

**PHYSICIAN SUPPLY AND DEMAND INDICATORS
IN GEORGIA**

**A SURVEY OF GEORGIA'S GME GRADUATES
COMPLETING TRAINING IN JUNE 2007**

**THE GEORGIA BOARD FOR PHYSICIAN WORKFORCE
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EXECUTIVE SUMMARY AND KEY FINDINGS

2007 GME EXIT SURVEY

Fiscal year 2007 marks the sixth year the Georgia Board for Physician Workforce (GBPWF) has conducted an annual survey of physicians completing their final year of residency training in Georgia. The responses provided through this survey give policy makers, planners, and educators insight into market forces and other factors, which impact physicians completing training in Georgia. The responses to survey questions have provided an important glimpse into the landscape confronting new physicians in Georgia.

The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates and the demand for new physicians in Georgia. The survey offers insight into residents' demographic characteristics; starting salaries; in-state retention rates; proportion of graduates planning to practice in underserved areas; graduates' assessment of the job market; as well as other information. Collectively, this information provides policy makers and educators with knowledge to better tailor medical education and ancillary supports for physicians in training to ensure that Georgia has the physician workforce it needs in the future. Important findings from the 2007 survey are discussed below, along with comparisons to the findings from previous GME Exit Surveys.

- ✓ **The physician marketplace needs new physicians.**
 - Eighty percent (81% in 2006) of respondents had **actively searched** for a job, and 91% (86% in 2006) of these job seekers had **already received and accepted an offer**;
 - Those graduates who had actively searched for employment typically received 3 job offers, the same as 2005 and 2006;
 - Jobs for physicians still appear to be plentiful, as 72% (67% in 2006) of respondents indicated there were *some*, if not *many*, jobs available within 50 miles of their residency program. Similarly, 93% (90% in 2006) indicated there were some, if not many, jobs available *nationally*.
 - There was a slight increase in the number of graduates entering subspecialty training (22% in 2007 up from 21% in 2006). Rates for previous years were as follows: 18% in 2002, 21% in 2003, 27% in 2004, and 23% in 2005.
- ✓ **Georgia is not training enough physicians for its own use.**
 - In 2007, only 18% of respondents graduated from high school in Georgia, which is the lowest percentage reported since 2004 (26% in 2002, 23% in 2003, 19% in 2004 and 19% in 2005, 21% in 2006).
 - Only 21% (28% in 2002, 25% in 2003, 24% in 2004, 21% in 2005, 23% in 2006) percent graduated from a Georgia medical school.
 - Approximately 32% (38% in 2002, 39% in 2003, 38% in 2004, and 27% in 2005 and 38% in 2006) of those physicians with **confirmed plans** to practice **in Georgia attended medical school in Georgia**. This is a 6% decrease from 2006.
- ✓ **Serious pressures continue to challenge new physicians and Georgia's physician workforce.**
 - In 2007, approximately 50% of responding GME graduates had **educational debt totaling \$80,000** or more. Rates for previous years are as follows: 42% in 2002, 42% in 2003, 49% in 2004, 50% in 2005 and 51% in 2006.
 - Only 5% of respondents planned to practice in a rural area (16% in 2002, 6% in 2003, 8% in 2004, 7% in 2005, and 5% in 2006).

Other Key Findings

1. *The strength of Georgia's job market for physicians continues to be strong.*

- Only 17% (down 22% in 2006) of respondents who had actively searched for a job reported having difficulty finding a satisfactory position. This rate has been fairly consistent over the last four years.
- Of those respondents with confirmed practice plans, just 9% indicated having to change plans because of limited practice opportunities (comparable with previous years).

2. *Georgia continues to rely heavily on other states and countries to train needed physicians.*

- The majority of physicians completing residency training in Georgia are from other states. Of the 504 respondents, 307 (61%) lived in another state upon graduation from high school (up slightly from 254 (57%) in 2006).
- Twenty one percent (down slightly from 22% in 2006) of respondents indicated they graduated from a high school in another country.
- Fifty percent (51% in 2006) of survey respondents attended medical school in another state, with 29% (up from 22% in 2004, 26% in 2005 & 2006) attending medical school in another country.
- Continuing the downward trend, 46% (56% in 2002, 54% in 2003 & 2004, and 50% in 2005 & 2006) of the graduates with **confirmed** practice plans are remaining in Georgia.

3. *The face of medicine is changing, as new physicians continue to reflect diverse backgrounds.*

- Forty five percent of respondents were female (up from 42% in 2006).
- The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 46% of respondents indicating they were of African-American, Asian, or other races (35% in 2003, 39% in 2004, 42% in 2005, 45% in 2006).

4. *Respondents entering practice in Georgia reported satisfaction with their salary/compensation packages.*

- The average starting salary for 2007 graduates was \$181,410 and the median salary was \$165,000.

- Fifty eight percent (56% in 2002, 50% in 2003, 51% in 2004, 53% in 2005, 52% in 2006) of the respondents entering clinical practice, who had accepted a position, indicated they were “Very Satisfied” with their compensation package (198 of 344 respondents). Only 16 (up from 8 in 2004, 6 in 2005 and 14 in 2006) of the 344 applicable respondents (or 5%) reported they were “Not Too Satisfied” or “Very Dissatisfied” with their compensation package.
- Specialists also enjoyed higher overall starting salaries. The average starting salaries for specialists ranged from \$104,571 for Ophthalmology to \$320,000 for Thoracic Surgery (compared with a range of \$101,250 to \$250,000 in 2004, \$100,000 to \$252,500 in 2005 and \$96,333 to \$255,000 in 2006.)
- Salaries for new primary care physicians (*Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology*) ranged from \$112,470 to \$188,143 (compared with a range of \$116,500 to \$164,444 in 2004, \$110, 636 to \$162,714 in 2005 and \$98,667 to \$159,737 in 2006).

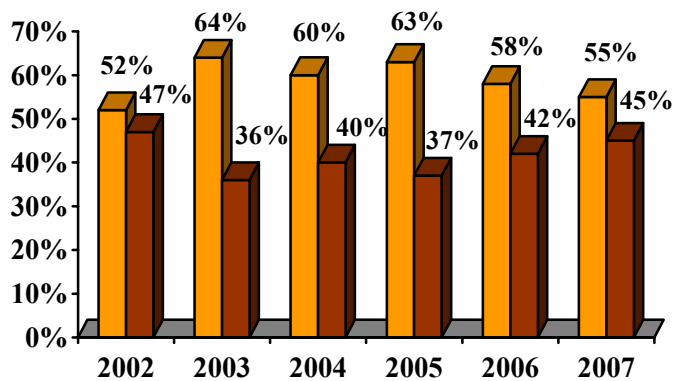
BACKGROUND

This report presents the results of the Georgia Board for Physician Workforce's sixth annual GME Exit Survey of physicians completing a Georgia residency or fellowship training program in June 2007. Comparisons with the results from previous years are shown throughout the report where appropriate.

A total of 589 surveys were electronically distributed and 504 were returned, yielding an overall response rate of 81% (83% in 2006 and 77% in 2005). Due to an error in the distribution of the surveys the response rate for MCG was reported to be the same as last year.

DEMOGRAPHIC CHARACTERISTICS

Exhibit 1
Gender of Respondents
(N=502)



Of the respondents:

- 274 (55%) were Male
- 228 (45%) were Female

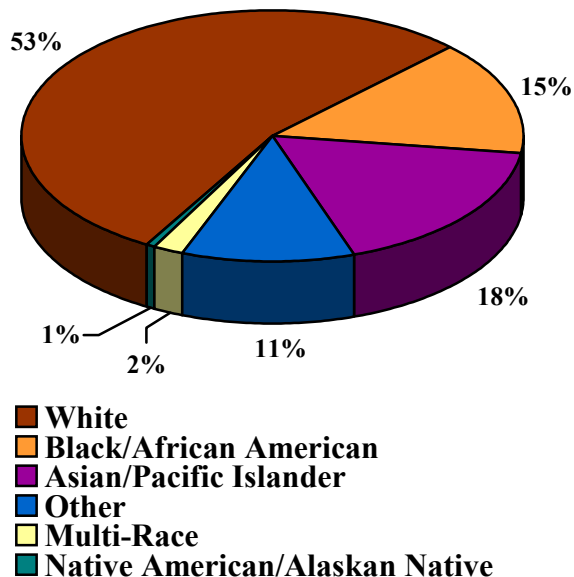
Results showed a slightly higher percentage of female respondents entering the job market in 2007. The percentage was 45%, up from 37% in 2005 and 42% in 2006.

* Due to an error in the distribution of the surveys, the response rate for MCG was reported to be the same as last year.

Exhibit 2
Race/Ethnicity of Respondents
(N=501)

Of the respondents:

- 271 (53%) were White
- 74 (15%) were Black/African American
- 88 (18%) were Asian/Pacific Islander
- 55 (11%) were Other
- 10 (2%) were Multi-Race
- 3 (1%) were Native American/Alaskan Native

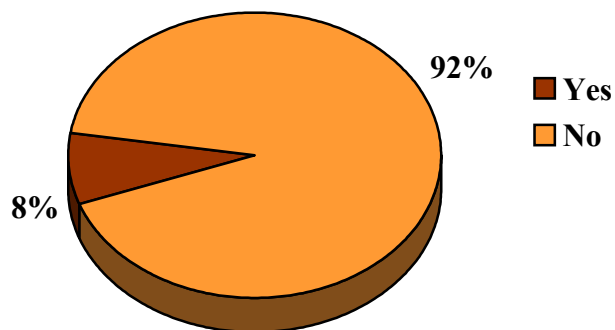


The reported race and ethnicity of physicians completing training appears to be increasingly diverse, with 47% of respondents indicating they were African-American, Asian, Multi-Race, or other race (42% in 2006, 43% in 2005 and 39% in 2004).

Exhibit 3
Respondents of Hispanic Origin
(N = 480)

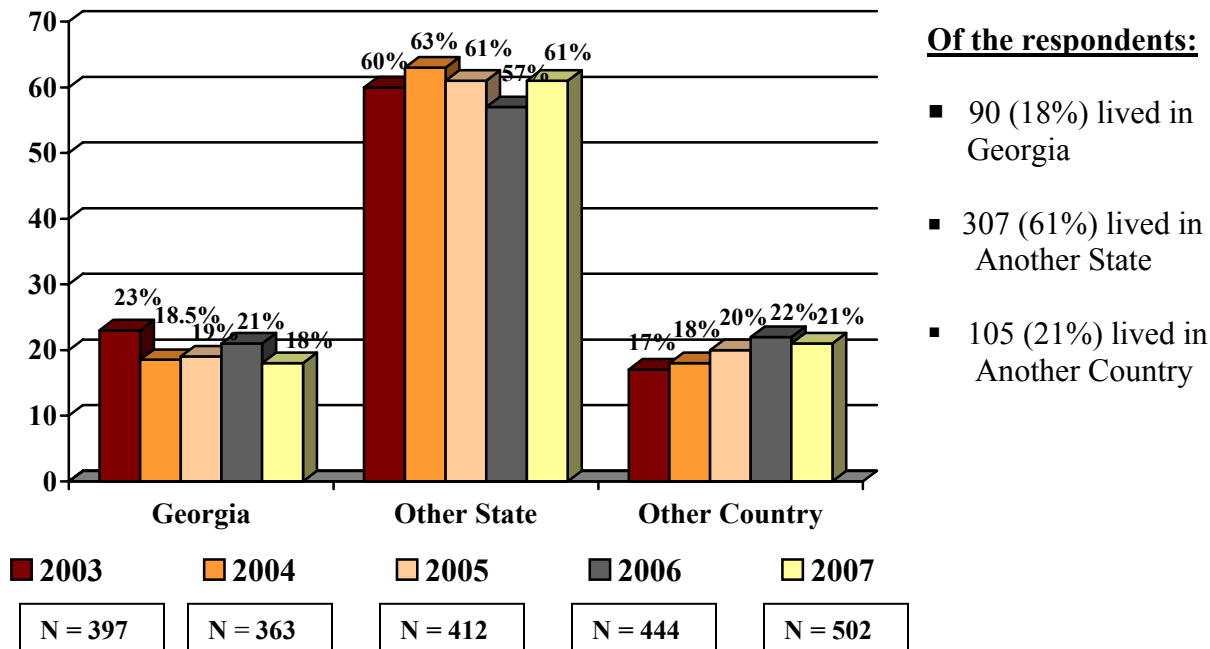
Of the respondents:

- 39 (8%) were of Hispanic origin
- 441 (92%) were not of Hispanic origin



RESIDENCE UPON GRADUATION FROM HIGH SCHOOL AND TYPE OF MEDICAL EDUCATION

Exhibit 4
Residence of Respondents Upon Graduation From High School

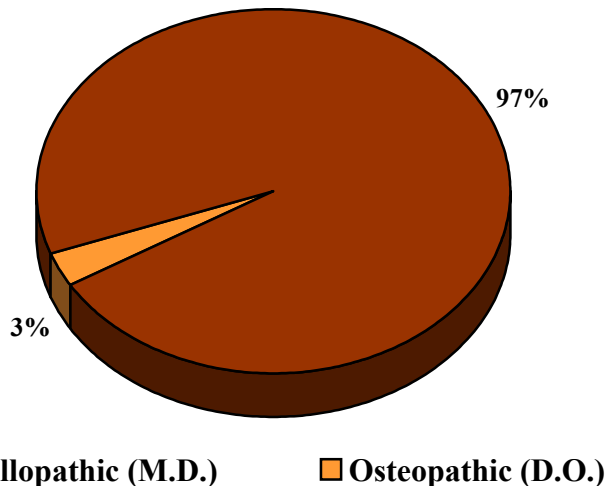


Eighty two percent (82%) of physicians completing training in Georgia attended high school in another state or country (79% in 2006, 81% in 2005 & 2004, 77% in 2003, and 74% in 2002). The percentage of respondents that attended an allopathic medical school remained fairly consistent from 2002-2007 (96% in 2006 and 97% in 2007), though there was a 2% decrease in Osteopathic graduates from 2005 to 2006 and a 1% decline from 2006 to 2007.

Exhibit 5
Type of Medical Education
(N=500)

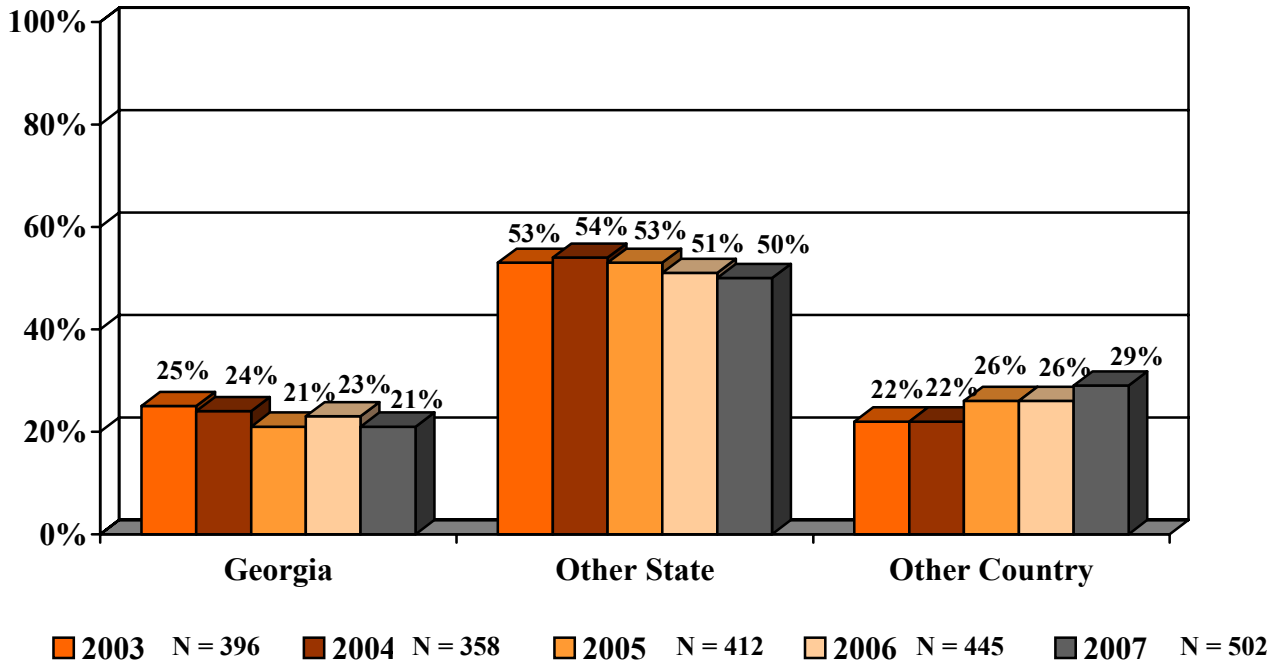
Of the 500 respondents:

- 483 (97%) went to an Allopathic Medical School and received an M.D. degree
- 17 (3%) attended an Osteopathic Medical School and received a D.O. degree



