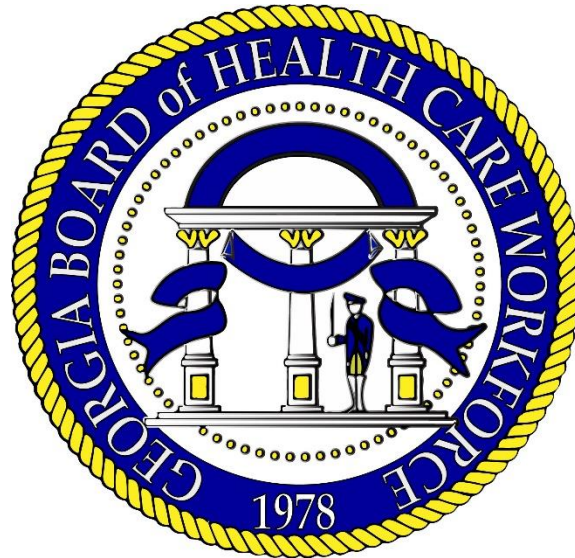


# 2019 Georgia Medical School Graduate Survey



Georgia Board of Health Care Workforce

State of Georgia

Published July 2019

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

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# Georgia Board of Health Care Workforce 2019 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 from Each Medical School**

Medical School	Total Graduates	Number of Survey Completions	Completion Rate
Emory University School of Medicine	130	116	89.2%
Medical College of Georgia at Augusta University	245	162	66.1%
Mercer University School of Medicine	108	98	90.7%
Morehouse University School of Medicine	77	60	77.9%
Philadelphia College of Osteopathic Medicine-GA Campus	125	112	89.6%
<b>Total</b>	<b>685</b>	<b>548</b>	<b>80.0%</b>

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

## Methodology

Each year in April, the Georgia Board of Health Care Workforce (GBHCW) data team creates a Survey Monkey form of the Medical School Graduate survey and sends the link to four of the five medical schools' program directors via email. Medical College of Georgia at Augusta University collects and compiles their responses in their own manner. The GBHCW data team then sends periodic reminders and status update emails to each school until the completion deadline of May 31<sup>st</sup>. At this point, Medical College of Georgia at Augusta University sends their compiled dataset to GBHCW and the data team downloads the complete Survey Monkey responses online.

This year, the Medical School Graduate survey results contained twenty-two (22) incomplete cases that provided no information on graduates' participation in the Match, practice plans, specialty, or attitudes toward medical education in Georgia. These aborted survey attempts may have been due to technical issues, the respondents may not have considered the questions to be applicable to their situations (for instance, if they did not match to a residency program), or could have been the first attempt at an ultimately completed survey. These 22 responses were removed from the analyses here because they contained so much missing information.

Analyses presented here were conducted using Microsoft Excel and IBM SPSS.

## Key Findings from the 2019 Survey

### Demographics

- The sex distribution is almost evenly divided, with 51.8% of respondents identifying as female and 48.2% identifying as male. Two respondents critiqued the binary options, indicating that these categories could better serve all respondents if expanded to include non-binary options. Two respondents left the sex question blank.
- 79.4% of respondents are between the ages of 24 and 29 years old and an additional 19.3% are between 30 and 39.
- 98.4% of the respondents are naturalized or native U.S. citizens and 1.1% are permanent residents. Three respondents answered that they have another citizenship status, and one declined to answer.
- Fifty-five percent (298 respondents) identify as White; 20.3% (109) identify as Asian/Pacific Islander, 17.8% (96) identify as Black/African American, 5.8% (31) as multi-race, .4% (2) as Native American or Alaska Native, and .4% (2) as "other." Ten respondents did not respond to the race/ethnicity question.
- 7.4% (40) of the respondents identify as Hispanic.

# Georgia Board of Health Care Workforce

## 2019 Georgia Medical School Graduate Survey

### Geography

- 45.8% (251 respondents) intend to practice in Georgia or mentioned Georgia as a possible practice location after completing residency.
- 5.1% (28) intend to practice in a state contiguous to Georgia (SC, NC, TN, AL, FL)
- 64.5% (320) intend to locate their practice in an underserved area.
- 212 respondents intend to practice in an inner-city community and 124 intend to practice in a rural community.

### Specialty

- 72.5% of respondents will enter a primary care/core specialty for their first post-graduate year. Primary care/core specialties include Family Medicine, Internal Medicine, Pediatrics, Emergency Medicine, OB/GYN, Psychiatry, and General Surgery.
- The most popular primary care/core specialty for the PGY-1 is Internal Medicine, with 23.7% of respondents (130) choosing this specialty.
- More than half of respondents (282) made the decision on what specialty to pursue during their third year of medical school.

### Practice in Underserved Area by School

- Morehouse University School of Medicine had the highest percentage of respondents (94.9%) planning to practice in an underserved location.
- Medical College of Georgia at Augusta University had the highest raw number of respondents (83) planning to practice in an underserved area.
- Morehouse University School of Medicine had the highest percentage of respondents (74.6%) intending to practice in an inner city.
- Mercer University School of Medicine had the highest percentage of respondents (37.9%) intending to practice in a rural area.

### Choice of and Match to Georgia Residency Programs

- 49.3% of respondents ranked a Georgia GME program among their top three choices during the Match.
- 17.9% of respondents ranked two or three Georgia GME programs in their top three choices during the Match.
- The top three Georgia GME programs ranked by survey respondents were Emory University (116 respondents chose this program), WellStar Kennestone Regional Medical Center (54), and Medical College of Georgia at Augusta University (50).
- 29.7% (151) of respondents matched to a Georgia GME program.
- The most commonly-cited reasons for leaving Georgia for residency are “Preferred a highly reputable program out-of-state in specialty area” (95 or 26.4%), “Desired to stay in Georgia but did not match to a Georgia program” (56 or 15.6%), and “Higher resident salary” (54 or 15.0%).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 2: Gender by Medical School**

