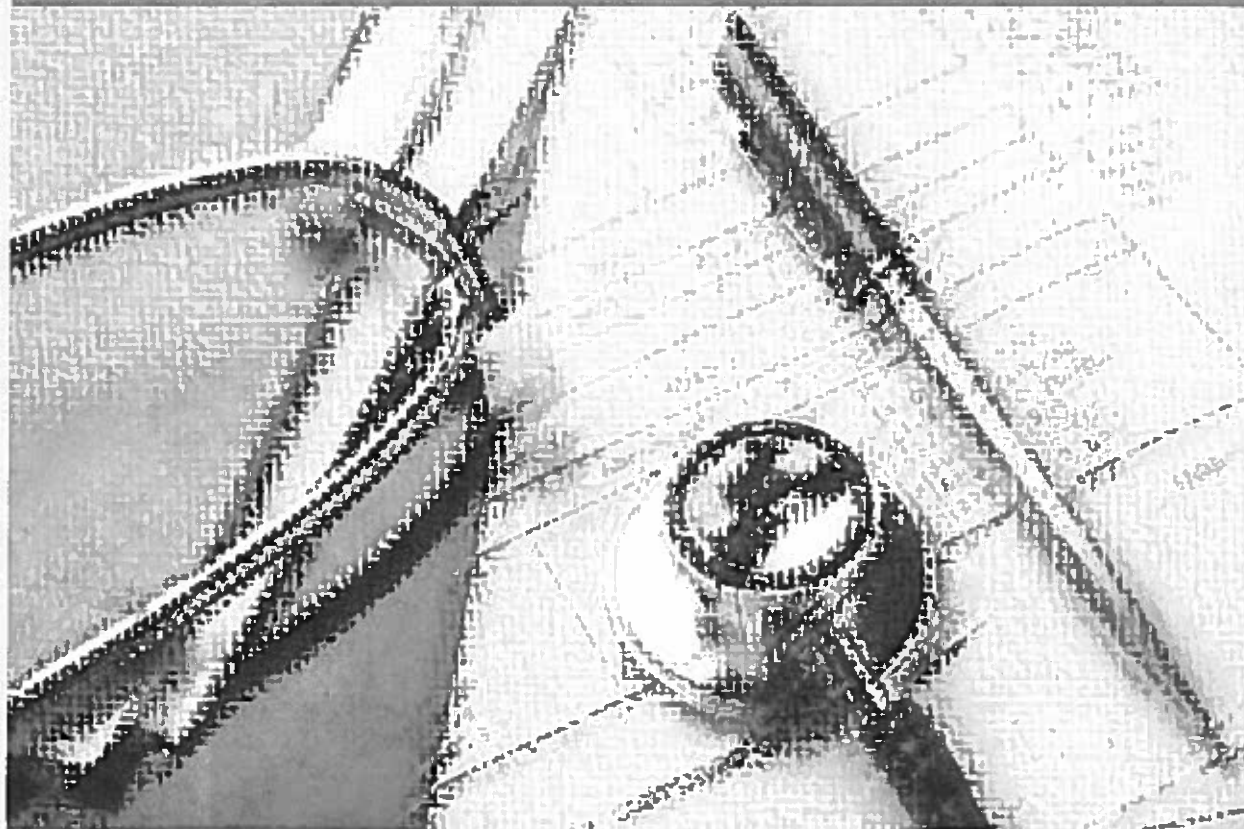


2016 GRADUATE MEDICAL EDUCATION EXIT SURVEY



A SURVEY OF GEORGIA'S RESIDENCY PROGRAM

GRADUATES COMPLETING TRAINING



2 PEACHTREE STREET, NW;
36TH FLOOR,
ATLANTA, GA 30303

ACKNOWLEDGMENTS

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Emory University School of Medicine
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Houston Healthcare
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Medical College of Georgia at Augusta University (MCG@AU)
Memorial Health University Medical Center
Midtown Medical Center, Columbus Regional Health (formerly, The Medical Center)
Morehouse School of Medicine
Navicent Health (formerly Medical Center of Central Georgia)
Phoebe Putney Memorial Hospital
Wellstar- Atlanta Medical Center

Thank you to the Georgia Board of the Physician Workforce Board Members for their leadership and support. This document is provided on behalf of:

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INTRODUCTION

This report of the Georgia Board for Physician Workforce (GBPW) is the result of the 15th annual survey of physicians graduating from Georgia's Graduate Medical Education (GME) Programs. The purpose of this survey is two-fold: 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 Georgia. The survey offers insight into residents' demographic characteristics, compensation levels, retention rates, practice plans, assessment of job market, and training information.

METHODOLOGY

In 2016, 593 (82.8%) of 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 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 question. Some calculations may not equal one hundred percent exactly 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
- 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

KEY FINDINGS FROM THE 2016 SURVEY

DEMOGRAPHICS

- 59.2% of respondents are male, up 3% from 2015
- 68.1% of respondents are native born U.S. citizens
- Age range, indicated by respondents, was 25 to 57 years of age; with the mode being 31
- The largest racial identity group of respondents was Caucasian (52.5%), followed by Asian/Pacific Islander (23.8%)
- Nearly all respondents (94.9%) identified as non-Hispanic

GEOGRAPHY

- 23.7% of respondents graduated from a high school located in Georgia
- Of the respondents going into patient care, 42.1% indicated they will be practicing in Georgia after their current training; while 56.7% will be practicing in another state
- Of those respondents that graduated from high school in Georgia, 15.1% graduated from an international medical school, compared to 17.9% in 2015

MEDICAL SCHOOL

- 91.2% of respondents attended an allopathic school compared to 84.5% in 2015
- 24.7% of respondents attended medical school in Georgia, while 46.7% of respondents attended medical school in another state
- 28.6% of respondents attended medical school in another country

DEBT AND SALARY

- 64.0% of the respondents had debt over \$200,000
- 49.4% of respondents indicate a starting salary of \$200,000 or less
- Respondents with confirmed practice plans averaged a rating of 6.0 for satisfaction with their compensation on a scale of 1 to 10, with 10 being completely satisfied

RETENTION

- 37.7% of respondents that graduated from both high school and a GME program in Georgia, plan to remain to practice
- 26.3% of respondents going for additional training/fellowship plan to return to Georgia to practice and 56.0% are uncertain
- 21.5% of respondents who are entering patient care, report 'Proximity to Family' as their biggest reason for leaving Georgia upon graduation.

PRACTICE OPPORTUNITIES

- 38.8% of respondents indicated plans to work in small city, suburban or rural area
- 35.0% indicate they will be practicing in a group practice as an employee
- GME graduates were also asked to provide an overall assessment of national practice opportunities in their specialty. Using the same scale where one indicates very few jobs and ten indicates many jobs, the average among respondents was 8.3

SATISFACTION WITH TRAINING

Using a rating scale of where one indicates strongly disagree to ten indicates strongly agree)

- GME graduates were asked if they were satisfied overall with the training they received, average rating among respondents was 9.2.
- GME graduates were also asked if they would choose to train again at the same site, the average rating among respondents was 9.0.

TABLE 1: DISTRIBUTION OF GRADUATES BY GENDER

GENDER	NUMBER	PERCENT
Male	351	59.2
Female	242	40.8
Total	593	100.0

TABLE 2: DISTRIBUTION OF GRADUATES BY CITIZENSHIP STATUS

CITIZENSHIP STATUS	NUMBER	PERCENT
Native Born U.S.	404	68.1
Naturalized U.S.	103	17.4
J-1, J-2 Exchange Visitor	42	7.1
Permanent Resident	28	4.7
H-1, H-2, H-3, Temporary Worker	15	2.5
Other	1	0.2
TOTAL	593	100.0

TABLE 3: DISTRIBUTION OF GRADUATES BY RACE

RACE	NUMBER	PERCENT
White	309	52.5
Asian or Pacific Islander	140	23.8
Black/African American	83	14.1
Other	41	7.0
Multi-Race	11	1.9
Native American/Alaskan Native	5	0.8
TOTAL	589	100.0

TABLE 4: DISTRIBUTION OF GRADUATES BY ETHNICITY

ETHNICITY	NUMBER	PERCENT
Hispanic	30	5.1
Non-Hispanic	559	94.9
Total	589	100.0

TABLE 5: GRADUATE RESIDENCE UPON EXITING HIGH SCHOOL

RESIDENCE UPON EXITING HIGH SCHOOL	NUMBER	PERCENT
Georgia	137	23.7
Other U.S. State	343	59.2
Florida	48	14.0
New York	26	7.6
Texas	24	7.0
North Carolina	18	5.2
California	17	5.0
Illinois	17	5.0
Other Country	99	17.1
India	20	20.2
Nigeria	10	10.1
Canada	8	8.1
TOTAL	579	100.0

TABLE 6: MEDICAL SCHOOL GRADUATES BY GEOGRAPHIC LOCATION AND MEDICAL SCHOOL

MEDICAL SCHOOL LOCATION	NUMBER	PERCENT
Georgia	146	24.7
Medical College of GA @ A.U.	55	38.7
Emory University	45	31.7
Mercer University School of Medicine	23	16.2
Morehouse School of Medicine	11	7.7
Philadelphia College of Medicine - Georgia Campus	8	5.6
Other U. S. State	276	46.7
Florida	37	13.5
Virginia	24	8.8
Ohio	18	6.6
Texas	17	6.2
Other Country	169	28.6
Total	591	100.0

TABLE 7: RESPONSES ON MEDICAL EDUCATION DEBT, BY NUMBER AND PERCENT

AMOUNT OF DEBT	NUMBER	PERCENT
Less than \$89,999	42	11.8
\$90,000-\$159,999	46	13.0
\$160,000-\$199,999	38	10.7
\$200,000-\$249,999	66	18.6
\$250,000-\$299,999	52	14.6
\$300,000-\$349,999	55	15.5
Over \$350,000	55	15.5
TOTAL	355	100.0

TABLE 8: EXPECTED STARTING SALARY

EXPECTED SALARY	NUMBER	PERCENT
Less than \$ 80,000	83	18.2
\$80,000 - \$199,999	103	22.6
\$200,000 - \$249,999	103	22.6
\$250,000 - \$299,999	65	14.3
\$300,000 - \$349,999	55	12.1
\$350,000 - \$399,999	23	5.0
\$400,000 or more	24	5.3
Total	456	100.0

TABLE 9: TYPE OF PRIMARY ACTIVITY AFTER COMPLETION OF TRAINING

PRIMARY ACTIVITY	NUMBER	PERCENT
Patient Care/Clinical Practice	364	58.1
Additional Sub-Specialty Training	168	33.4
Other	21	1.9
Teaching/ Research	16	1.9
Chief Resident	14	2.6
Undecided	8	1.1
TOTAL	591	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	337	92.6
No	27	7.4
TOTAL	364	100.0

TABLE 11: TYPES OF APPROACHES GRADUATES USED IN THEIR JOB SEARCH

JOB SEARCH APPROACHES	NUMBER*	PERCENT
Independent Online Search Activities	278	38.3
Third Party Representation	131	18.1
Announcements/Career Fairs	128	17.7
Other	116	16.0
Referral/Word of Mouth	26	29.5
Contacts	24	27.3
Want Ads	72	9.9
TOTAL	725	100.0

*Graduates were allowed to choose more than one response.

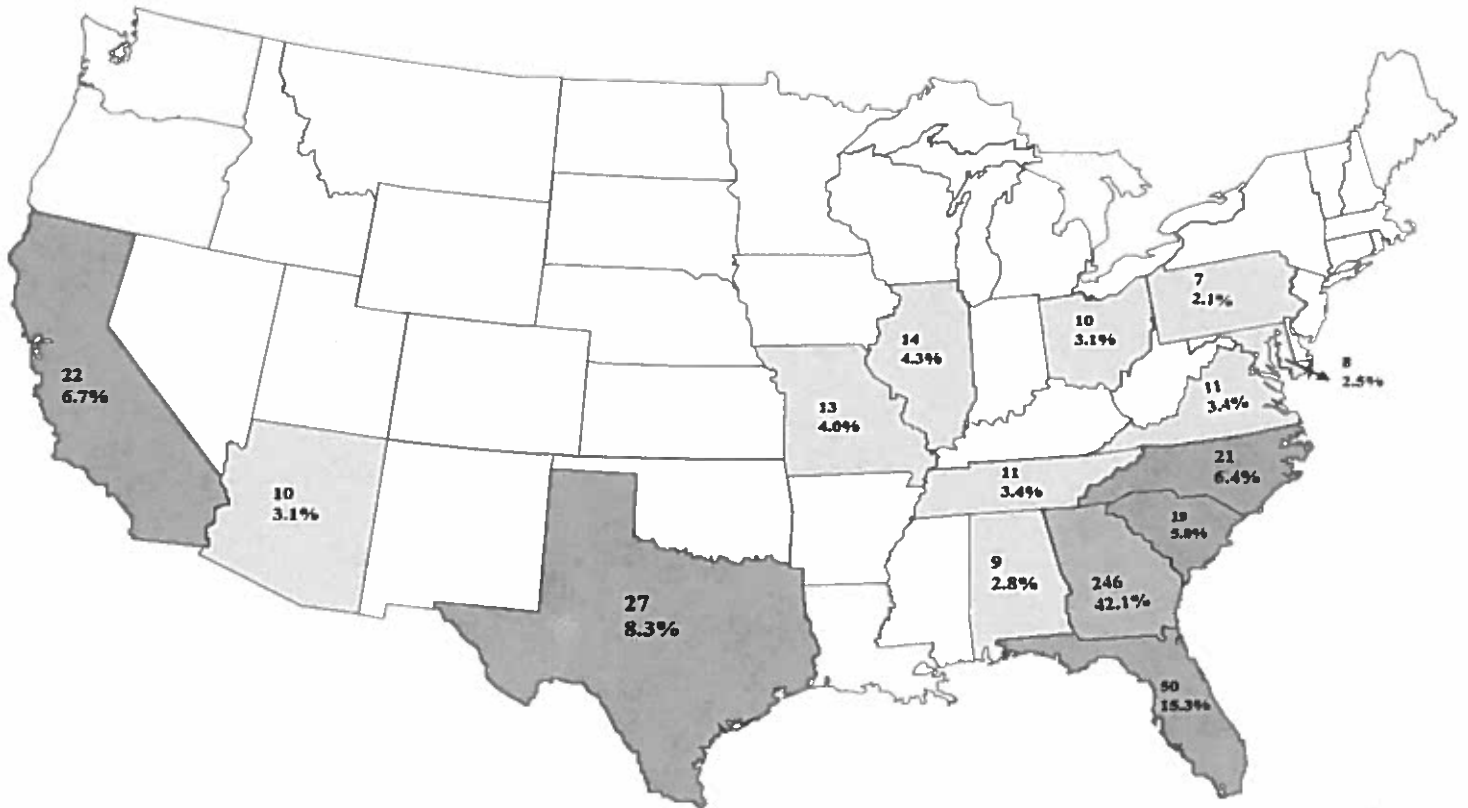
TABLE 12: GRADUATES PLANNING TO ENTER PATIENT CARE/CLINICAL PRACTICE JOB STATUS

OFFERED A JOB	NUMBER	PERCENT
Yes, Accepted Offer	339	95.8
No Offers Received	6	1.7
Yes, but Declined Offer and Still Searching	9	2.5
TOTAL	354	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 JOB	NUMBER	PERCENT
Yes	52	14.7
No	301	85.3
TOTAL	353	100.0

MAP 1: STATES WHERE GEORGIA MEDICAL SCHOOL GRADUATES PLAN TO PRACTICE FOLLOWING RESIDENCY *



*Only includes top 14 states where the graduates plan to practice.

TABLE 14: GRADUATES GOING INTO PATIENT CARE BY PRACTICE LOCATION

LOCATION OF PRIMARY ACTIVITY	NUMBER	PERCENT
Georgia	176	49.4
Other State	180	50.1
Florida	35	19.4
Texas	16	8.9
North Carolina	13	7.2
California	11	6.1
Illinois	11	6.1
Other States	94	52.2
Other Country	3	0.8
TOTAL	359	100.0

TABLE 15: GRADUATES GOING FOR ADDITIONAL TRAINING WITH PLANS TO RETURN TO GEORGIA BY PROGRAM

PLANS TO RETURN TO GEORGIA						
GEORGIA GME PROGRAM	YES		NO		DON'T KNOW	
	#	%	#	%	#	%
Wellstar- Atlanta Medical Center	0	-	1	3.7	4	4.7
Emory University School of Medicine	20	50.0	14	51.9	48	56.5
Floyd Medical Center	0	-	0	-	0	-
Houston Healthcare	0	-	0	-	0	-
Medical College of Georgia at Augusta University	14	35.0	8	29.6	20	23.5
Memorial Health University Medical Center	3	7.5	3	11.1	3	3.5
Midtown Medical Center, Columbus Regional Health	0	-	1	-	0	-
Morehouse School of Medicine	1	2.5	0	-	7	8.2
Navicent Health	2	5.0	0	-	3	3.5
Phoebe Putney Memorial Hospital	0	-	0	-	0	-
Mayo Clinic Health System Waycross	0	-	0	-	0	-

TABLE 16: PRACTICE LOCATION OF GRADUATES, ENTERING PATIENT CARE/CLINICAL PRACTICE, BY WHERE GRADUATES ATTENDED HIGH SCHOOL

RESIDENCE UPON GRADUATION FROM HIGH SCHOOL	PRACTICE LOCATION OF GRADUATES					
	GEORGIA		OTHER U.S. STATE		OTHER COUNTRY	
	#	%	#	%	#	%
Georgia	66	37.7	27	45.7	0	-
Other State	80	45.7	130	71.4	1	13.7
Outside of U.S.	29	16.6	25	33.3	2	66.7
Total	175	100.0	182	100	3	100

TABLE 17: OF THOSE ENTERING PATIENT CARE AND LEAVING THE STATE: TOP REASONS CITED FOR LEAVING GEORGIA

REASON	NUMBER*	PERCENT
Proximity to family	106	21.5
Better jobs in desired location	87	17.6
Better salary offered	61	12.3
Better jobs in desired practice setting	52	10.5
Better job for spouse/partner	48	9.7
Never intended to practice in Georgia	42	8.5
Lack of jobs/overall practice opportunities	31	6.3
Other	27	5.5
Prefer To Locate Outside Of Georgia	8	32.0
Quality Of Life	4	16.0
Other service obligations	13	2.6
Fellowship or additional medical training	7	1.4
Better jobs out-of-state that meet visa requirements	4	0.8
Cost of malpractice insurance	3	0.6
Cost of starting a practice	1	0.2
TOTAL	482	100.0

*- Multiple selections allowed

TABLE 18: TYPES PRACTICE SETTING BY GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE

PRACTICE SETTINGS	NUMBER	PERCENT
Group Practice - Employee	125	35.0
Hospital – Inpatient	96	26.9
Hospital – Ambulatory Care	34	9.5
Hospital – Emergency Room	29	8.1
Group Practice - Owner/Partner	26	7.3
Other	19	5.3
Freestanding Health Center/Clinic	9	2.5
Solo Practice	6	1.7
Partnership (2 person)	5	1.4
HMO	4	1.1
Military	4	1.1
TOTAL	357	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	173	49.4
Medical College of Georgia at Augusta University	71	20.3
Memorial Health University Medical Center	24	6.9
Navicent Health	24	6.9
Morehouse School of Medicine	20	5.7
Wellstar-Atlanta Medical Center	11	3.1
Floyd Medical Center	8	2.3
Midtown Medical Center, Columbus Regional Health	8	2.3
Houston Healthcare	5	1.4
Phoebe Putney Memorial Hospital	4	1.1
Mayo Clinic Health System in Waycross	2	0.6
Total	350	100.0

TABLE 20: DO GRADUATES ENTERING PATIENT CARE/CLINICAL PRACTICE EXPECT TO BE AT PRINCIPAL PRACTICE FOR FOUR OR MORE YEARS

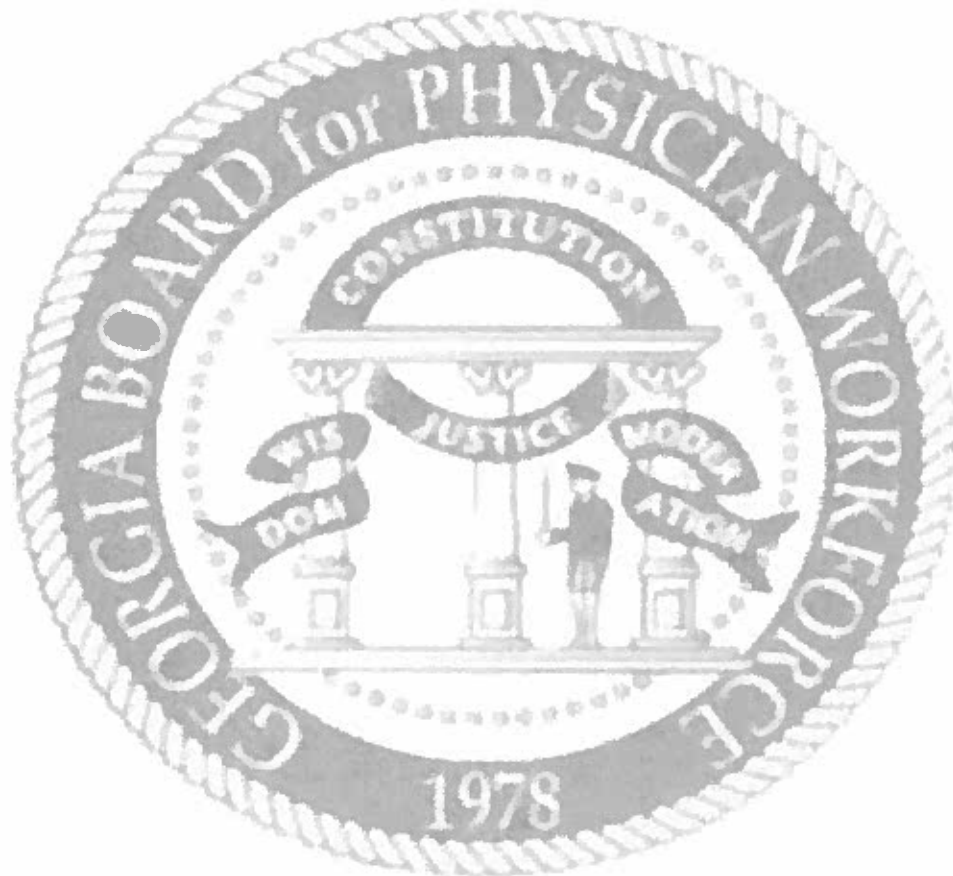
AT PRACTICE FOR FOUR + YEARS	NUMBER	PERCENT
Yes	281	80.3
No	69	19.7
Total	350	100.0

TABLE 21: WHICH BEST DESCRIBES THE AREA IN WHICH GRADUATES WILL BE PRACTICING

AREA OF PRACTICE	NUMBER	PERCENT
Other Area W/I Major City	173	31.4
Inner City	164	29.8
Suburban	125	22.7
Small City (City Pop. < 50,000)	63	11.4
Rural (County Pop. < 35,000)	26	4.7
TOTAL	551	100.0

TABLE 22: RATINGS OF OVERALL PERCEPTION AND SATISFACTION

RATINGS SCALE	DESCRIPTION	AVERAGE RATING
10 Very Satisfied to 1 Very Unsatisfied	Salary/Compensation	6.7
10 Many Jobs to 1 Very Few Jobs	Practice Opportunities, Within 50 Miles of Training Location	6.3
	Practice Opportunities Nationally	8.3
10 Strongly Agree to 1 Strongly Disagree	Satisfied with Training	9.1
	Would Choose to Train at Same Site Again	9.0



The 2016 GME Exit Survey report can be viewed and downloaded on the internet at gbpw.georgia.gov.

The Georgia Board for Physician Workforce welcomes comments and suggestions for future editions of this report.

Please send comments to: gbpw@dch.ga.gov