

**PHYSICIAN SUPPLY AND DEMAND INDICATORS
IN GEORGIA**

**A SURVEY OF GEORGIA'S GME GRADUATES
COMPLETING TRAINING IN 2002**

**THE GEORGIA BOARD FOR PHYSICIAN WORKFORCE
APRIL 2003**

*MEETING THE PHYSICIAN WORKFORCE NEEDS OF GEORGIA COMMUNITIES
THROUGH THE SUPPORT AND DEVELOPMENT OF MEDICAL EDUCATION PROGRAMS*

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EXECUTIVE SUMMARY

2002 GME EXIT SURVEY

- Overall Response Rate = 42% (273 out of 655)
- Response rates varied by specialty. The response rate for specialties with 10 or more graduates in 2002 ranged from a high of 96% for OB/GYN to a low of 5% for Cardiology.
- Of the 273 respondents, more than half (142 or 52%) lived in another state upon graduation from high school. Only 68 (25%) of the respondents graduated from high school in Georgia.
- Forty eight percent of survey respondents attended medical school in another state. Twenty eight percent graduated from a Georgia medical school.
- Over 42% of responding GME graduates had educational debt totaling \$80,000 or more.
- Sixty five percent of respondents planned to enter practice and provide Patient Care, while 18% planned to obtain Subspecialty Training.
- After completing training, 53% of respondents planned to stay in Georgia and 38% intended to move to another state.
- Approximately 73% of respondents had actively searched for a job. Of these, 62% had already received and accepted a job offer.
- Respondents entering clinical practice most commonly listed “Group Practice as an Employee” as their primary practice setting.
- Results showed that 10% of respondents planned to practice in a rural area, while 11% reported plans to practice in an inner city area.
- Graduates entering the specialties of Allergy/Immunology and Pediatrics reported the lowest median starting incomes (\$100,000-109,999), while graduates entering practice in Cardiology, Emergency Medicine, Gastroenterology, Hematology/Oncology, Orthopedic Surgery, and Radiology reported median starting salaries of \$200,000 or more.
- More than half (56%) of the respondents entering clinical practice, who had accepted a position, indicated they were “Very Satisfied” with their compensation package (91 of 163 respondents). Only 7 of the 163 applicable respondents (or 4%) reported they were “Not Too Satisfied” with their compensation package.
- The mean number of Job Offers, among graduates who had actively searched for employment, was 3.35.
- The job market for physicians appears strong. Two-thirds of respondents (67%) indicated there were *some*, if not *many*, jobs available within 50 miles of their residency program. Over 58% of respondents indicated there were many jobs available nationally.

BACKGROUND

This report presents the results of the Georgia Board for Physician Workforce's first annual GME Exit Survey of all physicians completing a Georgia residency or fellowship training program in 2002. The survey instrument was developed by the Center for Health Workforce Studies based at the State University of New York in Albany. Similar surveys have been administered in New York, California, Minnesota, New Jersey, and Texas in recent years.

The purpose of the GME Exit Survey is to provide the medical education community and state physician workforce planners with information on the demand for new physicians by specialty. The GME Exit Survey also offers valuable insight into the practice settings and compensation models most prevalent in the marketplace.

A total of 655 surveys were mailed out and 273 were returned yielding an overall response rate of 42%. The response rate by specialty is denoted in Exhibit 1.

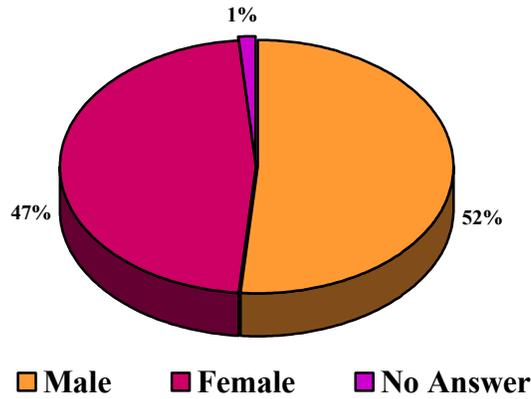
Exhibit 1
GME Exit Survey (2002)
Response Rate by Specialty

Specialty	Number of Surveys Mailed (Total N=655)	Number of Surveys Returned (Total N=273)	Percentage of Surveys Returned by Specialty
Allergy and Immunology	4	3	75%
Anesthesiology	32	13	41%
Cardiology	20	1	5%
Child and Adolescent Psychiatry	4	2	50%
Dermatology	6	3	50%
Emergency Medicine	24	15	63%
Endocrinology and Metabolism	6	1	17%
Family Practice	64	49	77%
Gastroenterology	1	1	100%
Internal Medicine	116	36	31%
IM/Peds	1	1	100%

Specialty	Number of Surveys Mailed (Total N=655)	Number of Surveys Returned (Total N=273)	Percentage of Surveys Returned by Specialty
Nephrology	8	1	13%
Neurological Surgery	5	3	60%
Neurology	13	10	77%
Neuroradiology	4	1	25%
OB/GYN	26	25	96%
Ophthalmology	8	6	75%
Orthopedic Surgery	8	6	75%
Other Surgical Specialty (Colon and Rectal)	2	1	50%
Otolaryngology	6	2	33%
Pain Management (Anesthesiology)	6	2	33%
Pathology	9	5	56%
Pediatrics	39	28	72%
Physical Med and Rehab	6	5	83%
Preventive Med/Public Health/Occupational Med	13	8	62%
Psychiatry	22	17	77%
Pulmonary Disease/CCM	7	5	71%
Radiology	14	6	43%
Rheumatology	6	2	33%
Surgery	32	9	28%
Other Specialty	127	0	0%
Returned Undeliverable		5	<1%
TOTAL	655	273	42%

DEMOGRAPHIC CHARACTERISTICS

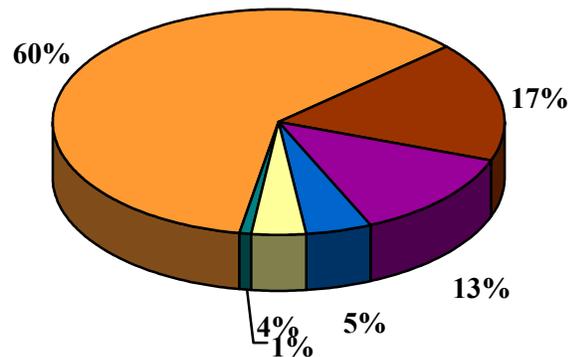
Exhibit 2
Gender of Respondents



- Of the 273 respondents:
- 142 (52%) were Male
- 128 (47%) were Female
- 3 respondents (1%) did not answer the question

Exhibit 3
Race/Ethnicity of Respondents

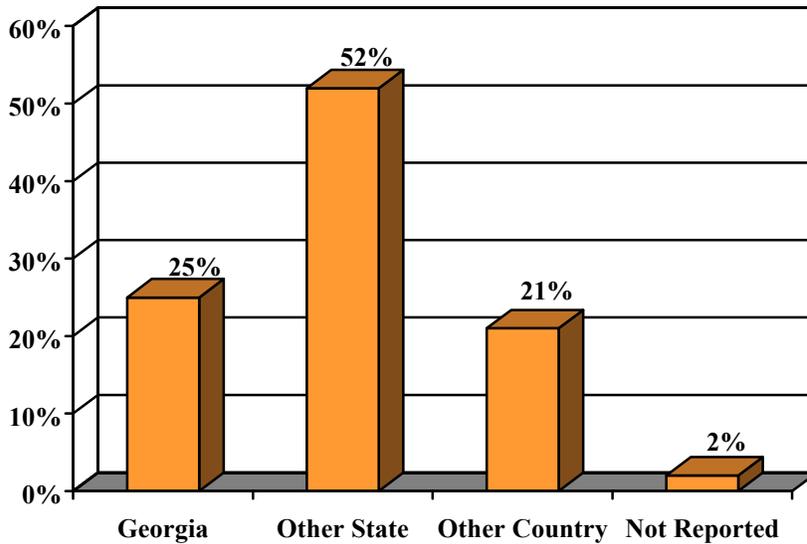
- Of the 273 respondents:
- 164 (60%) were White
- 46 (17%) were Black/African American
- 35 (13%) were Asian/Pacific Islander
- 14 (5%) were Other
- 11 (4%) were Hispanic/Latino
- 3 (1%) were Native American



- White
- Black/African American
- Asian/Pacific Islander
- Other
- Hispanic/Latino
- Native American

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

**Exhibit 4
Residence of Respondents Upon Graduation From High School**

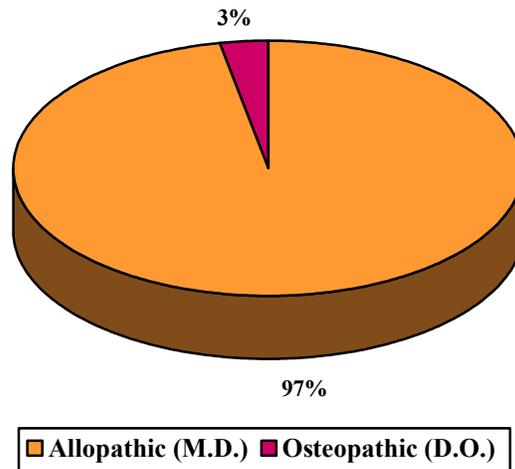


- Of the 273 respondents:
- 68 (25%) lived in Georgia
- 142 (52%) lived in Another State
- 57 (21%) lived in Another Country
- 6 (2%) Not Reported

