

2020 Georgia Medical School Graduate Survey Report



Georgia Board of Health Care Workforce

State of Georgia

Published Summer 2020

Executive Summary	4
Table 1: Number of Responses by Medical School	4
Methodology	5
Key Findings from the 2020 Survey	5
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
Table 6: Hispanic Ethnicity by Medical School	12
Table 7: Specialty Matched to in Post Graduate Year 1	13
Table 8: Intended Career Specialty	13
Figure 2: Year Specialty Decision Made	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
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 Three Choices in Match	24
Table 14: Georgia GME Programs in Top Three Choices	25
Figure 7: Primary Reason for Leaving Georgia	26
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: Perception of Quality of Georgia's Residency Training Programs in Respondent's Specialty	30
Figure 9: Perception of Quality of Georgia's Residency Training Programs in Respondent's Specialty	31
Table 17: Factors Important in Choosing Residency Program	32
Figure 10: Strength of Factors' Influence Upon Choice of Residency Program	33
Other Factors Cited as Important in Choosing a Residency Program.....	34
Figure 11: Plan to Practice in Underserved Area & Type of Underserved Area	35
Table 18: Intent to Practice in an Underserved Area and Type of Underserved Area by Medical School	36
Map: Other States Where Georgia Medical School Graduates Plan to Practice Following Residency	37
Acknowledgements	38

Georgia Board of Health Care Workforce

2020 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	Survey Completions	Completion Rate
Emory University School of Medicine	140	129	92.1%
Medical College of Georgia at Augusta University	221	148	67.0%
Mercer University School of Medicine	116	84	72.4%
Morehouse School of Medicine	91	63	69.2%
Philadelphia College of Osteopathic Medicine-Georgia	135	64	47.4%
Total	703	488	69.4%

Likely due to the changes in medical education arising from the COVID-19 pandemic, this year's MSG survey had fewer responses than in 2019. In 2019, the MSG survey had 548 completions, or 80.0% of medical school graduates. In 2020, the MSG survey had 488 completions, or 69.4% of medical school graduates.

Georgia Board of Health Care Workforce

2020 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 31st. 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. Analyses presented here were conducted using Microsoft Excel.

Key Findings from the 2020 Survey

Demographics

- This year, more people identifying as female than male completed the MSG survey. 56.8% of survey completers are female. The medical school with the highest percentage of female respondents is Morehouse (69.8%), while the school with the lowest percentage of female respondents is MCG (48.0%).
- The average age of all respondents is 27.6 years old. The youngest respondent is 24 years old, while the oldest respondent is 43. PCOM-Georgia has the oldest average age of respondents at 28.9 years old, compared to MCG whose average age of respondents is 26.6 years old.
- A comparable percentage of respondents this year identified as native born or naturalized U.S. citizens (98.4% of respondents last year versus 97.1% this year). Eleven respondents identified as permanent residents and three have an "other" citizenship status.
- In 2020, 57.2% of respondents identify as white. This is slightly higher than that percentage last year (55.0% year). Overall, 42.8% of respondents identified as a non-white race/ethnicity (14.9% Black/African American; 21.1% Asian/Pacific Islander; 3.9% multi-race; and 2.9% "other"). Morehouse School of Medicine has the highest percentage of respondents identifying as non-white (85.5%) while the school with the lowest percentage of non-white respondents is Mercer University (21.7%).
- Overall, 8.0% of respondents identify as Hispanic. MCG has the highest percentage of respondents (10.8%) who identify as Hispanic, while Emory had the lowest percentage of respondents (5.5%) who identify as Hispanic.

Georgia Board of Health Care Workforce

2020 Georgia Medical School Graduate Survey

Intended Practice Location After Residency

- 60% of respondents (263) 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 (77.8%); the school with the lowest percentage is MCG (48.9%)
- Of those who plan to locate their practice in an underserved area, 67.7% (178) plan to practice in an inner city community. The remaining 32.3% (85) of respondents plan to locate in a rural community.
- 34.4% of respondents (168) answered that Georgia is the likely state for their practice after residency. Of those, 52.4% (88) listed Atlanta as the likely city.

Specialty

- 67.4% of respondents (329) will enter a primary care/core specialty. Mercer University's respondents were most likely to say they would enter a primary care/core specialty for their PGY-1 year (86.6%), while Medical College of Georgia respondents were least likely (73.4%).
- Of the 305 respondents who answered questions on both PGY-1 specialty choice and ultimate practice specialty, 76.7% plan to ultimately practice in a primary care/core specialty.
- Similar to last year, approximately half of respondents (50.6%) made the decision about what specialty to pursue during their third year of medical school.

Choice of and Match to Georgia Residency Programs

- 54.3% of respondents listed a Georgia residency program among their top three choices during the Match. This is a slightly higher percentage than last year (49.3%).
- Respondents from Morehouse School of Medicine are those most likely to have a Georgia GME program among their top three choices during the Match (80.7%). Respondents from MCG are the least likely to have a Georgia GME program in their top three choices (42.9%).
- 22.2% 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. This is slightly higher than that figure last year, when 17.9% of respondents ranked more than one Georgia GME program in their top three choices.
- The top four Georgia GME programs ranked by survey respondents are Emory (135 respondents); WellStar Kennestone (34); and Medical College of Georgia (33) tied with Morehouse School of Medicine (33).

Georgia Board of Health Care Workforce 2020 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	85	65.9%	44	34.1%	129	100.0%
Medical College of Georgia at Augusta University	71	48.0%	77	52.0%	148	100.0%
Mercer University School of Medicine	43	51.2%	41	48.8%	84	100.0%
Morehouse School of Medicine	44	69.8%	19	30.2%	63	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	34	53.1%	30	46.9%	64	100.0%
Total	277	56.8%	211	43.2%	488	100%

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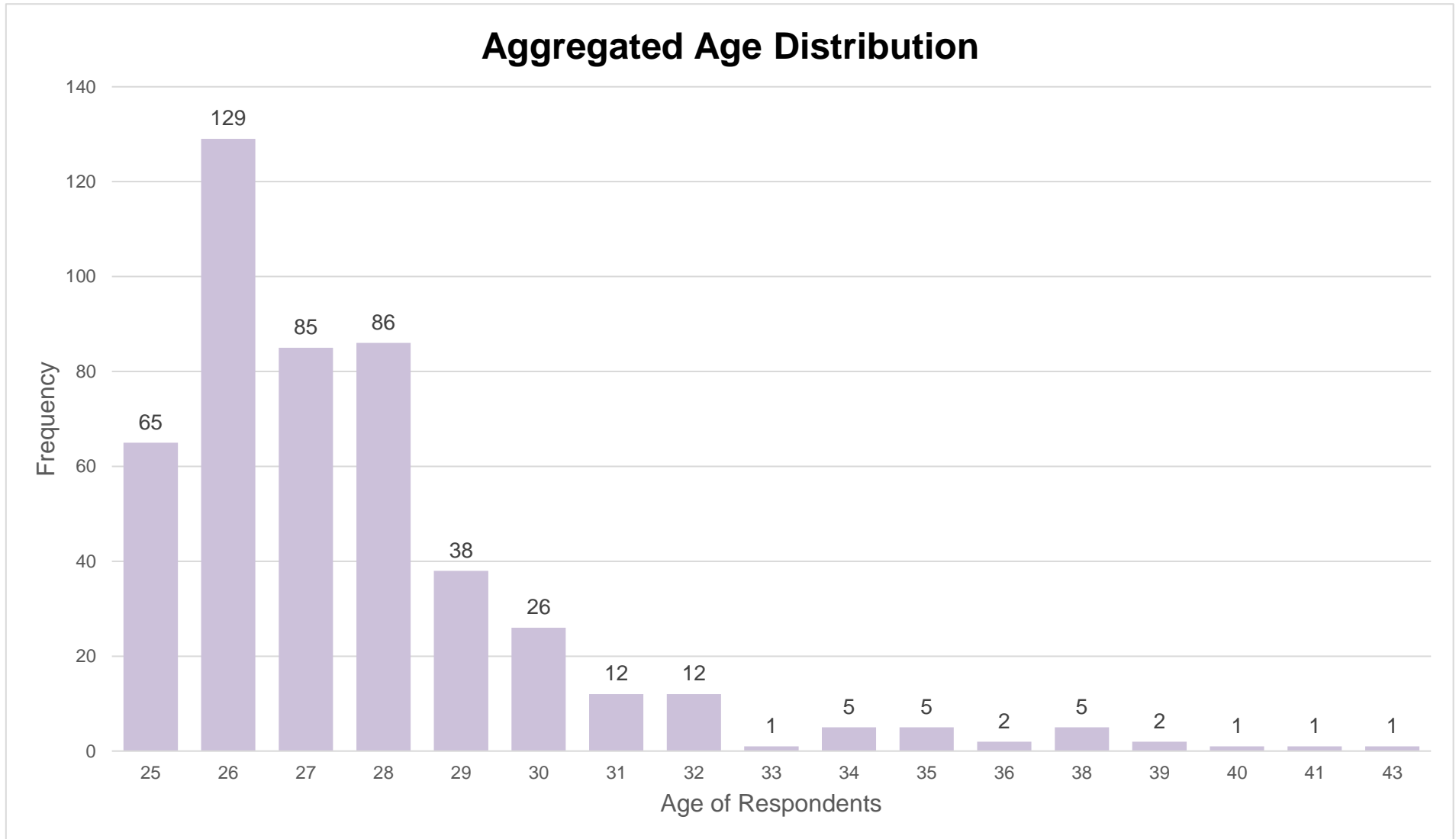
Table 3: Average Age by Medical School

