

# **Physician Supply and Demand Indicators in Georgia**

## **A Survey of Georgia's GME Graduates Completing Training in June 2014**

**GEORGIA BOARD FOR PHYSICIAN WORKFORCE  
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# 2014 Georgia GME Exit Survey Report

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# 2014 Georgia GME Exit Survey Report

## Executive Summary: Methodology, and Key Findings

The Georgia Board for Physician Workforce (GBPW) has conducted an annual survey of physicians graduating from Georgia's GME Programs over the past thirteen 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; practice plans; assessment of job market; and training information.

**Methodology:** In 2014, there were 646 Georgia graduate medical education (GME) graduates. Five hundred and seventy-five responded to the survey, for a response rate of 89.0%. Calculations are reflective of the number of respondents who answered each question. All Georgia GME programs participate in the survey. They are:

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

### **Key findings from the 2014 survey:**

#### **Geography:**

- 52.4% are remaining in Georgia to practice, and 17.3% are going to a contiguous state (AL, FL, NC, SC, or TN); nationally 47.4% percent of residents practice in the state where they completed their GME *Source: AMA 2013 State Physician Workforce Data Book, November 2013*
- 74.2% are remaining in the Southeast to practice
- 92.7% are native born, naturalized residents or permanent residents
- 78.2% did not graduate high school in Georgia
- Of those that graduated high school in Georgia, 13.6% graduated from an international medical school

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## Geography (cont.):

- Of the graduates that completed high school outside the United States, 53.9% plan to stay in Georgia to practice
- 10.6% of respondents indicated they plan to practice in a Health Professional Shortage Area (HPSA), yet only 5.8% have an obligation or Visa requirement to do so

## Demographics:

- 53.9% of the respondents were male, compared to 50.2% in 2012
- The average age of graduates was 33 years old, which is consistent with previous years

## Medical School:

- 92.1% of graduates attended an allopathic school
- Nationally, 78.8% of U.S. medical students were enrolled in an allopathic medical school, and 21.2% were enrolled in an osteopathic medical school *Source: AMA 2013 State Physician Workforce Data Book, November 2013*
- 36.9% of all responding Georgia's GME graduates going into practice in 2014 are going into primary care
- 22.0% of graduates attended medical school in Georgia
- 29.1% of graduates attended medical school in another country (highest number attending medical school in Dominica)

## Debt and Salary:

- 42.0% of graduates had debt over \$200,000
  - ◊ In 2008, 13.4% of residents had educational debt of over \$200,000
- Salaries of specialists were higher:
  - ◊ The average starting salary of graduates going into practice as a specialist was \$236,999
  - ◊ The average starting salary of graduates going into primary care was \$187,656
- Of the graduates with confirmed practice plans, on a scale of 1 to 10, with 10 being completely satisfied, respondents averaged 7.7 for satisfaction with their compensation
- The percentage of graduates being compensated as fee for service has decreased from 12.0% in 2006 to 6.2% in 2014

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## **Retention:**

- 52.4% of graduates with confirmed practice plans are staying in Georgia
- 74.4% 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 80.0% retention rate
- Of those graduates that are going on for additional training/fellowship, 17.9% plan to return to Georgia to practice and 43.3% 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 5.8
- 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 7.4

## **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 2013 respondents was 8.7
- GME graduates 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 8.5

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**Table 1: Distribution of graduates by gender:**

Gender	Number	Percent
Male	310	53.9
Female	265	46.1
<b>TOTAL</b>	<b>575</b>	<b>100.0</b>

**Table 2: Distribution of graduates by citizenship status:**

Citizenship Status	Number	Percent*
Native Born U.S.	410	71.3
Naturalized U.S.	88	15.3
Permanent Resident	35	6.1
J-1, J-2 Exchange Visitor	32	5.6
H-1, H-2, H-3, Temporary Worker	9	1.6
Other	1	0.2
<b>TOTAL</b>	<b>575</b>	<b>100.0</b>

