

Georgia Graduate Medical Education Exit Survey Report

Based on responses to the 2022 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 20th 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 2022, 708 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:

- AdventHealth Redmond (Rome)
- Atrium Health Floyd (Rome)
- Atrium Health Navicent (Macon)
- AU/UGA Medical Partnership-St. Mary's Healthcare (Athens)
- Colquitt Regional Medical Center (Moultrie)
- Emory University School of Medicine (Atlanta)
- Houston Medical Center (Warner Robins)
- MCG @ AU-Memorial Satilla Health (Waycross)
- Medical College of Georgia (Augusta)
- Memorial Health University Medical Center (Savannah)
- Morehouse School of Medicine (Atlanta)
- Northeast Georgia Medical Center (Gainesville)
- Northside Hospital Gwinnett (Lawrenceville)
- Piedmont Athens Regional Medical Center (Athens)
- Piedmont Columbus Regional Midtown (Columbus)
- Piedmont Macon Medical Center (Macon)
- WellStar Atlanta Medical Center (Atlanta)
- WellStar Kennestone Regional Medical Center (Marietta)

Table 1: Respondents and Survey Completion Rate by Program, 2022

Program Name	Completions	Percent of Total Respondents	Total Graduates	Survey Completion Rate
Emory University School of Medicine (Atlanta)	382	54.0%	435	87.8%
Morehouse School of Medicine (Atlanta)*	62	8.8%	51	121.6%
Medical College of Georgia (Augusta)	48	6.8%	169	28.4%
Atrium Health Navicent (Macon)*	38	5.4%	32	118.8%
Memorial Health University Medical Center (Savannah)	28	4.0%	44	63.6%
Piedmont Macon Medical Center (Macon)	26	3.7%	24	92.3%
WellStar Atlanta Medical Center (Atlanta)	22	3.1%	22	100.0%
Northeast Georgia Medical Center (Gainesville)*	21	3.0%	20	105.0%
Northside Hospital Gwinnett (Lawrenceville)	19	2.7%	22	86.4%
AdventHealth Redmond (Rome)*	13	1.8%	11	118.2%
Piedmont Columbus Regional Midtown (Columbus)	12	1.7%	12	100.0%
AU/UGA Medical Partnership-St. Mary's Healthcare (Athens)	11	1.6%	11	100.0%
WellStar Kennestone Regional Medical Center (Marietta)	9	1.3%	19	47.4%
Atrium Health Floyd (Rome)	8	1.1%	8	100.0%
Colquitt Regional Medical Center (Moultrie)	3	0.4%	4	75.0%
Piedmont Athens Regional Medical Center (Athens)	3	0.4%	14	21.4%
Houston Medical Center (Warner Robins)	2	0.3%	5	40.0%
MCG @ AU-Memorial Satilla Health	1	0.1%	2	50.0%
Total	708	100.0%	891	79.5%

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

Executive Summary

Demographics

- 50.7% of respondents identify as male; 49.3% identify as female. This indicates an increase in the percentage of respondents identifying as female from 2021, when 46.3% identified as female.
- Female-identified respondents were more likely than male-identified respondents to be completing a primary care/core specialty in 2022 (58.8% versus 49.7%).
- Female-identified respondents made up 50.0% or more of the respondents in the following primary care/core specialties: family medicine (58.6%); OB/GYN (80.0%); general surgery (54.2%); psychiatry (52.9%); and pediatrics (78.6%).
- 67.9% of respondents are native-born US citizens, which is slightly higher than the 65.4% reported in 2021.
- The percentage of respondents identifying as Black this year is 17.2%, which is a very slight increase from 15.4% in 2021.
- The percentage of respondents identifying as Hispanic this year is 5.9%, which is a decrease from 8.1% in 2021.

Geography

- 28.8% of respondents graduated from a high school in Georgia, which is slightly higher than the 24.8% reported last year.
- 49.9% of respondents plan to be in Georgia for their primary activity after completion of their program, which is an increase of 5 percentage points from last year

Medical School

- The percentage of respondents holding an osteopathic degree is 10.5%, which is slightly lower than the 10.9% of respondents last year.
- 23.5% of respondents attended medical school in Georgia. This is slightly lower than the 24.8% reported in 2021.

Debt and Salary

- 48.6% of respondents report having \$200,000 or greater in educational debt.
- 34.6% of respondents report having no educational debt. This is slightly higher than the 31.2% reported last year.
- 22.2% of respondents anticipate a starting salary of \$200,000 a year or less, which is comparable to last year.

Retention

- The primary care/core specialty with the highest percentage of respondents planning to stay in Georgia after graduation is psychiatry (75.0%). The primary care/core specialty with the lowest percentage of respondents planning to stay in Georgia is general surgery (25.0%).

- 72.0% of respondents who went to high school in Georgia plan to stay in Georgia next year. This is higher than the 65.0% last year.
- 71.4% of respondents who went to medical school in Georgia plan to stay in Georgia next year. This is higher than the 62.4% last year.
- 71.7% of people who answered the question considered one or more job offers in Georgia. This is up from 68.9% last year.
- The most-selected reasons for leaving Georgia after GME are: additional training or fellowship (22.2% selected); proximity to family (19.5% selected); and better jobs in desired location outside Georgia (11.9% 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 3.4 on a scale where 1 is very few jobs and 5 is many jobs. This is slightly higher than the average of 3.2 reported last year.
- The 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 higher than last year's mean average of 3.8.

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 the same as last year's average.

Demographic Analysis

Figure 1: Gender Distribution, 2022

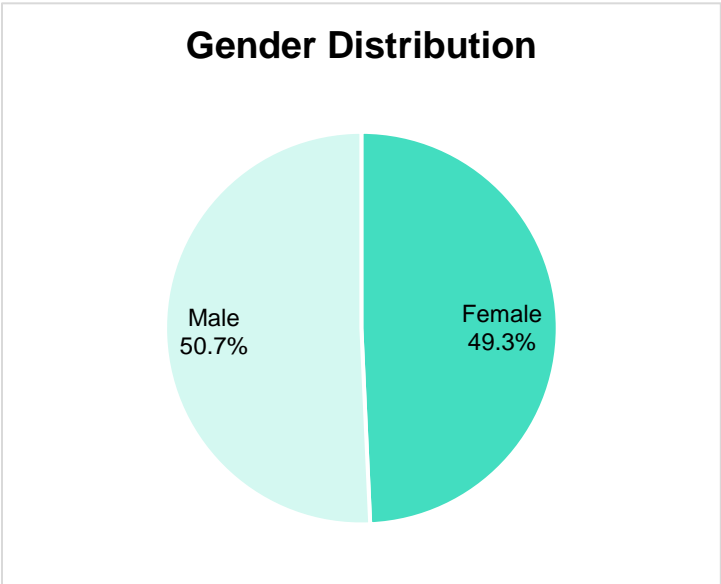


Figure 2: Percent Female, 2018-2022

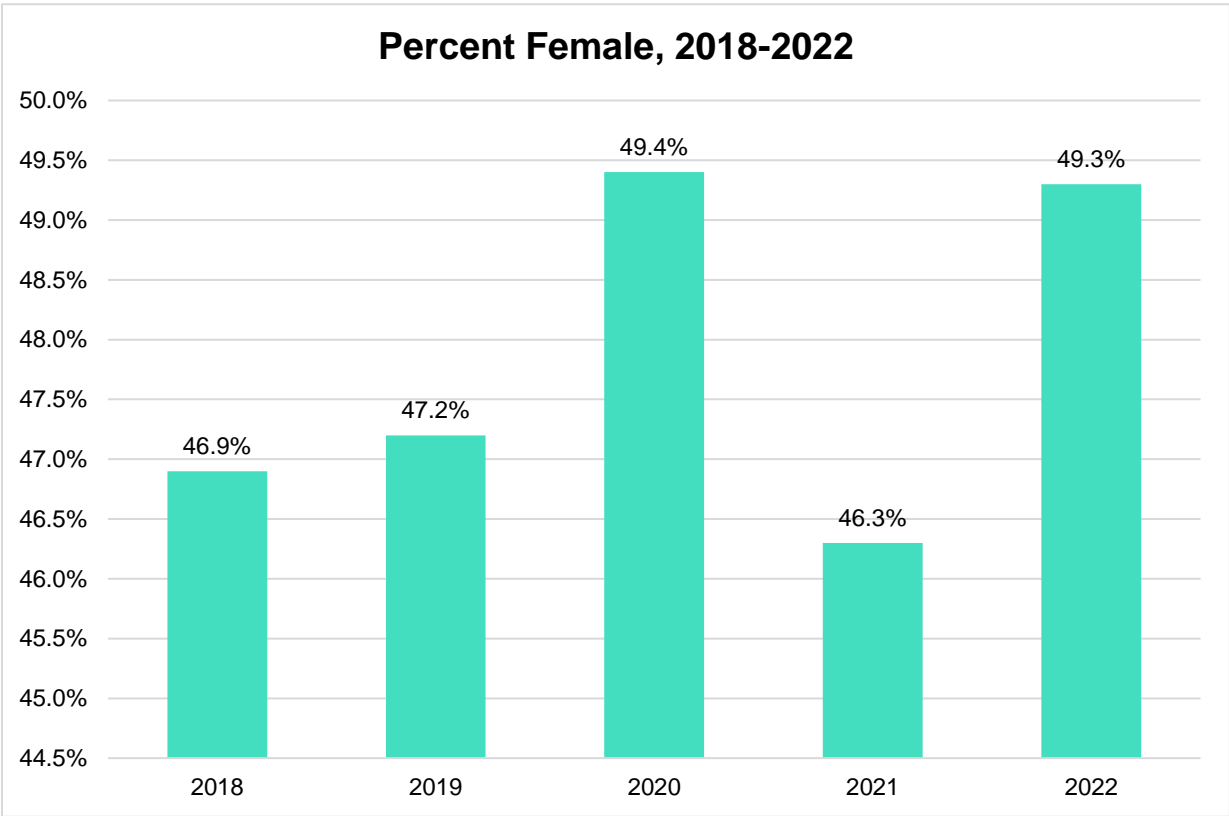


Table 2: Specialties Completing by Gender, 2022

Specialty Completing in 2022	Female		Male		Total
	Frequency	Percent	Frequency	Percent	
Emergency Medicine	14	42.4%	19	57.6%	33
Family Medicine	41	58.6%	29	41.4%	70
General Surgery	13	54.2%	11	45.8%	24
Internal Medicine	72	43.6%	93	56.4%	165
OB/GYN	16	80.0%	4	20.0%	20
Pediatrics	33	78.6%	9	21.4%	42
Psychiatry	9	52.9%	8	47.1%	17
All Other Specialties	139	44.3%	175	55.7%	314
Total	337	49.2%	348	50.8%	685