Medical School	Age Grouping				Average Age
	25-29	30-34	35-39	≥ 40	
Emory University School of Medicine	110	18	1	0	27.7
Medical College of Georgia at Augusta University	132	6	1	0	26.6
Mercer University School of Medicine	68	8	7	0	28.0
Morehouse School of Medicine	51	9	1	2	28.1
Philadelphia College of Osteopathic Medicine-Georgia	44	15	4	1	28.9
Total Respondents	405	56	14	3	27.6
Total (Percentage)	84.7%	11.7%	2.9%	0.6%	100.0%

Note: 10 respondents did not answer the age question. Averages and total percentages are calculated from the total valid responses (478).

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Figure 1: Aggregated Age Distribution



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Table 4: Citizenship Status

Citizenship Status	Number	Percent
Citizen (Naturalized or Native-Born)	473	97.1%
Permanent Resident	11	2.3%
Other	3	0.6%
Total	487	100%

Note: 1 respondent did not answer this question. Percentages are calculated from the total valid responses (487).

Georgia Board of Health Care Workforce 2020 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	88	69.3%	21	16.5%	9	7.1%	6	4.7%	3	2.4%	127	100.0%
Medical College of Georgia at Augusta University	80	54.1%	44	29.7%	14	9.5%	5	3.4%	5	3.4%	148	100.0%
Mercer University School of Medicine	65	78.3%	12	14.5%	1	1.2%	2	2.4%	3	3.6%	83	100.0%
Morehouse School of Medicine	9	14.5%	5	8.1%	44	71.0%	4	6.5%	0	0.0%	62	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	35	54.7%	20	31.3%	4	6.3%	2	3.1%	3	4.7%	64	100.0%
Total	277	57.2%	102	21.1%	72	14.9%	19	3.9%	14	2.9%	484	100.0%

Note: 4 respondents did not answer this question. Percentages are calculated from the total valid responses (484).

Georgia Board of Health Care Workforce 2020 Georgia Medical School Graduate Survey

Table 6: Hispanic Ethnicity by Medical School

Medical School	Yes		No		Total	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	7	5.5%	121	94.5%	128	100.0%
Medical College of Georgia at Augusta University	16	10.8%	132	89.2%	148	100.0%
Mercer University School of Medicine	6	7.1%	78	92.9%	84	100.0%
Morehouse School of Medicine	4	6.3%	59	93.7%	63	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	6	9.4%	58	90.6%	64	100.0%
Total	39	8.0%	448	92.0%	487	100.0%

Note: 1 respondent did not answer this question. Percentages are calculated from the total valid responses (487).

Georgia Board of Health Care Workforce 2020 Georgia Medical School Graduate Survey

Table 7: Specialty Matched to in Post Graduate Year 1

PGY-1 Specialty	Frequency	% of Total Respondents
Internal Medicine	107	23.9%
Pediatrics	66	14.7%
OB/GYN	38	8.5%
Emergency Medicine	37	8.3%
Family Medicine	36	8.0%
General Surgery	26	5.8%
Psychiatry	12	2.7%
Primary Care/Core Total	322	71.9%
Transitional Year	37	8.3%
Anesthesiology	14	3.1%
Orthopaedic Surgery	14	3.1%
Internal Medicine Preliminary	12	2.7%
Neurology	7	1.6%
Pathology	5	1.1%
Urology	5	1.1%
Other Specialties	32	7.1%
Other Specialties Total	126	28.1%

Table 8: Intended Career Specialty

Practice Specialty	Frequency	% of Total Respondents
Internal Medicine	47	10.5%
Pediatrics	48	10.8%
OB/GYN	37	8.3%
Emergency Medicine	36	8.1%
Family Medicine	32	7.2%
General Surgery	20	4.5%
Psychiatry	11	2.5%
Primary Care/Core Total	231	51.8%
Anesthesiology	17	3.8%
Ophthalmology	15	3.4%
Orthopaedic Surgery	14	3.1%
Diagnostic Radiology	11	2.5%
Cardiology	10	2.2%
Radiology	9	2.0%
Other Specialties	127	28.5%
Unsure or non-medicine field	12	2.7%
Other Specialties Total	215	48.2%

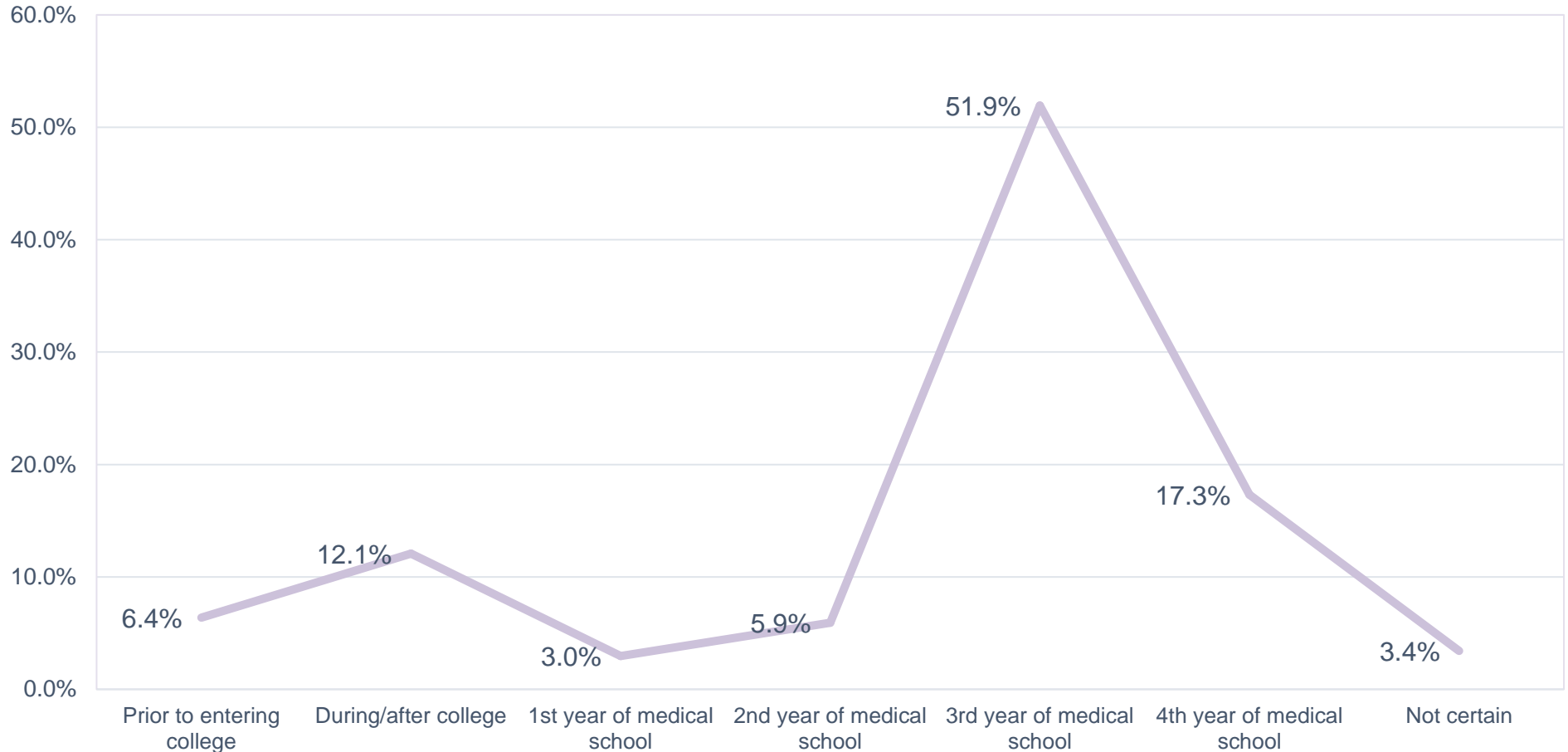
Note: 40 respondents did not answer this question. Percentages are calculated from the total valid responses (438).