*\*Total may not add up to 100.0% due to rounding*

## 2014 Georgia GME Exit Survey Report

**Table 3: Distribution of graduates by race:**

Race	Number	Percent
White	326	56.7
Asian or Pacific Islander	109	19.0
Black/African American	82	14.3
Other	48	8.3
Multi-Race	10	1.7
<b>TOTAL</b>	<b>575</b>	<b>100.0</b>

**Table 4: Distribution of graduates by ethnicity:**

Ethnicity	Number	Percent
Yes (Hispanic)	33	5.7
No (Non-Hispanic)	542	94.3
<b>TOTAL</b>	<b>575</b>	<b>100.0</b>

## 2014 Georgia GME Exit Survey Report

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

Residence upon Graduation from High School	Number	Percent*
<b>Georgia</b>	<b>125</b>	<b>21.8</b>
<b>Other U.S. State</b>	<b>337</b>	<b>58.8</b>
Florida	49	8.6
Texas	34	5.9
New York	18	3.1
South Carolina	18	3.1
Carolina	16	2.8
All Other States	202	35.3
<b>Canada</b>	<b>3</b>	<b>0.5</b>
<b>Other Country</b>	<b>108</b>	<b>18.8</b>
<b>TOTAL</b>	<b>573</b>	<b>100.0</b>

*\*Total may not add up to 100.0% due to rounding*

- 13.6% of the respondents that graduated from high school in Georgia went overseas to medical school and came back to Georgia for their residency
- Of the graduates that graduated from a Georgia high school 16.5% came from a Non-MSA (rural) county
- Of the graduates who graduated high school from another U.S. state, 22.8% went to medical school in a contiguous state to Georgia (includes NC, SC, TN, AL, and FL)



## 2014 Georgia GME Exit Survey Report

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

Medical School Location	Number	Percent*
<b>Georgia</b>	<b>126</b>	<b>22.0</b>
Emory University School of Medicine	34	5.9
Medical College of Georgia	48	8.4
Mercer University School of Medicine	17	3.0
Morehouse School of Medicine	13	2.3
PCOM	13	2.3
<b>Other U.S. State</b>	<b>281</b>	<b>49.0</b>
Florida	39	6.8
Texas	25	4.4
South Carolina	17	3.0
Virginia	16	2.8
Illinois	15	2.6
All Other States	154	26.8
<b>Other Country</b>	<b>167</b>	<b>29.1</b>
<b>TOTAL</b>	<b>574</b>	<b>100.0</b>

*\*Total may not add up to 100.0% due to rounding*

- 15.9% of the respondents graduated medical school in a state contiguous to Georgia (includes FL, NC, SC, AL and TN)
- Of those graduates that graduated from a medical school in another country (167), most went to medical school in Dominica (17), India (14), Pakistan (12), and Netherland Antilles (11). Of the respondents that graduated from an overseas medical school, 34.1% attended a Caribbean medical school

## 2014 Georgia GME Exit Survey Report

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

Amount of Debt	Number	Percent*
None	158	29.5
Less than \$25,000	16	3.0
\$25,000-\$49,999	15	2.8
\$50,000-\$74,999	16	3.0
\$75,000-\$99,999	9	1.7
\$100,000-\$124,999	33	6.6
\$125,000-\$149,999	11	2.1
\$150,000-\$174,999	34	6.3
\$175,000-\$199,999	19	3.5
Over \$200,000	225	42.0
<b>TOTAL</b>	<b>536</b>	<b>100.0</b>

\*Total may not add up to 100.0% due to rounding

- Average debt of Georgia GME graduate respondents = \$142,219.94 in 2014
- Nationally, the average medical student debt at time of graduation was \$169,901 in 2013  
*"Medical Student Education: Debt, Costs, and Loan Repayment Fact Card," www.aamc.org*
- 13.4% of the respondents had education debt over \$200,000 in 2008. 42.0% of the respondents had education debt over \$200,000 in 2014

## 2014 Georgia GME Exit Survey Report

**Table 8: Type of primary activity after completion of training**

Primary Activity	Number	Percent
Patient Care/Clinical Practice	380	66.3
Additional Sub-Specialty Training	135	23.6
Teaching/ Research	24	4.2
Chief Resident	14	2.4
Other	12	2.1
Undecided	4	0.7
Temporarily Out of Medicine	4	0.7
<b>TOTAL</b>	<b>573</b>	<b>100.0</b>

## 2014 Georgia GME Exit Survey Report

**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	353	93.4
No	25	6.6
<b>TOTAL</b>	<b>378</b>	<b>100.0</b>

**Table 10: If you are planning to enter patient care/clinical practice, have you been offered a job?**

Offered a Job	Number	Percent
Yes, Accepted Offer	336	89.6
Yes, but Declined Offer and Still Searching	20	5.3
No Offers Received	19	5.1
<b>TOTAL</b>	<b>375</b>	<b>100.0</b>

- The average number of offers received = 3

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**Table 11: If you are going to enter patient care/clinical practice, what types of approaches were used in your job search?**

Job Search Approaches	Number
Independent Online Search Activities	255
Third Party Representation	123
Announcements/Career Fairs	121
Want Ads	64
Other	101
<b>TOTAL</b>	<b>564</b>

- 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 going to enter patient care/clinical practice, did you have difficulty finding a practice position you were satisfied with?**

Difficulty Finding Job	Number	Percent
Yes	74	20.4
No	288	79.6
<b>TOTAL</b>	<b>362</b>	<b>100.0</b>