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

Table 3: Racial and Ethnic Distribution, 2022

Race/Ethnicity	Frequency	Percent
White	320	45.8%
Asian or Pacific Islander	227	32.5%
Black/African American	120	17.2%
Multi-Race	30	4.3%
Native American/Alaskan Native	1	0.1%
Total	698	100.0%

Figure 3: Racial Distribution, 2022

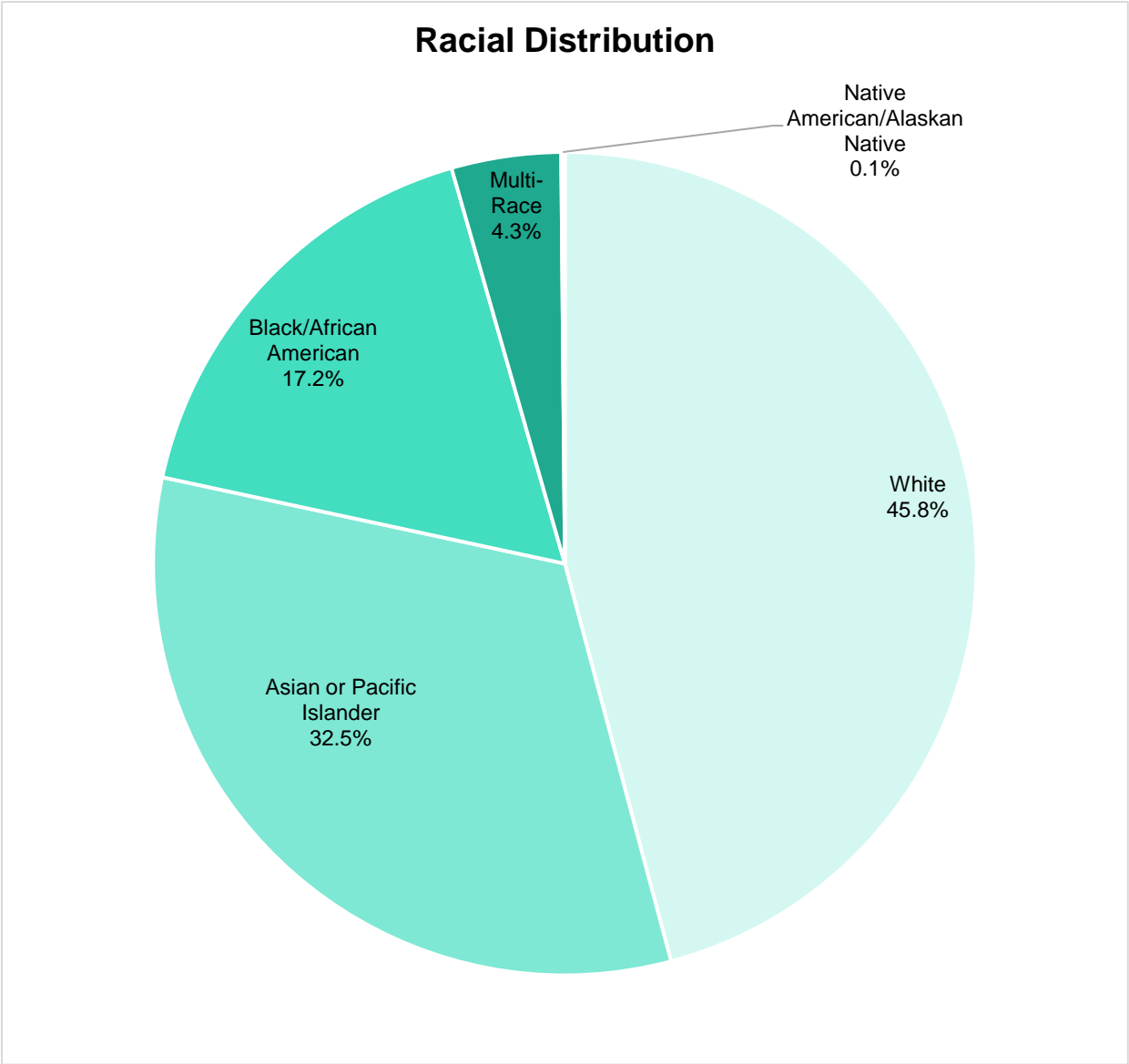


Figure 4: Percent Black Race & Percent Hispanic, 2018-2022

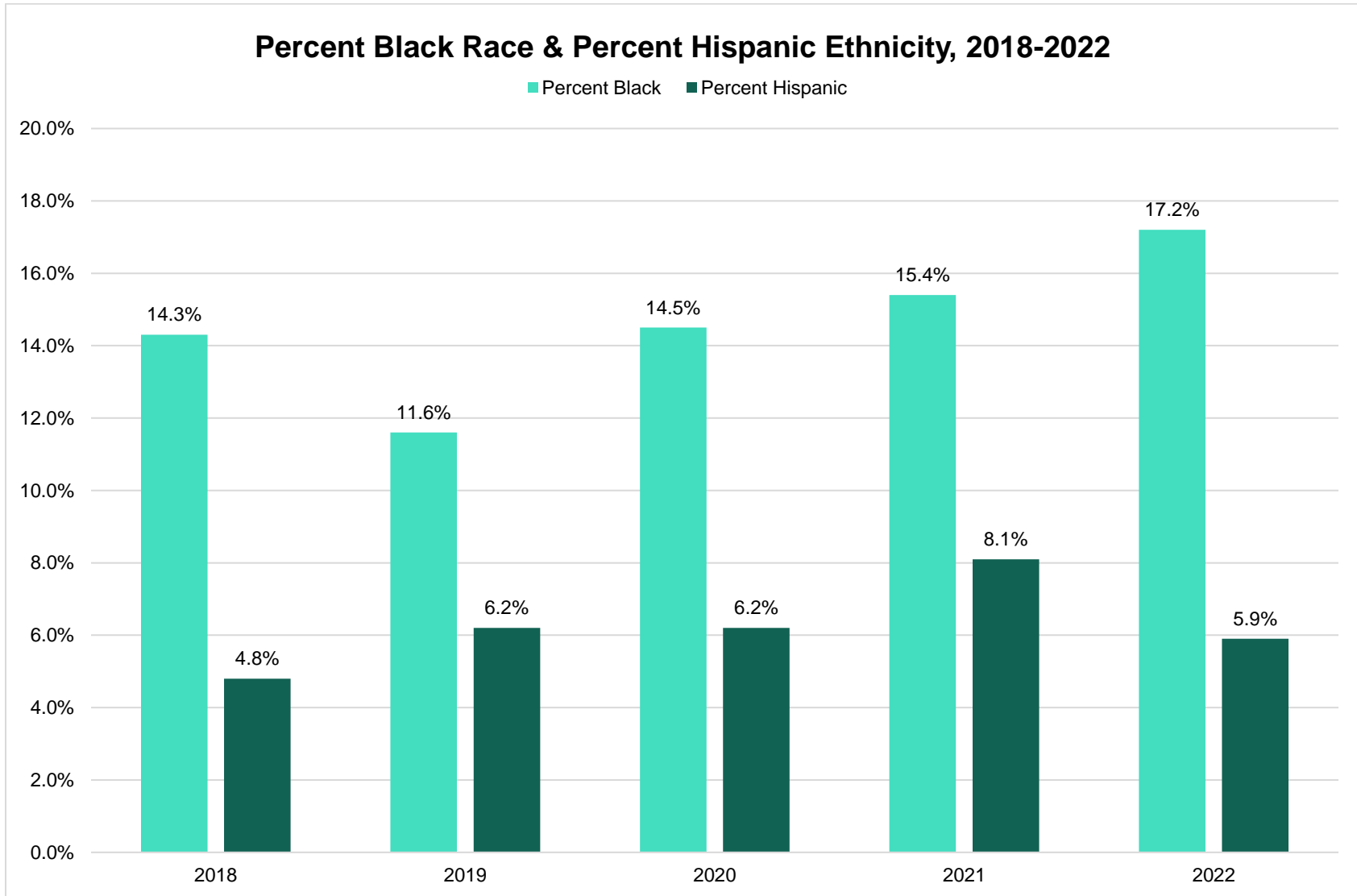


Table 4: Citizenship Distribution, 2022

Citizenship Status	Frequency	Percent
Native Born U.S.	477	67.9%
Naturalized U.S.	120	17.1%
J-1, J-2 Exchange Visitor	56	8.0%
Permanent Resident	42	6.0%
H-1, H-2, H-3 Temporary Worker	8	1.1%
Total	703	100.0%

