

**PHYSICIAN SUPPLY AND DEMAND INDICATORS
IN GEORGIA**

**A SURVEY OF GEORGIA'S GME GRADUATES
COMPLETING TRAINING IN JUNE 2008**

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

2008 GME EXIT SURVEY

Fiscal year 2008 marks the seventh 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 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 for physicians in training to ensure that Georgia has the physician workforce it needs in the future. Important findings from the 2008 survey are discussed below, along with comparisons to the findings from previous GME Exit Surveys.

✓ **The physician marketplace needs new physicians.**

- Eighty three percent (80% in 2007) of respondents had actively searched for a job, and 89% (91% in 2007) of these job seekers had already received and accepted an offer.
- Those graduates who had actively searched for employment typically received 4 job offers (3 offers from 2005 to 2007).
- Jobs for physicians still appear to be plentiful, as 75% (72% in 2007) of respondents indicated there were *some*, if not *many*, jobs available within 50 miles of their residency program. In 2008, 92% (93% in 2007) indicated there were some, if not many, jobs available *nationally*.
- The number of graduates entering subspecialty training continues to decline (19% in 2008 down from 22% in 2007). Rates for previous years were as follows: 27% in 2004, and 23% in 2005, 21% in 2006.

✓ **Georgia is not training enough physicians for its own use.**

- In 2008, 27% of respondents graduated from high school in Georgia (18% in 2004, 19% in 2005, 21% in 2006, 18% in 2007). This is the highest percentage reported since 2002.
- Only 26% (24% in 2004, 21% in 2005, 23% in 2006, and 21% in 2007) graduated from a Georgia medical school.
- Approximately 34% (38% in 2004, and 27% in 2005, 38% in 2006, and 32% in 2007) of those physicians with confirmed plans to practice in Georgia attended medical school in Georgia.

✓ **Serious pressures continue to challenge new physicians and Georgia's physician workforce.**

- In 2008, approximately 51% of responding GME graduates had **educational debt totaling \$80,000** or more. Rates for previous years are as follows: 49% in 2004, 50% in 2005, 51% in 2006, and 50% in 2007.
- In 2008, only 7% of respondents with confirmed plans planned to practice in a rural area (8% in 2004, 7% in 2005, 5% in 2006 and 2007).

Other Key Findings

1. Georgia's job market for physicians continues to be strong.

- Only 22% (17% in 2007, 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 10% 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 461 respondents, 240 (52%) lived in another state upon graduation from high school (down from 307 (61%) in 2007).
- Twenty one percent (same as 2007) of respondents indicated they graduated from a high school in another country.
- Forty five percent (50% in 2007) of survey respondents attended medical school in another state, with 30% (22% in 2004, 26% in 2005 & 2006, 29% in 2007) attending medical school in another country.
- For the first time in six years, there has been an increase in the number of graduates with **confirmed** practice plans to remain in Georgia (59% in 2008, 46% in 2007, 50% in 2006 & 2005, 54% in 2004).

3. The physician workforce is becoming increasingly diverse.

- Forty five percent of respondents were female (consistent with 45% in 2007).
- The reported race and ethnicity of physicians completing training reflects diversity, with 46% of respondents indicating they were of African-American, Asian, or other races (39% in 2004, 42% in 2005, 45% in 2006, 47% in 2007).

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

- The average starting salary for 2008 graduates was \$175,775 (down from \$181,410 in 2007) and the median salary was \$165,000 (\$165,000 in 2007).

- Fifty two percent (51% in 2004, 53% in 2005, 52% in 2006, 58% in 2007) of the respondents entering clinical practice, who had accepted a position, indicated they were “Very Satisfied” with their compensation package (172 of 330 respondents). Only 14 of the 330 applicable respondents (or 4%) reported they were “Not Too Satisfied” or “Very Dissatisfied” with their compensation package. For previous years, the number of respondents dissatisfied with their compensation was as follows: 8 in 2004; 6 in 2005; 14 in 2006; and, 16 in 2007.
- Specialists enjoyed higher overall starting salaries. The average starting salaries for specialists ranged from \$110,000 for Preventive Medicine to \$320,500 for Orthopedic Surgery (compared with a range of \$101,250 to \$250,000 in 2004, \$100,000 to \$252,500 in 2005, \$96,333 to \$255,000 in 2006, \$104,571 to \$320,000 in 2007).
- Salaries for new primary care physicians (*Family Medicine, General Internal Medicine, General Pediatrics, and Obstetrics and Gynecology*) ranged from \$124,575 to \$168,242. (The range for primary care physicians in previous years was as follows: \$116,500 to \$164,444 in 2004; \$110,636 to \$162,714 in 2005; \$98,667 to \$159,737 in 2006; and \$112,470 to \$188,143 in 2007.)

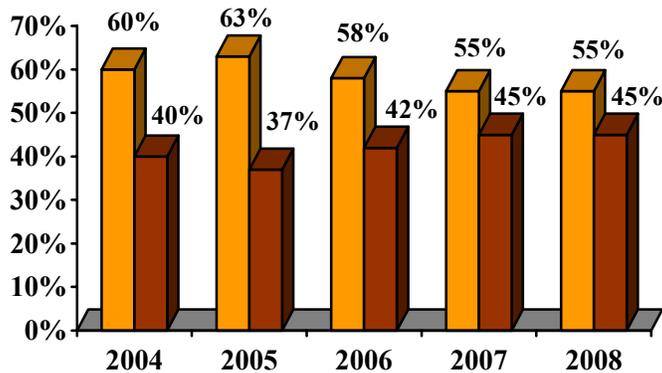
BACKGROUND

This report presents the results of the Georgia Board for Physician Workforce's seventh annual GME Exit Survey of physicians completing a Georgia residency or fellowship training program in June 2008. Comparisons with the results from previous years are shown throughout the report where appropriate.

A total of 539 graduates were surveyed and 462 responses were received, yielding an overall response rate of 86% (81% in 2007, 83% in 2006 and 77% in 2005).

DEMOGRAPHIC CHARACTERISTICS

Exhibit 1
Gender of Respondents
(N=460)



Of the respondents:

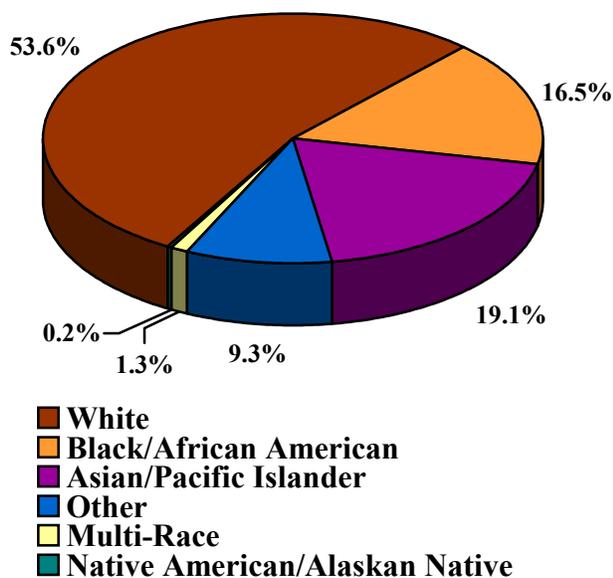
- 254 (55%) were Male
- 208 (45%) were Female

Results showed the same percentage of female respondents entering the job market in 2008, from the previous year. The percentage was 45%, up from 37% in 2005 and 42% in 2006.

Exhibit 2
Race/Ethnicity of Respondents
(N=461)

Of the respondents:

- 247 (53.6%) were White
- 76 (16.5%) were Black/African American
- 88 (19.1%) were Asian/Pacific Islander
- 43 (9.3%) were Other
- 6 (1.3%) were Multi-Race
- 1 (0.2%) were Native American/Alaskan Native

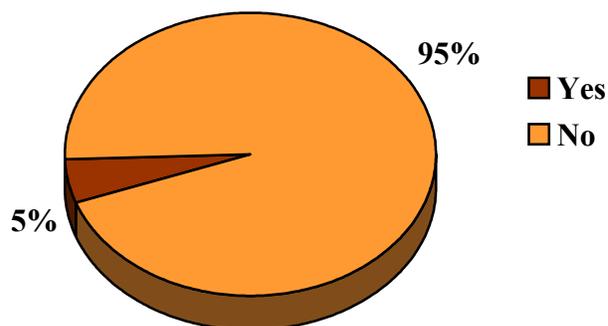


The reported race and ethnicity of physicians completing training appears to be diverse with 46% of respondents indicating they were African-American, Asian, Multi-Race, or other race (47% in 2007, 42% in 2006, 43% in 2005 and 39% in 2004).

Exhibit 3
Respondents of Hispanic Origin
(N = 460)

Of the respondents:

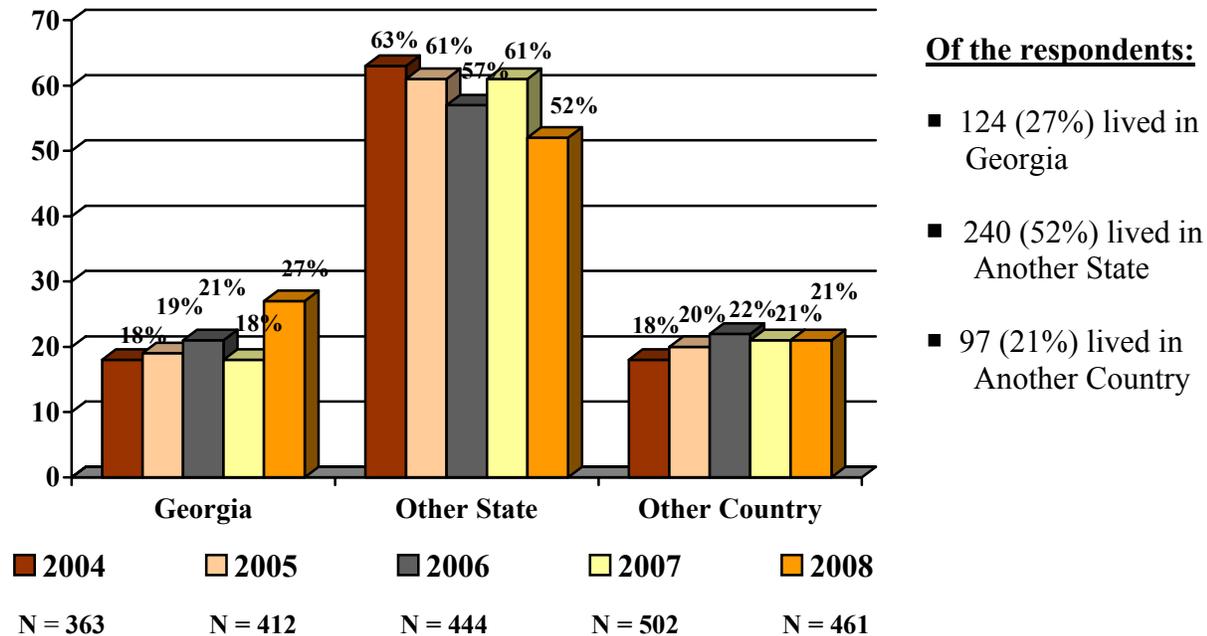
- 24 (5%) were of Hispanic origin
- 436 (95%) were not of Hispanic origin



**RESIDENCE UPON GRADUATION FROM HIGH SCHOOL AND
TYPE OF MEDICAL EDUCATION**

Exhibit 4

Residence of Respondents Upon Graduation From High School

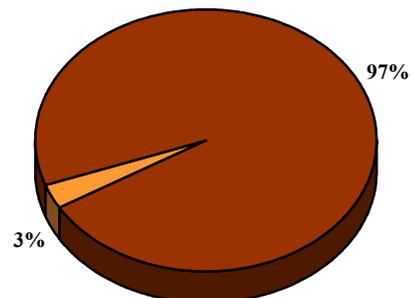


In 2008, 73% of the physicians completing training in Georgia attended high school in another state or country (82% in 2007, 79% in 2006, 81% in 2005 and 77% in 2004). Additionally, 19.2% of those respondents coming from another U.S. state came from surrounding states (i.e., FL, AL, NC, SC, TN). The percentage of respondents that attended an allopathic medical school remained fairly consistent from 2003-2008 (96% in 2004, 94% in 2005, 96% in 2006, 97% in 2007, and 97% in 2008), with a one to two percent fluctuation from year-to-year.

**Exhibit 5
Type of Medical Education
(N=460)**

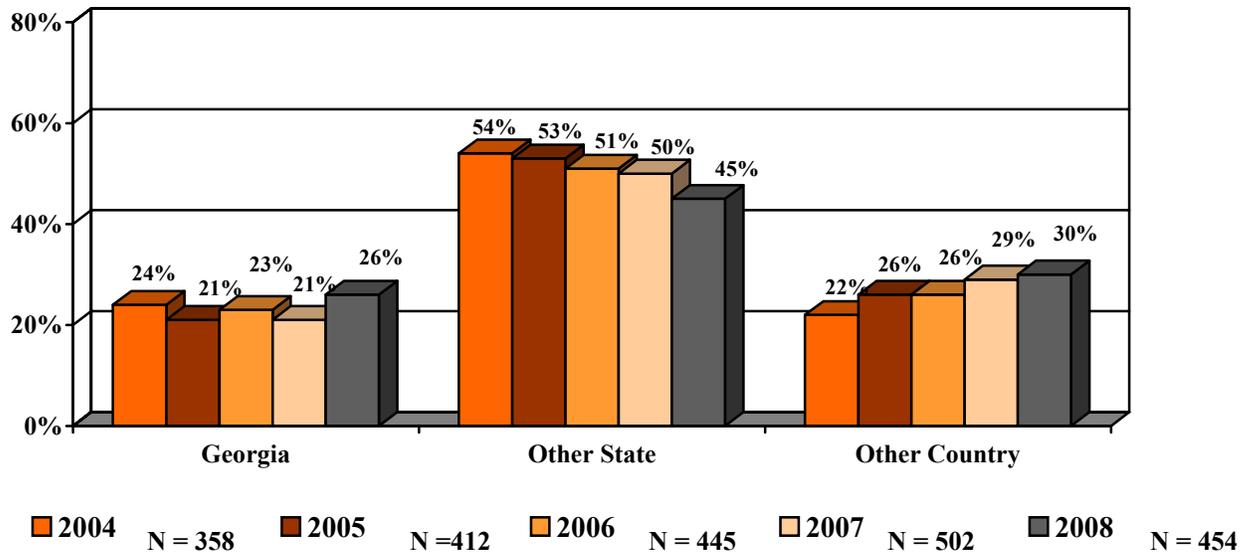
Of the 460 respondents:

- 444 (97%) went to an Allopathic Medical School and received an M.D. degree
- 16 (3%) attended an Osteopathic Medical School and received a D.O. degree



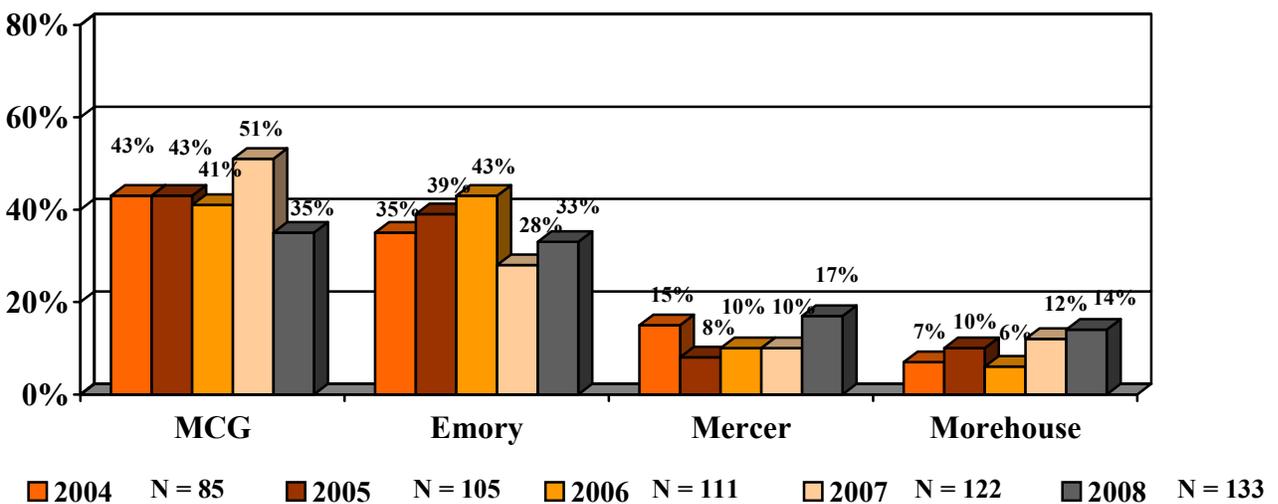
■ Allopathic (M.D.) ■ Osteopathic (D.O.)

**Exhibit 6
Location of Medical School**



Only 26% of respondents answering this question in 2008 graduated from a Georgia medical school, which is a 5% increase from 2007 (23% in 2006, 21% in 2005). The majority of these respondents (35%) graduated from MCG, a 16% decrease. Emory saw a 5% increase in the number of graduates this year after a 15% decline in 2007. In 2008, 20.8% of “Other State” medical school graduates came from the surrounding states. The majority of respondents that attended medical school in another country were from India.

**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

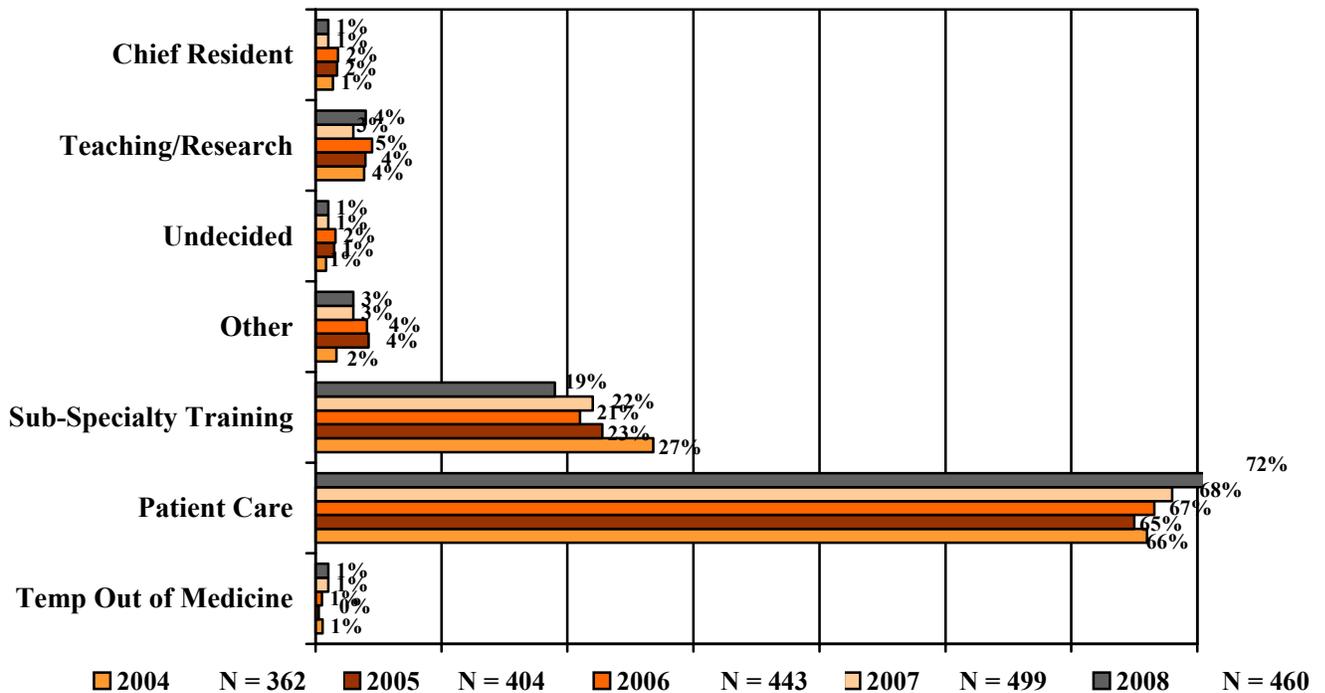
Amount of Debt	Number of Respondents	Percentage of Respondents
None	145	33%
Less than \$20,000	7	2%
\$20,000-\$39,999	31	7%
\$40,000-\$59,999	13	3%
\$60,000-\$79,999	18	4%
\$80,000-\$99,999	15	3%
\$100,000-\$124,999	57	13%
\$125,000-\$149,999	32	7%
\$150,000-\$199,999	64	15%
Over \$200,000	59	13%
TOTAL Respondents (n =)	441	100%

As illustrated in Exhibit 8, 51% of Georgia's GME graduates have educational debt totaling \$80,000 or more (50% in 2007, 51% in 2006, 50% in 2005, and 49% in 2004). Forty eight percent (48%) of the graduates have educational debt of \$100,000 or more, which is the highest percentage reported in the last five years (43% in 2007, 45% in 2006, 42% in 2005, and 41% in 2004).

PRIMARY ACTIVITY AND LOCATION UPON COMPLETION OF TRAINING

Exhibit 9

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



All areas of activity have consistently displayed only one to four percent fluctuations. The most significant change was the four percent increase in the number of graduates practicing in the area of “Patient Care.” From 2004 to 2007, graduates were increasingly leaving the state to practice. However, this year there was a 13% increase in physicians with plans to practice in Georgia (46% in 2007 to 59% in 2008). Of those going to practice in another state, 32% are going to a surrounding state.

