

# **Physician Supply and Demand Indicators in Georgia**

## **A Survey of Georgia's GME Graduates Completing Training in June 2011**

**GEORGIA BOARD FOR PHYSICIAN WORKFORCE  
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# 2011 Georgia GME Exit Survey Report

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# 2011 Georgia GME Exit Survey Report

## Executive Summary and Key Findings

The Georgia Board for Physician Workforce (GBPWF) has conducted an annual survey of graduating physician residents over the past ten years. The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates and the supply and demand for new physicians in Georgia. The survey offers insight into residents' demographic characteristics; compensation levels; retention rates; graduates planning to practice in underserved areas; assessment of job market; and training information. There were 518 respondents to the survey in 2011, with a response rate of 88.2%. All Georgia graduate medical education programs participate in the survey:

- Atlanta Medical Center
- Emory University School of Medicine
- Floyd Medical Center
- Medical Center of Central Georgia
- Medical College of Georgia @ GHSU
- Memorial Health University Medical Center
- Morehouse School of Medicine
- Phoebe Putney Memorial Hospital
- Satilla Regional Medical Center
- The Medical Center

### Key findings from the 2011 survey:

#### **Geography:**

- 53.4% are remaining in Georgia to practice, and 19.8% are going to a contiguous state (AL, FL, NC, SC, or TN)
- 81.9% are remaining in the Southeast to practice
- 94.7% are native born, naturalized residents or permanent residents
- Most respondents did not graduate high school in Georgia (78.2%)
- Of those that graduated high school in Georgia, 23.3% graduated from an off-shore medical school

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## **Geography (cont):**

- Of the graduates that completed high school outside the United States, almost one-half (48.8%) plan to stay in Georgia to practice
- 4.5% of graduates have an obligation or visa requirement to practice in a Health Professional Shortage Area (HPSA), and 7.4% will practice in a HSPA

## **Demographics:**

- 56.9% of the respondents were male (consistent with previous years)
- The average age of graduates was 33 years old.

## **Medical School:**

- 95.7% of graduates attended an allopathic school
- In 2011, 80.0% of the U.S. medical students were enrolled in an allopathic medical school, and 20.0% were enrolled in an osteopathic medical school
- 44.4% of all responding Georgia's GME graduates going into practice in 2011 are going into primary care
- Since 2000, 23 medical schools have been established. Fifty-two percent of those schools are osteopathic schools
- Only 19.9% of graduates attended medical school in Georgia

## **Debt and Salary:**

- 31.6% of graduates had debt over \$200,000
  - ◊ In 2006, 10.0% of residents had educational debt of over \$200,000
- Salaries of specialists were higher:
  - ◊ The lowest average salary of graduates was infectious disease at \$107,500
  - ◊ The highest was pediatric surgery at \$475,000
- Of the graduates with confirmed practice plans, on a scale of 1 to 10, with 10 being completely satisfied, respondents averaged 7.3 for satisfaction with their compensation
- The percentage of graduates being compensated as fee for service has decreased from 12.0% in 2006 to 8.3% in 2011

# 2011 Georgia GME Exit Survey Report

## **Retention:**

- 53.4% of graduates with confirmed practice plans are staying in Georgia
- 73.4% of graduates that graduated high school in Georgia and graduated from a Georgia GME program plan to stay in Georgia to practice
- Of those graduates that are going on for additional training/fellowship, 24.6% plan to return to Georgia to practice and 48.8% are uncertain
- The top reasons for graduates leaving Georgia are “Proximity to Family;” “Better jobs in desired location outside Georgia;” and “Never Intended to practice in Georgia” (consistent with previous years)

