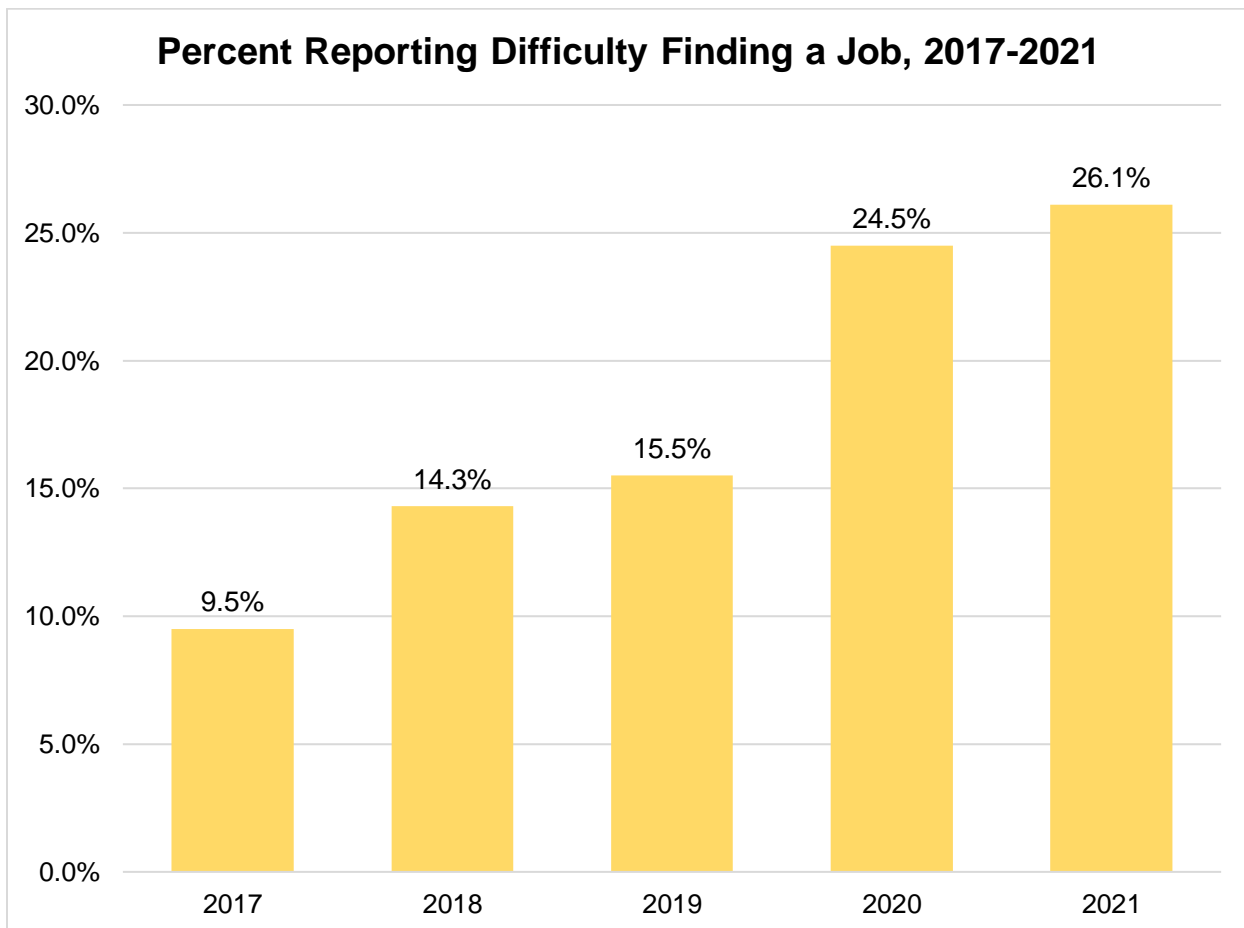


Table 20: Ratings and Perception of Training, Educational Debt Repayment, Practice Opportunities, and Rural Practice

Question or Statement	Rating Scale	Number of Responses	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	627	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	632	2.9
What is your level of satisfaction with your salary/compensation?	1 = VERY DISSATISFIED 5 = VERY SATISFIED	632	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	638	3.2
What is your overall assessment of practice opportunities in your specialty nationally?		645	3.8
Overall, I am satisfied with the training I received.	1 = STRONGLY DISAGREE 5 = STRONGLY AGREE	675	4.4
I would choose to train at the same site again.		676	4.2

Table 21: Reason for Leaving Georgia

Reason for Leaving Georgia	Frequency
Proximity to Family	173
Fellowship or Additional Medical Training	171
Better Jobs in Desired Location Outside Georgia	113
Better Job for Spouse/Partner Outside Georgia	90
Other Reason	81
Better Salary Offered Outside Georgia	79
Better Jobs in Desired Practice Setting Outside Georgia	76
Never Intended to Practice in Georgia	63
Overall Lack of Jobs/Practice Opportunities in Georgia	56
Better Jobs Outside Georgia That Meet Visa Requirements	25
Other Service Obligation	19
Cost of Starting a Practice	4
Cost of Malpractice Insurance in Georgia	3

Note: Respondents could select multiple reasons for leaving Georgia.

Other Reasons for Leaving Georgia

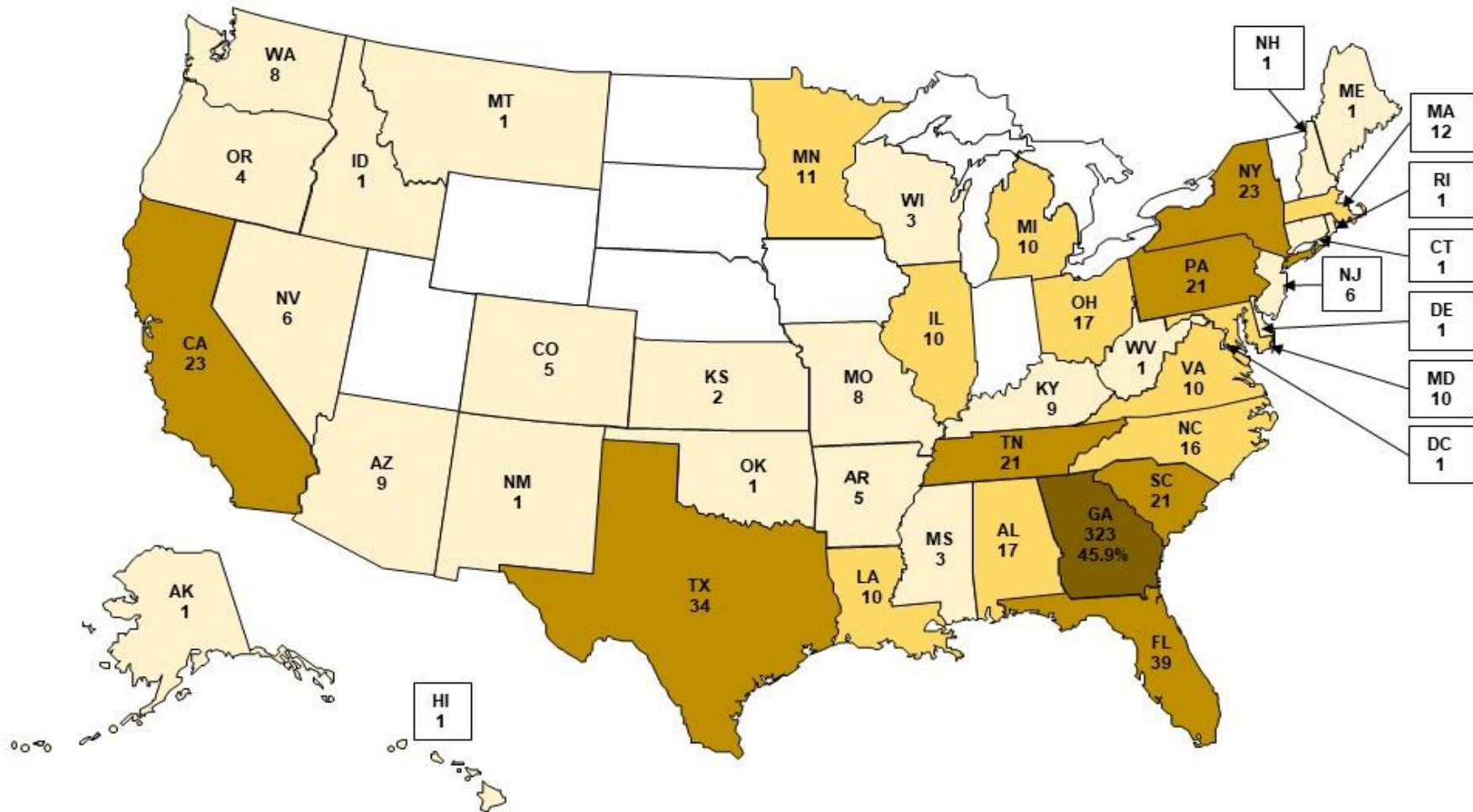
In addition to the above reasons for leaving Georgia after the current year of training, some respondents entered another reason in an open-ended format. The responses are organized into the following themes:

Living Conditions or Preferences: Respondents mentioned living conditions in the South, experiences of racism, traffic, diversity, wanting a more desired location or geography, safety concerns, and the political atmosphere.

Financial Considerations: Respondents mentioned better insurance and tax situations in other states.

Licensing or Practice Considerations: A few respondents mentioned not wanting to or not being able to stay at their current institution or needing extra licensing to practice in their specialty.

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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