Note: 42 respondents did not answer this question. Percentages are calculated from the total valid responses (446).

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Figure 2: Year Specialty Decision Made

When Did You Make The Decision About What Specialty to Pursue?



Note: 49 respondents did not answer this question. Percentages are calculated from the total valid responses (439).

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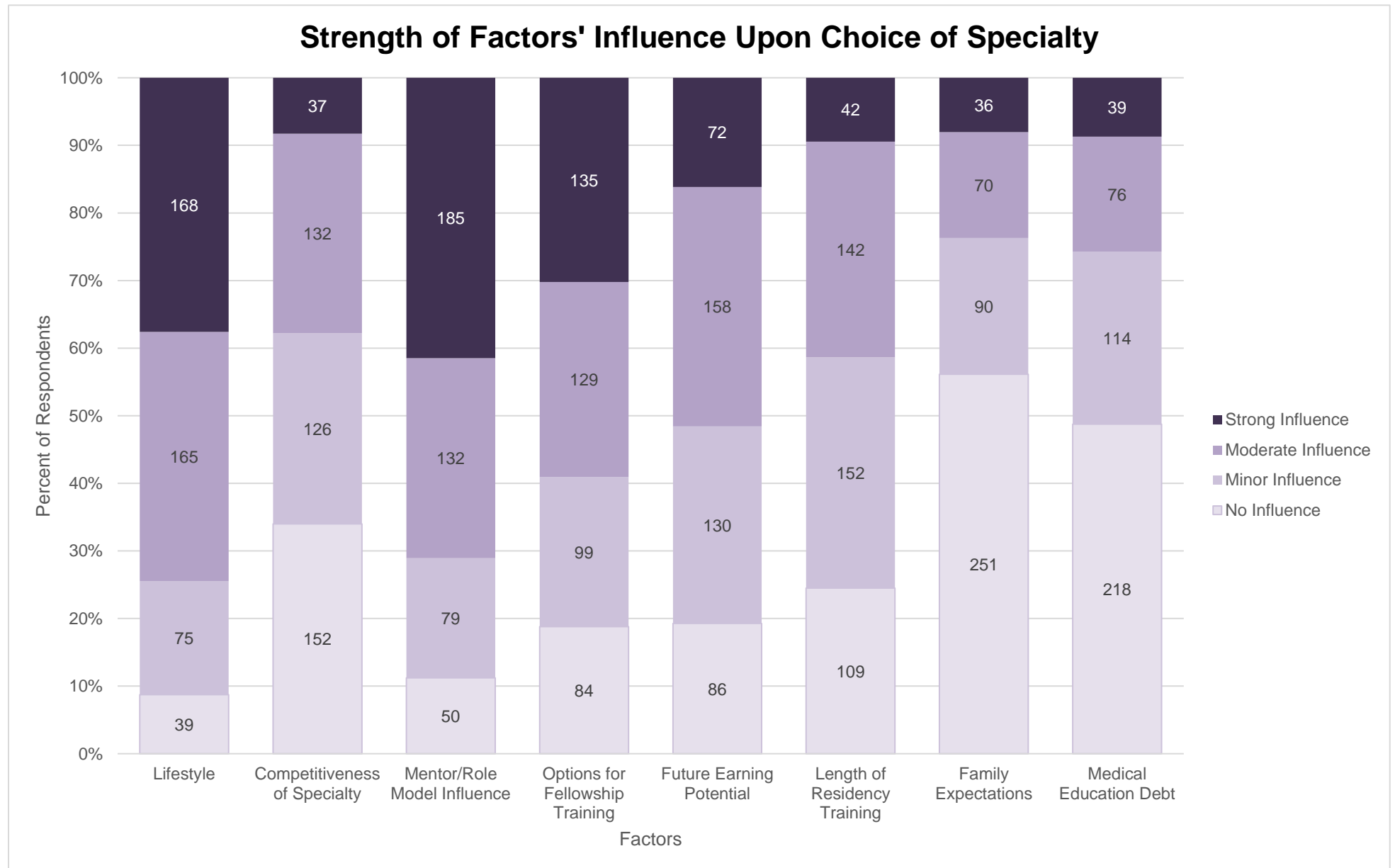
Table 9: Factors Important in Determining Specialty

Factor	Strength of Factor's Influence								Total Responses
	No Influence		Minor		Moderate		Strong		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Lifestyle	39	8.7%	75	16.8%	165	36.9%	168	37.6%	447
Competitiveness of Specialty	152	34.0%	126	28.2%	132	29.5%	37	8.3%	447
Mentor/Role Model Influence	50	11.2%	79	17.7%	132	29.6%	185	41.5%	446
Options for Fellowship Training	84	18.8%	99	22.1%	129	28.9%	135	30.2%	447
Future Earning Potential	86	19.3%	130	29.1%	158	35.4%	72	16.1%	446
Length of Residency Training	109	24.5%	152	34.2%	142	31.9%	42	9.4%	445
Family Expectations	251	56.2%	90	20.1%	70	15.7%	36	8.1%	447
Medical Education Debt	218	48.8%	114	25.5%	76	17.0%	39	8.7%	447

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

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



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2020 Georgia Medical School Graduate Survey

Other Factors Important in Determining Specialty

Seventy-nine 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. Note: many responses to this question included indicators of multiple categories. As such, the number of responses below total more than 79.

- **Personal enjoyment and interest (45):** This is by far the most common theme. Respondents mentioned “love,” “enjoyment,” “general interest,” “happiness,” “a strong calling,” “passion,” “wanting to make a difference,” fit with their own personality and experiences, and “sense of purpose.” Respondents mentioned interest in their specialty, their patients, the subject matter, and the culture of the field.
- **Professional attributes (26):** Respondents expressed that their specialty offering scientific interest, innovation, orientation toward social justice were important to their choice. The specialties offering opportunities for private practice, field experience, and research also fell into this category.
- **Patients (20):** Respondents mentioned maintaining long-term relationships with patients, enjoying working with the patient population, wanting to work in a field with positive patient outcomes, and fulfilling an obligation to help people with the least access to healthcare.
- **Specialty culture (7):** Respondents listed alignment with social justice and community health, enjoyment of working with people within the specialty, “ideologies of that specialty,” and “culture of that medicine.”
- **Family (3):** Respondents who gave “family” as an open-ended reason for choosing their specialty specified listed family location and factors related to significant other.
- **Location (1):** One respondent listed (family) location as important to their specialty choice.

Georgia Board of Health Care Workforce

2020 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	127	98.4%	2	1.6%	129	100%
Medical College of Georgia at Augusta University	144	97.3%	4	2.7%	148	100%
Mercer University School of Medicine	81	96.4%	3	3.6%	84	100%
Morehouse School of Medicine	59	93.7%	4	6.3%	63	100%
Philadelphia College of Osteopathic Medicine-Georgia	61	95.3%	3	4.7%	64	100%
Total	472	96.7%	16	3.3%	488	100%

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2020 Georgia Medical School Graduate Survey