## **Assessment of Practice Opportunities:**

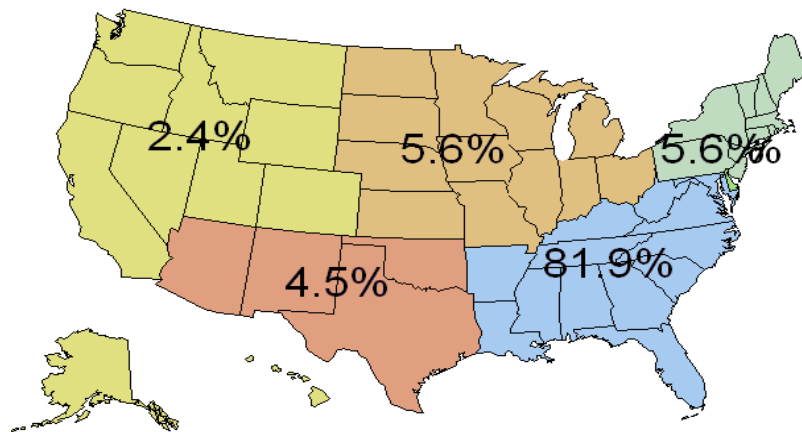
- GME graduates were asked to provide an overall assessment of the number of practice opportunities in their specialty within 50 miles of their training site. Using a scale of 1 to 10, where 1 means very few jobs and 10 means many jobs, the average rating was 5.9.
- GME graduates were also asked to provide an overall assessment of practice opportunities in their specialty nationally. Using the same scale where 1 indicates very few jobs and 10 indicates many jobs, the average for respondents was 7.6.

## **Satisfaction with Training**

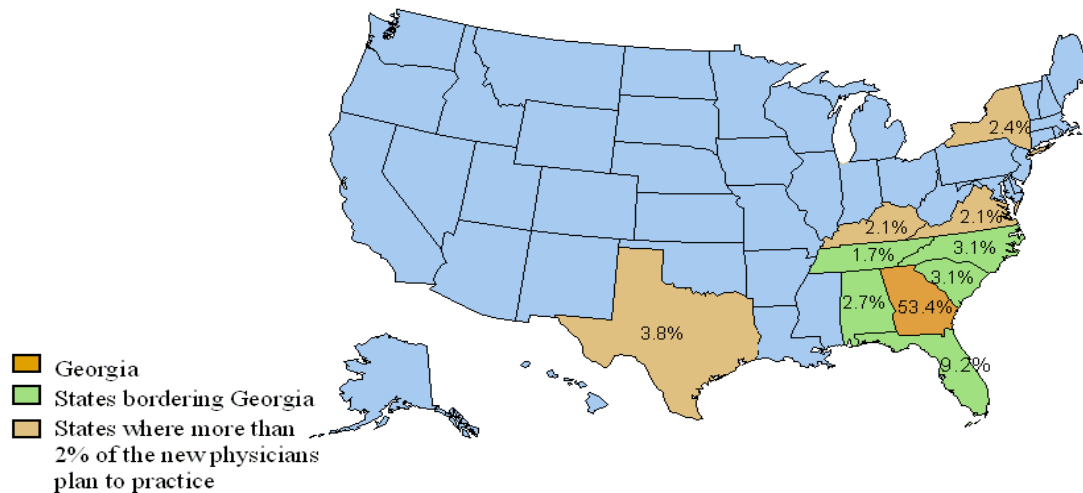
- GME graduates were asked if they were satisfied overall with the training they received. Using a scale of 1 to 10, where 1 indicates strongly disagree (or very dissatisfied) and 10 equals strongly agree (or very satisfied), the average rating among 2011 respondents was 8.5.
- Respondents for 2011 were asked if they would choose to train at the same site again using a rating scale of 1 to 10 (where 1 indicates strongly disagree and 10 indicates strongly agree). The average rating among respondents was 8.3.

# 2011 Georgia GME Exit Survey Report

Where responding graduates from Georgia's residency programs indicate they will practice. Overall percent by geographical region.



Where responding graduates indicate they plan to practice. Percent by Georgia, Georgia border states, and states with more than 2.0%.



# 2011 Georgia GME Exit Survey Report

**Table 1: Distribution of graduates by gender:**

Gender	Number	Percent
Male	294	56.9
Female	223	43.1
<b>TOTAL</b>	<b>517</b>	<b>100.0</b>

**Distribution of graduates by age**

**2011 - Average age of graduates was 33.04 years**  
**2006 - Average age of graduates was 33.13 years**

**Table 2: Distribution of graduates by citizenship status:**

Citizenship Status	Number	Percent
Native Born U.S.	312	60.2
Naturalized U.S.	140	27.0
Permanent Resident	39	7.5
J-1, J-2 Exchange Visitor	19	3.7
H-1, H-2, H-3, Temporary Worker	6	1.2
Other	2	0.4
<b>TOTAL</b>	<b>518</b>	<b>100.0</b>

## 2011 Georgia GME Exit Survey Report

**Table 3: Distribution of graduates by race:**

Race	Number	Percent
White	258	50.1
Asian or Pacific Islander	106	20.6
Black/African American	86	16.7
Other	53	10.3
Multi-Race	12	2.3
<b>TOTAL</b>	<b>515</b>	<b>100.0</b>

**Table 4: Distribution of graduates by ethnicity:**

Ethnicity	Number	Percent
Yes (Hispanic)	32	6.2
No (Non-Hispanic)	485	93.8
<b>TOTAL</b>	<b>517</b>	<b>100.0</b>



## 2011 Georgia GME Exit Survey Report

**Table 5: Where was your residence upon graduation from high school?**

Residence upon Graduation from High School	Number	Percent
<b>Georgia</b>	<b>113</b>	<b>21.8</b>
<b>Other U.S. State</b>	<b>303</b>	<b>58.5</b>
Florida	42	7.9
Texas	22	4.2
North Carolina	21	4.1
Alabama	19	3.7
New York	17	3.3
All Other States	183	35.3
<b>Canada</b>	<b>9</b>	<b>1.7</b>
<b>Other Country</b>	<b>93</b>	<b>18.0</b>
<b>TOTAL</b>	<b>518</b>	<b>100.0</b>

- 23.3% of the respondents that graduated from high school in Georgia went overseas to medical school and come back to Georgia for their residency
- Of the graduates that graduated from a Georgia high school 18% come from a Non-MSA (rural) county
- Of the graduates who graduated from another U.S. state, 33.3% went to medical school in a contiguous state to Georgia (includes NC, SC, TN, AL, and FL)

## 2011 Georgia GME Exit Survey Report

**Table 6: Medical school graduates by geographic location and medical school**

Medical School Location	Number	Percent
<b>Georgia</b>	<b>103</b>	<b>19.9</b>
Emory University School of Medicine	39	37.8
Medical College of Georgia	31	30.1
Mercer University School of Medicine	21	20.4
Morehouse School of Medicine	12	11.7
<b>Other U.S. State</b>	<b>250</b>	<b>48.4</b>
Florida	23	4.4
North Carolina	22	4.3
Texas	21	4.1
Ohio	13	2.5
Alabama	12	2.3
All Other States	159	30.8
<b>Other Country</b>	<b>164</b>	<b>31.7</b>
<b>TOTAL</b>	<b>517</b>	<b>100.0</b>

- 13.7% of the respondents graduated medical school in a state contiguous to Georgia (includes FL, NC, SC, AL and TN)
- 23.3% of Georgia high school graduates in this study attended medical school overseas
- Of those graduates that graduated from a medical school in another country (164), most went to medical school in India (27), Dominican Republic (20), Grenada (9), and Pakistan (8)
- Of the respondents that graduated from an overseas medical school, 40.1% came from a Caribbean medical school

## 2011 Georgia GME Exit Survey Report

**Table 7: Distribution of medical education debt by number and percent**

Amount of Debt	Number	Percent
None	62	15.1
Less than \$20,000	3	0.7
\$20,000-\$39,999	17	4.1
\$40,000-\$59,999	14	3.4
\$60,000-\$79,999	8	1.9
\$80,000-\$99,999	19	4.6
\$100,000-\$124,999	46	11.2
\$125,000-\$149,999	29	7.1
\$150,000-\$199,999	83	20.2
Over \$200,000	130	31.6
<b>TOTAL</b>	<b>411</b>	<b>100.0</b>