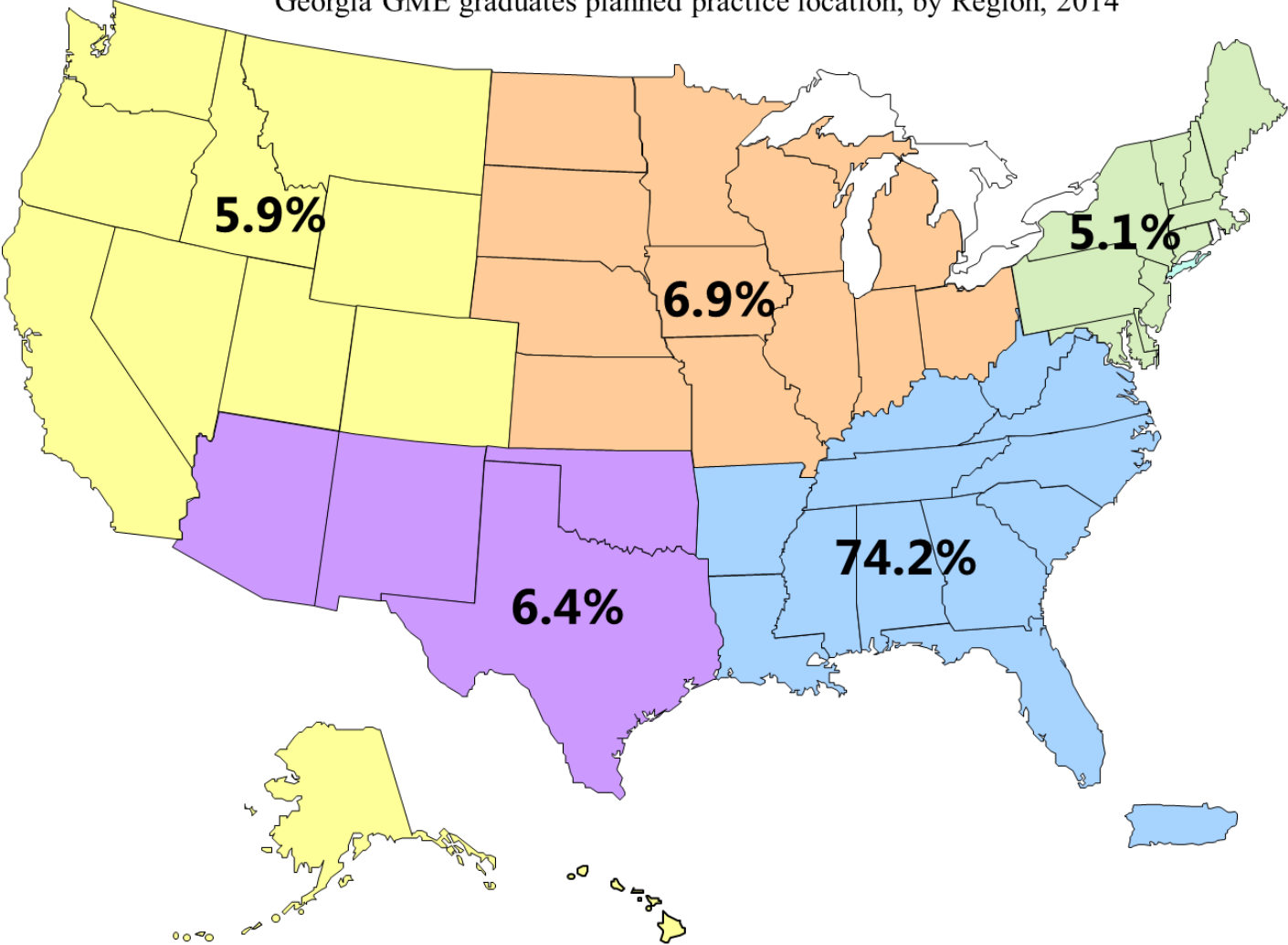
## 2014 Georgia GME Exit Survey Report

**Table 13: Graduates going into patient care by practice location**

Location of Primary Activity	Number	Percent
<b>Georgia</b>	<b>197</b>	<b>52.4</b>
<b>Other State</b>	<b>177</b>	<b>47.1</b>
Florida	19	5.1
Texas	18	4.8
South Carolina	18	4.8
North Carolina	14	3.7
California	9	2.4
Other States	99	26.3
<b>Other Country</b>	<b>2</b>	<b>0.5</b>
<b>TOTAL</b>	<b>376</b>	<b>100.0</b>

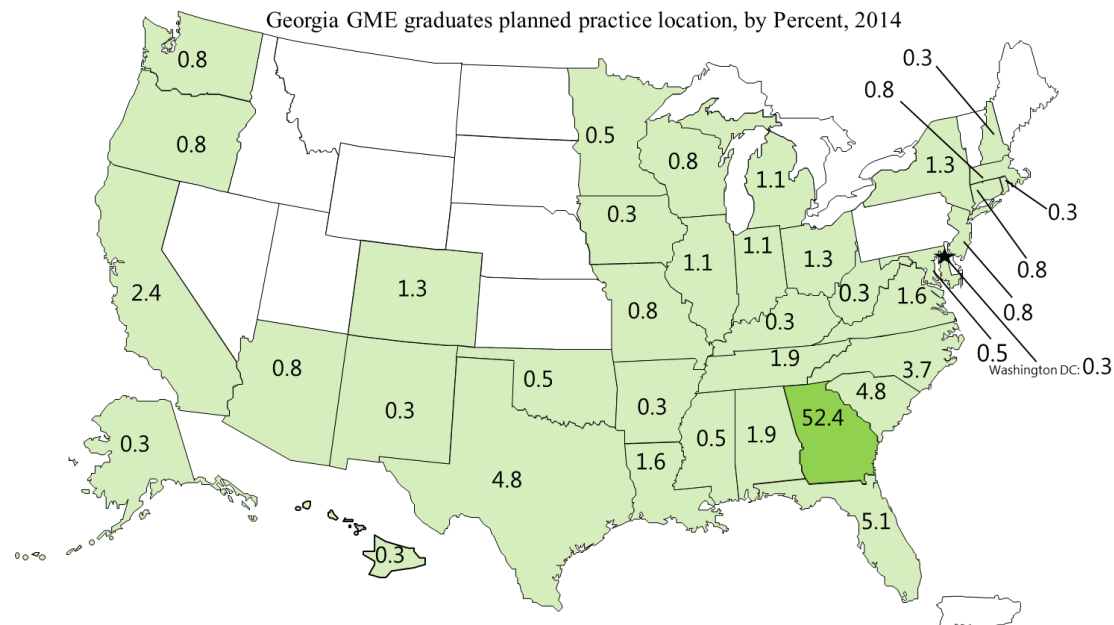
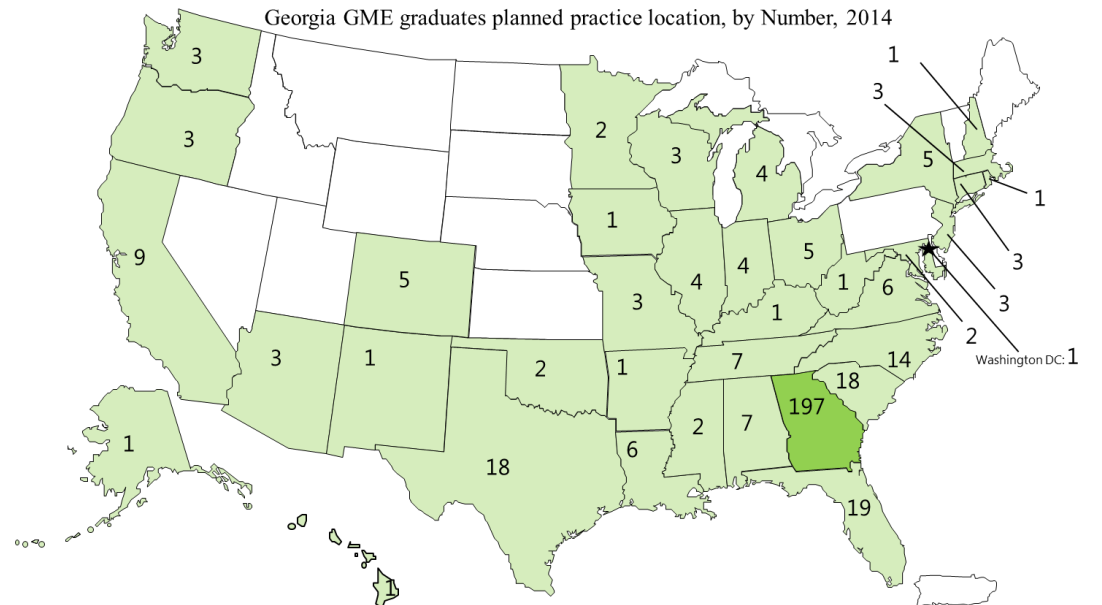
# 2014 Georgia GME Exit Survey Report

Georgia GME graduates planned practice location, by Region, 2014



Footnotes:  
<sup>1</sup>Total may not add up to 100% due to rounding  
<sup>2</sup>0.5% of graduates indicated they plan to practice in another country  
<sup>3</sup>4 respondents (1.1%) did not indicate a specific state of practice

# 2014 Georgia GME Exit Survey Report



Footnotes:  
<sup>1</sup>Total may not add up to 100% due to rounding  
<sup>2</sup> 2 respondents (0.5%) of graduates indicated they plan to practice in another country  
<sup>3</sup> 4 respondents (1.1%) did not indicate a specific state of practice



## 2014 Georgia GME Exit Survey Report

**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	14.3	4	57.1	2	28.6
Emory University School of Medicine	13	23.6	12	21.8	30	54.5
Floyd Medical Center	0	-	0	-	0	-
Houston Healthcare	0	-	0	-	0	-
Medical College of Georgia at Georgia Regents University	5	18.5	8	29.6	14	51.9
Memorial Health University Medical Center	3	27.3	2	18.2	6	54.5
Midtown Medical Center, Columbus Regional Health	1	50.0	1	50.0	0	-
Morehouse School of Medicine	1	25.0	0	-	3	75.0
Navicent Health	0	-	4	57.1	3	42.9
Phoebe Putney Memorial Hospital	0	-	0	-	0	-
The Mayo Clinic	0	-	0	-	0	-

## 2014 Georgia GME Exit Survey Report

**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?								Total
	Georgia		Other U.S. State		Canada		Other Country		
	#	%	#	%	#	%	#	%	
Georgia	64	74.4	92	43.0	1	100.0	40	53.3	197
Other State	22	25.6	122	57.0	0	0.0	33	44.0	177
Outside of U.S.	0	0.0	0	0.0	0	0.0	2	2.7	2
<b>TOTAL</b>	<b>86</b>	<b>100.0</b>	<b>214</b>	<b>100.0</b>	<b>1</b>	<b>100.0</b>	<b>75</b>	<b>100.0</b>	<b>376</b>

- Of the respondents that graduated high school in Georgia and graduated from a Georgia GME program, 74.4% will stay in Georgia to practice.
- Of the respondents that graduated high school in another state, 43.0% will stay in Georgia to practice.

## 2014 Georgia GME Exit Survey Report

**Table 16: Of those entering patient care and leaving the state: Top reasons cited for leaving Georgia**

Reason	Number
Proximity to family	106
Better jobs in desired location outside Georgia	58
Better salary offered outside Georgia	50
Better job for spouse/partner outside Georgia	42
Better jobs in desired practice setting outside Georgia	43
Never intended to practice in Georgia	25
Overall lack of jobs/practice opportunities in Georgia	35
Other service obligation	9
Better jobs outside of Georgia that meet visa requirements	7
Cost of malpractice insurance in Georgia	3
Cost of starting a practice	3
Other	21
<b>TOTAL</b>	<b>465</b>

- 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

## 2014 Georgia GME Exit Survey Report

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

Practice Setting	Number	Percent*
Group Practice as Employee	154	41.2
Hospital – In-Patient	86	23.0
Hospital – Ambulatory Care	34	9.1
Group Practice as Owner/Partner	32	8.6
Hospital – Emergency Room	24	6.4
Freestanding Health Center/Clinic	10	2.7
Partnership (2 person)	10	2.6
Military	6	1.6
Solo Practice	4	1.1
HMO	2	0.5
Nursing Home	1	0.3
Other	11	2.9
<b>TOTAL</b>	<b>374</b>	<b>100.0</b>

\*Total may not add up to 100.0% due to rounding

- 38.5% of graduates are 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: If you are entering patient care/clinical practice, 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	299	79.9
No	75	20.1
<b>TOTAL</b>	<b>374</b>	<b>100.0</b>

**Table 19: Graduates entering patient care/clinical practice that expect to be at principal practice for 4 or more years by Georgia GME Program:**

Georgia GME Program	Number	Percent
Atlanta Medical Center	7	77.8
Emory University School of Medicine	161	82.1
Floyd Medical Center	6	75.0
Houston Healthcare	1	100.0
Medical College of Georgia at Georgia Regents University	58	76.3
Memorial Health University Medical Center	17	89.5
Midtown Medical Center, Columbus Regional Health	8	88.9
Morehouse School of Medicine	18	72.0
Navicent Health	19	79.2
Phoebe Putney Memorial Hospital	3	60.0
The Mayo Clinic	1	50.0

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

Description of Area	Number	Percent
Other Area within a Major City	118	31.6
Suburban	91	24.3
Inner City	81	21.4
Small City (city pop < 50,000)	52	13.9
Rural (county pop < 35,000)	33	8.8
<b>TOTAL</b>	<b>374</b>	<b>100.0</b>

- The percentage increased for graduates going into rural areas from 7.3% in 2012 to 8.8% in 2014.
- 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*)

# 2014 Georgia GME Exit Survey Report

## Average salary of graduates going into practice:

