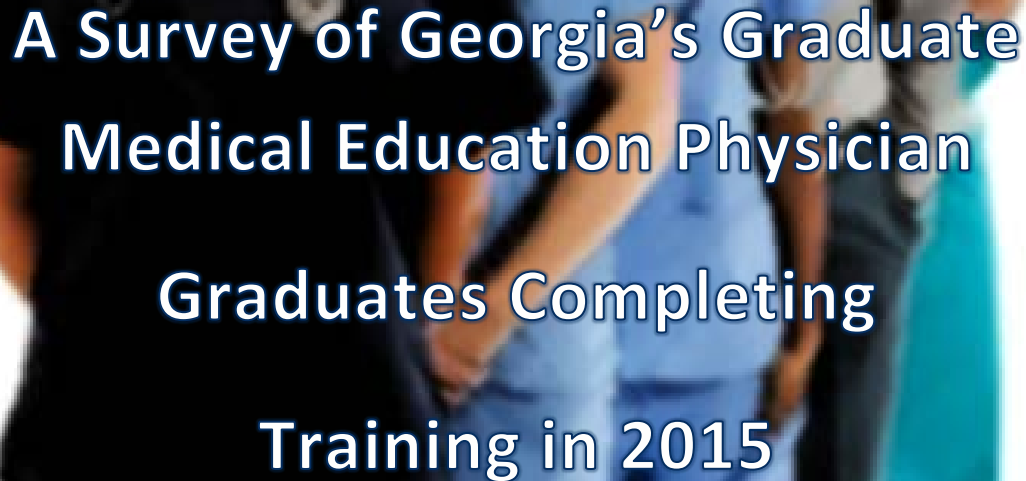


GEORGIA BOARD FOR PHYSICIAN WORKFORCE



**A Survey of Georgia's Graduate
Medical Education Physician
Graduates Completing
Training in 2015**

*Meeting the Physician Workforce Needs of Georgia
Communities through the Support and Development of
Medical Education Programs*



**GEORGIA BOARD FOR
PHYSICIAN WORKFORCE**

2 PEACHTREE STREET, NW, 36TH FLOOR, ATLANTA, GA 30303
PHONE (404) 232-7972 / FAX (404) 656-2596

WWW.GBPW.GEORGIA.GOV

ACKNOWLEDGMENTS

The report was produced under the direction of Cherri Tucker, Former Executive Director, Melissa Carter, Statistical Research Analyst; contributing staff, Olive Jones-Golden, Pamela Smith, Yvette Speight, Megan Tucker; interns, Nusaiba Mubarak, Brittany Taylor, and Leah Youngblood; and consultant G.E. Alan Dever, MD, PHD.

The Board would like to thank Georgia's Graduate Medical Education programs for their assistance with this survey:

Atlanta Medical Center
Emory University School of Medicine
Floyd Medical Center
Houston Healthcare
Mayo Clinic Health System in Waycross
Medical College of Georgia at Augusta 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

This document is provided on behalf of Mark G. Hanly, MD, Board Chairperson and LaSharn Hughes, Executive Director.

TABLE OF CONTENTS

INTRODUCTION & METHODOLOGY	3
KEY FINDINGS FROM THE 2015 SURVEY	4
TABLE 1: DISTRIBUTION OF GRADUATES BY GENDER.....	6
TABLE 2: DISTRIBUTION OF GRADUATES BY CITIZENSHIP STATUS	6
TABLE 3: DISTRIBUTION OF GRADUATES BY RACE	6
TABLE 4: DISTRIBUTION OF GRADUATES BY ETHNICITY.....	7
TABLE 5: GRADUATE RESIDENCE UPON EXITING HIGH SCHOOL.....	7
TABLE 6: MEDICAL SCHOOL GRADUATES BY GEOGRAPHIC LOCATION AND MEDICALSCHOOL	8
TABLE 7: DISTRIBUTION OF MEDICAL EDUCATION DEBT BY NUMBER ANDPERCENT	9
TABLE 8: EXPECTED STARTING SALARY	9
TABLE 9: TYPE OF PRIMARY ACTIVITY AFTER COMPLETION OF TRAINING	10
TABLE 10: GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE THAT ACTIVELY SEARCHED FOR A JOB	10
TABLE 11: GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE JOB STATUS	11
TABLE 12: TYPES OF APPROACHES GRADUATES USED IN THEIR JOB SEARCH	11
TABLE 13: DID GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE HAVE DIFFICULTY FINDING A PRACTICE POSITION THEY WERE SATISFIED WITH.....	11
TABLE 14: GRADUATES GOING INTO PATIENT CARE BY PRACTICE LOCATION.....	12
MAP 1: STATES WHERE GEORGIA MEDICAL SCHOOL GRADUATES PLAN TO PRACTICE FOLLOWINGRESIDENCY	12
TABLE 15: GRADUATES GOING FOR ADDITIONAL TRAINING WITH PLANS TO RETURN TO GEORGIA BYPROGRAM	13
TABLE 16: PRACTICE LOCATION OF GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE BY WHERE GRADUATES ATTENDED HIGH SCHOOL	14
TABLE 17: OF THOSE ENTERING PATIENT CARE AND LEAVING THE STATE:TOP REASONS CITED FOR LEAVING GEORGIA.....	14
TABLE 18: TYPE OF PATIENT CARE PRACTICE SETTING BY GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE.....	15
TABLE 19: GRADUATES BY PROGRAM ENTERING PATIENT CARE/CLINICAL PRACTICE THAT EXPECT TO BE AT THEIR PRINCIPAL PRACTICE FOR 4 OR MORE YEARS.....	16
TABLE 20: DO GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE EXPECT TO BE AT PRINCIPAL PRACTICE FOR 4OR MORE YEARS	16
TABLE 21: WHICH BEST DESCRIBES THE AREA IN WHICH GRADUATES WILL BE PRACTICING.....	17
TABLE 22: OVERALL PERCEPTION AND SATISFACTION	17

INTRODUCTION

This report of the Georgia Board for Physician Workforce (GBPW) is the result of the 14th annual survey of physicians graduating from Georgia's Graduate Medical Education (GME) Programs. The purpose of this survey is two-fold: to inform the medical education community and state physician workforce planners about the experiences of graduates, and enlighten state physician workforce planners about 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 2015, 98% of Georgia GME graduates completed the GME Exit Survey. Surveys were given to each of Georgia's residency programs for distribution to their GME graduates. Once surveys were completed, each of the residency programs collected the surveys and returned the surveys to GBPW.

The response rate varies throughout this publication, as noted by the totals included in each chart or table. Calculations are reflective of the number of graduates who answered each question. Some calculations may not equal one hundred percent exactly due to rounding. All Georgia GME programs with graduates participated in the survey. They are as follows:

- Atlanta Medical Center
- Emory University School of Medicine
- Floyd Medical Center
- Houston Healthcare
- Mayo Clinic Health System in Waycross
- Medical College of Georgia at Augusta 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

KEY FINDINGS FROM THE 2015 SURVEY

DEMOGRAPHICS

- 56% of respondents are male
- 68.1% of respondents are native born U.S. citizens
- The average age of respondents is 35 years
- The largest racial identity group of respondents was Caucasian (54.8%), followed by Asian/Pacific Islander (21.9%), and African American (12.9%)
- Nearly all respondents (95.3%) identified as non-Hispanic

GEOGRAPHY

- 24.1% of respondents graduated from a high school located in Georgia
- Of the 612 respondents going into patient care, 42.3% indicated they will be practicing in Georgia after their current training; while 55.9% will be practicing in another state
- Of those respondents that graduated from high school in Georgia, 17.9% graduated from an international medical school, compared to 13.6% in 2014

MEDICAL SCHOOL

- 84.5% of respondents attended an allopathic school
- 18.5% of respondents attended medical school in Georgia, while 49.6% of respondents attended medical school in another state
- 31.9% of respondents attended medical school in another country

DEBT AND SALARY

- Almost half of the respondents (44.0%) had debt over \$200,000
- 30.0% of respondents reported no educational debt
- Respondents with confirmed practice plans averaged a rating of 7.0 for satisfaction with their compensation on a scale of 1 to 10, with 10 being completely satisfied

RETENTION

- 70.7% of respondents that graduated high school in Georgia and graduated from a Georgia GME program plan to stay in Georgia to practice
- Respondents that went to high school, medical school, and GME in Georgia had an 68.0% retention rate
- 29.4% of respondents going on for additional training/fellowship plan to return to Georgia to practice and 43.2% are uncertain
- 47.0% of respondents report choosing fellowships or additional medical training as their biggest reason for leaving Georgia upon entering patient care

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 among respondents was 5.9
- GME graduates were also asked to provide an overall assessment of national practice opportunities in their specialty. Using the same scale where 1 indicates very few jobs and 10 indicates many jobs, the average among 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 indicates strongly agree (or very satisfied), the average rating among respondents in 2015 was 8.8
- GME graduates were also asked if they would choose to train again at the same site. Using a rating scale of 1 to 10 (where 1 indicates strongly disagree and 10 indicates strongly agree), the average rating among respondents was 8.6

TABLE 1: DISTRIBUTION OF GRADUATES BY GENDER

GENDER	NUMBER	PERCENT
Male	356	56.0
Female	275	44.0
Total	631	100.0

TABLE 2: DISTRIBUTION OF GRADUATES BY CITIZENSHIP STATUS

CITIZENSHIP STATUS	NUMBER	PERCENT
Native Born U.S.	431	68.1
Naturalized U.S.	111	17.5
Permanent Resident	45	7.1
J-1, J-2 Exchange Visitor	31	4.9
H-1, H-2, H-3, Temporary Worker	13	2.1
Other	2	0.3
TOTAL	633	100.0

TABLE 3: DISTRIBUTION OF GRADUATES BY RACE

RACE	NUMBER	PERCENT
White	345	54.8
Asian or Pacific Islander	138	21.9
Black/African American	81	12.9
Other	52	8.2
Multi-Race	8	1.3
Native American/Alaskan Native	5	0.8
TOTAL	629	100.0

TABLE 4: DISTRIBUTION OF GRADUATES BY ETHNICITY

ETHNICITY	NUMBER	PERCENT
Hispanic	30	4.7
Non-Hispanic	601	95.3
Total	631	100.0

TABLE 5: GRADUATE RESIDENCE UPON EXITING HIGH SCHOOL

RESIDENCE UPON EXITING HIGH SCHOOL	NUMBER	PERCENT
Georgia	152	24.1
Other U.S. State	371	58.7
Florida	59	9.3
New York	29	4.6
Texas	28	4.4
North Carolina	21	3.3
Pennsylvania	21	3.3
All Other States	213	33.7
Canada	11	1.7
Other Country	98	15.5
TOTAL	632	100.0

TABLE 6: MEDICAL SCHOOL GRADUATES BY GEOGRAPHIC LOCATION AND MEDICAL SCHOOL

MEDICAL SCHOOL LOCATION	NUMBER	PERCENT
Georgia	117	18.5
Emory University School of Medicine	37	5.9
Medical College of Georgia at Augusta University	41	6.5
Mercer University School of Medicine	16	2.5
Morehouse School of Medicine	17	2.7
Philadelphia School of Medicine Atlanta Campus	5	0.8
Other U. S. State	313	49.6
Florida	36	9.4
Tennessee	28	4.6
New York	27	4.4
Texas	26	4.1
Pennsylvania	21	3.3
All Other States	213	33.8
Other Country	201	31.9
Total	631	100.0

TABLE 7: DISTRIBUTION OF MEDICAL EDUCATION DEBT BY NUMBER AND PERCENT

AMOUNT OF DEBT	NUMBER	PERCENT
None	171	30.0
Less than \$25,000	11	1.9
\$25,000-\$49,999	19	3.3
\$50,000-\$74,999	9	1.6
\$75,000-\$99,999	14	2.5
\$100,000-\$124,999	31	5.4
\$125,000-\$149,999	10	1.8
\$150,000-\$174,999	38	6.7
\$175,000-\$199,999	16	2.8
Over \$200,000	251	44.0
TOTAL	570	100.0

TABLE 8: EXPECTED STARTING SALARY

EXPECTED SALARY	NUMBER	PERCENT
\$30,000 - \$60,000	57	12.0
\$60,001 - \$100,000	68	14.3
\$100,001 - \$175,000	68	14.3
\$175,001 - \$250,000	176	37.1
\$250,001 - \$350,000	75	15.8
\$350,001 or more	31	6.5
Total	475	100.0

TABLE 9: TYPE OF PRIMARY ACTIVITY AFTER COMPLETION OF TRAINING

PRIMARY ACTIVITY	NUMBER	PERCENT
Patient Care/Clinical Practice	362	58.1
Additional Sub-Specialty Training	208	33.4
Teaching/ Research	12	1.9
Chief Resident	16	2.6
Other	12	1.9
Undecided	7	1.1
Temporarily Out of Medicine	6	1.0
TOTAL	623	100.0

TABLE 10: GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE THAT ACTIVELY SEARCHED FOR A JOB

HAVE ACTIVELY JOB SEARCHED	NUMBER	PERCENT
Yes	397	69.2
No	177	30.8
TOTAL	574	100.0

TABLE 11: GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE JOB STATUS

OFFERED A JOB	NUMBER	PERCENT
Yes, Accepted Offer	366	74.2
Yes, but Declined Offer and Still Searching	40	8.1
No Offers Received	87	17.6
TOTAL	493	100.0

TABLE 12: TYPES OF APPROACHES GRADUATES USED IN THEIR JOB SEARCH

JOB SEARCH APPROACHES	NUMBER*	PERCENT
Independent Online Search Activities	270	38.1
Third Party Representation	158	22.3
Announcements/Career Fairs	130	18.4
Want Ads	76	10.7
Other	74	10.5
TOTAL	708	100.0

*Graduates were allowed to choose more than one response.

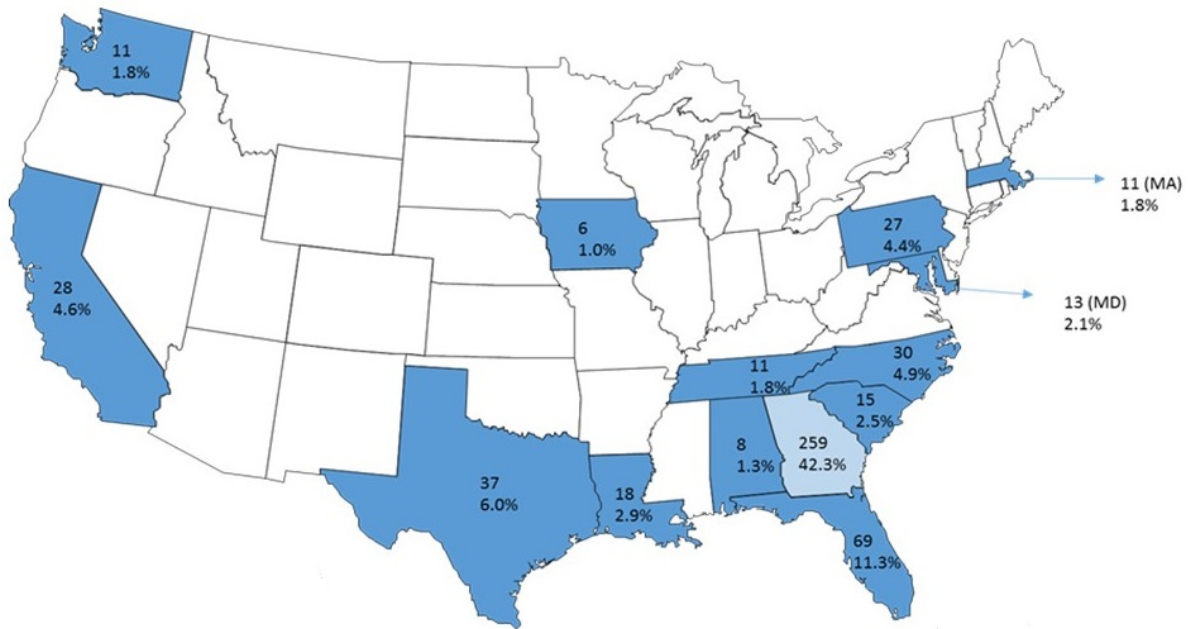
TABLE 13: DID GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE HAVE DIFFICULTY FINDING A PRACTICE POSITION THEY WERE SATISFIED WITH

DIFFICULTY FINDING JOB	NUMBER	PERCENT
Yes	58	13.6
No	369	86.4
TOTAL	427	100.0

TABLE 14: GRADUATES GOING INTO PATIENT CARE BY PRACTICE LOCATION

LOCATION OF PRIMARY ACTIVITY	NUMBER	PERCENT
Georgia	259	42.3
Other State	342	55.9
Florida	69	11.3
Texas	37	6.0
North Carolina	30	4.9
California	28	4.6
Pennsylvania	27	4.4
Other States	151	44.2
Other Country	11	1.8
TOTAL	612	100.0

MAP 1: STATES WHERE GEORGIA MEDICAL SCHOOL GRADUATES PLAN TO PRACTICE FOLLOWING RESIDENCY *



*Only includes top 14 states where the graduates plan to practice.

TABLE 15: GRADUATES GOING FOR ADDITIONAL TRAINING WITH PLANS TO RETURN TO GEORGIA BY PROGRAM

PLANS TO RETURN TO GEORGIA						
GEORGIA GME PROGRAM	YES		NO		DON'T KNOW	
	#	%	#	%	#	%
Atlanta Medical Center	5	50.0	1	10.0	4	40.0
Emory University School of Medicine	30	34.5	32	36.8	25	28.7
Floyd Medical Center	0	-	0	-	1	0.0
Houston Healthcare	1	50.0	1	50.0	0	-
Medical College of Georgia at Augusta University	18	27.3	21	31.8	27	40.9
Memorial Health University Medical Center	2	11.1	4	22.2	12	66.7
The Medical Center, Inc.- Columbus Regional Health	2	28.6	1	14.3	4	57.1
Morehouse School of Medicine	7	43.8	4	25.0	5	31.3
Navicent Health	6	22.2	1	3.7	20	71.4
Phoebe Putney Memorial Hospital	0	-	1	33.3	2	66.7
Mayo Clinic Health System Waycross	0	-	0	-	0	-

TABLE 16: PRACTICE LOCATION OF GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE BY WHERE GRADUATES ATTENDED HIGH SCHOOL

PRACTICE LOCATION OF GRADUATES	RESIDENCE UPON GRADUATION FROM HIGH SCHOOL							
	GEORGIA		OTHER U.S. STATE		CANADA		OTHER COUNTRY	
	#	%	#	%	#	%	#	%
Georgia	104	70.7	122	33.7	0	-	33	31.4
Other State	43	29.3	237	65.5	0	-	64	60.9
Outside of U.S.	0	-	3	.8	0	-	8	7.7
Total	147	100.0	362	100.0	0	-	105	100.0

TABLE 17: OF THOSE ENTERING PATIENT CARE AND LEAVING THE STATE: TOP REASONS CITED FOR LEAVING GEORGIA

REASON	NUMBER	PERCENT
Fellowship or additional medical training	185	47.0
Proximity to family	56	14.2
Better jobs in desired location outside Georgia	52	13.2
Better salary offered outside Georgia	15	3.8
Better job for spouse/partner outside Georgia	8	2.0
Better jobs in desired practice setting outside	13	3.3
Never intended to practice in Georgia	7	1.8
Overall lack of jobs/practice opportunities in Georgia	33	8.4
Other service obligation	6	1.5
Better jobs outside of Georgia that meet visa requirements	4	1.0
Cost of malpractice insurance in Georgia	3	0.8
Cost of starting a practice	0	-
Other	12	3.0
TOTAL	394	100.0

TABLE 18: TYPE OF PATIENT CARE PRACTICE SETTING BY GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE

PRACTICE SETTINGS	NUMBER	PERCENT
Group Practice as Employee	150	25.3
Hospital – In-Patient	186	31.4
Hospital – Ambulatory Care	58	9.8
Group Practice as Owner/Partner	41	6.9
Hospital – Emergency Room	52	8.8
Freestanding Health Center/Clinic	11	1.9
Partnership (2 person)	7	1.2
Military	4	0.7
Solo Practice	11	1.9
HMO	0	-
Nursing Home	0	-
Other	72	12.2
TOTAL	592	100.0

TABLE 19: GRADUATES BY PROGRAM ENTERING PATIENT CARE/CLINICAL PRACTICE THAT EXPECT TO BE AT THEIR PRINCIPAL PRACTICE FOR 4 OR MORE YEARS

GEORGIA GME PROGRAM	NUMBER	PERCENT
Atlanta Medical Center	12	3.2
Emory University School of Medicine	196	52.4
Floyd Medical Center	7	1.9
Houston Healthcare	4	1.1
Medical College of Georgia at Georgia Regents University	77	20.6
Memorial Health University Medical Center	16	4.3
The Medical Center, Inc.- Columbus Regional Health	8	2.1
Morehouse School of Medicine	12	3.2
Navicent Health	39	10.4
Phoebe Putney Memorial Hospital	2	0.5
Grady	1	0.3
Total	374	100.0

TABLE 20: DO GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE EXPECT TO BE AT PRINCIPAL PRACTICE FOR 4 OR MORE YEARS

EXPECT TO BE AT PRINCIPAL PRACTICE FOR 4 OR MORE YEARS	NUMBER	PERCENT
Yes	377	65.5
No	199	34.5
Total	576	100.0

TABLE 21: WHICH BEST DESCRIBES THE AREA IN WHICH GRADUATES WILL BE PRACTICING

DESCRIPTION OF AREA	NUMBER	PERCENT
Other Area within a Major City	187	32.1
Suburban	128	22.0
Inner City	167	28.6
Small City (city pop < 50,000)	61	10.5
Rural (county pop < 35,000)	40	6.8
TOTAL	583	100.0

TABLE 22: OVERALL PERCEPTION AND SATISFACTION

DESCRIPTION	NUMBER	AVERAGE RATING
Salary/Compensation	10 Very Satisfied to 1 Very Unsatisfied	7.0
Practice Opportunities Within 50 Miles of Training Location	10 Many Jobs to 1 Very Few Jobs	5.9
Practice Opportunities Nationally	10 Many Jobs to 1 Very Few Jobs	7.6
Satisfied with Training	10 Strongly Agree to 1 Strongly Disagree	8.8
Would Choose to Train at Same Site Again	10 Strongly Agree to 1 Strongly Disagree	8.6

Thank you to the Georgia Board of the Physician Workforce Board Members for their leadership and support.

Board Members:

Mark G. Hanly, M.D. - Chairperson

Jacinto del Mazo, M.D. - Vice Chairperson

Antonio Rios, M.D. - Secretary-Treasurer

Carol H. Burrell

Frank L. Carter, M.D.

Jimmy Childre, Jr.

Thomas L. Hatchett, Jr., M.D.

J. William "Bill" Herringdine

David B. Kay, M.D.

William R. "Will" Kemp

George M. McCluskey III, M.D.

Terri McFadden-Garden, M.D.

Norma Jean Morgan

William C. "Bill" Waters, IV, M.D.

The 2015 Graduate Medical Education report can be viewed and downloaded on the internet at gbpw.georgia.gov.

The Georgia Board for Physician Workforce welcomes comments and suggestions for future editions of this report.

Please send comments to: gbpw@dch.ga.gov