Figure 5: Citizenship Status, 2022

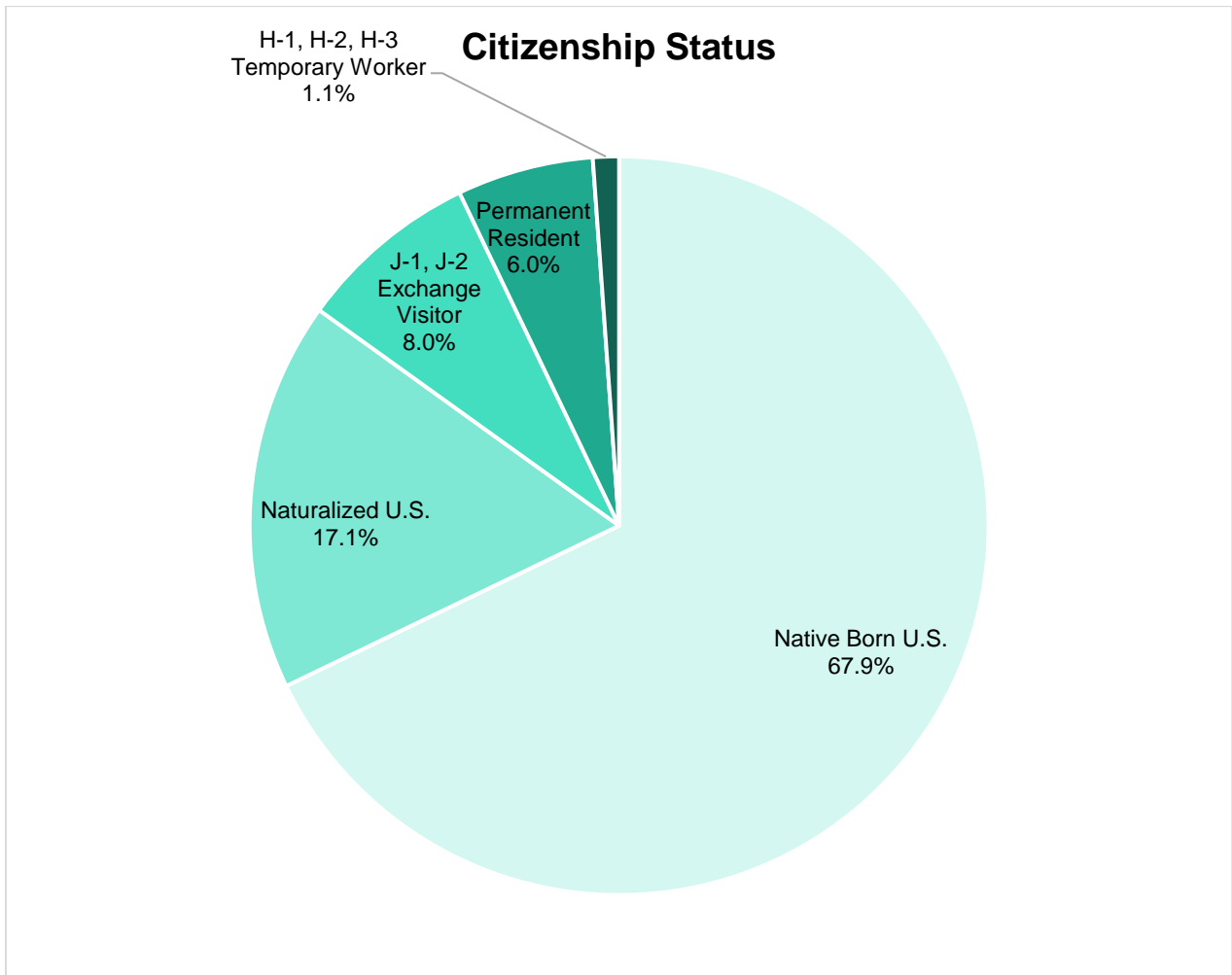


Figure 6: Percent Non-US Citizen, 2018-2022

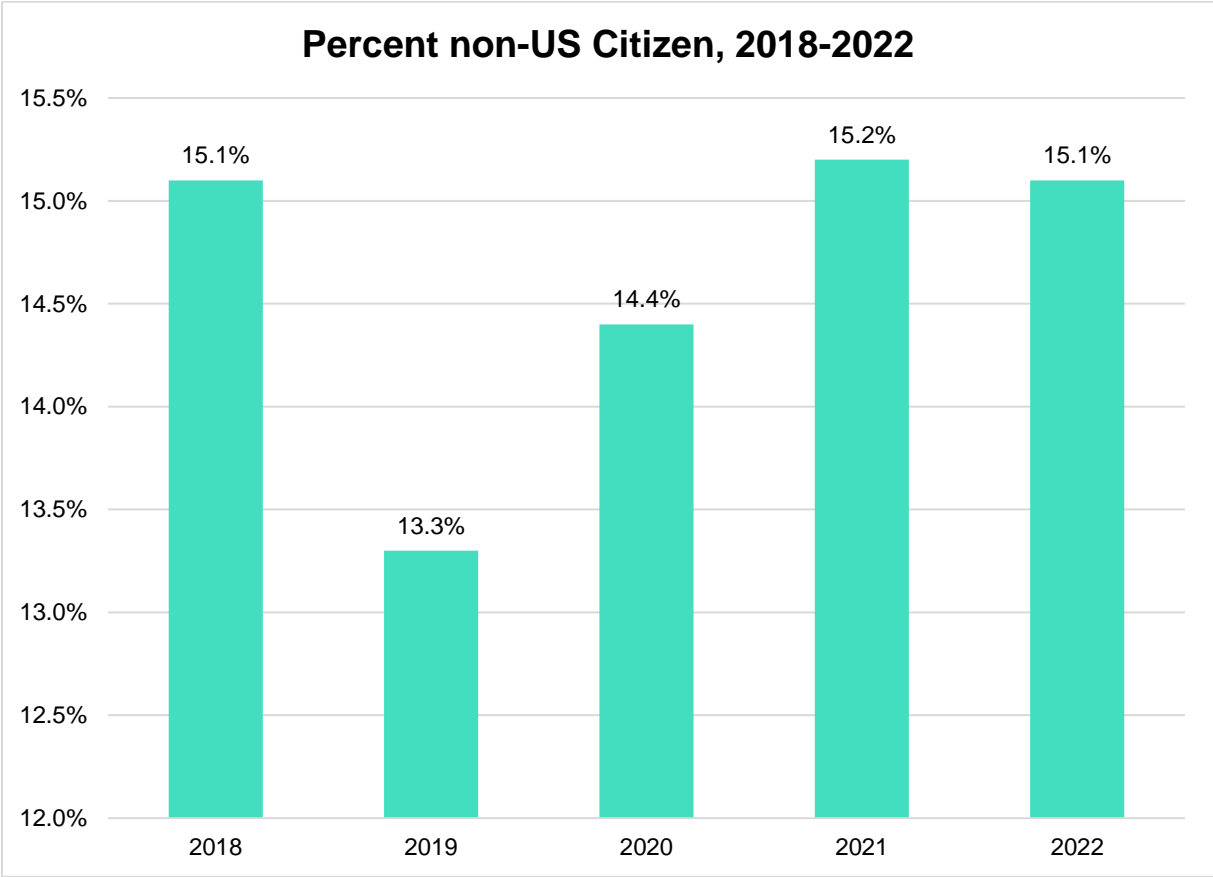
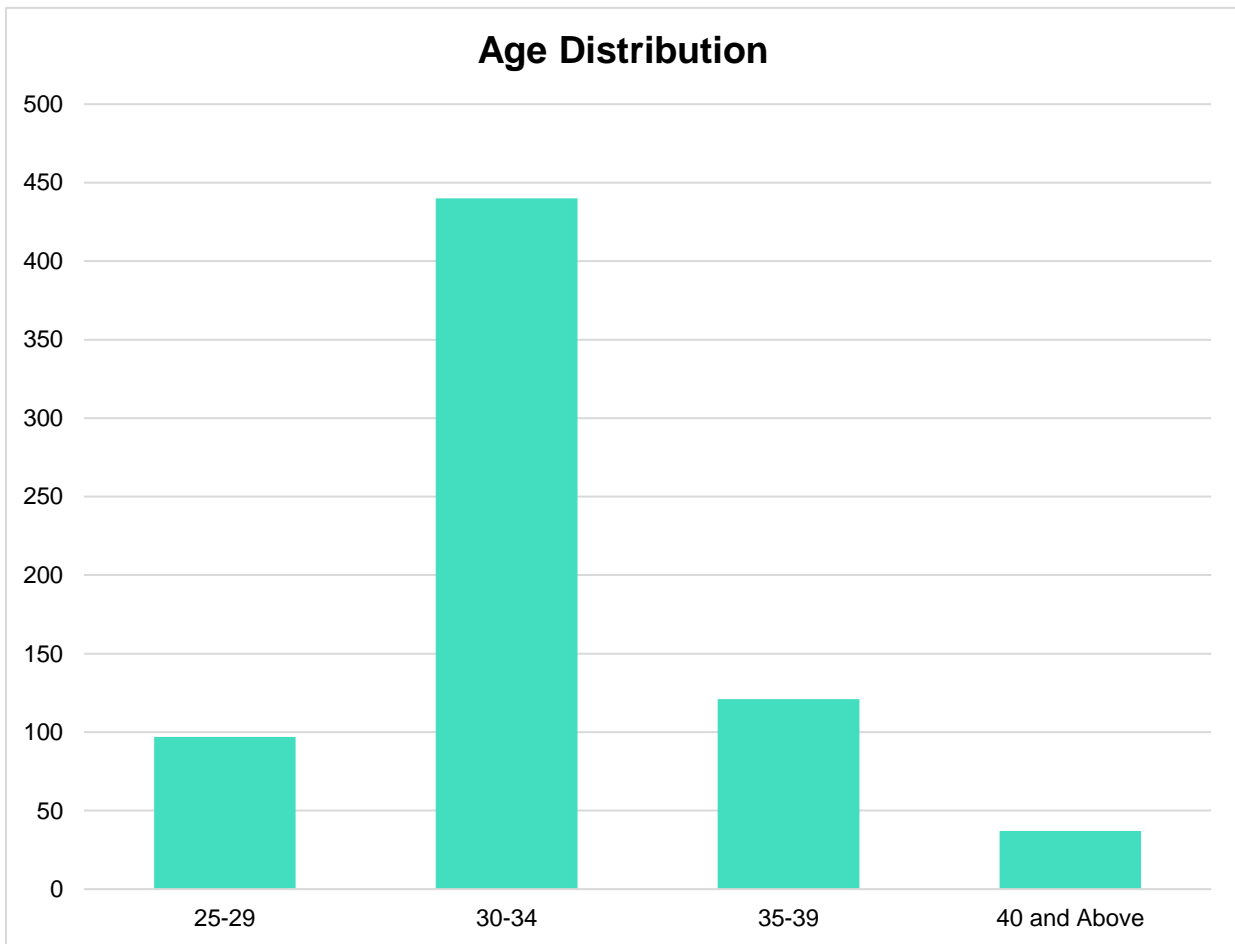


Table 5: Age Distribution, 2022

Age Grouping	Frequency	Percent
25-29	97	14.0%
30-34	440	63.3%
35-39	121	17.4%
40 and Above	37	5.3%
Total	695	100.0%

Figure 7: Age Distribution, 2022



Education

Table 6: Degree Type, 2022

Degree Type	Frequency	Percent
Allopathic (MD)	624	89.5%
Osteopathic (DO)	73	10.5%
Total	697	100.0%

