

Georgia Board for Physician Workforce

2018 Graduate Medical Education Exit Survey



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2018 Graduate Medical Education Exit Survey

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Introduction

This report of the Georgia Board for Physician Workforce (GBPW) is the 17th annual survey of the physician’s graduating from Georgia’s Graduate Medical Education (GME) Programs. The purpose of this survey is 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 the state of Georgia. The survey offers insight into residents’ demographic characteristics, compensation/debt levels, retention rates, practice plans, assessment of job market, and training information.

Methodology

In 2018, 636 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 the 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 survey question. Some calculations may not equal 100% due to rounding. All Georgia GME programs with graduates participated in the survey. They are as follows:

Emory University School of Medicine	Floyd Medical Center	Gwinnett Medical Center
Houston Healthcare	Mayo Clinic Health System in Waycross	Medical College of Georgia at Augusta University
Memorial Health University Medical Center	Memorial Satilla Health	Midtown Medical Center, Columbus Regional Health
Morehouse School of Medicine	Navicent Health	Phoebe Putney Memorial Hospital
St. Mary’s Healthcare System		WellStar Atlanta Medical Center

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Demographics

- 53.1% of respondents were male, 46.9% of respondents were female.
- 67.5% of respondents are native U. S. citizens.
- 51.4% of the respondents identified race as White, 23.7% Asian, and 14.3% Black.
- 4.8% of all respondents are of Hispanic ethnicity.

Geography

- 25.9% of respondents graduated from a high school located in Georgia.
- Of the respondents going into patient care, 50.0% indicated they will be practicing in Georgia after their current training; while 48.2% will be practicing in another state.

Medical School

- 92.8% of respondents attended an allopathic school compared to 92.2% in 2017.
- 23.2% of respondents attended medical school in Georgia, while 48.6% of the respondents attended medical school in another state.
- 28.2% of respondents attended medical school in another country.

Debt and Salary

- 63.6% of the respondents had debt equal to or greater than \$200,000.
- 35.3% of respondents indicated a starting salary of less than \$200,000.
- Respondents with confirmed practice plans averaged a rating of 3.2 for satisfaction with their compensation on a scale of 1 to 10 with 10 being completely satisfied and 1 being completely dissatisfied.

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Retention

- 15.7% of respondents that graduated from both high school and a GME program in Georgia, plan to remain to practice in Georgia.
- The top 3 reasons cited for leaving Georgia were 'Proximity of Family' 24.2%, 'Better Location' 15.5%, and 'Better Jobs for Spouse/Partner' 15.5%.

Practice Opportunities

- GME graduates were asked to provide an overall assessment of practice opportunities within a 50 mile radius. Using the scale where 1 indicates very few jobs and 10 indicates many jobs, the average among respondents was 2.4.
- GME graduates were asked to provide an overall assessment of national practice opportunities in their specialty. Using the scale where 1 indicates very few jobs and 10 indicates many jobs, the average among respondents was 4.4.

Satisfaction with Training

- GME graduates were asked to provide an overall assessment of training satisfaction. Using the same scale where 1 indicates strongly disagree and 10 strongly agree, the average among respondents was 4.3.
- GME graduates were also asked if they would train at the same site again. Using the same scale where 1 indicates strongly disagree and 10 strongly agree, the average among respondents was 4.3.

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Table 1: What is your gender?

Gender	Number	Percent
Male	337	53.1%
Female	298	46.9%
Total	635	100.0%

Table 2: What is your citizenship status?

Citizenship Status	Number	Percent
Native Born U.S.	428	67.5%
Naturalized U.S.	110	17.4%
J-1, J-2 Exchange Visitor	34	5.4%
Permanent Resident	47	7.4%
H-1, H-2, H-3 Temporary Worker	12	1.9%
Other	3	0.5%
Total	634	100.0%

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Table 3: What is your race?

Race	Number	Percent
White	324	51.4%
Asian	149	23.7%
Black	90	14.3%
Other	40	6.3%
Multi-Race	26	4.1%
Native American	1	0.2%
Total	630	100.0%

Table 4: What is your ethnicity?

Ethnicity	Number	Percent
Hispanic	30	4.8%
Non-Hispanic	599	95.2%
Total	629	100.0%

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Table 5: What was your graduate residence upon exiting high school?

Residence Upon Exiting High School	Number	Percent
Georgia	165	25.9%
Other U.S. State	372	58.5%
Florida	46	12.4%
Ohio	28	7.5%
New York	20	5.4%
Illinois	18	4.8%
North Carolina	17	4.6%
Alabama	16	4.3%
Other Country	99	15.6%
Total	636	100.0%

Table 6: Medical school graduate respondents by geographic location and medical school.

Medical School Location	Number	Percent
Georgia	145	23.2%
Medical College of Georgia at AU	59	40.7%
Emory University School of Medicine	36	24.8%
Mercer University School of Medicine	29	20.0%
Morehouse School of Medicine	16	11.0%
Philadelphia College of Medicine - GA Campus	5	3.4%
Other U.S. State	303	48.6%
Florida	32	10.6%
Ohio	21	6.9%
Tennessee	21	6.9%
New York	18	5.9%
Other Country	176	28.2%
Total	624	100.0%

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Table 7: What is your current level of medical education debt?

Amount of Debt	Number	Percent
None	31	7.5%
Less than \$89,999	54	13.0%
\$90,000 - \$159,999	46	11.1%
\$160,000 - \$199,999	20	4.8%
\$200,000 - \$249,999	69	16.6%
\$250,000 - \$299,999	56	13.5%
\$300,000 - \$349,999	51	12.3%
\$350,000 and Over	88	21.2%
Total	415	100.0%

Table 8: What is your expected starting salary?

Expected Salary	Number	Percent
Less than \$80,000	70	14.8%
\$80,000 - \$199,999	97	20.5%
\$200,000 - \$249,999	106	22.4%
\$250,000 - \$299,999	55	11.6%
\$300,000 - \$349,999	81	17.1%
\$350,000 - \$399,999	28	5.9%
\$400,000 and Above	37	7.8%
Total	474	100.0%

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Table 9: What will be your primary activity after completion of training?

Primary Practice	Number	Percent
Patient Care/Clinical Practice	399	70.1%
Additional Sub-Specialty Training	130	22.8%
Other	15	2.6%
Teaching/Research	11	1.9%
Chief Resident	7	1.2%
Undecided	7	1.2%
Total	569	100.0%

Table 10: Respondents who plan to enter patient care/clinical practice that actively searched for a job:

Have Actively Job Searched	Number	Percent
Yes	358	90.4%
No	38	9.6%
Total	396	100.0%

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Table 11: What approaches have you used in your job search?

Job Search Approaches	Number	Percent
Independent Online Searches	281	37.7%
Third Party Representation	120	16.1%
Announcements/Career Fairs	130	17.4%
Other	140	18.8%
Want Ads	74	9.9%
Total	745	100.0%

Note: Multiple Selections Allowed

Table 12: Are you planning to enter patient care/clinical and have you been offered a job?

Offered a Job	Number	Percent
Yes, Accepted Offer	362	94.0%
No Offers Received	11	2.9%
Yes, but Declined Offer and Still Searching	12	3.1%
Total	385	100.0%

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Table 13: Are you planning to enter patient care/clinical practice and did you have difficulty finding a practice position you are satisfied with?

Difficulty Finding a Job	Number	Percent
Yes	54	14.3%
No	323	85.7%
Total	377	100.0%

Table 14: Respondents going into patient care/clinical practice by practice location:

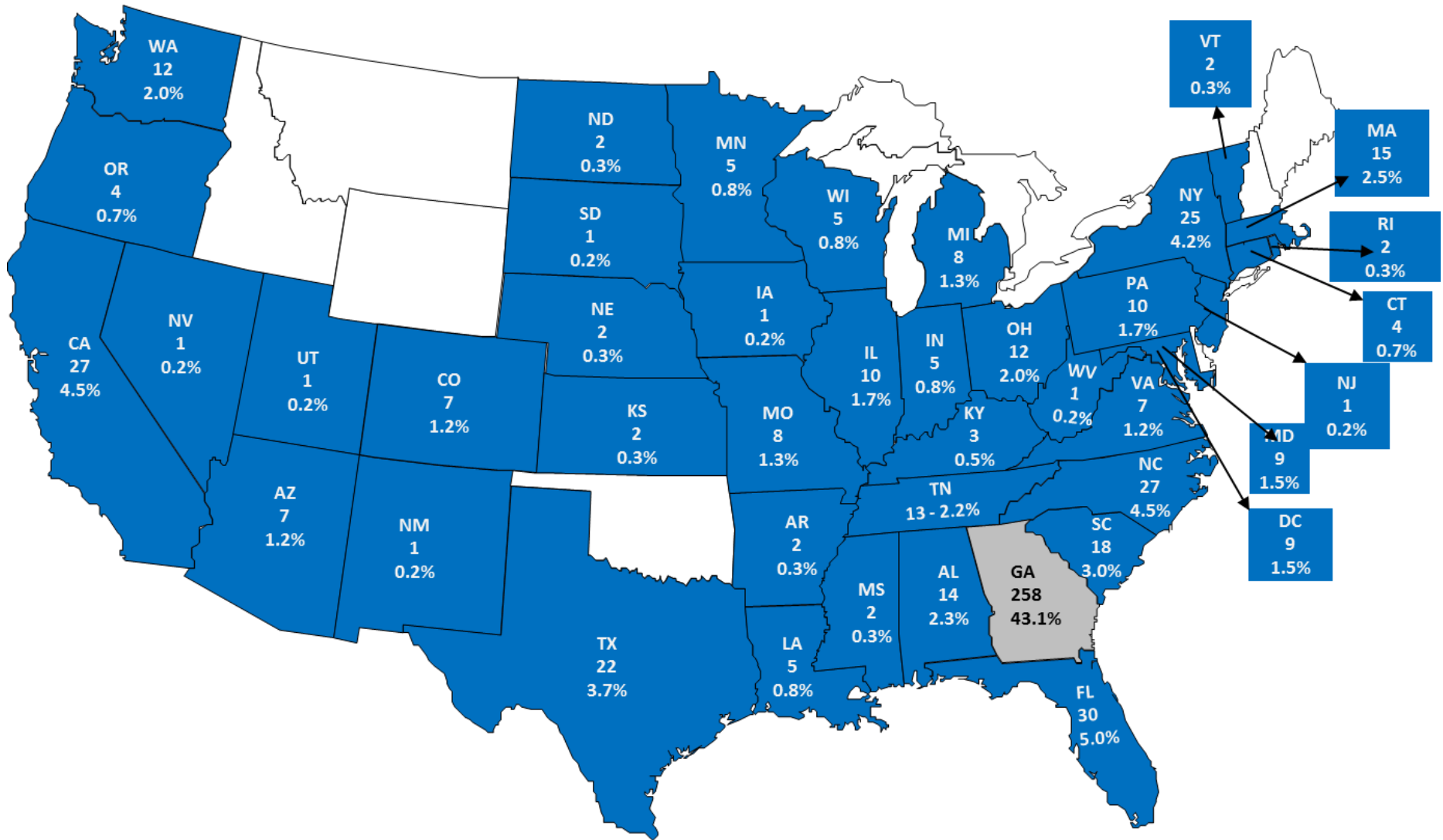
Location of Primary Activity	Number	Percent
Georgia	195	50.0%
Other State	188	48.2%
*Florida	21	11.2%
*California	15	8.0%
*North Carolina	16	8.5%
*South Carolina	13	6.9%
*Texas	22	5.3%
*Washington D. C.	7	3.7%
Other Country	7	1.8%
Total	390	100.0%

*Top 6 states for location of primary activity outside of Georgia.

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Map 1: States Where Georgia Medical School Responding Graduates Plan to Practice Following Residency:



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Table 15: Respondents going for additional training with plans to return to a Georgia program:

Georgia GME Program	Yes		No		Not Sure	
	Number	Percent	Number	Percent	Number	Percent
Emory University School of Medicine	20	29.9%	34	52.3%	61	51.3%
Gwinnett Medical Center	1	1.5%	0	0.0%	1	0.8%
Houston Healthcare	1	1.5%	0	0.0%	0	0.0%
Medical College of Georgia @ Augusta University	15	22.4%	18	27.7%	31	26.1%
Memorial Health University Medical Center	10	14.9%	4	6.2%	6	5.0%
Midtown Medical Center	5	7.5%	0	0.0%	3	2.5%
Morehouse School of Medicine	2	3.0%	2	3.1%	6	5.0%
Navicent Health	5	7.5%	5	7.7%	8	6.75%
Phoebe Putney Memorial Hospital	1	1.5%	0	0.0%	0	0.0%
Saint Mary's Health Care System	1	1.5%	0	0.0%	0	0.0%
WellStar - Atlanta Medical Center	6	9.0%	2	3.1%	3	2.5%

Note: If GME program is not listed, responses were not collected for survey question.

Table 16: Practice location of respondents, entering patient care/clinical practice, by where respondents attended high school:

Residence Upon Graduating from High School	Practice Location of Graduates					
	Georgia		Other U.S. State		Other Country	
	Number	Percent	Number	Percent	Number	Percent
Georgia	80	41.5%	18	9.8%	0	0.0%
Other State	89	46.1%	134	73.4%	7	42.9%
Outside of U.S.	24	12.4%	31	16.8%	4	57.1%
Total	193	100.0%	183	100.0%	11	100.0%

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Table 17: Of respondents entering patient care and leaving the state: Top reasons cited for leaving Georgia:

Reason	Number	Percent
Better Location	70	15.5%
Proximity of Family	109	24.2%
Better Salary	48	10.6%
Better Setting	59	13.1%
Never Intended to Practice in Georgia	33	7.3%
Other Reasons	0	0.0%
Better Jobs for Spouse/Partner	70	15.5%
Lack of Jobs and Practice Opportunities	27	6.0%
Fellowship Additional Opportunities	14	3.1%
Other Service Obligation	8	1.8%
Better Jobs Out of State That Meet Visa Requirements	11	2.4%
Cost of Malpractice Insurance	0	0.0%
Cost of Starting Practice	2	0.4%
Total	451	100.0%

Note: Multiple Selections Allowed

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Table 18: Types of practice settings by respondents entering patient care/clinical practice:

Practice Settings	Number	Percent
Group Practice - As Employee	151	39.3%
Hospital - Inpatient	84	21.9%
Hospital - Ambulatory Care	57	14.8%
Group - As Owner/Partner	25	6.5%
Hospital - Emergency Room	28	7.3%
Partnership (2 Person)	9	2.3%
Military	11	2.9%
Freestanding Health Center/Clinic	5	1.3%
Solo Practice	6	1.6%
Other	8	2.1%
Total	384	100.0%

Table 19: Do respondents entering patient care/clinical practice expect to be at principal practice for four or more years?

At Practice for Four + Years	Number	Percent
Yes	302	78.9%
No	81	21.1%
Total	383	100.0%

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Table 20: Respondents by program, entering patient care/clinical practice, that expect to be at their principal practice for four or more years:

Georgia GME Program	Number	Percent
Emory University School of Medicine	179	59.3%
Floyd Medical Center	1	0.3%
Gwinnett Medical Center	3	1.0%
Houston Healthcare	2	7.0%
Medical College of Georgia @ Augusta University	59	19.5%
Memorial Health University Medical Center	10	3.3%
Memorial Satilla Health	2	7.3%
Midtown Medical Center, Columbus Regional Health	4	1.3%
Morehouse School of Medicine	10	3.3%
Navicent Health	20	6.6%
Phoebe Putney Memorial Hospital	2	0.7%
WellStar - Atlanta Medical Center	10	3.3%
Total	302	100.0%

Table 21: Which best describes the area in which respondents will be practicing?

Area of Practice	Number	Percent
Other Area w/ Major City	185	30.9%
Inner City	176	29.4%
Suburban	125	20.9%
Small City (City Pop. <50,000)	76	12.7%
Rural (County Pop. <35,000)	37	6.2%
Total	599	100.0%

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Table 22: Ratings of overall perception and satisfaction:

Description	Rating Scale	Average Rating
Salary/Compensation	1 Very Unsatisfied to 10 Very Satisfied	3.2
Practice Opportunities Within 50 Miles of Training Location	1 Very Few Jobs to 10 Many Jobs	2.4
Practice Opportunities Nationally		4.4
Satisfied with Training	1 Strongly Disagree to 10 Strongly Agree	4.3
Would Choose to Train at Same Site Again		4.3

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The 2018 Georgia Medical School Graduate Survey 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.