



Georgia Board for Physician Workforce Diversity in Medical Education and the Physician Workforce April 2007

Benefits of a Racially Diversified Physician Workforce

Georgia is making strides in diversifying its physician workforce. The Association of American Colleges (AAMC) reports that Georgia ranks 3rd highest in the nation in the distribution of Black physicians and 10th in the distribution of Asian physicians. (*See the table below for trends in the racial breakdown of Georgia's physician workforce.*) Studies show when patients have the option, they are more likely to choose a physician of their own racial and ethnic background. The benefits of a racially diversified physician workforce can have a direct impact on an ethnic group. For example, there has been an increase in graduating Black female physicians, which may be a contributing factor in the documented decrease in rates of late-stage breast cancer among Black women (Assoc. of American Medical Colleges, Facts & Figures 2006). Other benefits of a diversified physician workforce may include:

- Increased satisfaction in patient care
- Broadened approaches to patient care
- Expanded options to patient care
- Increased understanding in medical research
- Increased cultural competence in practice
- Greater physician empathy toward patients
- Better communication
- Improved accuracy of diagnosis and treatment
- Improved access to patient care
- Greater healthcare for all

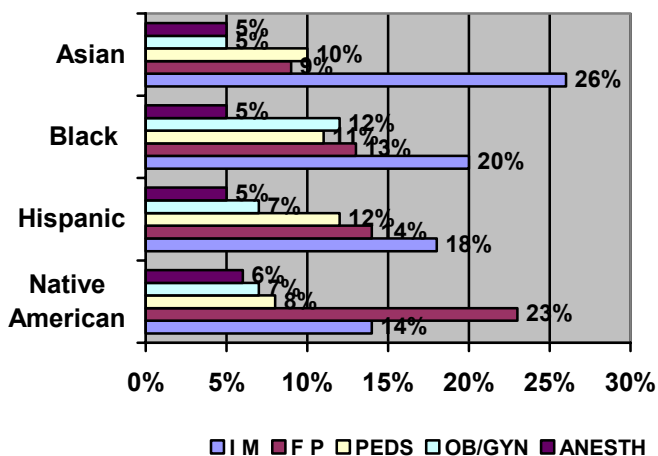
Georgia's Physician Workforce Percentage of Physicians by Race

Year	% White	% Black	% Asian	% Other
1994	84.9	7.6	6.6	0.9
1996	84.1	8.1	6.9	0.9
1998	80.2	8.9	7.8	3.1
2000	79.0	10.3	8.1	2.6
2002	77.4	11.9	7.7	3.0
2004	77.1	12.7	6.8	3.4

Minority Physician's Choice of Specialty

Diversity in the physician workforce ensures that the health care system is representative of the nation's population and responsive to its health care needs. Therefore, it is imperative that the minority physician workforce is varied in distribution and specialty choice.

Leading Practice Specialties of Minority U.S. Physicians, 2004 - Source: AAMC

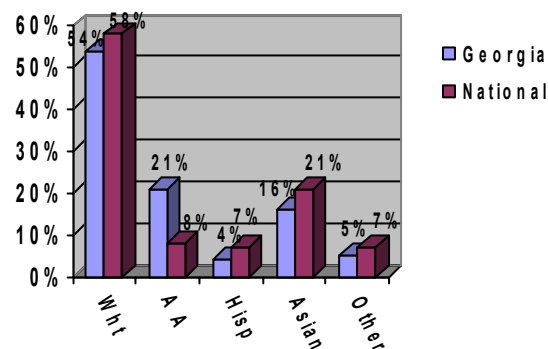


- Morehouse School of Medicine (MSM), located in Georgia, is one of four predominately black colleges in the U.S. MSM educates and trains the largest percentage of black physicians in Georgia. Historically, 48% of Morehouse M.D. graduates remain in Georgia to practice upon completion of their training. Additionally, 63% of Morehouse M.D. graduates over the last 5 years have entered the core specialties of Family Medicine, Internal Medicine, Pediatrics, Medicine/Pediatrics, OB/GYN, and/or General Surgery.
- In 2004 internal medicine was the leading specialty amongst U.S. minority physicians with Asians being the largest percentage at 26%. Native Americans were the largest group represented in family/general practice. Among minorities practicing OB/GYN, the highest percentage was blacks at 12%. (Source: AAMC)

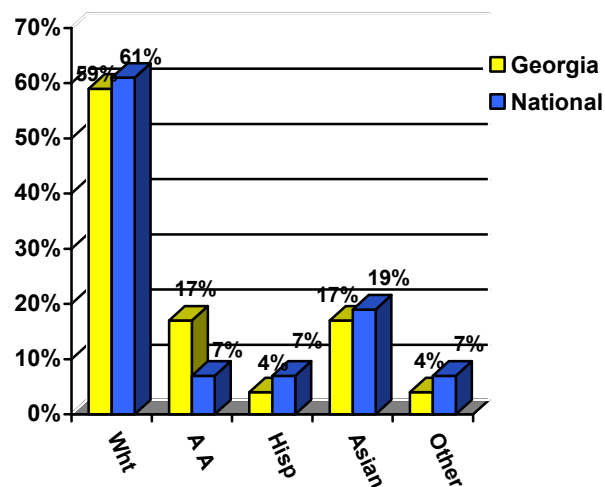
Diversity of Students in the Educational Supply Line

- In 2006, African-Americans comprised only 8% (consistent with 2004) and Hispanics comprised 7% (consistent with 2004) of all applicants to U.S. medical schools. Of all the minority applicants in the nation, Asians constituted the largest group at 21% (up from 19% in 2004).
- Looking at applicants to Georgia's medical schools, African-Americans comprised the largest percentage among minority groups with 21%, which is 15% above the national average. Asians comprised 16% of applicants to Georgia medical schools and Hispanics 4%.
- The AAMC reports a steady increase nationally in the number of female minority students applying to and graduating from medical school. For example, in 2006 African American women accounted for 75.9% of all African American medical school graduates.
- In 2006, African Americans comprised only 7% and Hispanics comprised 7% of all first-year enrollees (matriculants) to U.S. medical schools. Of all the minority matriculants in the nation, Asians constituted the largest group at 19%.
- Looking at first-year enrollees (matriculants) to Georgia's medical schools, African Americans and Asians comprised the largest percentages with 17% each. The percentage of African Americans enrolled in Georgia medical schools was nearly two and half times the percentage at the national level.

Medical School Applicants by Race/Ethnicity National vs. State Perspective 2006



Medical School Matriculants by Race/Ethnicity National vs. State Perspective 2006



Source: Assoc. of American Medical Colleges, FACTS – Applicants, Matriculants and Graduates

Minority Representation in Georgia's Medical Education System

Compared to Georgia's total population, both African-Americans and Hispanics are under-represented among Georgia's medical education faculty. Twelve percent of medical school faculty and 11% of residency program faculty are Black, compared with 29% of Georgia's population. Similarly, 4% of medical school faculty and 4% of residency program faculty are Hispanic, compared with 7% of Georgia's population. Medical educators of Asian descent actually have a higher level of representation in the workforce (approximately 16%) than in the state's population (2.7%).

Race/Ethnicity of Teaching Faculty in Georgia's Medical Schools and Residency Training Programs 2005-2006 Academic Year					
	% White	% African American	% Hispanic	% Asian	% Other
Medical School Faculty (n=2,908)	65%	12%	4%	18%	1%
Residency Training Program Faculty (n=2,753)	68%	11%	4%	16%	1%

Source: GBPW Survey of Medical Schools and Teaching Hospitals; Percentages for Residency Training Program faculty are based on the 10 Teaching Hospitals that reported data.

Similar findings emerge when examining ***student and resident diversity*** in Georgia's medical education system. Compared to Georgia's total population, both African-Americans and Hispanics are under-represented among Georgia's medical students and residents. Fifteen percent of medical school students and 16% of residents are Black, compared with 29% of Georgia's population. Similarly, 2% of medical school students and 3% of residents are Hispanic, compared with 7% of Georgia's population. Medical students and residents of Asian descent have a higher level of representation (14% and 20% respectively) than in the state's population (2.7%).

Race/Ethnicity of Students and Residents in Georgia's Medical Schools and Residency Training Programs 2005-2006 Academic Year					
	% White	% African American	% Hispanic	% Asian	% Other
Medical Students (n=1,642)	65%	15%	2%	14%	4%
Residents (n=1,996)	56%	16%	3%	20%	4%
Source: GBPW Survey of Medical Schools and Teaching Hospitals; Percentages for Residents are based on the 10 Teaching Hospitals that reported data.					

Solutions to Further Increase Diversity in the Physician Workforce

- Strengthen the supply line by increasing efforts to recruit and retain under-represented minorities in all levels of the education system.
- Minimize barriers to obtaining a medical education. For example:
 - identify and address obstacles/motivations for minority student entry into medical education;
 - determine the impact medical education debt has when under-represented minority students are deciding whether to attend medical school; and,
 - explore whether more scholarship assistance, rather than loans, would encourage more under-represented minorities to pursue medicine as a career.
- Enhance recruitment and retention of minority faculty at both the medical school and residency program level.