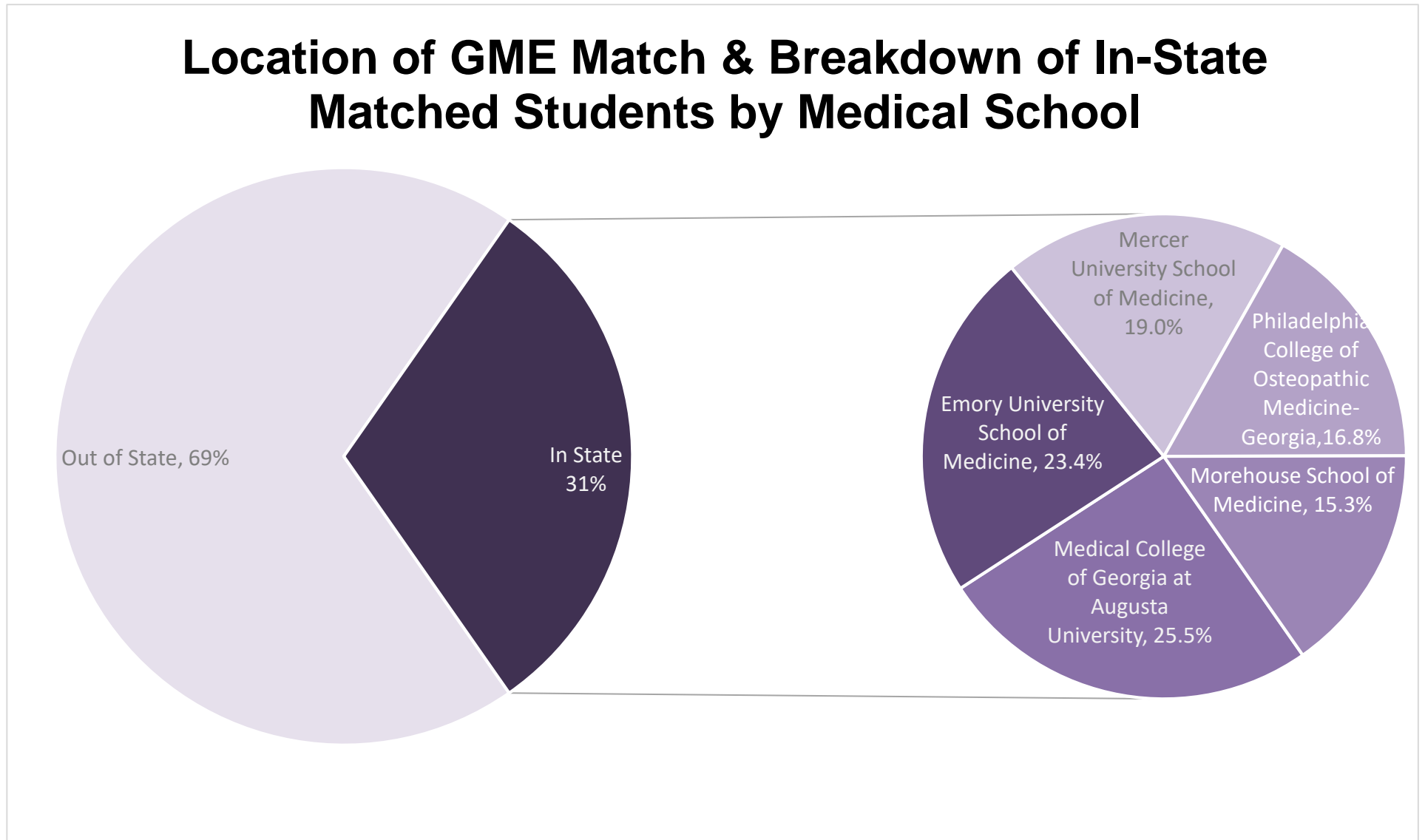
Table 11: In-State (Georgia) or Out-of-State Match

Medical School	Location of Matched Program				Total	
	Georgia		Out-of-State			
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	32	25.4%	94	74.6%	126	100.0%
Medical College of Georgia at Augusta University	35	24.5%	108	75.5%	143	100.0%
Mercer University School of Medicine	26	36.6%	45	63.4%	71	100.0%
Morehouse School of Medicine	21	39.6%	32	60.4%	53	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	23	41.8%	32	58.2%	55	100.0%
Total	137	30.6%	311	69.4%	448	100.0%

Note: 40 respondents did not answer this question. Percentages are calculated from the total valid responses (448).

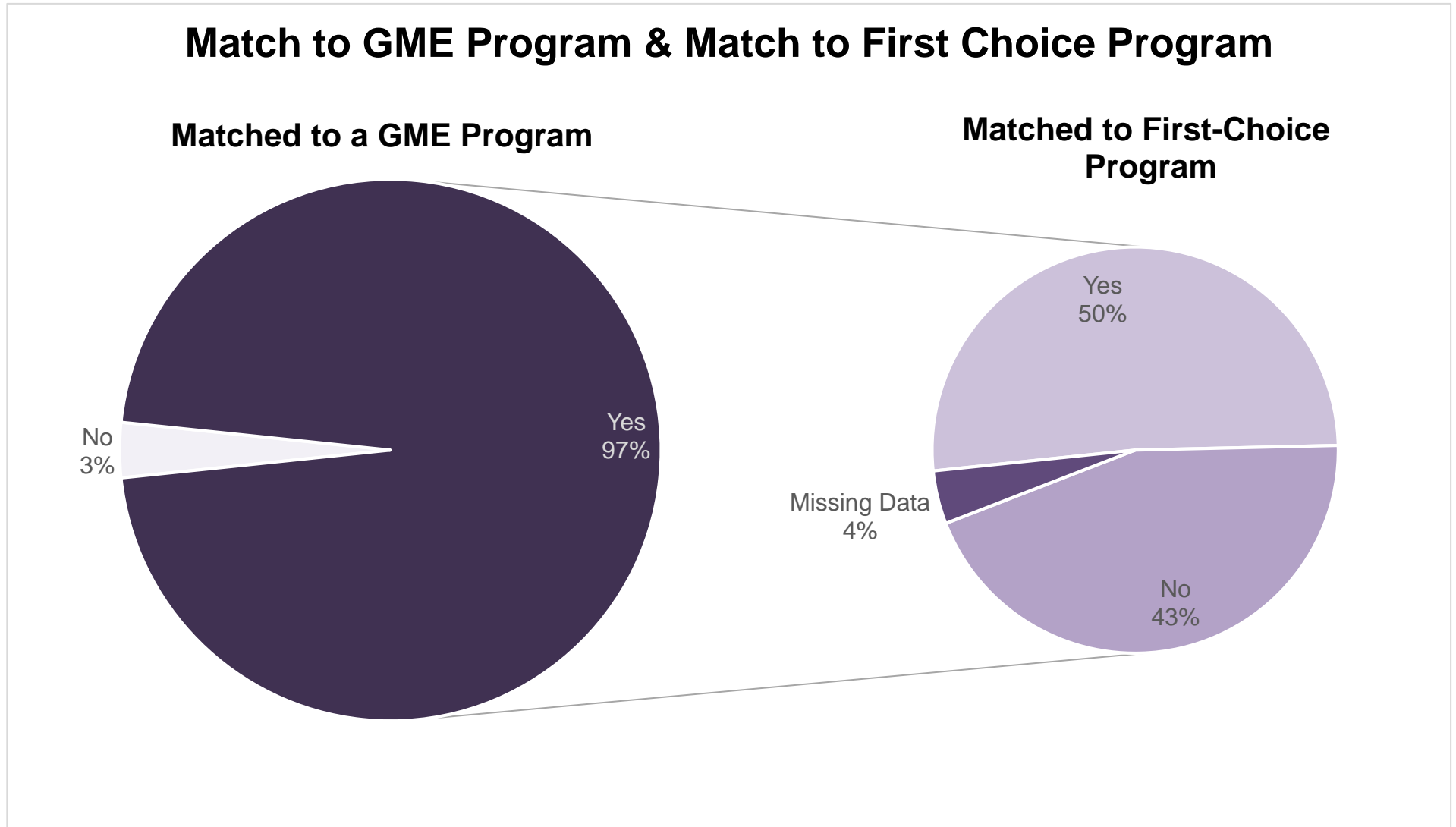
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Figure 4: Percentage of Total In-State Matches by Medical School



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



Georgia Board of Health Care Workforce

2020 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	62	48.1%	67	51.9%	129	100.0%
Medical College of Georgia at Augusta University	84	57.1%	63	42.9%	147	100.0%
Mercer University School of Medicine	31	40.3%	46	59.7%	77	100.0%
Morehouse School of Medicine	11	19.3%	46	80.7%	57	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	27	45.0%	33	55.0%	60	100.0%
Total	215	45.7%	255	54.3%	470	100.0%

Note: 18 respondents did not answer this question. Percentages are calculated from the total valid responses (470).