**Exhibit 5
Type of Medical Education**

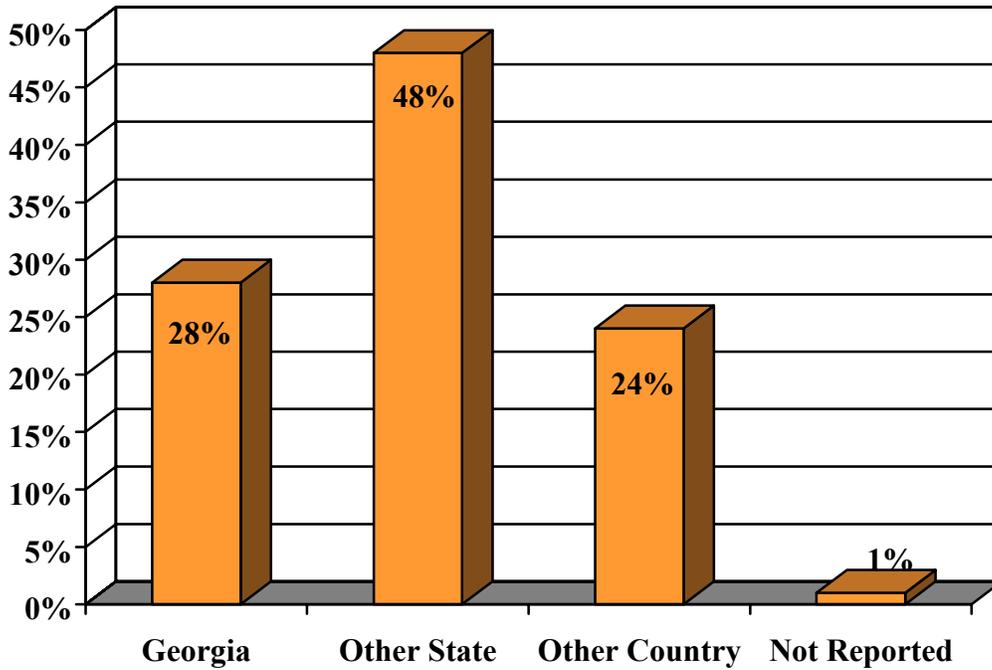
Of the 273 respondents:

- 265 (97%) went to an Allopathic Medical School and received the M.D. degree
- 8 (3%) attended an Osteopathic Medical School and received the D.O. degree

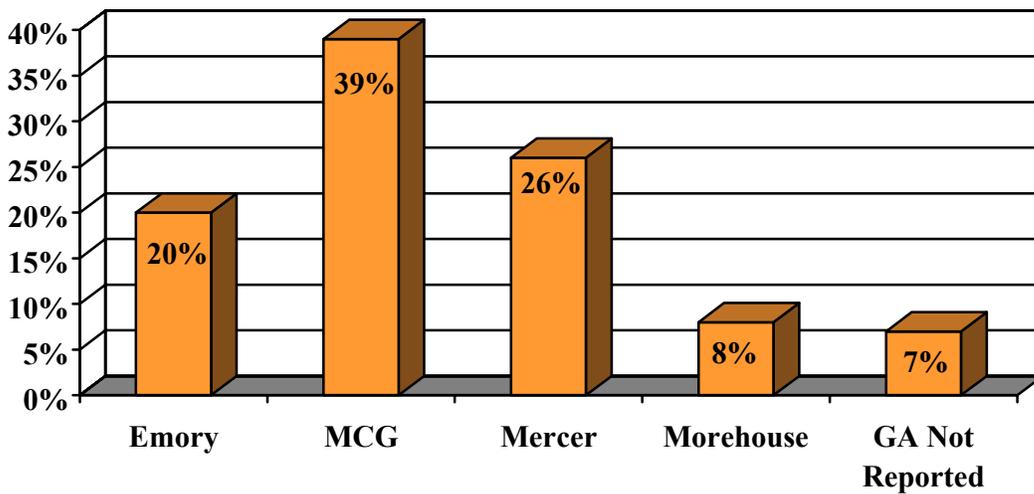


LOCATION OF MEDICAL SCHOOL

**Exhibit 6
Location of Medical School**



**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	80	29%
Less than \$20,000	14	5%
\$20,000-\$39,999	22	8%
\$40,000-\$59,999	23	8%
\$60,000-\$79,999	16	6%
\$80,000-\$99,999	34	12%
\$100,000-\$124,999	26	10%
\$125,000-\$149,999	27	10%
\$150,000-\$199,999	21	8%
Over \$200,000	8	3%
No Answer	2	1%

As illustrated in Exhibit 8, over 42% of Georgia's GME graduates have educational debt totaling \$80,000 or more.

PRIMARY ACTIVITY AND LOCATION UPON COMPLETION OF TRAINING

Exhibit 9
Primary Activity of Respondents Following Completion of Training

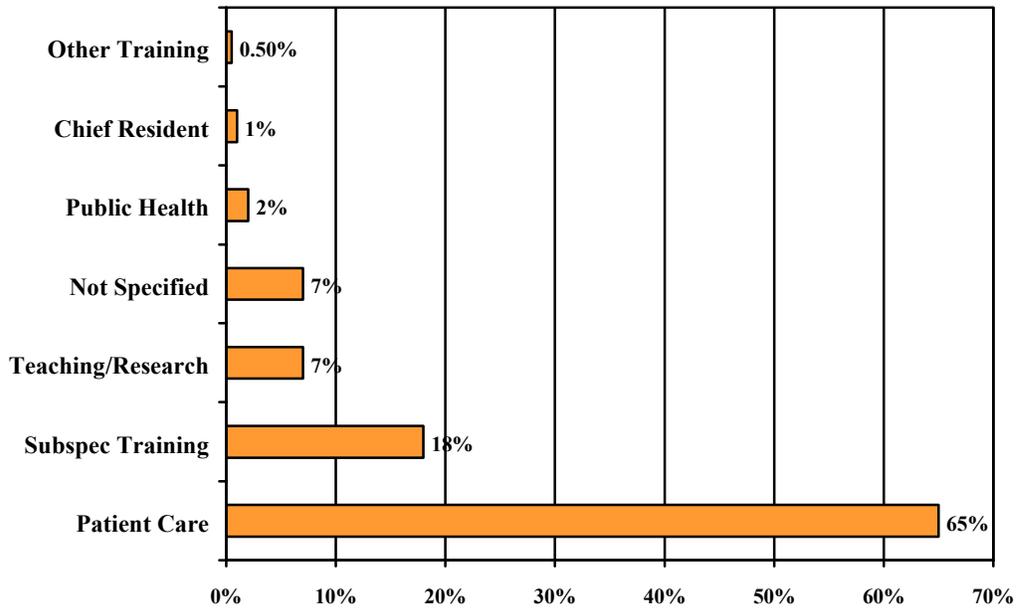
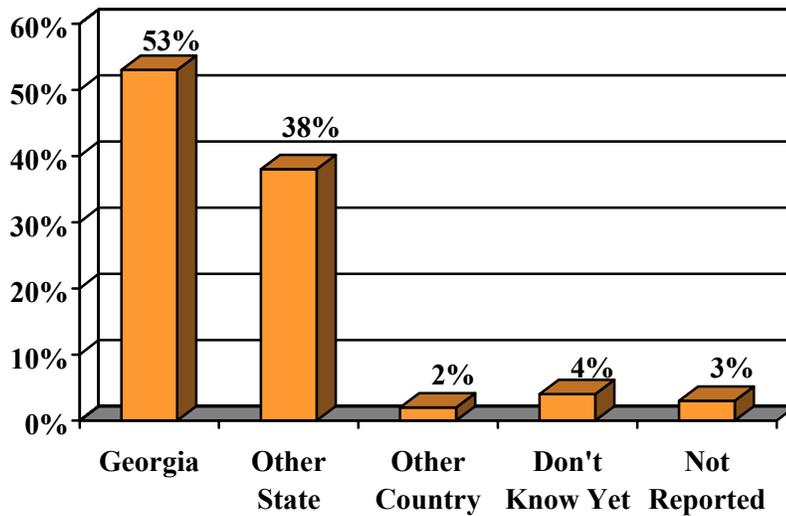
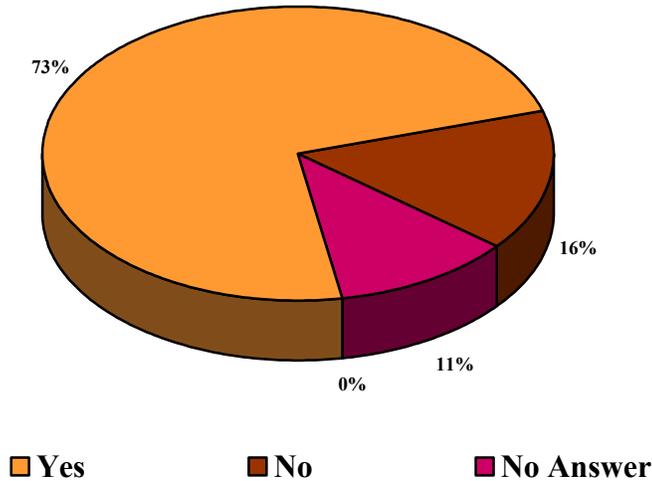


Exhibit 10
Location of Respondents' Primary Activity



**Exhibit 11
Active Job Search**



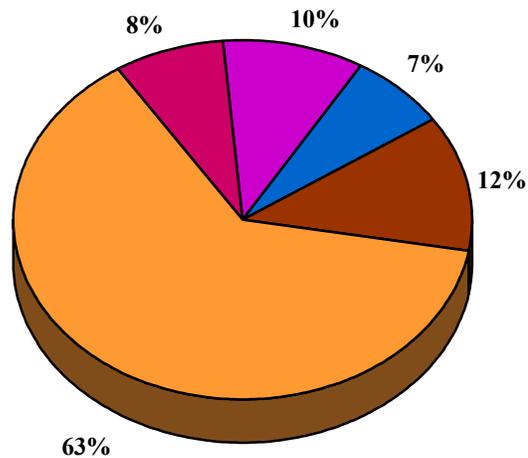
Of the 273 respondents:

- 200 (73%) indicated “Yes” they have actively searched for a job
- 43 (16%) indicated “No” they have not actively searched for a job
- 30 (11%) did not answer this question

**Exhibit 12
Offered/Accepted a Job**

Of the 273 respondents:

- 172 (63%) indicated “Yes” they have received and accepted a job offer
- 21 (8%) indicated “Yes” they have received, but rejected a job offer
- 28 (10%) indicated “No” they have not received any offers because they have not actively searched for a job
- 19 (7%) indicated they have actively searched for a job but have not received any job offers
- 33 (12%) provided no answer



- Yes, Accepted
- Yes, Declined
- No, Haven't Actively Searched
- No, No Offers
- No Answer/Not Applicable

PRIMARY PRACTICE SETTING AND PRACTICE AREA

Exhibit 13
Primary Practice Setting of Survey Respondents

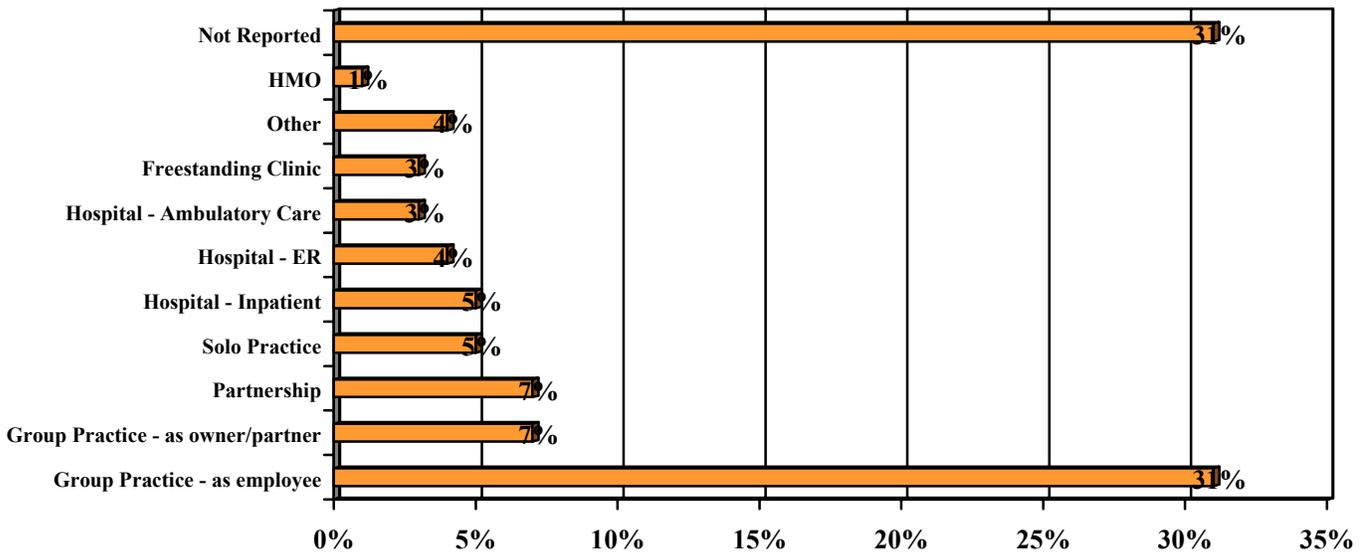
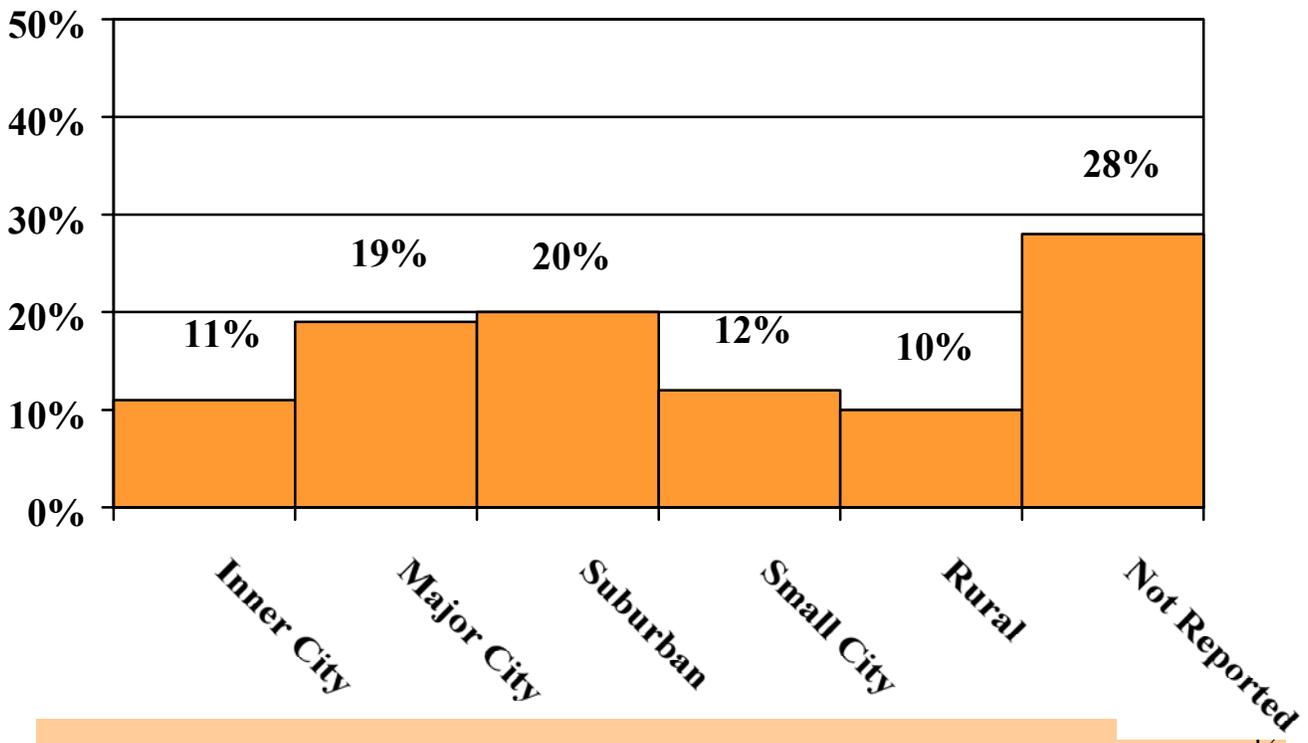


Exhibit 14
Practice Area



APPENDIX

RESULTS FOR INDIVIDUAL SPECIALTIES

ALLERGY AND IMMUNOLOGY

Total Group

- n=3
- represents 1.1% of all residents in the GME Exit Survey
- 0/3 taking additional training (0%)
- 3/3 entering clinical practice (100%)
- 0/3 entering military teaching/research (0%)

Clinical Practice Group

- n=3
- 2 male, 1 female
- No J-1 visas
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 3 | 100% |

<u>Practice located in HPSA?</u>	Yes	1	33%
---	-----	---	-----

Practice Setting

- | | | |
|--------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 2 | 67% |
| • Inner city | 0 | 0% |
| • Other area | 1 | 33% |
| • No answer | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 2 | 67% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 1 | 33% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |

ALLERGY AND IMMUNOLOGY (continued)

Compensation model

• Salary with incentive	2	67%
• Straight salary	0	0%
• Fee for service	1	33%
• Other	0	0%
• No answer	0	0%

Base salary range

• Less than \$70,000	1	33%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	1	33%	MEDIAN
• \$110,000-119,999	1	33%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	0	0%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	2	100%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	0	0%

ALLERGY AND IMMUNOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	33%
• Very	2	67%
• No answer	0	0%

Perception of job market (total group, n=3)

Limited opportunities in specialty?

• Yes	0	0%
• No	3	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	2	67%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	1	33%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	3	100%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	3	100%
• Don't know	0	0%

ANESTHESIOLOGY

Total Group

- n=13
- represents 4.8% of all residents in the GME Exit Survey
- 3/13 taking additional training (23.1%)
- 7/13 entering clinical practice (53.8%)
- 1/13 teaching/research (7.7%)
- 1/13 undecided (7.7%)
- 1/13 not reported (7.7%)

Clinical Practice Group

- n=7
- 3 male, 4 female
- One respondent with J-1, J-2 visas
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 2 | 29% |
| • Same region w/in Georgia | 1 | 14% |
| • Other Area w/in Georgia | 3 | 43% |
| • Other Country | 1 | 14% |

Practice located in HPSA? 1 14%

Practice Setting

- | | | |
|--------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 1 | 14% |
| • Suburban | 2 | 29% |
| • Inner city | 2 | 29% |
| • Other area | 2 | 29% |
| • No answer | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 4 | 57% |
| • Partner/Group Practice | 2 | 29% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 1 | 14% |
| • Other (HMO) | 0 | 0% |
| • No answer | 0 | 0% |

ANESTHESIOLOGY (continued)

Compensation model

• Salary with incentive	3	43%
• Straight salary	4	57%
• Fee for service	0	0%
• Other	0	0%
• No answer	0	0%

Base salary range

• Less than \$70,000	1	14%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	3	43% MEDIAN
• \$175,000-199,999	1	14%
• \$200,000-\$224,999	1	14%
• \$225,000 or more	1	14%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	3	100%

ANESTHESIOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	14%
• Very	6	86%
• No answer	0	0%

Perception of job market (total group, n=13)

Limited opportunities in specialty?

• Yes	0	0%
• No	10	77%
• Don't know	2	15%
• No answer	1	8%

Number of job offers

• 0	0	0%
• 1	2	15%
• 2	5	39%
• 3	1	8%
• 4	2	15%
• 5	1	8%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	2	15%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	2	15%
• Some	7	54%
• Many	3	23%
• Don't know	1	8%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	8%
• Many	11	84%
• Don't know	1	8%

CARDIOLOGY

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 entering clinical practice (100%)

Clinical Practice Group

- n=1
- 1 male
- Native
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 1 | 100% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 0 | 0% |

Practice located in HPSA?

No

Practice Setting

- | | | |
|--------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 1 | 100% |
| • Other area | 0 | 0% |
| • No answer | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|------|
| • Employee of Group Practice | 0 | 0% |
| • Partner/Group Practice | 1 | 100% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer | 0 | 0% |

CARDIOLOGY (continued)

Compensation model

• Salary with incentive	0	0%
• Straight salary	1	100%
• Fee for service	0	0%
• Other	0	0%
• No answer	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	1	100%
• \$225,000 or more	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	0	0%

CARDIOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	1	100%
• No answer	0	0%

Perception of job market (total group, n=1)

Limited opportunities in specialty?

• Yes	0	0%
• No	1	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	1	100%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	1	100%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	1	100%
• Don't know	0	0%

CHILD AND ADOLESCENT PSYCHIATRY

Total Group

- n=2
- represents .7% of all residents in the GME Exit Survey
- 2/2 entering clinical practice (100%)

Clinical Practice Group

- n=2
- 1 male, 1 female
- Both Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 1 | 50% |
| • Other Area w/in Georgia | 1 | 50% |
| • Other State | 0 | 0% |

Practice located in HPSA?

No Answer

Practice Setting

- | | | |
|-------------------------------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • Not applicable (not yet employed) | 2 | 100% |

Type of Practice

- | | | |
|-------------------------------------|---|------|
| • Employee of Group Practice | 0 | 0% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 2 | 100% |

CHILD AND ADOLESCENT PSYCHIATRY (continued)

Compensation model

• Salary with incentive	0	0%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	2	100%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	0	0%
• \$225,000 or more	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	0	0%

CHILD AND ADOLESCENT PSYCHIATRY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	0	0%
• Not applicable (not yet employed)	2	100%

Perception of job market (total group, n=2)

Limited opportunities in specialty?

• Yes	1	50%
• No	1	50%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	1	50%
• 3	1	50%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	2	100%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	50%
• Many	1	50%
• Don't know	0	0%

DERMATOLOGY

Total Group

- n=3
- represents 1.1% of all residents in the GME Exit Survey
- 1/3 taking additional training (33.3%)
- 2/3 entering clinical practice (66.7%)

Clinical Practice Group

- n=2
- 1 male, 1 female
- Both Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 1 | 50% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 1 | 50% |

<u>Practice located in HPSA?</u>	No	2	100%
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Practice Setting

- | | | |
|----------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 1 | 50% |
| • Suburban | 1 | 50% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 1 | 50% |
| • Partner/Group Practice | 1 | 50% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

DERMATOLOGY (continued)

Compensation model

• Salary with incentive	2	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	0	0%

Base salary range

• Less than \$70,000	1	50%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	1	50%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	0	0%
• \$225,000 or more	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	1	50%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	1	50%

DERMATOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	2	100%
• Very	0	0%
• No answer	0	0%

Perception of job market (total group, n=2)

Limited opportunities in specialty?

• Yes	0	0%
• No	2	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	1	50%
• 5	0	0%
• 6-10	0	0%
• >10	1	50%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	50%
• Many	1	50%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	50%
• Many	1	50%
• Don't know	0	0%

EMERGENCY MEDICINE

Total Group

- n=15
- represents 5.5% of all residents in the GME Exit Survey
- 0/15 taking additional training
- 1/15 not reported (7%)
- 14/15 entering clinical practice (93%)

Clinical Practice Group

- n=14
- 7 male, 7 female
- no J-1 visas
- 0/14 have a contractual obligation to practice in a HPSA

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 5 | 36% |
| • Same region w/in Georgia | 1 | 7% |
| • Other Area w/in Georgia | 1 | 7% |
| • Other State | 7 | 50% |

<u>Practice located in HPSA?</u>	Yes	1	7%
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Practice Setting

- | | | |
|--------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 3 | 21% |
| • Suburban | 3 | 21% |
| • Inner city | 3 | 21% |
| • Other area | 5 | 36% |
| • No answer | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 5 | 36% |
| • Partner/Group Practice | 1 | 7% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 7 | 50% |
| • Other (HMO) | 1 | 7% |
| • No answer | 0 | 0% |

EMERGENCY MEDICINE (continued)

Compensation model

• Salary with incentive	9	64%
• Straight salary	0	0%
• Fee for service	4	29%
• Other	1	7%
• No answer	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	2	14%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	5	36%
• \$200,000 or more	7	50% MEDIAN
• No answer	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	1	11%
• \$10,000-\$14,999	2	22%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	3	33%
• \$25,000-\$29,999	1	11%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	2	22%

Satisfaction with compensation

• Not too	0	0%
• Somewhat	6	43%
• Very	7	50%
• No answer	1	7%

EMERGENCY MEDICINE (continued)

Perception of job market (total group, n=15)

Limited opportunities in specialty?

• Yes	0	0%
• No	14	93%
• Don't know	0	0%
• No answer	1	7%

Number of job offers

• 0	0	0%
• 1	2	13%
• 2	4	27%
• 3	4	27%
• 4	1	7%
• 5	0	0%
• 6-10	3	20%
• >10	0	0%
• No answer or n/a	1	7%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	1	7%
• Few	2	13%
• Some	7	47%
• Many	4	27%
• Don't know	1	7%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	4	27%
• Many	11	73%
• Don't know	0	0%

ENDOCRINOLOGY & METABOLISM

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 entering clinical practice (100%)

Clinical Practice Group

- n=1
- 1 male
- Native
- No prior HPSA obligation

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 1 | 100% |

Practice located in HPSA?

No

Practice Setting

- | | | |
|----------------------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 1 | 100% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|------|
| • Employee of Group Practice | 1 | 100% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

ENDOCRINOLOGY & METABOLISM (continued)

Compensation model

• Salary with incentive	1	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	1	100%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	0	0%
• \$225,000 or more	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	1	100%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	0	0%

ENDOCRINOLOGY & METABOLISM (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	1	100%
• No answer	0	0%

Perception of job market (total group, n=1)

Limited opportunities in specialty?

• Yes	0	0%
• No	1	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	1	100%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	1	100%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	1	100%
• Don't know	0	0%

FAMILY PRACTICE

Total Group

- n=49
- represents 17.9% of all residents in the GME Exit Survey
- 5/49 taking additional training (10.2%), and 1/5 is on a J-1 visa
- 2/49 undecided (4.1%)
- 1/49 medical leave (2.0%)
- 41/49 entering clinical practice (83.7%)

Clinical Practice Group

- n=41
- 19 male, 22 female
- no J-1 visas
- 5/41 (12.2%) have a contractual obligation to practice in a HPSA

Practice Location

- | | | |
|----------------------------------|----|-----|
| • Same city as residency program | 6 | 15% |
| • Same region w/in Georgia | 13 | 32% |
| • Other area in Georgia | 11 | 27% |
| • Other State | 11 | 27% |

<u>Practice located in HPSA?</u>	Yes	10	24%
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Practice Setting

- | | | |
|--------------|----|-----|
| • Rural | 17 | 42% |
| • Small city | 7 | 17% |
| • Suburban | 8 | 20% |
| • Inner city | 3 | 7% |
| • Other area | 3 | 7% |
| • No answer | 3 | 7% |

Type of Practice

- | | | |
|-------------------------------|----|-----|
| • Employee of Group Practice | 14 | 34% |
| • Partner/Group Practice | 3 | 7% |
| • Partnership | 11 | 27% |
| • Solo practice | 3 | 7% |
| • Hospital or clinic employee | 4 | 10% |
| • Other (Locum tenens, etc) | 5 | 12% |
| • No answer | 1 | 2% |

FAMILY PRACTICE (continued)

Compensation model

• Salary with incentive	22	54%	
• Straight salary	10	24%	
• Fee for service	5	12%	
• Other	2	5%	
• No answer	2	5%	

Base salary range

• Less than \$70,000	3	7%	
• \$70,000-79,999	1	2%	
• \$80,000-89,999	1	2%	
• \$90,000-99,999	4	10%	
• \$100,000-109,999	3	7%	
• \$110,000-119,999	3	7%	
• \$120,000-129,999	9	22%	MEDIAN
• \$130,000-139,999	5	12%	
• \$140,000-149,999	3	7%	
• \$150,000-174,999	7	17%	
• \$175,000-199,999	1	2%	
• \$200,000 or more	0	0%	
• No answer	1	2%	

Satisfaction with compensation

• Not too	3	7%	
• Somewhat	14	34%	
• Very	23	56%	MEDIAN
• No answer	1	2%	

Perception of job market (total group, n=49)

Limited opportunities in specialty?

• Yes	10	20%	
• No	35	72%	MEDIAN
• Don't know	1	2%	
• No answer	3	6%	

FAMILY PRACTICE (continued)

Number of job offers

• 0	3	6%	
• 1	7	14%	
• 2	11	23%	
• 3	10	20%	MEDIAN
• 4	5	10%	
• 5	3	6%	
• 6-10	4	8%	
• >10	1	2%	
• No answer or n/a	5	10%	

Opportunities in specialty available within 50 miles of residency location

• No jobs	1	2%	
• Very few	4	8%	
• Few	7	14%	
• Some	17	35%	MEDIAN
• Many	14	29%	
• Don't know	6	12%	

Opportunities in specialty available nationally

• No jobs	0	0%	
• Very few	0	0%	
• Few	0	0%	
• Some	14	29%	
• Many	30	61%	MEDIAN
• Don't know	5	10%	

GASTROENTEROLOGY

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 entering clinical practice (100%)

Clinical Practice Group

- n=1
- 1 male
- J-1, J-2 Visas
- Yes – Has prior HPSA obligation

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 1 | 100% |

Practice located in HPSA?

Yes

Practice Setting

- | | | |
|----------------------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 1 | 100% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|------|
| • Employee of Group Practice | 0 | 0% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 1 | 100% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

GASTROENTEROLOGY (continued)

Compensation model

• Salary with incentive	1	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	1	100%
• \$225,000 or more	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	1	100%

GASTROENTEROLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	1	100%
• No answer	0	0%

Perception of job market (total group, n=1)

Limited opportunities in specialty?

