

Georgia Graduate Medical Education Exit Survey Report

Based on responses to the 2019 GME Exit Survey and
Off-Cycle Responses to the 2018 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 17th 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 2019, 691 Georgia GME graduates completed the GME Exit Survey. Surveys were sent to each of the residency programs for distribution to their graduates. Once the surveys were completed, each of the residency programs collected them and returned the surveys to GBHCW via physical mail or email.

The response rates for each question varies, and is reported as the “total” for each question. All Georgia GME programs participated in the survey, and are as follows:

- Colquitt Regional Hospital-Moultrie
- Emory University School of Medicine-Atlanta
- Floyd Medical Center-Rome
- Gwinnett Medical Center-Lawrenceville
- 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
- Phoebe Putney Memorial Hospital-Albany
- Piedmont Athens Regional Medical Center-Athens
- Piedmont Midtown Medical Center-Columbus
- Redmond Regional Medical Center-Rome
- St. Mary’s Hospital-Athens
- WellStar Atlanta Medical Center-Atlanta
- WellStar Kennestone Hospital-Marietta

Executive Summary

Demographics

- 52.8% of respondents are male; 47.2% are female. This is an increase from the female representation of the GME graduate respondents in 2018, when 46.9% identified as female.
- Women make up more than 50% of respondents in the primary care/core specialties of OB/GYN (95.2%), General Surgery (71.4%), Pediatrics (55.1%), and Family Medicine (55.0%).
- 70.4% of respondents are native-born U.S. citizens, up from 67.5% in 2018.
- 56.7% of respondents identified as White and 26.4% as Asian or Pacific Islander, which are increases from 51.4% and 23.7%, respectively, in 2018. The percentage of respondents identifying as Black has decreased from 14.3% in 2018 to 11.6% this year.
- The percentage of respondents identifying as Hispanic has increased from last year, a change from 4.8% in 2018 to 6.2% this year.
- Racial minorities (including Black, Asian or Pacific Islander, Native American or Alaska Native, Mixed Race, and “Other”) make up more than 50% of respondents only in the Internal Medicine/Primary Care specialty. The primary care/core specialty with the highest percentage of respondents identifying as White is Emergency Medicine.

Geography

- 25.9% of respondents graduated from a high school in Georgia, the same as in 2018.
- 51.8% of respondents going into patient care/clinical practice intend to stay in Georgia, a slight increase from 50% in 2018.

Medical School

- The percentage of respondents with an allopathic medical degree has declined since last year. In 2018, the percentage of allopathic degree holders was 92.8%, compared to 90.4% this year.
- The percentages of respondents attending medical school in Georgia, other U.S. states, and outside of the U.S. is very similar to the percentages reported last year. This year, 23.1% of respondents reported attending a Georgia medical school.

Debt and Salary

- 46.1% of respondents reported having educational debt over \$200,000, which is a large decrease from the 63.6% reporting last year.
- 30.3% of respondents reported having no educational debt.
- 31.1% of respondents anticipate a starting salary of \$200,000 a year or less, compared with 35.3% last year.

Retention

- The primary care/core specialty with the highest percentage of respondents planning to stay in Georgia after the current year is Family Medicine (67.8%). The primary care/core specialty with the lowest percentage planning to stay in Georgia after the current year is General Surgery (9.5%).
- 63% of respondents who lived in Georgia during high school plan to stay in Georgia after graduation from GME.
- 60.2% of respondents who graduated from medical school in Georgia plan to stay in Georgia after graduation from GME.
- The most-selected reasons for leaving Georgia after GME are proximity to family (25.4% selected); additional training or fellowship (24.9% selected); and better jobs in a desired location (15.5% selected).

Practice Opportunities

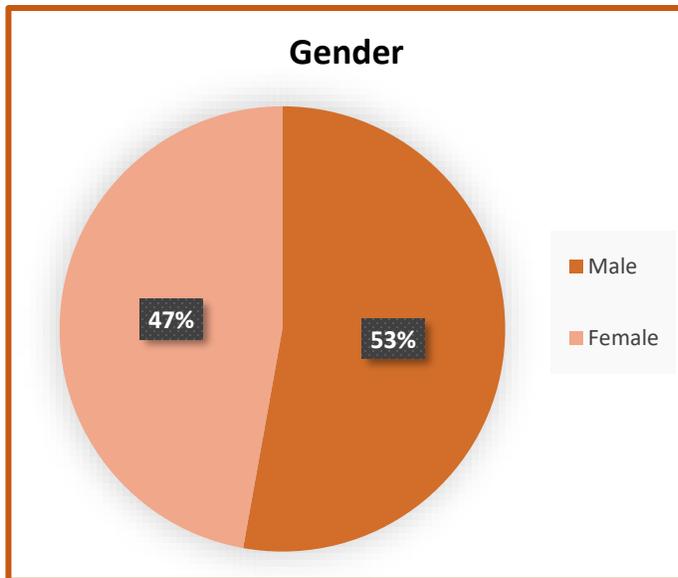
- The mean average response to the question “What is your overall assessment of practice opportunities in your specialty within 50 miles of the site where you trained?” is 3.4, on a scale where 1 is very few and 5 is very many jobs. This is higher than last year’s rating of 2.4.
- The mean average response to the question “What is your overall assessment of practice opportunities in your specialty nationally?” is 4.2, on a scale where 1 is very few and 5 is very many jobs. This is lower than last year’s rating of 4.4.

Satisfaction with Training

- The mean average response to the statement “Overall, I am satisfied with the training I received” was 4.5 on a scale where 1 is very dissatisfied and 5 is very satisfied.
- The mean average response to the agreement with the statement “I would choose to train at the same site again,” was 4.4 on a scale where 1 is strongly disagree and 5 is strongly agree.

Demographic Analysis

Gender

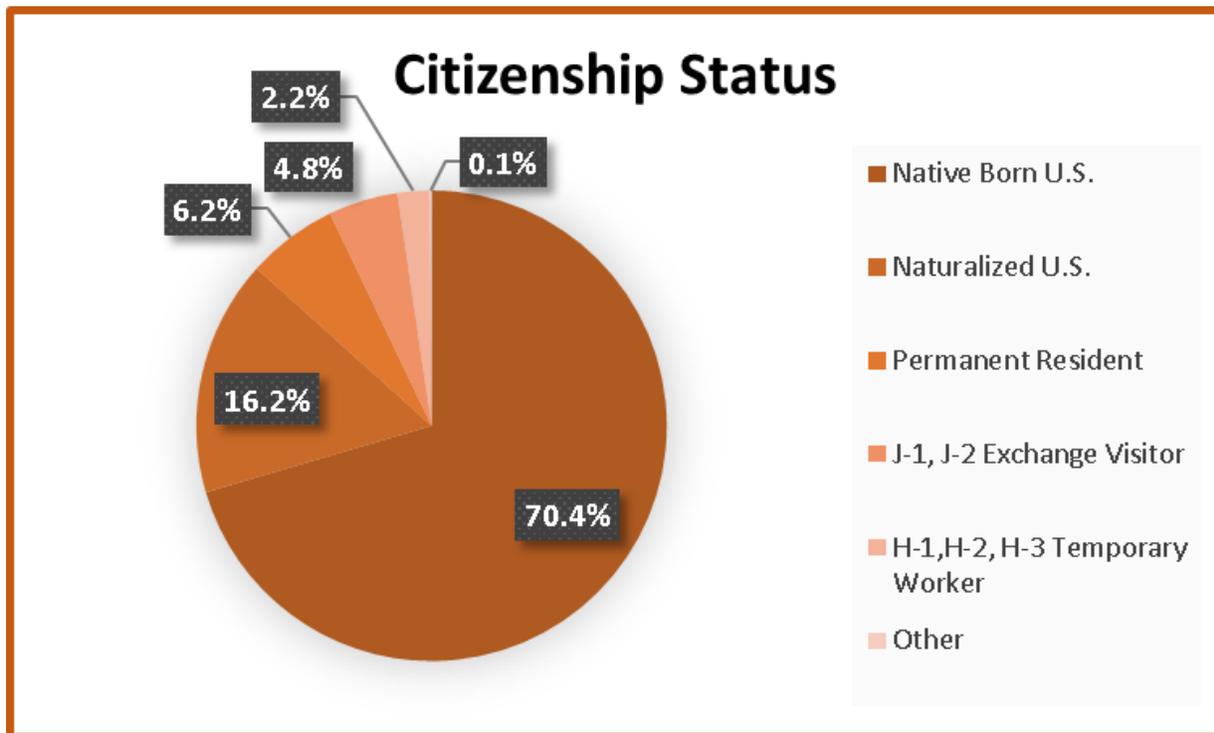


Gender	Frequency	Percent
Male	365	52.8%
Female	326	47.2%
Total	691	100.0%

Specialty Completing in 2019	Female		Male		Total
	Frequency	Percent	Frequency	Percent	
OB/GYN	20	95.2%	1	4.8%	21
General Surgery	15	71.4%	6	28.6%	21
Pediatrics	27	55.1%	22	44.9%	49
Family Medicine	33	55.0%	27	45.0%	60
Internal Medicine/Primary Care	73	49.0%	76	51.0%	149
Emergency Medicine	10	40.0%	15	60.0%	25
Psychiatry	5	33.3%	10	66.7%	15
All Other Specialties	143	40.7%	208	59.3%	351
Total	326	47.2%	365	52.8%	691

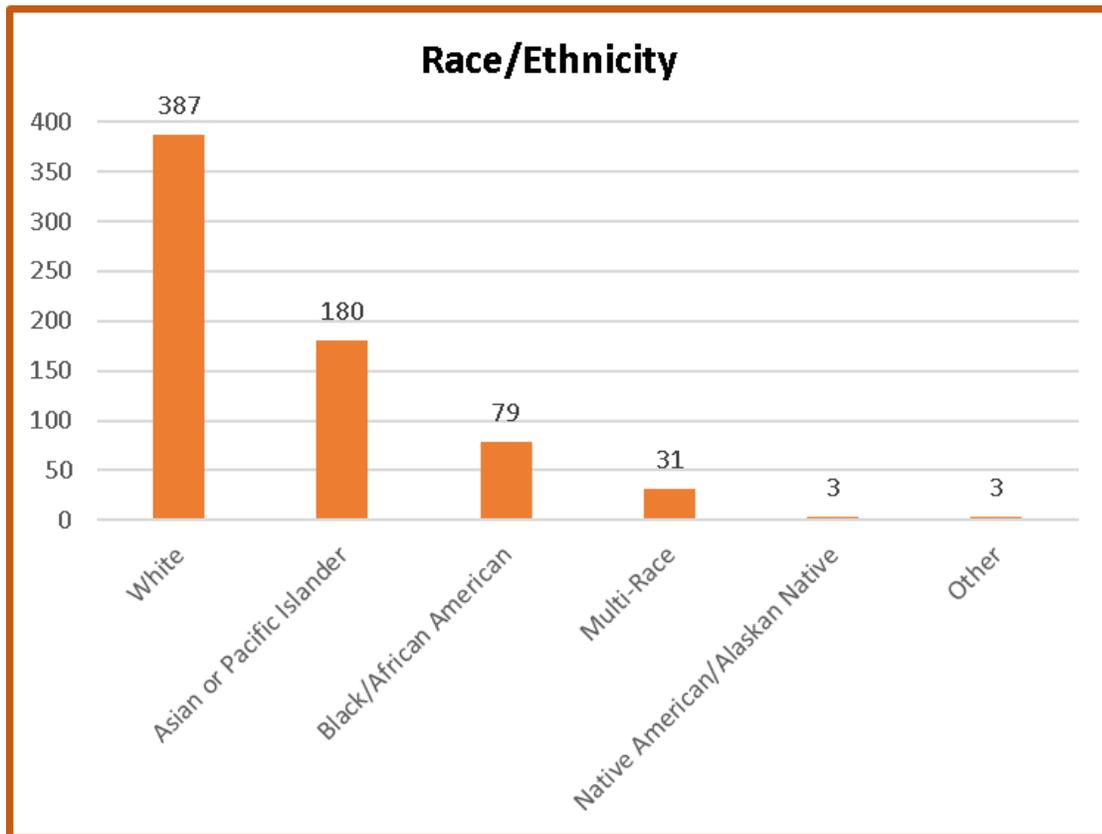
Citizenship Status

Citizenship Status	Frequency	Percent
Native Born U.S.	486	70.4%
Naturalized U.S.	112	16.2%
Permanent Resident	43	6.2%
J-1, J-2 Exchange Visitor	33	4.8%
H-1,H-2, H-3 Temporary Worker	15	2.2%
Other	1	0.1%
Total	690	100.0%



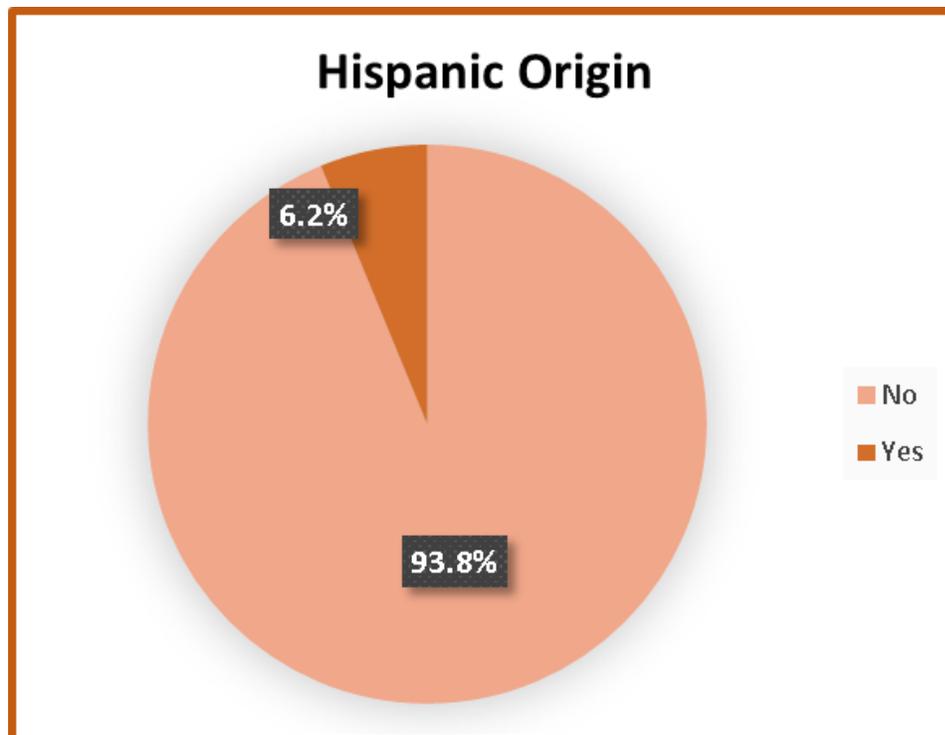
Race & Ethnicity

Race/Ethnicity	Frequency	Percent
White	387	56.7%
Asian or Pacific Islander	180	26.4%
Black/African American	79	11.6%
Multi-Race	31	4.5%
Native American/Alaskan Native	3	0.4%
Other	3	0.4%
Total	683	100.0%



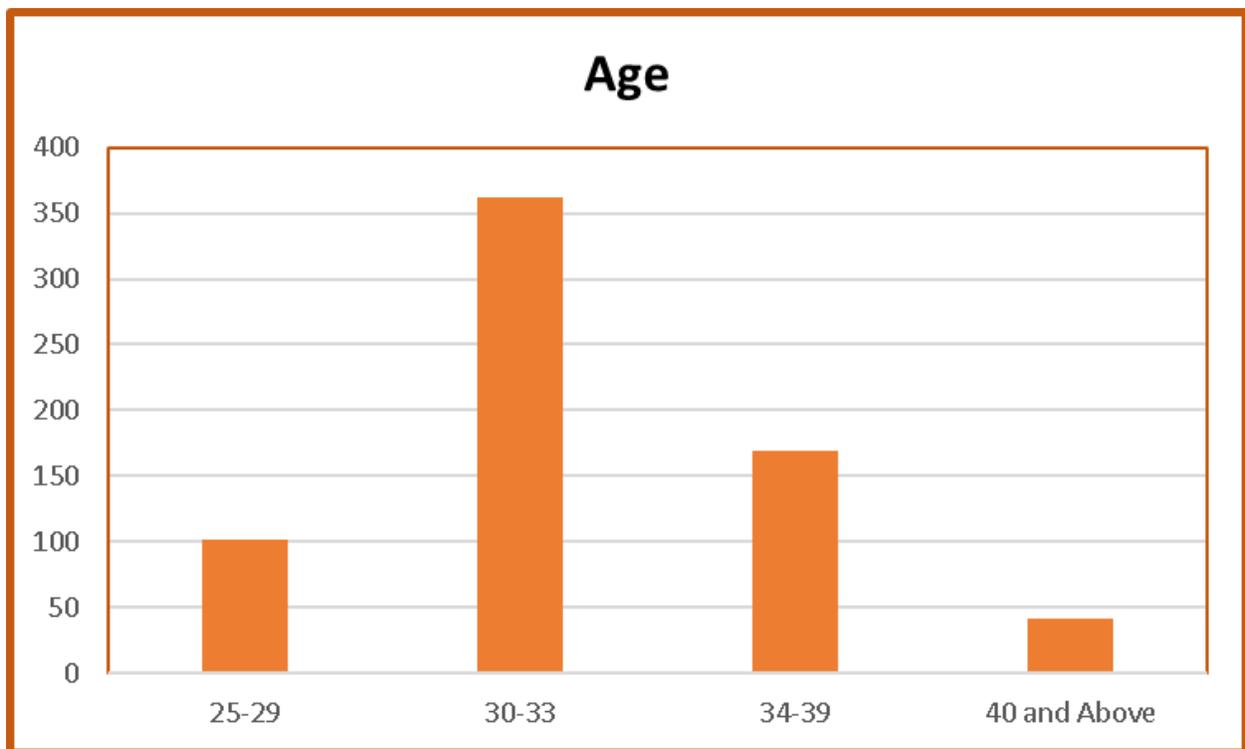
Specialty Completing in 2019	Racial Minority		White		Total
	Frequency	Percent	Frequency	Percent	
Internal Medicine/Primary Care	90	61.2%	57	38.8%	147
Family Medicine	28	47.5%	31	52.5%	59
Psychiatry	6	40.0%	9	60.0%	15
Pediatrics	19	38.8%	30	61.2%	49
OB/GYN	7	33.3%	14	66.7%	21
General Surgery	6	28.6%	15	71.4%	21
Emergency Medicine	5	20.8%	19	79.2%	24
All Other Specialties	135	38.9%	212	61.1%	347
Total	296	43.3%	387	56.7%	683

Hispanic	Frequency	Percent
No	649	93.8%
Yes	43	6.2%
Total	692	100%

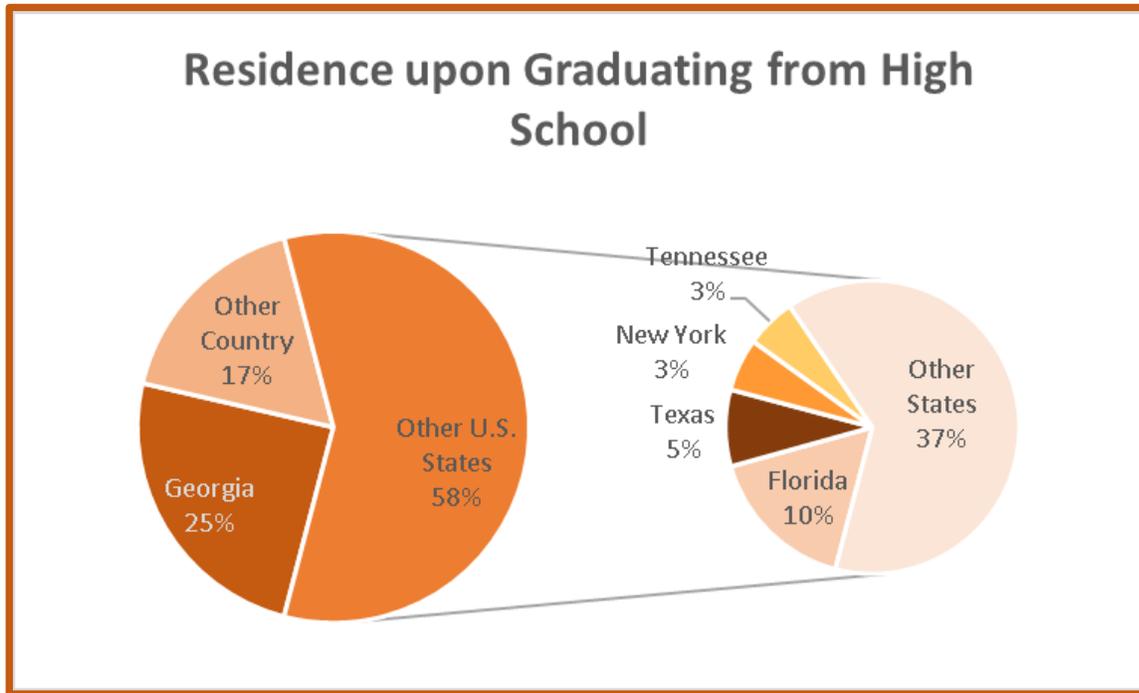


Age

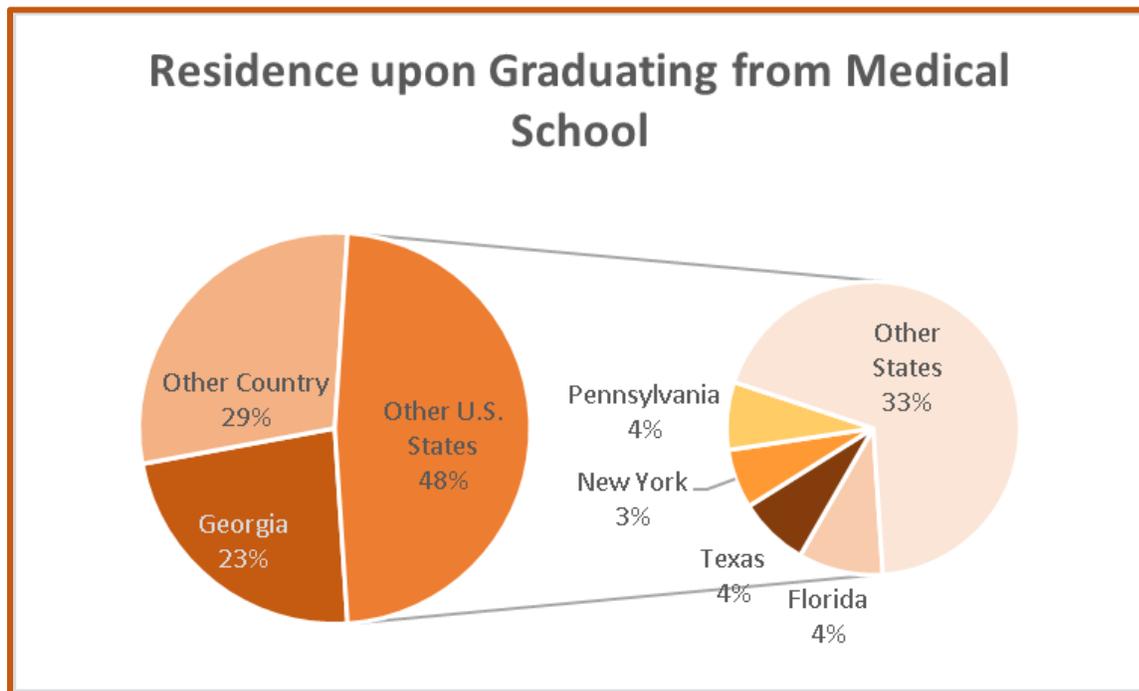
Age	Frequency	Percent
25-29	101	15.0%
30-33	362	53.7%
34-39	169	25.1%
40 and Above	42	6.2%
Total	674	100.0%