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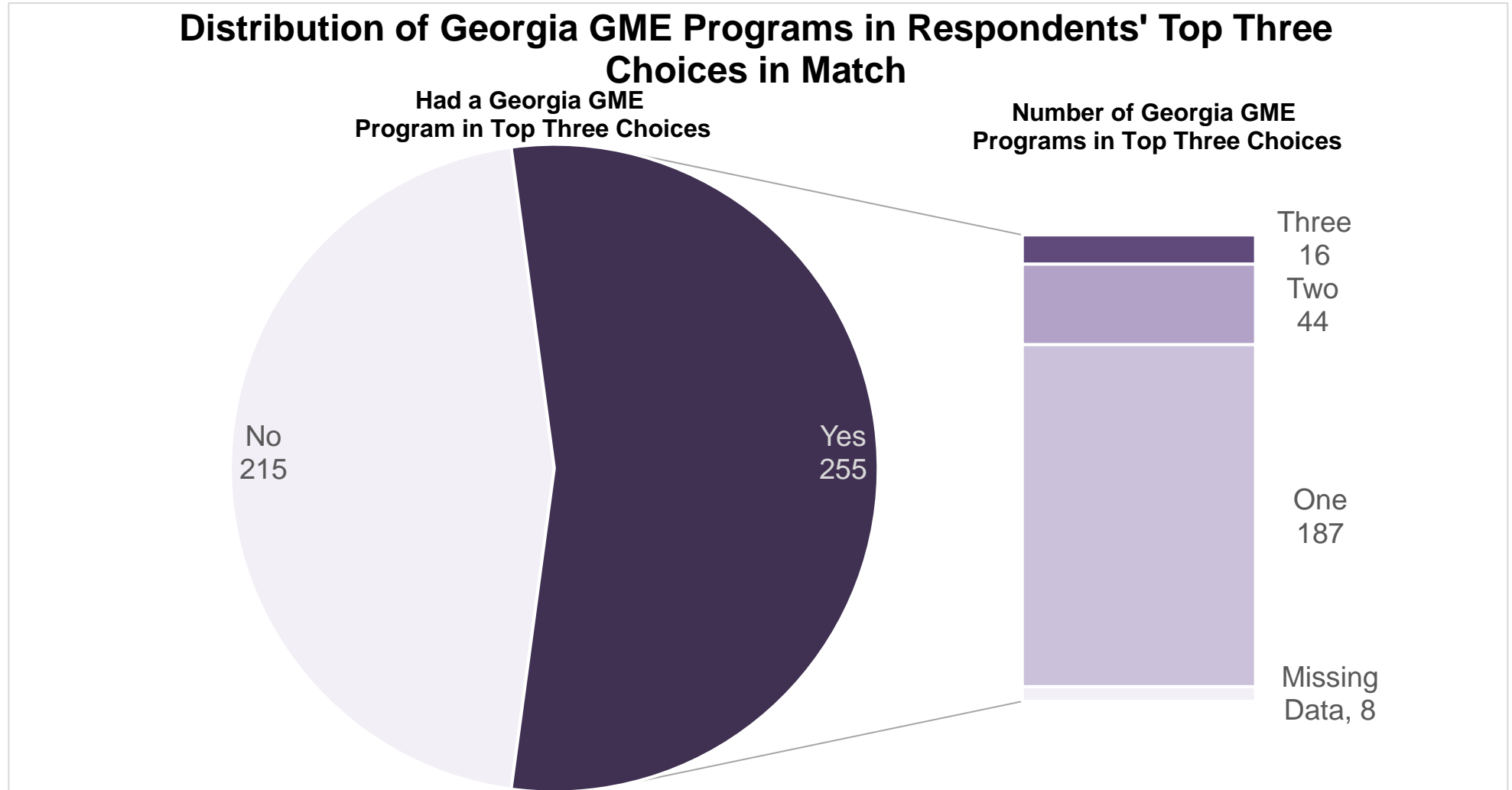
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Table 13: Number of Georgia GME Programs in Top Three Choices by Medical School

Medical School	Number of Georgia GME Programs in Top Three Choices								Total	
	Zero*		One		Two		Three			
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	62	48.1%	59	45.7%	6	4.7%	2	1.6%	129	100.0%
Medical College of Georgia at Augusta University	86	58.1%	51	34.5%	9	6.1%	2	1.4%	148	100.0%
Mercer University School of Medicine	41	48.8%	27	32.1%	10	11.9%	6	7.1%	84	100.0%
Morehouse School of Medicine	20	31.7%	28	44.4%	11	17.5%	4	6.3%	63	100.0%
Philadelphia College of Osteopathic Medicine-Georgia	34	53.1%	22	34.4%	7	10.9%	1	1.6%	64	100.0%
Total	243	49.8%	187	38.3%	43	8.8%	15	3.1%	488	100.0%

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



Note: 8 respondents who answered they did have a Georgia GME program in their top three choices did not specify the number of programs.

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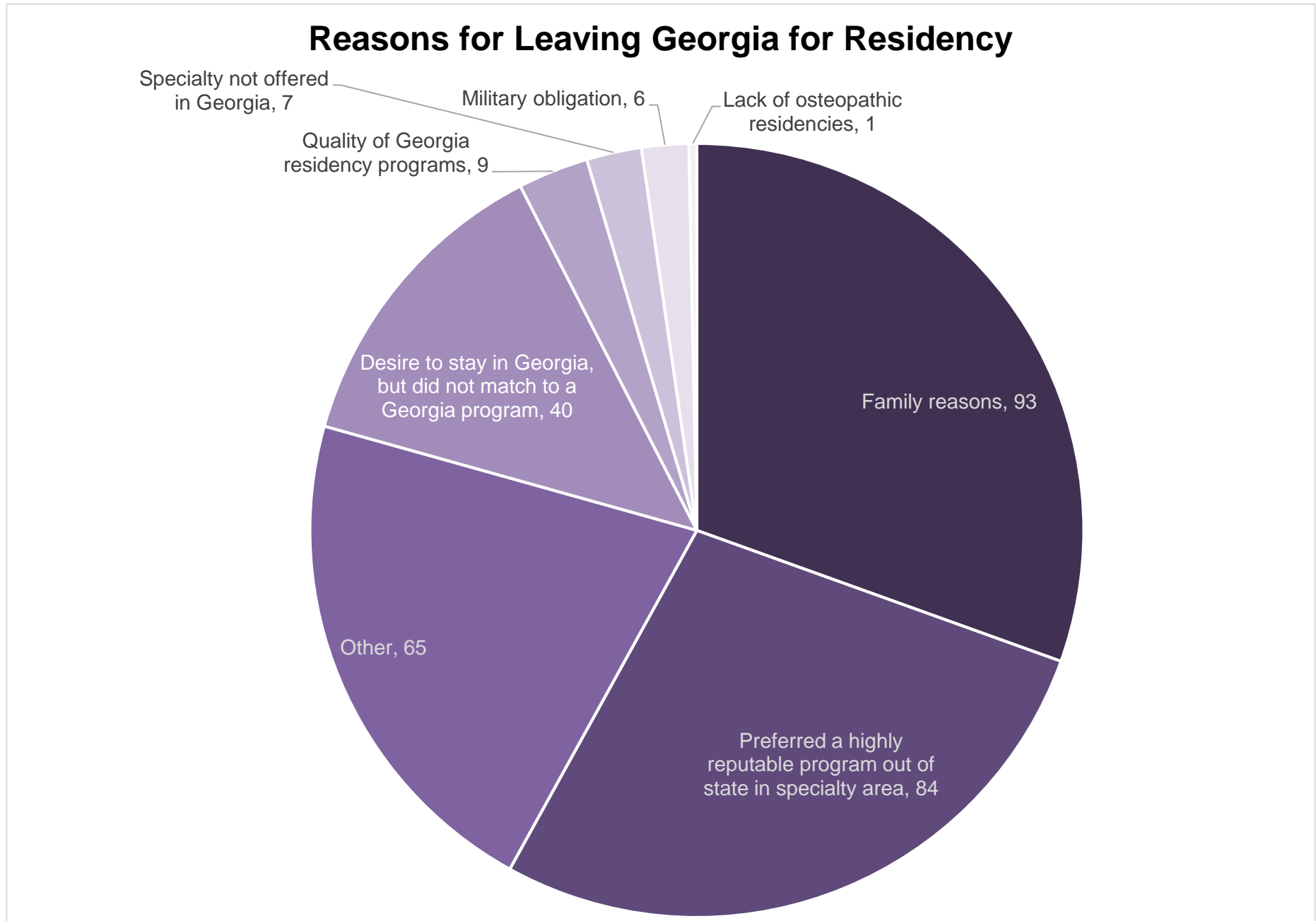
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Table 14: Georgia GME Programs in Top Three Choices

Georgia GME Program	Number of Respondents	Percentage of Total Survey Respondents (488) Having this Program in their Top Three Choices
Emory University School of Medicine (Atlanta)	135	27.7%
WellStar Kennestone Regional Medical Center (Marietta)	34	7.0%
Medical College of Georgia (Augusta)	33	6.8%
Morehouse School of Medicine (Atlanta)	33	6.8%
Memorial Health University Medical Center (Savannah)	21	4.3%
WellStar Atlanta Medical Center (Atlanta)	14	2.9%
Navicent Health-Central GA (Macon)	13	2.7%
Gwinnett Medical Center (Lawrenceville)	6	1.2%
Phoebe Putney Memorial Hospital (Albany)	6	1.2%
AU/UGA Medical Partnership-St. Mary's Healthcare (Athens)	5	1.0%
Northeast Georgia Medical Center (Gainesville)	5	1.0%
Redmond Regional Medical Center (Rome)	5	1.0%
Piedmont Columbus Regional Midtown (Columbus)	4	0.8%
Coliseum Medical Center (Macon)	3	0.6%
Floyd Medical Center (Rome)	3	0.6%
Piedmont Athens Regional Medical Center (Athens)	3	0.6%

Georgia Board of Health Care Workforce 2020 Georgia Medical School Graduate Survey

Figure 7: Primary Reason for Leaving Georgia



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2020 Georgia Medical School Graduate Survey

Other Factors Important to Leaving Georgia for Residency

Fifty-four respondents gave an open-ended answer on other factors that influenced their choice to leave Georgia for residency. Note: many responses to this question included indicators of multiple categories. As such, the number of responses below will total more than 54.

- **New Experiences (20):** Most of the comments in this theme indicate a desire for new experiences and getting training in a setting outside of the state where they have spent much or most of their lives. They did not actively disparage Georgia, but rather sought to enhance their life experiences. Examples include wanting to leave Georgia for residency but plan to return to practice and simply wanting to explore and experience a change.
- **Program Factors (14):** The second-most prevalent theme among comments reveals program-related factors that influenced respondents' decisions to leave Georgia. These included favoring programs in other states because of better fellowship and training opportunities; wanting to pursue a program that is not available in Georgia; and liking programs in Georgia but other factors such as family also contributing to the decision.
- **Career Factors (7):** Examples of this theme include wanting to create a broader professional network; seeing few options for DOs pursuing orthopedics in Georgia; and wanting to diversify training or become more well-rounded.
- **Practical/SOAP (7):** These comments indicated a practical concern that prohibited respondents' ability to stay in Georgia for residency training. These included reduced training options in the SOAP, restrictions due to visa concerns, not being accepted into a Georgia program, and military obligations.
- **Family (6):** These responses mentioned the influence of significant others and going to residency programs close to family.
- **Political Issues (5):** Comments in this vein indicate negative views toward the political factors that affect medical training and practice. Some examples include disparaging administration at residency programs, feeling unprotected or unsupported by state government, and perceptions of low support for women's health in the state.
- **Other (3):** Two respondents mentioned missing the landscape of mountains and one mentioned a better quality of life outside Georgia.
- **Returning Home (2):** Two respondents said that they would be returning home for their residency training.

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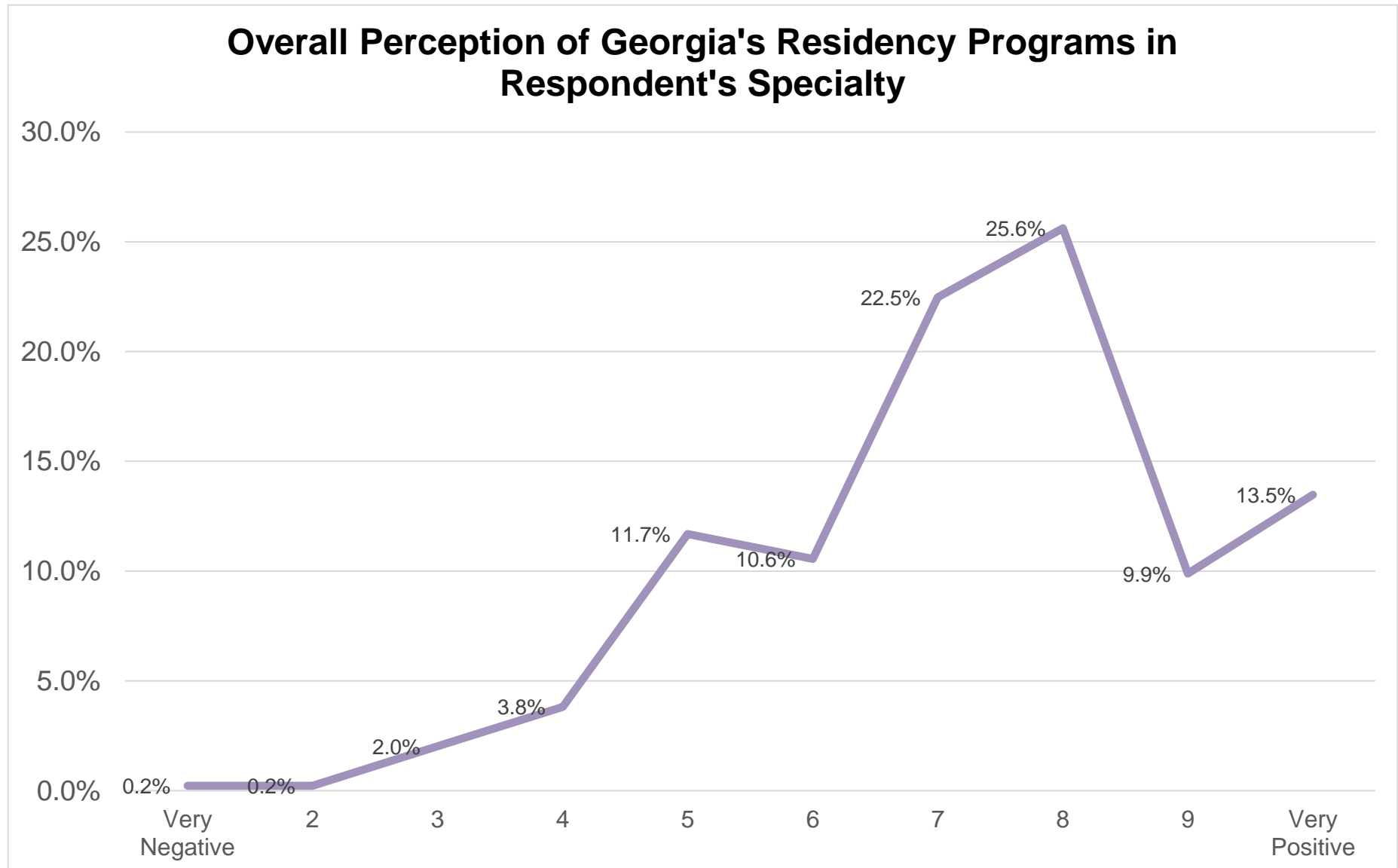
Table 15: Overall Perception of Georgia’s Residency Training Programs in Respondent’s Specialty

Response	Number	Percent
Very Negative	1	0.2%
2	1	0.2%
3	9	2.0%
4	17	3.8%
5	52	11.7%
6	47	10.6%
7	100	22.5%
8	114	25.6%
9	44	9.9%
Very Positive	60	13.5%
Total	445	100%

Note: 43 respondents did not answer this question. Percentages are calculated from the total valid responses (445).

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



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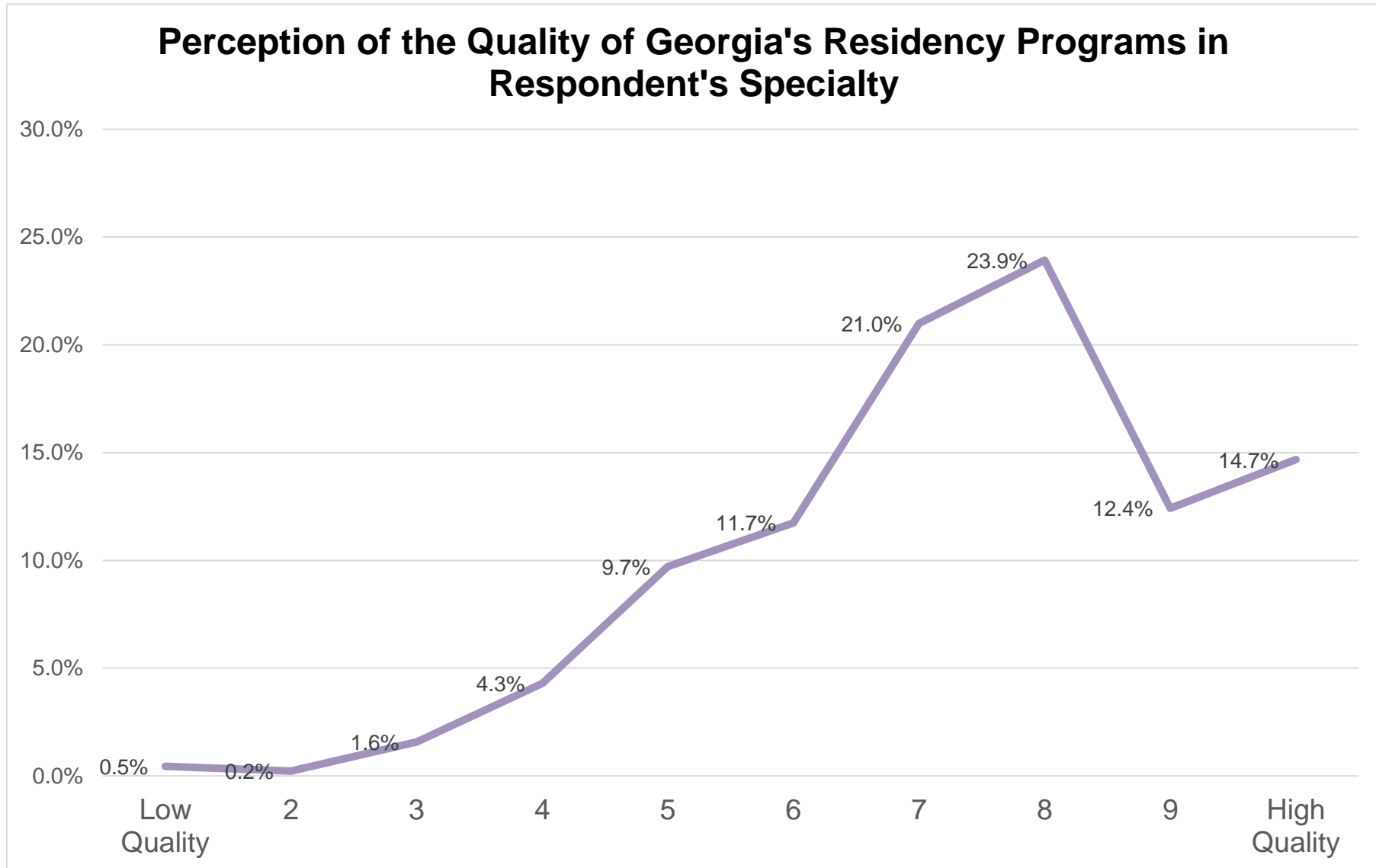
Table 16: Perception of Quality of Georgia’s Residency Training Programs in Respondent’s Specialty

Responses	Number	Percent
Low Quality	2	0.5%
2	1	0.2%
3	7	1.6%
4	19	4.3%
5	43	9.7%
6	52	11.7%
7	93	21.0%
8	106	23.9%
9	55	12.4%
High Quality	65	14.7%
Total	443	100%

Note: 45 respondents did not answer this question. Percentages are calculated from the total valid responses (443).

Georgia Board of Health Care Workforce 2020 Georgia Medical School Graduate Survey

Figure 9: Perception of Quality of Georgia's Residency Training Programs in Respondent's Specialty



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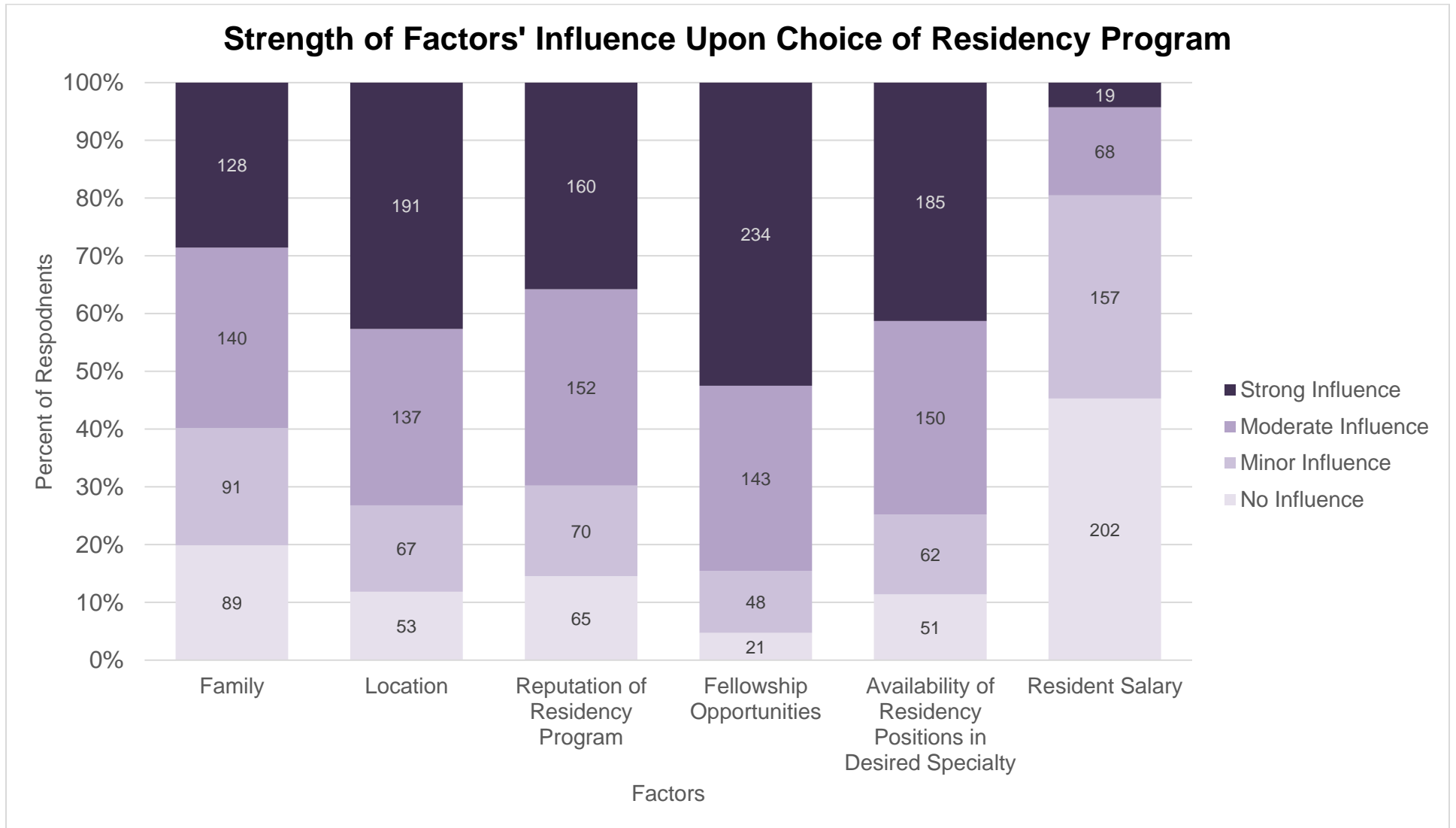
Table 17: Factors Important in Choosing Residency Program

Factor	Strength of Factor's Influence								Total Responses
	No Influence		Minor		Moderate		Strong		
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	
Family	89	19.9%	91	20.3%	140	31.3%	128	28.6%	448
Location	53	11.8%	67	15.0%	137	30.6%	191	42.6%	448
Reputation of Residency Program	65	14.5%	70	15.7%	152	34.0%	160	35.8%	447
Fellowship Opportunities	21	4.7%	48	10.8%	143	32.1%	234	52.5%	446
Availability of Residency Positions in Desired Specialty	51	11.4%	62	13.8%	150	33.5%	185	41.3%	448
Resident Salary	202	45.3%	157	35.2%	68	15.2%	19	4.3%	446

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

Georgia Board of Health Care Workforce 2020 Georgia Medical School Graduate Survey

Figure 10: Strength of Factors' Influence Upon Choice of Residency Program



Georgia Board of Health Care Workforce

2020 Georgia Medical School Graduate Survey

Other Factors Cited as Important in Choosing a Residency Program

Thirty-nine respondents entered open-answered text to further explain the factors that contributed to their choice of a residency program. The responses are broken down into those that pertain to program-related factors, personal choices or preferences, and practical concerns. Note: many responses to this question included indicators of multiple categories. As such, the number of responses below will total more than thirty-nine.

Program-related factors (30 responses): Those who mentioned-program related factors included:

- Concerns about the good *reputation* of their chosen residency program (and contrastingly the poor reputation of programs they did not choose).
- The types of *skills, experiences, and professional connections* they felt likely to obtain in their chosen residency program, including research support, connections to the CDC, and options for fellowships and jobs post-residency.
- The favorable *culture* of the program, including the respondent's perceived fit with the program's people, personalities of other residents, resident wellness, and diversity.