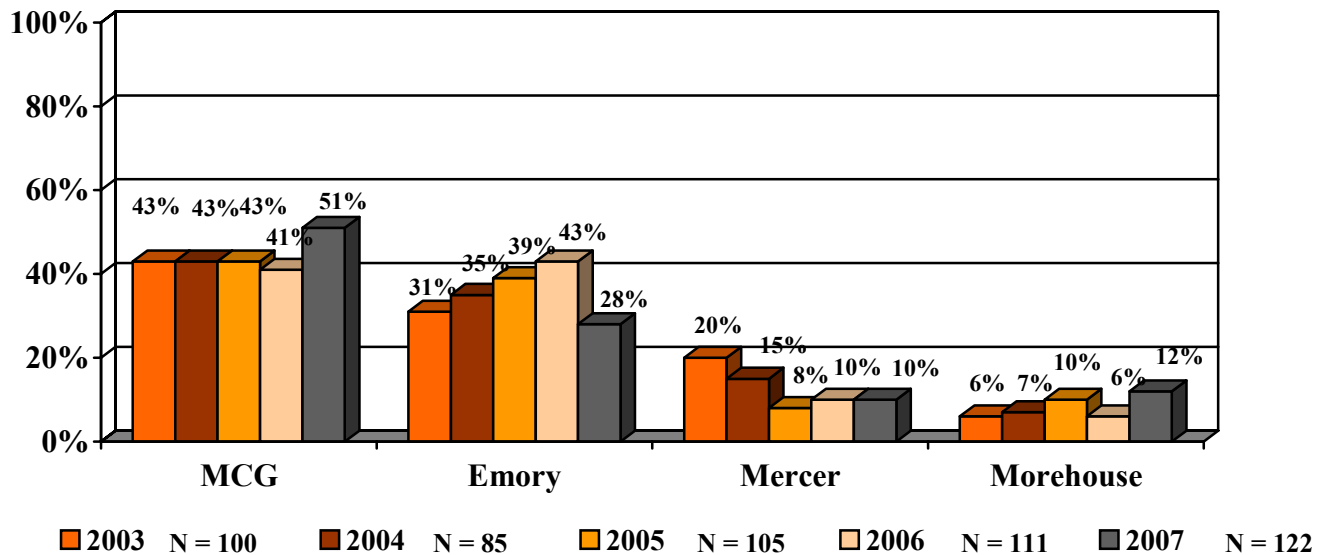
LOCATION OF MEDICAL SCHOOL

**Exhibit 6
Location of Medical School**



Only 21% of respondents answering this question in 2007 graduated from a Georgia medical school, (23% in 2006, 21% in 2005) down from previous years. The majority of these respondents graduated from MCG 51%. This year, only 28% of respondents graduated from Emory, which is a 15% decline from the 43% reported in 2006.

**Exhibit 7
Respondents by Georgia Medical School**



EDUCATIONAL DEBT OF SURVEY RESPONDENTS

Exhibit 8 Educational Debt of Survey Respondents Number/Percentage of Respondents by Level

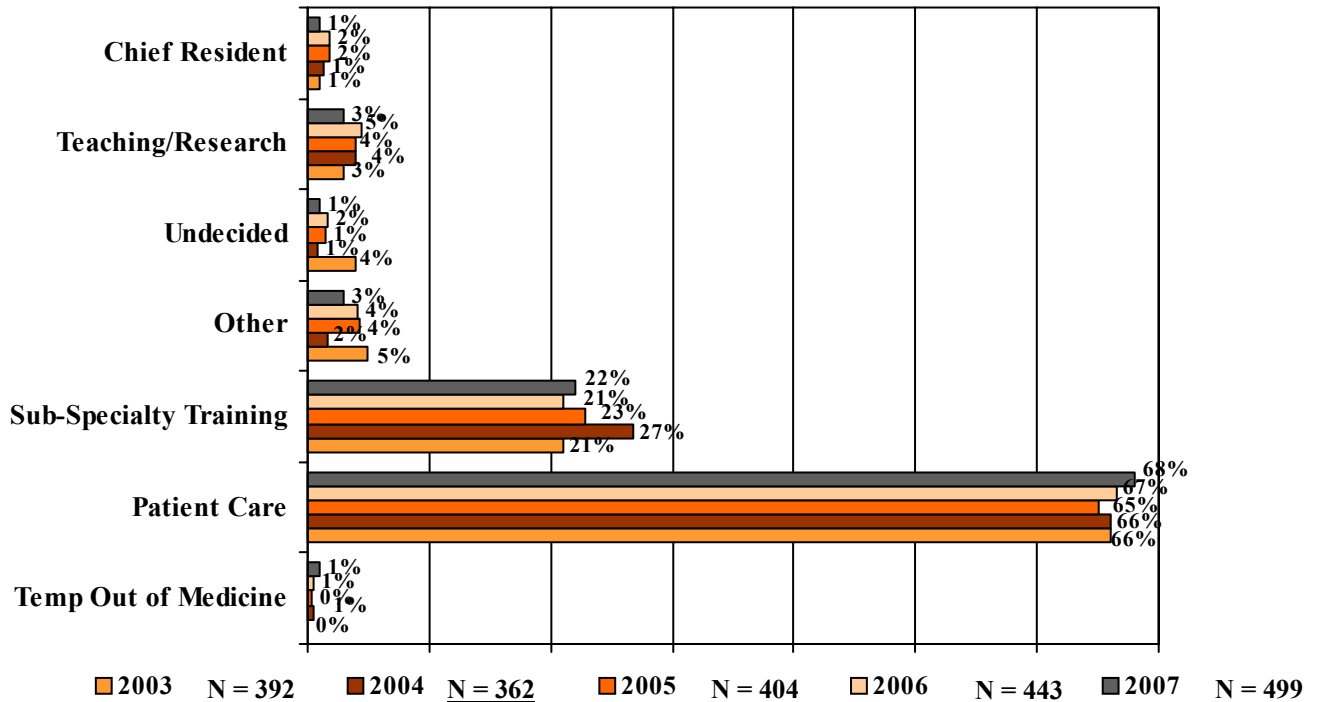
Amount of Debt	Number of Respondents	Percentage of Respondents
None	153	32%
Less than \$20,000	18	4%
\$20,000-\$39,999	20	4%
\$40,000-\$59,999	23	5%
\$60,000-\$79,999	25	5%
\$80,000-\$99,999	31	6%
\$100,000-\$124,999	54	11%
\$125,000-\$149,999	30	6%
\$150,000-\$199,999	73	15%
Over \$200,000	54	11%
TOTAL Respondents (n =)	481	100%

As illustrated in Exhibit 8, 50% of Georgia's GME graduates have educational debt totaling \$80,000 or more (51% in 2006, 50% in 2005, 49% in 2004, 42% in 2003 & 2002). Forty four percent (44%) of the graduates have educational debt of \$100,000 or more (up from 42% in 2005, 41% in 2004 and 34% in 2003, 31% in 2002).

PRIMARY ACTIVITY AND LOCATION UPON COMPLETION OF TRAINING

Exhibit 9

**Primary Activity of Respondents Following Completion of Training
(All Respondents)**



Over all, all areas of activity have consistently displayed only one to three percent fluctuations. The largest increase was in *Sub-Specialty Training* with a 4% increase from 21% in 2003 to 27% in 2004. *Georgia* experienced a gradual decline in physicians with confirmed plans (54% in 2003 to 46% in 2007) while there has been an increase in physicians with confirmed practice plans in *Other States* (45% in 2003 up to 52% in 2007).

Exhibit 10

Location of Primary Activity for Graduates with Confirmed Practice Plans

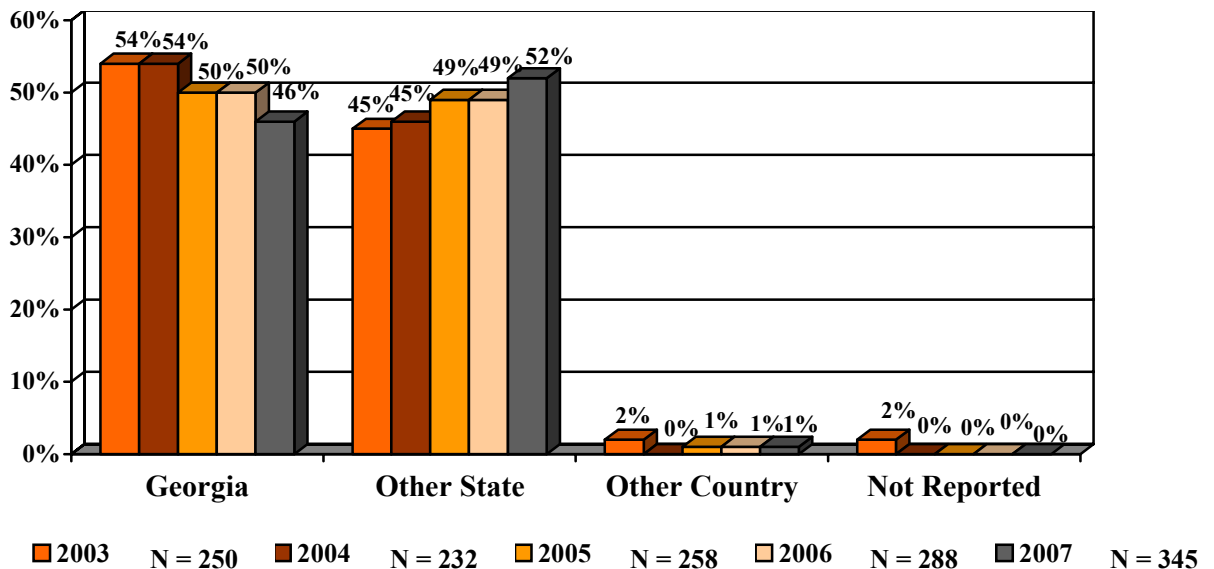
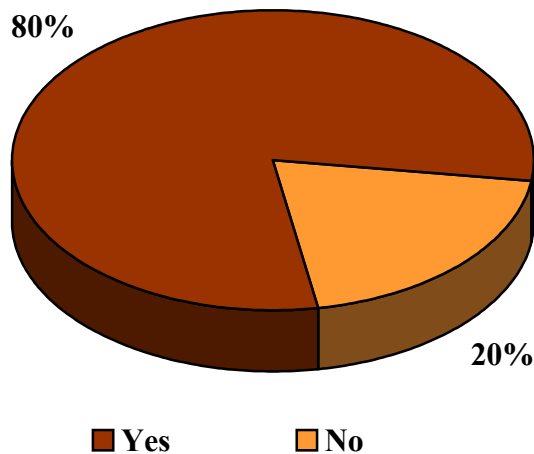


Exhibit 11
Graduates Who Had Actively Searched for a Job
(N=440)



Of the respondents:

- 352 (80%) indicated “Yes” they had actively searched for a job
- 88 (20%) indicated “No” they had not actively searched for a job

The majority of respondents actively searched for a job prior to graduation. Of those who actively searched, 91% reportedly received and accepted an offer upon completion of training. These results were consistent with previous years.

Exhibit 12
Graduates Receiving/Accepting Job Offer
Among Those Who Had Actively Searched
(N=350)

Of the respondents who had actively searched for a job:

- 318 (91%) indicated “Yes” they had received and accepted a job offer
- 24 (7%) indicated “Yes” they had received but rejected a job offer and are still searching
- 8 (2%) indicated they had actively searched but not received any offers

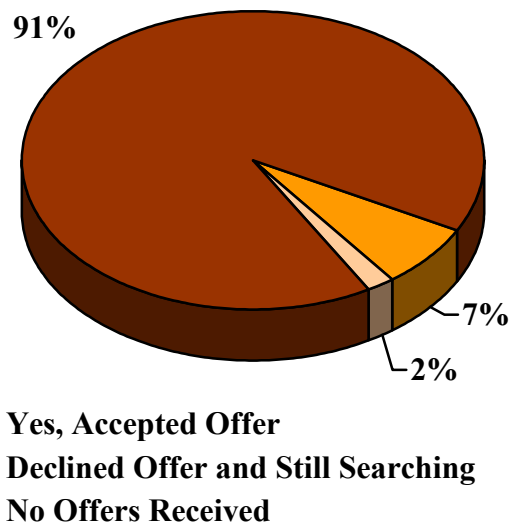
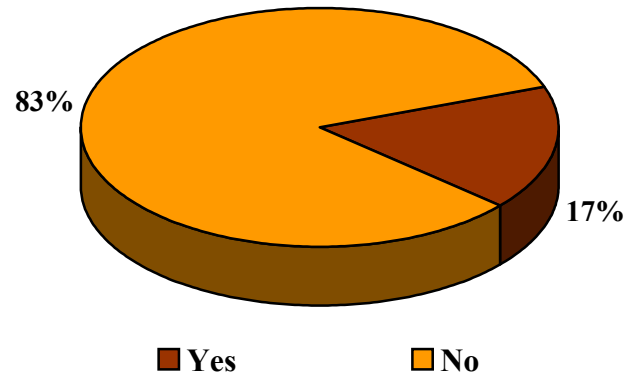


Exhibit 13
Difficulty Finding Practice Opportunity Among
Graduates Who Had Actively Searched
(N=339)

Of the graduates who had actively searched for a job:

- 59 (17%) indicated “Yes” they had experienced difficulty finding a job
- 280 (83%) indicated “No” they did not have any difficulty

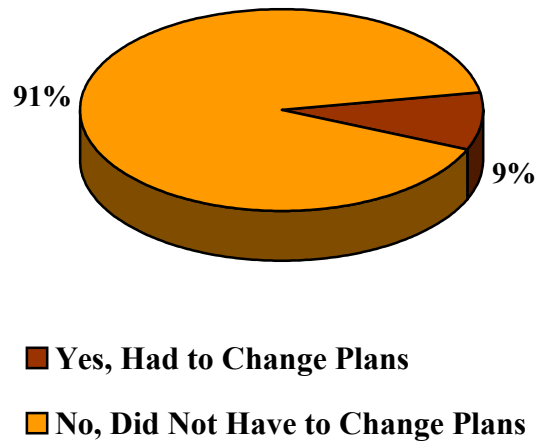


Among those who had actively searched, 17% indicated difficulty with finding a job (a decrease from 22% in 2006, 26% in 2005 & 2004, 29% in 2003 and 2002). Of the 2007 graduates experiencing difficulty finding a job, 20% reported having to change plans because of limited practice opportunities (a slight increase from 14% in 2003, 2004 and 2005, and 11% in 2006).

Exhibit 14
Graduates with Confirmed Practice Plans Having to
Change Plans because of Limited Opportunities
(N=327)

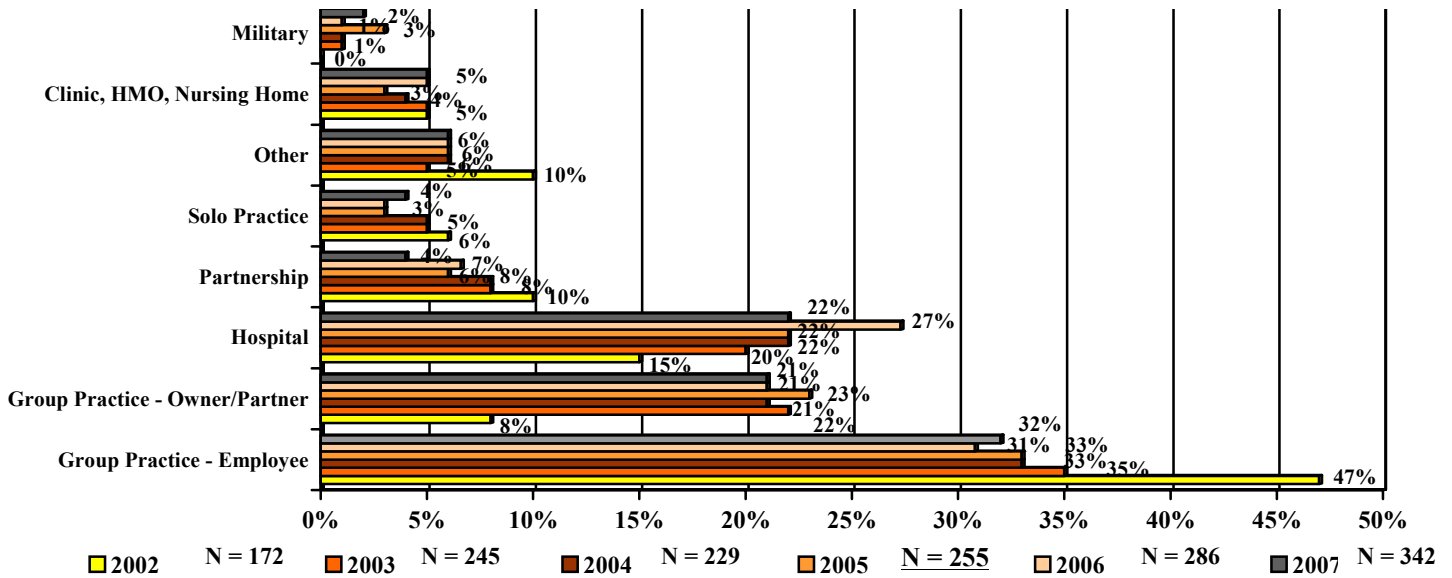
Of the graduates with confirmed practice plans:

- 30 (9%) indicated they had to change plans because of limited practice opportunities
- 297 (91%) respondents with confirmed plans reported no changes being made because of limited practice opportunities



PRIMARY PRACTICE SETTING AND PRACTICE AREA

Exhibit 15
Primary Practice Setting for Graduates with Confirmed Plans



Between 2003 and 2007, the most common practice settings for graduates continued to be *group practice as an employee or partner* and *hospital-based* settings. There has been a slight increase in graduates entering *inner city* settings (18% in 2007 up from 20% in 2006) yet the percent going into rural practice remains low at 5%.

