

Fewer New Physicians are Staying in New York after Completing Training

A Resident Exit Survey Summary Brief

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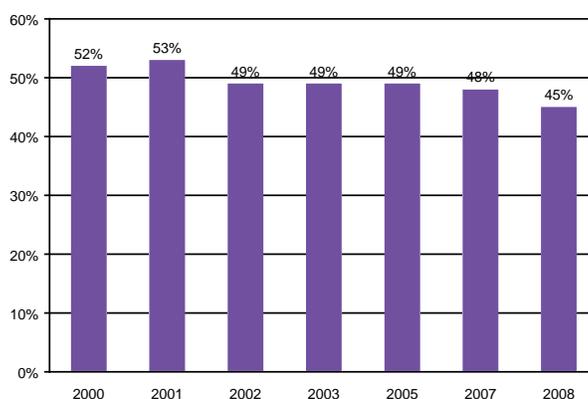
Background

The Center for Health Workforce Studies with the cooperation of GME administrators at New York teaching hospitals conducts an annual survey of all physicians completing a residency or fellowship training program in the state (the Resident Exit Survey). The following research brief summarizes 2008 survey results of physicians with confirmed practice plans and focuses on the in-state retention of new physicians and why some decide to practice in other states.

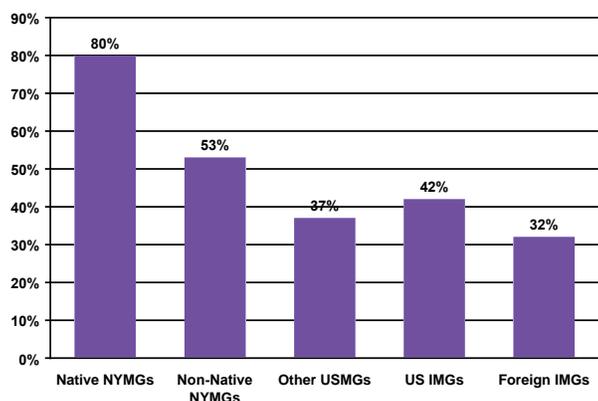
Findings

Fewer new physicians are staying in New York after completing training. The in-state retention rate of new physicians has gradually declined in recent years from a high of 53% in 2001 to a low of 45% in 2008. A 1% decrease in the in-state retention rate of new physicians implies that approximately 50 fewer new physicians are staying in New York. In fact, 45% is the lowest annual percent of residents and fellows trained in New York and planning to practice in New York since record keeping began through the survey 10 years ago.

Percentage of Residents/Fellows Reporting Confirmed Practice Plans in NY, 2000-2008



Percentage of Residents/Fellows Reporting Confirmed Practice Plans in NY by Nativity and Medical School Location, 2008



Native New Yorkers who attended a New York medical school are the most likely to report plans to practice in New York after completing GME training. Whether or not new physicians stayed in New York after completing training varied widely by where people grew up and their medical school location. In 2008, 80% of individuals who grew up in New York and attended medical school in New York planned to practice in New York. Just 53% of those who attended medical school in New York but did not grow up in New York reported plans to practice in New York.

Proximity to family is one of the main reasons cited by new physicians for planning to practice outside of New York. The two main reasons residents and fellows cited for leaving New York were proximity to family

(23%) and better jobs in desired locations outside of New York (17%). For the most part, the reasons given by new physicians for leaving the state did not vary by specialty. However, primary care physicians were more likely than specialists to report the main reason for leaving New York was better jobs outside the state that meet visa requirements (13% compared to 5%). When new physicians were asked to report all reasons for leaving New York, 50% indicated higher salaries outside of New York, followed by more desirable locations outside New York (47%), the cost of living in New York (47%), proximity to family (37%), and better jobs in desired practice settings outside New York (36%).

Implications

With fewer new physicians staying in New York after completing training, it is essential to consider the factors that affect a new physician's decision to remain in the state to practice. This is particularly important given the growing concern about the adequacy of the future physician supply in New York and the recognition that New York's residents are the primary source of new physicians in the state. Survey results suggest that proximity to family was key in deciding practice location. Residents and fellows who grew up in New York and trained in New York were also, by far, the most likely to stay in New York. Planners and policy makers should take this into account when designing programs and policies aimed at recruitment and retention of new physicians to practice in New York.

Reasons for Leaving New York After Completion of Residency/Fellowship, 2008

Reasons for Leaving NY	Main Reason	All Reasons
Overall Lack of Jobs in NY	8%	21%
Better Jobs in Desired Location Outside NY	17%	47%
Better Jobs in Desired Practice Setting Outside NY	7%	36%
Better Jobs Outside NY that Meet Visa Requirements	8%	13%
Better Salary Offered Outside NY	9%	50%
Cost of Malpractice Insurance in NY	1%	15%
Cost of Starting a Practice in NY	0%	12%
Taxes in NY	0%	27%
Cost of Living in NY	7%	47%
Proximity to Family	23%	37%
Better Job for Spouse/Partner Outside NY	3%	15%
Climate/Weather in NY	3%	27%
Never Intended to Practice in NY	9%	21%
Other Reason	5%	7%
Total	100%	N/A

**Only respondents with confirmed practice plans*

NY Resident Exit Survey Data

The findings presented in this research brief are drawn from data collected by the Center for Health Workforce Studies. Currently, more than 15,000 physicians are enrolled in graduate medical training programs in the state. Upon completion of their training, each physician is asked to complete a brief questionnaire about demographic and educational characteristics as well as their experiences in the job market. The response rate to this survey is very high, with recent estimates exceeding 60%. Based upon these data, the Center publishes an annual report on physicians completing training in the state, including a composite index of relative demand among specialties. The full report of the 2008 Resident Exit Survey will be released in Spring 2009. Readers are encouraged to visit the Center's Web site (<http://chws.albany.edu>) for more information.

The Center for Health Workforce Studies

This brief was prepared by the Center for Health Workforce Studies at the School of Public Health, University at Albany, State University of New York. The Center's mission is provide timely, accurate data and conduct policy-relevant research about the health workforce.

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