Medical School	Female		Male		Total	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	70	12.8%	45	8.2%	115	21.1%
Medical College of Georgia at Augusta University	77	14.1%	84	15.4%	161	29.5%
Mercer University School of Medicine	42	7.7%	56	10.3%	98	17.9%
Morehouse University School of Medicine	32	5.9%	28	5.1%	60	11.0%
Philadelphia College of Osteopathic Medicine-GA Campus	62	11.4%	50	9.2%	112	20.5%
<b>Total</b>	<b>283</b>	<b>51.8%</b>	<b>263</b>	<b>48.2%</b>	<b>546</b>	<b>100.0%</b>

Note: 2 respondents did not answer this question. Percentages are calculated from the total valid responses (546).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

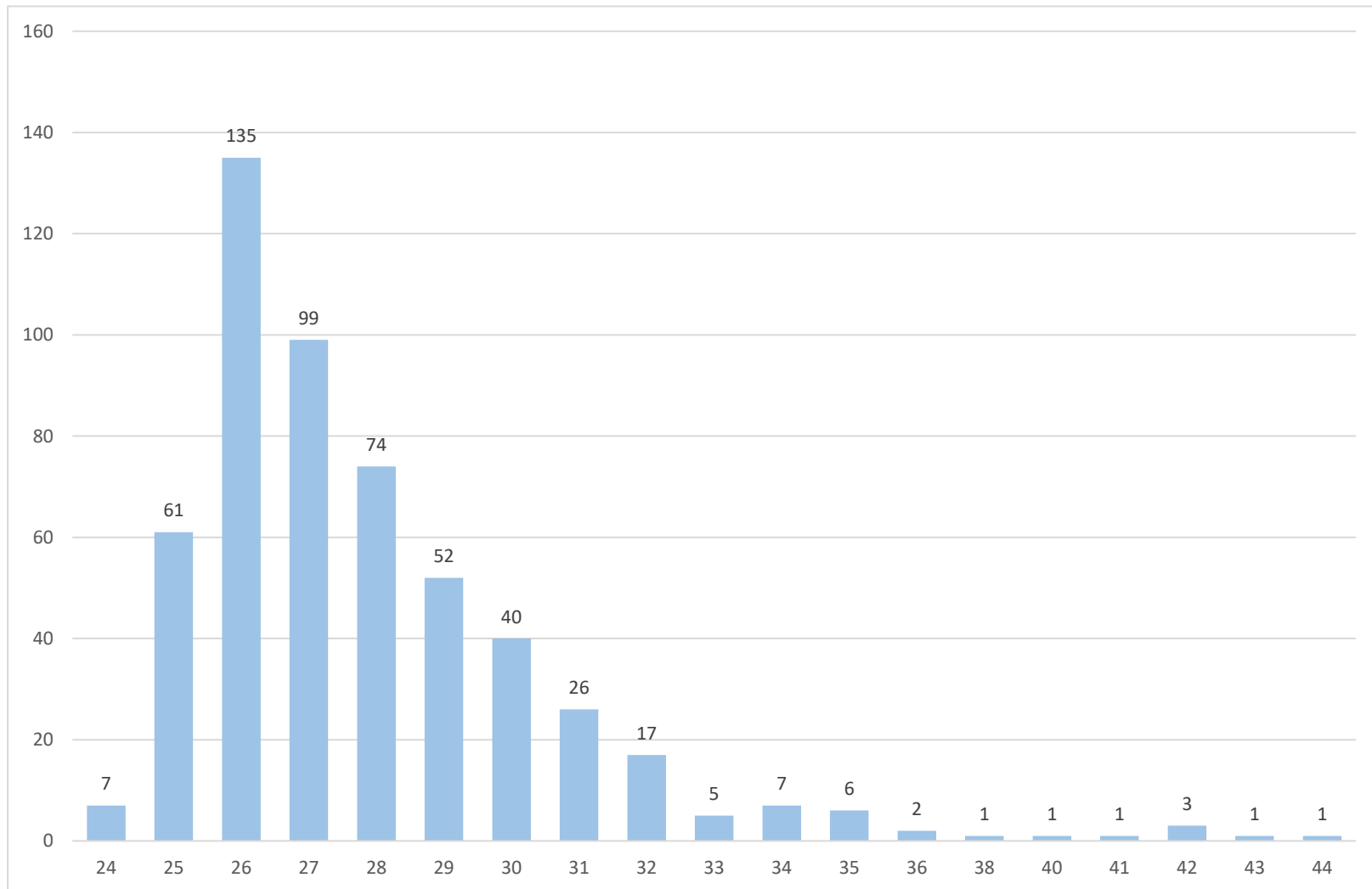
**Table 3: Age by Medical School**

Medical School	24-29	30-34	35-39	≥40	Total
Emory University School of Medicine	98	17	1	0	116
Medical College of Georgia at Augusta University	139	16	1	1	157
Mercer University School of Medicine	76	18	1	3	98
Morehouse School of Medicine	47	10	0	0	57
Philadelphia College of Osteopathic Medicine-GA Campus	68	34	6	3	111
<b>Total</b>	<b>428</b>	<b>95</b>	<b>9</b>	<b>7</b>	<b>539</b>
<b>Total (Percent)</b>	<b>79.4%</b>	<b>17.6%</b>	<b>1.7%</b>	<b>1.3%</b>	<b>100.0%</b>

Note: 9 respondents did not answer this question. Percentages are calculated from the total valid responses (539).

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

Figure 1: Aggregated Age Distribution





# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 4: Citizenship Status**

Citizenship Status	Number	Percent
Citizen (Naturalized or Native-Born)	538	98.4%
Permanent Resident	6	1.1%
Other	3	0.5%
<b>Total</b>	<b>547</b>	<b>100.0%</b>

Note: 1 respondent did not answer this question. Percentages are calculated from the total valid responses (547).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 5: Race/Ethnicity by Medical School**

Medical School	White		Asian		Black		Multi-Race		Native American or Alaska Native		Other Race		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	79	69.3%	21	18.4%	8	7.0%	6	5.3%	0	0.0%	0	0.0%	114	100.0%
Medical College of Georgia at Augusta University	88	55.3%	33	20.8%	27	17.0%	8	5.0%	1	0.6%	2	1.3%	159	100.0%
Mercer University School of Medicine	76	80.0%	13	13.7%	2	2.1%	3	3.2%	1	1.1%	0	0.0%	95	100.0%
Morehouse University School of Medicine	7	11.7%	7	11.7%	42	70.0%	4	6.7%	0	0.0%	0	0.0%	60	100.0%
Philadelphia College of Osteopathic Medicine- GA Campus	48	43.6%	35	31.8%	17	15.5%	10	9.1%	0	0.0%	0	0.0%	110	100.0%
<b>Total</b>	<b>298</b>	<b>55.4%</b>	<b>109</b>	<b>20.3%</b>	<b>96</b>	<b>17.8%</b>	<b>31</b>	<b>5.8%</b>	<b>2</b>	<b>0.4%</b>	<b>2</b>	<b>0.4%</b>	<b>538</b>	<b>100.0%</b>

Note: 9 respondents did not answer this question. Percentages are calculated from the total valid responses (538).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 6: Specialty Matched to in PGY1 (Post-Graduate Year 1)**

Specialty	Number	Percent
Internal Medicine	130	23.72%
Family Medicine	62	11.31%
Pediatrics	58	10.58%
Emergency Medicine	42	7.66%
General Surgery	42	7.66%
OB/GYN	39	7.12%
Psychiatry	24	4.38%
<b>Primary Care/Core Total</b>	<b>397</b>	<b>72.45%</b>
Transitional Year	44	8.03%
Preliminary Medicine	16	2.92%
Orthopedics	15	2.74%
Neurology	11	2.01%
Anesthesiology	10	1.82%
Urology	9	1.64%
Pathology	7	1.28%
Otolaryngology	6	1.09%
Neurosurgery	2	0.36%
Physical Medicine and Rehabilitation	1	0.18%
Other Specialties	13	2.37%
<b>Specialties Total</b>	<b>134</b>	<b>24.45%</b>
No Specialty Listed	8	1.46%
Did not Match or Will Not Attend Residency	7	1.28%
No Specialty Yet	2	0.36%
<b>Total</b>	<b>548</b>	<b>100.00%</b>

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 7: Intended Career Specialty**

Specialty	Number	Percent
Internal Medicine	88	16.1%
Family Medicine	58	10.6%
Pediatrics	54	9.9%
Emergency Medicine	47	8.6%
OB/GYN	38	6.9%
General Surgery	28	5.1%
Psychiatry	26	4.7%
<b>Primary Care/Core Total</b>	<b>339</b>	<b>61.9%</b>
Anesthesiology	25	4.6%
Orthopedics	18	3.3%
Radiology	16	2.9%
Cardiology	15	2.7%
Neurology	12	2.2%
Dermatology	10	1.8%
Urology	9	1.6%
Diagnostic Radiology	7	1.3%
Pulmonary/Critical Care	7	1.3%
Ophthalmology	7	1.3%
Family & Sports Medicine	5	0.9%
Pathology	5	0.9%
Vascular Surgery	5	0.9%
Gastroenterology	4	0.7%
Hospital Medicine	4	0.7%
Neurosurgery	4	0.7%
Otolaryngology	4	0.7%
Plastic & Reconstructive Surgery	4	0.7%
Hematology/Oncology	3	0.5%
Physical Medicine & Rehabilitation	3	0.5%
Pediatric Surgery	2	0.4%
Other Specialties	20	3.6%
<b>Specialties Total</b>	<b>189</b>	<b>34.5%</b>
No Specialty Listed	10	1.8%
Specialty Undecided	9	1.6%
Will Not Attend Residency	1	0.2%
<b>Total Respondents</b>	<b>548</b>	<b>100.0%</b>

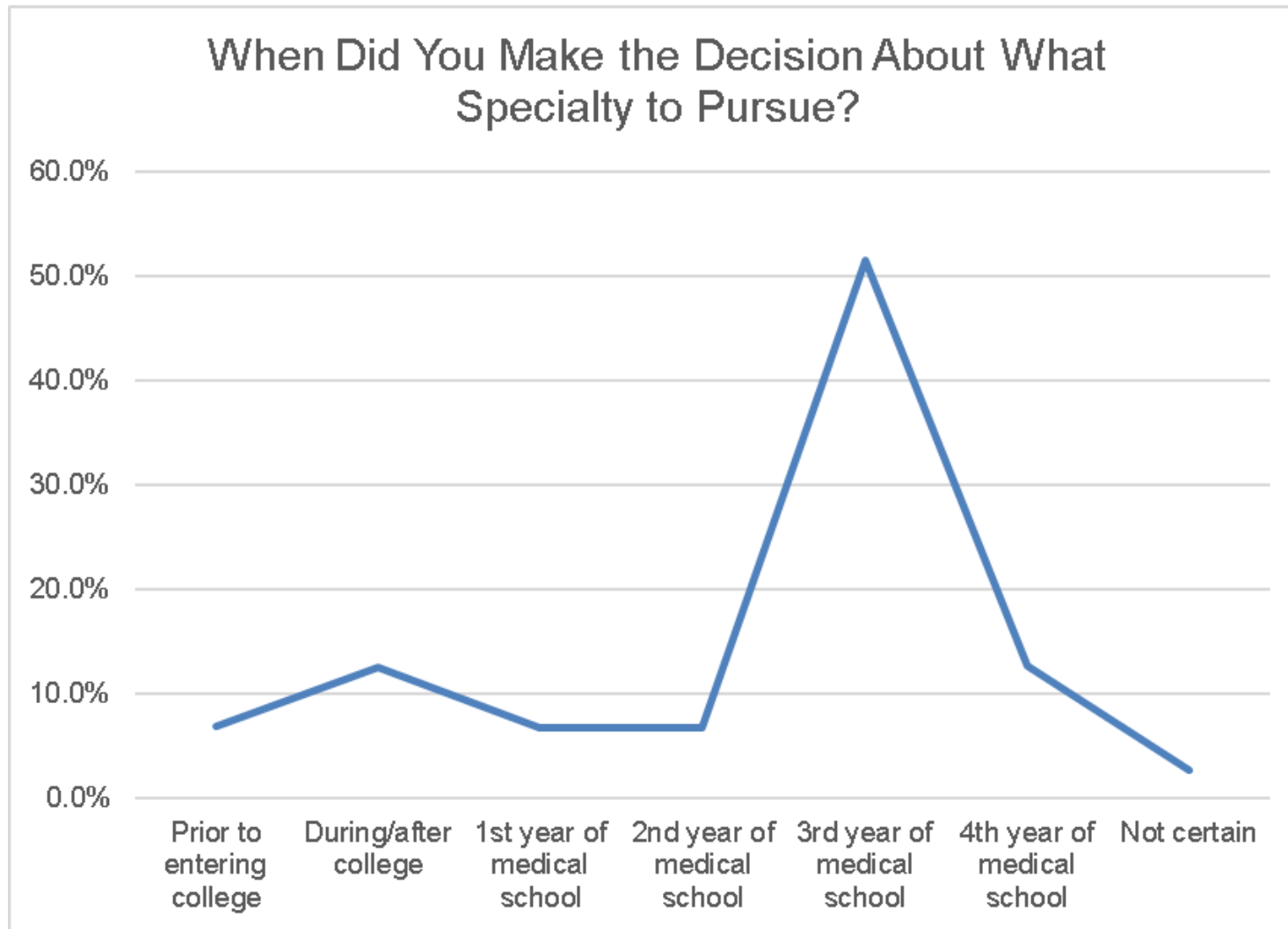
## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 8: Year Specialty Decision Made**