• Yes	1	100%
• No	0	0%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	1	100%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	100%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	1	100%
• Don't know	0	0%

HEMATOLOGY/ONCOLOGY

Total Group

- n=6
- represents 2.2% of all residents in the GME Exit Survey
- 2/6 taking additional training (33.3%)
- 4/6 entering clinical practice (66.7%)

Clinical Practice Group

- n=4
- 1 male, 3 female
- 3 Natives, 1 Naturalized citizen
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 2 | 50% |
| • Same region w/in Georgia | 1 | 25% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 1 | 25% |

<u>Practice located in HPSA?</u>	No	2	50%
	Unknown	1	25%
	No Answer	1	25%

Practice Setting

- | | | |
|----------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 2 | 50% |
| • Other area | 1 | 25% |
| • No answer/not applicable | 1 | 25% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 2 | 50% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 1 | 25% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 1 | 25% |

HEMATOLOGY/ONCOLOGY (continued)

Compensation model

• Salary with incentive	2	50%
• Straight salary	1	50%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	1	25%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	1	25%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	2	50%
• \$225,000 or more	0	0%
• No answer/not applicable	1	25%

MEDIAN

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	1	50%
• \$15,000-\$19,999	1	50%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	0	0%

HEMATOLOGY/ONCOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	25%
• Very	2	50%
• No answer	1	25%

Perception of job market (total group, n=4)

Limited opportunities in specialty?

• Yes	0	0%
• No	4	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	1	25%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	1	25%
• 6-10	0	0%
• >10	1	25%
• No answer or n/a	1	25%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	25%
• Many	2	50%
• Don't know	1	25%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	4	100%
• Don't know	0	0%

INTERNAL MEDICINE AND PEDIATRICS (COMBINED)

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 additional subspecialty training/fellowship (100%)

Clinical Practice Group

- n=0

Perception of job market (total group, n=1)

Limited opportunities in specialty?

- | | | |
|--------------|---|------|
| • Yes | 0 | 0% |
| • No | 1 | 100% |
| • Don't know | 0 | 0% |
| • No answer | 0 | 0% |

Number of job offers

- | | | |
|--------------------|---|------|
| • 0 | 0 | 0% |
| • 1 | 0 | 0% |
| • 2 | 0 | 0% |
| • 3 | 0 | 0% |
| • 4 | 0 | 0% |
| • 5 | 0 | 0% |
| • 6-10 | 0 | 0% |
| • >10 | 1 | 100% |
| • No answer or n/a | 0 | 0% |

Opportunities in specialty available within 50 miles of residency location

- | | | |
|--------------|---|------|
| • No jobs | 0 | 0% |
| • Very few | 0 | 0% |
| • Few | 0 | 0% |
| • Some | 0 | 0% |
| • Many | 1 | 100% |
| • Don't know | 0 | 0% |

Opportunities in specialty available nationally

- | | | |
|------------|---|------|
| • No jobs | 0 | 0% |
| • Very few | 0 | 0% |
| • Few | 0 | 0% |
| • Some | 0 | 0% |
| • Many | 1 | 100% |

INTERNAL MEDICINE

Total Group

- n=36
- represents 13.2% of all residents in the GME Exit Survey
- 7/36 taking additional training (19.4%) in the areas of : pathology (1), infectious disease (1), endocrinology and metabolism (1), rheumatology (1), geriatrics (1), not specified (1)
- 3/36 chief resident (8.3%)
- 2/36 undecided (5.6%)
- 4/36 not reported (11.1%)
- 4/36 teaching/research (11.1%)
- 16/36 entering clinical practice (44.4%)

Clinical Practice Group

- n=16
- 8 male, 7 female, 1 no answer
- 2, J-1, J-2 visa holders
- 3/16 have a contractual obligation to practice in a HPSA (19%)

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 2 | 13% |
| • Same region w/in Georgia | 4 | 25% |
| • Other Area w/in Georgia | 2 | 13% |
| • Other State | 7 | 44% |
| • Other Country | 1 | 6% |
| • Don't Know | 0 | 0% |

<u>Practice located in HPSA?</u>	Yes	3	19%
---	-----	---	-----

Practice Setting

- | | | |
|--------------|---|-------|
| • Rural | 2 | 12.5% |
| • Small city | 2 | 12.5% |
| • Suburban | 4 | 25% |
| • Inner city | 2 | 12.5% |
| • Other area | 4 | 25% |
| • No answer | 2 | 12.5% |

Type of Practice

- | | | |
|-------------------------------|---|-------|
| • Employee of Group Practice | 2 | 12.5% |
| • Partner/Group Practice | 2 | 12.5% |
| • Partnership | 2 | 12.5% |
| • Solo practice | 3 | 19% |
| • Hospital or clinic employee | 4 | 25% |
| • No answer | 3 | 19% |

INTERNAL MEDICINE (continued)

Compensation model

• Salary with incentive	9	56%
• Straight salary	1	6%
• Fee for service	4	25%
• Other	0	0%
• No answer	2	13%

Base salary range

• Less than \$70,000	3	19%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	2	12.5%	
• \$110,000-119,999	4	25%	MEDIAN
• \$120,000-129,999	3	19%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	2	12.5%	
• \$175,000-199,999	0	0%	
• \$200,000 or more	0	0%	
• No answer	2	12.5%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	1	11%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	1	11%
• \$20,000-\$24,999	1	11%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	6	67%

Satisfaction with compensation

• Not too	1	6%
• Somewhat	7	44%
• Very	6	37%
• No answer	2	13%

INTERNAL MEDICINE (continued)

Perception of job market (total group, n=36)

Limited opportunities in specialty?

• Yes	3	8%
• No	25	69%
• Don't know/have not looked	3	8%
• No answer	5	14%

Number of job offers

• 0	4	11%
• 1	4	11%
• 2	8	22%
• 3	8	22%
• 4	1	3%
• 5	3	8%
• 6-10	1	3%
• >10	1	3%
• No answer or n/a	6	17%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	3	8%
• Few	6	17%
• Some	14	39%
• Many	7	19%
• Don't know	5	14%
• No answer	1	3%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	4	11%
• Some	9	25%
• Many	17	47%
• Don't know	5	14%
• No answer	1	3%

NEPHROLOGY

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 (100%) entering clinical practice

Clinical Practice Group

- n=1
- 1 female
- No J-1 visa holders
- No HPSA obligation

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 1 | 100% |
| • Other Country | 0 | 0% |
| • Don't Know | 0 | 0% |

Practice located in HPSA? No

Practice Setting

- | | | |
|--------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 1 | 100% |
| • No answer | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|------|
| • Employee of Group Practice | 1 | 100% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • No answer | 0 | 0% |

NEPHROLOGY (continued)

Compensation model

• Salary with incentive	0	0%
• Straight salary	1	100%
• Fee for service	0	0%
• Other	0	0%
• No answer	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	1	100%
• \$175,000-199,999	0	0%
• \$200,000 or more	0	0%
• No answer	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	0	0%

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	100%
• Very	0	0%
• No answer	0	0%

NEPHROLOGY (continued)

Perception of job market (total group, n=1)

Limited opportunities in specialty?

• Yes	0	0%
• No	1	100%
• Don't know/have not looked	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	1	100%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	100%
• Many	0	0%
• Don't know	0	0%
• No answer	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	100%
• Many	0	0%
• Don't know	0	0%
• No answer	0	0%

NEUROLOGICAL SURGERY

Total Group

- n=3
- represents 1.1% of all residents in the GME Exit Survey
- 3/3 entering clinical practice (100%)

Clinical Practice Group

- n=3
- 3 male
- 1, J-1 visa holder
- 1, has contractual obligation to practice in a HPSA

Practice Location

• Same city/county as residency prog	0	0%
• Same region w/in Georgia	0	0%
• Other Area w/in Georgia	1	33%
• Other State	2	67%
• Other Country	0	0%
• Don't Know	0	0%

Practice located in HPSA?

Yes	0	0%
No	2	67%
Unknown	1	33%

Practice Setting

• Rural	0	0%
• Small city	1	33.3%
• Suburban	1	33.3%
• Inner city	1	33.3%
• Other area	0	0%
• No answer	0	0%

Type of Practice

• Employee of Group Practice	2	67%
• Partner/Group Practice	0	0%
• Partnership	0	0%
• Solo practice	0	0%
• Hospital or clinic employee	1	33%
• No answer	0	0%

NEUROLOGICAL SURGERY (continued)

Compensation model

• Salary with incentive	3	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• No answer	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	1	33.3%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	1	33.3%
• \$175,000-199,999	0	0%
• \$200,000 or more	1	33.3%
• No answer	0	0%

MEDIAN

Incentive Income

• Zero	0	0%
• Less than \$5,000	1	33.3%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	1	33.3%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	1	33.3%

Satisfaction with compensation

• Not too	0	0%
• Somewhat	2	67%
• Very	1	33%
• No answer	0	0%

NEUROLOGICAL SURGERY (continued)

Perception of job market (total group, n=3)

Limited opportunities in specialty?

• Yes	0	0%
• No	3	100%
• Don't know/have not looked	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	1	33.3%
• 2	1	33.3%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	1	33.3%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	33%
• Many	2	67%
• Don't know	0	0%
• No answer	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	3	100%
• Don't know	0	0%
• No answer	0	0%

NEUROLOGY

Total Group

- n=10
- represents 3.7% of all residents in the GME Exit Survey
- 5/10 entering clinical practice (50%)
- 2/10 taking additional subspecialty training/fellowship (20%)
- 1/10 doing other postdoctorate work (10%)
- 1/10 teaching/research (10%)
- 1/10 undecided (10%)

Clinical Practice Group

- n=5
- 4 male, 1 no answer
- 2, hold J-1, J-2 visas
- 2, have contractual obligation to practice in a HPSA

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 3 | 60% |
| • Other Country | 2 | 40% |
| • Don't Know | 0 | 0% |

Practice located in HPSA?

- | | | |
|-----|---|-----|
| Yes | 1 | 20% |
| No | 4 | 80% |

Practice Setting

- | | | |
|--------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 3 | 60% |
| • Inner city | 2 | 40% |
| • Other area | 0 | 0% |
| • No answer | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 2 | 40% |
| • Partner/Group Practice | 1 | 20% |
| • Partnership | 0 | 0% |
| • Solo practice | 1 | 20% |
| • Hospital or clinic employee | 1 | 20% |
| • No answer | 0 | 0% |

NEUROLOGY (continued)

Compensation model

• Salary with incentive	4	80%
• Straight salary	0	0%
• Fee for service	1	20%
• Other	0	0%
• No answer	0	0%

Base salary range

• Less than \$70,000	1	20%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	3	60%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000 or more	0	0%
• No answer	1	20%

MEDIAN

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	4	100%

Satisfaction with compensation

• Not too	0	0%
• Somewhat	3	60%
• Very	2	40%
• No answer	0	0%

NEUROLOGY (continued)

Perception of job market (total group, n=10)

Limited opportunities in specialty?

• Yes	2	20%
• No	3	30%
• Don't know/have not looked	1	10%
• No answer	4	40%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	2	20%
• 5	0	0%
• 6-10	0	0%
• >10	3	30%
• No answer or n/a	5	50%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	1	10%
• Few	0	0%
• Some	4	40%
• Many	2	20%
• Don't know	1	10%
• No answer	2	20%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	1	10%
• Few	0	0%
• Some	4	40%
• Many	4	40%
• Don't know	0	0%
• No answer	1	10%

NEURORADIOLOGY

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 entering clinical practice (100%)

Clinical Practice Group

- n=1
- 1 male
- J-1, J-2 visa holder
- No prior HPSA obligation

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 0 | 0% |
| • Haven't Searched | 1 | 100% |

Practice located in HPSA?

N/A

Practice Setting

- | | | |
|----------------------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • No answer/not applicable | 1 | 100% |

Type of Practice

- | | | |
|-------------------------------|---|------|
| • Employee of Group Practice | 0 | 0% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 1 | 100% |

NEURORADIOLOGY (continued)

Compensation model

• Salary with incentive	0	0%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	1	100%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	0	0%
• \$225,000 or more	0	0%
• Not applicable	1	100%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	0	0%

NEURORADIOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	0	0%
• No answer/not applicable	1	100%

Perception of job market (total group, n=1)

Limited opportunities in specialty?

• Yes	0	0%
• No	0	0%
• Don't know/haven't looked	1	100%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer/haven't looked	1	100%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	0	0%
• Don't know	1	100%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	0	0%
• Don't know	1	100%

Total Group

- n=25
- represents 9.2% of all residents in the GME Exit Survey
- 6/25 taking additional training (24%)
- 18/25 entering clinical practice (72%)
- 1/25 entering military teaching/research (4%)

Clinical Practice Group

- n=18
- 5 male, 13 female
- No J-1 visas
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 2 | 11% |
| • Same region w/in Georgia | 9 | 50% |
| • Other Area w/in Georgia | 1 | 6% |
| • Other State | 6 | 33% |

Practice located in HPSA? 0 0%

Practice Setting

- | | | |
|--------------|---|-----|
| • Rural | 2 | 11% |
| • Small city | 3 | 17% |
| • Suburban | 8 | 44% |
| • Inner city | 0 | 0% |
| • Other area | 4 | 22% |
| • No answer | 1 | 6% |

Type of Practice

- | | | |
|-------------------------------|----|-----|
| • Employee of Group Practice | 11 | 61% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 3 | 17% |
| • Solo practice | 1 | 6% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 2 | 11% |
| • No answer | 1 | 6% |

OB/GYN (continued)

Compensation model

• Salary with incentive	8	44%
• Straight salary	7	39%
• Fee for service	1	6%
• Other	1	6%
• No answer	1	6%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	1	6%
• \$110,000-119,999	0	0%
• \$120,000-129,999	2	11%
• \$130,000-139,999	1	6%
• \$140,000-149,999	2	11%
• \$150,000-174,999	3	17%
• \$175,000-199,999	3	17% MEDIAN
• \$200,000-\$224,999	4	22%
• \$225,000 or more	2	11%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	2	25%
• \$10,000-\$14,999	1	12.5%
• \$15,000-\$19,999	1	12.5%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	4	50%

OB/GYN (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	6	33%
• Very	11	61%
• No answer	1	6%

Perception of job market (total group, n=25)

Limited opportunities in specialty?

• Yes	2	8%
• No	19	76%
• Don't know	1	4%
• No answer	3	12%

Number of job offers

• 0	5	20%
• 1	3	12%
• 2	3	12%
• 3	6	24%
• 4	2	8%
• 5	0	0%
• 6-10	1	4%
• >10	0	0%
• No answer or n/a	5	20%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	2	8%
• Few	3	12%
• Some	11	44%
• Many	5	20%
• Don't know	3	12%
• No answer	1	4%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	2	8%
• Few	1	4%
• Some	9	36%
• Many	11	44%
• Don't know	1	4%
• No answer	1	4%

OPHTHALMOLOGY

Total Group

- n=6
- represents 2.2% of all residents in the GME Exit Survey
- 4/6 taking additional training (67%)
- 2/6 entering clinical practice (33%)

Clinical Practice Group

- n=2
- 2 male
- Both Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 2 | 100% |

<u>Practice located in HPSA?</u>	No	1	50%
	No Answer	1	50%

Practice Setting

- | | | |
|----------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 1 | 50% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • No answer/not applicable | 1 | 50% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 1 | 50% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 1 | 50% |

OPHTHALMOLOGY (continued)

Compensation model

• Salary with incentive	0	0%
• Straight salary	1	50%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	1	50%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	1	50%	MEDIAN
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	0	0%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	
• No answer/not applicable	1	50%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	0	0%

OPHTHALMOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	50%
• Very	0	0%
• No answer	1	50%

Perception of job market (total group, n=6)

Limited opportunities in specialty?

• Yes	0	0%
• No	2	33%
• Don't know	0	0%
• No answer/haven't looked	4	67%

Number of job offers

• 0	1	17%
• 1	0	0%
• 2	0	0%
• 3	2	33%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	3	50%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	2	33%
• Some	1	17%
• Many	0	0%
• No answer	3	50%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	1	17%
• Some	2	33%
• Many	0	0%
• No answer	3	50%

ORTHOPEDIC SURGERY

Total Group

- n=6
- represents 2.2% of all residents in the GME Exit Survey
- 2/6 taking additional training (33%)
- 4/6 entering clinical practice (67%)

Clinical Practice Group

- n=4
- 4 male
- All Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 1 | 25% |
| • Other Area w/in Georgia | 1 | 25% |
| • Other State | 2 | 50% |

<u>Practice located in HPSA?</u>	No	3	75%
	No Answer	1	25%

Practice Setting

- | | | |
|----------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 1 | 25% |
| • Suburban | 1 | 25% |
| • Inner city | 1 | 25% |
| • Other area | 0 | 0% |
| • No answer/not applicable | 1 | 25% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 2 | 50% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 1 | 25% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 1 | 25% |

ORTHOPEdic SURGERY (continued)

Compensation model

• Salary with incentive	2	50%
• Straight salary	1	25%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	1	25%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	1	25%	
• \$175,000-199,999	1	25%	
• \$200,000-\$224,999	1	25%	MEDIAN
• \$225,000 or more	0	0%	
• No answer/not applicable	1	25%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	2	100%

ORTHOPEdic SURGERY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	25%
• Very	2	50%
• No answer	1	25%

Perception of job market (total group, n=6)

Limited opportunities in specialty?

• Yes	1	17%
• No	4	67%
• Don't know	0	0%
• No answer/haven't looked	1	17%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	1	17%
• 5	2	33%
• 6-10	2	33%
• >10	0	0%
• No answer or n/a	1	17%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	4	67%
• Many	2	33%
• No answer	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	17%
• Many	5	83%

OTHER SURGICAL SPECIALTY - COLON & RECTAL

Total Group

- n=1
- represents .4% of all residents in the GME Exit Survey
- 1/1 entering clinical practice (100%)

Clinical Practice Group

- n=1
- 1 male
- Native
- No prior HPSA obligation

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 1 | 100% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 0 | 0% |

Practice located in HPSA?

No

Practice Setting

- | | | |
|----------------------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 1 | 100% |
| • No answer/not applicable | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|------|
| • Employee of Group Practice | 1 | 100% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

OTHER SURGICAL SPECIALTY - COLON & RECTAL (continued)

Compensation model

• Salary with incentive	1	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	1	100%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	0	0%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	0	0%
• \$225,000 or more	0	0%

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	1	100%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	0	0%

OTHER SURGICAL SPECIALTY - COLON & RECTAL (continued)

Satisfaction with compensation

• Not too	1	100%
• Somewhat	0	0%
• Very	0	0%
• No answer	0	0%

Perception of job market (total group, n=1)

Limited opportunities in specialty?

• Yes	0	0%
• No	1	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	1	100%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	1	100%
• Few	0	0%
• Some	0	0%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	1	100%
• Many	0	0%
• Don't know	0	0%

OTOLARYNGOLOGY

Total Group

- n=2
- represents .7% of all residents in the GME Exit Survey
- 2/2 entering clinical practice (100%)

Clinical Practice Group

- n=2
- 2 male
- Both Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 1 | 50% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 1 | 50% |
| • Other State | 0 | 0% |

<u>Practice located in HPSA?</u>	No	2	100%
---	----	---	------

Practice Setting

- | | | |
|-------------------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 1 | 50% |
| • Suburban | 1 | 50% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------------|---|------|
| • Employee of Group Practice | 2 | 100% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

OTOLARYNGOLOGY (continued)

Compensation model

• Salary with incentive	2	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	0	0%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	1	50%	
• \$130,000-139,999	0	0%	MEDIAN
• \$140,000-149,999	1	50%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	0	0%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	1	50%
• Over \$50,000	1	50%
• No answer/not applicable	0	0%

OTOLARYNGOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	2	100%
• Not applicable (not yet employed)	0	0%

Perception of job market (total group, n=2)

Limited opportunities in specialty?

• Yes	1	50%
• No	0	0%
• Don't know	0	0%
• No answer	1	50%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	1	50%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	1	50%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	1	50%
• Some	1	50%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	2	100%
• Don't know	0	0%

PAIN MANAGEMENT (ANESTHESIOLOGY)

Total Group

- n=2
- represents .7% of all residents in the GME Exit Survey
- 1/2 additional subspecialty training/fellowship (50%)
- 1/2 entering clinical practice (50%)

Clinical Practice Group

- n=1
- 1 male
- No J-1, J-2 visa
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 1 | 100% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 0 | 0% |

Practice located in HPSA? Unknown 1 100%

Practice Setting

- | | | |
|-------------------------------------|---|------|
| • Rural | 1 | 100% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------------|---|------|
| • Employee of Group Practice | 1 | 100% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

PAIN MANAGEMENT (ANESTHESIOLOGY) - continued

Compensation model

• Salary with incentive	1	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	0	0%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	1	100%	MEDIAN
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	1	100%

PAIN MANAGEMENT (ANESTHESIOLOGY) - continued

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	100%
• Very	0	0%
• Not applicable (not yet employed)	0	0%

Perception of job market (total group, n=2)

Limited opportunities in specialty?

• Yes	1	50%
• No	0	0%
• Don't know	0	0%
• No answer	1	50%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	1	50%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	1	50%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	1	50%
• Some	1	50%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	2	100%
• Don't know	0	0%

PATHOLOGY

Total Group

- n=5
- represents 1.8% of all residents in the GME Exit Survey
- 1/5 pursuing additional sub-specialist training/fellowship (20%)
- 1/5 other (nontraining) position (20%)
- 3/5 entering clinical practice (60%)

Clinical Practice Group

- n=3
- 1 male, 2 Female
- 1, J-1 and J-2 visa holder
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 1 | 33% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 2 | 67% |

<u>Practice located in HPSA?</u> Yes	1	33%
No	1	33%
Unknown	1	33%

Practice Setting

- | | | |
|-------------------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 1 | 33% |
| • Other area | 2 | 67% |
| • Not applicable (not yet employed) | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------------|---|-----|
| • Employee of Group Practice | 1 | 33% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 2 | 67% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

PATHOLOGY (continued)

Compensation model

• Salary with incentive	2	67%
• Straight salary	1	33%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	0	0%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	2	67%	MEDIAN
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	1	33%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	1	50%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	1	50%

PATHOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	2	67%
• Very	1	33%

Perception of job market (total group, n=5)

Limited opportunities in specialty?

• Yes	1	20%
• No	2	40%
• Don't know	0	0%
• No answer	2	40%

Number of job offers

• 0	0	0%
• 1	1	20%
• 2	1	20%
• 3	1	20%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	2	40%

Opportunities in specialty available within 50 miles of residency location

• No jobs	1	20%
• Very few	0	0%
• Few	0	0%
• Some	1	20%
• Many	0	0%
• Don't know	2	40%
• No answer	1	20%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	2	40%
• Don't know	2	40%
• No answer	1	20%

PEDIATRICS (continued)

Compensation model

• Salary with incentive	14	74%
• Straight salary	3	16%
• Fee for service	0	0%
• Other	0	0%
• No answer	2	11%

Base salary range

• Less than \$70,000	1	5%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	4	21%	
• \$90,000-99,999	4	21%	
• \$100,000-109,999	2	11%	MEDIAN
• \$110,000-119,999	0	0%	
• \$120,000-129,999	5	26%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	1	5%	
• \$175,000-199,999	0	0%	
• \$200,000 or more	0	0%	
• No answer	2	11%	

Incentive Income

• Zero	1	7%
• Less than \$5,000	2	14%
• \$5,000-\$9,999	3	21%
• \$10,000-\$14,999	2	14%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	6	43%

Satisfaction with compensation

• Not too	0	0%
• Somewhat	8	42%
• Very	9	47%
• No answer	2	11%

PEDIATRICS (continued)

Perception of job market (total group, n=28)

Limited opportunities in specialty?

• Yes	5	18%
• No	18	64%
• Don't know	0	0%
• No answer	5	18%

Number of job offers

• 0	2	7%
• 1	5	18%
• 2	5	18%
• 3	5	18%
• 4	2	7%
• 5	0	0%
• 6-10	1	4%
• >10	1	4%
• No answer or n/a	7	25%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	4	14%
• Some	14	50%
• Many	5	18%
• Don't know	4	14%
• No answer	1	4%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	1	4%
• Some	13	46%
• Many	10	36%
• Don't know	3	11%
• No answer	1	4%

PHYSICAL MEDICINE AND REHABILITATION

Total Group

- n=5
- represents 1.8% of all residents in the GME Exit Survey
- 5/5 entering clinical practice (100%)

Clinical Practice Group

- n=5
- 3 male, 2 Female
- All Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 1 | 20% |
| • Same region w/in Georgia | 1 | 20% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 3 | 60% |

<u>Practice located in HPSA?</u>	Yes	0	0%
	No	4	80%
	No answer	1	20%

Practice Setting

- | | | |
|-------------------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 1 | 20% |
| • Inner city | 0 | 0% |
| • Other area | 3 | 60% |
| • Not applicable (not yet employed) | 1 | 20% |

Type of Practice

- | | | |
|-------------------------------------|---|-----|
| • Employee of Group Practice | 3 | 60% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 1 | 20% |
| • No answer | 1 | 20% |

PHYSICAL MEDICINE AND REHABILITATION (continued)

Compensation model

• Salary with incentive	4	80%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	1	20%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	1	20%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	1	20%	
• \$140,000-149,999	1	20%	MEDIAN
• \$150,000-174,999	0	0%	
• \$175,000-199,999	1	20%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	
• Not applicable (not yet employed)	1	20%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	4	100%

PHYSICAL MEDICINE AND REHABILITATION (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	3	60%
• Very	1	20%
• Not applicable (not yet employed)	1	20%

Perception of job market (total group, n=5)

Limited opportunities in specialty?

• Yes	0	0%
• No	5	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	0	0%
• 1	1	20%
• 2	1	20%
• 3	2	40%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	1	20%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	1	20%
• Some	2	40%
• Many	2	40%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	2	40%
• Many	3	60%
• Don't know	0	0%
• No answer	0	0%

**PREVENTIVE MEDICINE, PUBLIC HEALTH, AND
OCCUPATIONAL MEDICINE**

Total Group

- n=8
- represents 2.9% of all residents in the GME Exit Survey
- 4/8 entering clinical practice/public health (50%)
- 4/8 teaching/research (50%)

Clinical Practice Group

- n=4
- 2 male, 2 Female
- All Natives
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 1 | 25% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 3 | 75% |

Practice located in HPSA?

- | | | |
|-----------|---|-----|
| Yes | 0 | 0% |
| No | 1 | 25% |
| Unknown | 1 | 25% |
| No answer | 2 | 50% |

Practice Setting

- | | | |
|-------------------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 2 | 50% |
| • Other area | 0 | 0% |
| • Not applicable (not yet employed) | 2 | 50% |

Type of Practice

- | | | |
|-------------------------------------|---|-----|
| • Employee of Group Practice | 0 | 0% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 2 | 50% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 2 | 50% |

**PREVENTIVE MEDICINE, PUBLIC HEALTH, AND
OCCUPATIONAL MEDICINE (continued)**

Compensation model

• Salary with incentive	0	0%
• Straight salary	2	50%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	2	50%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	1	25%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	MEDIAN
• \$100,000-109,999	1	25%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	0	0%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	
• Not applicable (not yet employed)	2	50%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%

**PREVENTIVE MEDICINE, PUBLIC HEALTH, AND
OCCUPATIONAL MEDICINE (continued)**

Satisfaction with compensation

• Not too	1	25%
• Somewhat	0	0%
• Very	1	25%
• Not applicable (not yet employed)	2	50%

Perception of job market (total group, n=8)

Limited opportunities in specialty?

• Yes	1	12.5%
• No	4	50%
• Don't know	0	0%
• No answer	3	37.5%

Number of job offers

• 0	0	0%
• 1	2	25%
• 2	1	12.5%
• 3	1	12.5%
• 4	1	12.5%
• 5	0	0%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	3	37.5%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	2	25%
• Some	1	12.5%
• Many	1	12.5%
• Don't know	2	25%
• No answer	2	25%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	4	50%
• Many	1	12.5%
• Don't know	1	12.5%
• No answer	2	25%

PSYCHIATRY

Total Group

- n=17
- represents 6.2% of all residents in the GME Exit Survey
- 4/17 taking additional training (23.5%)
- 2/17 not reported (11.8%)
- 2/17 undecided (11.8%)
- 9/17 entering clinical practice (52.9%)

Clinical Practice Group

- n=9
- 5 male, 4 female
- no J-1 visas
- 0/9 (0%) have a contractual obligation to practice in a HPSA

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 3 | 33% |
| • Same region w/in Georgia | 2 | 22% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 3 | 33% |
| • Don't Know | 1 | 11% |

Practice located in HPSA? 0/9 0%

Practice Setting

- | | | |
|--------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 3 | 33% |
| • Suburban | 2 | 22% |
| • Inner city | 1 | 11% |
| • Other area | 1 | 11% |
| • No answer | 2 | 22% |

Type of Practice

- | | | |
|---------------------------------|---|-----|
| • Employee of Group Practice | 1 | 11% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 1 | 11% |
| • Hospital or clinic employee | 4 | 44% |
| • Other (Correctional Facility) | 1 | 11% |
| • No answer | 2 | 22% |

PSYCHIATRY (continued)

Compensation model

• Salary with incentive	3	33%
• Straight salary	3	33%
• Fee for service	1	11%
• Other	0	0%
• No answer	2	22%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	1	11%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	2	22%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	0	0%	
• \$150,000-174,999	3	33%	MEDIAN
• \$175,000-199,999	0	0%	
• \$200,000 or more	0	0%	
• No answer	3	33%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	1	33%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	2	67%

Satisfaction with compensation

• Not too	1	11%
• Somewhat	2	22%
• Very	2	22%
• No answer	4	44%

PSYCHIATRY (continued)

Perception of job market (total group, n=17)

Limited opportunities in specialty?

• Yes	0	0%
• No	7	41%
• Don't know	3	18%
• No answer	7	41%

Number of job offers

• 0	2	12%
• 1	0	0%
• 2	0	0%
• 3	1	6%
• 4	1	6%
• 5	1	6%
• 6-10	0	0%
• >10	4	24%
• No answer or n/a	8	47%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	2	12%
• Few	1	6%
• Some	5	29%
• Many	6	35%
• Don't know	3	18%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	3	18%
• Many	11	65%
• Don't know	3	18%

PULMONARY DISEASE/CRITICAL CARE MEDICINE

Total Group

- n=5
- represents 1.8% of all residents in the GME Exit Survey
- 1/5 teaching/research (20%)
- 4/5 entering clinical practice (80%)

Clinical Practice Group

- n=4
- 3 male, 1 female
- No J-1, J-2 visa holders
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 1 | 25% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 3 | 75% |

<u>Practice located in HPSA?</u>	No	3	75%
	No Answer	1	25%

Practice Setting

- | | | |
|----------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 0 | 0% |
| • Inner city | 1 | 25% |
| • Other area | 3 | 75% |
| • No answer/not applicable | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 3 | 75% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 1 | 25% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

PULMONARY DISEASE/CRITICAL CARE MEDICINE (continued)

Compensation model

• Salary with incentive	3	75%
• Straight salary	1	25%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	0	0%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	1	25%	
• \$150,000-174,999	2	50%	MEDIAN
• \$175,000-199,999	0	0%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	
• No answer/not applicable	1	25%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	1	33%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer	2	67%

PULMONARY DISEASE/CRITICAL CARE MEDICINE (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	4	100%
• No answer	0	0%

Perception of job market (total group, n=5)

Limited opportunities in specialty?

• Yes	0	0%
• No	5	100%
• Don't know	0	0%
• No answer/haven't looked	0	0%

Number of job offers

• 0	0	0%
• 1	0	0%
• 2	0	0%
• 3	3	60%
• 4	1	20%
• 5	0	0%
• 6-10	1	20%
• >10	0	0%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	3	60%
• Many	2	40%
• No answer	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	5	100%
• No answer	0	0%

RADIOLOGY

Total Group

- n=6
- represents 2.2% of all residents in the GME Exit Survey
- 3/6 additional subspecialty training/fellowship (50%)
- 3/6 entering clinical practice (50%)

Clinical Practice Group

- n=3
- 3 male
- No J-1, J-2 visa holders
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 1 | 33% |
| • Other State | 2 | 67% |

<u>Practice located in HPSA?</u> No	2	67%
Unknown	1	33%

Practice Setting

- | | | |
|----------------------------|---|-----|
| • Rural | 0 | 0% |
| • Small city | 0 | 0% |
| • Suburban | 2 | 67% |
| • Inner city | 0 | 0% |
| • Other area | 1 | 33% |
| • No answer/not applicable | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------|---|-----|
| • Employee of Group Practice | 2 | 67% |
| • Partner/Group Practice | 1 | 33% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • No answer/not applicable | 0 | 0% |

RADIOLOGY (continued)

Compensation model

• Salary with incentive	1	33%
• Straight salary	2	67%
• Fee for service	0	0%
• Other	0	0%
• No answer/not applicable	0	0%

Base salary range

• Less than \$70,000	0	0%
• \$70,000-79,999	0	0%
• \$80,000-89,999	0	0%
• \$90,000-99,999	0	0%
• \$100,000-109,999	0	0%
• \$110,000-119,999	0	0%
• \$120,000-129,999	0	0%
• \$130,000-139,999	0	0%
• \$140,000-149,999	0	0%
• \$150,000-174,999	1	33.3%
• \$175,000-199,999	0	0%
• \$200,000-\$224,999	1	33.3%
• \$225,000 or more	1	33.3%
• No answer/not applicable	0	0%

MEDIAN

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	1	100%
• No answer	0	0%

RADIOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	1	33%
• Very	2	67%
• No answer	0	0%

Perception of job market (total group, n=6)

Limited opportunities in specialty?

• Yes	0	0%
• No	5	83%
• Don't know	0	0%
• No answer/haven't looked	1	17%

Number of job offers

• 0	0	0%
• 1	1	17%
• 2	0	0%
• 3	1	17%
• 4	0	0%
• 5	2	33%
• 6-10	0	0%
• >10	0	0%
• No answer or n/a	2	33%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	1	17%
• Few	0	0%
• Some	2	33%
• Many	3	50%
• No answer	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	6	100%
• No answer	0	0%

RHEUMATOLOGY

Total Group

- n=2
- represents .7% of all residents in the GME Exit Survey
- 1/2 teaching/research (50%)
- 1/2 entering clinical practice (50%)

Clinical Practice Group

- n=1
- 1 male
- No J-1, J-2 visa
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|------|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 0 | 0% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 1 | 100% |

Practice located in HPSA? No 1 100%

Practice Setting

- | | | |
|-------------------------------------|---|------|
| • Rural | 0 | 0% |
| • Small city | 1 | 100% |
| • Suburban | 0 | 0% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------------|---|------|
| • Employee of Group Practice | 1 | 100% |
| • Partner/Group Practice | 0 | 0% |
| • Partnership | 0 | 0% |
| • Solo practice | 0 | 0% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

RHEUMATOLOGY (continued)

Compensation model

• Salary with incentive	1	100%
• Straight salary	0	0%
• Fee for service	0	0%
• Other	0	0%
• Not applicable (not yet employed)	0	0%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	0	0%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	1	100%	MEDIAN
• \$140,000-149,999	0	0%	
• \$150,000-174,999	0	0%	
• \$175,000-199,999	0	0%	
• \$200,000-\$224,999	0	0%	
• \$225,000 or more	0	0%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	1	100%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	0	0%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	0	0%
• No answer/not applicable	0	0%

RHEUMATOLOGY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	0	0%
• Very	1	100%
• Not applicable (not yet employed)	0	0%

Perception of job market (total group, n=2)

Limited opportunities in specialty?

• Yes	0	0%
• No	2	100%
• Don't know	0	0%
• No answer	0	0%

Number of job offers

• 0	1	50%
• 1	0	0%
• 2	0	0%
• 3	0	0%
• 4	0	0%
• 5	0	0%
• 6-10	0	0%
• >10	1	50%
• No answer or n/a	0	0%

Opportunities in specialty available within 50 miles of residency location

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	2	100%
• Many	0	0%
• Don't know	0	0%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	0	0%
• Few	0	0%
• Some	0	0%
• Many	2	100%
• Don't know	0	0%

SURGERY

Total Group

- n=9
- represents 3.3% of all residents in the GME Exit Survey
- 4/9 additional subspecialty training/fellowship (44.4%)
- 5/9 entering clinical practice (55.6%)

Clinical Practice Group

- n=5
- 4 male, 1 female
- No J-1, J-2 visa holders
- No prior HPSA obligations

Practice Location

- | | | |
|--------------------------------------|---|-----|
| • Same city/county as residency prog | 0 | 0% |
| • Same region w/in Georgia | 1 | 20% |
| • Other Area w/in Georgia | 0 | 0% |
| • Other State | 4 | 80% |

<u>Practice located in HPSA?</u>	No	4	80%
	Unknown	1	20%

Practice Setting

- | | | |
|-------------------------------------|---|-----|
| • Rural | 1 | 20% |
| • Small city | 2 | 40% |
| • Suburban | 2 | 40% |
| • Inner city | 0 | 0% |
| • Other area | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

Type of Practice

- | | | |
|-------------------------------------|---|-----|
| • Employee of Group Practice | 2 | 40% |
| • Partner/Group Practice | 1 | 20% |
| • Partnership | 1 | 20% |
| • Solo practice | 1 | 20% |
| • Hospital or clinic employee | 0 | 0% |
| • Other (HMO) | 0 | 0% |
| • Not applicable (not yet employed) | 0 | 0% |

SURGERY (continued)

Compensation model

• Salary with incentive	4	80%
• Straight salary	0	0%
• Fee for service	1	20%
• Other	0	0%
• Not applicable (not yet employed)	0	0%

Base salary range

• Less than \$70,000	0	0%	
• \$70,000-79,999	0	0%	
• \$80,000-89,999	0	0%	
• \$90,000-99,999	0	0%	
• \$100,000-109,999	1	20%	
• \$110,000-119,999	0	0%	
• \$120,000-129,999	0	0%	
• \$130,000-139,999	0	0%	
• \$140,000-149,999	1	20%	
• \$150,000-174,999	1	20%	MEDIAN
• \$175,000-199,999	1	20%	
• \$200,000-\$224,999	1	20%	
• \$225,000 or more	0	0%	

Incentive Income

• Zero	0	0%
• Less than \$5,000	0	0%
• \$5,000-\$9,999	0	0%
• \$10,000-\$14,999	0	0%
• \$15,000-\$19,999	0	0%
• \$20,000-\$24,999	0	0%
• \$25,000-\$29,999	0	0%
• \$30,000-\$34,999	1	20%
• \$35,000-\$39,999	0	0%
• \$40,000-\$44,999	0	0%
• \$45,000-\$50,000	0	0%
• Over \$50,000	1	20%
• No answer/not applicable	3	60%

SURGERY (continued)

Satisfaction with compensation

• Not too	0	0%
• Somewhat	2	40%
• Very	3	60%

Perception of job market (total group, n=9)

Limited opportunities in specialty?

• Yes	1	11%
• No	5	56%
• Don't know	0	0%
• No answer	3	33%

Number of job offers

• 0	1	11%
• 1	1	11%
• 2	0	0%
• 3	0	0%
• 4	2	22%
• 5	1	11%
• 6-10	1	11%
• >10	0	0%
• No answer or n/a	3	33%

Opportunities in specialty available within 50 miles of residency location

• No jobs	1	11%
• Very few	1	11%
• Few	1	11%
• Some	2	22%
• Many	1	11%
• Don't know	2	22%
• No answer	1	11%

Opportunities in specialty available nationally

• No jobs	0	0%
• Very few	1	11%
• Few	1	11%
• Some	3	33%
• Many	2	22%
• Don't know	1	11%
• No answer	1	11%