Personal factors (10 responses): Those who mentioned personal factors included:

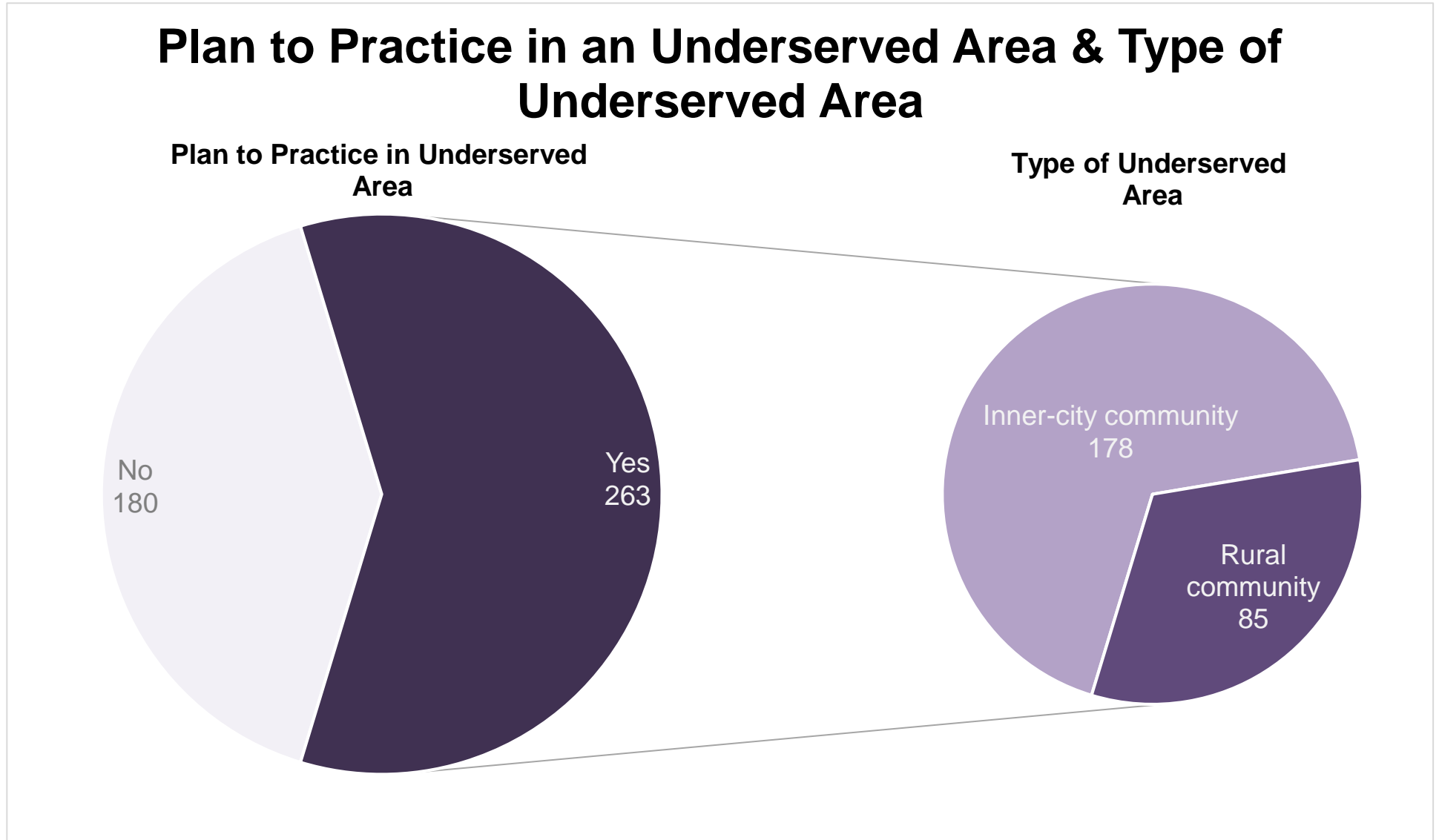
- The requirement to *couples match* or have opportunities for *spousal employment*
- Desire to have a *diversity of training experiences* (and not all training be obtained at the same institution)
- Desire to be in a certain *geographical area* of the country
- Concerns about *quality of life*

Practical concerns (6 responses): Those who mentioned practical concerns included:

- *Cost of living and salary* in the location of their residency program
- *Employment options* for their significant other

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Figure 11: Plan to Practice in Underserved Area & Type of Underserved Area



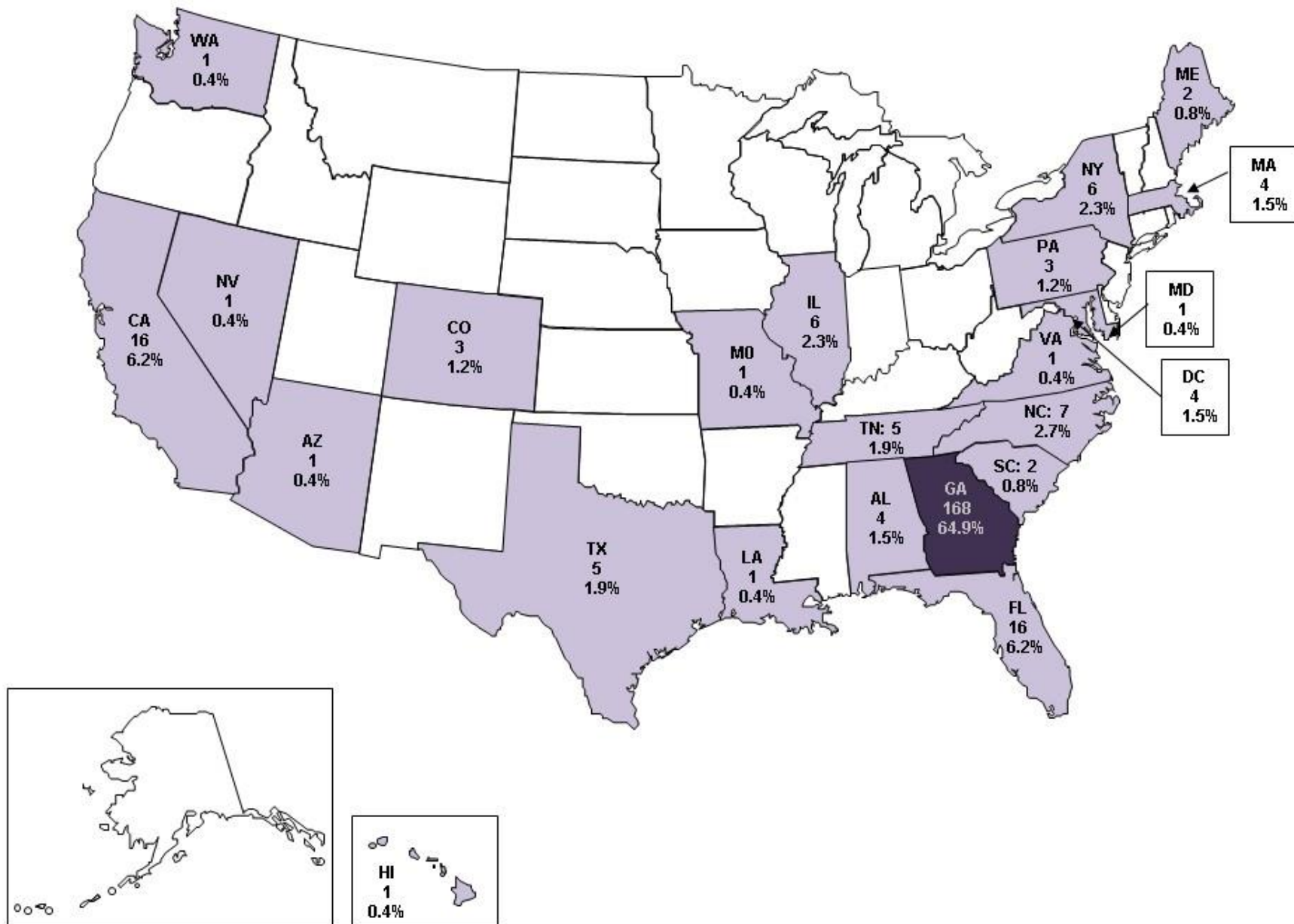
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Table 18: Intent to Practice in an Underserved Area and Type of Underserved Area by Medical School

Medical School	Intend to Practice in Underserved Area & Type of Underserved Area				Percent Intending Underserved Practice	Missing on Intent and/or Location Question	Total Responses
	No	Yes					
		Inner City	Rural				
Emory University School of Medicine	49	69	10	62.2%	2	127	
Medical College of Georgia at Augusta University	69	41	25	48.9%	13	135	
Mercer University School of Medicine	22	24	25	69.0%	13	71	
Morehouse School of Medicine	12	33	9	77.8%	9	54	
Philadelphia College of Osteopathic Medicine-Georgia	28	11	16	48.2%	8	56	
Total	180	178	85	59.4%		443	
Total (Percentage)	40.6%	40.2%	19.2%			100.0%	

Georgia Board of Health Care Workforce 2020 Georgia Medical School Graduate Survey

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



Georgia Board of Health Care Workforce

2020 Georgia Medical School Graduate Survey

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- Philadelphia College of Osteopathic Medicine-Georgia

The 2020 Georgia Medical School Graduate Survey report can be viewed and downloaded on the internet at 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.