Figure 8: Percent Osteopathic Degree, 2018-2022

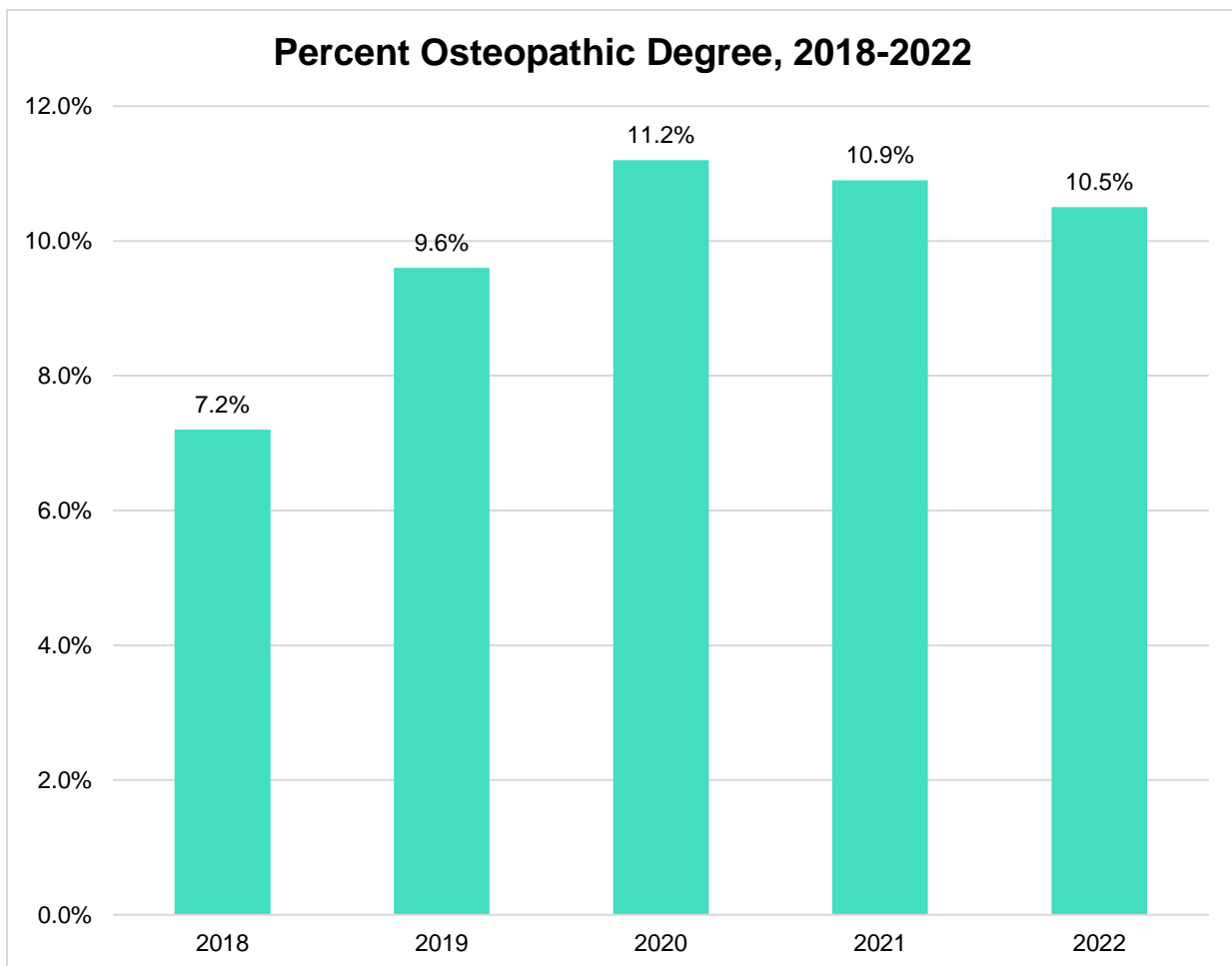


Table 7: Residence Upon Graduating from High School, 2022

Residence Upon Graduating from High School	Frequency	Percent
Other US State	389	55.7%
Georgia	201	28.8%
Other Country	109	15.6%
Total	699	100.0%

Figure 9: Residence Upon Graduating from High School, 2022

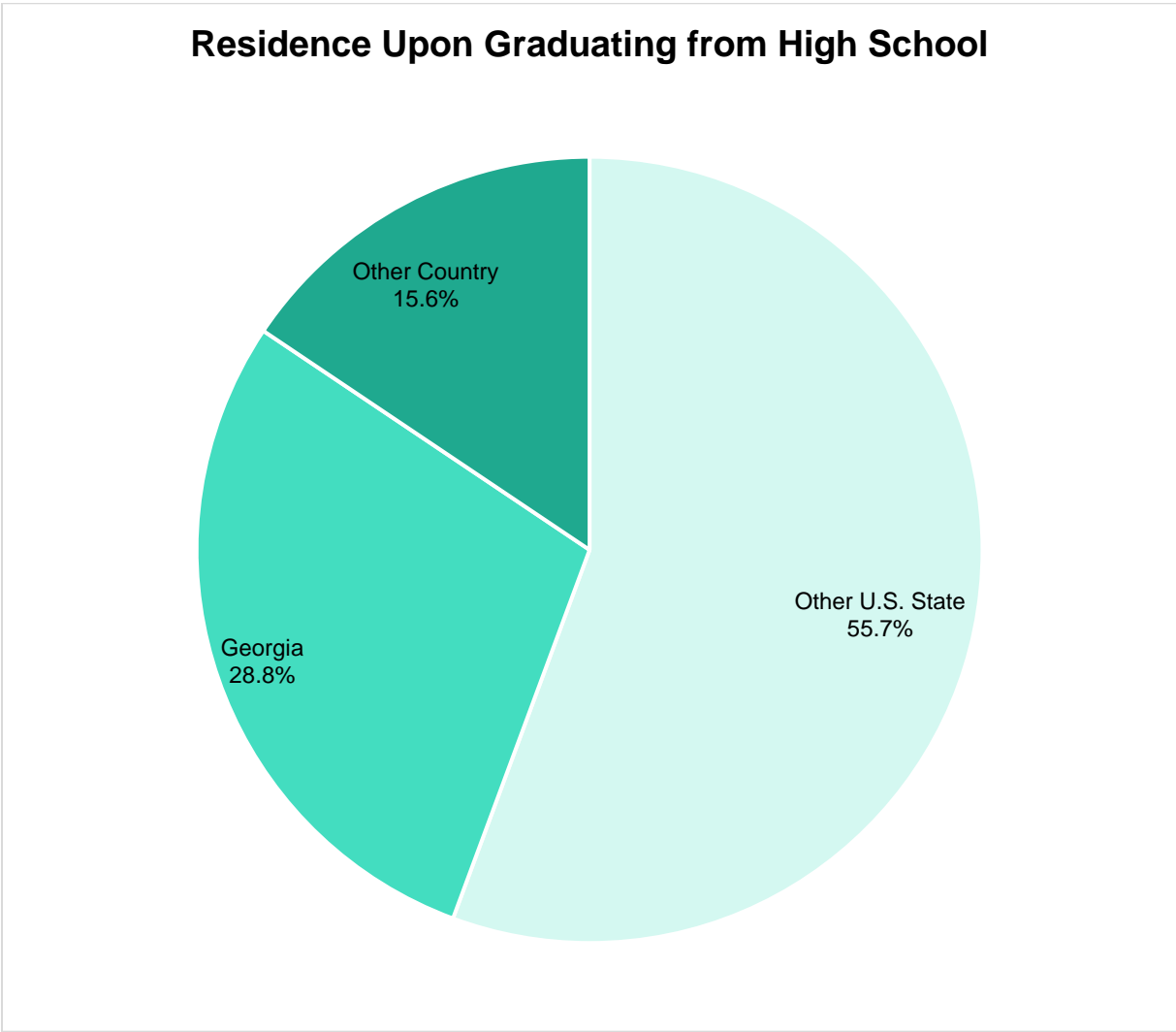


Table 8: Residence Upon Graduating from Medical School, 2022

Location of Medical School	Frequency	Percent
Other US State	346	49.9%
Georgia	163	23.5%
Other Country	184	26.6%
Total	693	100.0%

Figure 10: Location of Medical School, 2022

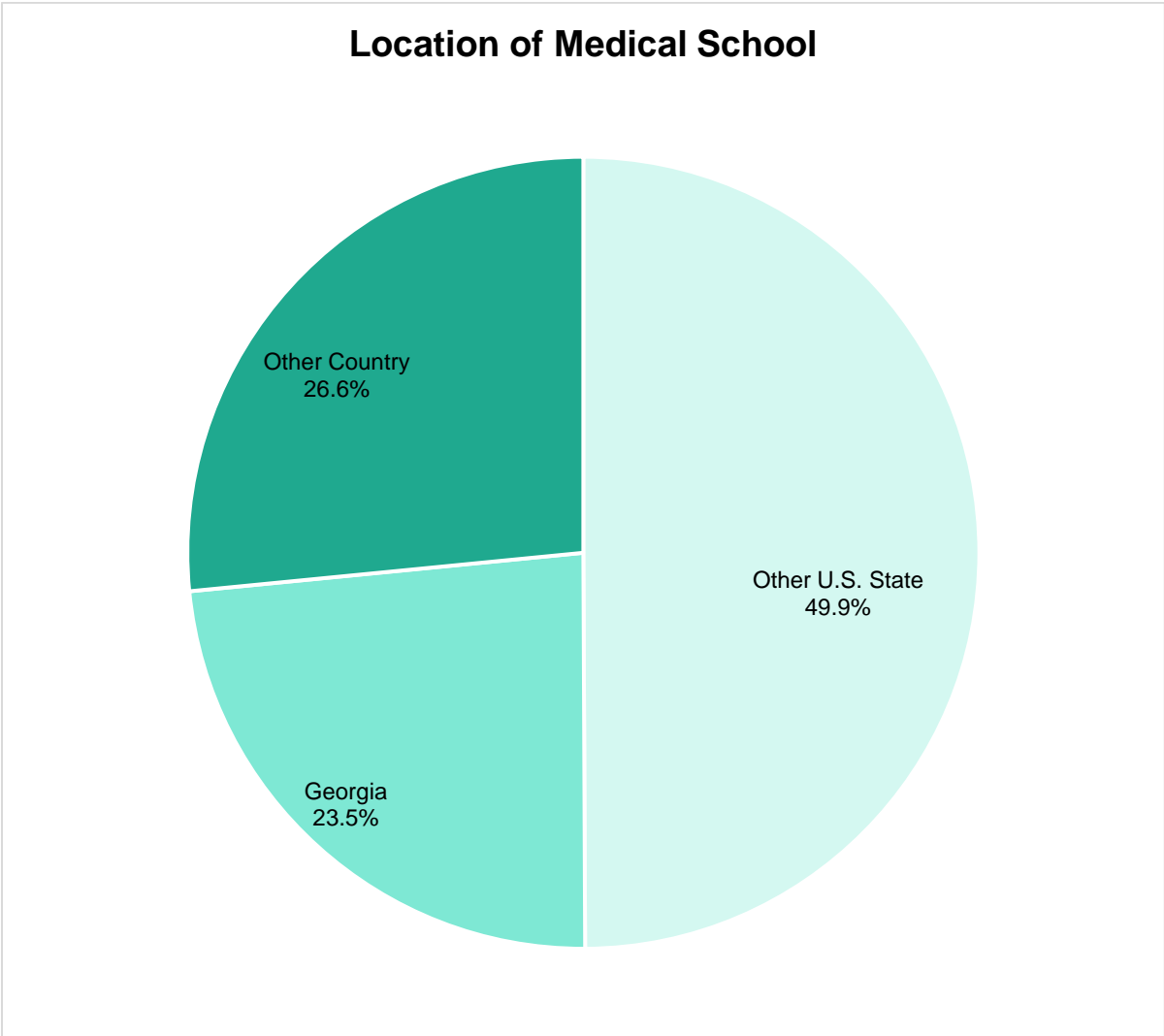
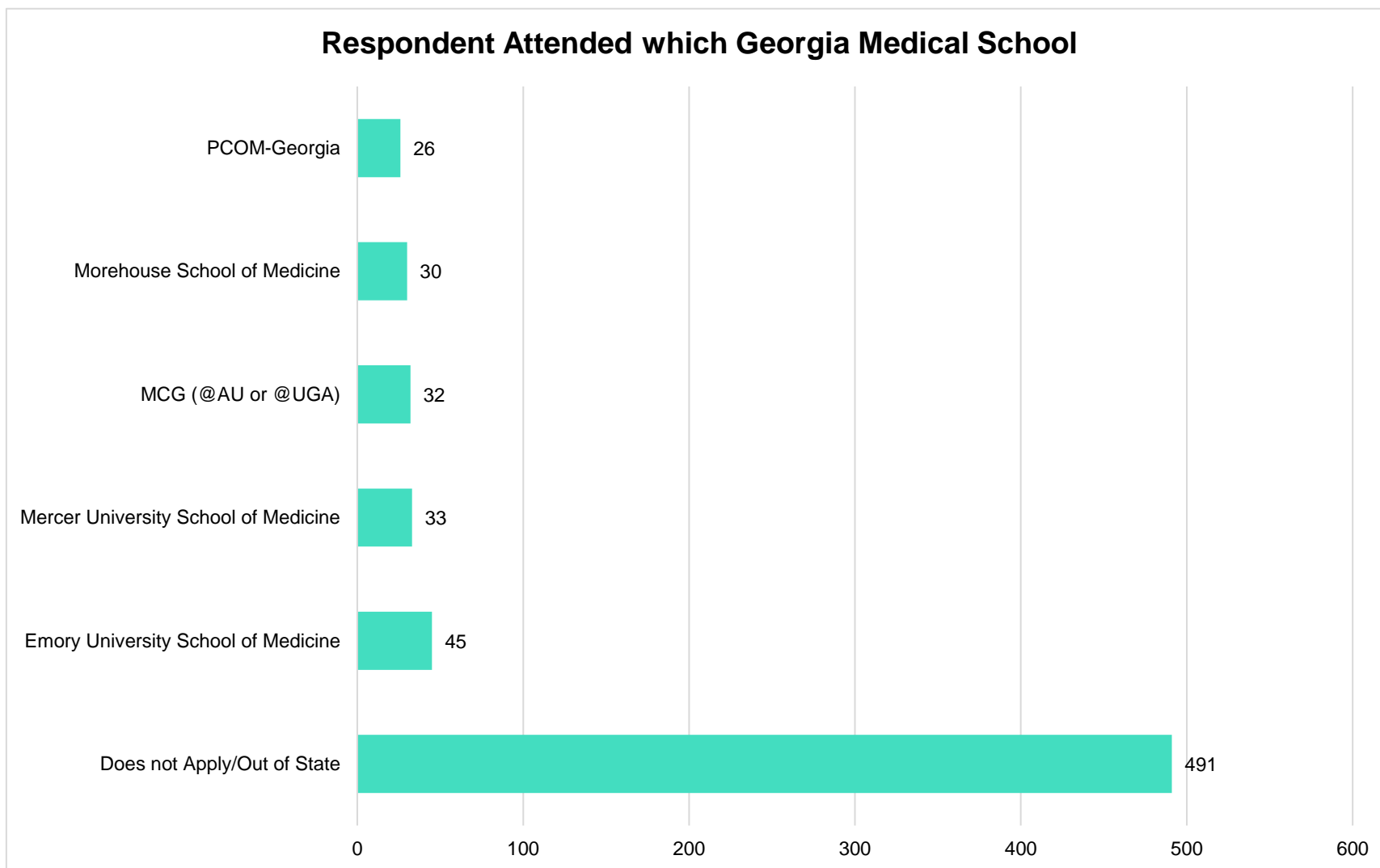


Figure 11: Respondent Attended Which Georgia Medical School, 2022



Financial Information

Table 9: Education Debt, 2022

Current Level of Education Debt	Frequency	Percent
\$0	227	34.6%
Less than \$100,000	35	5.3%
\$100,000-\$199,999	76	11.6%
\$200,000-\$299,999	122	18.6%
\$300,000-\$399,999	109	16.6%
\$400,000-\$499,999	56	8.5%
\$500,000 or Greater	32	4.9%
Total	657	100.0%

Figure 12: Current Level of Education Debt, 2022

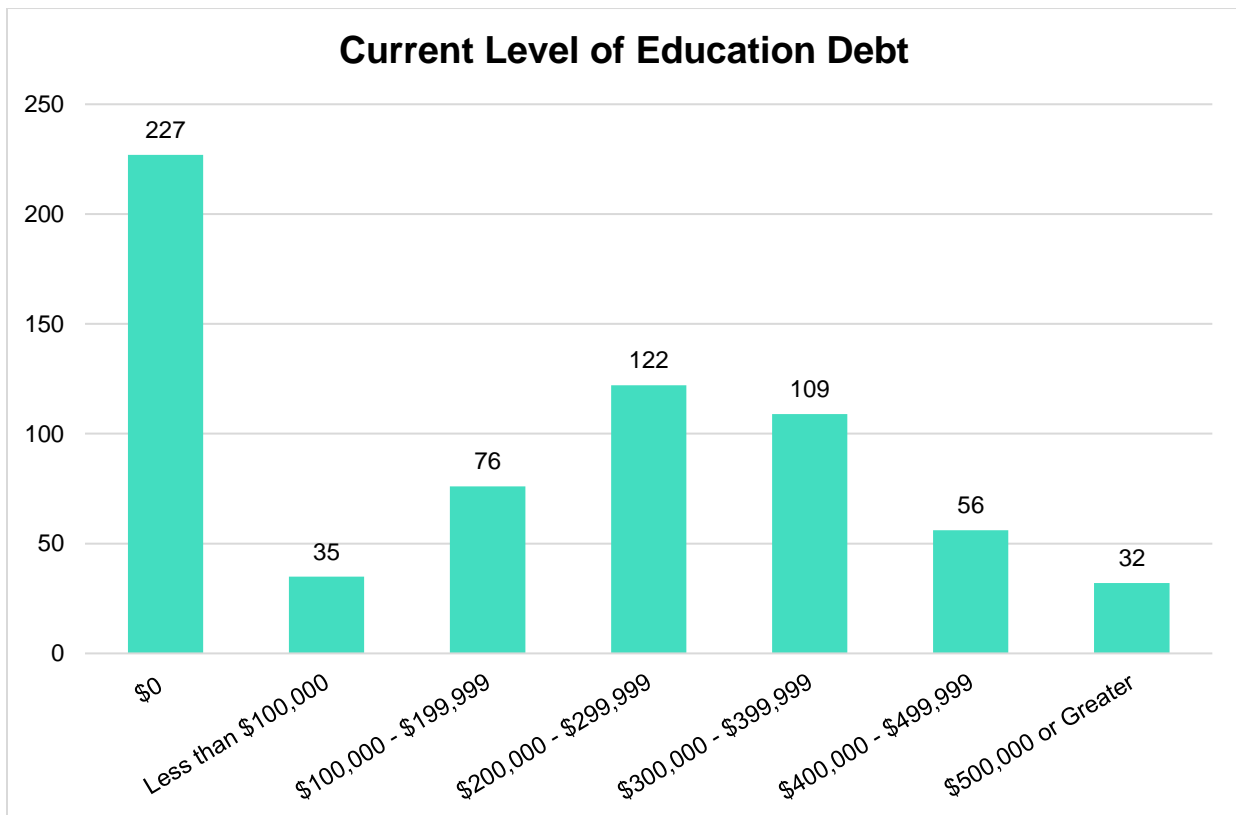


Figure 13: Percent Having no Education Debt, 2018-2022

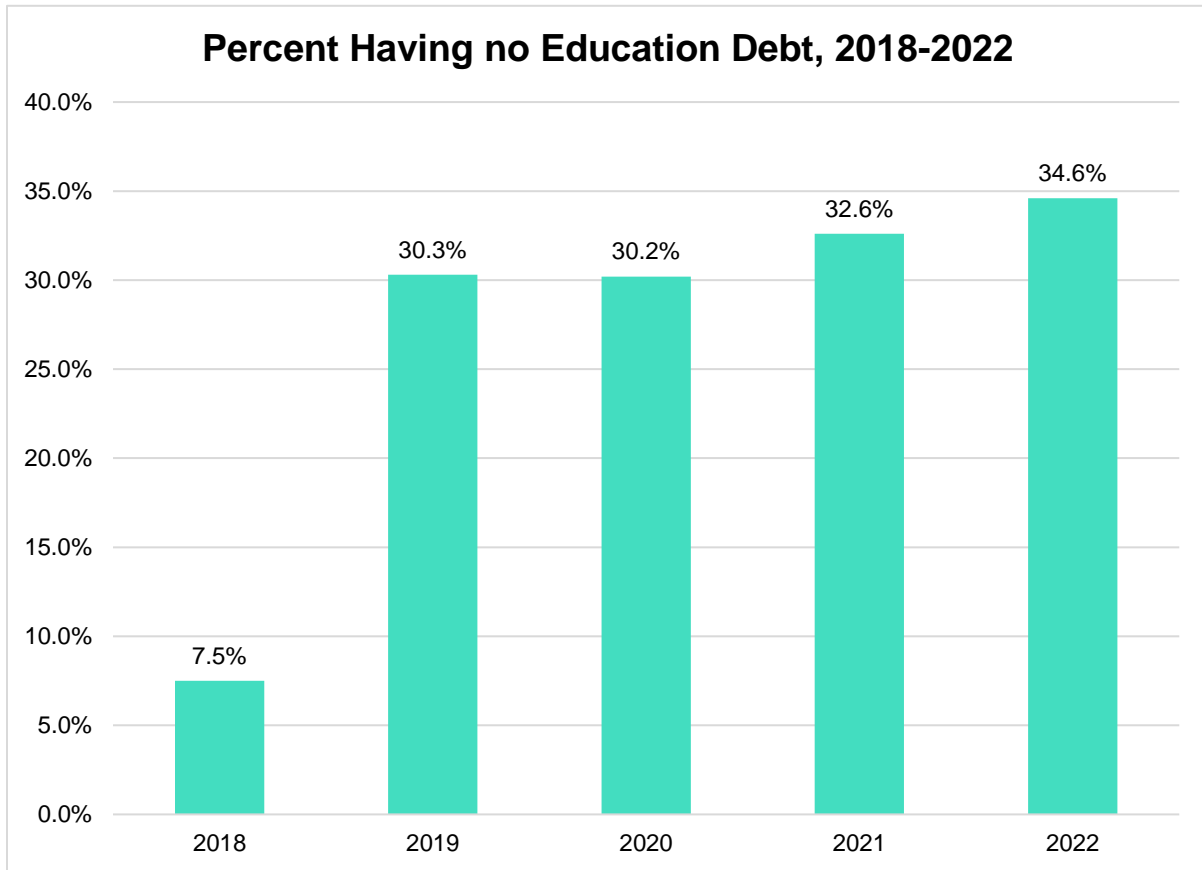
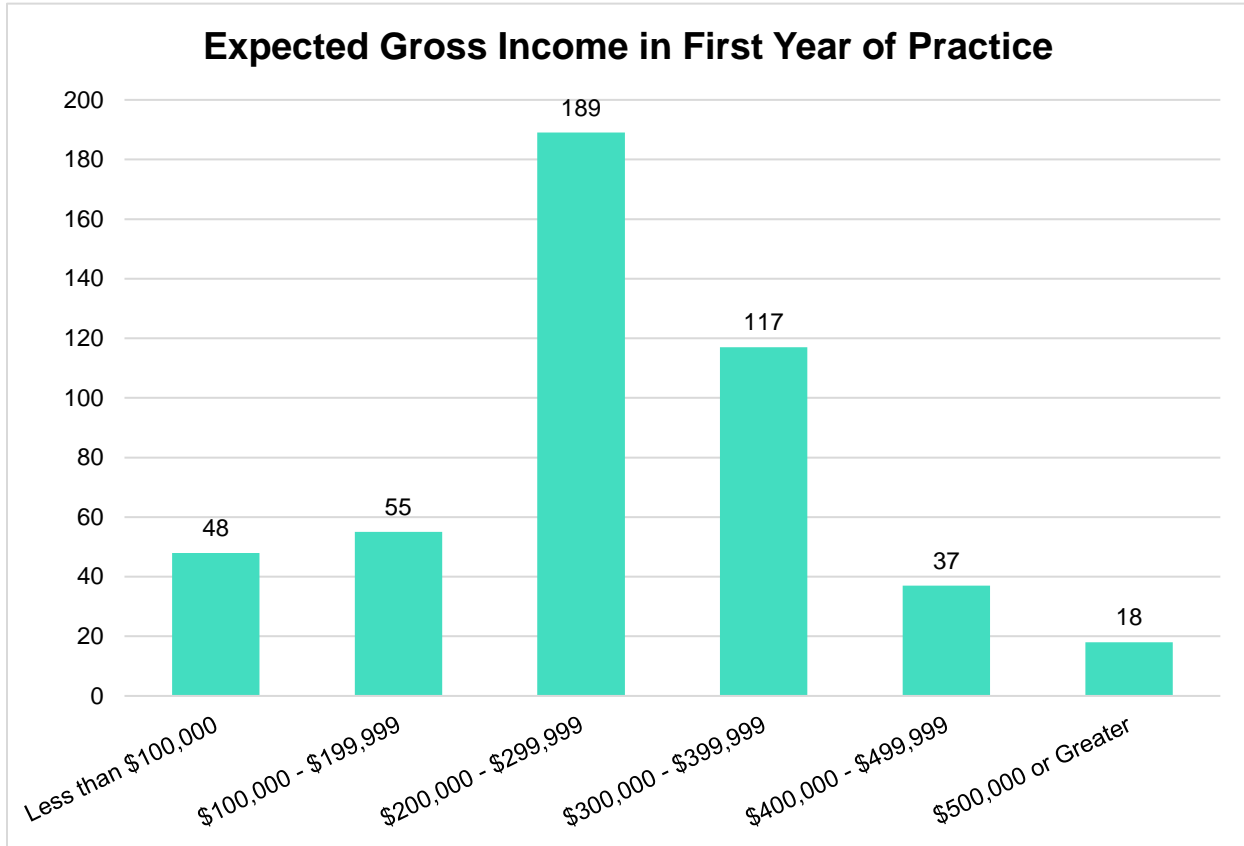


Table 10: Expected Starting Salary, 2022

Expected Gross Income in First Year of Practice	Frequency	Percent
Less than \$100,000	48	10.3%
\$100,000-\$199,999	55	11.9%
\$200,000-\$299,999	189	40.7%
\$300,000-\$399,999	117	25.2%
\$400,000-\$499,999	37	8.0%
\$500,000 or Greater	18	3.9%
Total	464	100.0%

Figure 14: Expected Gross Income in First Year of Practice, 2022



Practice Information

Table 11: Primary Activity after Current Year of Training, 2022

Primary Activity after Current Year of Training	Frequency	Percent
Patient Care/Clinical Practice	448	64.9%
Additional Training or Fellowship	189	27.4%
Other*	36	5.2%
Teaching/Research	17	2.5%
Total	690	100.0%

Figure 15: Primary Activity After Current Year of Training, 2022

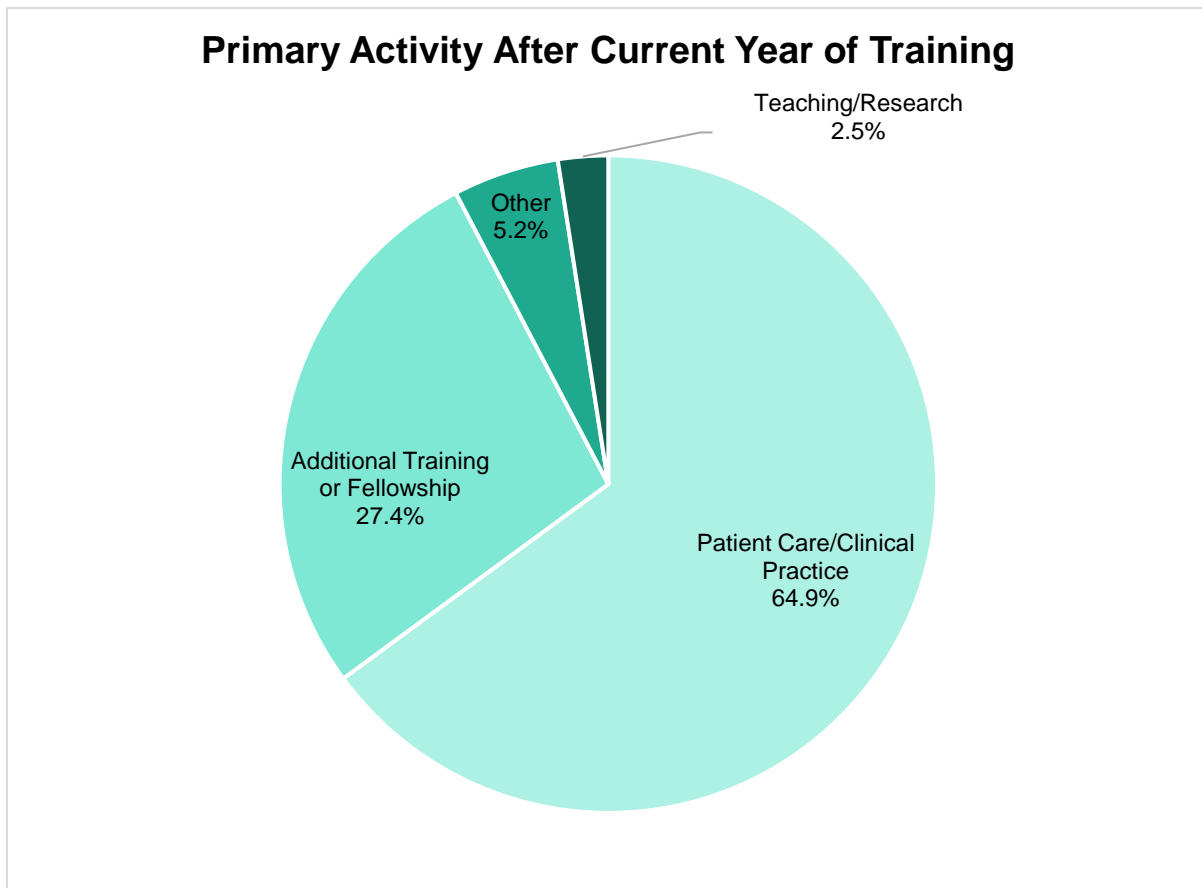


Table 12: Practice Setting, 2022

Practice Setting	Frequency	Percent
Hospital-Inpatient	208	34.7%
Group Practice-As Employee	164	27.3%
Hospital-Ambulatory Care	71	11.8%
Other	43	7.2%
Group Practice-As Owner/Partner	33	5.5%
Hospital-Emergency Room	33	5.5%
Solo Practice	14	2.3%
Partnership (2 Person)	11	1.8%
Military	10	1.7%
Freestanding Health Center/Clinic	7	1.2%
HMO	6	1.0%
Total	648	100.0%

