

Georgia Board for Physician Workforce

2017 Graduate Medical Education Exit Survey



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Georgia Board for Physician Workforce

2017 Graduate Medical Education Exit Survey

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Introduction

This report of the Georgia Board for Physician Workforce (GBPW) is the 16th annual survey of the physicians graduating from Georgia's Graduate Medical Education (GME) Programs. The purpose of this survey is to inform the medical education community and state physician workforce planners about the experiences of graduates, and enlighten state physician workforce planners about the supply and demand for new physicians in the state of Georgia. The survey offers insight into residents' demographic characteristics, compensation/debt levels, retention rates, practice plans, assessment of job market, and training information.

Methodology

In 2017, 610 Georgia GME graduates completed the GME Exit Survey. Surveys were given to each of Georgia's residency programs for distribution to their GME graduates. Once surveys were completed, each of the residency programs collected the surveys and returned the surveys to the GBPW.

The response rate varies throughout this publication, as noted by the totals included in each chart or table. Calculations are reflective of the number of graduates who answered each survey question. Some calculations may not equal 100% due to rounding. All Georgia GME programs with graduates participated in the survey. They are as follows:

Emory University School of Medicine
Floyd Medical Center
Houston Healthcare
Memorial Satilla Health (formerly Mayo Clinic Health System in Waycross)
Medical College of Georgia at Augusta University
Memorial Health University Medical Center
Midtown Medical Center, Columbus Regional Health
Morehouse School of Medicine
Navicent Health (formerly Medical Center of Central Georgia)
Phoebe Putney Memorial Hospital
Wellstar Atlanta Medical Center

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Demographics

- 55.7% of respondents were male, 44.3% were female.
- 67.0% of respondents are native U. S. citizens.
- 54.0% of respondents identified race as White, 22.1% Asian, and 12.5% Black.
- 3.6% of all respondents surveyed are of Hispanic ethnicity.

Geography

- 23.7% of respondents graduated from a high school located in Georgia.
- Of the respondents going into patient care, 36.5 % indicated they will be practicing in Georgia after their current training; while 60.9% will be practicing in another state.

Medical School

- 92.2% of respondents attended an allopathic school compared to 91.2% in 2016.
- 22.2% of respondents attended medical school in Georgia, while 52.2% of the respondents attended medical school in another state.
- 25.7% of respondents attended medical school in another country.

Debt and Salary

- 57.9% of respondents had debt at or above \$200,000.
- 37.3% of respondents indicated a starting salary of less than \$200,000.
- Respondents with confirmed practice plans averaged a rating of 4.2 for satisfaction with their compensation on a scale of 1 to 10 with 1 being very dissatisfied and 10 being very satisfied.

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Retention

- 20.4% of respondents that graduated from both high school and a GME program in Georgia, plan to remain to practice.
- The top 3 reasons cited for leaving Georgia were 'Better Location' 19.8%, 'Proximity of Family' 18.8%, and 'Better Salary' 14.9%.

Practice Opportunities

- GME graduates were asked to provide an overall assessment of practice opportunities within a 50 mile radius. Using the same scale where 1 indicates very few jobs and 10 indicates many jobs, the average among respondents was 3.7.
- GME graduates were also asked to provide an overall assessment of national practice opportunities in their specialty. Using the same scale where 1 indicates very few jobs and 10 indicates many jobs, the average among respondents was 4.5.

Satisfaction with Training

- GME graduates were asked to provide an overall assessment of training satisfaction. Using the same scale where 1 indicates strongly disagree and 10 strongly agree, the average among respondents was 4.9.
- GME graduates were also asked if they would train at the same site again. Using the same scale where 1 indicates strongly disagree and 10 strongly agree, the average among respondents was 4.8.

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Table 1: Distribution of Graduates by Gender:

Gender	Number	Percent
Male	340	55.7%
Female	270	44.3%
Total	610	100.0%

Table 2: Distribution of Graduates by Citizenship Status:

Citizenship Status	Number	Percent
Native Born U.S.	409	67.0%
Naturalized U.S.	100	16.4%
J-1, J-2 Exchange Visitor	47	7.7%
Permanent Resident	41	6.7%
H-1, H-2, H-3 Temporary Worker	11	1.8%
Other	2	0.3%
Total	610	100.0%

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Table 3: Distribution of Graduates by Race:

Race	Number	Percent
White	328	54.0%
Asian	134	22.1%
Black	76	12.5%
Other	51	8.4%
Multi-Race	14	2.3%
Native American	4	0.7%
Total	607	100.0%

Table 4: Distribution of Graduates by Ethnicity:

Ethnicity	Number	Percent
Hispanic	22	3.6%
Non-Hispanic	583	96.4%
Total	605	100.0%

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Table 5: Graduate Residence upon Exiting High School:

Residence Upon Exiting High School	Number	Percent
Georgia	144	23.7%
Other U.S. State	358	59.0%
Florida	49	13.7%
Texas	24	6.7%
Alabama	19	5.3%
California	19	5.3%
Michigan	19	5.3%
New York	16	4.5%
Other Country	105	17.3%
Total	607	100.0%

Table 6: Medical School Graduates by Geographic Location and Medical School:

Medical School Location	Number	Percent
Georgia	133	22.2%
Medical College of GA @ Augusta University	59	44.4%
Emory University School of Medicine	30	22.6%
Mercer University School of Medicine	25	18.8%
Morehouse School of Medicine	12	9.0%
Philadelphia College of Osteopathic Medicine - GA Campus	7	5.3%
Other U.S. State	313	52.2%
Florida	40	12.8%
Texas	27	8.6%
Tennessee	21	6.7%
Missouri	17	5.4%
Other Country	154	25.7%
Total	600	100.0%

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Table 7: Responses on Medical Education Debt:

Amount of Debt	Number	Percent
None	57	13.5%
Less than \$89,999	33	7.8%
\$90,000 - \$159,999	51	12.1%
\$160,000 - \$199,999	37	8.8%
\$200,000 - \$249,999	59	14.0%
\$250,000 - \$299,999	59	14.0%
\$300,000 - \$349,999	47	11.1%
\$350,000 and Over	79	18.7%
Total	422	100.0%

Table 8: Expected Starting Salary

Expected Salary	Number	Percent
Less than \$80,000	67	14.6%
\$80,000 - \$199,999	104	22.7%
\$200,000 - \$249,999	94	20.5%
\$250,000 - \$299,999	74	16.2%
\$300,000 - \$349,999	54	11.8%
\$350,000 - \$399,999	21	4.6%
\$400,000 and Above	44	9.6%
Total	458	100.0%

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Table 9: Type of Primary Activity after Completion of Training

Primary Practice	Number	Percent
Patient Care/Clinical Practice	368	60.9%
Additional Sub-Specialty Training	187	31.0%
Other	15	2.5%
Teaching/Research	17	2.8%
Chief Resident	10	1.7%
Undecided	7	1.2%
Total	604	100.0%

Table 10: Graduates Planning to Enter Patient Care/Clinical Practice that Actively Searched for a Job:

Have Actively Job Searched	Number	Percent
Yes	399	73.3%
No	145	26.7%
Total	544	100.0%

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Table 11: Types of Approaches Graduates Used in Their Job Search:

Job Search Approaches	Number*	Percent
Independent Online Searches	244	32.1%
Third Party Representation	143	18.8%
Announcements/Career Fairs	113	14.9%
Other	199	26.2%
Want Ads	60	7.9%
Total	759	100.0%

Note: *Multiple Selections Allowed

Table 12: Graduates Planning to Enter Patient Care/Clinical Practice Job Status:

Offered a Job	Number	Percent
Yes, Accepted Offer	394	81.6%
No Offers Received	83	17.2%
Yes, but Declined Offer and Still Searching	6	1.2%
Total	483	100.0%

Table 13: Did Graduates Planning to Enter Patient Care/Clinical Practice Have Difficulty Finding a Practice Position They Were Satisfied With?

Difficulty Finding a Job	Number	Percent
Yes	40	9.5%
No	379	90.5%
Total	419	100.0%

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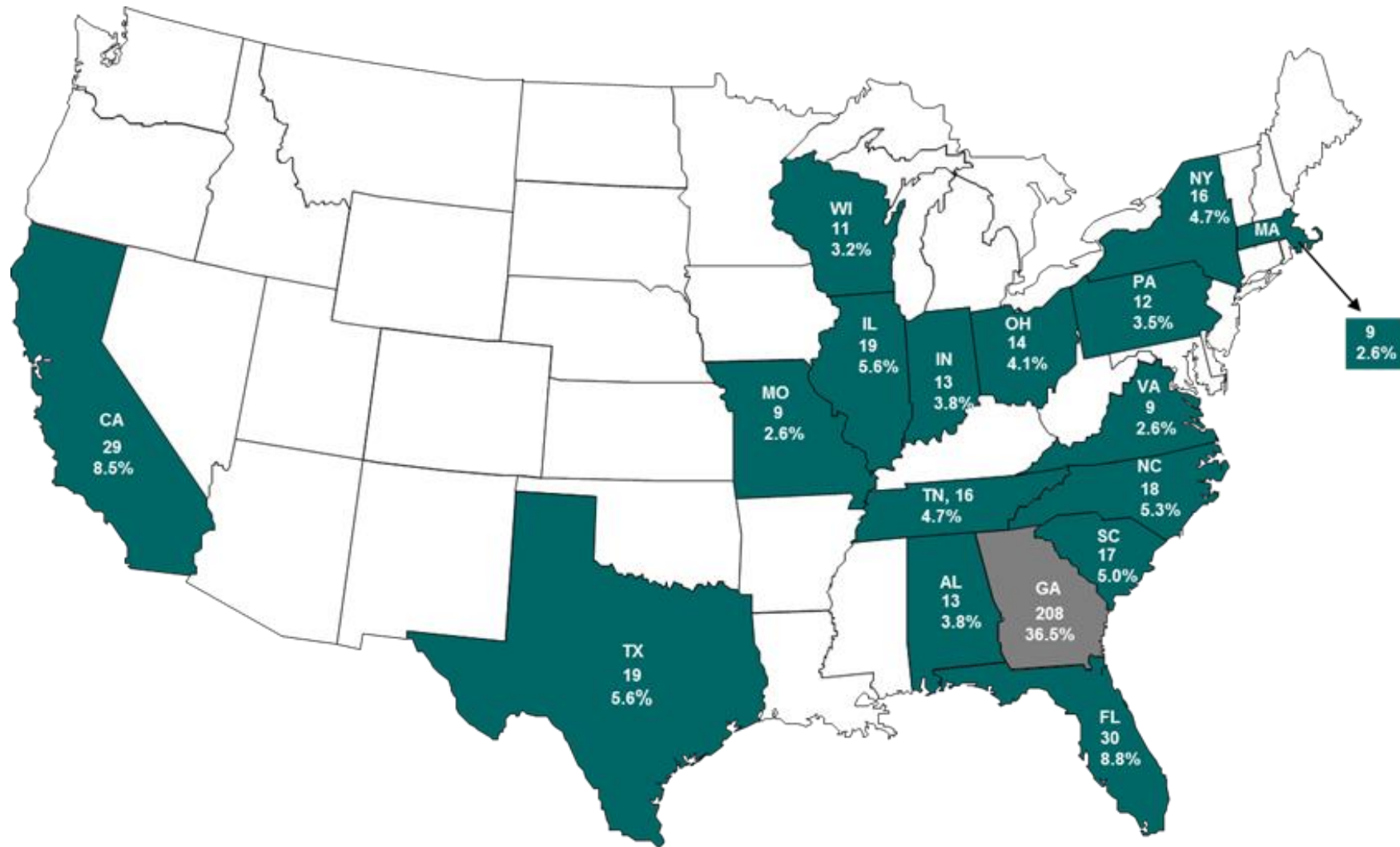
Table 14: Graduates Going into Patient Care by Practice Location:

Location of Primary Activity	Number	Percent
Georgia	208	36.5%
Other State	347	60.9%
*Florida	30	8.6%
*California	29	8.4%
*Illinois	19	5.5%
*Texas	19	5.5%
*North Carolina	18	5.2%
*South Carolina	17	4.9%
Other Country	15	2.6%
Total	570	100.0%

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

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Map 1: States Where GME Graduates Plan to Practice Following Residency:



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Table 15: Graduates Going for Additional Training with Plans to Return to Georgia Program:

Georgia GME Program	YES		NO		DON'T KNOW	
	Number	Percent	Number	Percent	Number	Percent
Wellstar - Atlanta Medical Center	3	6.1%	0	0.0%	6	4.7%
Emory University School of Medicine	15	30.6%	30	47.6%	45	35.2%
Houston Healthcare	0	0.0%	4	6.3%	0	0.0%
Medical College of Georgia @ Augusta University	16	32.7%	22	34.9%	53	41.4%
Midtown Medical Center	8	16.3%	3	4.8%	12	9.4%
Morehouse School of Medicine	2	4.1%	2	3.2%	7	5.5%
Navicent Health	5	10.2%	2	3.2%	5	3.9%

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

Table 16: Practice Location of Graduates, Entering Patient Care/Clinical Practice, by Where Graduates Were Attending High School:

Residence Upon Graduating from High School	Practice Location of Graduates					
	Georgia		Other U.S. State		Other Country	
	Number	Percent	Number	Percent	Number	Percent
Georgia	63	74.1%	18	30.0%	83	39.3%
Other State	22	25.9%	40	66.7%	123	58.3%
Outside of U.S.	0	0.0%	2	3.3%	5	2.4%
Total	85	100.0%	60	100.0%	211	100.0%

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Table 17: Of Those Entering Patient Care and Leaving the State: Top Reasons Cited for Leaving Georgia:

Reason	Number*	Percent
Better Location	81	19.8%
Proximity of Family	77	18.8%
Better Salary	61	14.9%
Better Setting	42	10.3%
Never Intended to Practice in Georgia	36	8.8%
Other Reasons	36	8.8%
Better Jobs for Spouse/Partner	34	8.3%
Lack of Jobs and Practice Opportunities	22	5.4%
Fellowship Additional Opportunities	7	1.7%
Other Service Obligation	7	1.7%
Better Jobs Out of State That Meet Visa Requirements	5	1.2%
Cost of Malpractice Insurance	1	0.2%
Cost of Starting Practice	0	0.0%
Total	409	100.0%

Note: *Multiple Selections Allowed

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Table 18: Types of Practice Settings by Graduates Entering Patient Care/Clinical Practice:

Practice Settings	Number	Percent
Group Practice - As Employee	108	30.7%
Hospital - Inpatient	76	21.6%
Hospital - Ambulatory Care	55	15.6%
Group - As Owner/Partner	38	10.8%
Hospital - Emergency Room	26	7.4%
Partnership (2 Person)	14	4.0%
Military	10	2.8%
Freestanding Health	6	1.7%
Solo Practice	6	1.7%
Other	13	3.7%
Total	352	100.0%

Table 19: Graduates by Program, Entering Patient Care/Clinical Practice, that expect to be at their principal practice for Four or More Years:

Georgia GME Program	Number	Percent
Emory University School of Medicine	134	48.6%
Medical College of Georgia @ Augusta University	76	27.5%
Navicent Health (formerly MCGG)	16	5.8%
Midtown Medical Center, Columbus Regional Health	16	5.8%
Wellstar - Atlanta Medical Center	10	3.6%
Morehouse School of Medicine	9	3.3%
Floyd Medical Center	6	2.2%
Houston Healthcare	6	2.2%
Memorial Health University Medical Center	2	0.7%
Memorial Satilla Health (formerly Mayo Clinic Health System in Waycross)	1	0.4%
Total	276	100.0%

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Table 20: Do Graduates Entering Patient Care/Clinical Practice Expect to be at Principal Practice for Four or More Years:

At Practice for Four + Years	Number	Percent
Yes	276	79.5%
No	71	20.5%
Total	347	100.0%

Table 21: Which Best Describes the Area in which Graduates will be Practicing?

Area of Practice	Number	Percent
Other Area w/ Major City	152	27.0%
Inner City	173	30.8%
Suburban	133	23.7%
Small City (City Pop. <50,000)	68	12.1%
Rural (County Pop. <35,000)	36	6.4%
Total	562	100.0%

Table 22: Ratings of Overall Perception and Satisfaction:

Description	Rating Scale	Average Rating
Salary/Compensation	1 Very Unsatisfied to 10 Very Satisfied	4.2
Practice Opportunities within 50 Miles of Training Location	1 Very Few Jobs to 10 Many Jobs	3.7
Practice Opportunities Nationally		4.5
Satisfied with Training	1 Strongly Disagree to 10 Strongly Agree	4.9
Would Choose to Train at Same Site Again		4.8

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Acknowledgements

This report was produced under the direction of LaSharn Hughes, MBA, Executive Director; Andrea Pass, MBA, Data Analyst; G.E. Alan Dever, MD, PhD, Consultant; Jocelyn Hart, Administrative Assistant III; Tommy Kelly, System Support Analyst; Janice Campbell, Administrative Assistant. The Board would like to thank Georgia's Graduate Medical Education programs for their assistance with this survey:

Emory University School of Medicine
Floyd Medical Center
Houston Healthcare
Memorial Satilla Health (formerly Mayo Clinic Health System in Waycross)
Medical College of Georgia at Augusta University
Memorial Health University Medical Center
Midtown Medical Center, Columbus Regional Health
Morehouse School of Medicine
Navicent Health (formerly Medical Center of Central Georgia)
Phoebe Putney Memorial Hospital
Wellstar Atlanta Medical Center

Thank you to Georgia Board for the Physician Workforce Board Members for their leadership and support.

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