Georgia Graduate Medical Education Exit Survey Report

Based on responses to the 2023 GME Exit Survey,

administered May-July 2023

Georgia Board of Health Care Workforce

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Contents

Introduction

This report is the Georgia Board of Health Care Workforce's 21st 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 medical residents' demographic characteristics, compensation & debt levels, retention rates, practice plans, assessments of the job market, and training experiences.

Methodology

In 2023, 800 Georgia GME graduates completed the GME Exit Survey. This year, the Georgia Board of Health Care Workforce (GBHCW) updated its data collection system to streamline the analysis process. GBHCW data staff created an online form and sent the link to all residency program Directors and Coordinators via email. The GBHCW data team then sent weekly reminders and status update emails to each school until the completion deadline of July 10th. Analyses presented here were conducted using Microsoft Excel.

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
- Archbold Medical Center
- Atrium Health Floyd Medical Center
- Atrium Health Navicent
- AU/UGA Medical Partnership-St. Mary's Healthcare
- Emory University School of Medicine
- Gateway Behavioral Health Community Service Board
- HCA Healthcare/Mercer University School of Medicine
- Houston Healthcare System
- Medical College of Georgia
- Memorial Satilla
- Morehouse School of Medicine
- Northeast Georgia Medical Center
- Northside Hospital Gwinnett
- Phoebe Putney Memorial Hospital
- Piedmont Athens Regional
- Piedmont Columbus Regional Midtown
- Piedmont Macon Medical Center
- South Georgia Medical Education and Research Consortium
- WellStar Health System

Table 1: Respondents and Survey Completion Rate by Program, 2023

Program Name	Completions	Percent of Total Respondents	Total Graduates	Survey Completion Rate
Emory University School of Medicine (Atlanta)	383	47.9%	439	87.2%
Medical College of Georgia (Augusta)	110	13.8%	166	66.3%
WellStar Health System	54	6.8%	68	79.4%
Morehouse School of Medicine (Atlanta)	51	6.4%	54	94.4%
Northeast Georgia Medical Center (Gainesville)*	35	4.4%	30	116.7%
Atrium Health Navicent (Macon)*	28	3.5%	23	121.7%
HCA Healthcare/ Mercer university School of Medicine	28	3.5%	41	68.3%
Piedmont Macon Medical Center (Macon)	27	3.4%	27	100.0%
Northside Hospital Gwinnett (Lawrenceville)	19	2.4%	20	95.0%
Piedmont Athens Regional Medical Center (Athens)	13	1.6%	22	59.1%
AdventHealth Redmond (Rome)*	10	1.3%	13	76.9%
Piedmont Columbus Regional Midtown (Columbus)	10	1.3%	11	90.9%
AU/UGA Medical Partnership-St. Mary's Healthcare (Athens)	8	1.0%	10	80.0%
Atrium Health Floyd (Rome)	6	0.8%	7	85.7%
Gateway Behavioral Health Community Service Board	6	0.8%	6	100.0%
Houston Medical Center (Warner Robins)	4	0.5%	7	57.1%
South Georgia Medical Education and Research Consortium	4	0.5%	4	100.0%
Phoebe Putney Memorial Hospital	2	0.3%	8	25.0%
Archbold Medical Center	1	0.1%	0	-
MCG @ AU-Memorial Satilla Health	1	0.1%	2	50.0%
Totals	**800**	**100.0%**	**958**	**83.5%**

*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.
- Female-identified respondents were more likely than male-identified respondents to be completing a primary care/core specialty in 2023 (64.8% versus 52.2%).
- Female-identified respondents made up 50.0% or more of the respondents in the following primary care/core specialties: family medicine (57.3%); OB/GYN (92.0%); psychiatry (56.3%); and pediatrics (68.2%).
- 72.6% of respondents are native-born US citizens, which is slightly higher than the 67.6% reported in 2022.
- The percentage of respondents identifying as Black this year is 18.5%, which is an increase from 17.2% in 2022.
- The percentage of respondents identifying as Hispanic this year is 7.9%, which is an increase from 5.9% in 2022.

Geography

- 27.3% of respondents graduated from a high school in Georgia, which is slightly lower than the 28.8% reported last year.
- 47.0% of respondents plan to be in Georgia for their primary activity after completion of their program, which is a decrease of 2.9 percentage points from last year.

Medical School

- The percentage of respondents holding an osteopathic degree is 15.6%, which is higher than the 10.5% of respondents last year.
- 25.9% of respondents attended medical school in Georgia. This is slightly higher than the 23.5% reported in 2022.

Debt and Salary

- 48.6% of respondents report having $200,000 or greater in educational debt.
- 29.4% of respondents report having no educational debt. This is lower than the 34.6% reported last year.
- 30.1% of respondents expect a starting salary of $200,000 or less a year.

Retention

- Internal Medicine residents make up 41.0% of the 251 respondents planning to stay in Georgia for practice; General Surgery residents make up 1.6%.
- 67.0% of respondents who went to high school in Georgia plan to stay in Georgia next year. This is lower than the 72.0% reported last year.
- 60.9% of respondents who went to medical school in Georgia plan to stay in Georgia next year. This is lower than the 71.4% reported last year.

- 63.0% of people who answered the question considered one or more job offers in Georgia. This is lower than the 71.7% reported last year.
- The most-selected reasons for leaving Georgia after GME are: proximity to family (25.0% selected); fellowship or additional medical training (21.8%); and better jobs in desired location outside Georgia (15.5% 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 slightly lower than the mean average of 3.4 reported 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 4.3 on a scale where 1 is very dissatisfied and 5 is very satisfied. This is slightly lower than the average of 4.4 reported last year.
- The average agreement with the statement "I would choose to train at the same site again," is 4.1 on a scale where 1 is strongly disagree and 5 is strongly agree. This is lower than the average of 4.2 reported last year.

Demographic Analysis

Figure 1: Gender Distribution, 2023

Gender Distribution
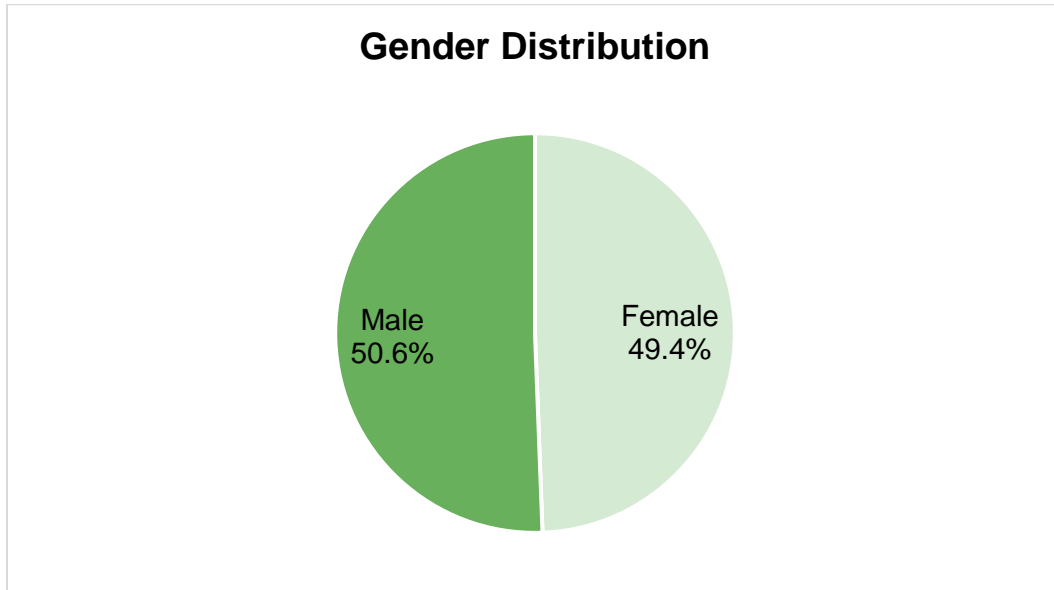
Male
50.6%

Female
49.4%

Figure 2: Percent Female, 2019-2023

Percent Female, 2019-2023

Year	Percent Female
2019	47.2%
2020	49.4%
2021	46.3%
2022	49.3%
2023	49.4%
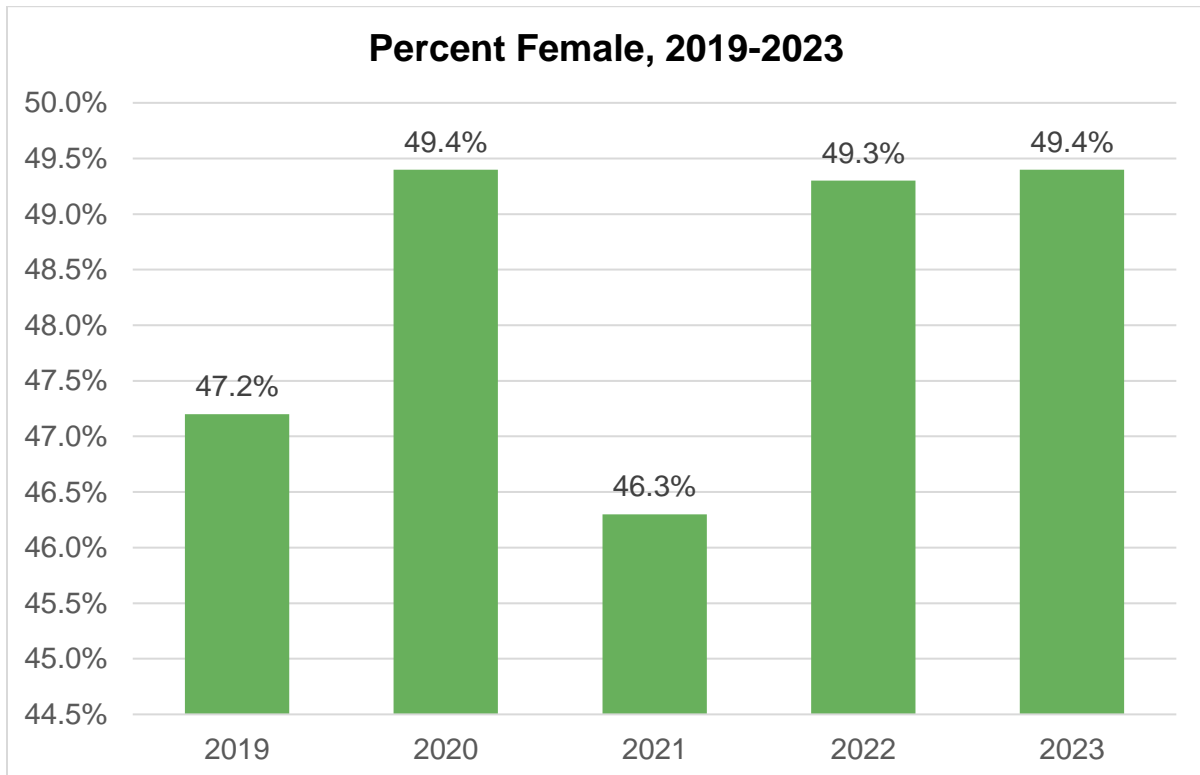
Table 2: Specialties Completing by Gender, 2023

Specialty Completing in 2023	Female		Male		Total
	Frequency	Percent	Frequency	Percent	
Emergency Medicine	19	47.5%	21	52.5%	40
Family Medicine	55	57.3%	41	42.7%	96
General Surgery	11	42.3%	15	57.7%	26
Internal Medicine	100	49.0%	104	51.0%	204
OB/GYN	23	92.0%	2	8.0%	25
Pediatrics	30	68.2%	14	31.8%	44
Psychiatry	18	56.3%	14	43.8%	32
Primary Care/Core Subtotal	**256**	**64.8%**	**211**	**52.2%**	**467**
All Other Specialties	139	41.9%	193	58.1%	332
Total	**395**	**49.4%**	**404**	**50.6%**	**799**

Table 3: Racial and Ethnic Distribution, 2023

Race/Ethnicity	Frequency	Percent
White	398	50.1%
Asian or Pacific Islander	192	24.2%
Black/African American	147	18.5%
Multi-Race	36	4.5%
Others	19	2.4%
Native American/Alaskan Native	2	0.3%
Total	**794**	**100.0%**

Figure 3: Racial Distribution, 2023

Racial Distribution

- Other 2.4%
- Multi-Race 4.5%
- Black/African American 18.6%
- Asian or Pacific Islander 24.2%
- White 50.3%
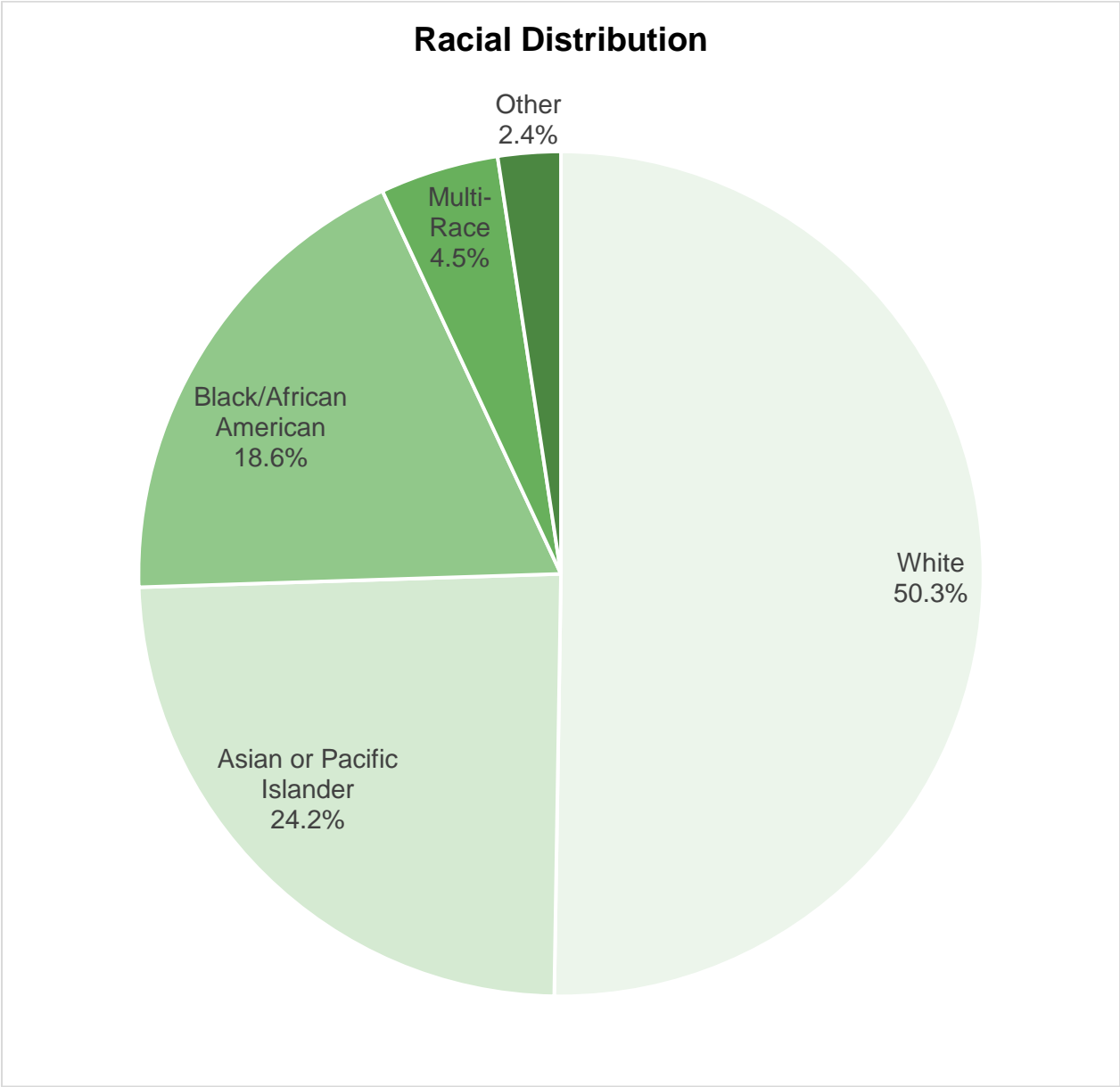
Figure 4: Percent Black Race & Percent Hispanic, 2019-2023

Percent Black Race & Percent Hispanic Ethnicity, 2019-2023

■ Percent Black ■ Percent Hispanic

Year	Percent Black	Percent Hispanic
2019	11.6%	6.2%
2020	14.5%	6.2%
2021	15.5%	8.1%
2022	17.2%	5.9%
2023	18.4%	7.9%
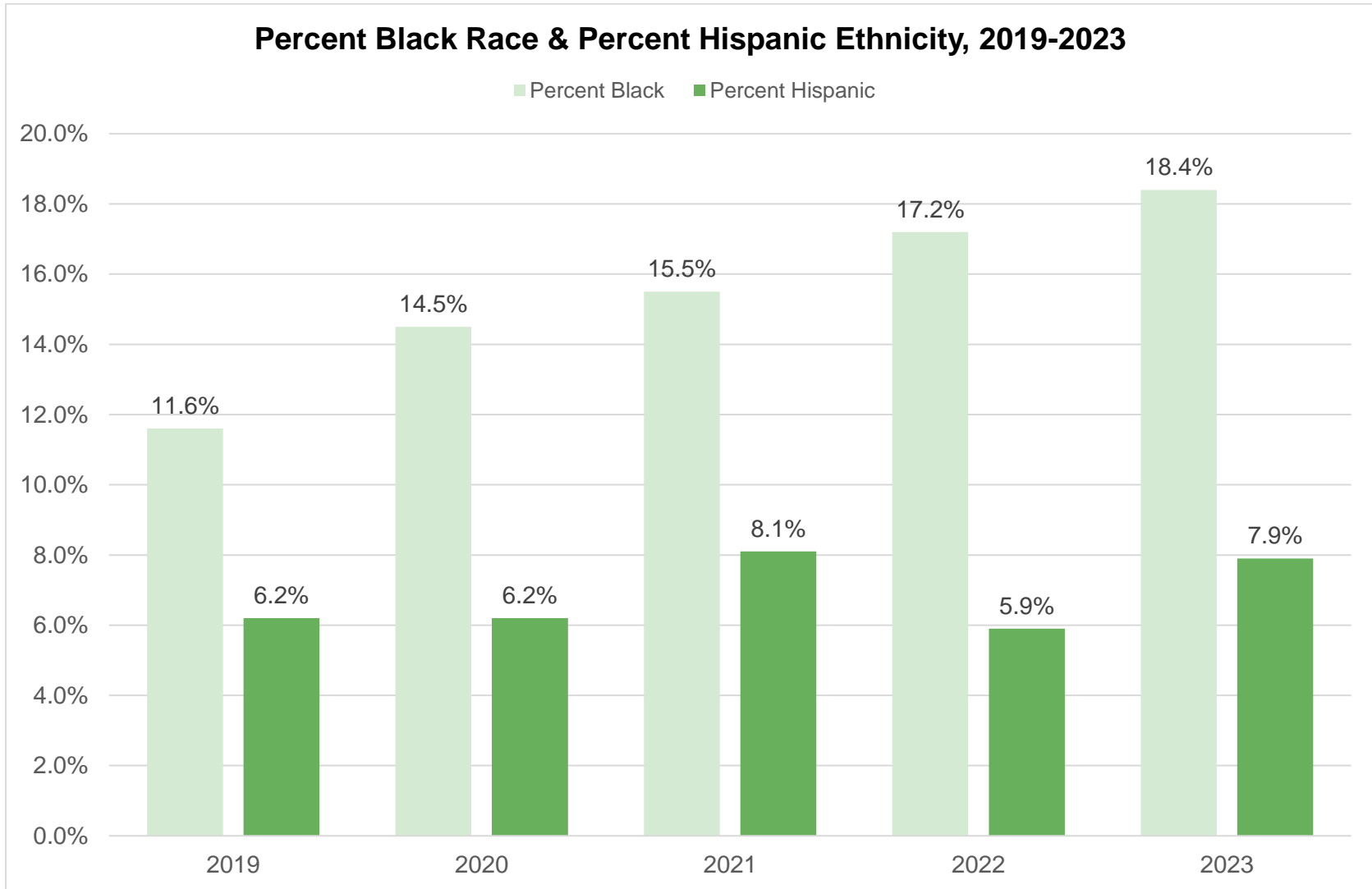
Table 4: Citizenship Distribution, 2023

Citizenship Status	Frequency	Percent
Native Born U.S.	579	72.6%
Naturalized U.S.	136	17.1%
J-1, J-2 Exchange Visitor	36	4.5%
Permanent Resident	36	4.5%
H-1, H-2, H-3 Temporary Worker	10	1.3%
Total	**797**	**100.0%**

