

Trends in Demand for New Physicians, 2009-2013

A Summary of Demand Indicators for 35 Physician Specialties



The New York Health Workforce Data System
The Center for Health Workforce Studies

School of Public Health

University at Albany, State University of New York

CHWS
*The Center for
Health Workforce Studies*
Better Information for Better Outcomes

Trends in Demand for New Physicians, 2009 - 2013

A Summary of Demand Indicators for 35 Physician Specialties

November 2014

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BACKGROUND

The Center for Health Workforce Studies conducts an annual survey of all physicians completing a residency or fellowship training program in the State of New York (the Resident Exit Survey). The survey instrument (see Appendix B) was developed by the Center in collaboration with teaching hospitals in New York. The survey provides the medical education community with valuable information on both outcomes of training and demand for new physicians in different specialties.

Each spring, the Center distributes the surveys to Graduate Medical Education (GME) directors and administrators at teaching hospitals in New York. In most cases, surveys are then forwarded to individual GME departments at each hospital. These departments assume the responsibility of ensuring graduating residents and fellows fill out the surveys in the weeks prior to program completion. The surveys are then returned to the Center for data entry and analysis.

The year 2013 marked the fourteenth year of the survey. Through excellent collaboration of teaching hospitals throughout the state, ***an aggregated total of 42,083 of the 68,002 graduates have completed the survey (62% response rate)*** for the eleven years the survey has been conducted (1998, 1999, 2000, 2001, 2002, 2003, 2005, 2007, 2008, 2009, 2010, 2011, 2012 and 2013). Many of the questions on the Resident Exit Survey are designed to assess demand for physicians in general, and by specialty. In any given year, the Resident Exit Survey provides a snapshot of the physician marketplace at a specific point in time. By conducting the survey on a regular basis, trends may be observed which are useful in projecting future supply and demand.

This data book presents profiles for 35 specialties. Each specialty profile summarizes trends in five key areas related to physician supply and demand: starting income, job offers, having to change plans due to limited practice opportunities, relative demand, and numbers of graduates. Data on starting income, job offers, having to change plans, and relative demand are based on responses to the Resident Exit Survey in New York (for the years 2009 to 2013). Data on GME graduates are from the annual medical education issues of the *Journal of the American Medical Association (JAMA)*, and summarize the numbers of residents (or fellows) completing allopathic GME training programs in the specialty in the U.S. from 2003 to 2012. Definitions of the five areas are as follows:

Starting income: The median starting income of survey respondents with confirmed plans to enter patient care/clinical practice in the U.S. following completion of their training program. Starting incomes included respondents' base salaries plus their expected incentive/bonus income. Starting incomes were adjusted for inflation to reflect 2013 dollars and are reported in \$1,000s.

Job offers: The mean number of job offers for employment/practice positions of survey respondents who had actively searched for a practice position, excluding international medical graduates (IMGs) on temporary visas. Respondents with temporary citizenship status were excluded from this analysis because they were much more likely to experience difficulty in finding practice positions due to visa restrictions.

Having to change plans due to limited practice opportunities: The percentage of respondents who had actively searched for a job (excluding IMGs on temporary visas) and who had to change their plans due to limited practice opportunities.

Relative demand: Using several questions pertaining to the job market experiences and perceptions of survey respondents who had actively searched for a practice position (excluding IMGs on temporary visas), a composite score was computed to assign an overall rank (or relative demand score) for each specialty in each year that the survey was conducted. The percentages presented are the percentile rank of the specialty amongst all specialties in a given year. A percentile rank of 100% identifies the specialty highest in demand, and the lowest percentile rank would correspond to the specialty with the lowest relative demand score. Appendix A provides a detailed explanation of the methodology used to assess relative demand.

Numbers of graduates of allopathic GME training programs in the U.S.: The American Medical Association's (AMA) data on the number of residents completing training was compiled to observe how the number of new entrants to the physician marketplace has changed over time.

KEY FINDINGS

Overall, the job market for new physicians continues to be good. An analysis of trends in variables pertaining to the physician job market revealed that opportunities for physicians entering practice in most specialties have improved or remained stable over the period of time that the Center has been conducting this survey.

In 2013, demand for primary care physicians (generalists) was stronger than the demand for non-primary care physicians (specialists).* Historically, resident exit survey data showed that demand for generalists has been lower compared to demand for specialists. Over the past few years, however, demand for generalist has surpassed demand for specialists. In 2013, primary care physicians received more job offers than specialists and were less likely to have to change plans due to limited practice opportunities.

There are important differences in the job market experiences and assessments for different specialties. Although the overall marketplace appears relatively good for new graduates, there exist important differences in demand for individual specialties. In New York, specialties experiencing the strongest and weakest relative demand were as follows:

Strongest relative demand: family medicine, urology, dermatology, internal medicine and pediatrics (combined), general internal medicine, otolaryngology and general surgery

Weakest relative demand: pathology, plastic surgery, radiology, cardio-thoracic surgery, infectious disease, allergy and immunology, pediatric subspecialties and cardiology

* Primary care (or generalists) specialties include family medicine, general internal medicine, general pediatrics, and internal medicine and pediatrics (combined).

IMPORTANT NOTE

For each specialty, the number of responses by year is listed at the bottom of the page in the report. Care should be taken when interpreting outcomes based on small samples because the measures may fluctuate greatly from year to year.

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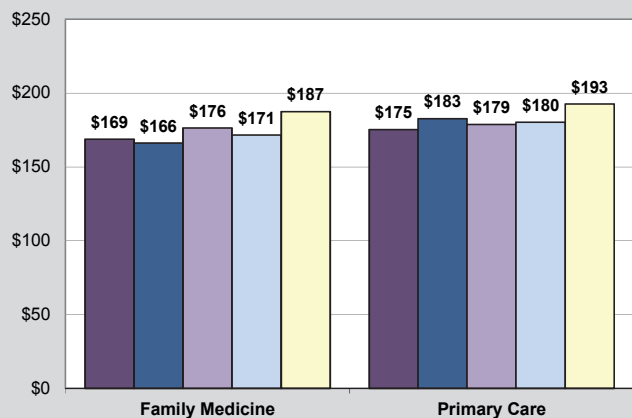
Specialties

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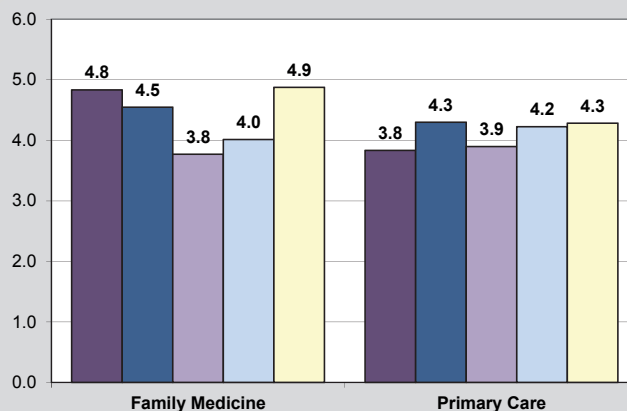
Specialty: Family Medicine

Legend: 2009 2010 2011 2012 2013

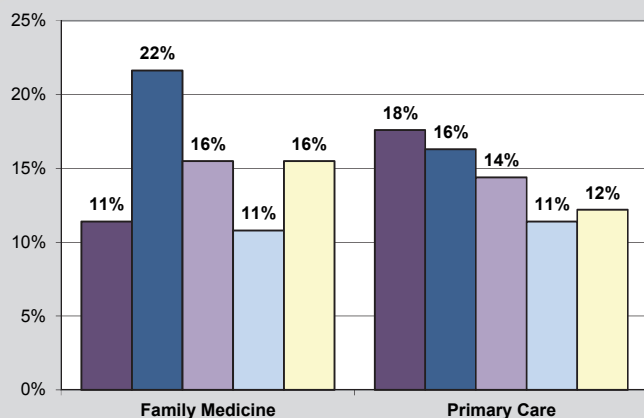
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



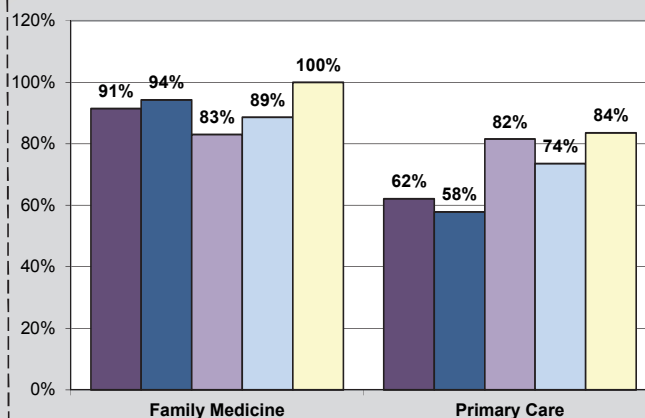
Trends in Mean Number of Job Offers Received,* 2009 - 2013



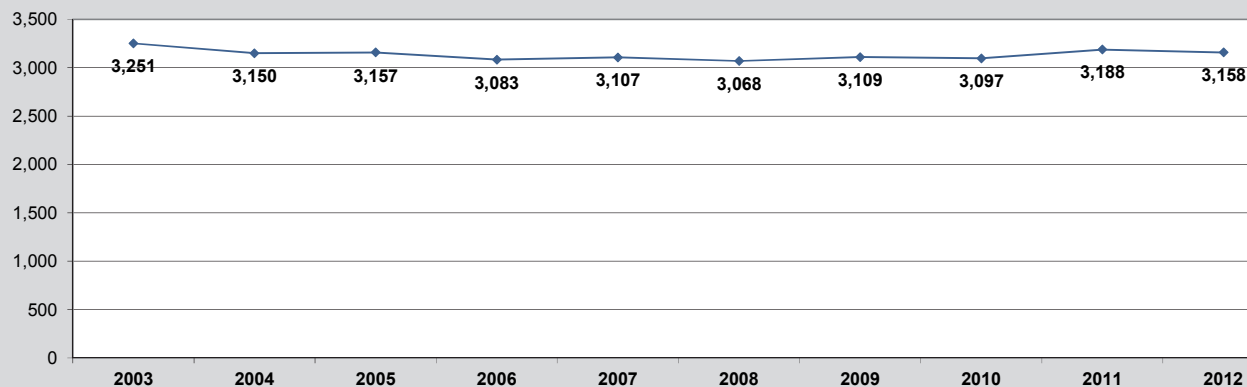
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Family Medicine, 2009 - 2013



Trends in Number of Graduates of Allopathic Family Medicine GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 80, 2010: n = 83, 2011: n = 74, 2012: n = 76, 2013: n = 72.