Exhibit 10

Location of Primary Activity for Graduates with Confirmed Practice Plans

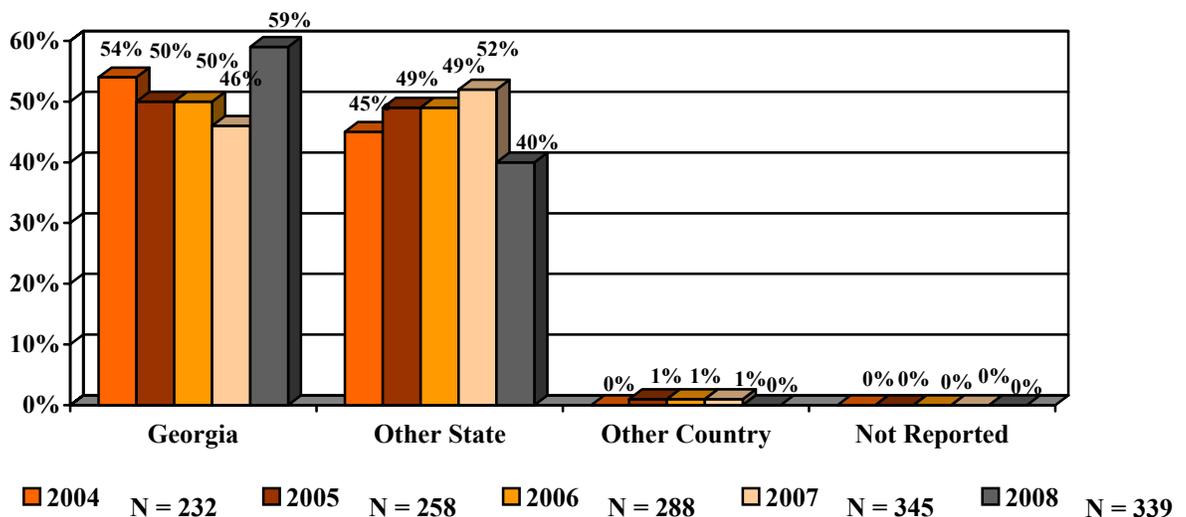
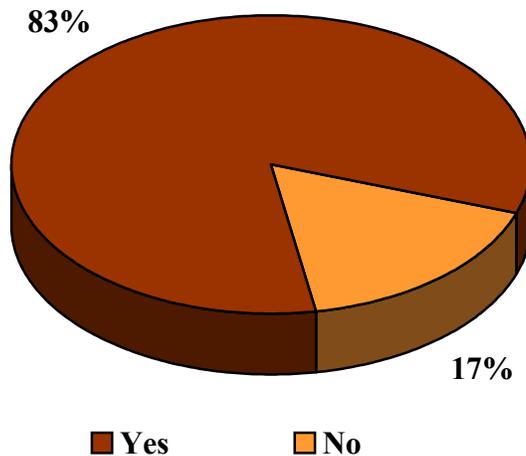


Exhibit 11
Graduates Who Had Actively Searched for a Job
(N=426)



Of the respondents:

- 353 (83%) indicated “Yes” they had actively searched for a job
- 73 (17%) indicated “No” they had not actively searched for a job

The majority of respondents (83%) actively searched for a job prior to graduation. Of those who actively searched, 89% reportedly received and accepted an offer upon completion of training, which was down from 91% in 2007.

Of the respondents who had actively searched for a job:

- 312 (89%) indicated “Yes” they had received and accepted a job offer
- 27 (8%) indicated “Yes” they had received but rejected a job offer and are still searching
- 13 (4%) indicated they had actively searched but not received any offers

Exhibit 12
Graduates Receiving/Accepting Job Offer
Among Those Who Had Actively Searched
(N=352)

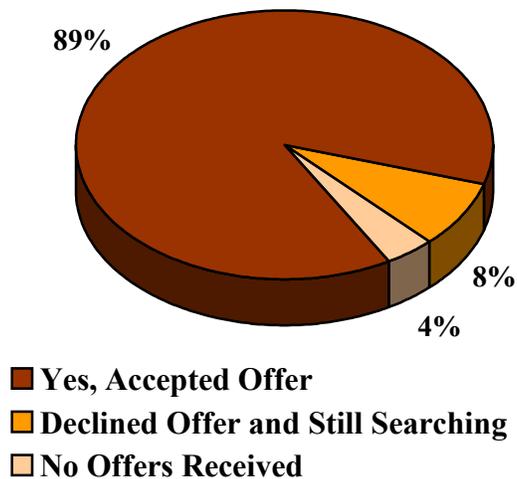
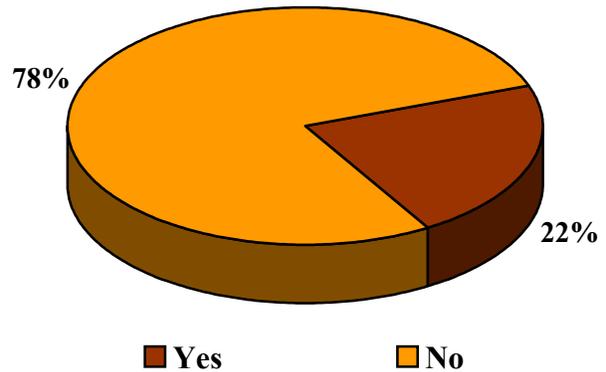


Exhibit 13
Difficulty Finding Practice Opportunity Among
Graduates Who Had Actively Searched
(N=343)

Of the graduates who had actively searched for a job:

- 75 (22%) indicated “Yes” they had experienced difficulty finding a job
- 268 (78%) indicated “No” they did not have any difficulty

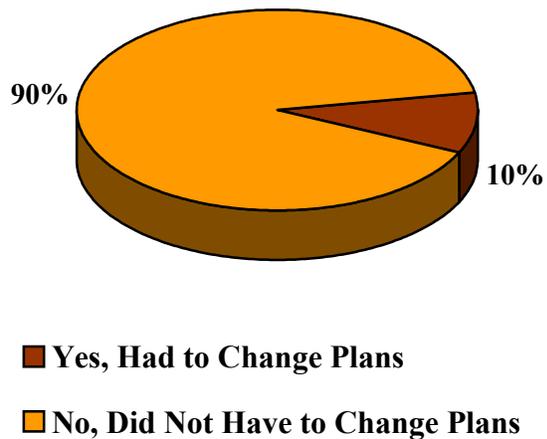


Among those who had actively searched, 22% indicated difficulty with finding a job (an increase from 17% in 2007). Of the 2008 graduates, 10% reported having to change plans because of limited practice opportunities.

Exhibit 14
Graduates with Confirmed Practice Plans Having to
Change Plans because of Limited Opportunities
(N=335)

Of the graduates with confirmed practice plans:

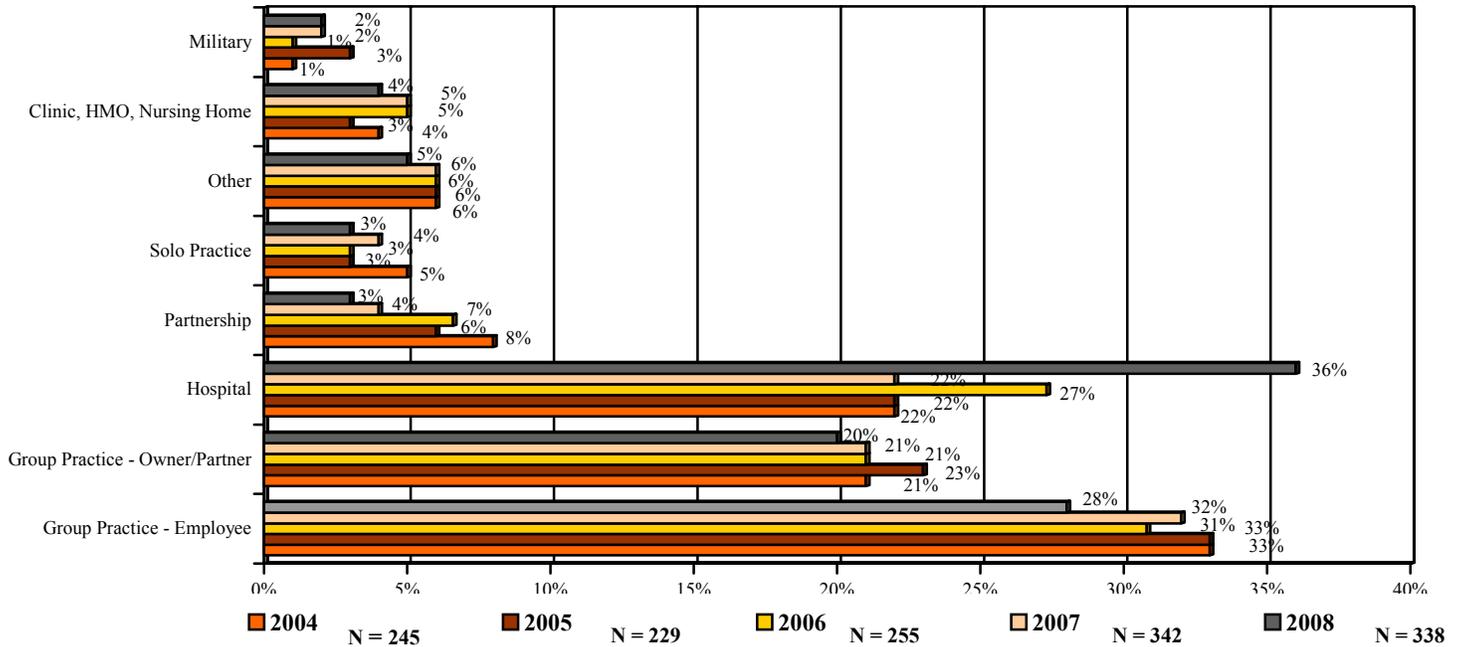
- 33 (10%) indicated they had to change plans because of limited practice opportunities
- 302 (90%) respondents with confirmed plans reported no changes being made because of limited practice opportunities



PRIMARY PRACTICE SETTING AND PRACTICE AREA

Exhibit 15

Primary Practice Setting for Graduates with Confirmed Plans



Between 2004 and 2008, the most common practice settings for graduates continued to be *hospital-based settings, group practice as an employee, or group practice as owner/partner*. There was a 14% increase from 22% in 2007 to 36% in 2008 for graduates with confirmed plans to practice in a hospital setting. There has been a slight increase in graduates entering *rural and suburban* settings between 2007 and 2008 (up by 2% in *Rural* settings and 4% in *Suburban* settings).

Exhibit 16

Practice Area for Graduates with Confirmed Plans

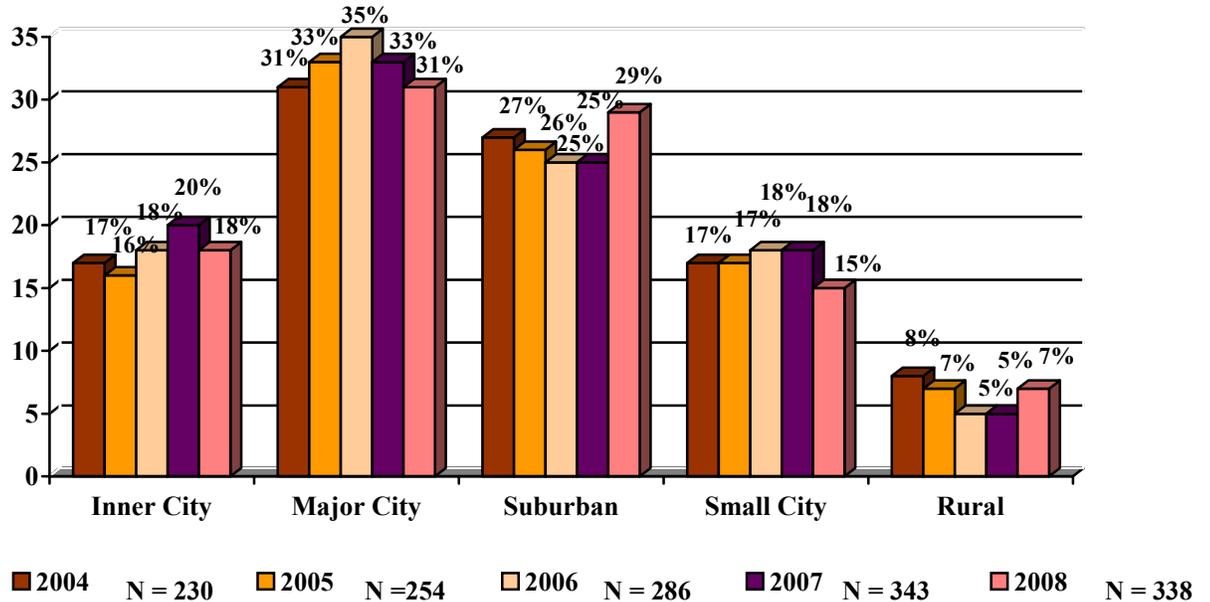


Exhibit 17

Type of Compensation Package for Graduates with Confirmed Practice Plans

Type of Compensation Package	Number of Graduates	Percentage of Graduates
Salary with Incentive	207	62%
Salary Without Incentive	93	27%
Fee for Service	23	7%
Other	13	4%
Total Respondents With Confirmed Practice Plans and a Defined Compensation Package	336	100%

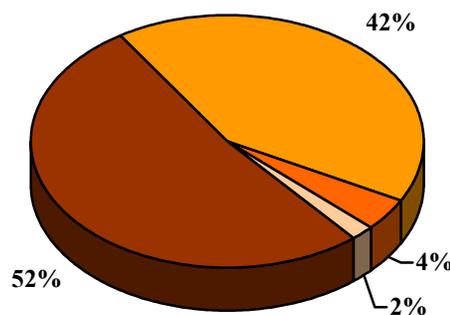
Between 2006 and 2008, there has been a shift from the number of graduates being offered *salary with incentive* (62% in 2008, 57% in 2007, and 50% in 2006) versus *salary without incentive* (28% in 2008, 29% in 2007, and 33% in 2006). Slightly lower than previous years (95% from 2003 to 2007), 93.9% of the graduates in 2008 were satisfied with their compensation.

Exhibit 18

Level of Satisfaction with Compensation of Graduates with Confirmed Practice Plans (N=330)

Of the graduates with confirmed practice plans:

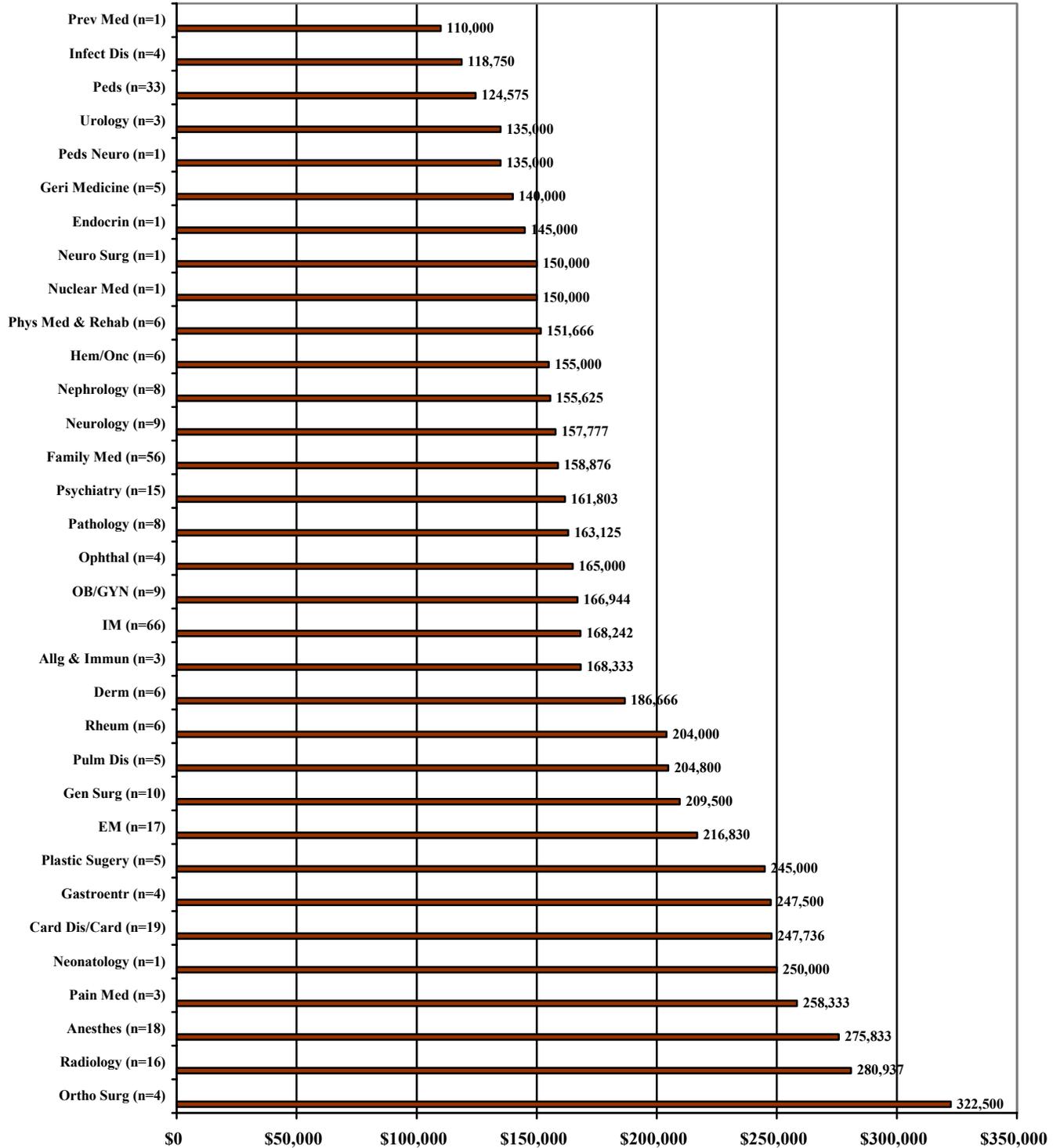
- 172 (52%) indicated they were “Very Satisfied” with their compensation
- 138 (42%) were “Somewhat Satisfied”
- 14 (4%) were “Not Too Satisfied”
- 6 (2%) were “Very Dissatisfied”



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

FIRST YEAR SALARY BY SPECIALTY

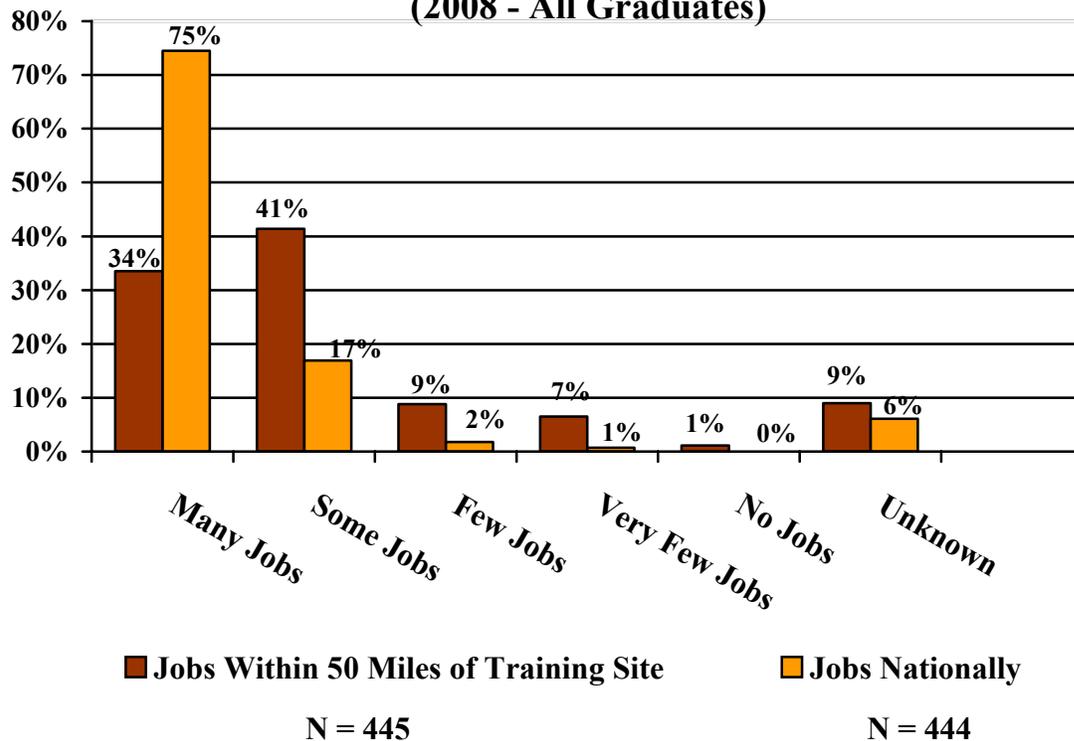
Exhibit 19
Average Starting Salary by Specialty for Graduates Providing
Expected Gross Income for First Year of Practice
(N=354)



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. However, the 2008 starting salaries for OB/GYN physicians decreased by \$21,199. The starting salary respondents reported for an OB/GYN in 2008 was \$166,944 down from \$188,143 in 2007. In previous years, there was a \$28,406 increase in the starting salaries for OB/GYN (\$188,143 in 2007 up from \$159,737 in 2006). The most significant increases in starting salaries for physicians between 2007 and 2008 were in plastic surgery (a \$61,667 increase) gastroenterology (an \$88,334 increase) and orthopedic surgery (a \$72,000 increase). Overall, specialists in 2008 have enjoyed higher overall starting salaries.

Exhibit 20
Graduates' Perception of State and National Job Market
(2008 - All Graduates)



Graduates of Georgia's residency training programs continue to have favorable perceptions of the state and national job market. Approximately 75% of respondents indicated there were some, if not many, jobs available within 50 miles of their training site (72% in 2007, 67% in 2006, 64% in 2005 and 66% in 2004). Compared to last year, a lesser percentage of respondents, 91% (93% in 2007, 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.