GEORGIA BOARD FOR PHYSICIAN WORKFORCE DECEMBER 2012

2 PEACHTREE STREET, NW, 36th Floor, Atlanta, GA 30303 Phone (404) 232-7972 / FAX (404) 656-2596

Cherri Tucker, Executive Director, Colette Jeffery, Cheryl Culp and G.E. Alan Dever, M.D., Ph.D., contributors. www.gbpw.georgia.gov

Table of Contents
Executive Summary and Key Findings 3-4
Table 1: Specialty matched during PGY 1 year 5
Table 2: Specialty distribution declared by graduates
Table 3: When decision was made regarding specialty choice
Table 4: Factors which influenced specialty choice 8
Table 5: GME match information
Table 6: GME match information-location
Table 7: Georgia GME match information
Table 8: Georgia GME match information-number of programs 10
Table 9: Top three choices of Georgia programs
Table 10: Georgia medical school graduates that ranked GA programs in top three
Table 11: Percentage of graduates that matched to GA or out-of-state program
Table 12: Primary reason for choosing an out-of-state program
Table 13: Factors influencing selection of residency program
Table 14: Plans to practice in an underserved area
Table 15: Underserved area location
Map: Location where graduates plan to practice

Executive Summary and Key Findings

The Georgia Board for Physician Workforce (GBPW) has conducted an annual survey of graduating medical school 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. Responses are collected from each of Georgia's five medical schools. They are:

- Emory University School of Medicine
- Medical College of Georgia at Georgia Health Sciences University
- Mercer University School of Medicine
- Morehouse School of Medicine
- Philadelphia College of Osteopathic Medicine–Georgia campus

Key Findings from the 2012 Survey:

Geography:

- 52.5% intend to practice in an underserved area
- 22.1% intend to practice in a rural community
- 64.6% intend to practice in Georgia
- 16.6% intend to practice in a state contiguous to Georgia (AL, FL, NC, SC, TN)

Specialty:

- The greatest declared specialty was pediatrics with (12.2%). In 2011, it was internal medicine.
- 37.3% declared a primary care specialty (defined as family medicine, internal medicine, pediatrics and OB/GYN). This is a decrease from 2011 where 47.8% said they were going into primary care. PCOM had the highest percentages of their graduates (47.8%), say they intended to pursue a primary care specialty.
- Lifestyle, mentor/role model influence, options for fellowship training, and future earning potential were all important factors for Georgia graduates in determining specialty.

Executive Summary and Key Findings

Georgia Residency Programs:

- 20.4% matched to a Georgia graduate medical education program (GME)
- 47.8% ranked a Georgia GME program among their top three choices during the match, and of those, more than half ranked an Emory GME program. Emory had 40.3% of the PGY-1 positions in 2012/2013.
- 196 respondents indicated they ranked one or more of the 474 PGY-1 ACGME approved residency positions.
- Of those going to an out-of-state residency program, 37.3% said they preferred a highly reputable out-of-state program.
- Other reasons for choosing an out-of-state program:
 - Family reasons 26.0%
 - Desire to stay in Georgia, but did not match 15.2%
 - Quality of Georgia residency programs 8.0%
 - Specialty not offered in Georgia 5.4%
 - Lack of osteopathic residencies 3.6%
 - Military obligation 2.9%
 - Higher resident salary 1.4%
- As a percentage of their class, Morehouse respondents had the highest percentage matching to a Georgia program with 30.8%. The lowest was Philadelphia College of Osteopathic Medicine (PCOM) with 5.5%.

Practice Plans:

- Mercer had the highest percent of graduates say they intended to practice in Georgia after they completed residency training (93.2%). PCOM had the lowest percentage, with 43.6%.
- Of the graduates that plan to practice in Georgia, Mercer had the highest percentage that intend to practice in a rural area (52.2%). Emory had the lowest, with 14.3%.
- Of the graduates that plan to practice in Georgia, Morehouse had the highest percentage that intend to practice in an inner-city community (81.2%). PCOM had the lowest with 14.3%.

Table 1: Specialty matched to in PGY 1 year

	Specialty (alphabetical)	Number	Percentage			
X	Family Medicine	31	7.8			
PRIMARY CARE	Internal Medicine	96	24.0			
CA	OB/GYN	24	6.0			
Ч	Pediatrics	61	15.3			
	Anesthesiology	16	4.0			
	Cardiovascular Surgery	1	0.2			
	Emergency Medicine	38	9.5			
	Neurological Surgery	2	0.5			
	Neurology	6	1.5			
	Orthopedic Surgery	17	4.3			
$\mathbf{\tilde{s}}$	Otolaryngology	3	0.7			
SPECIALISTS	Pathology	3	0.7			
IAI	Plastic Surgery	1	0.2			
DEC	Psychiatry	13	3.3			
SI	Radiology	5	1.3			
	General Surgery	62	15.5			
	Thoracic Surgery	1	0.2			
	Urology	4	1.0			
	Other	1	0.2			
	Transitional	4	1.0			
	Preliminary Medicine	11	2.8			
	Total	400	100.0			

T	Table 2: Specialty distribution declared by graduates								
	Specialty (alphabetical)	(alphabetical)							
PRIMARY CARE	Family Medicine	32	7.8						
1 A I	Internal Medicine	48	11.7						
C €	OB/GYN	23	5.6						
PF	Pediatrics	50	12.2						
	Addiction Psychiatry	1	0.2						
	Anesthesiology	26	6.4						
	Cardiovascular Diseases	14	3.4						
	Cardiovascular Surgery	2	0.5						
	Dermatology	3	0.7						
	Emergency Medicine	46	11.2						
	Endocrinology	2	0.5						
	Forensic Pathology	1	0.2						
	Gastroenterology	2	0.5						
	General Surgery	23	5.6						
	Infectious Disease	3	0.7						
	Neonatal-Perinatal Medicine	2	0.5						
7	Neurological Surgery	3	0.7						
E	Neurology	10	2.4						
SPECIALISTS	Hematology/Oncology	4	1.0						
IA	Ophthalmology	11	2.7						
EC.	Orthopedic Surgery	22	5.4						
SPI	Otolaryngology	5	1.2						
•1	Pathology	3	0.7						
	Pediatric Hematology/Oncology	2	0.5						
	Pediatric Neurology	1	0.2						
	Pediatric Surgery	3	0.7						
	Physical Medicine & Rehabilitation	3	0.7						
	Plastic Surgery	1	0.2						
	Psychiatry	14	3.4						
	Pulmonary Diseases	2	0.5						
	Radiology	18	4.4						
	Thoracic Surgery	2	0.5						
	Urology	6	1.5						
	Unsure	21	5.1						
	Total	409	100.0						

Table 3: When did you make the decision about what specialty to pursue?

Time Frame	Number	Percentage			
1 st year of medical school	32	7.6			
2 nd year of medical school	30	7.1			
3 rd year of medical school	213	50.7			
4 th year of medical school	61	14.5			
During/after college	43	10.2			
Not certain	11	2.6			
Prior to entering college	30	7.1			
Total	420	100.0			

• Over one-half of the medical school graduates chose their specialty during the third year of medical school. This has been consistent since 2008 (the first year the survey was conducted).

Table 4: Factors which influenced specialty choice:

	Lifestyle (%)	Competitiveness of specialty (%)	Mentor/role model influence (%)	Options for fellowship training (%)	Future earning potential (%)	Length of residency training (%)	Family expectations (%)	Medical education debt (%)
Minor to No Influence	20.7	52.3	27.8	34.7	38.2	54.8	62.2	62.5
Moderate to Strong Influence	79.3	47.7	72.2	65.3	61.8	45.2	37.8	37.5

• Medical education debt had the highest rate of graduates say it had a minor or no influence on specialty choice (62|5%).

• Lifestyle was the strongest influence chosen when rating specialty choice. 79.3% said it had a moderate to strong influence on specialty choice, followed by options for fellowship training (65.3%).

• The majority of graduates said that medical education debt (62.5%) and family expectations (62.2%) had minor to no influence on specialty choice.

Table 5: Did you match with a GME Program?

	Number	Percentage
Yes	377	92.2
No	32	7.8
Total	409	100.0

Table 6: If yes, did you match to ...

	Number	Percentage
Georgia Program	72	20.4
Out-of-State	281	79.6
Total	353	100.0

Table 7: Were any Georgia GME programs among your top three choices during the match?

	Number	Percentage
Yes	196	47.8
No	214	54.3
Total	407	100.0

Table 8: If yes, how many Georgia GME programs were among your top three choices during the match?

	Number	Percentage
1	163	83.2
2	24	12.2
3	9	4.6
Total	196	100.0

- 47.8% of Georgia's medical school graduates ranked a Georgia GME Program in the National Resident Matching Program, up from 42.1% in 2011.
- 196 respondents indicated they ranked a Georgia program among their top three choices during the match.
 - ♦ In 2012/2013, there were 474 PGY-1 approved residency positions in Georgia and 473 of these positions were filled.

Table 9: Which programs were among your top three choices?

Georgia GME Programs	Number	Percent
Emory University	115	50.4
Medical College of Georgia	54	23.7
Medical Center of Central Georgia	18	7.9
Memorial Health University Medical Center	11	4.8
Floyd Medical Center	8	3.5
Atlanta Medical Center	8	3.5
Phoebe Putney Memorial Hospital	6	2.6
Morehouse School of Medicine	5	2.2
Satilla Regional Medical Center	2	0.9
The Medical Center, Inc.	1	0.4
Total	228	100.0

• Emory University has over one-half (51.9%) of the GME slots in Georgia.

Table 10: Georgia medical school graduates who ranked Georgia residency programs by their top three choices, by number and percent

	Georgia Graduate Medical Education Program																									
	AMC		AMC		AMC		En	nory	Flo	oyd	M	CG	M	SM	MC	CCG	T	МС	MHU	JMC	Pho	ebe	Sati	illa	То	tal
Medical School	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%	#	%				
Emory	0	0.0	53	98.1	0	0.0	0	0.0	1	1.9	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	54	100.0				
MCG	3	4.0	25	33.3	1	1.3	33	44.0	1	1.3	5	6.7	0	0.0	3	4.0	2	2.7	2	2.7	75	100.0				
Mercer	3	7.7	16	41.0	2	5.1	8	20.5	0	0.0	7	18.0	0	0.0	3	7.7	0	0.0	0	0.0.	39	100.0				
MSM	1	3.1	17	53.1	1	3.1	3	9.4	2	6.3	4	12.5	0	0.0	0	0.0	4	12.5	0	0.0	32	100.0				
РСОМ	1	3.6	4	14.3	4	14.3	10	35.7	1	3.6	2	7.1	1	3.6	5	17.8	0	0.0	0	0.0	28	100.0				
Total	8	3.5	115	50.5	8	3.5	54	23.7	5	2.2	18	7.9	1	0.4	11	4.8	6	2.6	2	0.9	228	100.0				

• Of the Georgia medical students that ranked a Georgia GME program among their top three choices, 50.5% ranked Emory in their top three.

• 98.1% of Emory Medical School graduates ranked an Emory GME program among their top three choices.

Table 11: Percent of graduates that matched to a Georgia or out-of-state program

Georgia Medical School	GA Program (%)	Out-of-State Program (%)
Emory University School of Medicine	26.2	73.8
Medical College of Georgia	19.5	80.5
Mercer University School of Medicine	23.2	76.8
Morehouse School of Medicine	30.8	69.2
Philadelphia College of Osteopathic Medicine (GA Campus)	5.5	94.5

Table 12: If you are going out-of-state for residency training, what is your primary reason for leaving?

Reason for Leaving	Number	Percent
Preferred a highly reputable program	103	37.3
Family reasons	72	26.0
Desire to stay in Georgia, but did not match	42	15.2
Quality of Georgia residency programs	22	8.0
Specialty not offered in Georgia	15	5.4
Lack of osteopathic residencies	10	3.6
Military obligation	8	2.9
Higher resident salary	4	1.4
Total	276	100.0

- The most common reason for choosing an out-of-state residency program was that graduates preferred a highly reputable program, followed by family reasons.
- Resident salary was the least common reason when choosing a residency site out-of-state.

Table 13: What factors had the most influence in the selection of your residency program?

	Family (%)	Location (%)	Reputation of residency program (%)	Availability of residence positions in desired specialty (%)	Resident salary (%)
Minor to No Influence	27.5	8.2	11.4	33.5	73.7
Moderate to Strong Influence	72.5	91.8	88.6	66.5	26.3

- Respondents had the opportunity to write in other factors that influenced their choice of a residency program that were not listed. Interactions with residents and faculty was the most common, followed by research opportunities and cost of living.
- Resident salary had the least influence in selection of a residency program. 73.7% said salary had little to no influence on their selection of program.
- Location of the residency program was the greatest influence. 91.8% said location of the residency program had a moderate to strong influence.
- Reputation of the residency program was also a great influence in selecting a residency program, with 88.6% saying it had a moderate to strong influence.

Table 14: Do you plan to locate your practice in a underserved area?

	Number	Percent
Yes	211	52.5
No	191	47.5
Total	402	100.0

Table 15: If yes, indicate the location:

	Number	Percent
Inner-City Community	122	57.8
Rural Community	89	42.2
Total	211	100.0