Table 13: Expect to be at Principal Practice for 4 or More Years by Program, 2022

Program Name	Expect to be at Principal Practice for 4 or More Years				
	No		Yes		Total
	Frequency	Percent	Frequency	Percent	
AdventHealth Redmond (Rome)	5	2.8%	7	1.7%	12
Atrium Health Floyd (Rome)	3	1.7%	5	1.2%	8
Atrium Health Navicent (Macon)	9	5.0%	23	5.5%	32
AU/UGA Medical Partnership-St. Mary's Healthcare (Athens)	5	2.8%	5	1.2%	10
Colquitt Regional Medical Center (Moultrie)	1	0.6%	2	0.5%	3
Emory University School of Medicine (Atlanta)	88	48.9%	235	56.5%	323
Houston Medical Center (Warner Robins)	0	0.0%	1	0.2%	1
MCG @ AU-Memorial Satilla Health	0	0.0%	1	0.2%	1
Medical College of Georgia (Augusta)	6	3.3%	31	7.5%	37
Memorial Health University Medical Center (Savannah)	6	3.3%	18	4.3%	24
Morehouse School of Medicine (Atlanta)	24	13.3%	25	6.0%	49
Northeast Georgia Medical Center (Gainesville)	8	4.4%	8	1.9%	16
Northside Hospital Gwinnett (Lawrenceville)	7	3.9%	7	1.7%	14
Piedmont Athens Regional Medical Center (Athens)	0	0.0%	3	0.7%	3
Piedmont Columbus Regional Midtown (Columbus)	2	1.1%	9	2.2%	11
Piedmont Macon Medical Center (Macon)	8	4.4%	14	3.4%	22
WellStar Atlanta Medical Center (Atlanta)	6	3.3%	16	3.8%	22
WellStar Kennestone Regional Medical Center (Marietta)	2	1.1%	6	1.4%	8
Total	180	100.0%	416	100.0%	596

Table 14: Practice Location, 2022

Location of Primary Activity After Graduation Year	Frequency	Percent
Other State	335	48.6%
Georgia	344	49.9%
Outside of US	11	1.6%
Total	690	100.0%

Figure 16: Percent Staying in Georgia After Graduation Year, 2018-2022

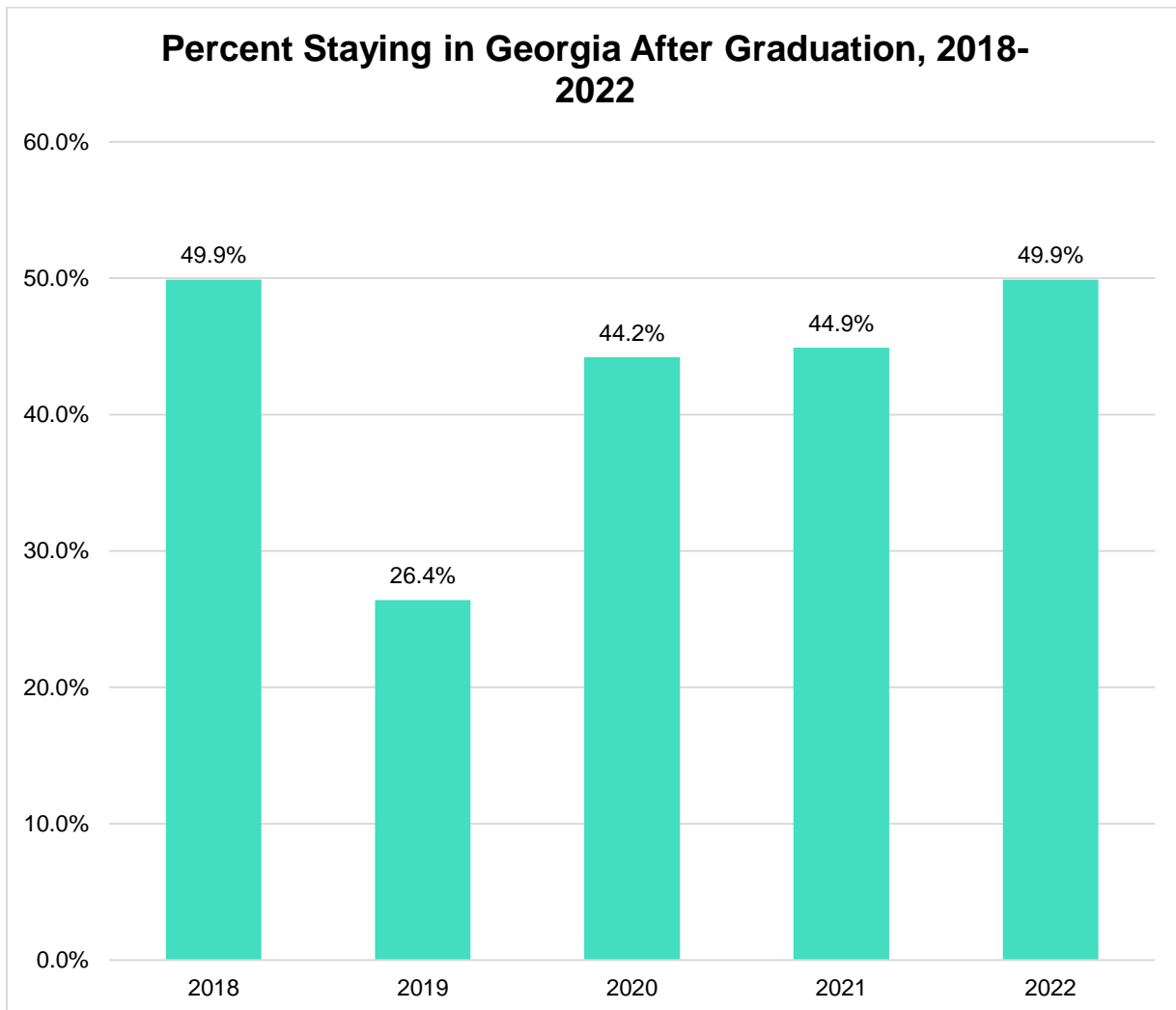
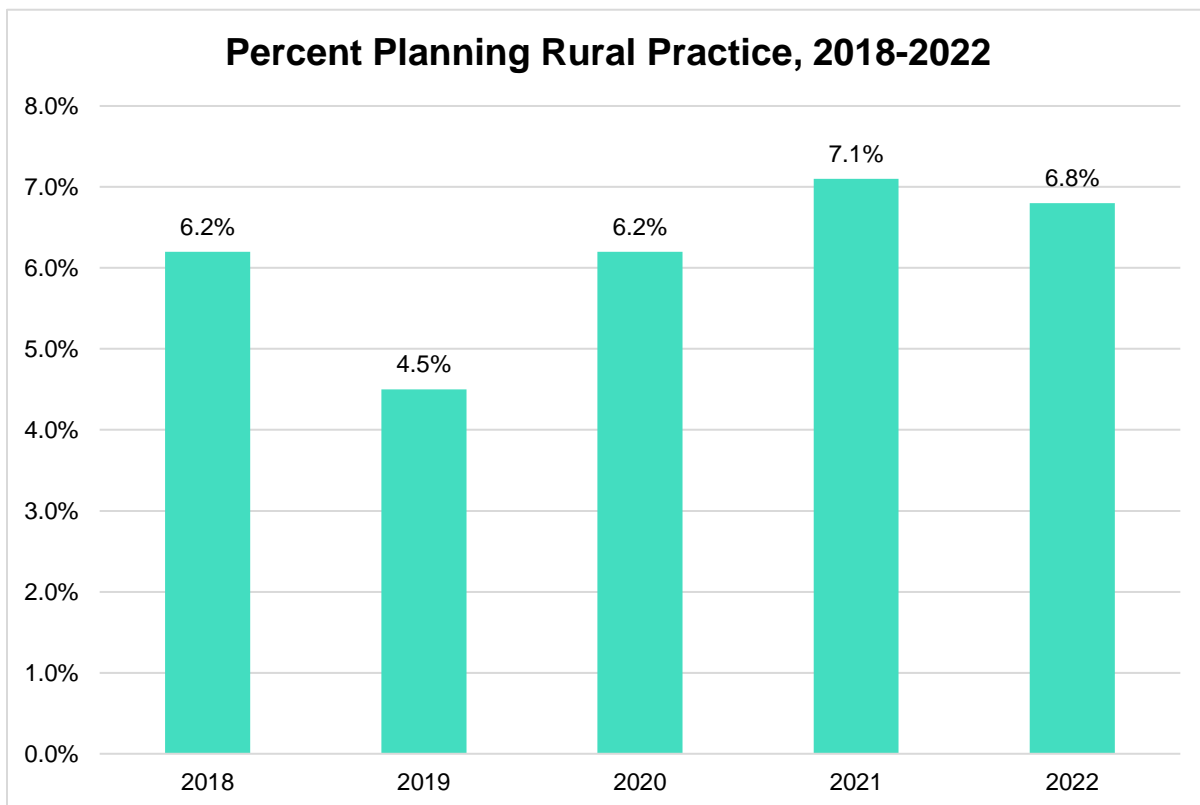


Table 15: Practice Area, 2022

Practice Area	Frequency	Percent
Inner City	214	31.4%
Other Area Within Major City	173	25.4%
Suburban	167	24.5%
Small City (City Population Less Than 50,000)	81	11.9%
Rural (County Population Less Than 50,000)	46	6.8%
Total	681	100.0%

Figure 17: Percent Planning Rural Practice, 2018-2022



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, 2022

Actively Job Searched	Frequency	Percent
No	171	27.2%
Yes	457	72.8%
Total	628	100.0%

Table 17: Job Offers and Acceptance, 2022

Been Offered a Job	Frequency	Percent
Yes and accepted	461	81.2%
Not been offered	79	13.9%
Yes and declined	28	4.9%
Total	568	100.0%

Table 18: Job Search Approaches, 2022

Job Search Approaches	Frequency	Percent
Independent job search	236	33.3%
Third party representation	131	18.5%
Announcements/career fairs	103	14.5%
Other	89	12.6%
Want ads	56	7.9%

Note: Respondents could select multiple job search approaches.