Time Period	Number	Percent
3rd year of medical school	282	51.5%
4th year of medical school	70	12.8%
During/after college	69	12.6%
Prior to entering college	38	6.9%
1st year of medical school	37	6.8%
2nd year of medical school	37	6.8%
Not certain	15	2.7%
<b>Total</b>	<b>548</b>	<b>100.0%</b>

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

Figure 2: Year Specialty Decision Made, Chronological



## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 9: Factors Important in Determining Specialty**

Factor	Strength of Factor's Influence									
	No Influence		Minor		Moderate		Strong		Total Responses	Missing
	Number	Percent	Number	Percent	Number	Percent	Number	Percent		
Competitiveness of Specialty	114	20.9%	179	32.8%	174	31.9%	78	14.3%	545	3
Mentor/Role Model Influence	94	17.2%	116	21.2%	168	30.8%	168	30.8%	546	2
Options for Fellowship	98	18.0%	144	26.5%	151	27.8%	151	27.8%	544	4
Future Earning Potential	81	14.8%	169	31.0%	198	36.3%	98	17.9%	546	2
Length of Residency Training	90	16.5%	176	32.2%	190	34.8%	90	16.5%	546	2
Family Expectations	200	36.6%	122	22.3%	104	19.0%	120	22.0%	546	2
Medical Education Debt	168	31.0%	144	26.6%	119	22.0%	111	20.5%	542	6

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

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

## Other Factors Important in Determining Specialty

Ninety-two graduates provided open-ended responses to the survey question regarding why they chose their specialty. Four categories emerged as important considerations when choosing their specialty and are described as follows. Note: many responses to this question included indicators of multiple categories. As such, the number of responses below will total more than 92.

- **Personal Enjoyment and Interest (41 responses):** these statements use words like “passion,” “enjoyment,” “fulfillment,” “interest,” and “love” to describe what guided the specialty decision. Rotations, subject matter, and experiences in the specialty were commonly cited reasons to choose it for a career.
- **Professional Attributes (37 responses):** these responses emphasize the central importance of professional aspects of the specialty. They include a broad scope of practice; research potential and opportunities; the skill set; professional satisfaction; intellectual and academic stimulation; diversity of experiences provided by the specialty; flexibility of the specialty; having a hands-on approach; opportunities in teaching or global health; and public health impact.
- **Interpersonal Relationships (28 responses):** these responses emphasize the role of fellow practitioners in the field; the “culture” of the specialty; the patient-physician relationships; happiness of colleagues; community basis of the specialty; interest in the patient population; and the central role of patient care.
- **Practical and Other Considerations (9 responses):** these responses were distinct from the above three categories in that they did not express interest, passion, or career motivations. They included two responses indicating a desire to fill a need for primary care physicians generally and in rural Georgia; ability to control work, lifestyle, and job security; as well as significant other’s residency matching, lack of funds to pursue more interviews in another specialty, and failure to match into preferred specialty.



## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 10: Successfully Matched to GME Program**

Response	Number	Percent
Yes	507	93.7%
No	34	6.3%
<b>Total</b>	<b>541</b>	<b>100.0%</b>

Note: 7 respondents did not answer this question. Percentages are calculated from the total valid responses (541).

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

Response	Number	Percent
Out-of-State	358	70.3%
In-State	151	29.7%
<b>Total</b>	<b>509</b>	<b>100.0%</b>

Note: 39 respondents did not answer this question. Percentages are calculated from the total valid responses (509).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 12: Matched to First-Choice Program**

Response	Did You Match to Your First Choice Program?	Percent
Yes	283	52.2%
No	259	47.8%
<b>Total</b>	<b>542</b>	<b>100.0%</b>

Note: 6 respondents did not answer this question. Percentages are calculated from the total valid responses (542).

**Table 13: Any Georgia GME Programs in Top Three Choices**

Response	Were Any Georgia GME Programs Among Your Top Three Choices?	Percent
Yes	268	49.3%
No	276	50.7%
<b>Total</b>	<b>544</b>	<b>100.0%</b>

Note: 4 respondents did not answer this question. Percentages are calculated from the total valid responses (544).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 14: Number of Georgia GME Programs in Top Three Choices**

<b>Response</b>	<b>Number</b>	<b>Percent</b>
0/NA	222	45.7%
1	177	36.4%
2	61	12.6%
3	26	5.3%
<b>Total</b>	<b>486</b>	<b>100.0%</b>

Note: 62 respondents did not answer this question. Percentages are calculated from the total valid responses (486).

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 15: Georgia GME Programs in Top Three Choices**

Georgia GME Program	Number of Respondents Selecting this Program in Top Three	Percentage of Total Survey Respondents (548) Having This Program in Their Top Three
Emory University School of Medicine (Atlanta)	116	21.2%
WellStar Kennestone Regional Medical Center (Marietta)	54	9.9%
Medical College of Georgia at Augusta University (Augusta)	50	9.1%
Morehouse University School of Medicine (Atlanta)	27	4.9%
WellStar Atlanta Medical Center (Atlanta)	22	4.0%
Gwinnett Medical Center (Lawrenceville)	21	3.8%
Memorial Health University Medical Center (Savannah)	19	3.5%
Navicent Health (Macon)	16	2.9%
Redmond Regional Medical Center (Rome)	12	2.2%
Piedmont Midtown Medical Center (Columbus)	9	1.6%
Coliseum Medical Center (Macon)	8	1.5%
AU/UGA Medical Partnership at St. Mary's Hospital (Athens)	6	1.1%
Floyd Medical Center (Rome)	6	1.1%
Phoebe Putney Medical Center (Albany)	4	0.7%
Houston Medical Center (Warner Robins)	2	0.4%
South Georgia Medical Education & Research (Moultrie)	1	0.2%
<b>Total</b>	<b>373</b>	<b>68.1%</b>

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 16: Primary Reason for Leaving Georgia**

Reason for Leaving Georgia	Number	Percent
Preferred a highly reputable program out-of-state in specialty area	95	26.4%
Desire to stay in Georgia, but did not match to a Georgia program	56	15.6%
Higher resident Salary	54	15.0%
Family Reasons	50	13.9%
Quality of Georgia residency programs	44	12.2%
Specialty not offered in Georgia	18	5.0%
Military obligation	9	2.5%
Lack of osteopathic residencies	6	1.7%
Other	28	7.8%
<b>Total</b>	<b>360</b>	<b>100.0%</b>

Note: 131 respondents answered “not applicable” on this question. An additional 57 responses were missing. Percentages are calculated from the total valid responses (360).

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

## Other Factors Cited as Important to Leaving Georgia

In addition to providing input on the specified reasons for leaving Georgia, respondents provided open-ended answers to the question of why they decided to leave Georgia. Ninety-three such responses were given. Eight main categories emerged as important to rising residents deciding to leave Georgia, and are described as follows.

- **Better Training and Career Options (18 responses):** these responses emphasized the career opportunities, rather than location, and included liking another program better; diversity; having few training options for fields like Emergency Medicine; competitiveness and caliber of training; programs out-of-state having specific benefits for their career, like emphasis in global health; and hesitation about the newness of programs in Georgia.
- **Leaving but Neutral Toward Georgia (18 responses):** these responses did not criticize Georgia or its programs, and often indicated general desire for a new experience elsewhere; they included short statements such as “location”; desire to learn about and live in another place; and desire for a highly reputable program out-of-state.
- **Not Offered Georgia Interview or Match (15 responses):** these responses indicate having to find a program after Match; not being offered an interview; and desiring a Georgia program but not getting an interview.
- **Leaving but Negative Toward Georgia (12 responses):** these graduates explicitly gave a reason for not wanting to stay in Georgia, including not liking Georgia; having a better training option in another state; not having a good fit with a Georgia program; and negatively perceiving qualities about Georgia’s support for women’s health and climate for racial and LGBT minorities.
- **Personal Preference or Family-Related (12 responses):** these responses predominantly emphasized couple’s matching or leaving to be with a significant other out-of-state; but also included lower income tax in another state; better benefits at other programs; and needing visa sponsorship through their program.
- **Fit or Feeling (11 responses):** these responses all mention the best “fit” or “feeling” at their program.
- **Leaving but Positive Toward Georgia (5 responses):** these graduates are leaving for residency training but may—or intend to—return to Georgia to practice; these responses mention expanding their network to out-of-state contacts; living elsewhere; and exploring other regions of the country.
- **Military (2 responses):** these responses indicated that their military membership guided their decision of where to pursue residency.

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

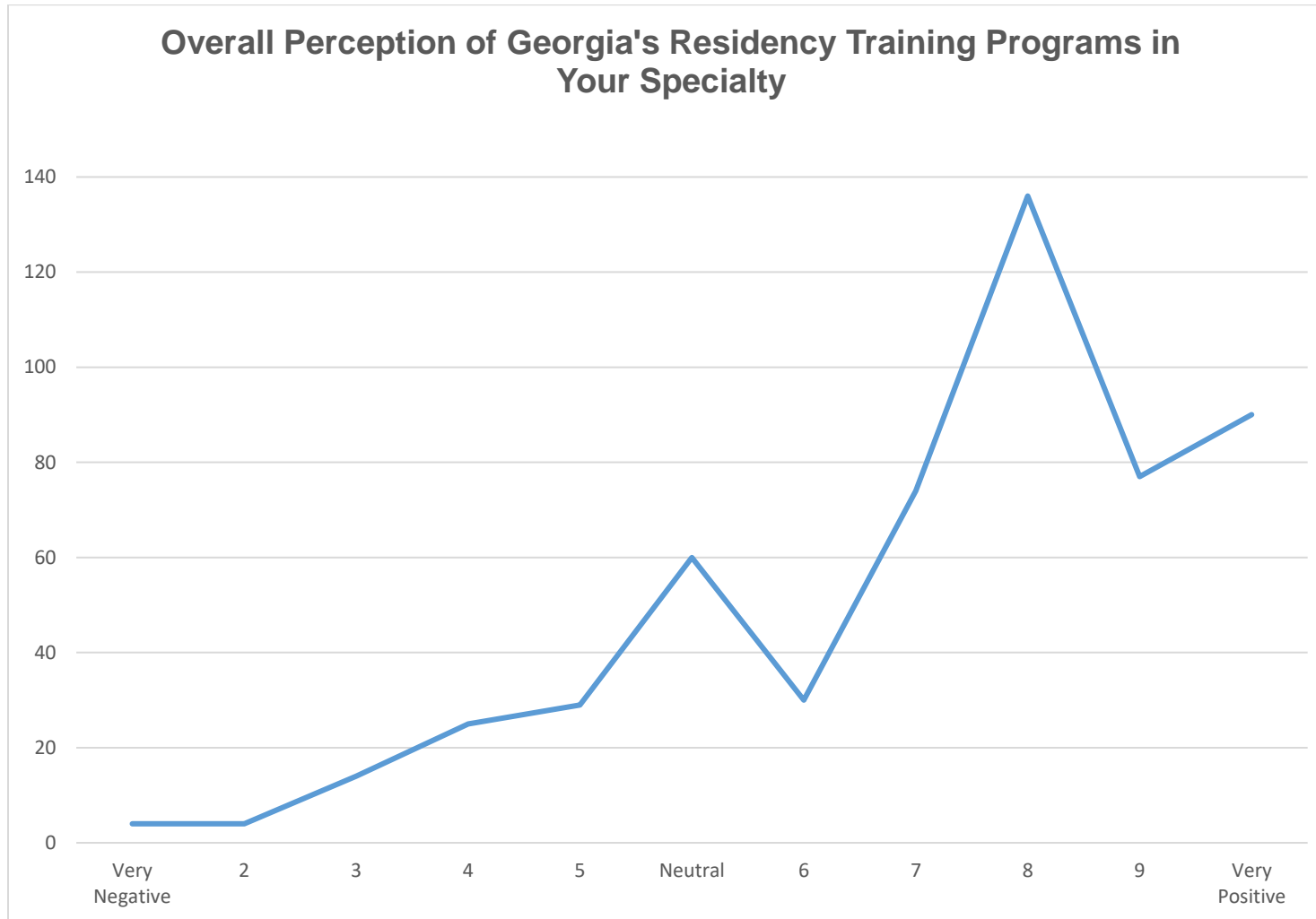
**Table 17: Overall Perception of Georgia’s Residency Training Programs in Your Specialty**

Response	Number	Percent
Very Negative	4	0.7%
2	4	0.7%
3	14	2.6%
4	25	4.6%
5	29	5.3%
Neutral	60	11.0%
6	30	5.5%
7	74	13.6%
8	136	25.0%
9	77	14.2%
Very Positive	90	16.6%
<b>Total</b>	<b>543</b>	<b>100.0%</b>

Note: 5 respondents did not answer this question. Percentages are calculated from the total valid responses (543).

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

Figure 3: Overall Perception of Georgia's Residency Training Programs in Your Specialty





## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

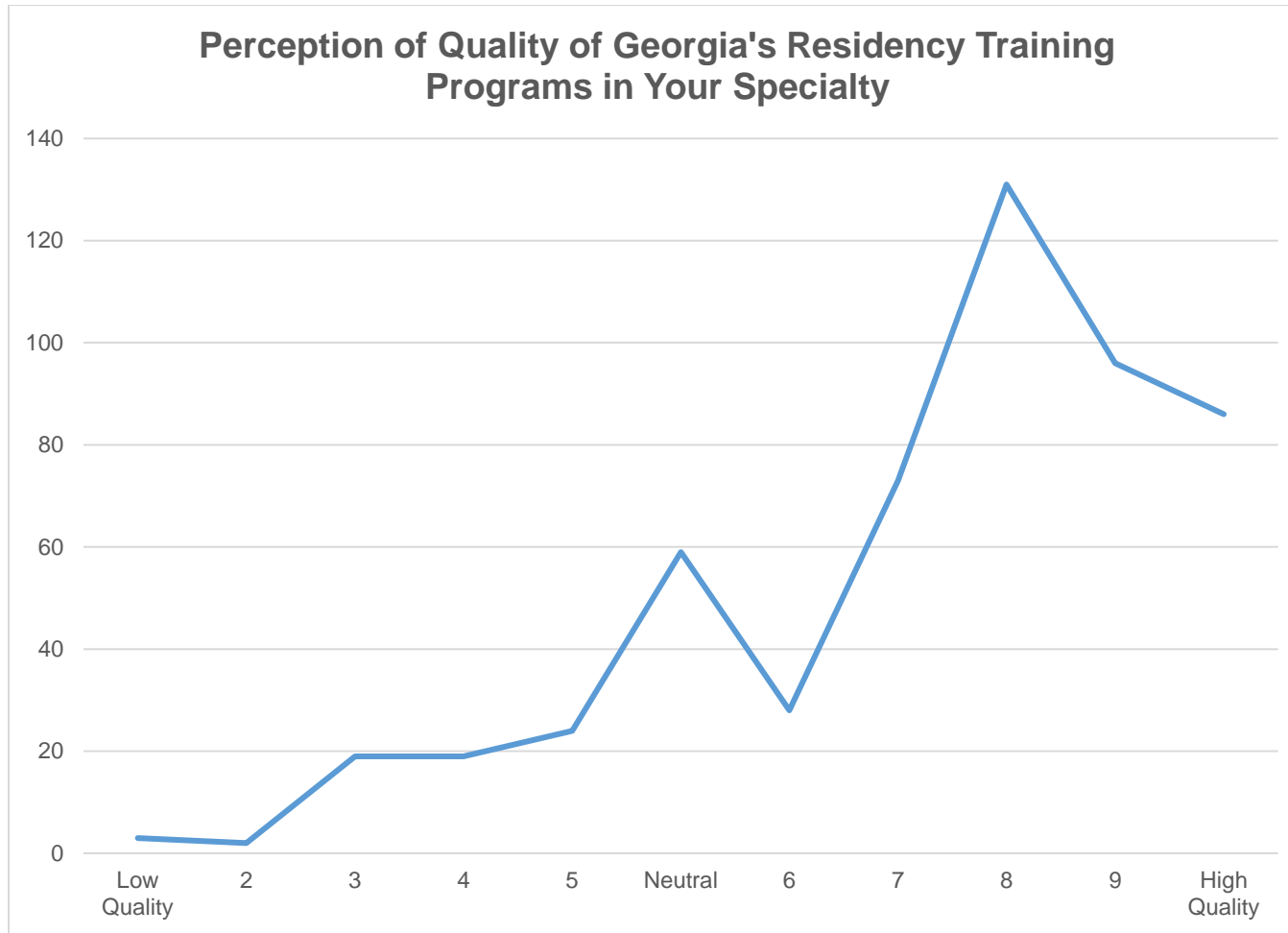
**Table 18: Perception of Quality of Georgia’s Residency Training Programs in Your Specialty**

Response	Number	Percent
Low Quality	3	0.6%
2	2	0.4%
3	19	3.5%
4	19	3.5%
5	24	4.4%
Neutral	59	10.9%
6	28	5.2%
7	73	13.5%
8	131	24.3%
9	96	17.8%
High Quality	86	15.9%
<b>Total</b>	<b>540</b>	<b>100.0%</b>

Note: 8 respondents did not answer this question. Percentages are calculated from the total valid responses (540).

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

Figure 4: Perception of Quality of Georgia's Residency Training Programs in Your Specialty



## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

**Table 19: Factors Important in Choosing Residency Program**

Factor	Strength of Factor's Influence									Total Responses	Missing
	No Influence		Minor		Moderate		Strong				
	Number	Percent	Number	Percent	Number	Percent	Number	Percent			
Family	64	11.8%	100	18.5%	163	30.1%	214	39.6%	541	7	
Location	22	4.1%	39	7.2%	128	23.6%	353	65.1%	542	6	
Reputation of Residency Program	20	3.7%	54	10.0%	174	32.1%	294	54.2%	542	6	
Fellowship Opportunities	72	13.3%	109	20.2%	159	29.4%	200	37.0%	540	8	
Availability of Residency Positions in Desired Specialty	101	18.7%	120	22.2%	150	27.8%	169	31.3%	540	8	
Resident Salary	211	39.1%	200	37.0%	98	18.1%	31	5.7%	540	8	

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

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

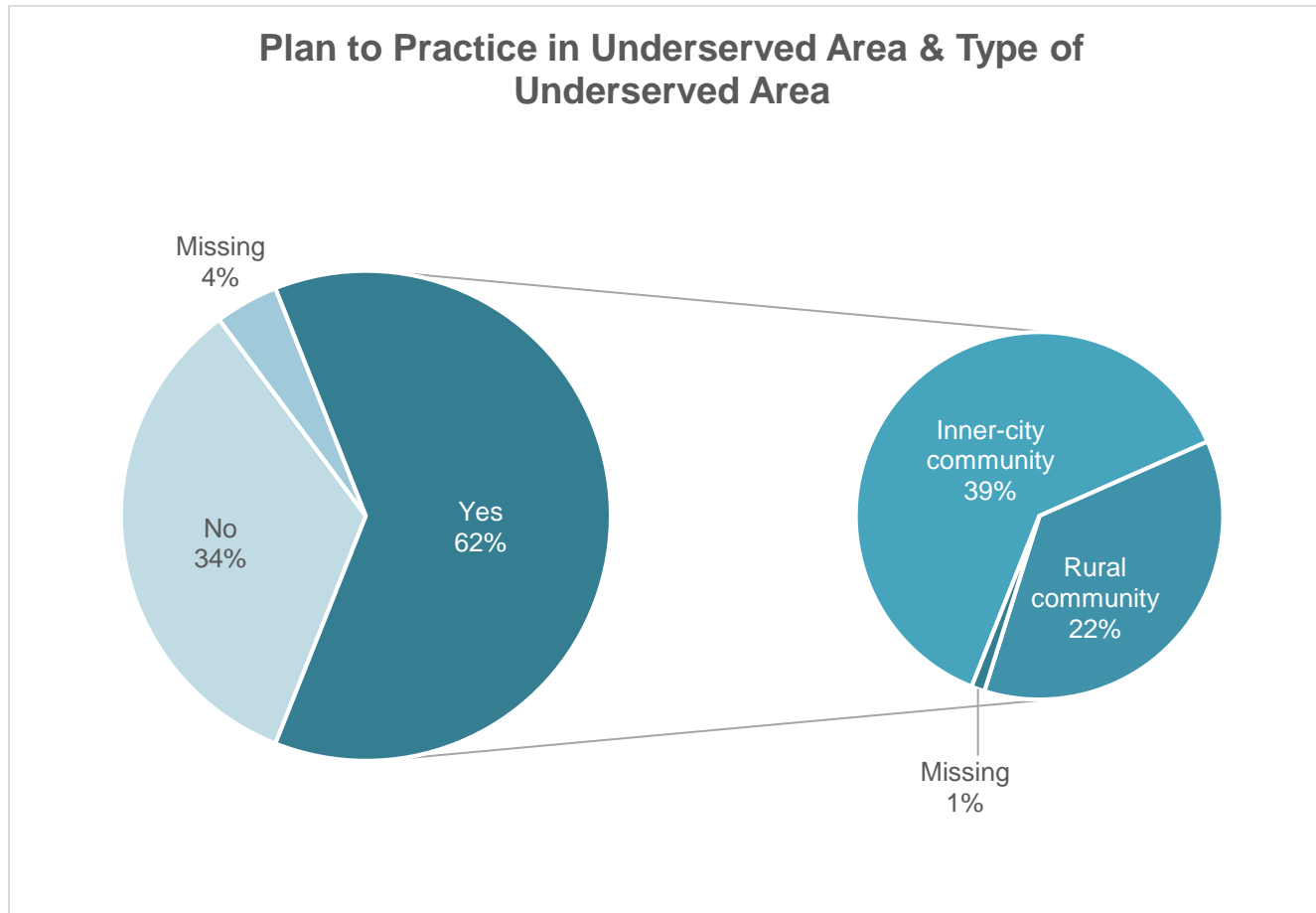
## Other Factors Cited as Important in Choosing a Residency Program

In addition to providing input on the 6 factors listed above, respondents provided open-ended answers to the question of what factors influenced their choice of residency program. Forty-one such responses were given, with 4 indicating “none,” “N/A,” or “not attending residency.” Five main categories emerged as important to rising residents, and are described as follows. Note: because one open-ended response could include multiple categories, the numbers below do not total to 41.

- **Fit and Community (14 responses):** these indicated the respondent’s feelings; perception of “fit,” “feel,” and “culture” on interview day; happiness of current residents; hospital mission and serving a specific population; community service and involvement; supportive policies.
- **Interaction with Staff, Residents, and Administration (14):** these responses indicated specific interactions with people at the residency program, such as residents, program directors, faculty, house staff, and mentors; the personalities of fellow residents; camaraderie; perception of supportive policies, receptiveness to feedback from residents, and responsiveness of the program to inquiries.
- **Career Considerations (9):** these responses indicated concerns for the best resources for career enhancement, such as quality of training; ability to pursue a fellowship; the ability to become world-class in their field; the amount of training in areas of interest; breadth of career paths of previous residents; and research opportunities.
- **Practical Concerns and Hospital Resources (7):** these responses emphasized real-life concerns such as couple’s match for a spouse; cost of living; employee benefits; geographic area and the safety it provides for LGBT people; and hospital characteristics such as size, hospital amenities, and having an associated pediatric hospital.
- **Military (3 responses):** these indicated that their military status helped determine (or limit) their options for residency.

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Figure 5: Plan to Practice in Underserved Area & Type of Underserved Area



Note: *percentages* in the second pie chart reflect the percentage of the total survey respondents (548) answering that they intend to practice in an underserved rural or inner-city community. The *proportion of the pie chart* occupied by inner-city or rural represents the percentage of those who answered “yes” to intending to practice in an underserved location.

## Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

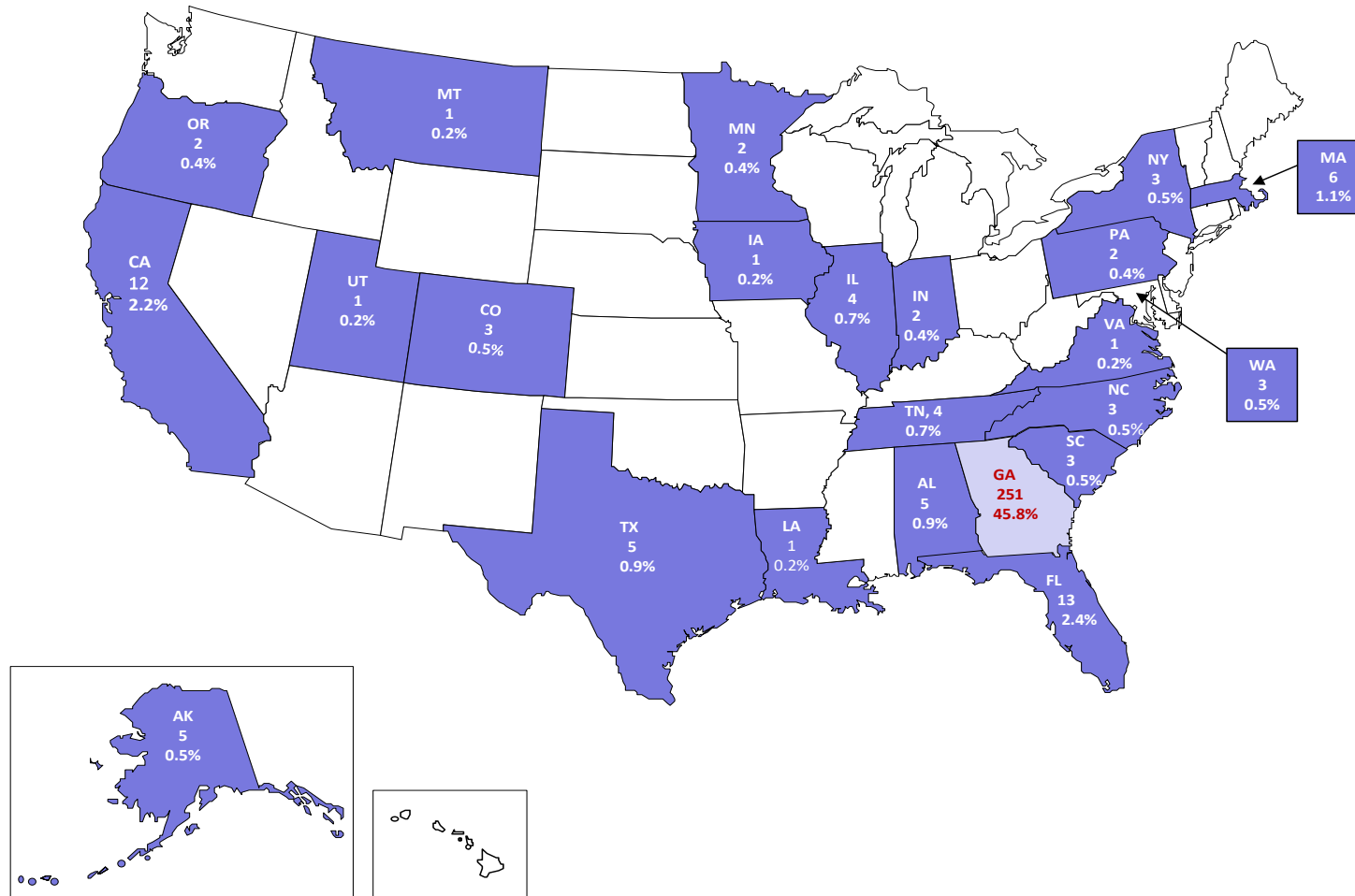
**Table 20: Intent to Practice in an Underserved Area and Type of Underserved Area by Medical School**

Medical School	Intend to Practice in an Underserved Area & Type of Underserved Area			Percent Intending Underserved Practice	Missing on intent and/or location question	Total Responses
	No	Yes				
		Inner-City	Rural			
Emory University School of Medicine	39	67	8	65.8%	2	114
Medical College of Georgia at Augusta University	77	45	38	51.9%	2	160
Mercer University School of Medicine	26	28	33	70.1%	11	87
Morehouse School of Medicine	3	44	12	94.9%	1	59
Philadelphia College of Osteopathic Medicine-GA Campus	40	28	33	60.4%	11	101
<b>Total</b>	<b>185</b>	<b>212</b>	<b>124</b>		<b>27</b>	<b>521</b>
<b>Total (Percentage)</b>	<b>35.5%</b>	<b>40.7%</b>	<b>23.8%</b>			<b>100.0%</b>

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

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



Note: the figure for Georgia in the above map includes 228 graduates who mentioned only Georgia as their intended practice state and 23 graduates who explicitly mentioned Georgia as a possible practice state.

# Georgia Board of Health Care Workforce 2019 Georgia Medical School Graduate Survey

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- Morehouse University School of Medicine
- Philadelphia College of Osteopathic Medicine-GA Campus

The 2019 Georgia Medical School Graduate Survey report can be viewed and downloaded on the internet at [gbpw.georgia.gov](http://gbpw.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).