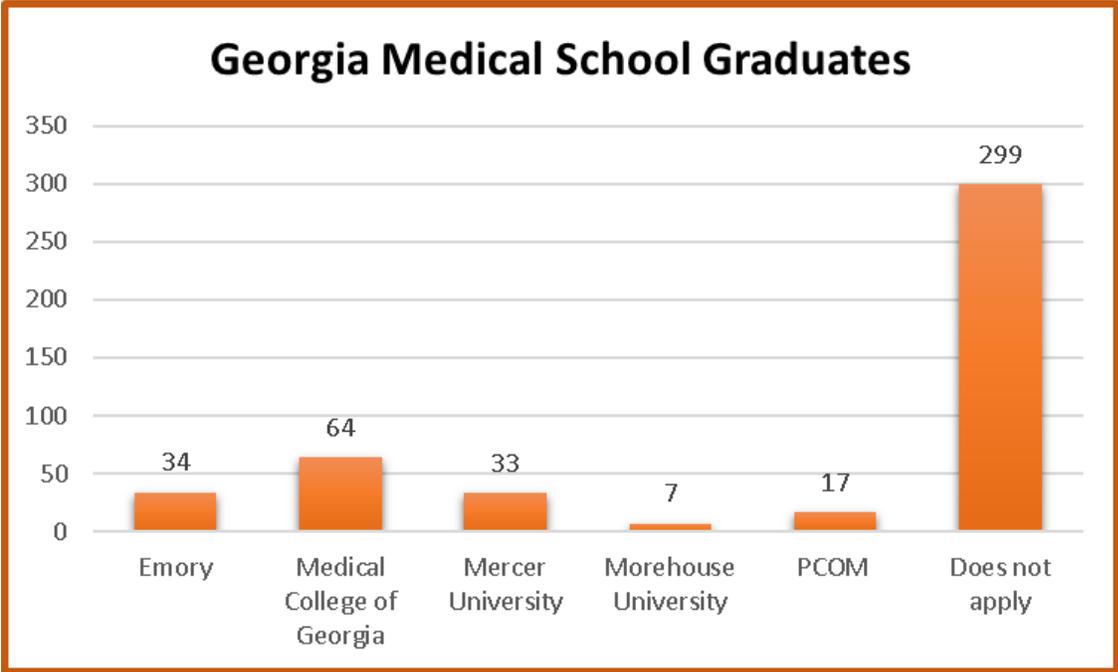
Location of Residence During Education
High School



Medical School

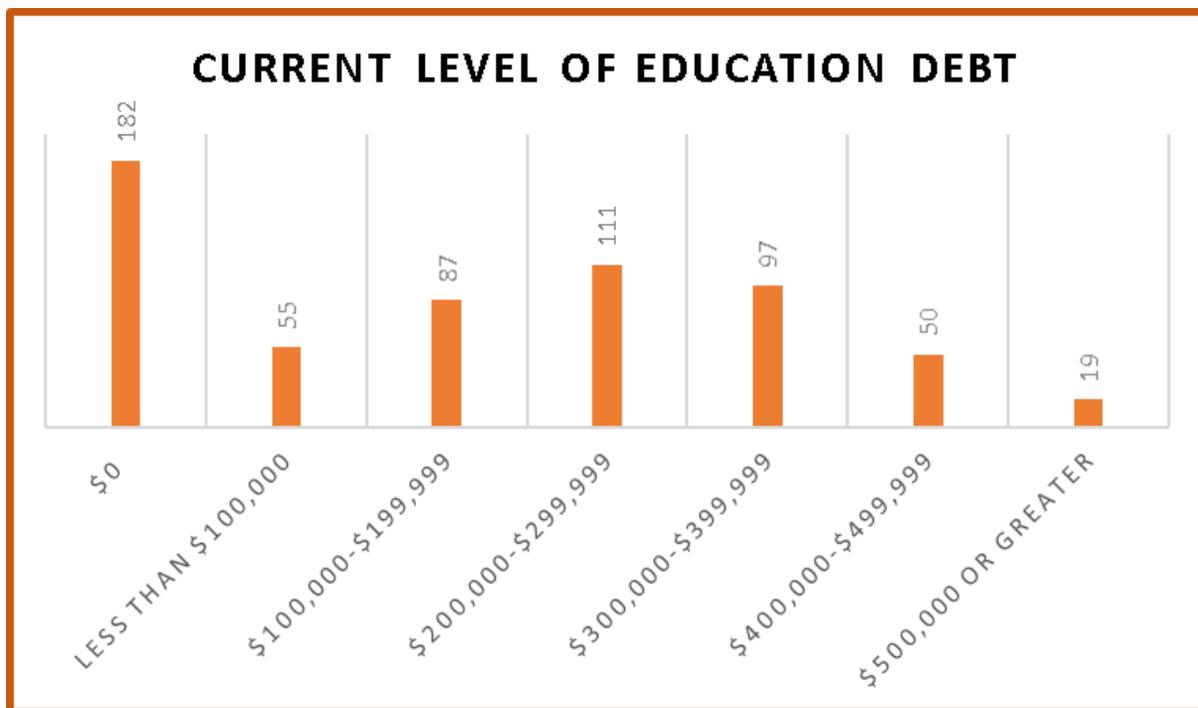


Graduated from a Georgia Medical School



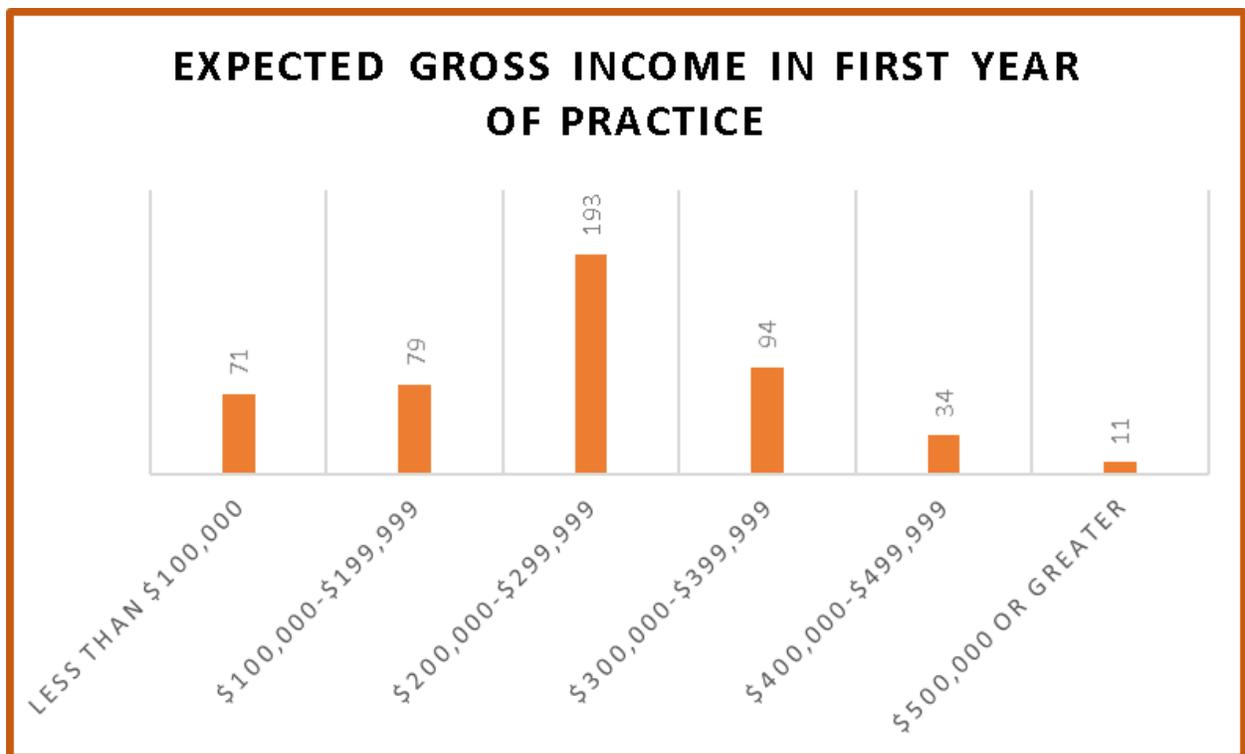
Educational Debt

Current Level of Educational Debt	Frequency	Percent
\$0	182	30.3%
Less than \$100,000	55	9.2%
\$100,000-\$199,999	87	14.5%
\$200,000-\$299,999	111	18.5%
\$300,000-\$399,999	97	16.1%
\$400,000-\$499,999	50	8.3%
\$500,000 or greater	19	3.2%
Total	601	100.0%



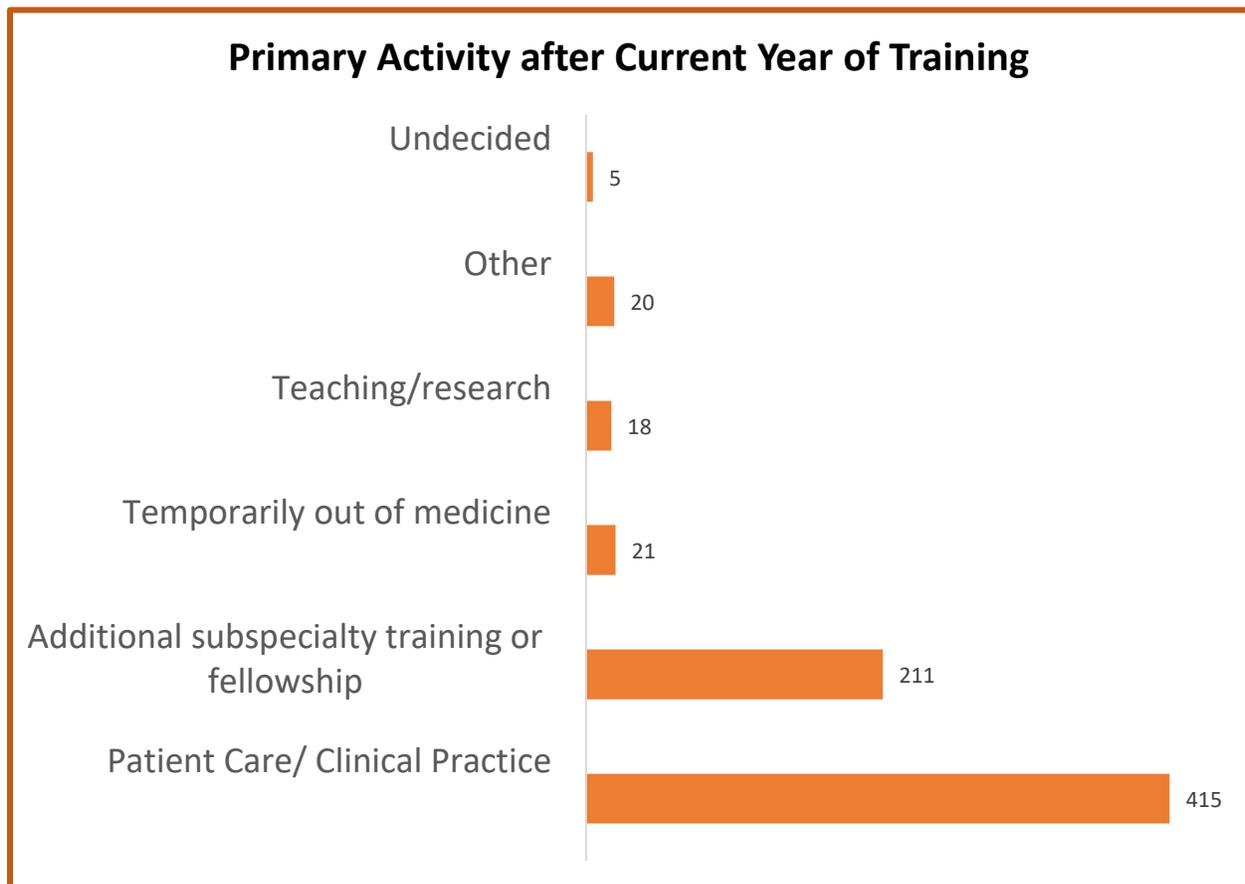
Expected Starting Salary

Expected Gross Income in First Year of Practice	Frequency	Percent
Less than \$100,000	71	14.7%
\$100,000-\$199,999	79	16.4%
\$200,000-\$299,999	193	40.0%
\$300,000-\$399,999	94	19.5%
\$400,000-\$499,999	34	7.1%
\$500,000 or greater	11	2.3%
Total	482	100.0%



Primary Activity after Completion of Current Year of Training

Primary Activity after Current Year of Training	Frequency	Percent
Patient Care/ Clinical Practice	415	60.1%
Additional subspecialty training or fellowship	211	30.6%
Temporarily out of medicine	21	3.0%
Teaching/research	18	2.6%
Other	20	2.9%
Undecided	5	0.7%
Total	690	100.0%



Job Searching for Those Entering Patient Care/Clinical Practice

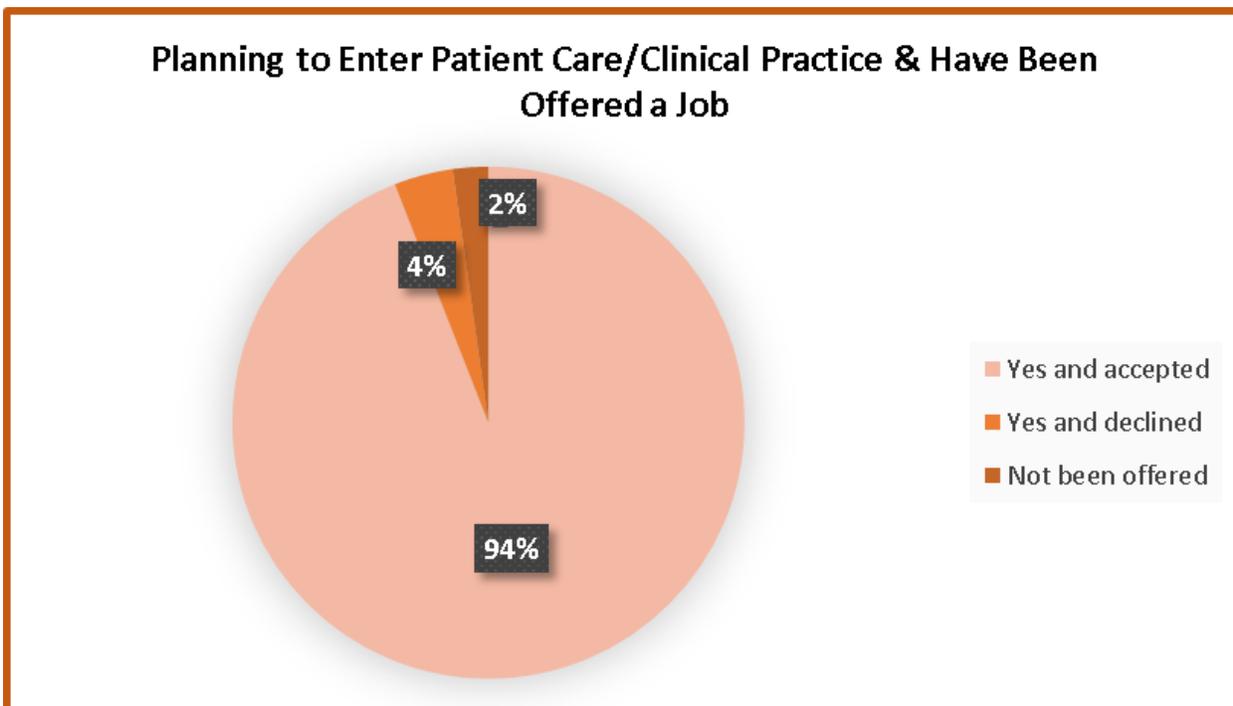
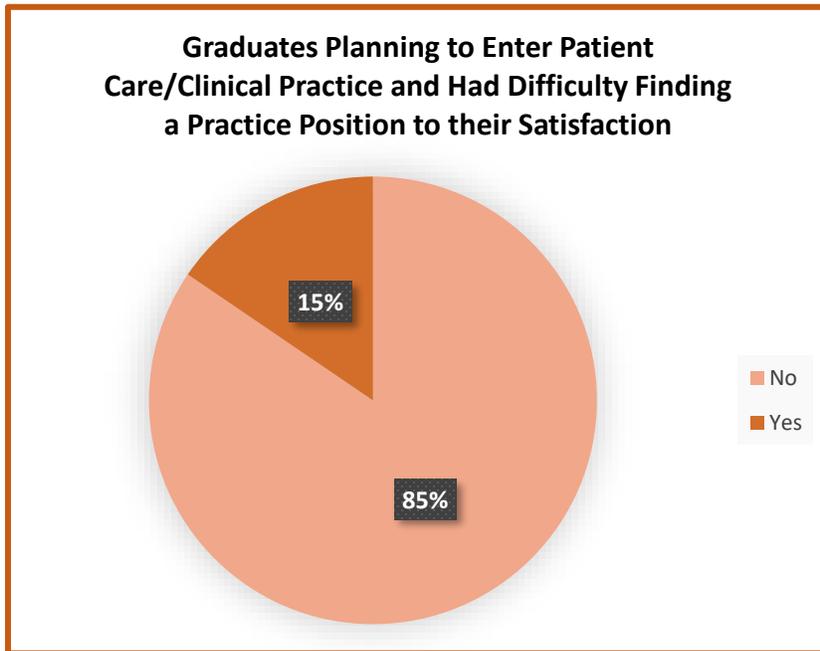
Respondents Planning to Enter Patient Care and Have Searched for a Job	Frequency	Percent
Yes	385	94.4%
No	23	5.6%
Total	408	100.0%

Job Search Approaches	Frequency	Percent of total Respondents (691)
Independent job search	337	48.8%
Third party representation	158	22.9%
Other	144	20.8%
Announcements/ career fairs	121	17.5%
Want ads	57	8.2%

Note: respondents could choose multiple job search approaches

Been Offered a Job	Frequency	Percent
Yes and accepted	379	94.0%
Yes and declined	15	3.7%
Not been offered	9	2.2%
Total	403	100.0%

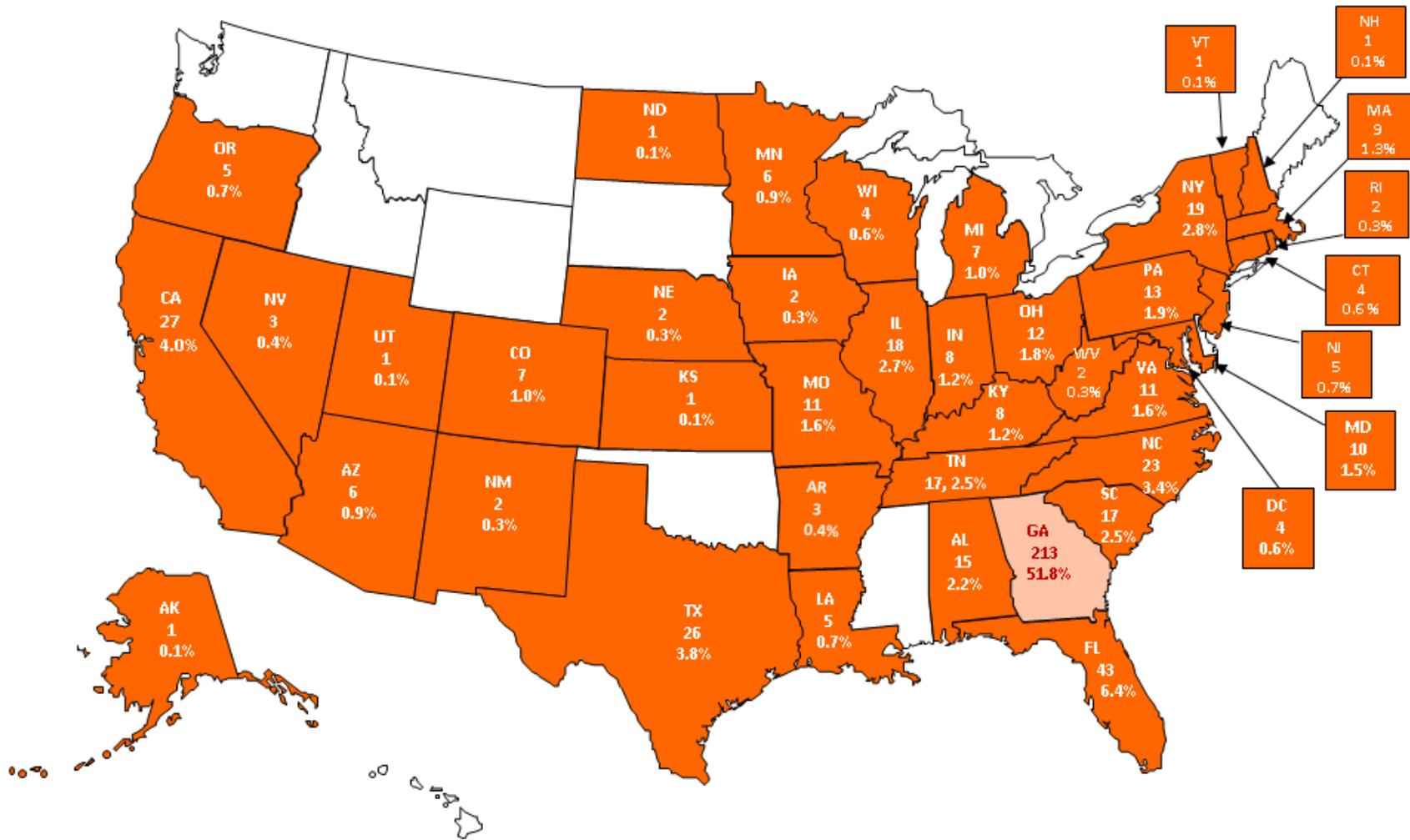
Had Difficulty Finding a Practice Position	Frequency	Percent
No	311	84.5%
Yes	57	15.5%
Total	368	100.0%



Practice Location of Respondents Entering Patient Care/Clinical Practice

Practice Location	Frequency	Percent
Georgia	213	51.8%
Other State	195	47.4%
Outside of U.S.	3	0.7%
Total	411	100.0%

Map of Practice Locations for Respondents Planning to Enter Patient Care/Clinical Practice

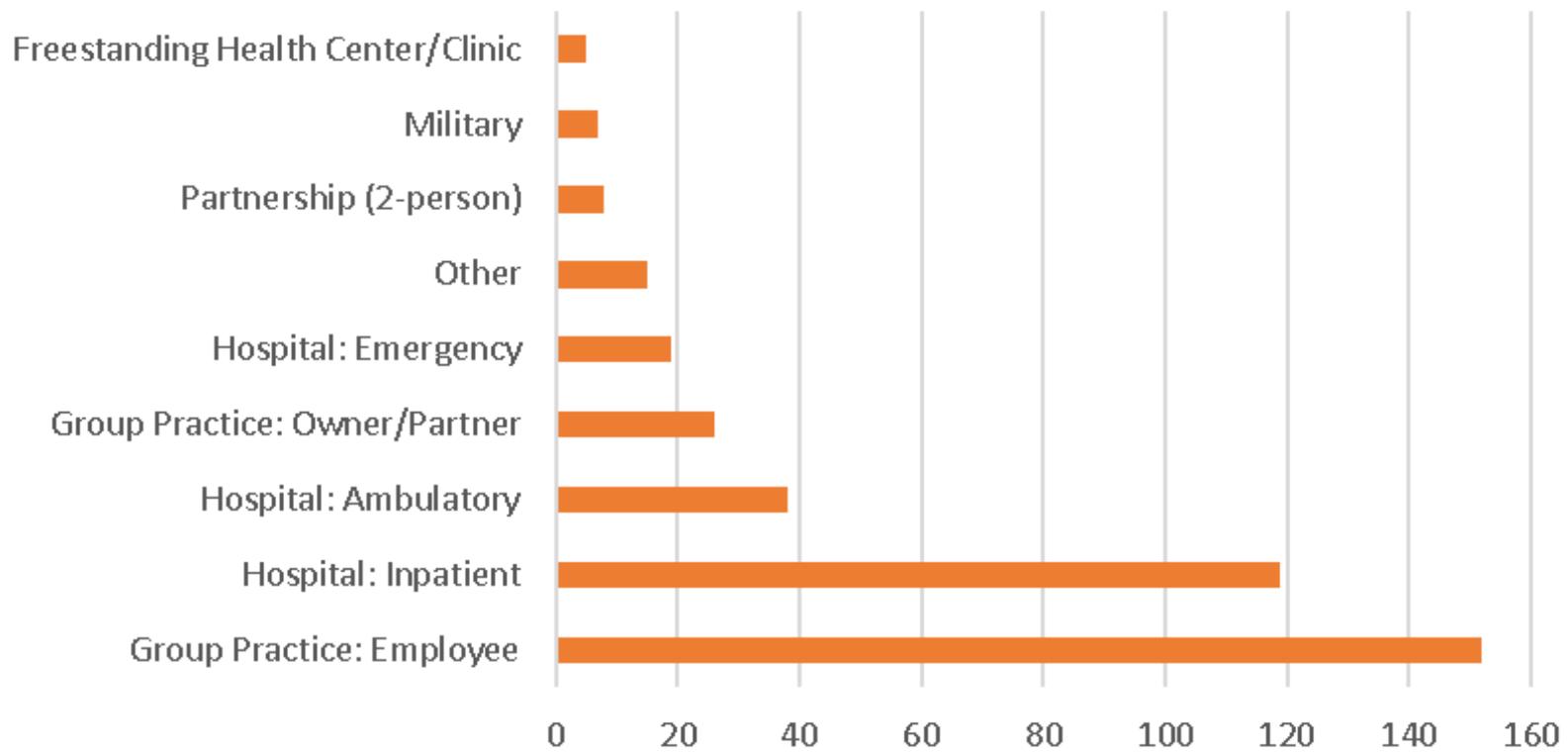


Residence After High School	Practice Location							
	Georgia		Other U.S. State		Outside of U.S.		Total	
	Frequency	Percent	Frequency	Percent	Frequency	Percent	Frequency	Percent
Other U.S. State	100	48.1%	130	68.4%	2	66.7%	232	57.9%
Georgia	80	38.5%	26	13.7%	0	0.0%	106	26.4%
Other Country	28	13.5%	34	17.9%	1	33.3%	63	15.7%
Total	208	100.0%	190	100.0%	3	100.0%	401	100.0%

Practice Setting of Respondents Planning to Enter Patient Care/Clinical Practice

Practice Setting	Frequency	Percent
Group Practice: Employee	152	39.0%
Hospital: Inpatient	119	30.5%
Hospital: Ambulatory	38	9.7%
Group Practice: Owner/Partner	26	6.7%
Hospital: Emergency	19	4.9%
Other	15	3.8%
Partnership (2-person)	8	2.1%
Military	7	1.8%
Freestanding Health Center/Clinic	5	1.3%
Nursing Home	1	0.3%
Total	390	100.0%

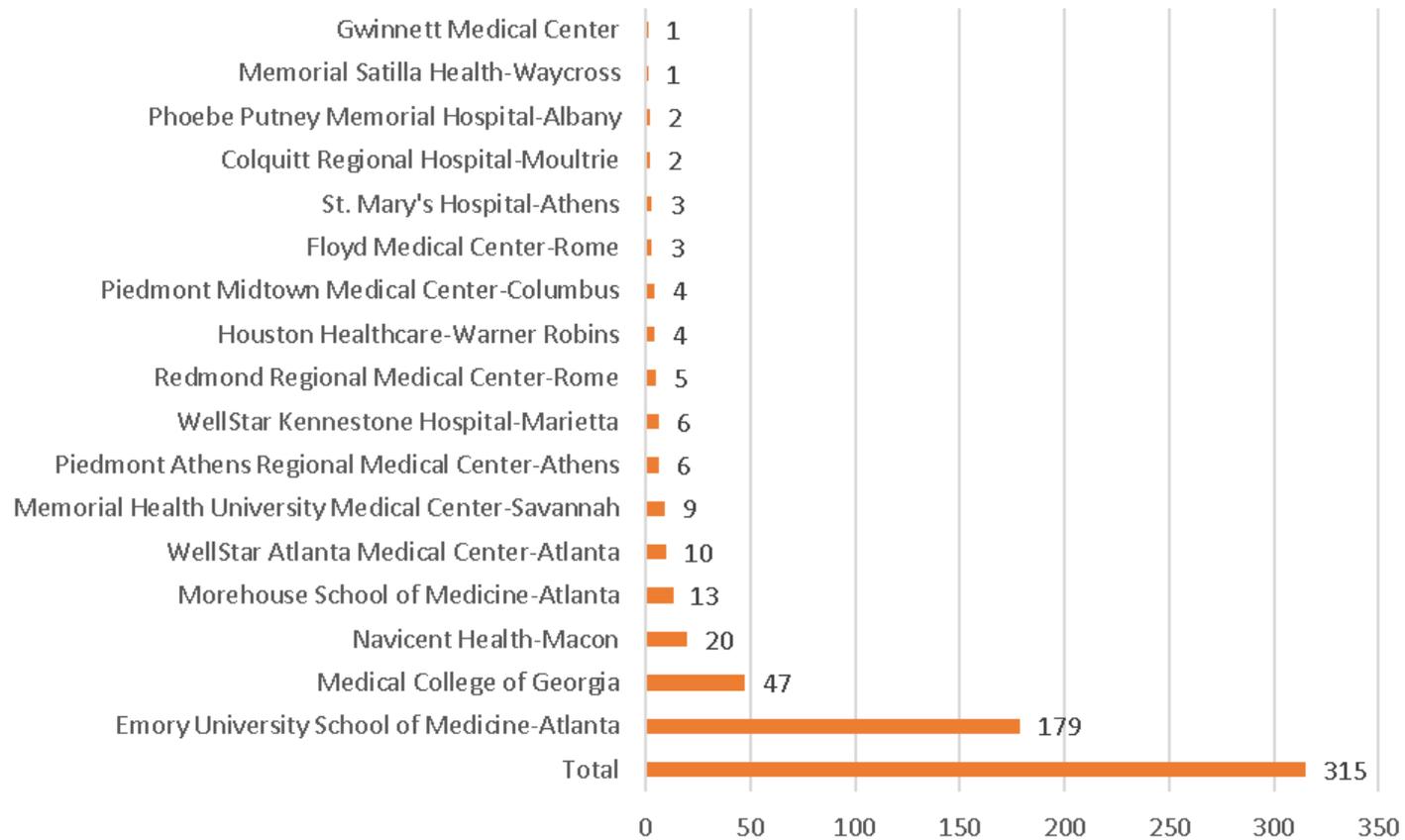
Practice Setting



Expectation to Be at Principal Practice 4 or More Years Among those Entering Patient Care/Clinical Practice

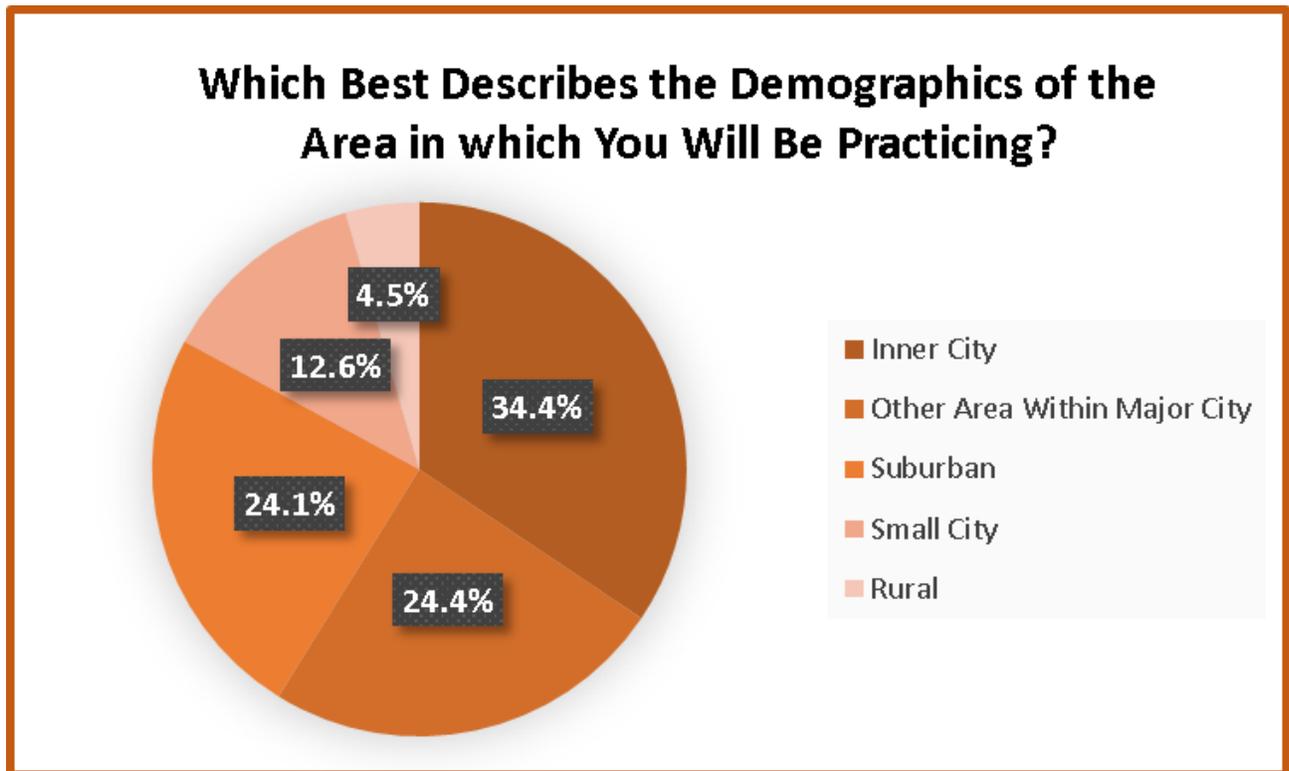
Program Name	Frequency	Percent
Colquitt Regional Hospital-Moultrie	2	0.6%
Emory University School of Medicine-Atlanta	179	56.8%
Floyd Medical Center-Rome	3	1.0%
Houston Healthcare-Warner Robins	4	1.3%
Medical College of Georgia	47	14.9%
Memorial Health University Medical Center-Savannah	9	2.9%
Memorial Satilla Health-Waycross	1	0.3%
Morehouse School of Medicine-Atlanta	13	4.1%
Navicent Health-Macon	20	6.3%
Phoebe Putney Memorial Hospital-Albany	2	0.6%
Piedmont Athens Regional Medical Center-Athens	6	1.9%
Piedmont Midtown Medical Center-Columbus	4	1.3%
Redmond Regional Medical Center-Rome	5	1.6%
St. Mary's Hospital-Athens	3	1.0%
WellStar Atlanta Medical Center-Atlanta	10	3.2%
WellStar Kennestone Hospital-Marietta	6	1.9%
Gwinnett Medical Center-Lawrenceville	1	0.3%
Total	315	100.0%

Respondents Planning to Enter Patient Care/Clinical Practice who Expect to be at Their Principal Practice 4+ Years, by Program



Practice Area Demographics

Practice Area Demographics	Frequency	Percent
Inner City	224	34.4%
Other Area Within Major City	159	24.4%
Suburban	157	24.1%
Small City	82	12.6%
Rural	29	4.5%
Total	651	100.0%



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

Question or Statement	Rating Scale	Number of Responses	Mean Average
How strongly did you consider practicing in a rural area (county population less than 50,000)?	5 = STRONGLY CONSIDERED; 1 = DID NOT CONSIDER	588	2.19
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)?	5 = VERY LIKELY; 1 = VERY UNLIKELY	600	2.83
What is your level of satisfaction with your salary/compensation?	5 = VERY SATISFIED; 1 = VERY DISSATISFIED	596	3.72
What is your overall assessment of practice opportunities in your specialty within 50 miles of the site where you trained?	5 = MANY JOBS; 1 = VERY FEW JOBS	632	3.4
What is your overall assessment of practice opportunities in your specialty nationally?		643	4.15
Overall, I am satisfied with the training I received.	5 = STRONGLY AGREE; 1 = STRONGLY DISAGREE	662	4.52
I would choose to train at the same site again.		661	4.36

Acknowledgements

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Thank you to the Georgia Board of Health Care Workforce Board Members for their leadership and support.

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