Table 19: Difficulty Finding a Job, 2022

Had Difficulty Finding a Job	Frequency	Percent
No	434	82.5%
Yes	92	17.5%
Total	526	100.0%

Figure 18: Percent Reporting Difficulty Finding a Job, 2018-2022

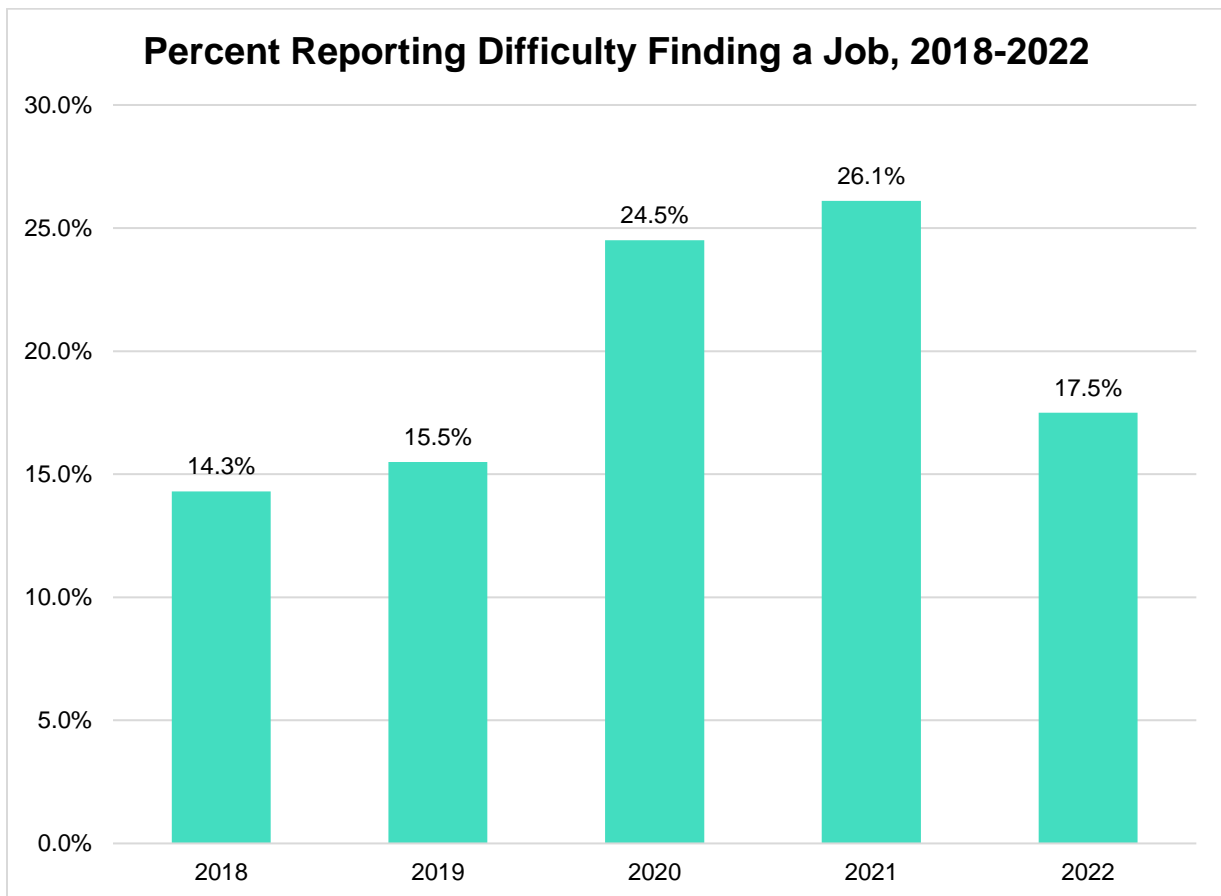


Table 20: Specific Difficulties in Finding a Job, 2022

Difficulty in Finding a Job	Frequency
Not a favorable work/life balance	62
Would not be satisfied with the job	45
Lack of mentoring opportunities	20
Practice did not communicate well	15
Practice was not collaborative	12
Not enough challenge	9
Did not have passion for the practice	8
Practice did not advocate for patients	4

*Note: respondents could choose multiple options.

Other Reasons for Difficulty in Finding a Job, 2022

In addition to the above answer options, respondents had the option to give an open-ended answer choice. Their responses fell under the following categories:

Visa and Contractual Obligations: these include answers such as needing to find a job in a HPSA (Health Professional Shortage Area), visa-sponsoring positions.

Position-Related Opportunities: these include not finding an appropriate mix of clinical, teaching, and research tasks within a position, and wanting to practice only within their specialty, and wanting a job that would provide the option to grow.

Pay-Related Issues: Some respondents mentioned the pay was below national average or otherwise not adequate to meet their expectations.

Table 21: Ratings and Perception of Training, Educational Debt Repayment, Practice Opportunities, and Rural Practice, 2022

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	585	2.3
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	599	2.9
What is your level of satisfaction with your salary/compensation?	1 = VERY DISSATISFIED 5 = VERY SATISFIED	591	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	600	3.4
What is your overall assessment of practice opportunities in your specialty nationally?		614	4.0
Overall, I am satisfied with the training I received.	1 = STRONGLY DISAGREE 5 = STRONGLY AGREE	634	4.4
I would choose to train at the same site again.		637	4.2

Table 22: Reason for Leaving Georgia, 2022

Reason for Leaving Georgia	Frequency
Fellowship or Additional Medical Training	157
Proximity to Family	138
Better Jobs in Desired Location Outside Georgia	84
Better Job for Spouse/Partner Outside Georgia	70
Better Salary Offered Outside Georgia	69
Better Jobs in Desired Practice Setting Outside Georgia	56
Other Reason	54
Never Intended to Practice in Georgia	44
Overall Lack of Jobs/Practice Opportunities in Georgia	43
Other Service Obligation	20
Better Jobs Outside Georgia That Meet Visa Requirements	18
Cost of Malpractice Insurance in Georgia	4
Cost of Starting a Practice	3

Note: Respondents could select multiple reasons for leaving Georgia.

Other Reasons for Leaving Georgia, 2022

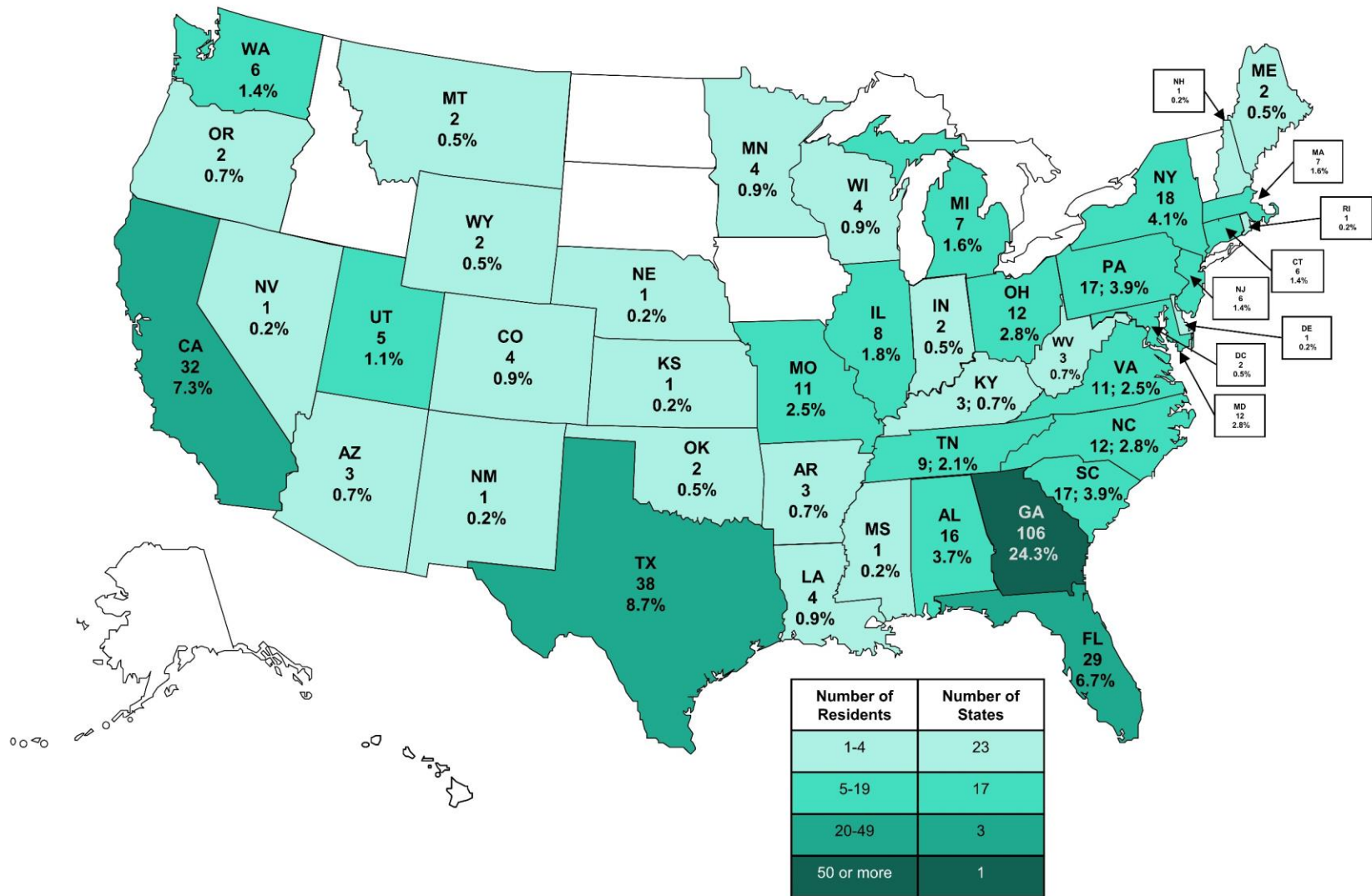
In addition to the above reasons for leaving Georgia after the current year of training, some respondents entered another reason in an open-ended format. The responses are organized into the following themes:

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

Financial, Contractual, and Visa Considerations: Respondents mentioned better insurance or tax situations in other states, as well as military or visa requirements.

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

Map 1: Location of Primary Activity After Current Year of Training, 2022



Acknowledgements

This report was produced under the direction of Chet Bhasin, FACHE, Executive Director; Leanna Greenwood, MA, Data Team Supervisor; G.E. Alan Dever, MD PhD, Consultant; and Cherri Tucker, Consultant. 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.

Board Members

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