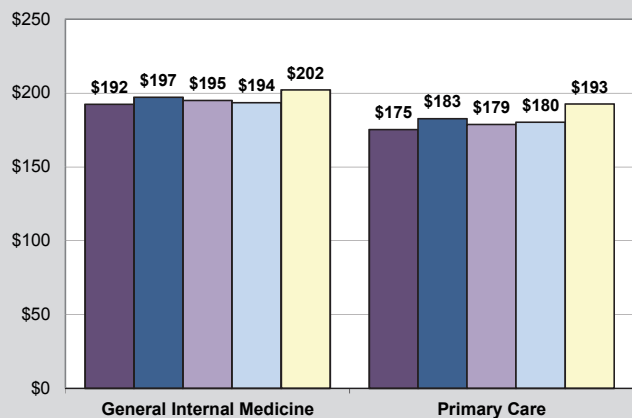
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

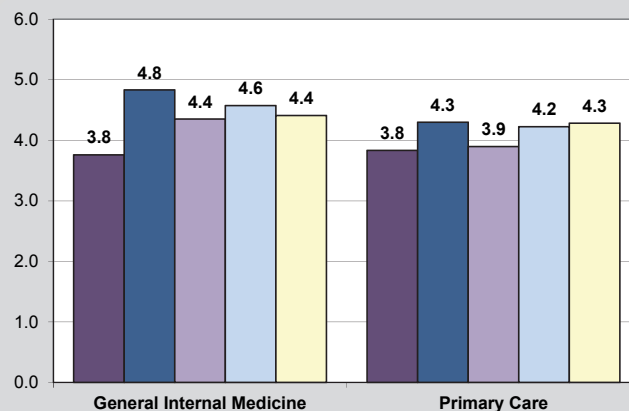
Specialty: General Internal Medicine

Legend: 2009 2010 2011 2012 2013

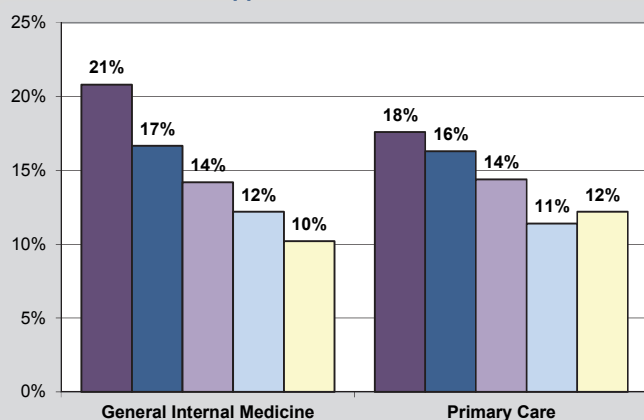
Trends in Median Starting Income, 2009 - 2013
(in \$1,000s of 2013 dollars)*



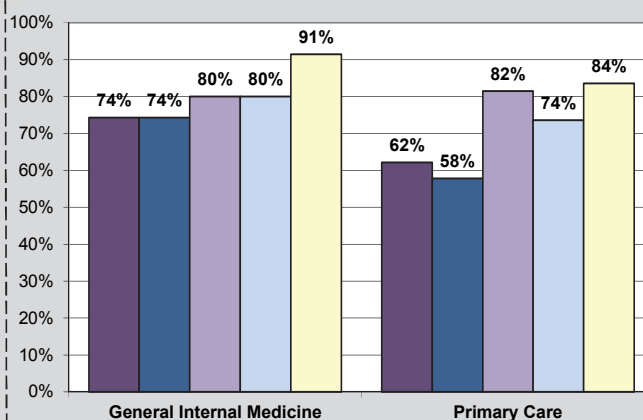
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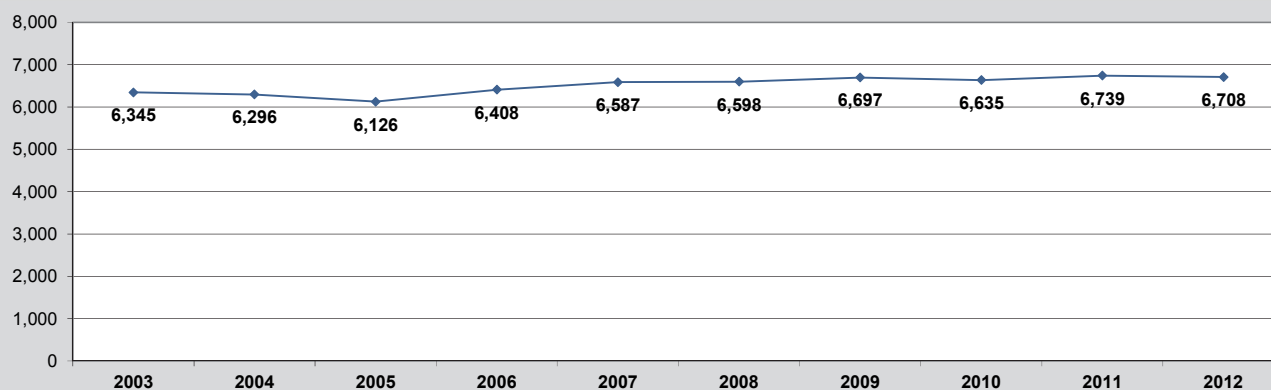
Trends in Having to Change Plans Due to Limited Practice Opportunities, 2009 - 2013*



Trends in Relative Demand - Percentile Rank of General Internal Medicine, 2009 - 2013*



*Trends in Number of Graduates of Allopathic General Internal Medicine GME Programs in the U.S.,** 2003 - 2012*



Number of responses: 2009: n = 204, 2010: n = 215, 2011: n = 254, 2012: n = 222, 2013: n = 237.

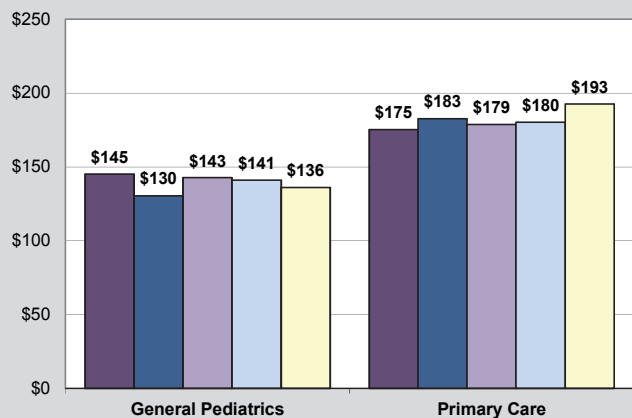
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**Source: JAMA Medical Education Issues, 2003 - 2012.

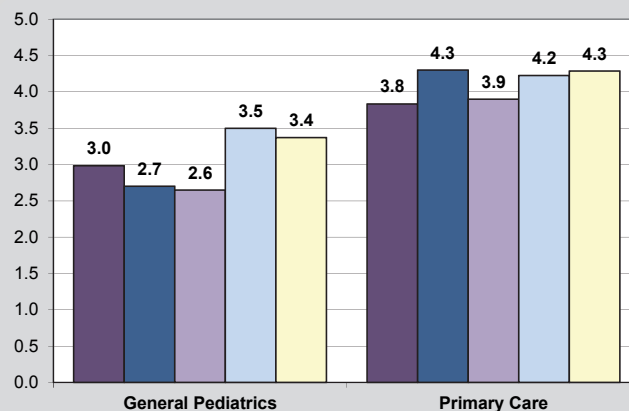
Specialty: General Pediatrics

Legend: 2009 2010 2011 2012 2013

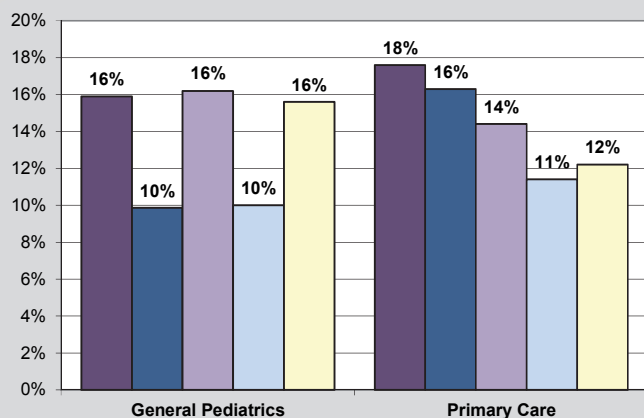
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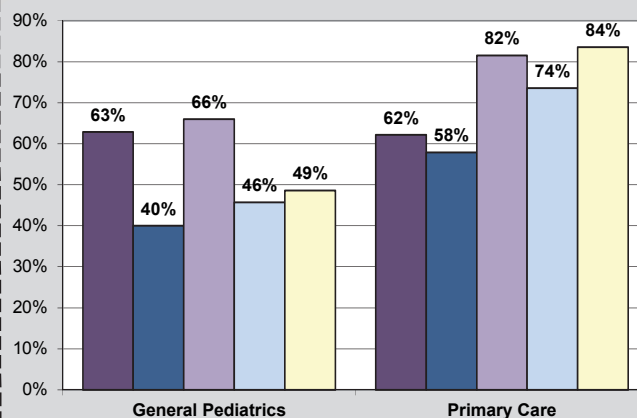
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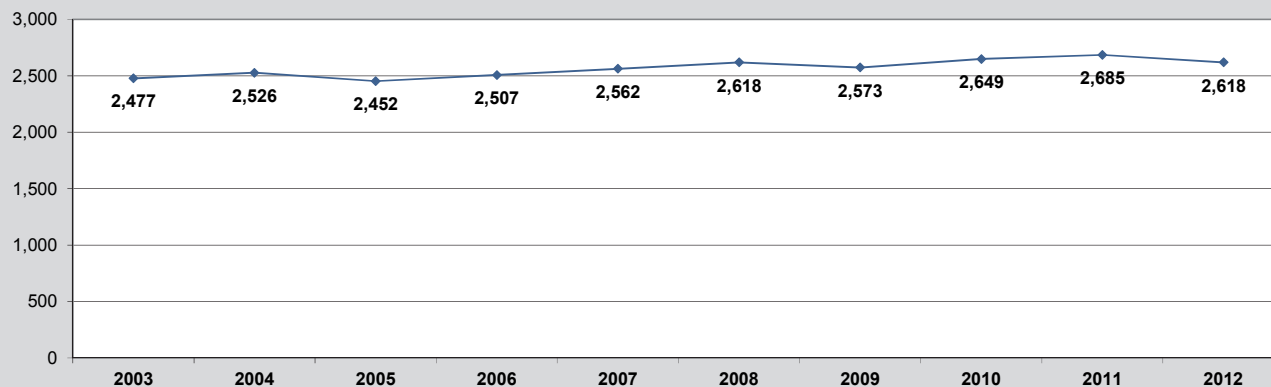
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of General Pediatrics, 2009 - 2013



Trends in Number of Graduates of Allopathic General Pediatrics GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 76, 2010: n = 86, 2011: n = 90, 2012: n = 79, 2013: n = 84.