- Average debt of Georgia GME graduate respondents = \$138,831.51 in 2011
- Nationally, the average medical student debt at time of graduation was \$141,132 in 2009 [www.usnews.com](http://www.usnews.com)
- 10.0% of the respondents had education debt over \$200,000 in 2006, and 31.6% of the respondents had education debt over \$200,000 in 2011

## 2011 Georgia GME Exit Survey Report

**Table 8: Type of primary activity after completion of training**

Primary Activity	Number	Percent
Patient Care/Clinical Practice	322	62.9
Additional Sub-Specialty Training	148	28.9
Other	15	2.9
Teaching/Research	11	2.1
Chief Resident	7	1.4
Undecided	7	1.4
Temporarily Out of Medicine	2	0.4
<b>TOTAL</b>	<b>512</b>	<b>100.0</b>

# 2011 Georgia GME Exit Survey Report

**Table 9: If you are planning to enter patient care/clinical practice, have you actively searched for a job?**

Have actively job searched	Number	Percent
Yes	346	75.2
No	114	24.8
<b>TOTAL</b>	<b>460</b>	<b>100.0</b>

**Table 10: Have you been offered a job?**

Offered a Job	Number	Percent
Yes, Accepted Offer	312	75.0
Yes, but Declined Offer and Still Searching	32	7.7
No Offers Received	72	17.3
<b>TOTAL</b>	<b>416</b>	<b>100.0</b>

- The average number of offers received = 4

## 2011 Georgia GME Exit Survey Report

**Table 11: Types of approaches that were used in your job search**

<b>Job Search Approaches</b>	<b>Number</b>	<b>Percent</b>
Independent Online Search Activities	147	46.2
Third Party Representation	125	39.3
Announcements/Career Fairs	27	8.5
Want Ads	13	4.1
Word of Mouth	3	0.9
Personal Contact	1	0.3
Networking	1	0.3
Other Physicians	1	0.3
<b>TOTAL</b>	<b>318</b>	<b>100.0</b>

**Table 12: Did you have any difficulty finding a practice position you were satisfied with?**

<b>Difficulty Finding Job</b>	<b>Number</b>	<b>Percent</b>
Yes	68	18.6
No	298	81.4
<b>TOTAL</b>	<b>366</b>	<b>100.0</b>

## 2011 Georgia GME Exit Survey Report

**Table 13: Graduates going into patient care by practice location**

Location of Primary Activity	Number	Percent
<b>Georgia</b>	<b>156</b>	<b>53.4</b>
<b>Other State</b>	<b>135</b>	<b>46.2</b>
Florida	27	9.2
Texas	11	3.8
South Carolina	9	3.1
North Carolina	9	3.1
Alabama	8	2.7
Other States	71	24.3
<b>Other Country</b>	<b>1</b>	<b>0.3</b>
<b>TOTAL</b>	<b>292</b>	<b>100.0</b>

## 2011 Georgia GME Exit Survey Report

**Table 14: Graduates going for additional training with plans to return to Georgia by program:**

Georgia GME Program	Plans to Return to Georgia					
	Yes		No		Don't Know	
	#	%	#	%	#	%
Atlanta Medical Center	4	30.7	3	23.1	6	46.2
Emory University School of Medicine	12	13.8	28	32.2	47	54.0
Floyd Medical Center	1	100.0	0	-	0	-
Medical Center of Central Georgia	9	64.3	3	21.4	2	14.3
Medical College of Georgia	10	16.1	30	48.4	22	35.5
Memorial Health University Medical Center	3	18.8	6	37.5	7	43.8
Morehouse School of Medicine	3	20.0	3	20.0	9	60.0
Phoebe Putney Memorial Hospital	0	-	0	-	0	-
Satilla Regional Medical Center	0	-	0	-	0	-
The Medical Center	2	33.3	1	16.7	3	50.0



## 2011 Georgia GME Exit Survey Report

**Table 15: Practice location by where respondents attended high school**

Location of Primary Activity	Where was your residence upon graduation from high school?								
	Georgia		Other U.S. State		Canada		Other Country		Total
	#	%	#	%	#	%	#	%	
Georgia	80	73.4	104	35.5	5	55.6	42	48.8	231
Other State	29	26.6	189	64.5	2	22.2	41	47.7	261
Outside of U.S.	0	0.0	0	0.0	2	22.2	3	3.5	5
<b>TOTAL</b>	<b>109</b>	<b>100.0</b>	<b>293</b>	<b>100.0</b>	<b>9</b>	<b>100.0</b>	<b>86</b>	<b>100.0</b>	<b>497</b>

- Of the respondents that graduated high school in Georgia and graduated from a Georgia GME program, 73.4% will stay in Georgia to practice
- Of the respondents that graduated high school in another state, 35.5% will stay in Georgia

## 2011 Georgia GME Exit Survey Report

**Table 16: Top reasons cited for leaving Georgia**

Reason	Number
Proximity to family	129
Better jobs in desired location outside Georgia	70
Never intended to practice in Georgia	58
Better job for spouse/partner outside Georgia	52
Better jobs in desired practice setting outside Georgia	49
Better salary offered outside Georgia	46
Overall lack of jobs/practice opportunities in Georgia	39
Other service obligation	15
Better jobs outside of Georgia that meet visa requirements	7
Cost of starting a practice	4
Cost of malpractice insurance in Georgia	1
<b>TOTAL</b>	<b>470</b>

- Respondents that had plans to practice outside of Georgia were able to select their top three reasons for leaving, and for the past several years, proximity to family has been the top reason Georgia's residents moved out of state to practice

## 2011 Georgia GME Exit Survey Report

**Table 17: Type of patient care practice setting**

Practice Setting	Number	Percent
Hospital* In-Patient	141	29.9
Group Practice as Employee	114	24.2
Other	53	11.3
Group Practice as Owner/Partner	44	9.3
Hospital* – Ambulatory Care	37	7.9
Hospital* – Emergency Room	28	5.9
Partnership (2 person)	22	4.7
Solo Practice	16	3.4
Military	8	1.7
Freestanding Health Center/Clinic	7	1.5
HMO	1	0.2
<b>TOTAL</b>	<b>471</b>	<b>100.0</b>

\*43.7% entering a hospital-based practice setting

- Merritt Hawkins reports 32% residents indicated they would prefer to be employed by a hospital than any other option (*2011 Survey of Final Year Medical Residents*)

## 2011 Georgia GME Exit Survey Report

**Table 18: Do you expect to be at your principal practice for 4 or more years?**

Expect to be at Principal Practice for 4 or more years	Number	Percent
Yes	311	67.8
No	148	32.2
<b>TOTAL</b>	<b>459</b>	<b>100.0</b>

**Table 19: Do you expect to be at principal practice for 4 or more years by Georgia GME Program:**

Georgia GME Program	Number	Percent
Atlanta Medical Center	12	66.7
Emory University School of Medicine	145	65.8
Floyd Medical Center	5	71.4
Medical Center of Central Georgia	29	82.9
Medical College of Georgia	69	67.0
Memorial Health University Medical Center	24	80.0
Morehouse School of Medicine	16	55.2
Phoebe Putney Memorial Hospital	3	75.0
Satilla Regional Medical Center	0	0.0
The Medical Center	7	70.0

## 2011 Georgia GME Exit Survey Report

**Table 20: Which best describes the area in which you will be practicing?**

Description of Area	Number	Percent
Inner City	124	25.9
Other Area within a Major City	147	30.8
Suburban	120	25.1
Small City (city pop < 50,000)	50	10.5
Rural (county pop < 35,000)	37	7.7
<b>TOTAL</b>	<b>478</b>	<b>100.0</b>

- The percentage of graduates going to practice in a small city decreased from 14.0% in 2010 to 10.5% in 2011
- The percentage also decreased for graduates going into rural areas from 11.0% in 2010 to 7.7% in 2011

# 2011 Georgia GME Exit Survey Report

## Salary of graduates going into practice:

