



Physician Supply and Demand Indicators in Georgia

A Survey of Georgia's GME Graduates Completing Training in June 2012

**GEORGIA BOARD FOR PHYSICIAN WORKFORCE
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2012 Georgia GME Exit Survey Report

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Executive Summary and Key Findings

The Georgia Board for Physician Workforce (GBPW) has conducted an annual survey of graduating physician residents over the past eleven years. The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates and the supply and demand for new physicians in Georgia. The survey offers insight into residents' demographic characteristics; compensation levels; retention rates; graduates planning to practice in underserved areas; assessment of job market; and training information. There were 560 respondents to the survey in 2012, with a response rate of 91.1%. All Georgia graduate medical education programs participate in the survey:

- Atlanta Medical Center
- Emory University School of Medicine
- Floyd Medical Center
- Medical Center of Central Georgia
- Medical College of Georgia at Georgia Regents University
- Memorial Health University Medical Center
- Morehouse School of Medicine
- Phoebe Putney Memorial Hospital
- The Mayo Clinic (formerly Satilla Regional Medical Center)
- The Medical Center

Key findings from the 2012 survey:

Geography:

- 50.0% are remaining in Georgia to practice, and 16.4% are going to a contiguous state (AL, FL, NC, SC, or TN); nationally 48% percent of residents practice in the state where they completed their GME
- 70.7% are remaining in the Southeast to practice
- 90.4% are native born, naturalized residents or permanent residents
- Most respondents did not graduate high school in Georgia (75.6%)
- Of those that graduated high school in Georgia, 11.9% graduated from an overseas medical school

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Geography (cont):

- Of the graduates that completed high school outside the United States, (39.1%) plan to stay in Georgia to practice
- 7.4% of graduates have an obligation or visa requirement to practice in a Health Professional Shortage Area (HPSA), and 9.9% will practice in a HSPA

Demographics:

- 50.2% of the respondents were male (less than in previous years)
- The average age of graduates was 33 years old.

Medical School:

- 95.3% of graduates attended an allopathic school
- In 2012, 80.0% of the U.S. medical students were enrolled in an allopathic medical school, and 20.0% were enrolled in an osteopathic medical school
- 41.9% of all responding Georgia's GME graduates going into practice in 2012 are going into primary care
- 23.6% of graduates attended medical school in Georgia
- 32.9% of graduates attended medical school in another country (highest number being from India)

Debt and Salary:

- 29.9% of graduates had debt over \$200,000
 - ◊ In 2006, 10.0% of residents had educational debt of over \$200,000
- Salaries of specialists were higher:
 - ◊ The average starting salary of graduates going into cardiovascular surgery was \$321,000
 - ◊ The average starting salary of graduates going into pediatrics was \$132,125
- Of the graduates with confirmed practice plans, on a scale of 1 to 10, with 10 being completely satisfied, respondents averaged 7.8 for satisfaction with their compensation
- The percentage of graduates being compensated as fee for service has decreased from 12.0% in 2006 to 10.8% in 2012



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Retention:

- 50.0% of graduates with confirmed practice plans are staying in Georgia
- 74.1% of graduates that graduated high school in Georgia and graduated from a Georgia GME program plan to stay in Georgia to practice
- Graduates that went to high school, medical school and GME in Georgia had an 81.8% retention rate
- Of those graduates that are going on for additional training/fellowship, 29.5% plan to return to Georgia to practice and 56.1% are uncertain
- The top reasons for graduates leaving Georgia are “Proximity to Family;” “Better jobs in desired location outside Georgia;” and “Better Salary offered outside of Georgia”

Assessment of Practice Opportunities:

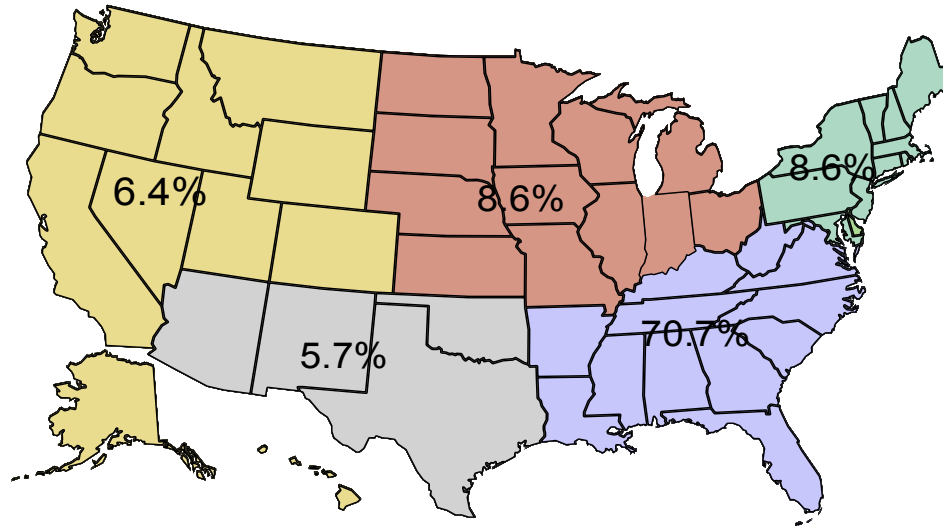
- GME graduates were asked to provide an overall assessment of the number of practice opportunities in their specialty within 50 miles of their training site. Using a scale of 1 to 10, where 1 means very few jobs and 10 means many jobs, the average rating was 5.5.
- GME graduates were also asked to provide an overall assessment of practice opportunities in their specialty nationally. Using the same scale where 1 indicates very few jobs and 10 indicates many jobs, the average for respondents was 7.6.