Figure 5: Citizenship Status, 2023

Citizenzhip Status

J-1, J-2 Exchange Visitor 4.5%
Permanent Resident 4.5%
H-1, H-2, H-3 Temporary Worker 1.3%
Naturalized U.S. 17.1%
Native Born U.S. 72.6%
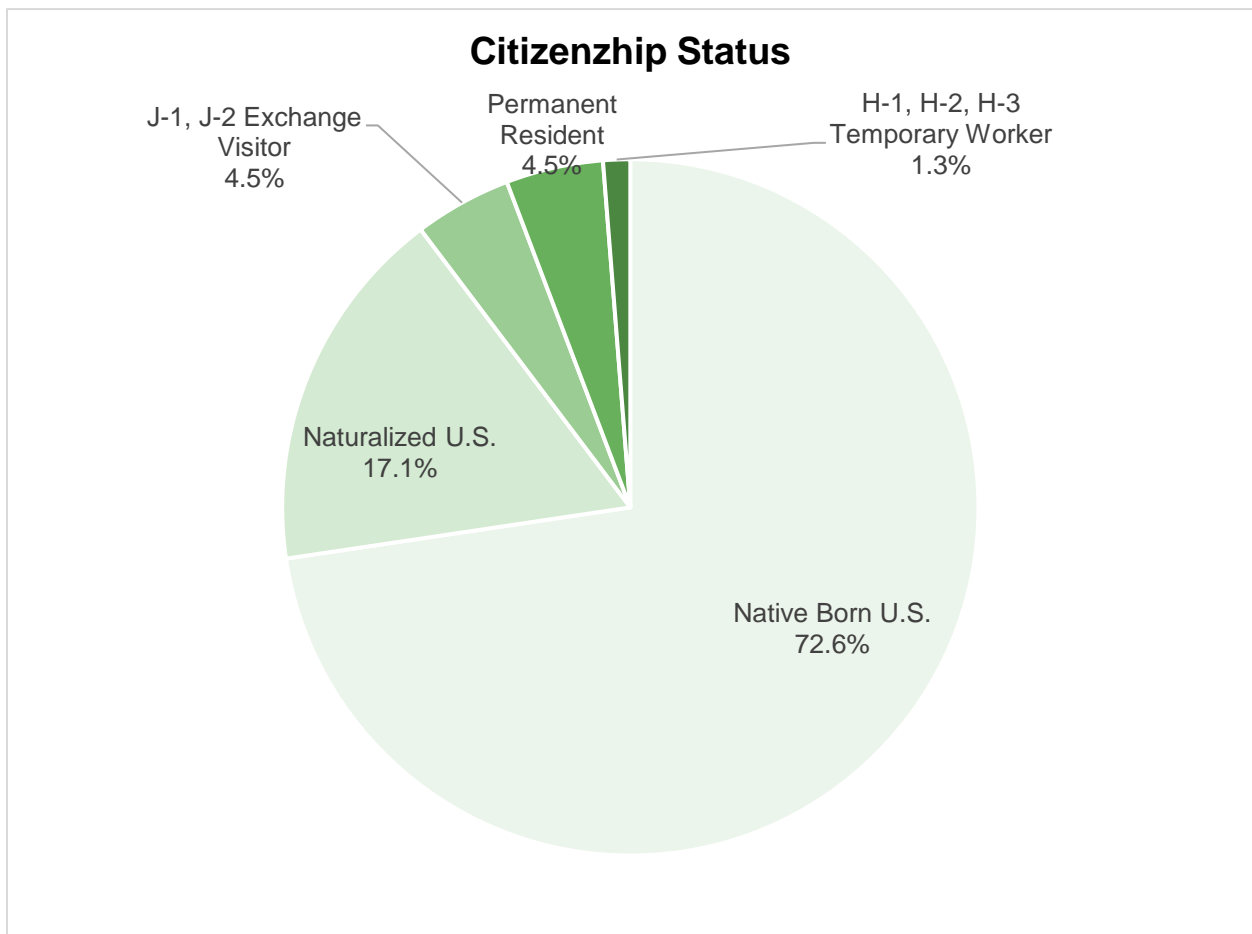
Figure 6: Percent Non-US Citizen, 2019-2023

Percent non-US Citizen, 2019-2023

Year	Percent
2019	13.3%
2020	14.4%
2021	15.2%
2022	15.1%
2023	10.3%
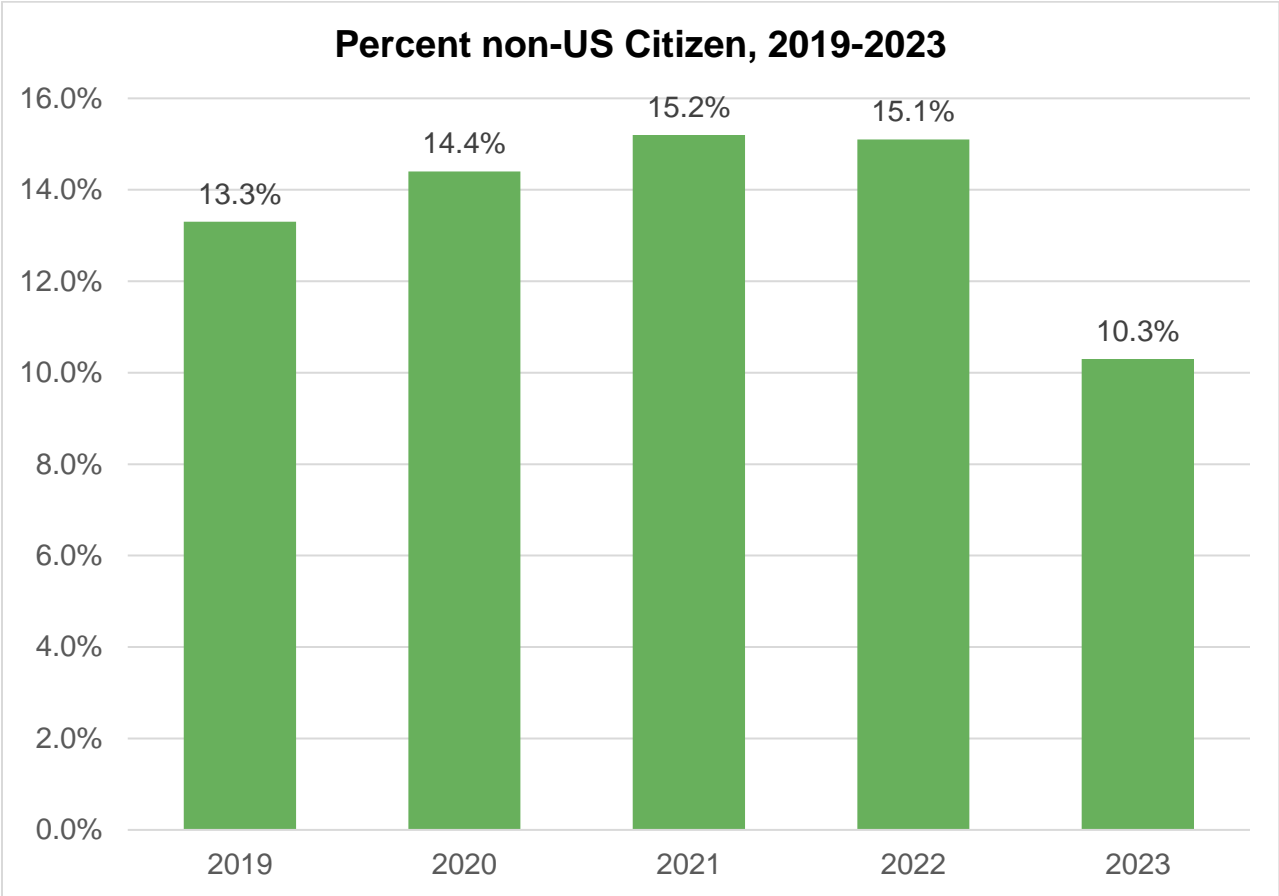
Table 5: Age Distribution, 2023

Age Grouping	Frequency	Percent
25-29	118	14.8%
30-34	492	61.5%
35-39	143	17.9%
40 and Above	47	5.9%
Total	**800**	**100.0%**

Figure 7: Age Distribution, 2023
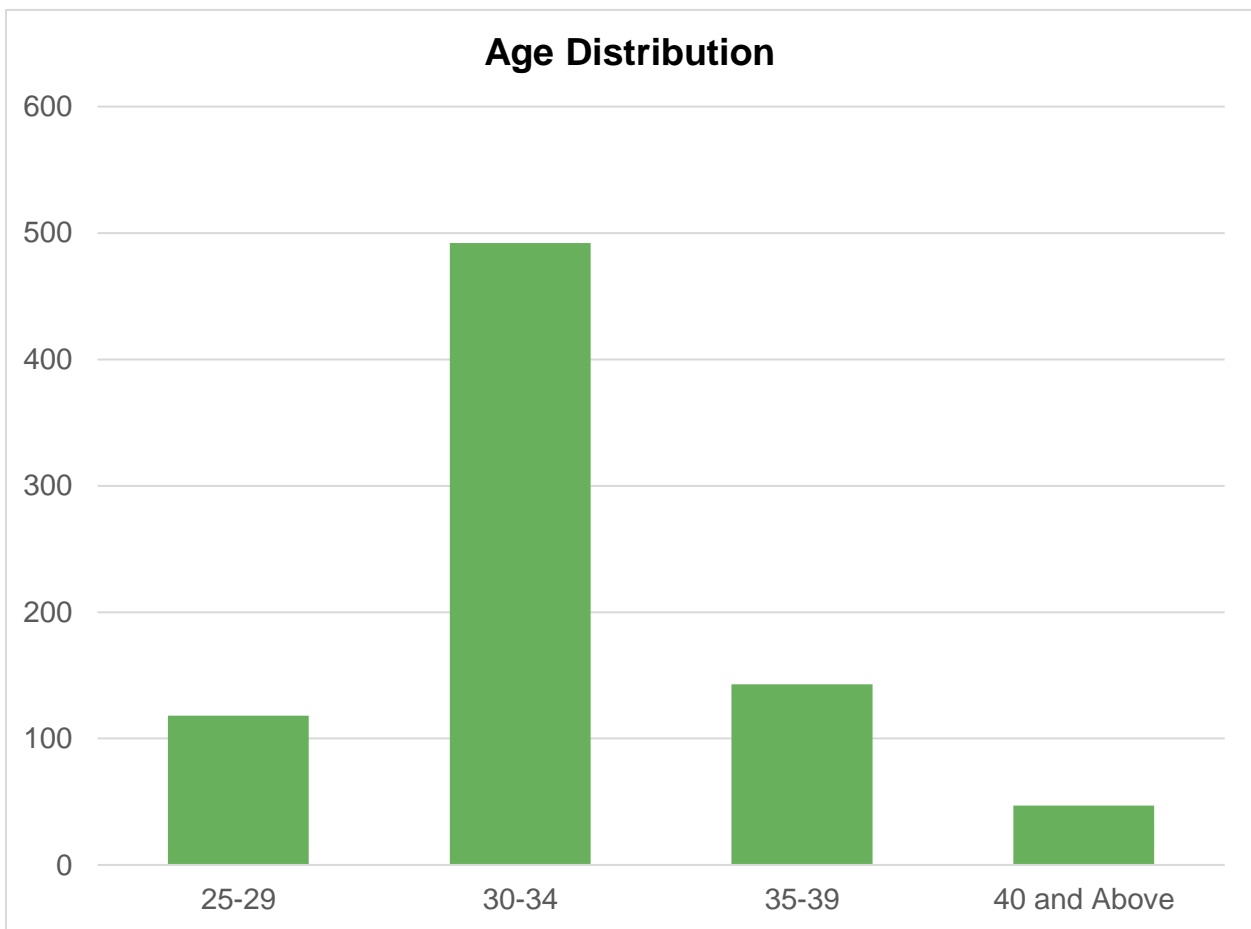
Education

Table 6: Degree Type, 2023

Degree Type	Frequency	Percent
Allopathic (MD)	675	84.4%
Osteopathic (DO)	125	15.6%
Total	**800**	**100.0%**

Figure 8: Percent Osteopathic Degree, 2019-2023

Percent Osteopathic Degree, 2019-2023

Table 7: Residence Upon Graduating from High School, 2023

Residence Upon Graduating from High School	Frequency	Percent
Other US State	472	59.0%
Georgia	218	27.3%
Other Country	110	13.8%
Total	**800**	**100.0%**

Figure 9: Residence Upon Graduating from High School, 2023

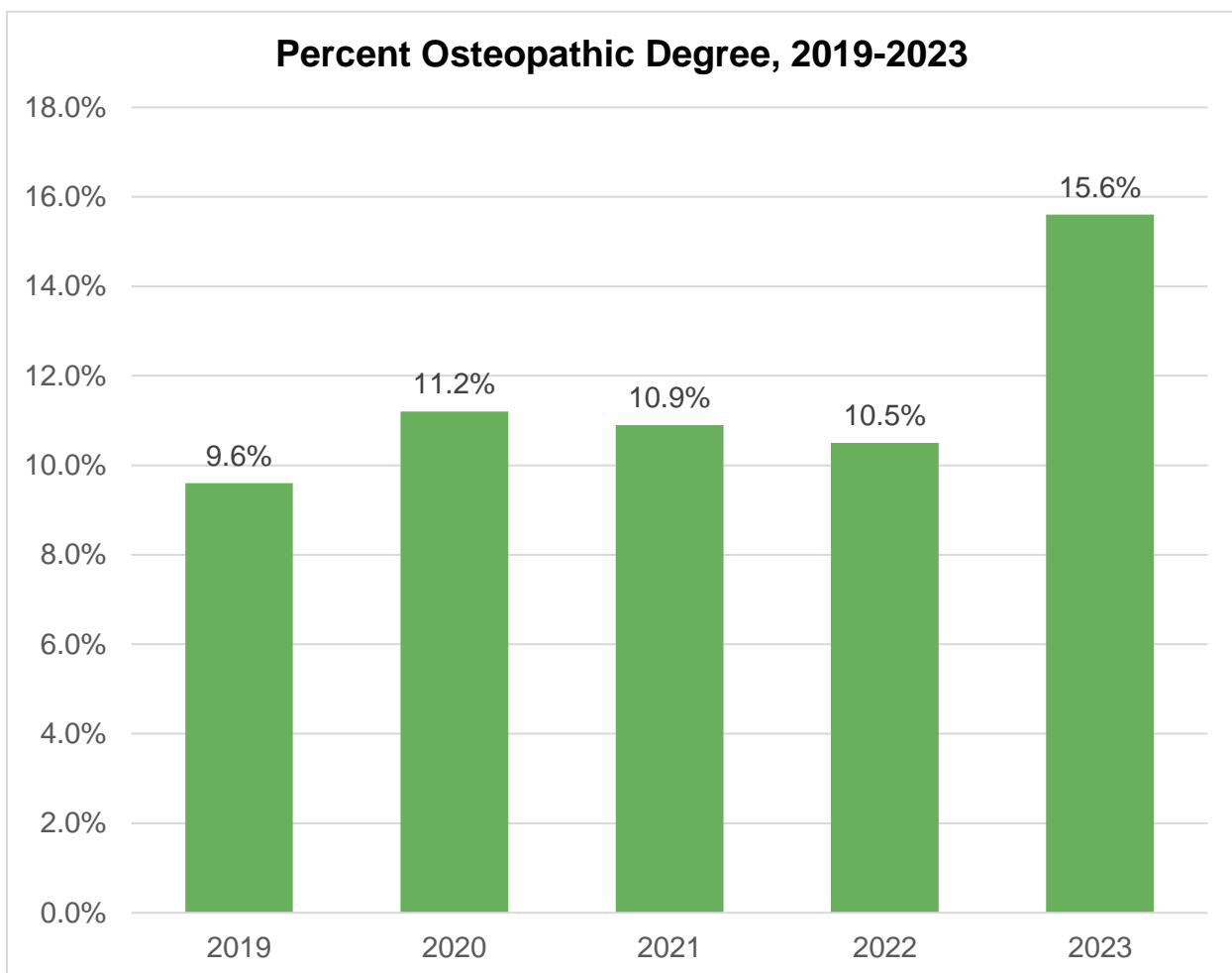**Residence Upon Graduating from High School**
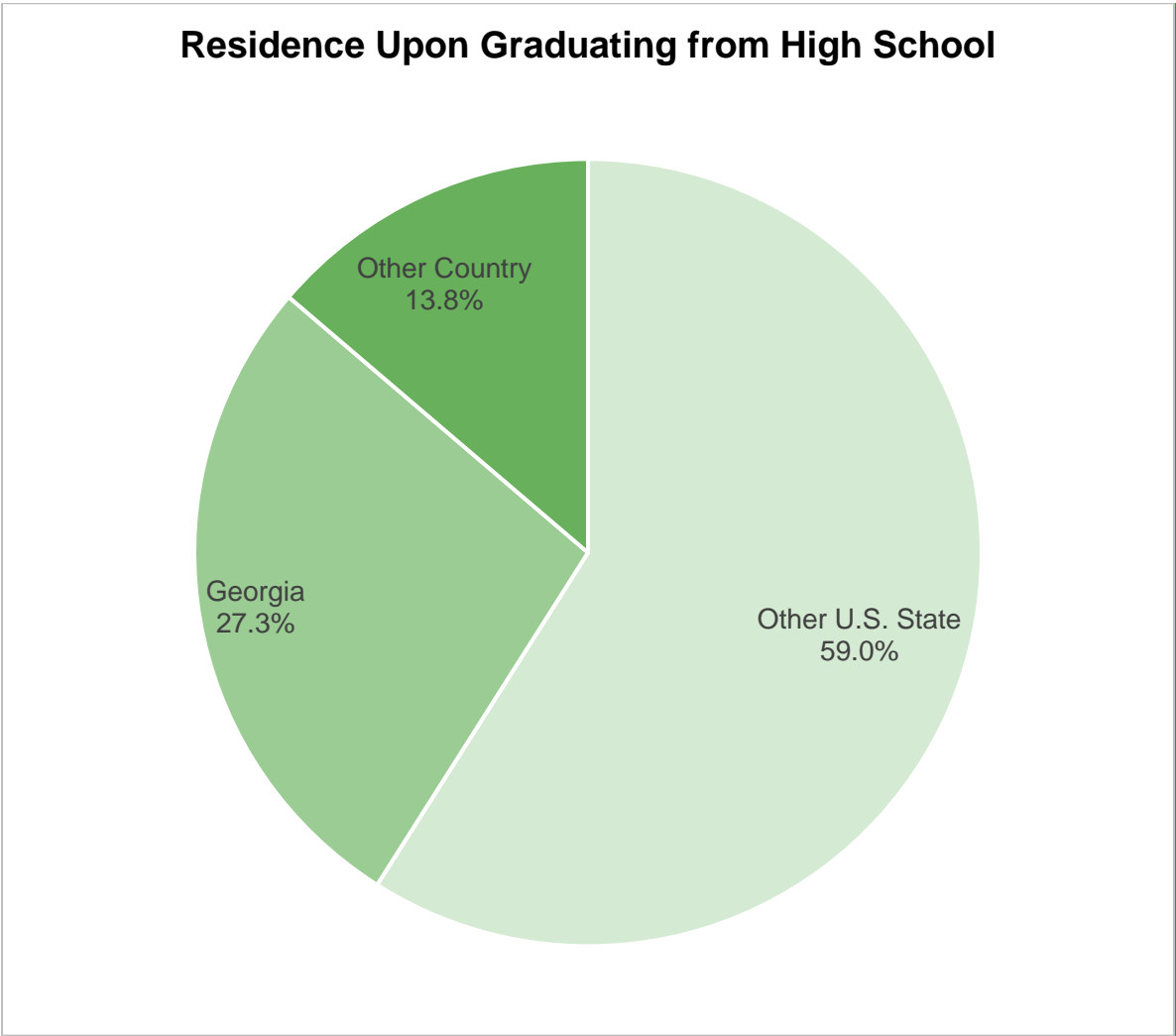
Table 8: Residence Upon Graduating from Medical School, 2023

Location of Medical School	Frequency	Percent
Other US State	388	48.5%
Georgia	207	25.9%
Offshore Island / Caribbean Medical School	108	13.5%
Other Country	97	12.1%
Total	**800**	**100.0%**

Figure 10: Location of Medical School, 2023

Residence Upon Graduating from Medical School

Other Country 12.1%
Offshore Island / Caribbean Medical School 13.5%
Other U.S. State 48.5%
Georgia 25.9%
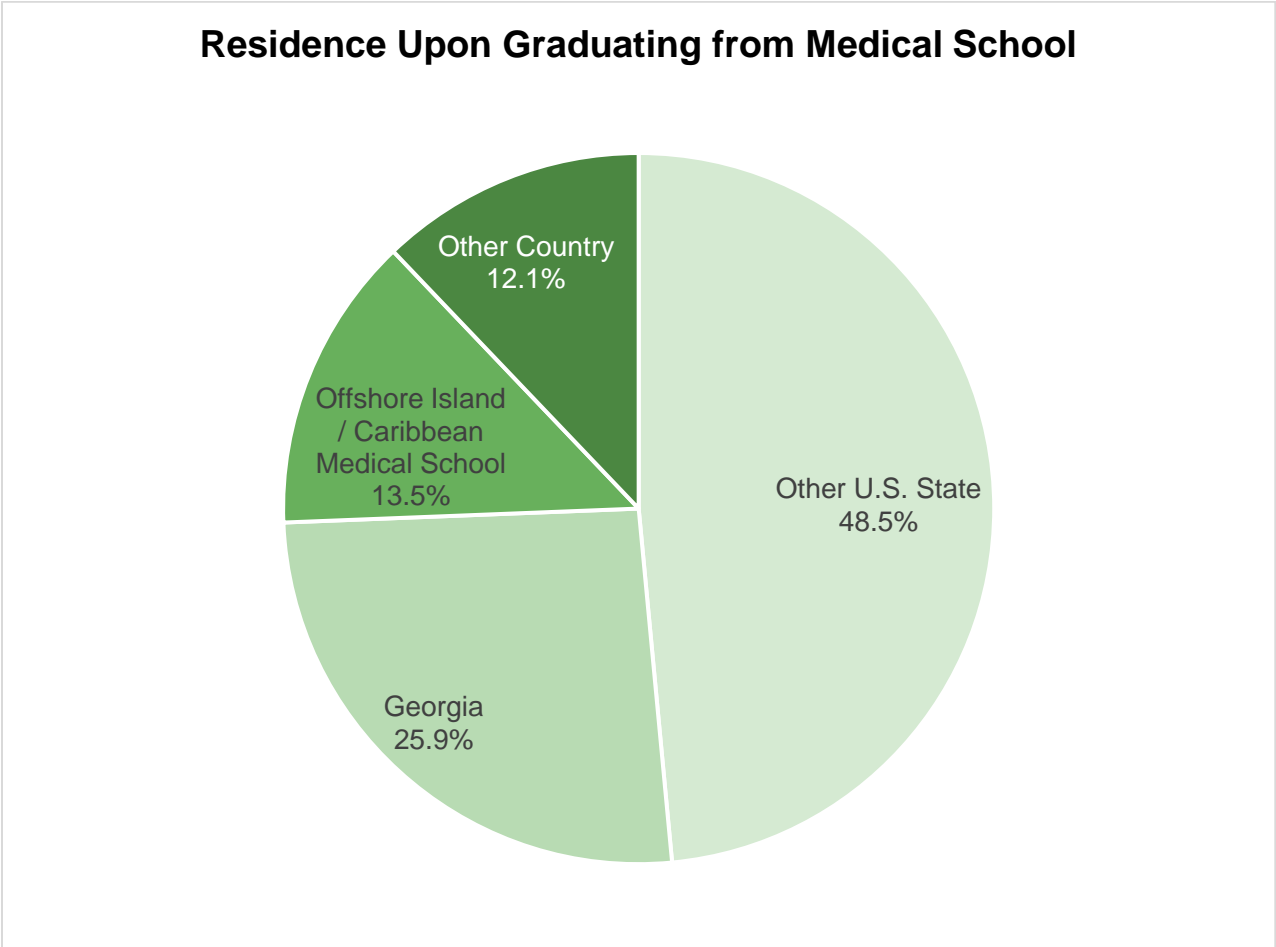
Respondent Attended Which Georgia Medical School

School	Count
Morehouse School of Medicine	32
PCOM–Georgia	39
Mercer University School of Medicine	41
Medical College of Georgia	45
Emory University School of Medicine	50
Does not Apply/Out of State	593
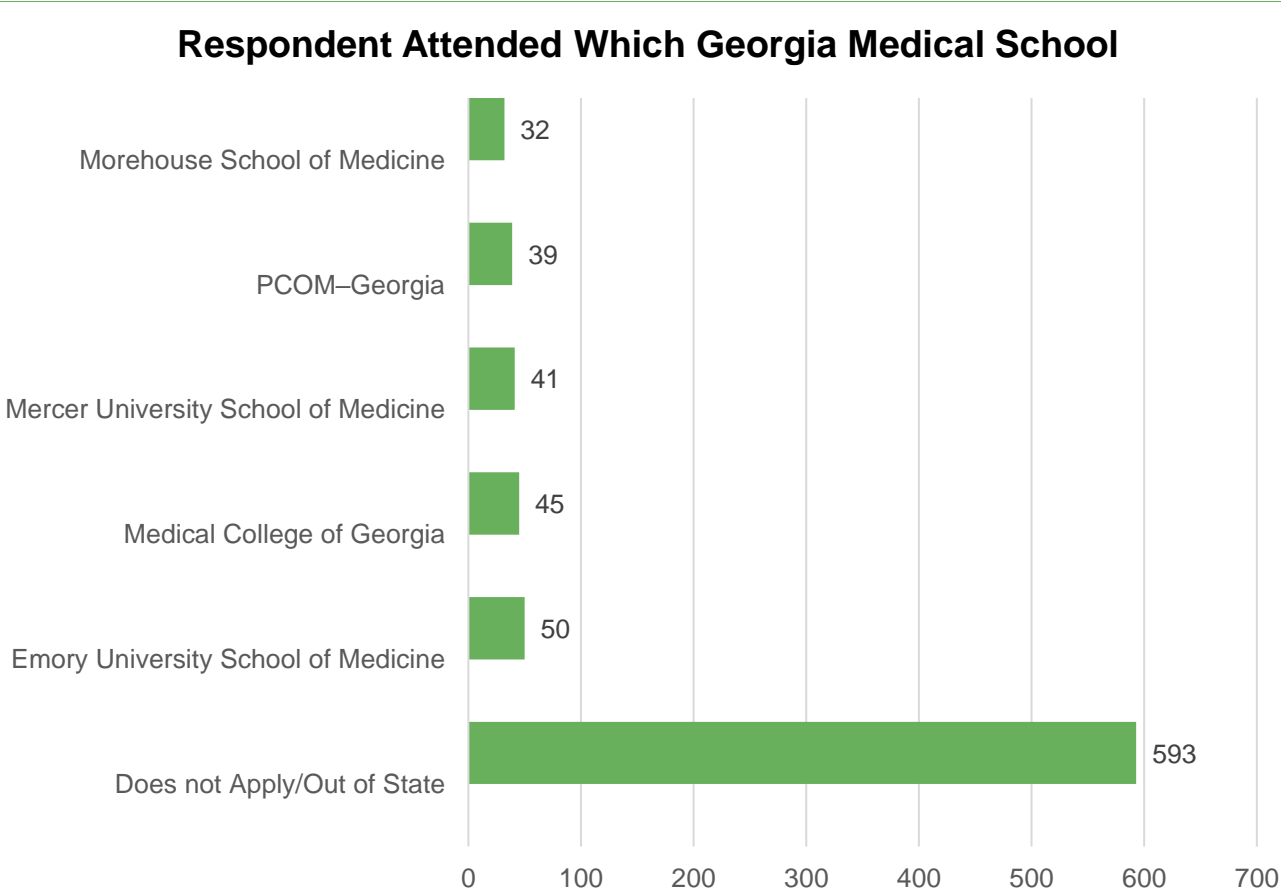
Financial Information

Table 9: Education Debt, 2023

Current Level of Education Debt	Frequency	Percent
$0	235	29.4%
Less than $100,000	65	8.1%
$100,000-$199,999	99	12.4%
$200,000-$299,999	180	22.5%
$300,000-$399,999	133	16.6%
$400,000-$499,999	67	8.4%
$500,000 or Greater	21	2.6%
Total	**800**	**100.0%**

Figure 12: Current Level of Education Debt, 2023

Figure 13: Percent Having no Education Debt, 2019-2023

Percent Having No Education Debt, 2019-2023
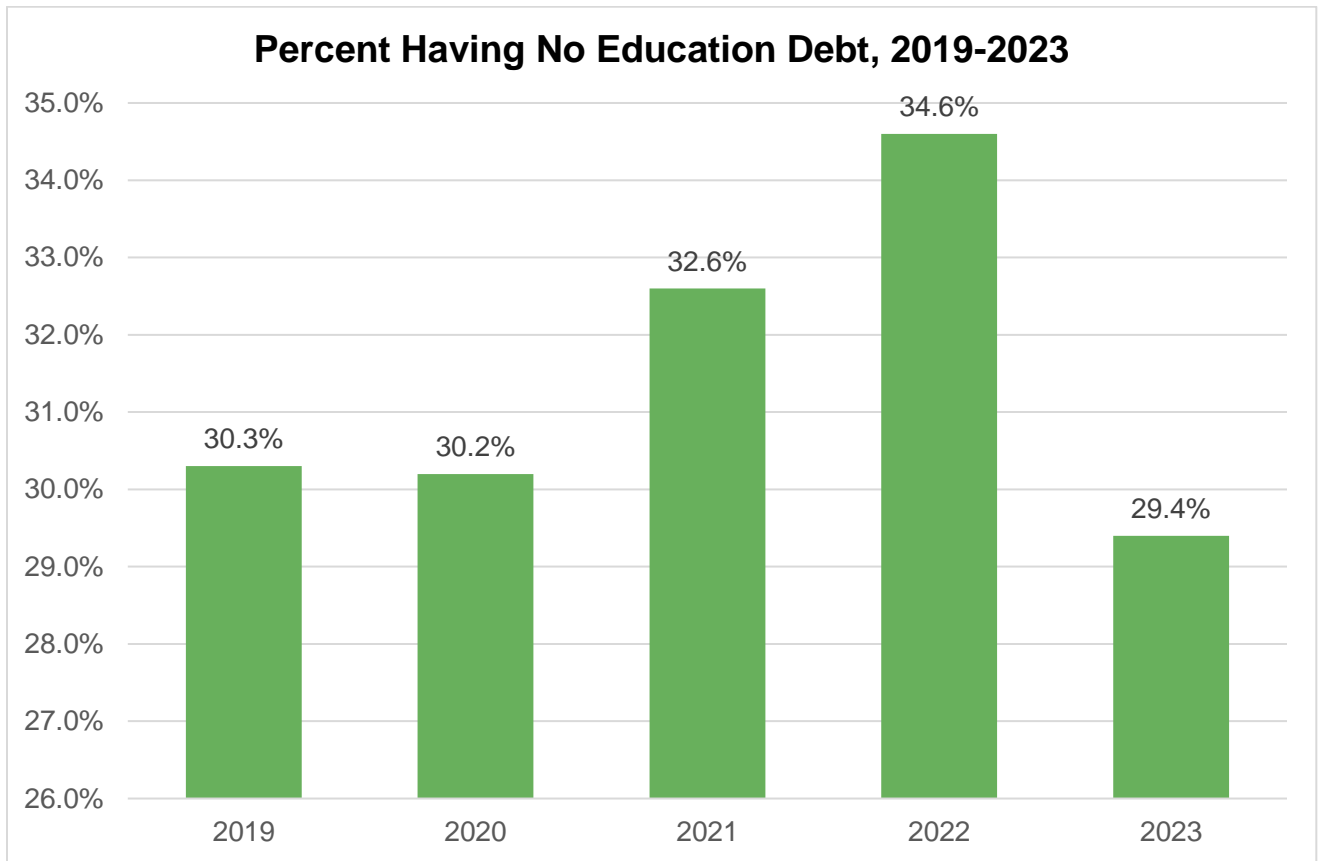
Table 10: Total Scholarship Money Received for Medical School, 2023
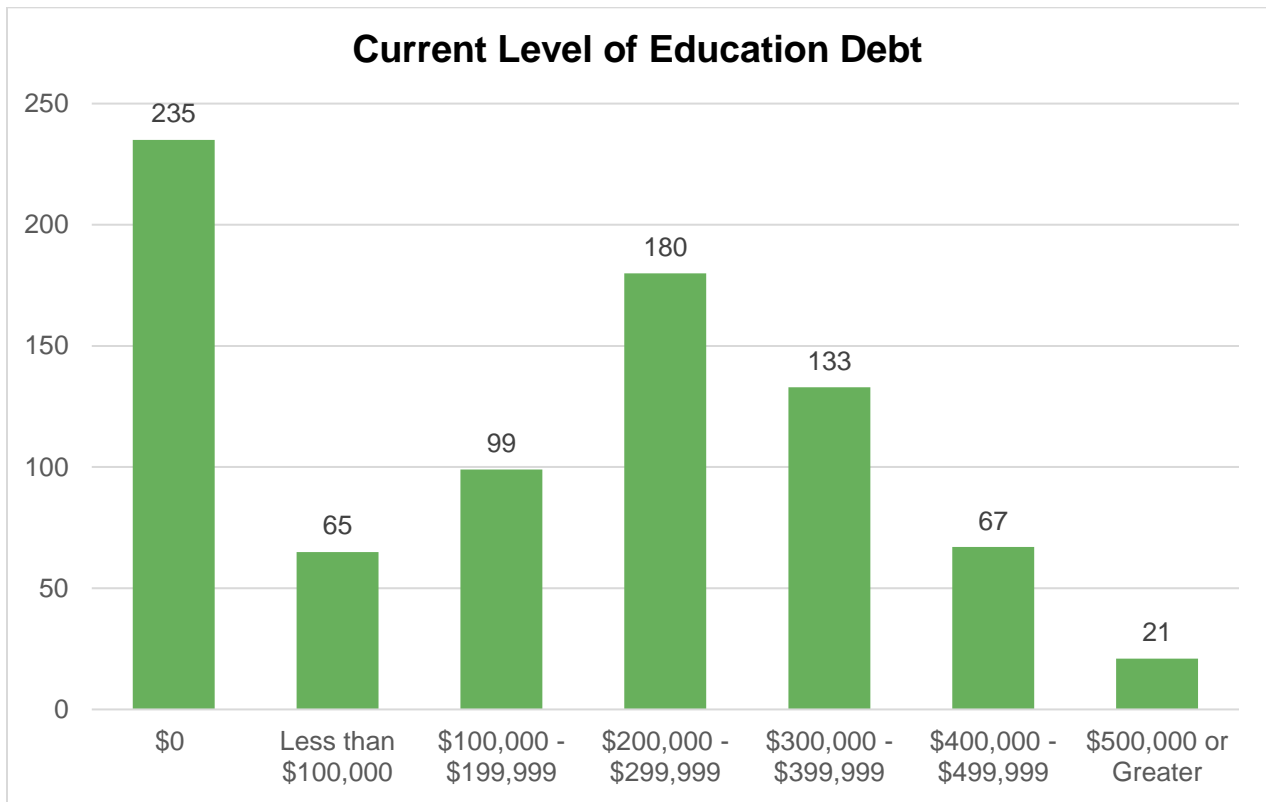
Scholarship Money Received for Medical School	Frequency	Percent
$0	625	78.1%
Less than $100,000	130	13.6%
$100,000 - $199,999	25	3.1%
$200,000-$299,999	15	1.9%
$300,000 or Greater	5	0.6%
Total	**800**	**100.0%**

Figure 14: Total Scholarship for Medical School

Scholarship Money Received for Medical School

Category	Count
$0	625
Less than $100,000	130
$100,000 - $199,999	25
$200,000 - $299,999	15
$300,000 - or Greater	5
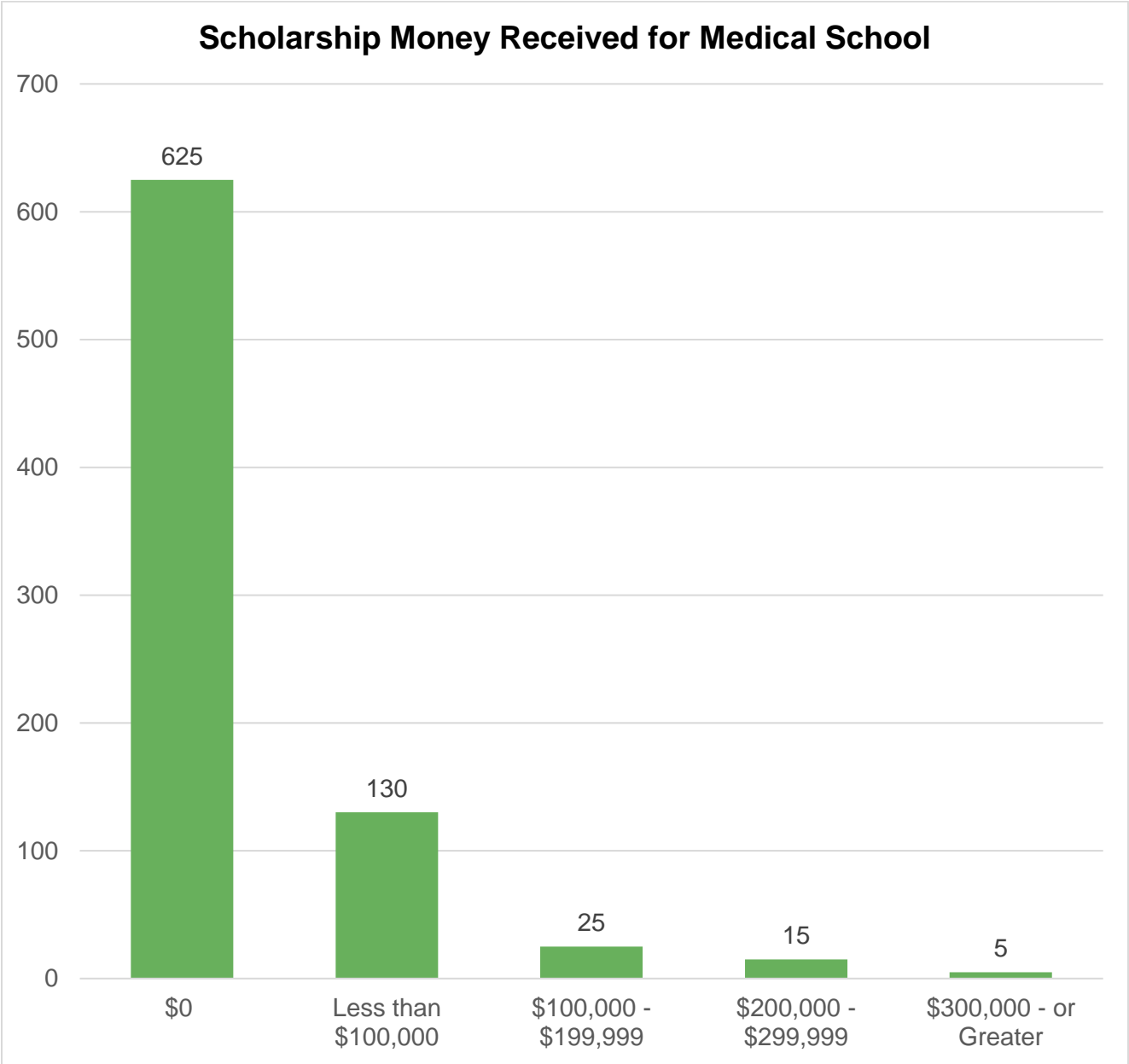
Table 11: Expected Gross Income in First Year of Practice, 2023

Expected Gross Income in First Year of Practice	Frequency	Percent
Less than $100,000	132	18.3%
$100,000-$199,999	85	11.8%
$200,000-$299,999	246	34.1%
$300,000-$399,999	147	20.4%
$400,000-$499,999	73	10.1%
$500,000 or Greater	38	5.3%
Total	721	100.0%

Figure 15: Expected Gross Income in First Year of Practice, 2023
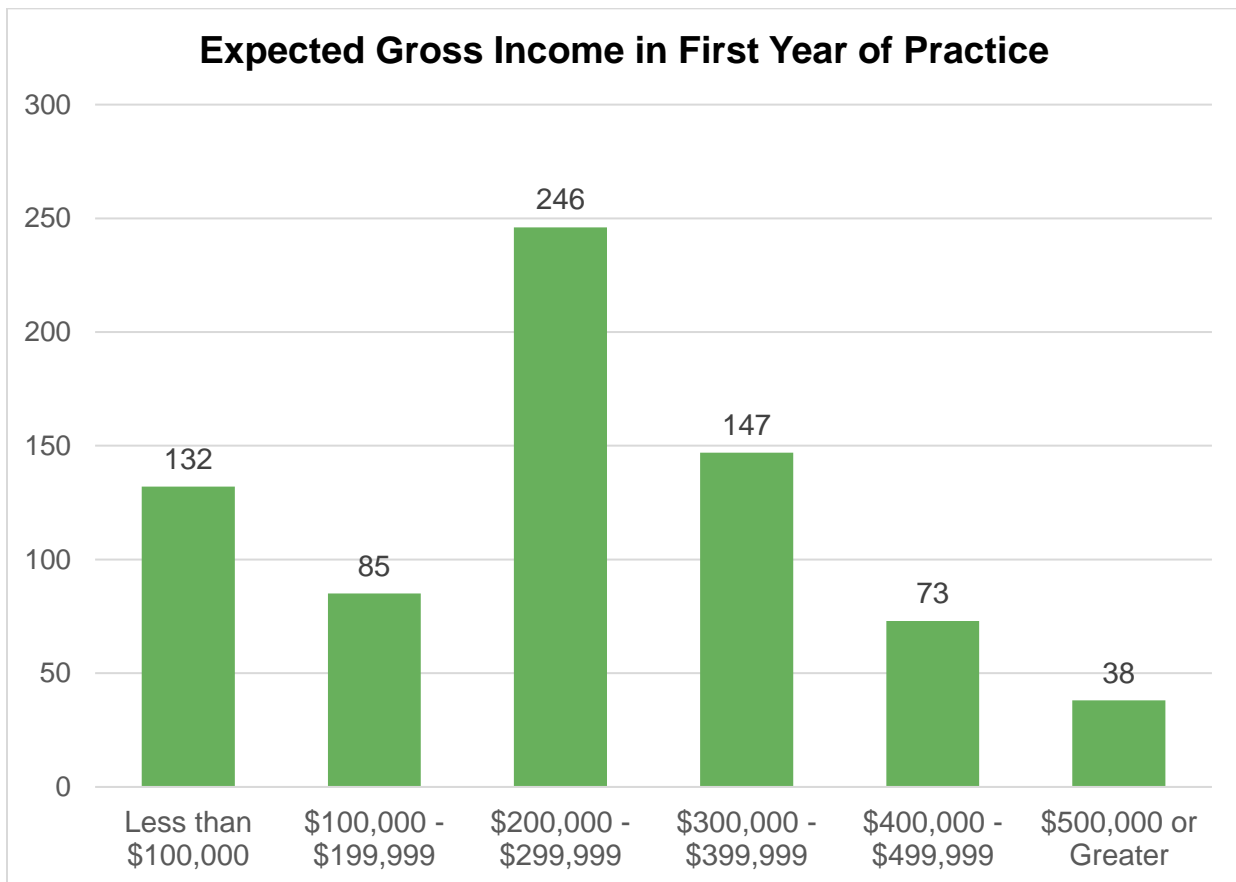
Practice Information

Table 12: Top 5 intended Primary Activities after Current Year of Training, 2023

Top 5 Intended Primary Activities after Current Year of Training	Frequency	Percent
Patient Care / Clinical Practice	513	66.5%
Additional Subspecialty Training or Fellowship	204	26.4%
Chief Resident	31	4.0%
Teaching / Research	13	1.7%
Undecided	11	1.4%
Total	**772**	**100.0%**

Figure 16: Top 5 Intended Primary Activities after Current Year of Training, 2023
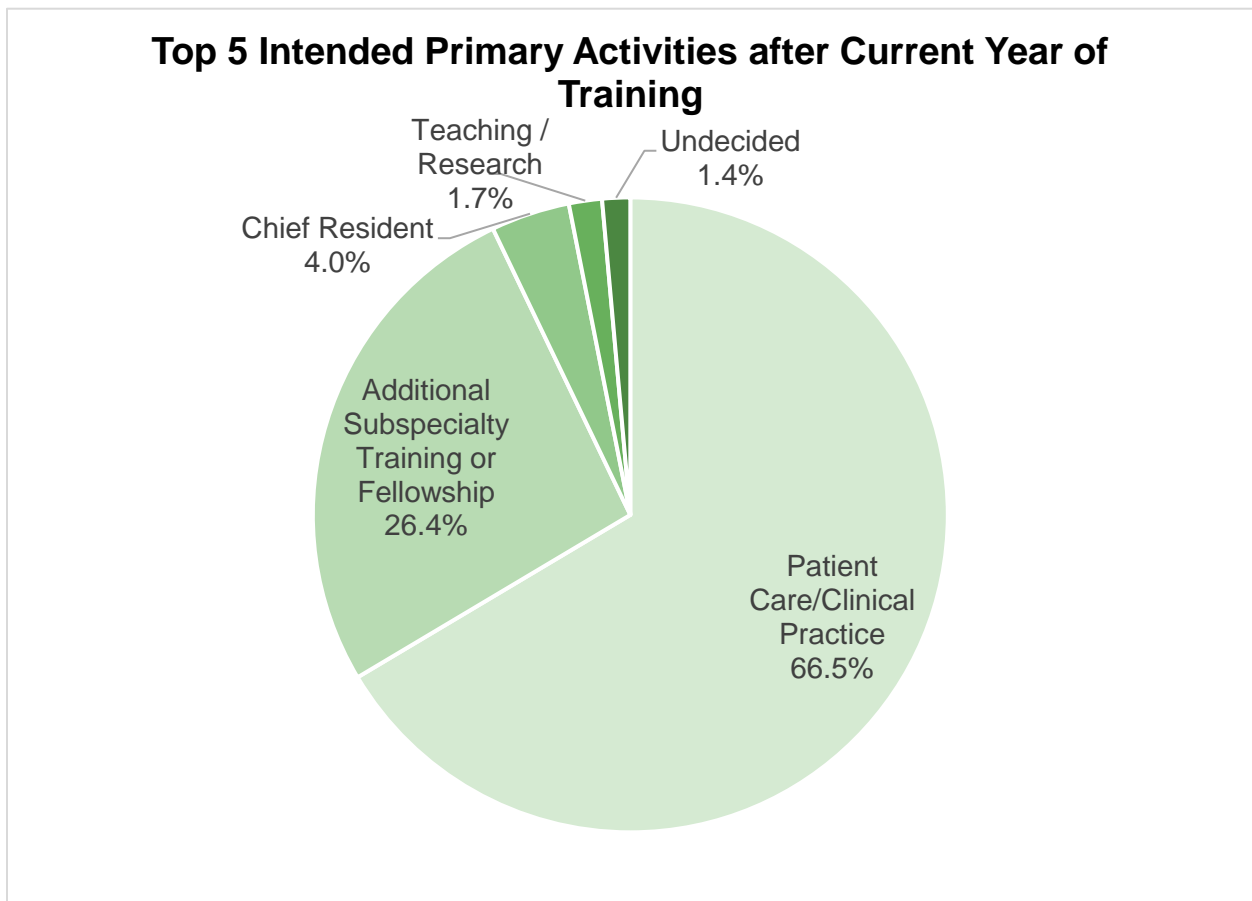
Table 13: Practice Setting, 2023

Practice Setting	Frequency	Percent
Academic Setting	275	36.0%
Group Practice-as Employee	162	21.2%
Hospital-Inpatient	146	19.1%
Hospital-Ambulatory Care	41	5.4%
Group Practice-as Owner/Partner	36	4.7%
Other	32	4.2%
Hospital-Emergency Room	28	3.7%
Freestanding Health Center/Clinic	15	2.0%
Solo Practice	12	1.6%
Military	9	1.2%
Partnership (2 Person)	5	0.7%
Insurance	1	0.1%
Nursing home	1	0.1%
Total	**763**	**100.0%**

Table 14: Expect to be at Principal Practice for 4 or More Years by Program, 2023

| Program Name | Expect to be at Principal Practice for 4 or More Years | | | | Total |
| | Yes | | No | | |
	Frequency	Percent	Frequency	Percent	
AdventHealth Redmond (Rome)	5	0.9%	5	2.0%	10
Archbold Medical Center	1	0.2%	0	0.0%	1
Atrium Health Floyd (Rome)	5	0.9%	1	0.4%	6
Atrium Health Navicent (Macon)	20	3.6%	8	3.3%	28
AU/UGA Medical Partnership-St. Mary's Healthcare (Athens)	6	1.1%	2	0.8%	8
Emory University School of Medicine (Atlanta)	267	48.1%	116	47.3%	383
Gateway Behavioral Health Community Service Board	4	0.7%	2	0.8%	6
HCA Healthcare/Mercer University School of Medicine	22	4.0%	6	2.4%	28
Houston Healthcare System (Warner Robins)	3	0.5%	1	0.4%	4
Medical College of Georgia (Augusta)	80	14.4%	30	12.2%	110
MCG @ AU-Memorial Satilla Health Waycross	1	0.2%	0	0.0%	1
Morehouse School of Medicine (Atlanta)	34	6.1%	17	6.9%	51
Northeast Georgia Medical Center (Gainesville)	26	4.7%	9	3.7%	35
Northside Hospital Gwinnett (Lawrenceville)	11	2.0%	8	3.3%	19
Phoebe Putney Memorial Hospital	1	0.2%	1	0.4%	2
Piedmont Athens Regional Medical Center (Athens)	7	1.3%	6	2.4%	13
Piedmont Columbus Regional Midtown (Columbus)	6	1.1%	4	1.6%	10
Piedmont Macon Medical Center (Macon)	16	2.9%	11	4.5%	27
South Georgia Medical Education and Research Consortium	4	0.7%	0	0.0%	4
WellStar Health System	36	6.5%	18	7.3%	54
Total	**555**	**100.0%**	**245**	**100.0%**	**800**

Table 15: Practice Location, 2023

Location of Primary Activity After Graduation Year	Frequency	Percent
Other State	416	52.0%
Georgia	376	47.0%
Outside of US	8	1.0%
Total	**800**	**100.0%**

Figure 17: Percent Staying in Georgia after Graduation, 2019-2023

Percent Staying in Georgia After Graduation, 2019-2023
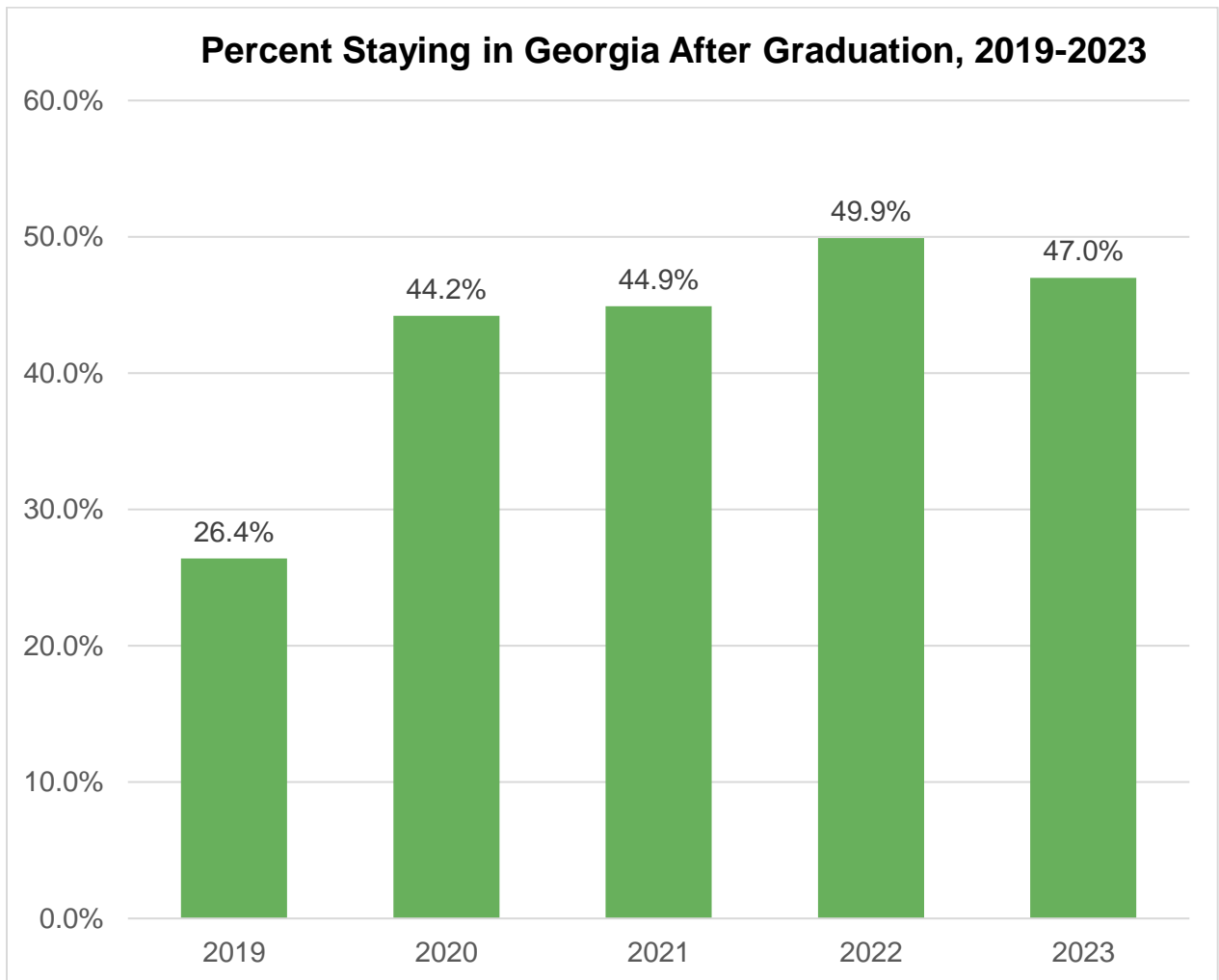
Table 16: Practice Area, 2023

Practice Area	Frequency	Percent
Inner City	235	29.4%
Suburban	226	28.3%
Other Area within Major City	209	26.1%
Small City (City Population Less than 50,000)	81	10.1%
Rural (County Population Less than 50,000)	49	6.1%
Total	**800**	**100.0%**

Figure 18: Percent Planning Rural Practice, 2019-2023

Percent Planning Rural Practice, 2019-2023
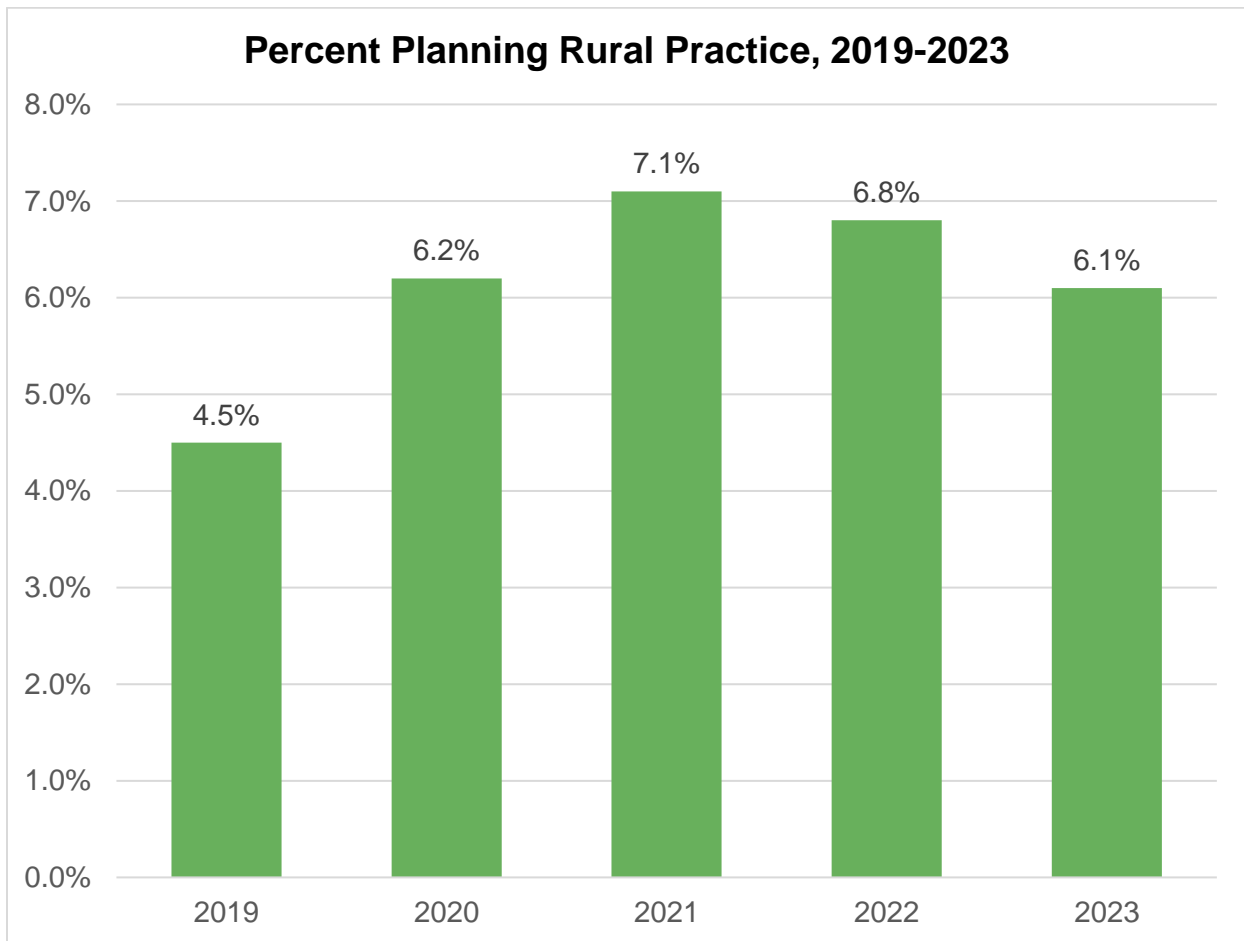
Job Search

Table 17: Actively Job Searched, 2023

Actively Job Searched	Frequency	Percent
No	202	25.3%
Yes	598	74.8%
Total	**800**	**100.0%**

Table 18: Job Offers and Acceptance, 2023

Been Offered a Job	Frequency	Percent
Yes and accepted	628	78.5%
Not been offered	125	15.6%
Yes and declined	47	5.9%
Total	**800**	**100.0%**

Table 19: Job Search Approaches, 2023

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 20: Difficulty Finding a Job Rating, 2023

Difficulty Finding a Job Rating	Frequency	Percent
Neutral	292	36.5%
Somewhat easy	206	25.8%
Very easy	151	18.9%
Somewhat difficult	125	15.6%
Very difficult	26	3.3%
Total	**800**	**100.0%**

Table 21: Specific Difficulties in Finding a Job, 2023

Difficulty in Finding a Job	Frequency	Percent
Other reason	408	51.0%
Not a favorable work/life balance	207	25.9%
Would not be satisfied with the job	151	18.9%
Lack of mentoring opportunities	59	7.4%
Did not have passion for the practice	57	7.1%
Practice did not communicate well	57	7.1%
Not enough challenge	31	3.9%
Practice was not collaborative	24	0.3%
Practice did not advocate for patients	7	0.9%

Note: respondents could choose multiple options. The percentage shown is the percentage of respondents selecting that option.

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

Location: these include wanting a desirable location or proximity to a city.

Visa and Contractual Obligations: these include answers such as needing to find a job in a HPSA (Health Professional Shortage Area), positions that sponsor visas, and military obligations.

Position-Related Factors: these include employers being hesitant to hire new residency graduates, tedious employment processes, a lack of open positions in their specialty, and desiring practice opportunities without midlevel practitioners.

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

Table 22: Ratings and Perception of Training, Educational Debt Repayment, Practice Opportunities, and Rural Practice, 2023

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	800	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	800	2.9
What is your level of satisfaction with your salary/compensation?	1 = VERY DISSATISFIED 5 = VERY SATISFIED	800	3.7
What is the likelihood you will return to Georgia to practice when your training is complete	1 = VERY UNLIKELY 5 = VERY LIKELY	800	3.3
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	800	3.2
What is your overall assessment of practice opportunities in your specialty nationally?		800	3.8
Overall, I am satisfied with the training I received.	1 = STRONGLY DISAGREE 5 = STRONGLY AGREE	800	4.3
I would choose to train at the same site again.		800	4.1

Table 23: Reason for Leaving Georgia, 2023

Reason for Leaving Georgia	Frequency	Percentage
Proximity to Family	200	25.0%
Fellowship or Additional Medical Training	174	21.8%
Better Jobs in Desired Location Outside Georgia	124	15.5%
Better Salary Offered Outside Georgia	107	13.4%
Better Jobs in Desired Practice Setting Outside Georgia	100	12.5%
Better Job for Spouse/Partner Outside Georgia	76	9.5%
Other Reason	73	9.1%
Never Intended to Practice in Georgia	61	7.6%
Overall Lack of Jobs/Practice Opportunities in Georgia	33	4.1%
Better Jobs Outside Georgia that Meet Visa Requirements	24	3.0%
Other Service Obligation	22	2.8%
Cost of Starting a Practice	5	0.6%
Cost of Malpractice Insurance in Georgia	1	0.1%

Note: Respondents could select multiple reasons for leaving Georgia. The percentage shown is the percentage of respondents selecting that option.

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:

Fellowship-related: Respondents mentioned leaving for additional training in a fellowship and needing more control over the fellowship matching process.

Family: Respondents reiterated that they were leaving Georgia for family reasons or to accommodate a spouse's job or medical training.

Political and policy related: Respondents mentioned the political climate (especially surrounding abortion and gun control) and policies such as Medicaid expansion and income tax burden.

Service and Visa Considerations: Respondents mentioned military service and visa requirements for themselves and their spouses.

Returning to Georgia: A few respondents clarified that they intend to return to Georgia after completing all their training.

Job-Related Considerations: A few respondents mentioned leaving Georgia to find better jobs.

Environmental Considerations: Some respondents mentioned the weather, traffic, urbanity, and proximity to natural features like mountains.

Map 1: Location of Primary Activity After Current Year of Training, 2023

Acknowledgments