Exhibit 16
Practice Area for Graduates with Confirmed Plans

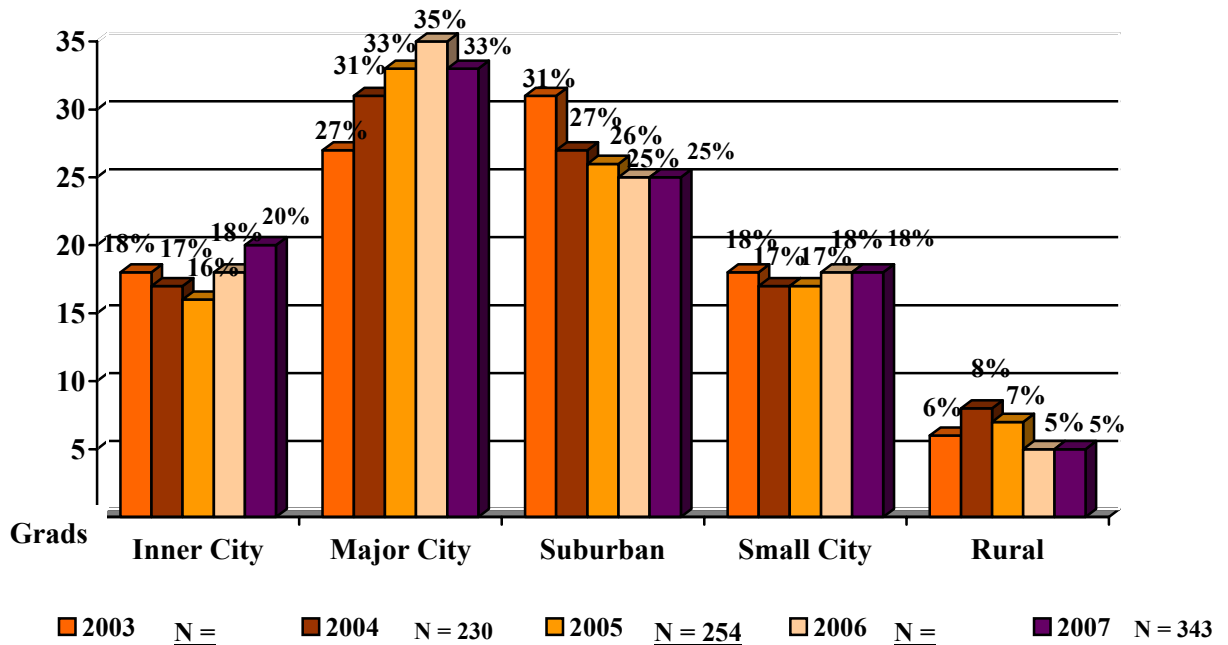


Exhibit 17

Type of Compensation Package for Graduates with Confirmed Practice Plans

Type of Compensation Package	Number of Graduates	Percentage of Graduates
Salary with Incentive	197	57%
Salary Without Incentive	98	29%
Fee for Service	30	9%
Other	18	5%
Total Respondents With Confirmed Practice Plans and a Defined Compensation Package	343	100%

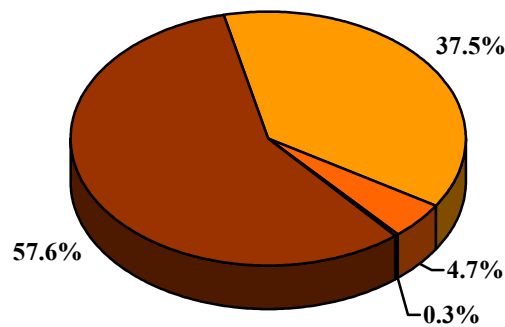
Between 2006 and 2007, there has been a shift from the number of graduates being offered *salary with incentive* (57% in 2007 up from 50% in 2006) versus *salary without incentive* (29% in 2007 down from 33% in 2006). Consistent with previous years (from 2003 to 2006), 95% of the graduates in 2007 were satisfied with their compensation.

Exhibit 18

Level of Satisfaction with Compensation of Graduates with Confirmed Practice Plans (N=344)

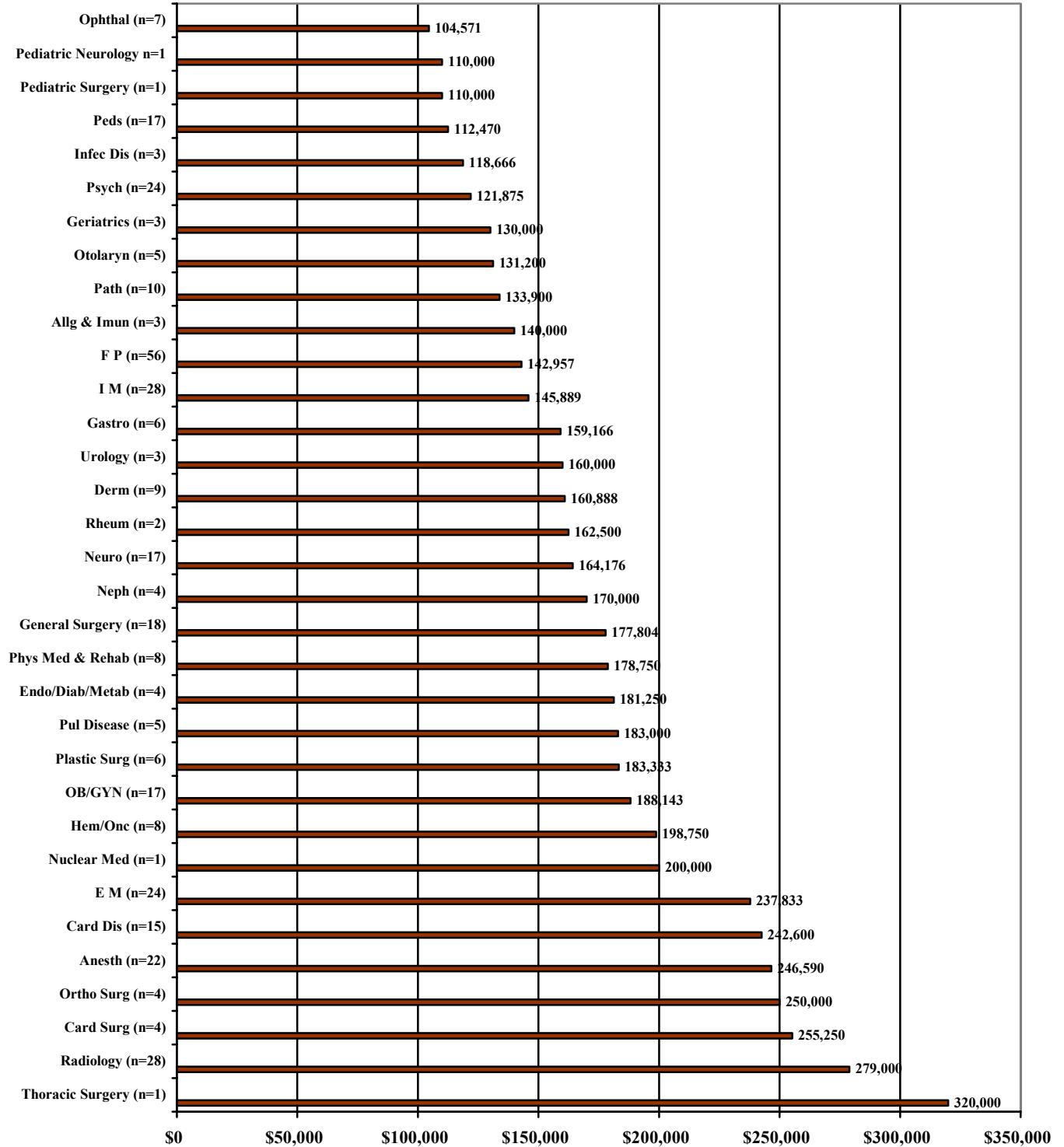
Of the graduates with confirmed practice plans:

- 198 (57.6%) indicated they were “Very Satisfied” with their compensation
- 129 (37.5%) were “Somewhat Satisfied”
- 16 (4.7%) were “Not Too Satisfied”
- 1 (0.3%) were “Very Dissatisfied”



- Very Satisfied
- Somewhat Satisfied
- Not Too Satisfied
- Very Dissatisfied

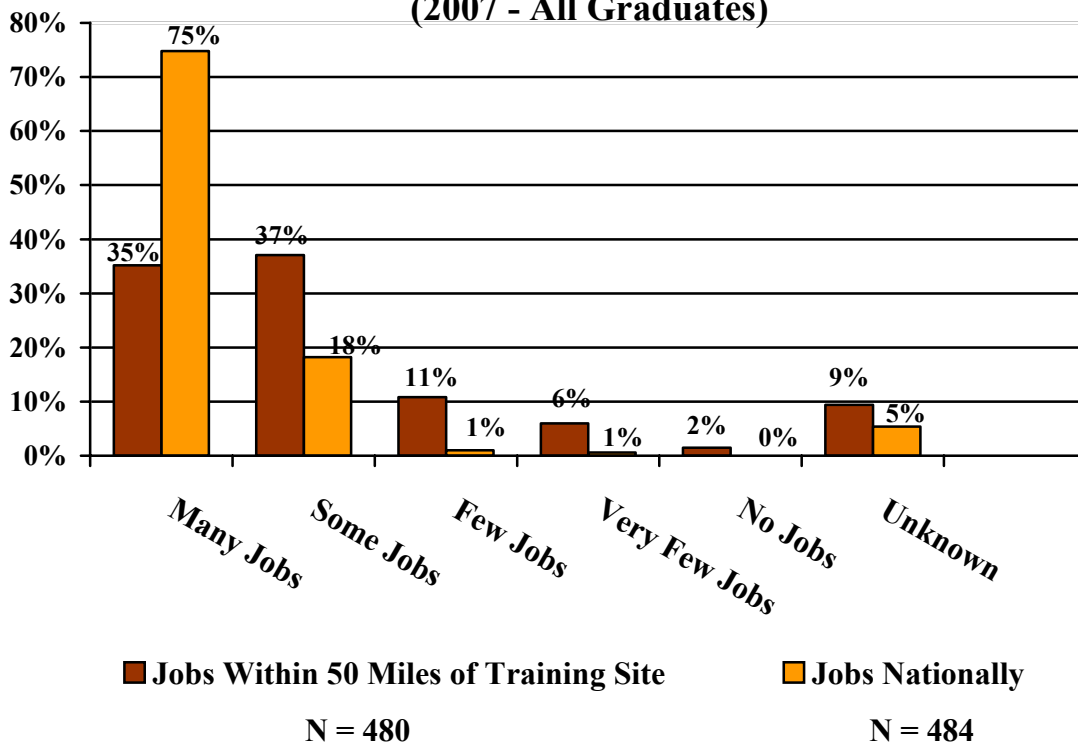
Exhibit 19
Average Starting Salary by Specialty for Graduates Providing
Expected Gross Income for First Year of Practice
(N=364)



PERCEPTION OF JOB MARKET

Salaries for new primary care physicians (Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology) have significantly increased over previous years. For example, there was a \$28,406 increase in the starting salaries for OB/GYN (\$188,143 in 2007 up from \$159,737 in 2006) and an \$13,803 difference in Pediatrics starting salaries (\$112,470 in 2007 up from \$98,667 in 2006). Consistent with previous years, specialists in 2007 have enjoyed higher overall starting salaries.

Exhibit 20
Graduates' Perception of State and National Job Market
(2007 - All Graduates)



Graduates of Georgia's residency training programs continue to have favorable perceptions of the state and national job market. Approximately 72% of respondents indicated there were some, if not many, jobs available within 50 miles of their training site (67% in 2006, 64% in 2005 and 66% in 2004). Similarly, an even higher percentage of respondents, 93% (90% in 2006 and 2005) indicated there were some, if not many jobs, for physicians at the national level. This percentage was 86% in 2004, 84% in 2003, 67% in 2002.