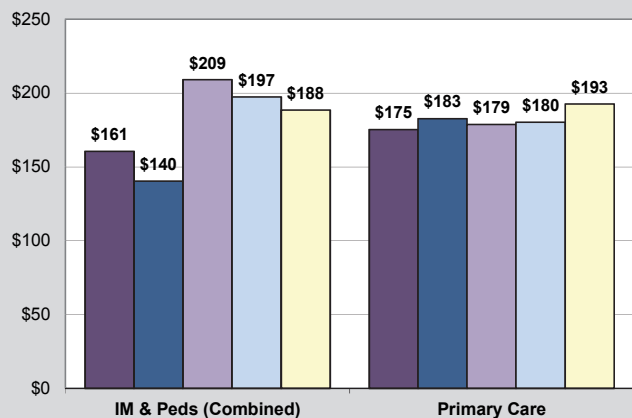
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

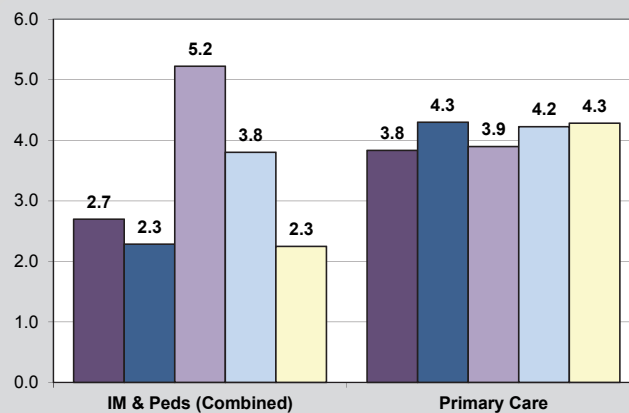
Specialty: IM & Peds (Combined)

Legend: 2009 2010 2011 2012 2013

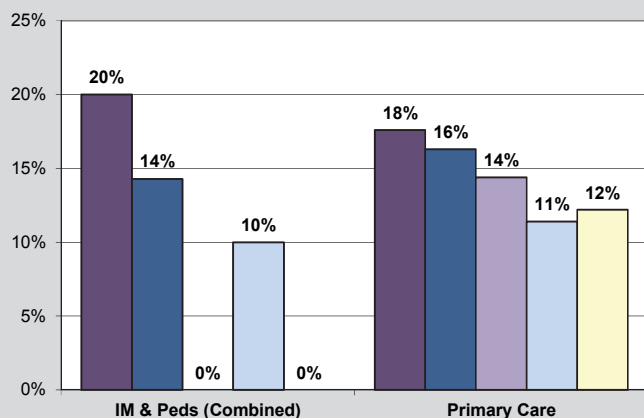
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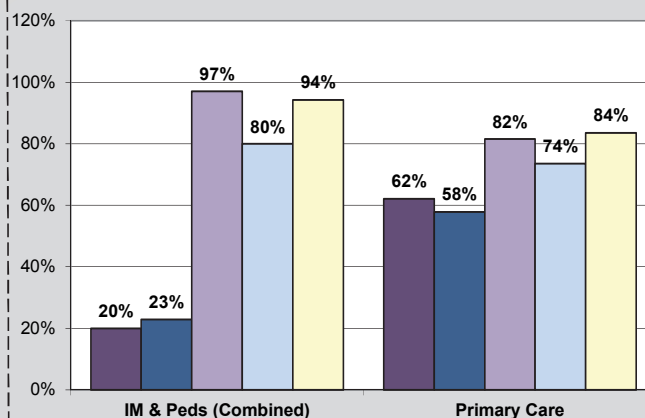
Trends in Mean Number of Job Offers Received,* 2009 - 2013



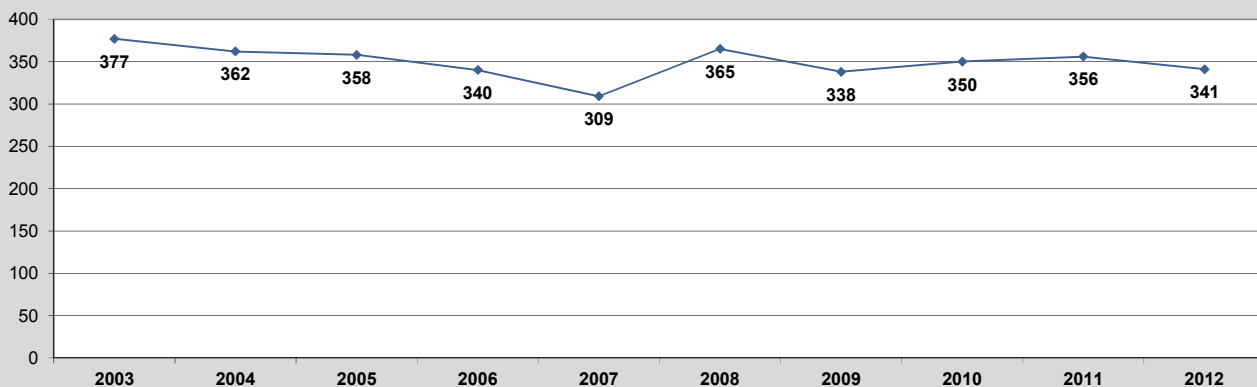
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of IM & Peds (Combined), 2009 - 2013



Trends in Number of Graduates of Allopathic IM & Peds (Combined) GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 10, 2010: n = 9, 2011: n = 10, 2012: n = 10, 2013: n = 5.

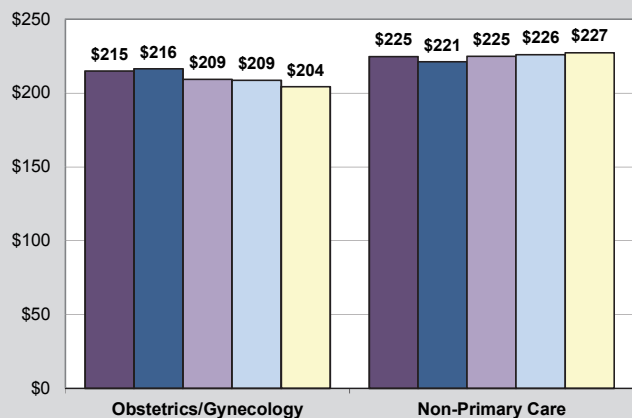
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**Source: JAMA Medical Education Issues, 2003 - 2012.

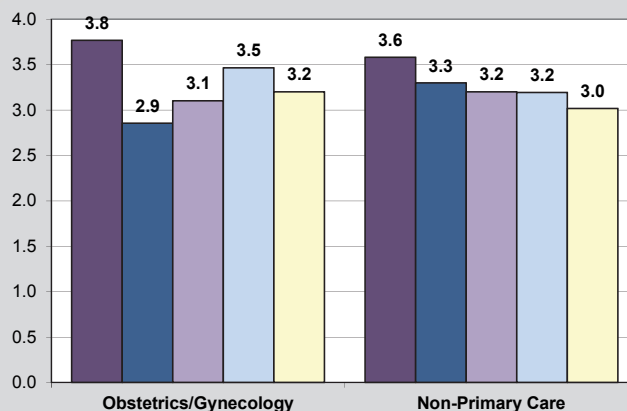
Specialty: Obstetrics/Gynecology

Legend: 2009 2010 2011 2012 2013

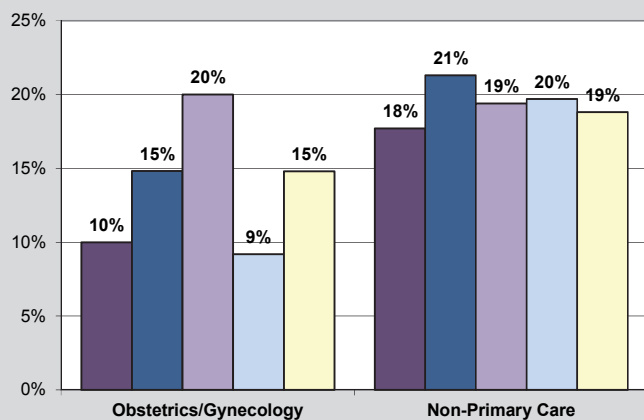
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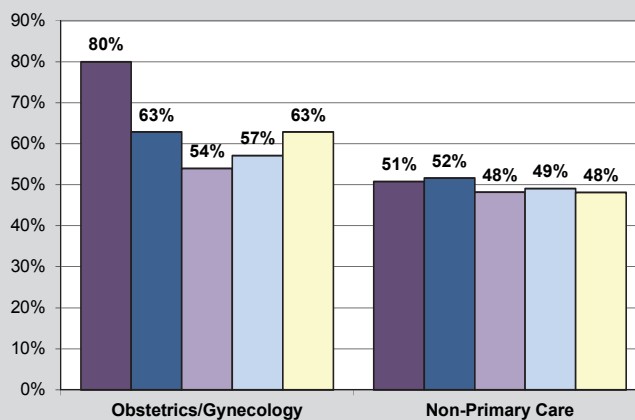
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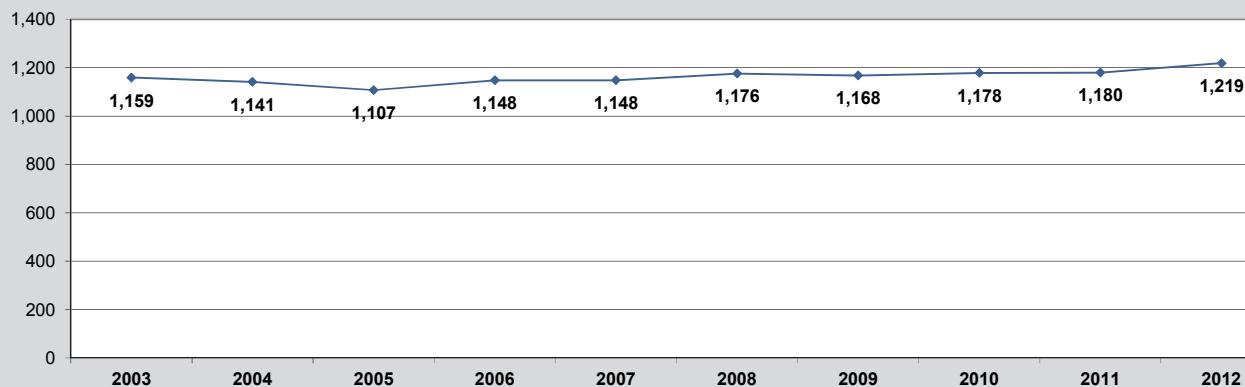
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Obstetrics/Gynecology, 2009 - 2013



Trends in Number of Graduates of Allopathic Obstetrics/Gynecology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 54, 2010: n = 94, 2011: n = 77, 2012: n = 82, 2013: n = 67.

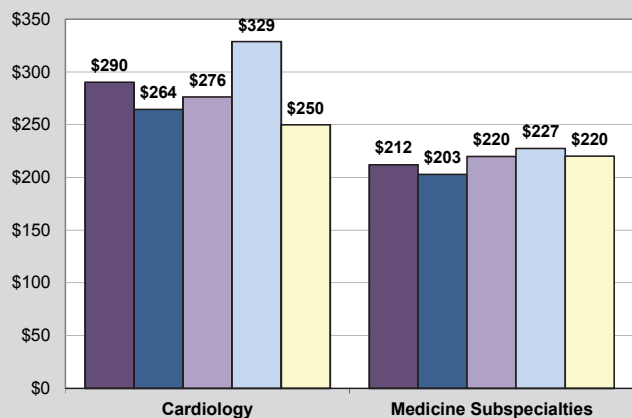
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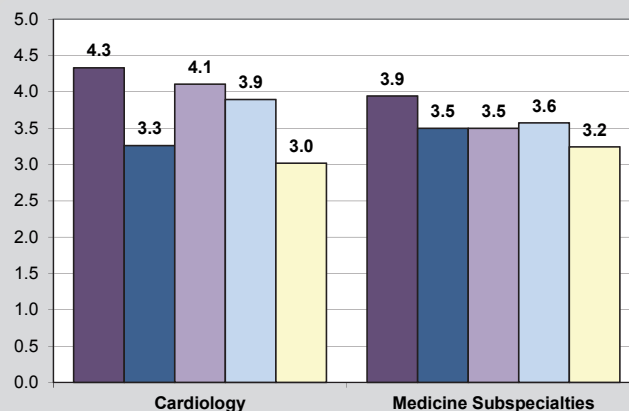
Specialty: Cardiology

Legend: 2009 2010 2011 2012 2013

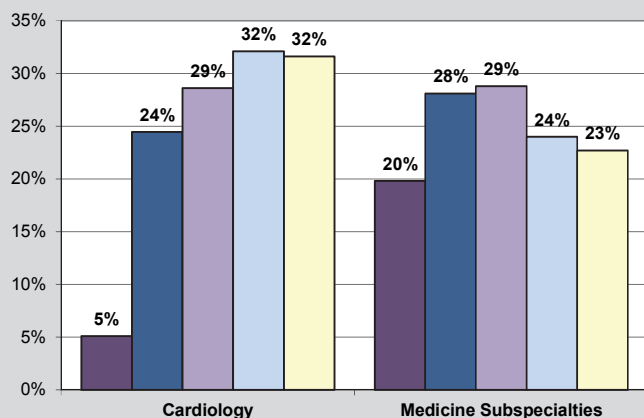
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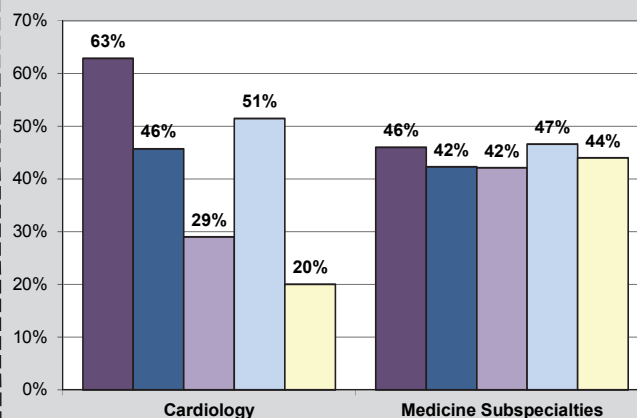
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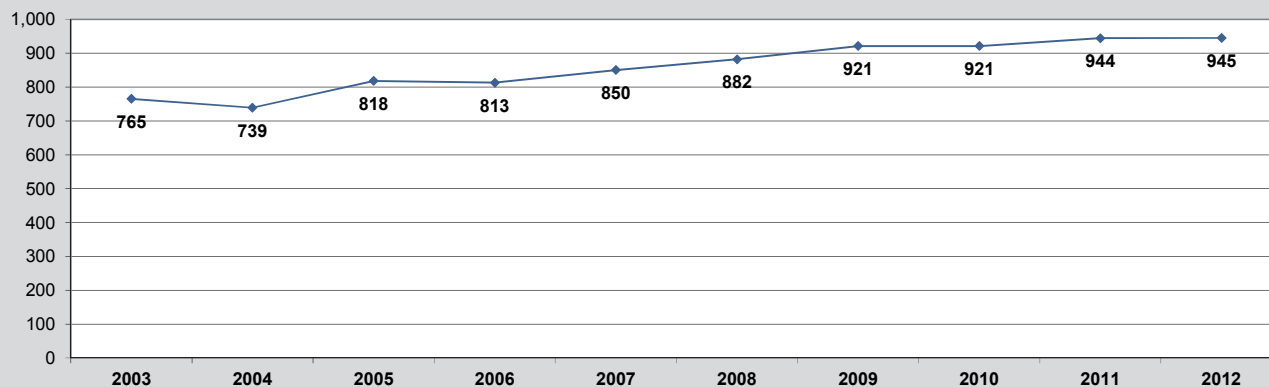
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Cardiology, 2009 - 2013



Trends in Number of Graduates of Allopathic Cardiology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 63, 2010: n = 48, 2011: n = 58, 2012: n = 61, 2013: n = 61.

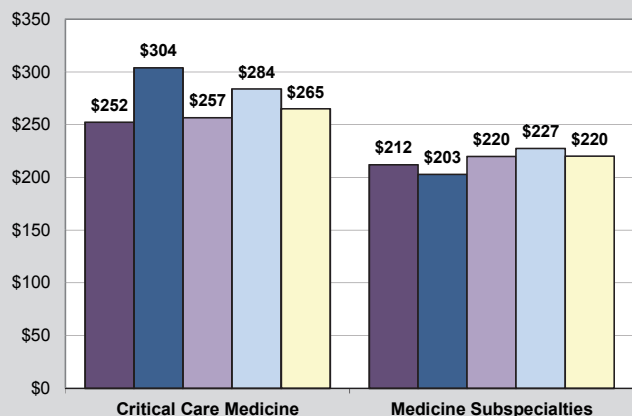
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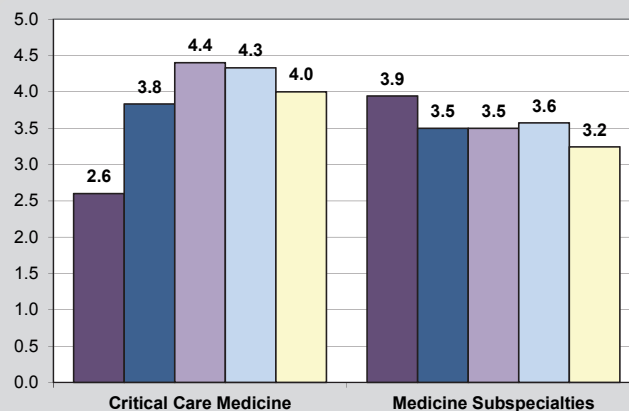
Specialty: Critical Care Medicine

Legend: 2009 2010 2011 2012 2013

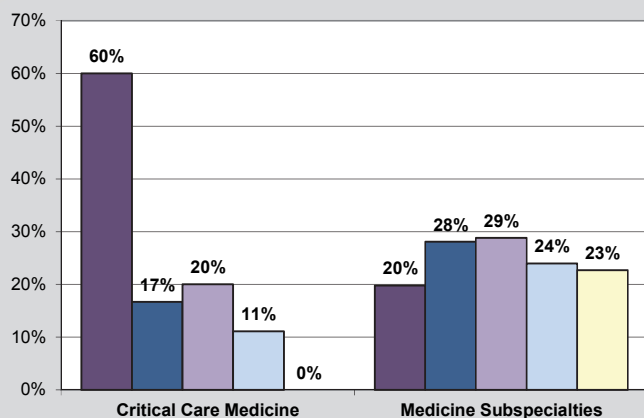
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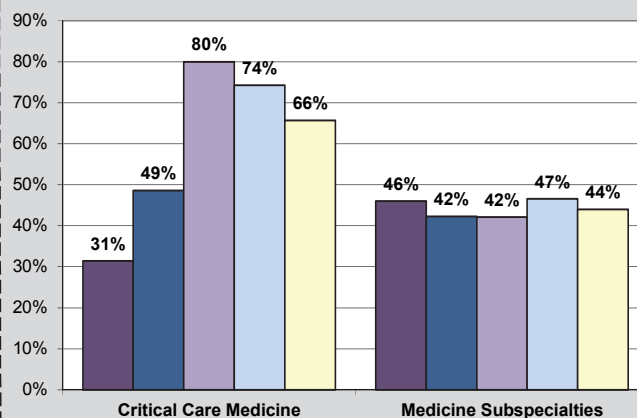
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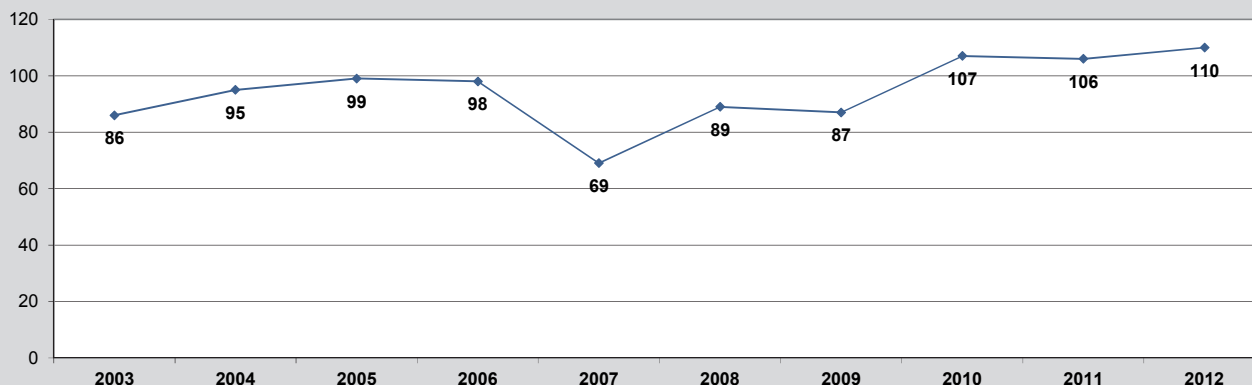
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Critical Care Medicine, 2009 - 2013



Trends in Number of Graduates of Allopathic Critical Care Medicine GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 5, 2010: n = 7, 2011: n = 11, 2012: n = 9, 2013: n = 12.

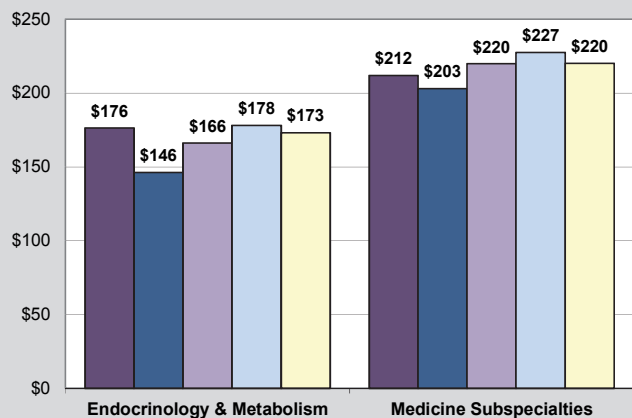
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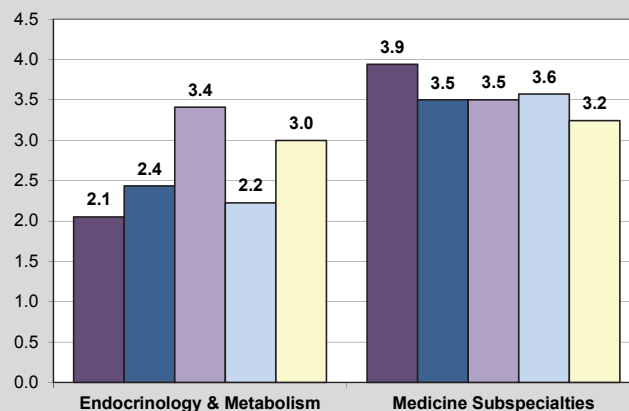
Specialty: Endocrinology & Metabolism

Legend: 2009 2010 2011 2012 2013

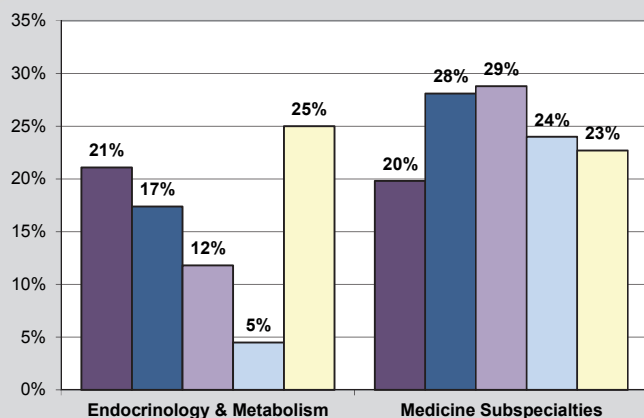
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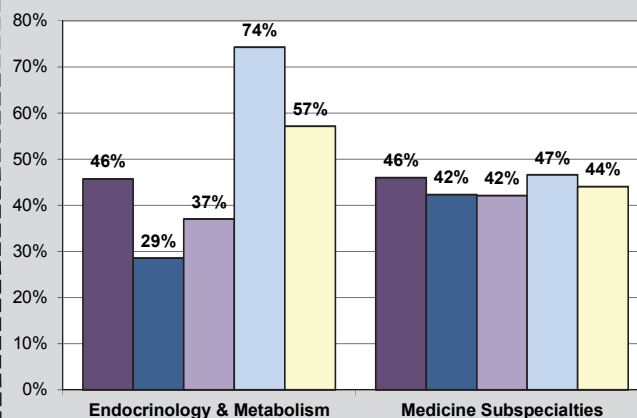
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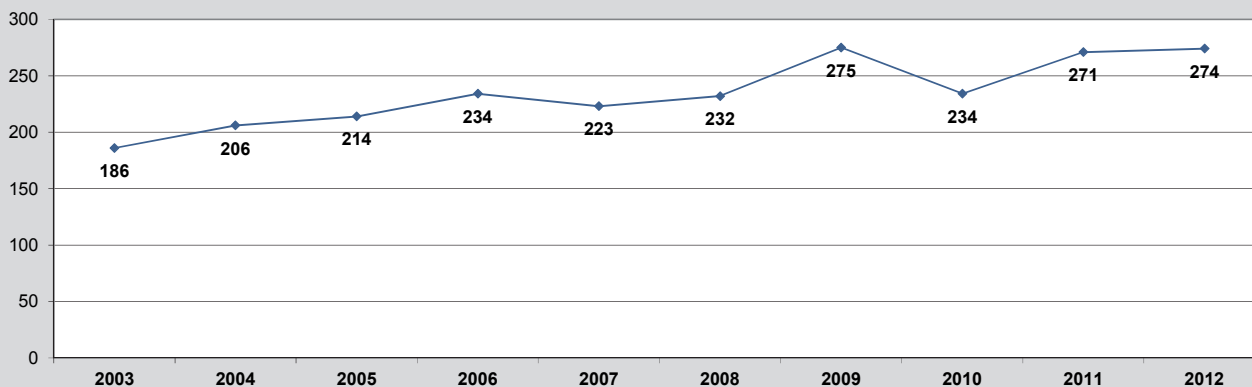
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Endocrinology & Metabolism, 2009 - 2013



Trends in Number of Graduates of Allopathic Endocrinology & Metabolism GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 20, 2010: n = 23, 2011: n = 18, 2012: n = 23, 2013: n = 17.

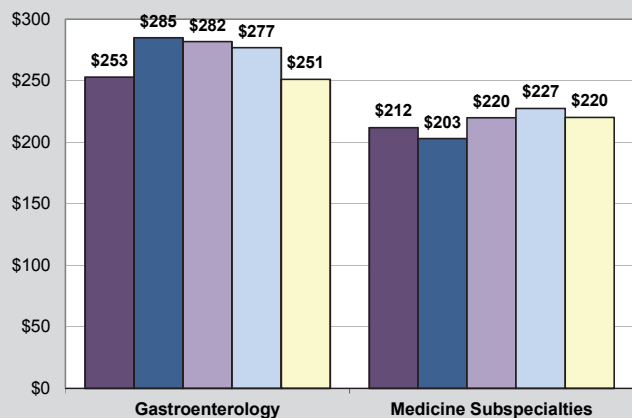
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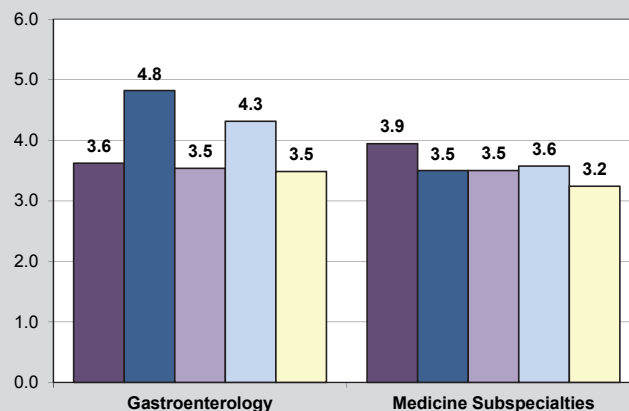
Specialty: Gastroenterology

Legend: 2009 2010 2011 2012 2013

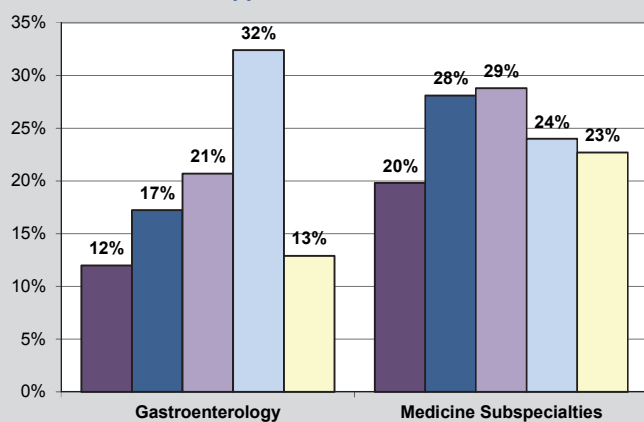
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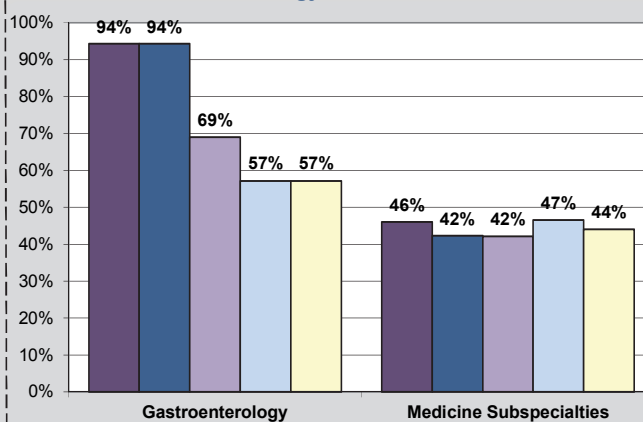
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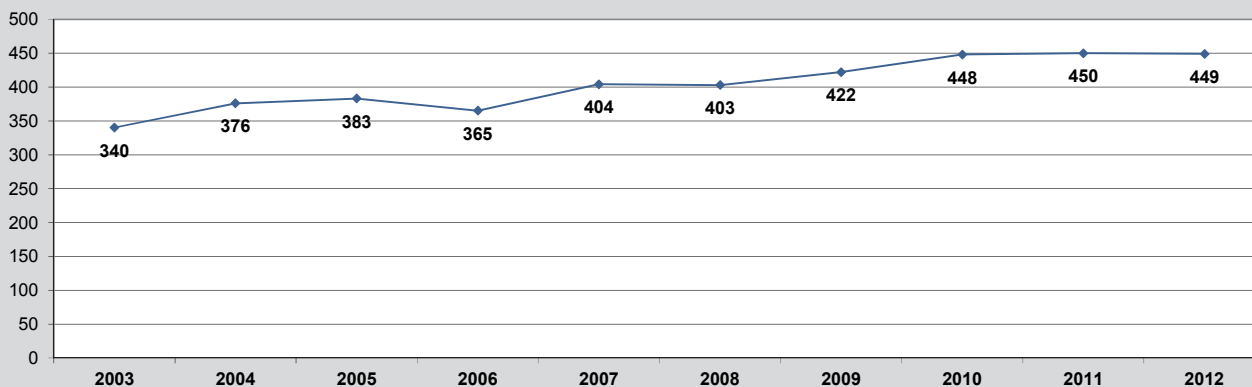
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Gastroenterology, 2009 - 2013



Trends in Number of Graduates of Allopathic Gastroenterology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 25, 2010: n = 30, 2011: n = 31, 2012: n = 36, 2013: n = 33.

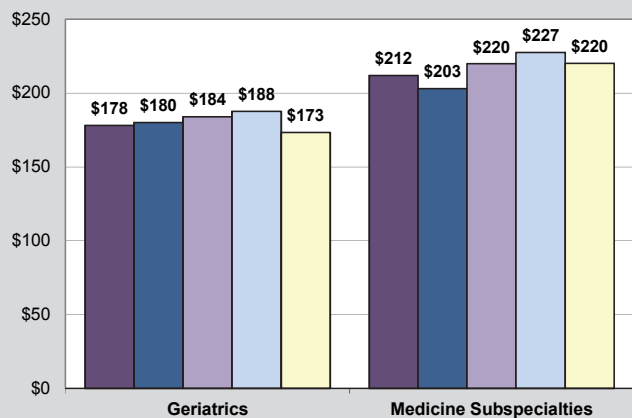
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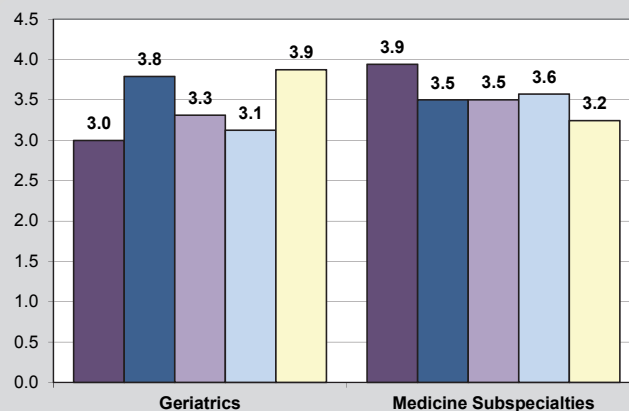
Specialty: Geriatrics

Legend: 2009 2010 2011 2012 2013

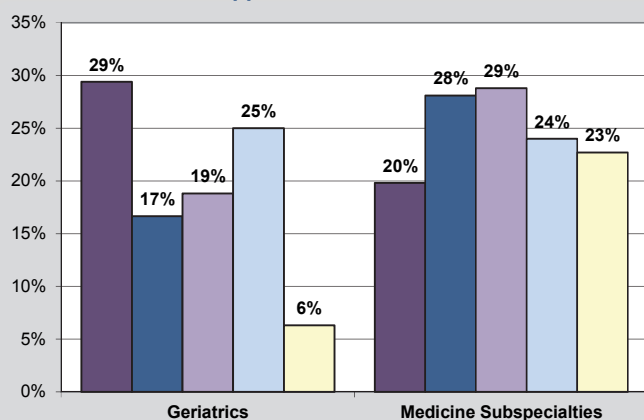
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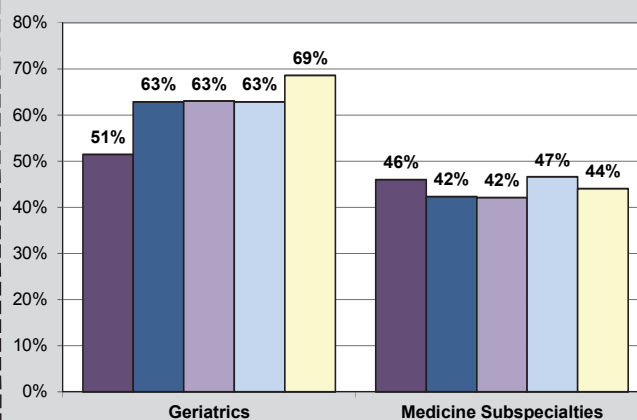
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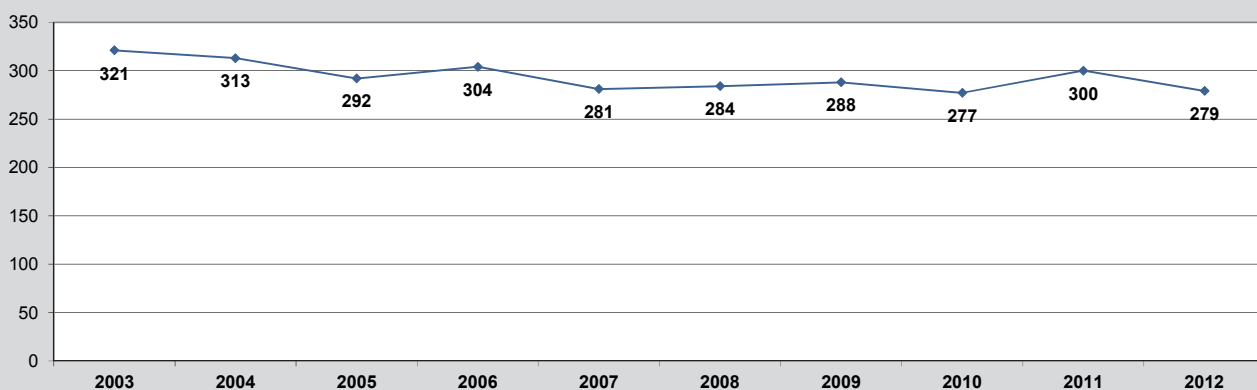
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Geriatrics, 2009 - 2013



Trends in Number of Graduates of Allopathic Geriatrics GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 17, 2010: n = 19, 2011: n = 19, 2012: n = 9, 2013: n = 17.

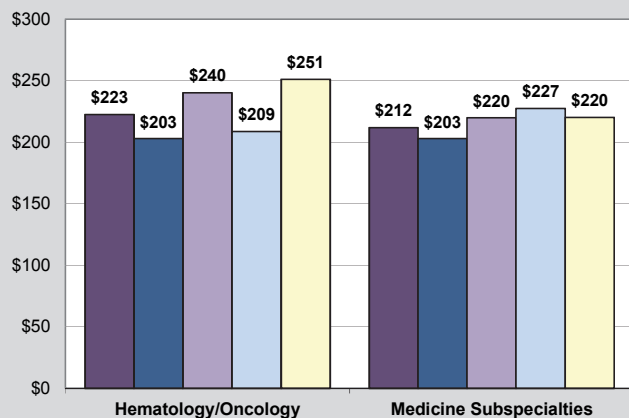
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**Source: JAMA Medical Education Issues, 2003 - 2012.

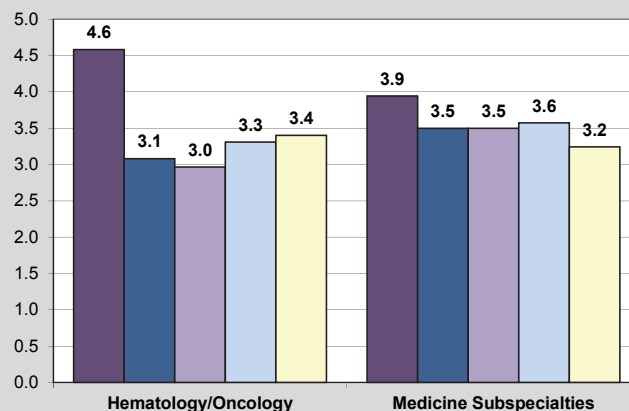
Specialty: Hematology/Oncology

Legend: 2009 2010 2011 2012 2013

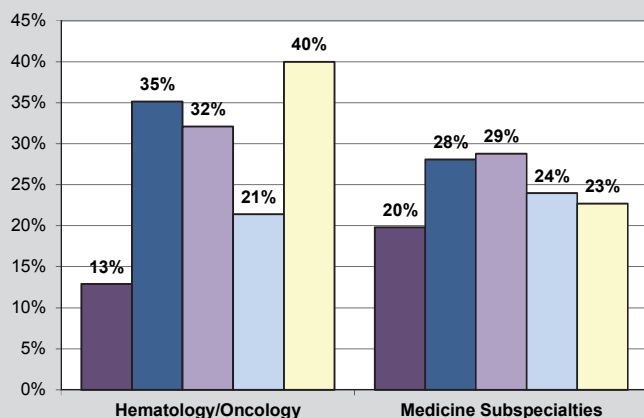
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



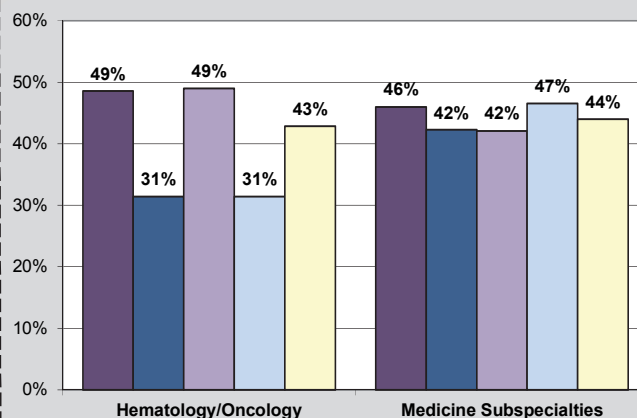
Trends in Mean Number of Job Offers Received,* 2009 - 2013



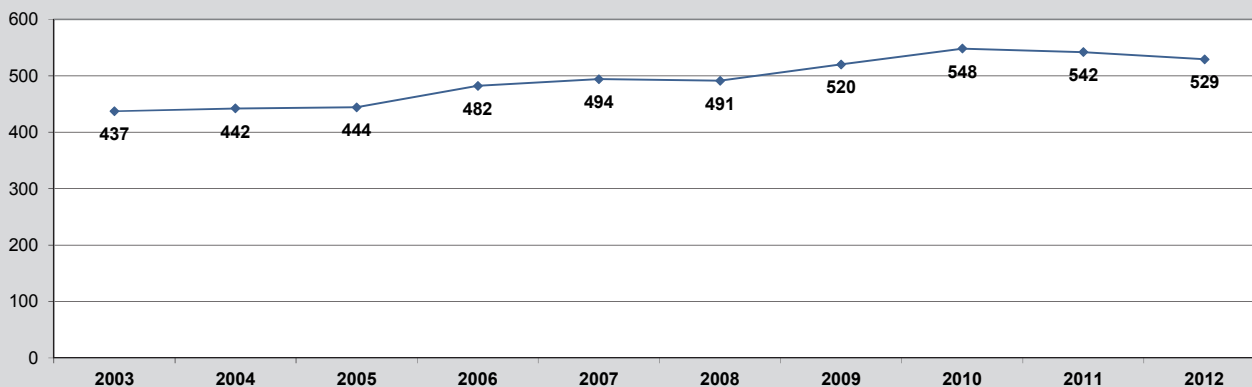
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Hematology/Oncology, 2009 - 2013



Trends in Number of Graduates of Allopathic Hematology/Oncology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 31, 2010: n = 38, 2011: n = 30, 2012: n = 34, 2013: n = 26.

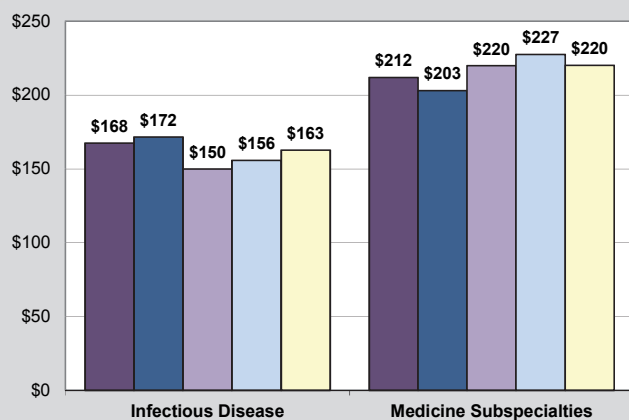
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

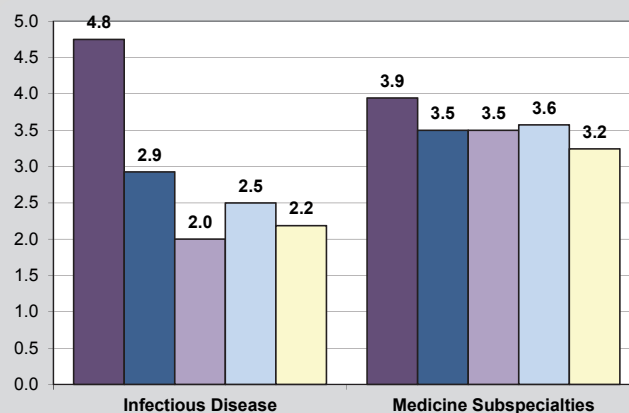
Specialty: Infectious Disease

Legend: 2009 2010 2011 2012 2013

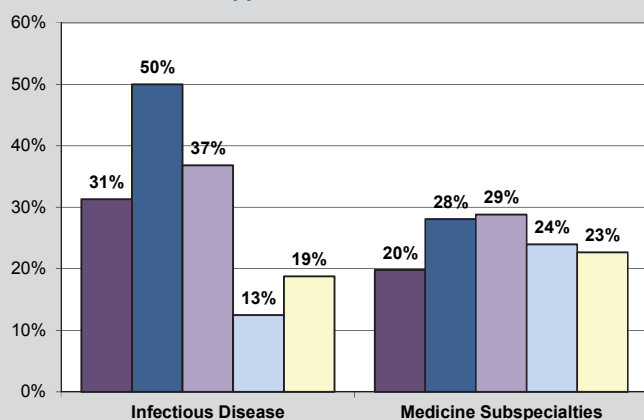
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



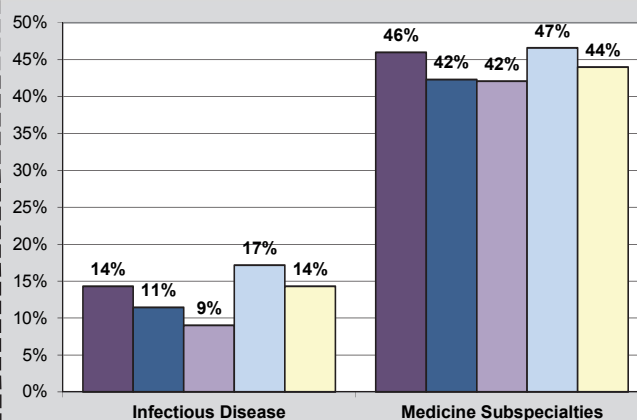
Trends in Mean Number of Job Offers Received,* 2009 - 2013



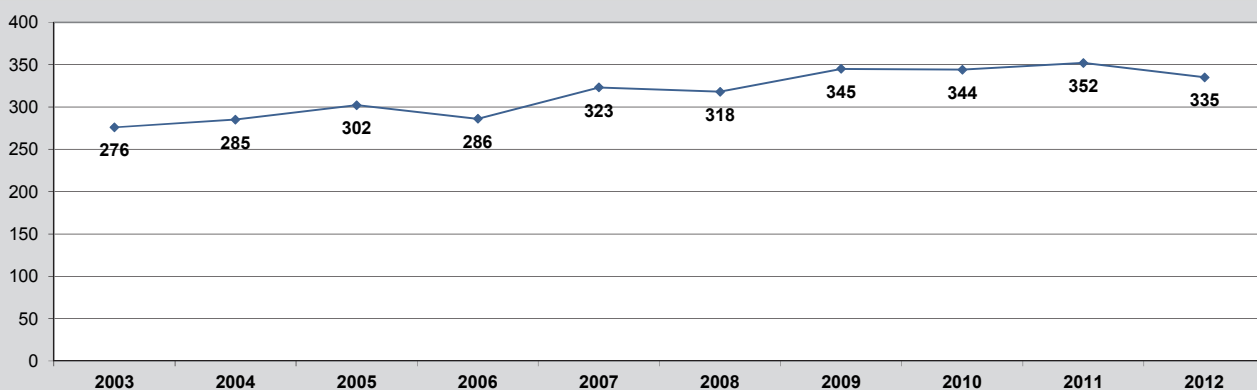
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Infectious Disease, 2009 - 2013



Trends in Number of Graduates of Allopathic Infectious Disease GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 16, 2010: n = 15, 2011: n = 21, 2012: n = 17, 2013: n = 17.

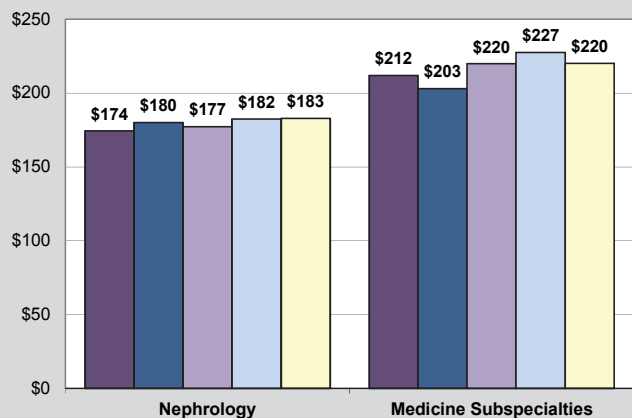
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

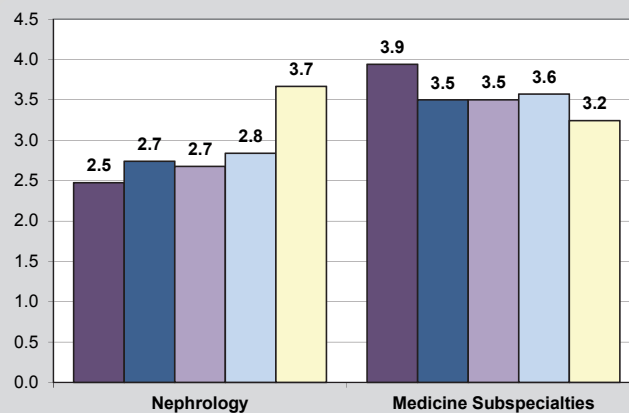
Specialty: Nephrology

Legend: 2009 2010 2011 2012 2013

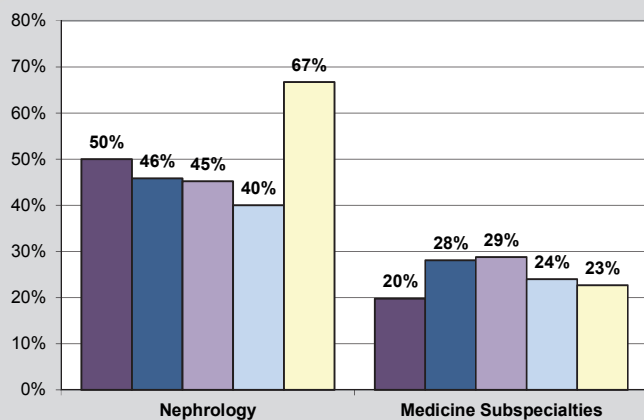
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



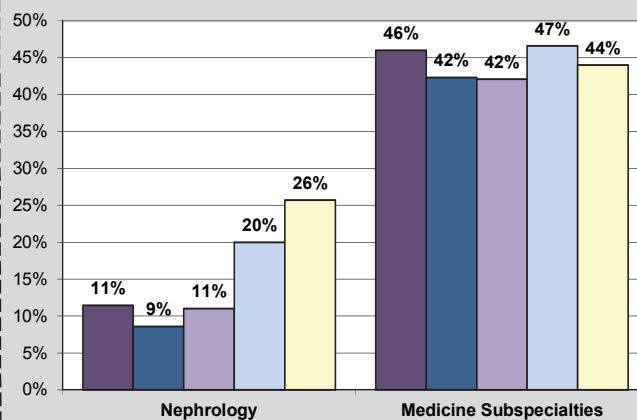
Trends in Mean Number of Job Offers Received,* 2009 - 2013



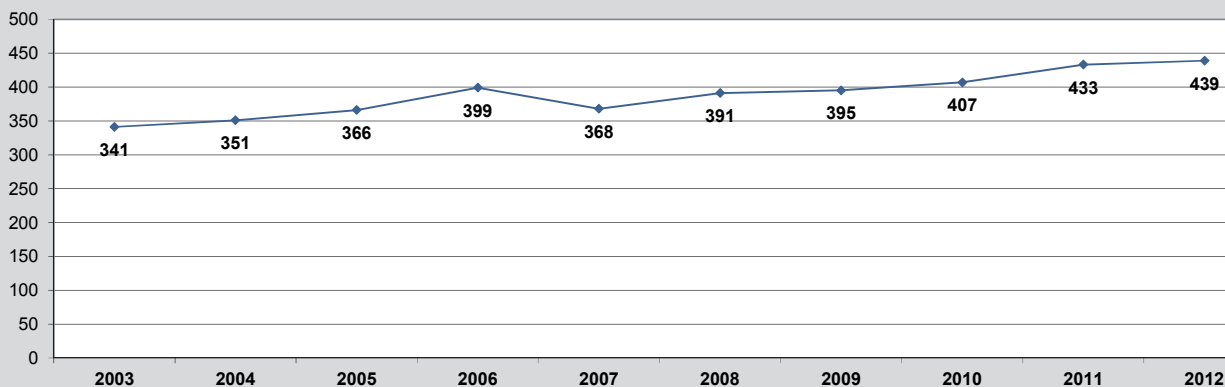
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Nephrology, 2009 - 2013



Trends in Number of Graduates of Allopathic Nephrology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 21, 2010: n = 25, 2011: n = 32, 2012: n = 27, 2013: n = 10.