Satisfaction with Training

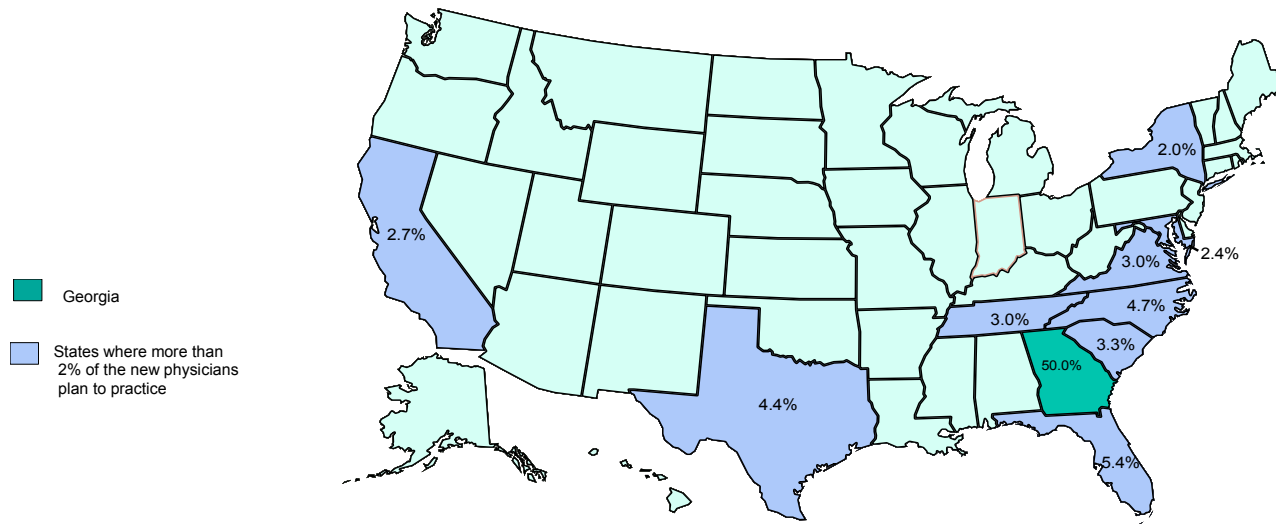
- GME graduates were asked if they were satisfied overall with the training they received. Using a scale of 1 to 10, where 1 indicates strongly disagree (or very dissatisfied) and 10 equals strongly agree (or very satisfied), the average rating among 2011 respondents was 8.5.
- Respondents for 2012 were asked if they would choose to train at the same site again using a rating scale of 1 to 10 (where 1 indicates strongly disagree and 10 indicates strongly agree). The average rating among respondents was 7.4.

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Where responding graduates from Georgia's residency programs indicate they will practice. Overall percent by geographical region.



Where responding graduates from Georgia's residency programs indicate they plan to practice. Percent by Georgia, Georgia border states, and states with more than 2.0%.



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Table 1: Distribution of graduates by gender:

Gender	Number	Percent
Male	281	50.2
Female	279	49.8
TOTAL	560	100.0

Distribution of graduates by age

2012 - Average age of graduates was 32.78 years
 2007 - Average age of graduates was 32.90 years

Table 2: Distribution of graduates by citizenship status:

Citizenship Status	Number	Percent
Native Born U.S.	351	62.8
Naturalized U.S.	105	18.8
Permanent Resident	49	8.8
J-1, J-2 Exchange Visitor	33	5.9
H-1, H-2, H-3, Temporary Worker	20	3.6
Other	1	0.2
TOTAL	559	100.0

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Table 3: Distribution of graduates by race:

Race	Number	Percent
White	272	48.7
Asian or Pacific Islander	154	27.5
Black/African American	73	13.1
Other	46	8.2
Multi-Race	12	2.1
TOTAL	559	100.0

Table 4: Distribution of graduates by ethnicity:

Ethnicity	Number	Percent
Yes (Hispanic)	24	4.3
No (Non-Hispanic)	531	95.7
TOTAL	555	100.0

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Table 5: Where was your residence upon graduation from high school?

Residence upon Graduation from High School	Number	Percent
Georgia	135	24.4
Other U.S. State	294	53.1
Florida	47	8.5
Texas	22	4.0
New York	18	3.2
California	15	2.7
Ohio	14	2.5
All Other States	178	32.2
Canada	2	0.4
Other Country	123	22.1
TOTAL	554	100.0

- 11.9% of the respondents that graduated from high school in Georgia went overseas to medical school and come back to Georgia for their residency
- Of the graduates that graduated from a Georgia high school 11.5% come from a Non-MSA (rural) county
- Of the graduates who graduated high school from another U.S. state, 29.0% went to medical school in a contiguous state to Georgia (includes NC, SC, TN, AL, and FL)

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Table 6: Medical school graduates by geographic location and medical school

Medical School Location	Number	Percent
Georgia	131	23.6
Emory University School of Medicine	37	6.7
Medical College of Georgia	64	11.6
Mercer University School of Medicine	18	3.2
Morehouse School of Medicine	6	1.1
PCOM	6	1.1
Other U.S. State	241	43.5
Florida	26	4.7
New York	18	3.2
Texas	18	3.2
Pennsylvania	16	2.9
Tennessee	14	2.6
All Other States	149	26.9
Other Country	182	32.9
TOTAL	554	100.0

- 13.0% of the respondents graduated medical school in a state contiguous to Georgia (includes FL, NC, SC, AL and TN)
- 11.9% of Georgia high school graduates in this study attended medical school overseas
- Of those graduates that graduated from a medical school in another country (182), most went to medical school in India (38), Dominican Republic (22), Netherland Antilles (14), and Pakistan (8)
- Of the respondents that graduated from an overseas medical school, 34.1% came from a Caribbean medical school

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Table 7: Distribution of medical education debt by number and percent

Amount of Debt	Number	Percent
None	88	20.0
Less than \$20,000	11	2.5
\$20,000-\$39,999	14	3.2
\$40,000-\$59,999	14	3.2
\$60,000-\$79,999	20	4.5
\$80,000-\$99,999	8	1.8
\$100,000-\$124,999	42	9.5
\$125,000-\$149,999	25	5.7
\$150,000-\$199,999	87	19.7
Over \$200,000	132	29.9
TOTAL	441	100.0

- Average debt of Georgia GME graduate respondents = \$132,167.96 in 2012
- Nationally, the average medical student debt at time of graduation was \$141,132 in 2009 www.usnews.com
- 10.0% of the respondents had education debt over \$200,000 in 2006, and 29.9% of the respondents had education debt over \$200,000 in 2012

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Table 8: Type of primary activity after completion of training

Primary Activity	Number	Percent
Patient Care/Clinical Practice	337	60.4
Additional Sub-Specialty Training	162	29.0
Teaching/Research	22	3.9
Other	17	3.0
Undecided	13	2.3
Chief Resident	7	1.3
TOTAL	558	100.0

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Table 9: If you are planning to enter patient care/ clinical practice, have you actively searched for a job?

Have actively job searched	Number	Percent
Yes	309	92.5
No	25	7.5
TOTAL	334	100.0

Table 10: Have you been offered a job?

Offered a Job	Number	Percent
Yes, Accepted Offer	297	90.0
Yes, but Declined Offer and Still Searching	16	4.8
No Offers Received	17	5.2
TOTAL	330	100.0

- The average number of offers received = 4

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Table 11: Types of approaches that were used in your job search

Job Search Approaches	Number
Independent Online Search Activities	239
Third Party Representation	130
Announcements/Career Fairs	120
Want Ads	78
Other	95
TOTAL	662

- Respondents could choose multiple approaches. Most respondents used two or more approaches when searching for a job.
- Nationally, 78% of new physicians received at least 50 job solicitations during training. (Merritt Hawkins, *2011 Survey of Final-Year Medical Residents*)

Table 12: If you are planning to enter patient care/clinical practice, did you have difficulty finding a practice position you were satisfied with?

Difficulty Finding Job	Number	Percent
Yes	61	19.1
No	259	80.9
TOTAL	320	100.0

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Table 13: Graduates going into patient care by practice location

Location of Primary Activity	Number	Percent
Georgia	148	50.0
Other State	144	48.6
Florida	16	5.4
North Carolina	14	4.7
Texas	13	4.4
South Carolina	10	3.3
Tennessee	9	3.0
Other States	82	27.7
Other Country	4	1.4
TOTAL	296	100.0

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Table 14: Graduates going for additional training with plans to return to Georgia by program:

Georgia GME Program	Plans to Return to Georgia					
	Yes		No		Don't Know	
	#	%	#	%	#	%
Atlanta Medical Center	1	16.7	0	0.0	5	83.3
Emory University School of Medicine	18	25.7	13	18.6	39	55.7
Floyd Medical Center	0	-	0	-	0	-
Medical Center of Central Georgia	5	50.0	0	-	5	50.0
Medical College of Georgia at Georgia Regents University	13	30.2	6	14.0	24	55.8
Memorial Health University Medical Center	1	33.3	1	33.3	1	33.3
Morehouse School of Medicine	2	33.3	0	-	4	66.6
Phoebe Putney Memorial Hospital	1	100.0	0	-	0	-
The Mayo Clinic (formerly Satilla Regional Medical Center)	0	-	0	-	0	-
The Medical Center	0	-	0	-	0	-

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Table 15: Practice location of graduates entering patient care/clinical practice by where respondents attended high school

Practice Location of Graduates Entering Patient Care/ Clinical Practice	Where was your residence upon graduation from high school?								
	Georgia		Other U.S. State		Canada		Other Country		Total
	#	%	#	%	#	%	#	%	
Georgia	60	74.1	74	42.3	2	100.0	27	39.1	163
Other State	21	25.9	100	57.1	0	0.0	39	56.5	160
Outside of U.S.	0	0.0	1	0.6	0	0.0	3	4.3	4
TOTAL	81	100.0	175	100.0	2	100.0	69	100.0	327

- Of the respondents that graduated high school in Georgia and graduated from a Georgia GME program, 74.1% will stay in Georgia to practice.
- Of the respondents that graduated high school in another state, 42.3% will stay in Georgia to practice.

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Table 16: Top reasons cited for leaving Georgia

Reason	Number
Proximity to family	105
Better jobs in desired location outside Georgia	77
Better salary offered outside Georgia	55
Better jobs in desired practice setting outside Georgia	54
Overall lack of jobs/practice opportunities in Georgia	46
Better job for spouse/partner outside Georgia	43
Never intended to practice in Georgia	39
Better jobs outside of Georgia that meet visa requirements	21
Other service obligation	15
Cost of malpractice insurance in Georgia	4
Cost of starting a practice	2
TOTAL	461

- Respondents that had plans to practice outside of Georgia were able to select their top three reasons for leaving, and for the past several years, proximity to family has been the top reason Georgia's residents moved out of state to practice

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Table 17: Type of patient care practice setting by graduates entering patient care/clinical practice

Practice Setting	Number	Percent
Group Practice as Employee	133	40.1
Hospital* In-Patient	78	23.5
Hospital* – Ambulatory Care	25	7.5
Group Practice as Owner/Partner	24	7.2
Hospital* – Emergency Room	19	5.7
Partnership (2 person)	16	4.8
Other	13	3.9
Solo Practice	11	3.3
Military	6	1.8
Freestanding Health Center/Clinic	4	1.2
HMO	3	0.9
TOTAL	332	100.0

*36.7% entering a hospital-based practice setting

- Merritt Hawkins reports 32% of residents indicated they would prefer to be employed by a hospital than any other option and 1% of residents said they prefer a solo setting as their first practice (*2011 Survey of Final Year Medical Residents*)

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Table 18: Do you expect to be at your principal practice for 4 or more years?

Expect to be at Principal Practice for 4 or more years	Number	Percent
Yes	327	65.0
No	176	35.0
TOTAL	503	100.0

Table 19: Graduates that expect to be at principal practice for 4 or more years by Georgia GME Program:

Georgia GME Program	Number	Percent
Atlanta Medical Center	10	58.8
Emory University School of Medicine	181	66.1
Floyd Medical Center	2	50.0
Medical Center of Central Georgia	20	62.5
Medical College of Georgia at Georgia Regents University	67	62.0
Memorial Health University Medical Center	20	76.9
Morehouse School of Medicine	16	61.5
Phoebe Putney Memorial Hospital	3	60.0
The Mayo Clinic (formerly Satilla Regional Medical Center)	1	100.0
The Medical Center	7	70.0

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Table 20: Which best describes the area in which you will be practicing?

Description of Area	Number	Percent
Inner City	149	28.7
Other Area within a Major City	173	33.3
Suburban	90	17.3
Small City (city pop < 50,000)	69	13.3
Rural (county pop < 35,000)	38	7.3
TOTAL	519	100.0

- The percentage decreased for graduates going into rural areas from 11.0% in 2010 to 7.3% in 2012.
- Merritt Hawkins reports the majority of residents (94%) would prefer to practice in communities of 50,000 or more. Further, 9% of residents said they wanted to practice in communities of <50,000 (*2011 Survey of Final Year Medical Residents*)

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Average salary of graduates going into practice:

