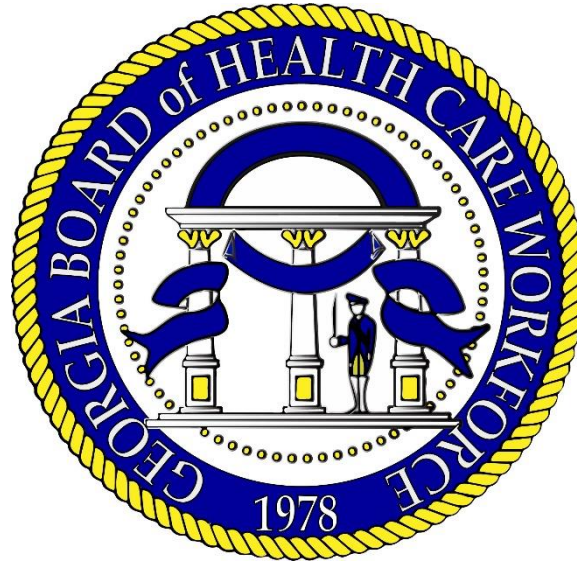


# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

## 2023 Georgia Medical School Graduate Survey Report



Georgia Board of Health Care Workforce

*Summer 2023*

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

<b>Executive Summary</b> .....	<b>4</b>
Table 1: Number of Responses by Medical School .....	4
<b>Methodology</b> .....	<b>5</b>
<b>Key Findings from the 2023 Survey</b> .....	<b>5</b>
Demographics.....	5
Intended Practice Location After Residency .....	6
Specialty.....	6
Choice of and Match to Georgia Residency Programs .....	6
Table 2: Gender Distribution by Medical School .....	7
Table 3: Average Age by Medical School.....	8
Figure 1: Aggregated Age Distribution .....	9
Table 4: Citizenship Status.....	10
Table 5: Race/Ethnicity by Medical School .....	11
Figure 2: Race/Ethnicity by Medical School .....	12
Table 6: Hispanic Ethnicity by Medical School.....	13
Table 7: Specialty Matched to in Post Graduate Year 1 .....	14
Table 8: Intended Career Specialty .....	14
Table 9: Factors Important in Determining Specialty .....	15
Figure 3: Strength of Factors' Influence Upon Choice of Specialty.....	16
Other Factors Important in Determining Specialty .....	17
Table 10: Successfully Matched to GME Program .....	18
Table 11: In-State (Georgia) or Out-of-State Match .....	19
Figure 4: Percentage of Total In-State Matches by Medical School .....	20
Figure 5: Matched to GME Program & Match to First-Choice Program .....	21

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

Table 12: Any Georgia GME Programs in Top Three Choices .....	22
Table 13: Number of Georgia GME Programs in Top Three Choices by Medical School .....	23
Figure 6: Georgia GME Programs in Respondents' Top 3 Choices in Match.....	24
Table 14: Georgia GME Programs in Top Three Choices .....	25
Figure 7: Top 3 Reasons for Leaving Georgia .....	25
Other Factors Important to Leaving Georgia for Residency .....	27
Table 15: Overall Perception of Georgia's Residency Training Programs in Respondent's Specialty .....	28
Figure 8: Overall Perception of Georgia's Residency Training Programs in Respondent's Specialty .....	29
Table 16: Factors Important in Choosing Residency Program .....	30
Figure 9: Strength of Factors' Influence Upon Choice of Residency Program .....	31
Table 17: Intent to Practice in an Underserved Area and Type of Underserved Area by Medical School .....	32
Figure 10: Plan to Practice in Underserved Area & Type of Underserved Area .....	33
Map: Other States Where Georgia Medical School Graduates Plan to Practice Following Residency .....	34
<b>Acknowledgements .....</b>	<b>35</b>

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

### Executive Summary

The Georgia Board of Health Care Workforce (GBHCW) has conducted an annual survey of graduating medical students from each of Georgia's medical schools since 2008. The purpose of this survey is to inform policy makers, medical school administrators, graduate medical education administrators, and other government and non-government agencies about the medical school pipeline. Also, it serves to give insight on why medical students chose a specialty and residency site and how many intend to ultimately practice in Georgia when their training is complete. The data in this report are aggregated from responses collected from each of Georgia's five medical schools. The medical schools that contributed to this year's report are as follows:

Table 1: Number of Responses by Medical School

Medical School	Total Graduates Entering GME	Survey Completions	Completion Rate
Emory University School of Medicine	130	7	5.3%
Medical College of Georgia at Augusta University	215	48	22.3%
Mercer University School of Medicine	136	107	78.7%
Morehouse School of Medicine	92	59	64.1%
Philadelphia College of Osteopathic Medicine-Georgia	161	46	28.6%
<b>Total</b>	<b>734</b>	<b>267</b>	<b>36.4%</b>

This year's MSG survey had fewer responses than in 2022. In 2022, the MSG survey had 500 completions, or 73.3% of medical school graduates.

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

### Methodology

This year, the Georgia Board of Health Care Workforce (GBHCW) updated its data collection system in an effort to streamline the analysis process. We created an online form and sent the link to the state's five medical schools' program directors via email. The GBHCW data team then sends weekly reminders and status update emails to each school until the completion deadline of May 31st. Analyses presented here were conducted using Microsoft Excel.

### Key Findings from the 2023 Survey

#### Demographics

- More people identifying as male than female completed the MSG survey; 50.6% of survey completers are male. The medical school with the highest percentage of female respondents is Emory (71.4%), while the school with the lowest percentage of female respondents is Mercer (47.2%).
- The average age of all respondents is 27.8 years old. The youngest respondent is 23 years old, while the oldest respondent is 44. PCOM-GA has the oldest average age of respondents at 28.7 years old, compared to MCG whose average age of respondents is 27.0 years old.
- A comparable percentage of respondents this year identified as U.S. citizens as last year (98.2% of respondents last year versus 98.5% this year). Four respondents identified as permanent residents.
- In 2023, 53.3% of respondents identify as white. This is slightly lower than that percentage last year (54.5%). Overall, 46.7% of respondents identified as a non-white race/ethnicity (21.8% Black/African American; 16.9% Asian/Pacific Islander; 3.4% multi-race; and 2.6% "other"). Morehouse School of Medicine has the highest percentage of respondents identifying as non-white (84.4%) while the school with the lowest percentage of non-white respondents is Emory (14.3%).
- Overall, 9.1% of respondents identify as Hispanic. Emory has the highest percentage of respondents (14.3%) who identify as Hispanic, while Mercer has the lowest percentage of respondents (6.5%) who identify as Hispanic.

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

### Intended Practice Location After Residency

- 75.6% of respondents intend to locate their practice in an underserved area. The school with the highest rate of respondents planning to locate in an underserved area is Morehouse (91.5%); the school with the lowest percentage is MCG (54.5%)
- Of those who plan to locate their practice in an underserved area, 38.5% plan to practice in an inner-city community. The remaining 37.0% of respondents plan to locate in a rural community.
- 136 respondents answered that Georgia is the likely state for their practice after residency. Of those, 60.2% listed Atlanta as the likely city.
- Overall, 134 respondents (50.0%) plan to practice in a primary care core/specialty in an underserved location in Georgia.

### Specialty

- 170 respondents (64.6%) intend to practice in a primary care/core specialty after training. Mercer University's respondents were most likely to say they intend to practice in a primary care/core specialty (70.0%), while MCG's respondents were least likely (55.3%).

### Choice of and Match to Georgia Residency Programs

- 50.2% of respondents listed a Georgia residency program among their top three choices during the Match. This is higher than last year's percentage (48.3%).
- Respondents from PCOM-GA are those least likely to have a Georgia GME program among their top three choices during the Match (42.2%). Respondents from MCG are the most likely to have a Georgia GME program in their top three choices (60.4%).
- 33.0% of respondents who responded that they had a Georgia GME program among their top three choices in the Match listed two or three Georgia GME programs.
- The three most popular Georgia GME programs ranked by survey respondents are Houston Medical Center (42 selections), Phoebe Putney Memorial Hospital (18), and Memorial Health University Medical Center (14).

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Table 2: Gender Distribution by Medical School

Medical School	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	5	71.4%	2	28.6%	7	100.0%
Medical College of Georgia at Augusta University	25	52.1%	23	47.9%	48	100.0%
Mercer University School of Medicine	50	47.2%	56	52.8%	106	100.0%
Morehouse School of Medicine	28	48.3%	30	51.7%	58	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	23	50.0%	23	50.0%	46	100.0%
<b>Total</b>	<b>131</b>	<b>49.4%</b>	<b>134</b>	<b>50.6%</b>	<b>265</b>	<b>100.0%</b>

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Table 3: Average Age by Medical School

Medical School	Age Grouping				Average Age*
	23-29	30-34	35-39	≥ 40	
Emory University School of Medicine	6	0	1	0	28.4
Medical College of Georgia at Augusta University	44	4	0	0	27.0
Mercer University School of Medicine	89	14	2	1	27.5
Morehouse School of Medicine	43	10	3	0	28.5
Philadelphia College of Osteopathic Medicine-Georgia	32	9	2	1	28.7
<b>Total Respondents</b>	<b>214</b>	<b>39</b>	<b>8</b>	<b>2</b>	<b>27.8</b>
<b>Total (Percentage)</b>	<b>82.0%</b>	<b>14.2%</b>	<b>3.1%</b>	<b>0.8%</b>	

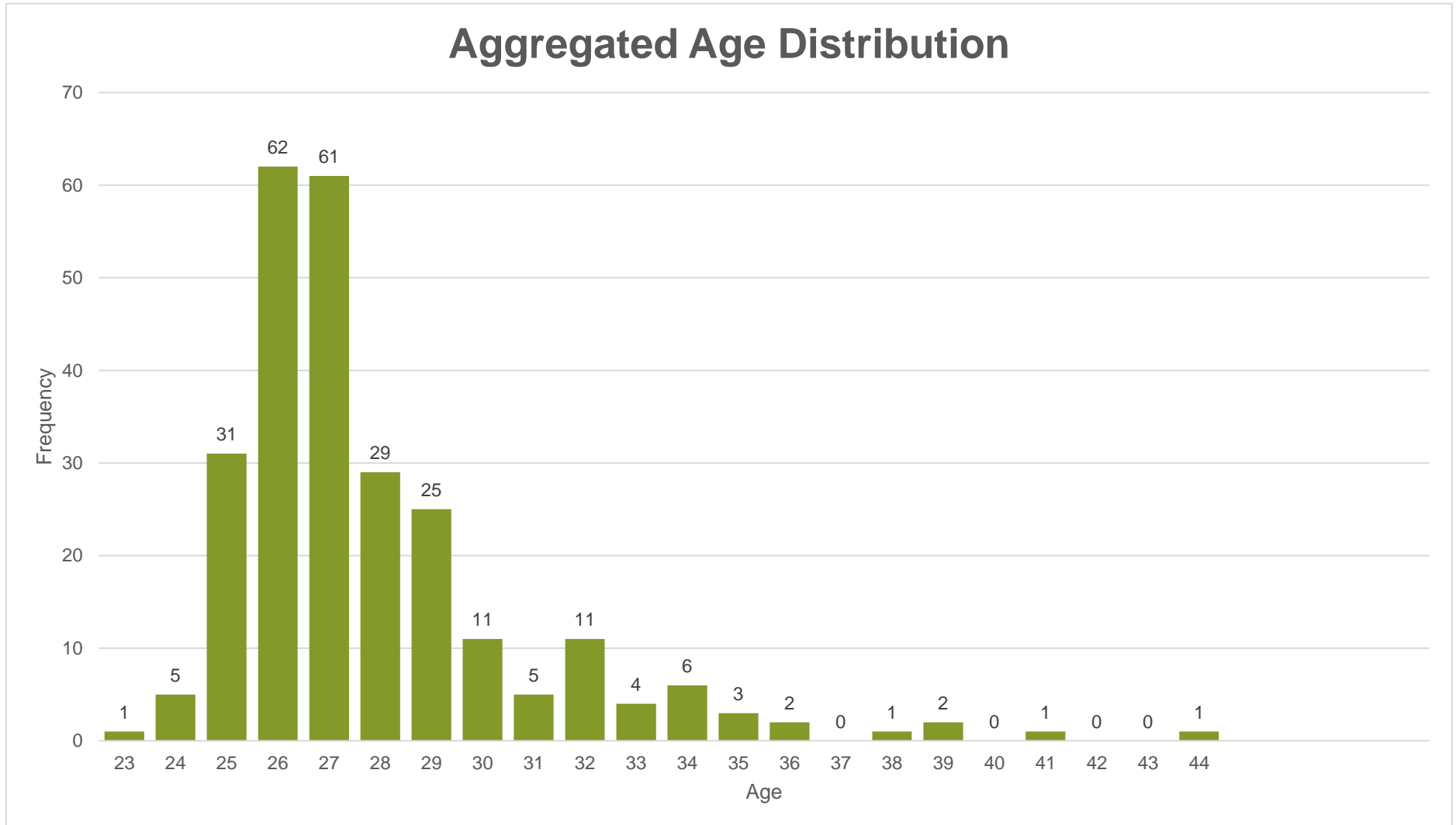
*Note: 4 respondents did not answer the age question.*

*\*Averages and total percentages are calculated from the total valid responses (263).*



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 1: Aggregated Age Distribution



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Table 4: Citizenship Status

Citizenship Status	Number	Percent
Citizen (Naturalized or Native-Born)	262	98.5%
Permanent Resident	4	1.5%
Other	0	0.0%
<b>Total</b>	<b>266</b>	<b>100.0%</b>

*Note: 1 respondent did not answer this question. Percentages are calculated from the total valid responses (266).*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

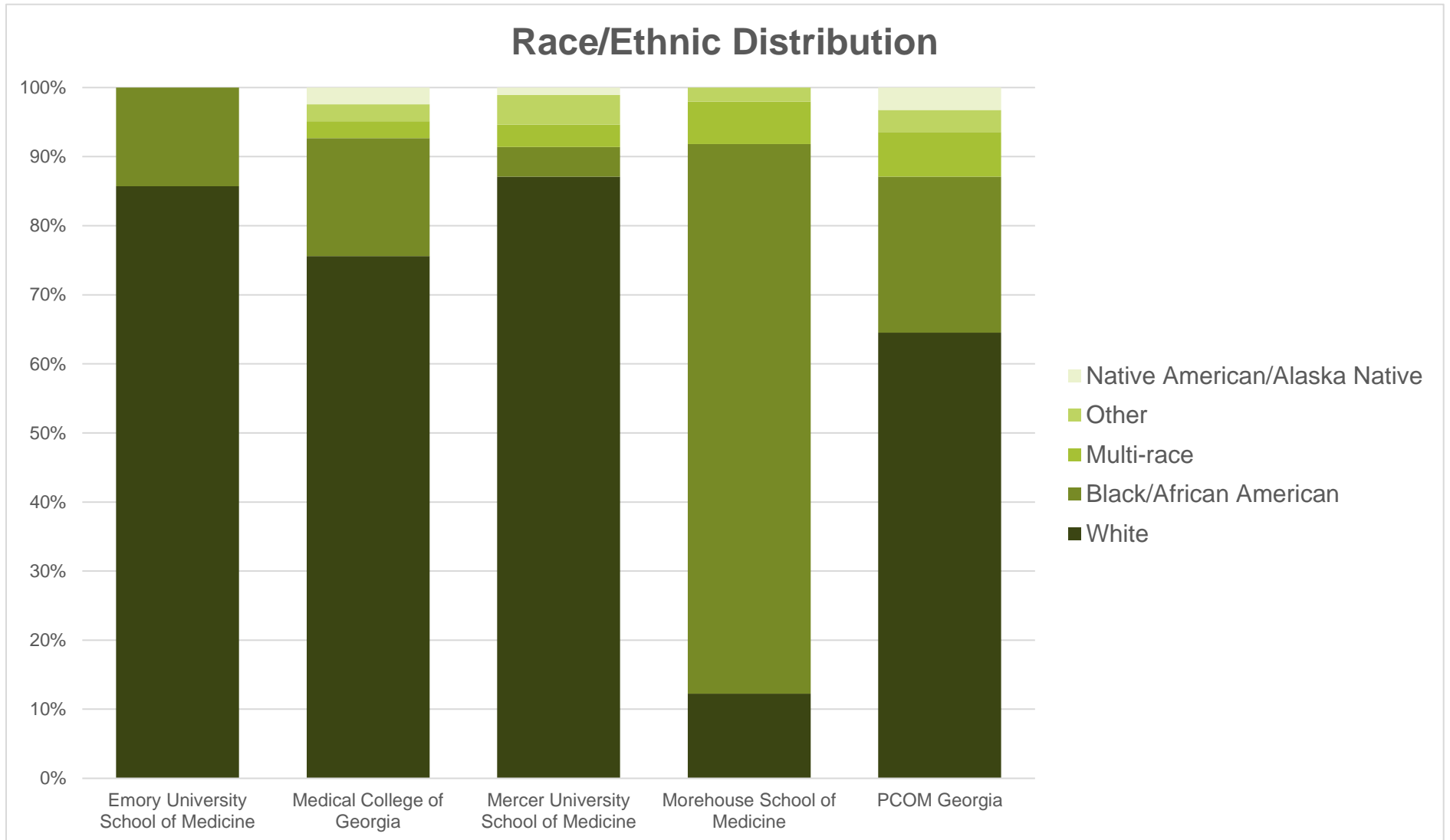
Table 5: Race/Ethnicity by Medical School

Medical School	White		Asian		Black		Multi-Race		Other		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	6	85.7%	0	0.0%	1	14.3%	0	0.0%	0	0.0%	7	100.0%
Medical College of Georgia at Augusta University	32	66.7%	7	14.6%	7	14.6%	1	2.1%	1	2.1%	48	100.0%
Mercer University School of Medicine	82	76.6%	14	13.1%	4	3.7%	3	2.8%	4	3.7%	107	100.0%
Morehouse School of Medicine	6	10.3%	9	15.5%	39	67.2%	3	5.2%	1	1.7%	58	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	21	45.7%	15	32.6%	58	15.2%	2	4.3%	1	2.2%	46	100.0%
<b>Total</b>	<b>147</b>	<b>53.3%</b>	<b>45</b>	<b>16.9%</b>	<b>76</b>	<b>21.8%</b>	<b>9</b>	<b>3.4%</b>	<b>7</b>	<b>2.6%</b>	<b>266</b>	<b>100.0%</b>

Note: 1 respondent did not answer this question. Percentages are calculated from the total valid responses (266).

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 2: Race/Ethnicity by Medical School



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Table 6: Hispanic Ethnicity by Medical School

Medical School	Are you of Hispanic origin?					
	Yes		No		Total	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	1	14.3%	6	85.7%	7	100.0%
Medical College of Georgia at Augusta University	6	12.8%	41	87.2%	47	100.0%
Mercer University School of Medicine	7	6.5%	100	93.5%	107	100.0%
Morehouse School of Medicine	5	9.3%	52	96.3%	54	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	5	10.9%	41	89.1%	46	100.0%
<b>Total</b>	<b>24</b>	<b>9.1%</b>	<b>240</b>	<b>90.9%</b>	<b>264</b>	<b>100.0%</b>

*Note: 3 respondents did not answer this question. Percentages are calculated from the total valid responses (264).*

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

Table 7: Specialty Matched to in Post Graduate Year 1

PGY-1 Specialty	Frequency	% of Total Respondents
Internal Medicine	58	23.3%
Pediatrics	21	8.4%
Family Medicine	39	15.7%
Psychiatry	14	5.6%
OB/GYN	17	6.8%
Emergency Medicine	25	10.0%
General Surgery	9	3.6%
Internal Medicine/Pediatrics	5	2.0%
Internal Medicine/Psychiatry	0	0.0%
<b>PGY-1 Primary Care/Core Total</b>	<b>188</b>	<b>75.5%</b>
Transitional/Intern/Preliminary Year	21	8.4%
Anesthesiology	14	5.6%
Neurology	6	2.4%
Orthopaedic Surgery	7	2.8%
Pathology	2	0.8%
Other Specialties	11	4.4%
<b>Non-Primary Care/Core Total</b>	<b>61</b>	<b>24.5%</b>

*Note: 18 respondents did not answer this question. Percentages are calculated from the total valid responses (249).*

Table 8: Intended Career Specialty

Practice Specialty	Frequency	% of Total Respondents
Internal Medicine	33	12.5%
Family Medicine	44	16.7%
Pediatrics	24	9.1%
Psychiatry	16	6.1%
Emergency Medicine	18	6.8%
OB/GYN	24	9.1%
General Surgery	8	3.0%
Internal Medicine/Pediatrics	3	1.1%
Internal Medicine/Psychiatry	0	0.0%
<b>Primary Care/Core Total</b>	<b>170</b>	<b>64.6%</b>
Neurology	7	2.7%
Anesthesiology	14	5.3%
Orthopaedic Surgery	9	3.4%
Cardiology	10	3.8%
Ophthalmology	2	0.8%
Radiology	8	3.0%
Pathology	2	0.8%
Other Specialties	41	15.6%
<b>Non-Primary Care/Core Total</b>	<b>93</b>	<b>35.4%</b>

*Note: 4 respondents expressed uncertainty about their intended specialty. Percentages are calculated from the total valid responses (263).*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

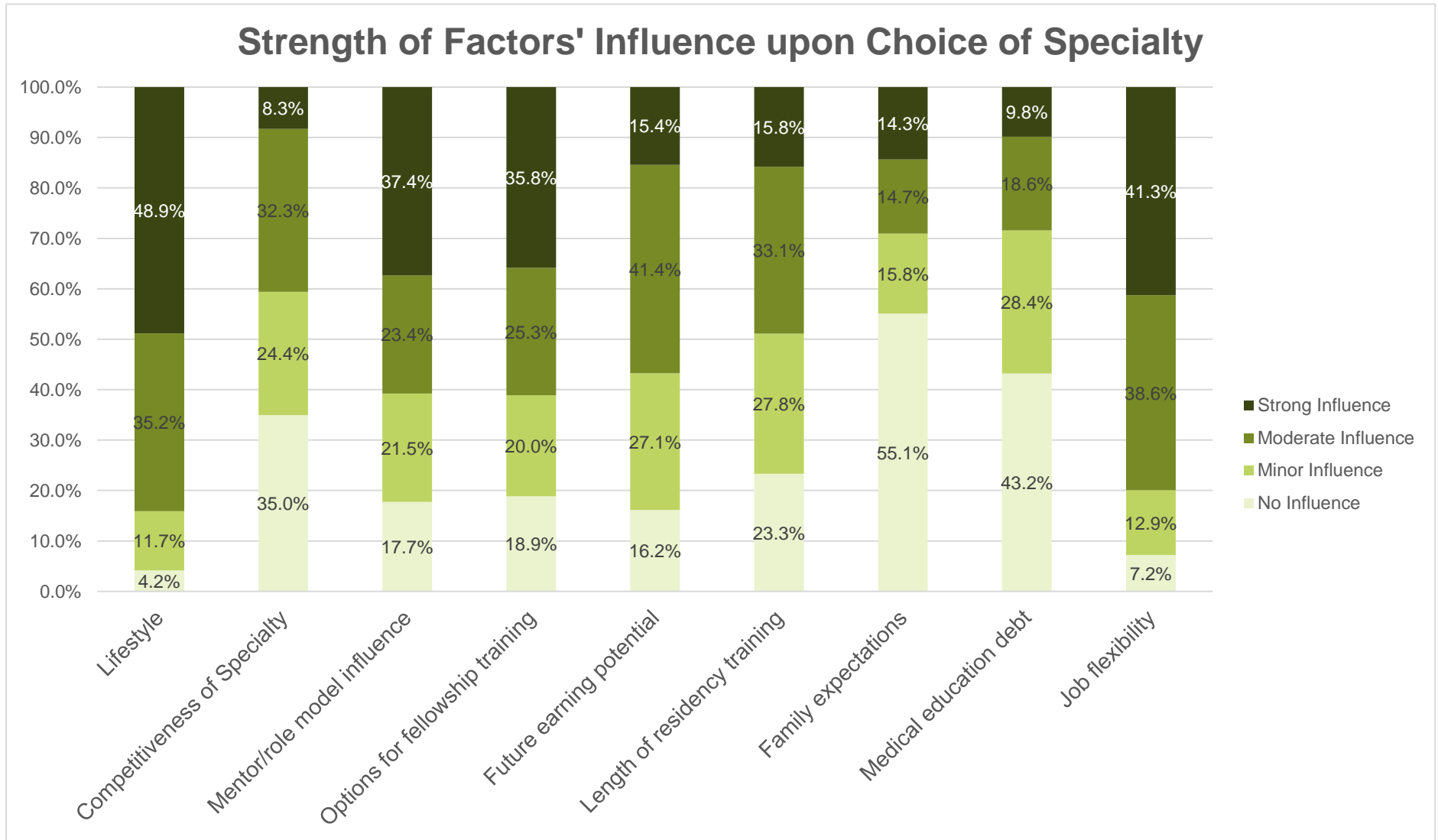
Table 9: Factors Important in Determining Specialty

Factor	Strength of Factor's Influence								Total Responses
	No Influence		Minor		Moderate		Strong		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Lifestyle	11	4.2%	31	11.7%	93	35.2%	129	48.9%	264
Competitiveness of Specialty	93	35.0%	65	24.4%	86	32.3%	22	8.3%	266
Mentor/Role Model Influence	47	17.7%	57	21.5%	62	23.4%	99	37.4%	265
Options for Fellowship Training	50	18.9%	53	20.0.6%	67	25.3%	95	35.8%	265
Future Earning Potential	43	16.2%	72	27.1%	110	41.4%	41	15.4%	266
Length of Residency Training	62	23.3%	74	27.8%	88	33.1%	42	15.8%	266
Family Expectations	146	55.1%	42	15.8%	39	14.7%	38	14.3%	265
Medical Education Debt	114	43.2%	75	28.4%	49	18.6%	26	9.8%	264
Job Flexibility	19	7.2%	34	12.9%	102	38.6%	109	41.3%	264

*Note: Percentages are calculated from the total valid responses (Total Responses column) for each factor.*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 3: Strength of Factors' Influence Upon Choice of Specialty





# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

### Other Factors Important in Determining Specialty

Thirty-four respondents answered the open-ended question citing other factors for choosing their specialty. Six factors emerged as important considerations when choosing their specialties and are described below:

- **Personal enjoyment and interest (15 respondents):** Respondents mentioned “passion,” “interest,” “enjoyment,” and “fulfilment” when stating how they felt about the content and subject matter of their specialty.
- **Other (8):** Respondents mentioned factors like opportunities for their partners, proximity to family, and lifestyle the specialty affords.
- **Colleagues, patients, and culture (3):** Respondents mentioned enjoying working with patients in the specialty and the “collective culture” of the specialty and faculty.
- **Opportunities offered by the specialty (3):** These respondents mentioned specific clinical and professional opportunities available within the specialty, such as being able to work in clinic and administration simultaneously.
- **Prior experiences (3):** These respondents mentioned a prior history or exposure to the specialty, both as a patient or as a student.
- **Making a difference for patients (2):** Two respondents mentioned “providing relief” and “increased quality of life” to patients.

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Table 10: Successfully Matched to GME Program

Medical School	Yes		No		Total	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	7	100.0%	0	0.0%	7	100.0%
Medical College of Georgia at Augusta University	47	97.9%	1	2.1%	48	100.0%
Mercer University School of Medicine	99	92.5%	8	7.5%	107	100.0%
Morehouse School of Medicine	55	93.2%	4	6.8%	59	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	43	93.5%	3	6.5%	46	100.0%
<b>Total</b>	<b>251</b>	<b>94.0%</b>	<b>16</b>	<b>6.0%</b>	<b>267</b>	<b>100.0%</b>

*Note: All respondents answered this question. Percentages are calculated from the total valid responses for each school.*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

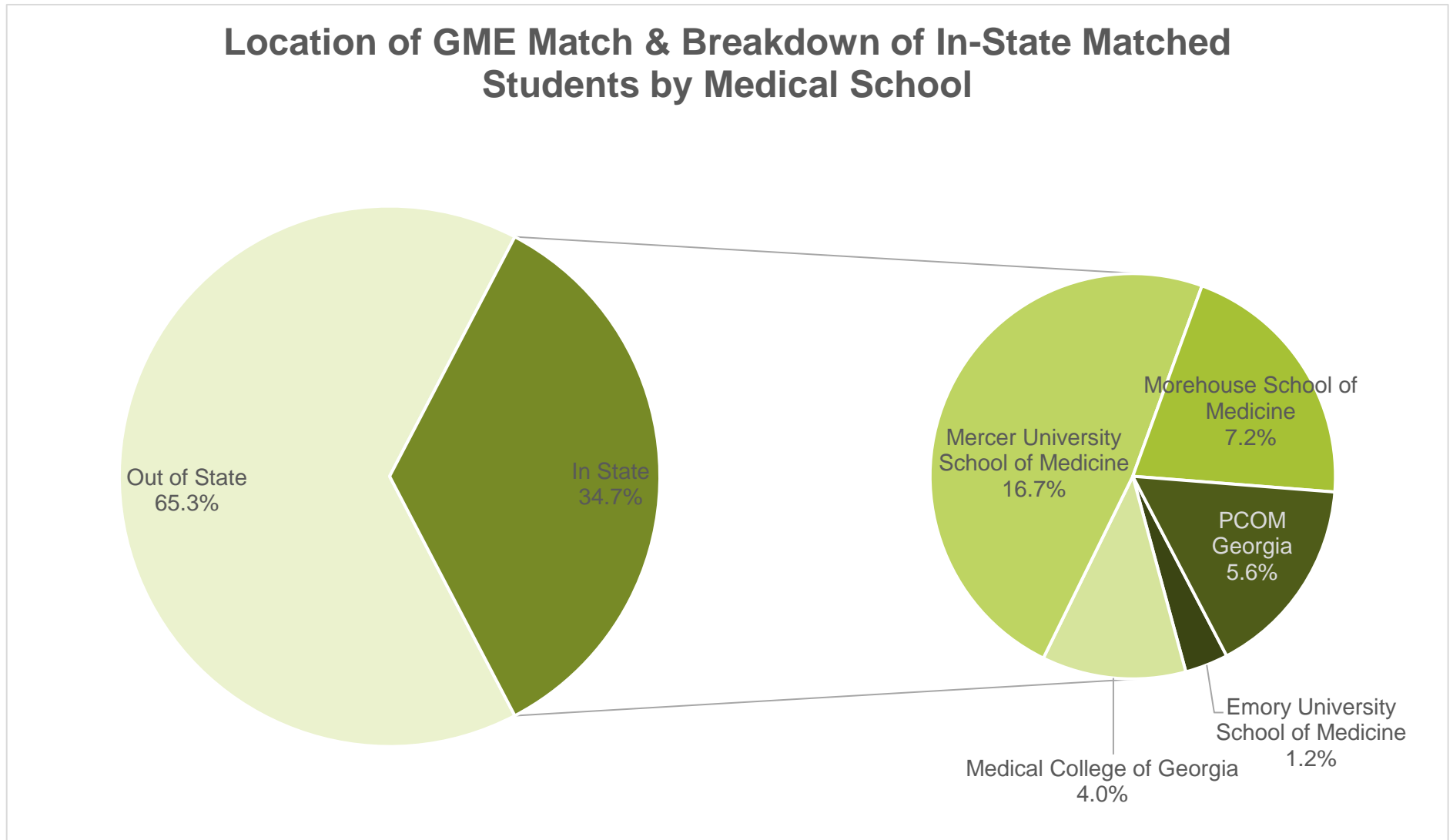
Table 11: In-State (Georgia) or Out-of-State Match

Medical School	Location of Matched Program				Total	
	Georgia		Out-of-State			
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	3	42.9%	4	57.1%	7	100.0%
Medical College of Georgia at Augusta University	10	21.3%	37	78.1%	47	100.0%
Mercer University School of Medicine	42	42.4%	57	57.6%	99	100.0%
Morehouse School of Medicine	18	37.7%	37	67.3%	55	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	14	32.6%	29	67.4%	43	100.0%
<b>Total</b>	<b>87</b>	<b>34.7%</b>	<b>164</b>	<b>65.3%</b>	<b>251</b>	<b>100.0%</b>

*Note: 16 respondents did not answer this question. Percentages are calculated from the total valid responses for each school.*

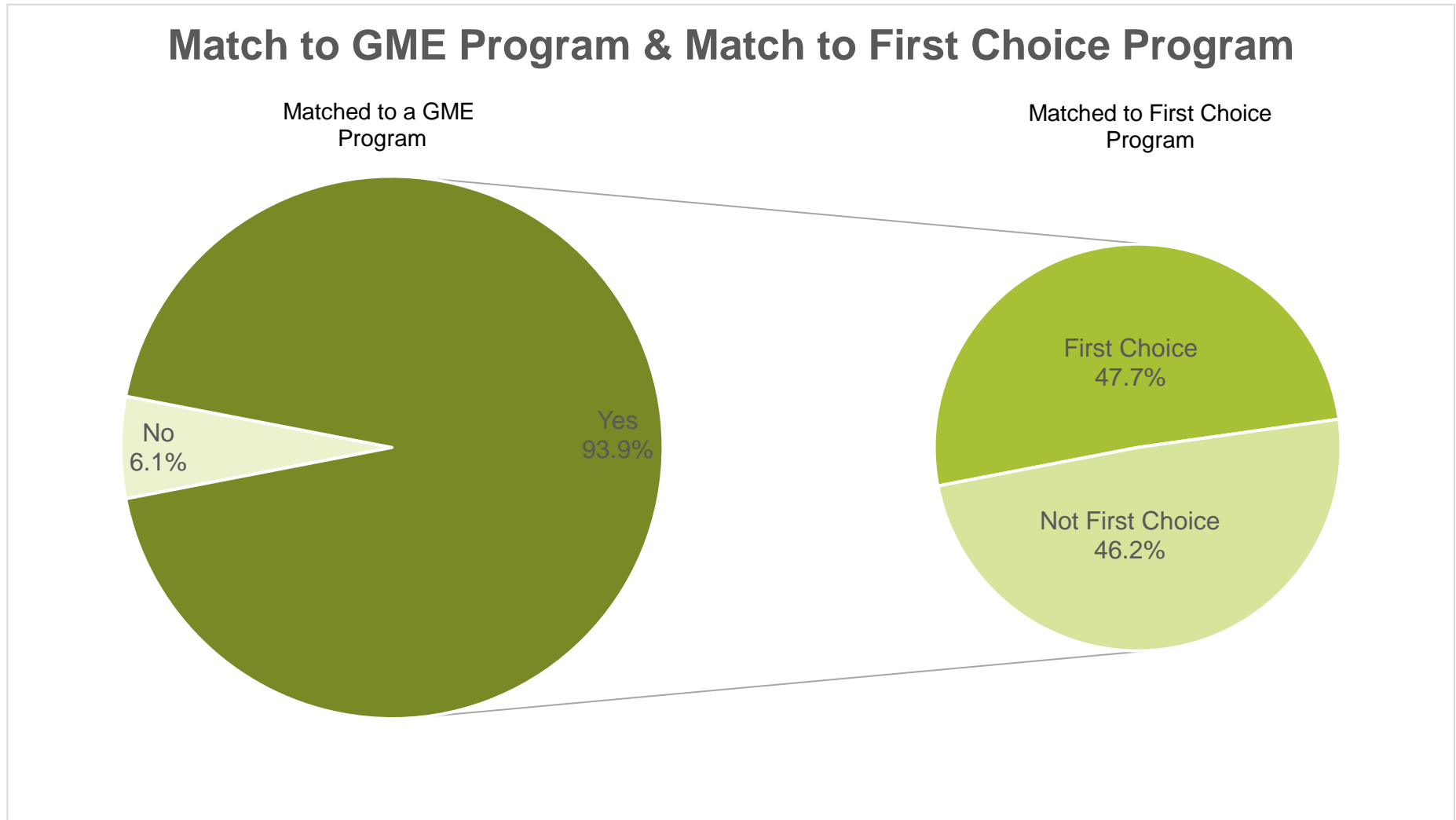
# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 4: Percentage of Total In-State Matches by Medical School



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 5: Matched to GME Program & Match to First-Choice Program



# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

Table 12: Any Georgia GME Programs in Top Three Choices

Medical School	No		Yes		Total	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	4	57.1%	3	42.9%	7	100.0%
Medical College of Georgia at Augusta University	19	39.6%	29	60.4%	48	100.0%
Mercer University School of Medicine	55	51.9%	51	48.1%	106	100.0%
Morehouse School of Medicine	28	47.5%	31	52.5%	59	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	26	57.8%	19	42.2%	45	100.0%
<b>Total</b>	<b>132</b>	<b>49.8%</b>	<b>133</b>	<b>50.2%</b>	<b>265</b>	<b>100.0%</b>

*Note: 2 respondents did not answer this question. Percentages are calculated from the total valid responses (265).*

# Georgia Board of Health Care Workforce

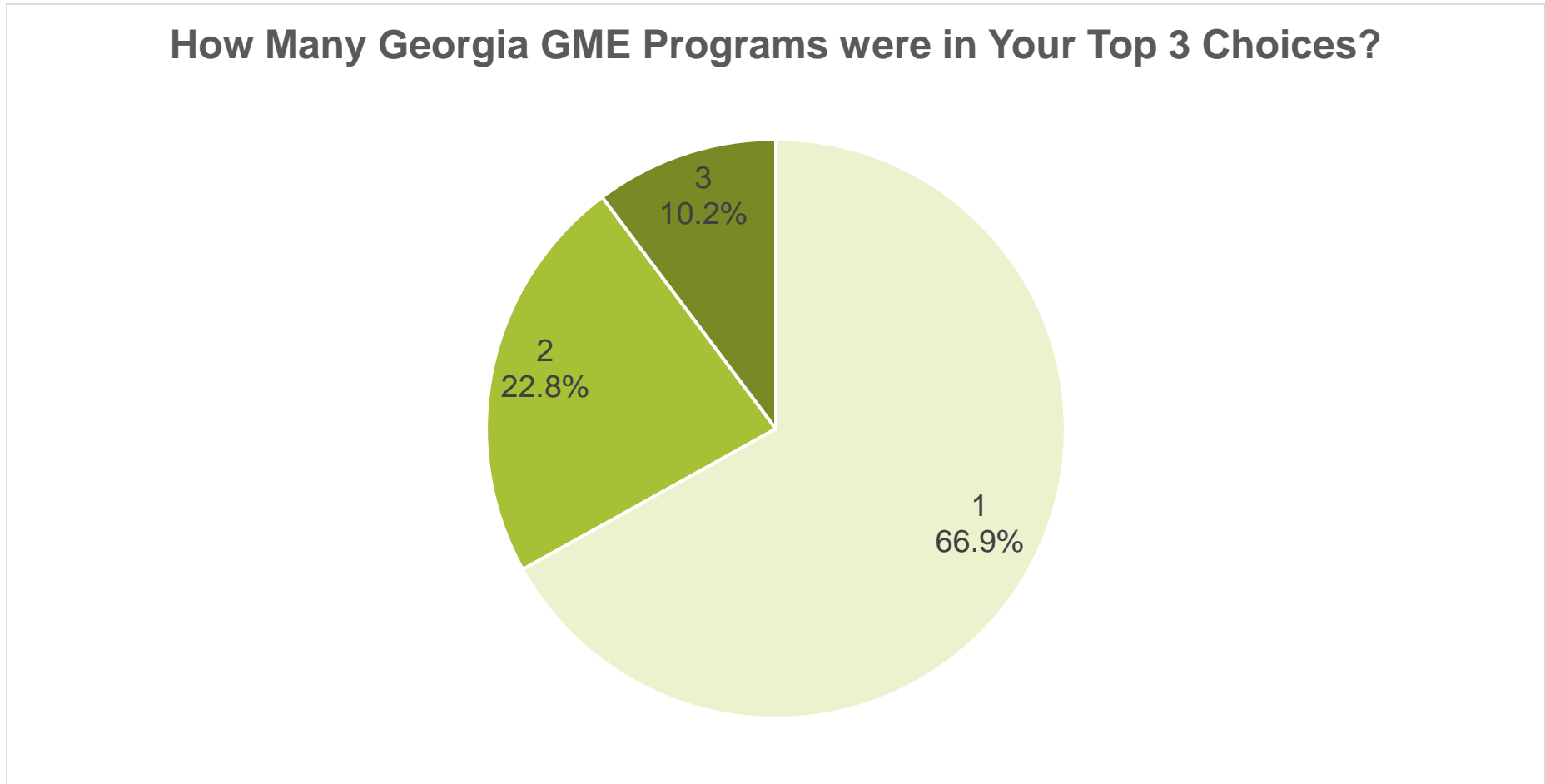
## 2023 Georgia Medical School Graduate Survey

Table 13: Number of Georgia GME Programs in Top Three Choices by Medical School

Medical School								
	One		Two		Three		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	4	100.0%	0	0.0%	0	0.0%	4	100.0%
Medical College of Georgia at Augusta University	14	77.8%	4	22.2%	0	0.0%	18	100.0%
Mercer University School of Medicine	38	73.1%	9	17.3%	5	9.6%	52	100.0%
Morehouse School of Medicine	16	57.1%	7	25.0%	3	17.9%	28	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	13	52.0%	9	36.0%	3	12.0%	25	100.0%
<b>Total</b>	<b>85</b>	<b>66.9%</b>	<b>28</b>	<b>22.8%</b>	<b>13</b>	<b>10.2%</b>	<b>127</b>	<b>100.0%</b>

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 6: Georgia GME Programs in Respondents' Top 3 Choices in Match



*Note: 132 respondents (49.4% of the total respondents) said a Georgia GME program was in their top 3 choices during the Match. The graphic above displays the percentages of the 127 respondents answering the question who had 1, 2, or 3 Georgia programs in their top 3 choices.*



# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

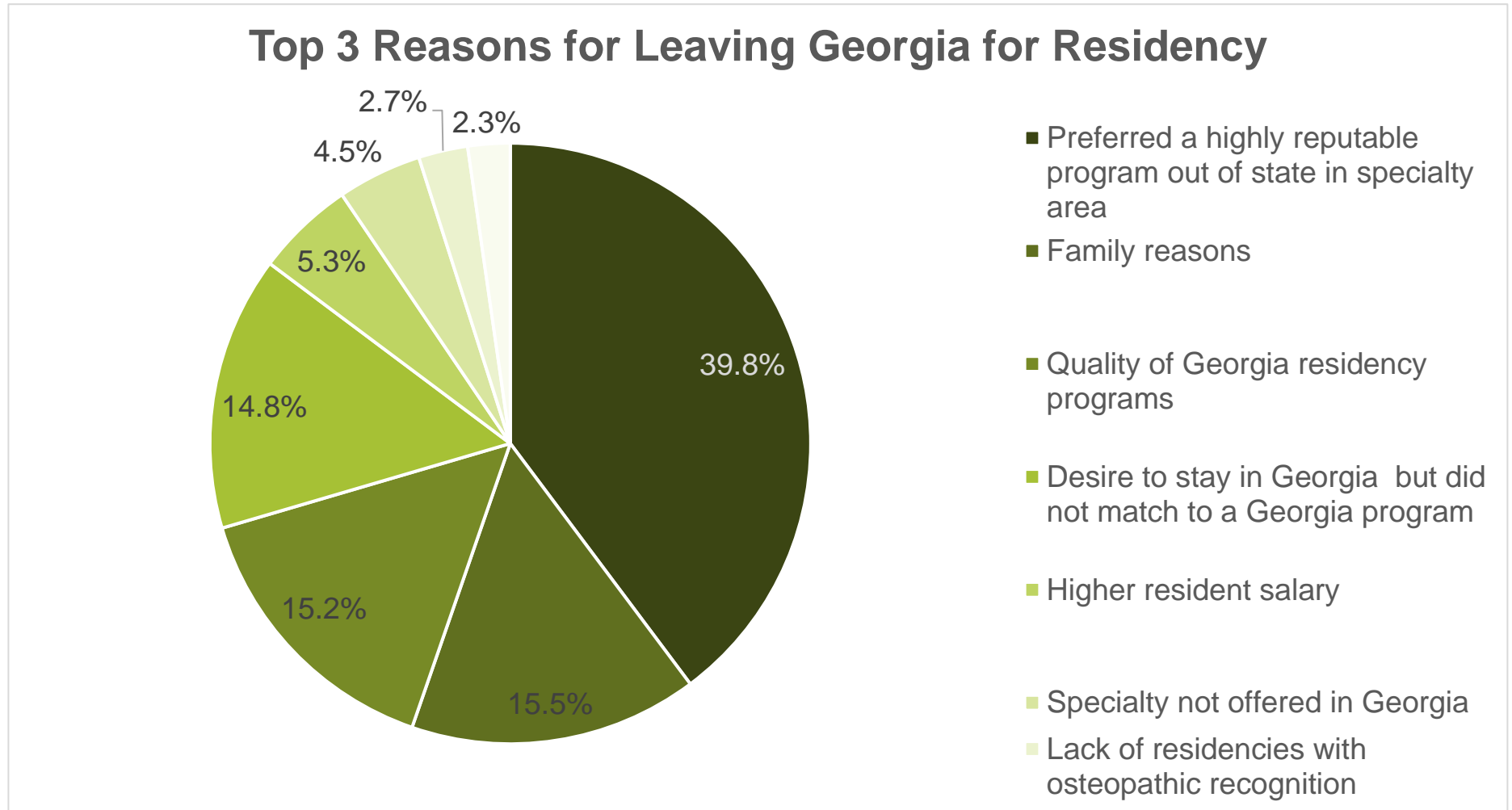
Table 14: Georgia GME Programs in Top Three Choices

Georgia GME Program	Number of Respondents	Percentage of Total Survey Respondents (267) Having this Program in their Top Three Choices
Houston Medical Center (Warner Robins)	42	15.7%
Phoebe Putney Memorial Hospital (Albany)	18	6.7%
Memorial Health University Medical Center (Savannah)	14	5.2%
WellStar Health System	13	4.9%
Emory University School of Medicine (Atlanta)	13	4.9%
Piedmont Athens Regional Medical Center (Athens)	12	4.5%
Piedmont Columbus Regional Midtown (Columbus)	11	4.1%
Redmond Regional Medical Center (Rome)	11	4.1%
Floyd Medical Center (Rome)	8	3.0%
South Georgia Medical Research (Moultrie)	4	1.5%
WellStar Kennestone Regional Medical Center (Marietta)	4	1.5%
Piedmont Macon Medical Center (Macon)	3	1.1%
AU/UGA Medical Partnership-St Mary's Healthcare (Athens)	3	1.1%
Morehouse School of Medicine (Atlanta)	2	0.7%
Coliseum Medical Center (Macon)	2	0.7%
WellStar Atlanta Medical Center (Atlanta)*	2	0.7%
Colquitt Regional Medical Centre (Moultrie)	2	0.7%
MCG AU-Memorial Satilla Health (Waycross)	2	0.7%
Gwinnett Medical Center (Lawrenceville)	2	0.7%
Navicent Health-Central Ga (Macon)	2	0.7%
Northeast Georgia Medical Center (Gainesville)	2	0.7%

*\*Note: WellStar Atlanta Medical Center has closed and its residents moved to other training sites.*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 7: Top 3 Reasons for Leaving Georgia



*Note: 90 respondents planning to stay in Georgia did not answer this question. Percentages are calculated from the total valid responses (264). Respondents could choose up to 3 reasons.*

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

### Other Factors Important to Leaving Georgia for Residency

One hundred and fifteen respondents gave an open-ended answer on other factors that influenced their choice to leave Georgia for residency. Note: some responses to this question included indicators of multiple factors.

- **Match (42 respondents):** These comments indicated a practical concern related to the matching and interview process that prohibited respondents' ability to stay in Georgia for residency training. Many respondents indicated that they would have preferred to stay in Georgia but were not selected for interviews at Georgia programs. Some also stated that their desired specialty did not have programs available in Georgia.
- **Program Factors (29):** These comments express positive aspects of an out of state program. Examples include having in-house fellowships, opportunities for medical mission trips, and feeling cared for by program staff.
- **Leave Georgia (16):** Many of these comments indicated a desire to return to Georgia after training. Some of the respondents want to have new experiences and grow outside of Georgia since they have lived in the state for their entire lives.
- **Other (12):** Four respondents wrote factors such as wanting to leave Georgia for unspecified reasons and proximity to family.
- **Political and identity issues (11):** These comments alluded to negative views of Georgia's political and social climate and laws, especially the full spectrum of practice. In addition, some wanted to be able to serve certain patient populations and experience greater diversity and inclusion.
- **Lifestyle (5):** Respondents wrote factors relating to lifestyle that influenced their decision, such as desire to live near a beach, desire to live in a certain city, lower cost of living, and traffic.

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

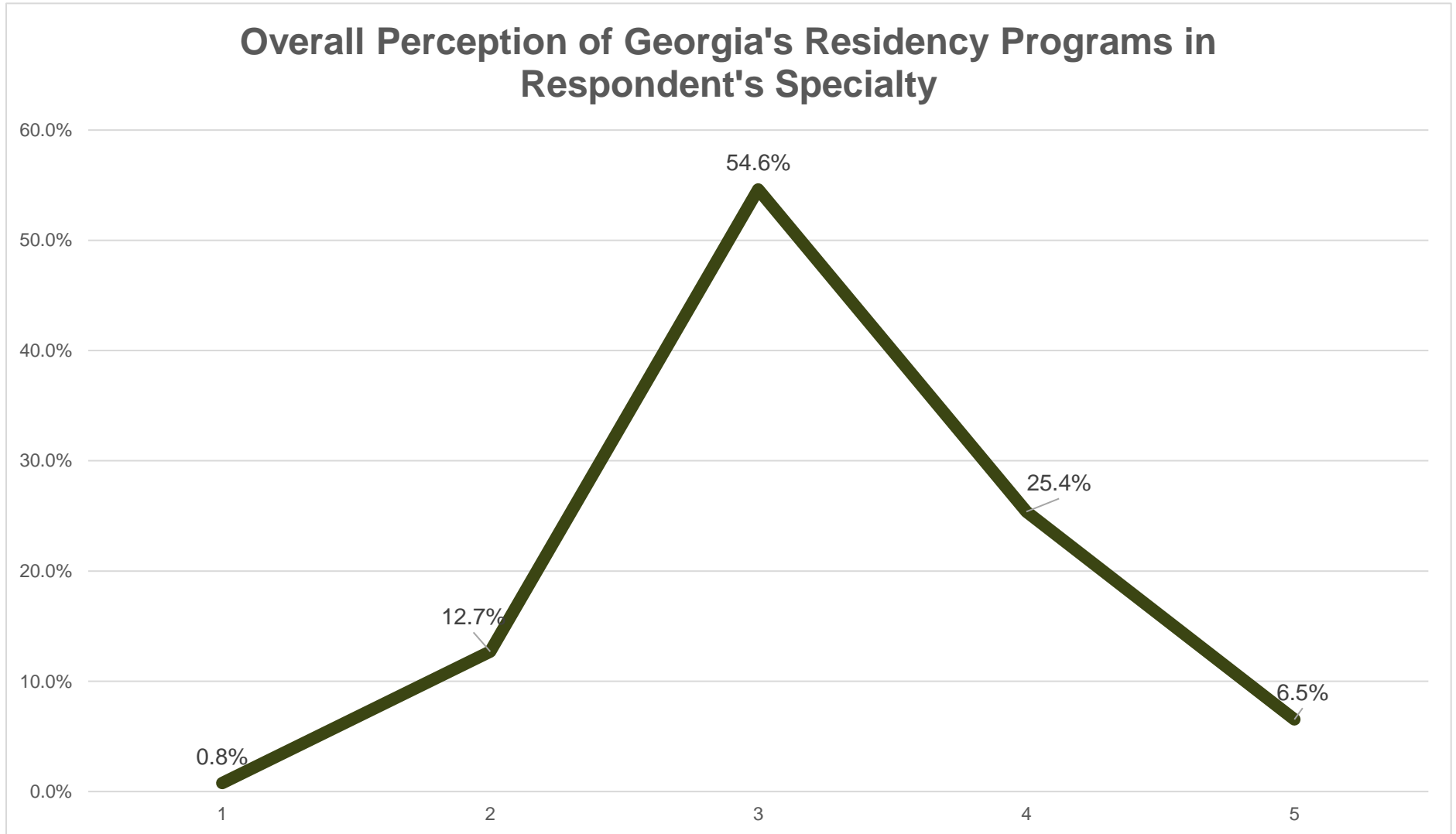
Table 15: Overall Perception of Georgia’s Residency Training Programs in Respondent’s Specialty

Rating	Description	Count	Percent
1	Georgia programs are among the lowest quality	2	0.8%
2	Many other states’ programs are better quality	33	12.7%
3	Georgia programs are about average	142	54.6%
4	Georgia programs are better than many states’ programs	66	25.4%
5	Georgia programs are among the highest quality	17	6.5%
<b>Total Responses</b>		<b>260</b>	<b>100.0%</b>

*Note: 7 respondents did not answer this question. Percentages are calculated from the total valid responses (260). The median rating is 3.2.*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 8: Overall Perception of Georgia's Residency Training Programs in Respondent's Specialty



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

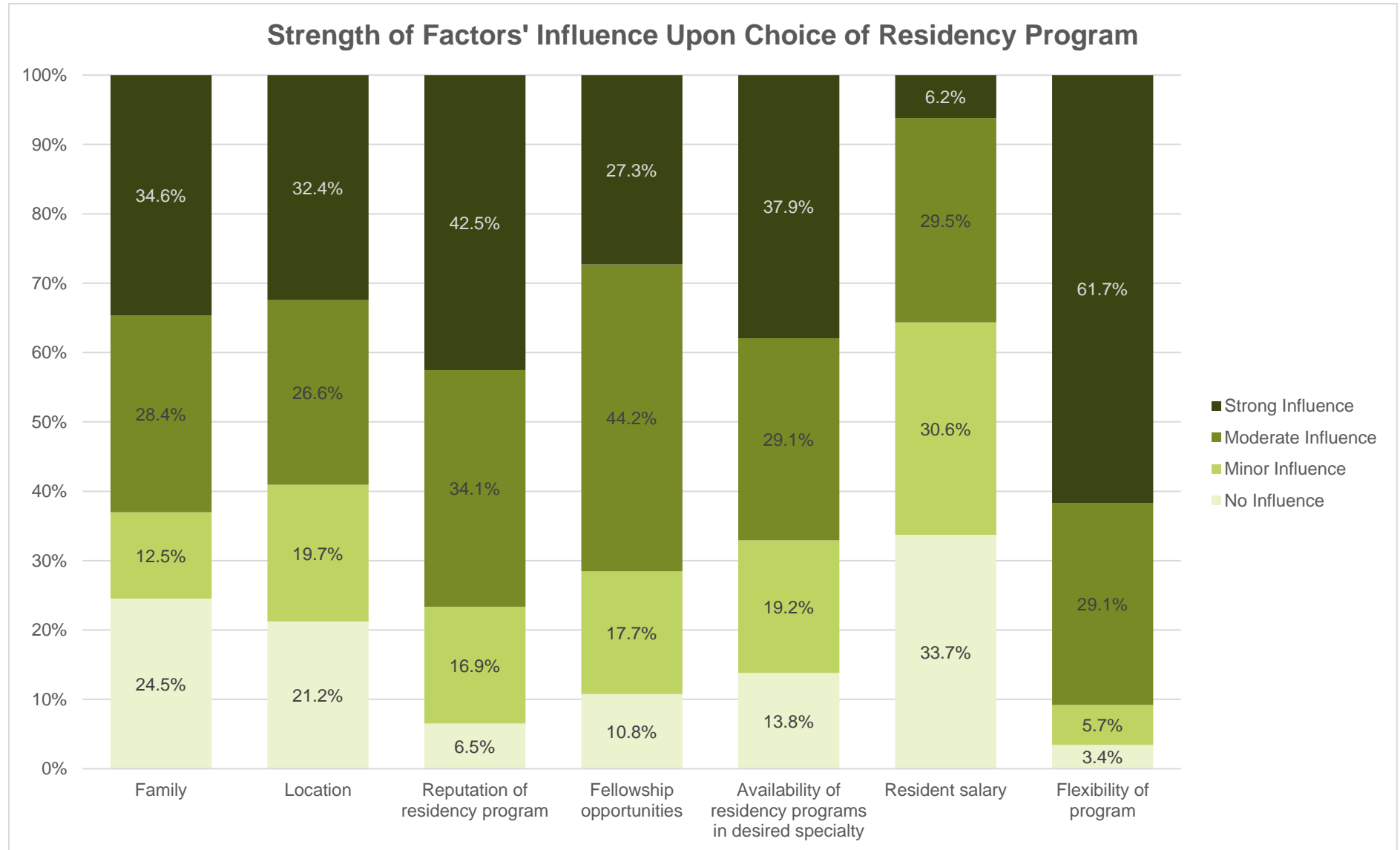
Table 16: Factors Important in Choosing Residency Program

Factor	Strength of Factor's Influence								Total Responses
	No Influence		Minor		Moderate		Strong		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Family	63	24.5%	32	12.5%	73	28.4%	89	34.6%	257
Location	55	21.7%	51	20.1%	69	27.2%	84	33.1%	254
Reputation of Residency Program	17	6.5%	44	16.9%	89	34.1%	111	42.5%	261
Fellowship Opportunities	28	10.8%	46	17.7%	115	44.2%	71	27.3%	260
Availability of Residency Positions in Desired Specialty	36	13.8%	50	19.2%	76	29.1%	99	37.9%	261
Resident Salary	87	33.7%	79	30.6%	76	29.5%	16	6.2%	258
Flexibility of Program	9	3.4%	32	12.5%	73	28.4%	89	34.6%	261

*Note: Percentages are calculated from the total valid responses (Total Responses column) for each factor.*

# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 9: Strength of Factors' Influence Upon Choice of Residency Program



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

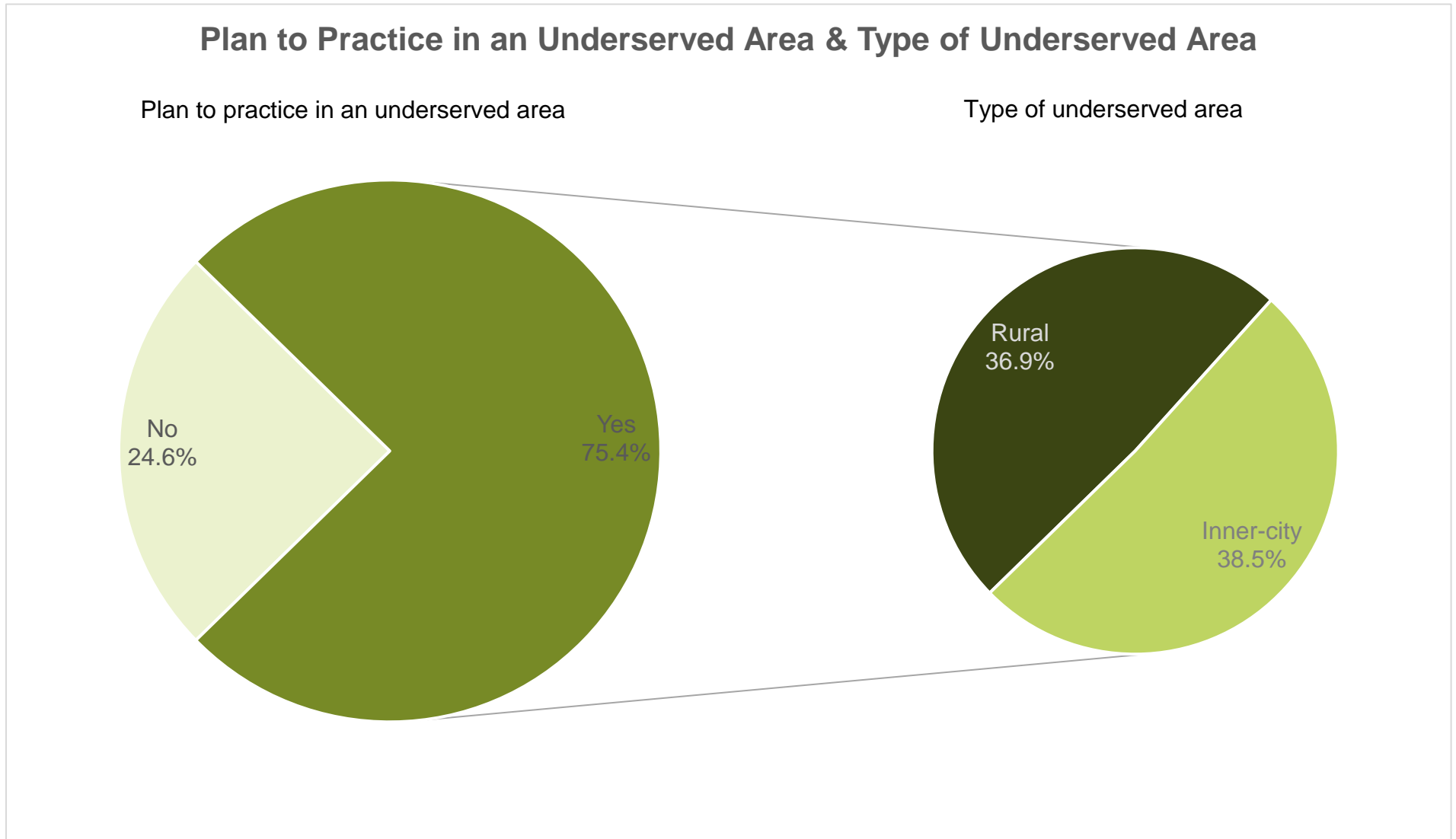
Table 17: Intent to Practice in an Underserved Area and Type of Underserved Area by Medical School

Medical School	Intend to Practice in Underserved Area & Type of Underserved Area				Total Responses
	No	Yes		Percent Intending Underserved Practice	
		Inner City	Rural		
Emory University School of Medicine	1	5	1	85.7%	7
Medical College of Georgia at Augusta University	20	16	8	54.5%	44
Mercer University School of Medicine	23	22	61	78.3%	106
Morehouse School of Medicine	5	45	9	91.5%	59
Philadelphia College of Osteopathic Medicine-Georgia	15	13	18	67.4%	46
<b>Total</b>	<b>64</b>	<b>101</b>	<b>97</b>	<b>-</b>	<b>262</b>
<b>Total (Percentage)</b>	<b>24.4%</b>	<b>38.5%</b>	<b>37.0%</b>	<b>75.6%</b>	<b>100.0%</b>



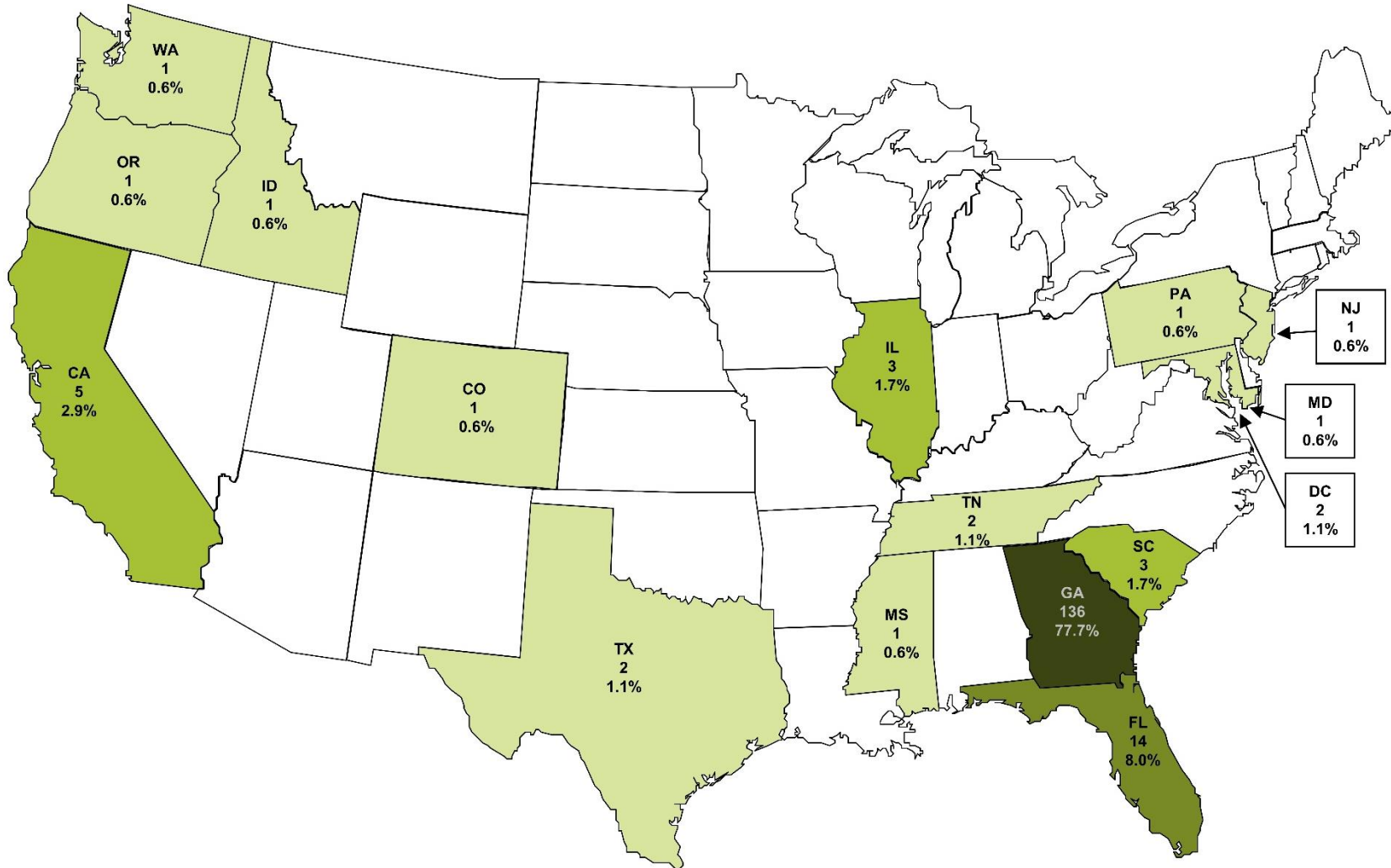
# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Figure 10: Plan to Practice in Underserved Area & Type of Underserved Area



# Georgia Board of Health Care Workforce 2023 Georgia Medical School Graduate Survey

Map: Other States Where Georgia Medical School Graduates Plan to Practice Following Residency



Note: percentages are calculated based on the total number of valid responses for this question (300).

# Georgia Board of Health Care Workforce

## 2023 Georgia Medical School Graduate Survey

---

### Acknowledgements

This report was produced under the direction of Chet Bhasin, Executive Director; Leanna Greenwood, MA, Data Team Supervisor; Augustine Agbontaen, MSIT, Data Analyst, and G.E. Alan Dever, MD PhD, Consultant. This document is provided to the Georgia Board of Health Care Workforce members on behalf of Executive Director Chet Bhasin.

#### Board Members:

Terri McFadden-Garden, M.D. - Chair  
James Barber, M.D. - Vice Chair  
William R. "Will" Kemp - Secretary/Treasurer  
Garrett Bennett, M.D.  
W. Scott Bohlke, M.D.  
Carolyn Clevenger, DNP  
Steven Gautney, MSHA  
Michael J. Groover, D.M.D.  
Lily Jung Henson, M.D.  
Indran Indrkrishnan, M.D.  
Amy Reeves, PA-C  
Antonio Rios, M.D.  
James Lofton Smith, Jr., M.D.  
Joseph L. Walker, M.D.

The Board would like to thank Georgia's medical schools for participating in the survey:

- Emory University School of Medicine
- Medical College of Georgia at Augusta University
- Mercer University School of Medicine
- Morehouse University School of Medicine
- Philadelphia College of Osteopathic Medicine-Georgia

The 2023 Georgia Medical School Graduate Survey report can be viewed and downloaded on the internet at [healthcareworkforce.georgia.gov](https://healthcareworkforce.georgia.gov). The Georgia Board of Health Care Workforce welcomes comments and suggestions for future editions of this report. Please send comments to [leanna.greenwood@dch.ga.gov](mailto:leanna.greenwood@dch.ga.gov).