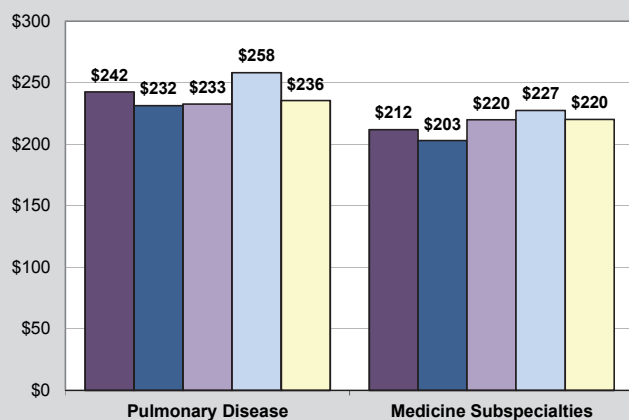
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

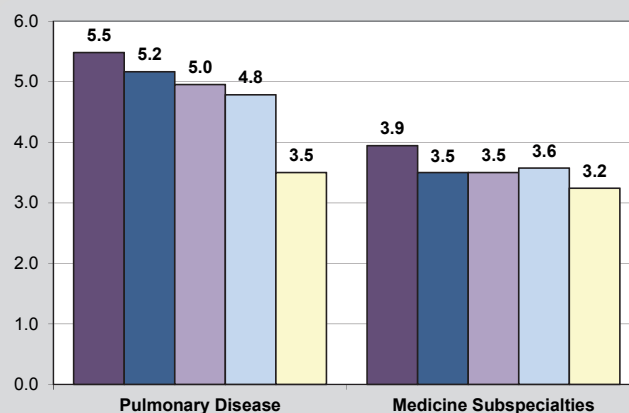
Specialty: Pulmonary Disease

Legend: 2009 2010 2011 2012 2013

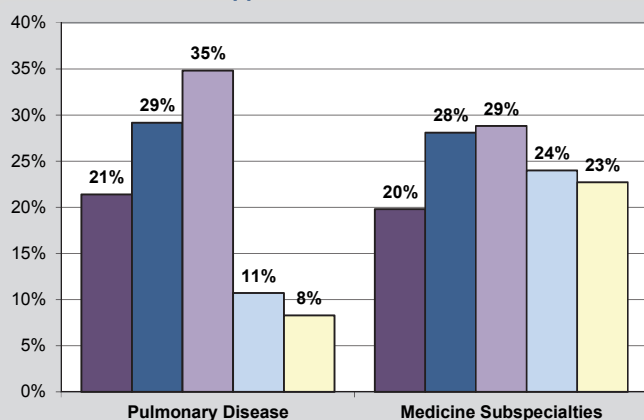
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



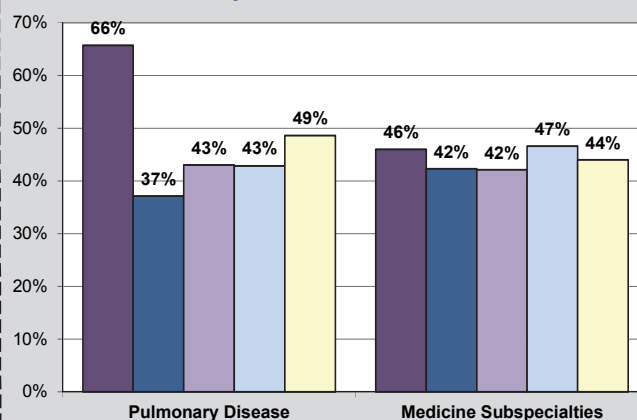
Trends in Mean Number of Job Offers Received,* 2009 - 2013



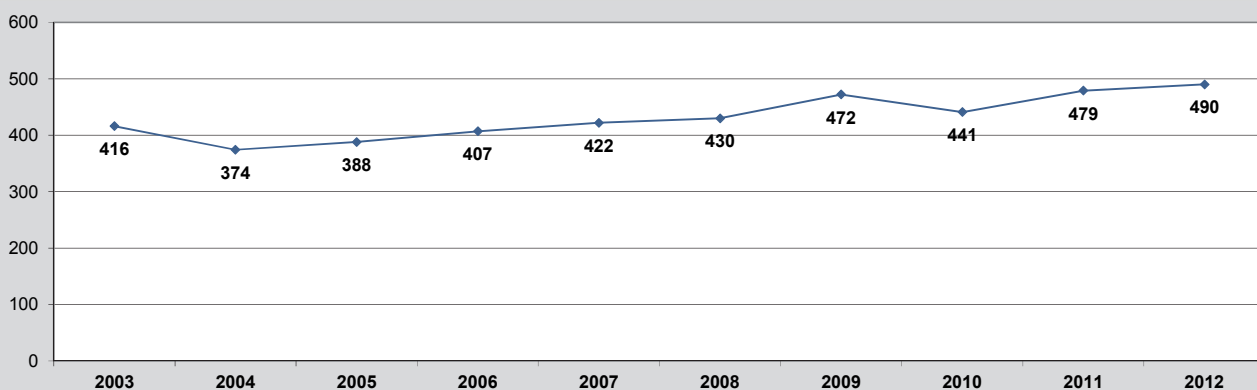
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Pulmonary Disease, 2009 - 2013



Trends in Number of Graduates of Allopathic Pulmonary Disease GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 30, 2010: n = 25, 2011: n = 25, 2012: n = 30, 2013: n = 25.

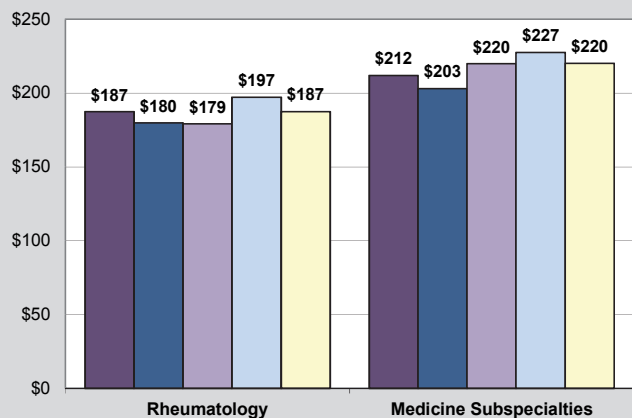
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

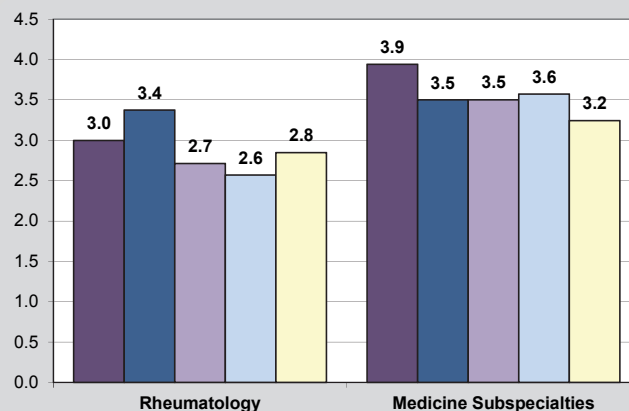
Specialty: Rheumatology

Legend: 2009 2010 2011 2012 2013

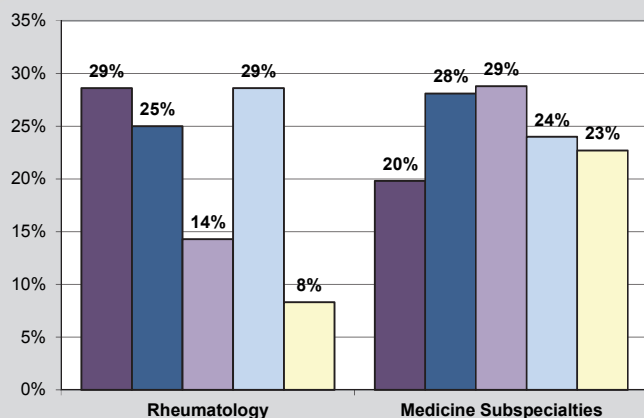
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



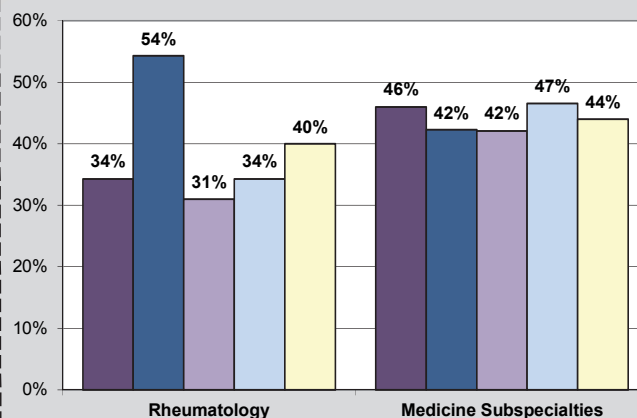
Trends in Mean Number of Job Offers Received,* 2009 - 2013



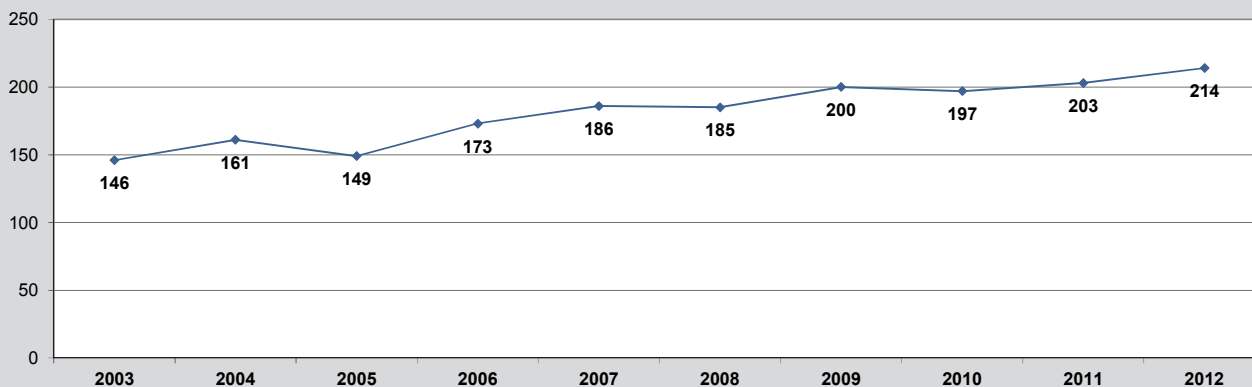
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Rheumatology, 2009 - 2013



Trends in Number of Graduates of Allopathic Rheumatology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 7, 2010: n = 8, 2011: n = 7, 2012: n = 8, 2013: n = 13.

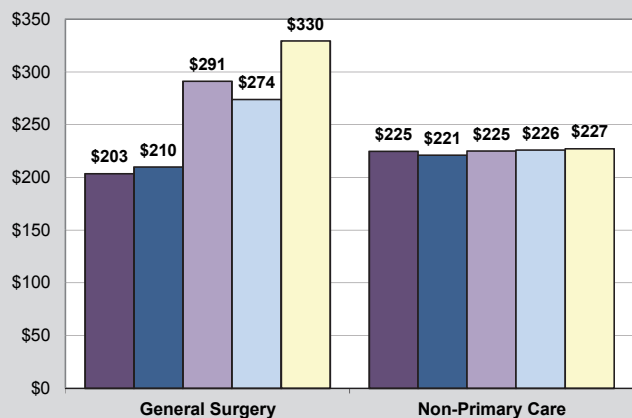
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

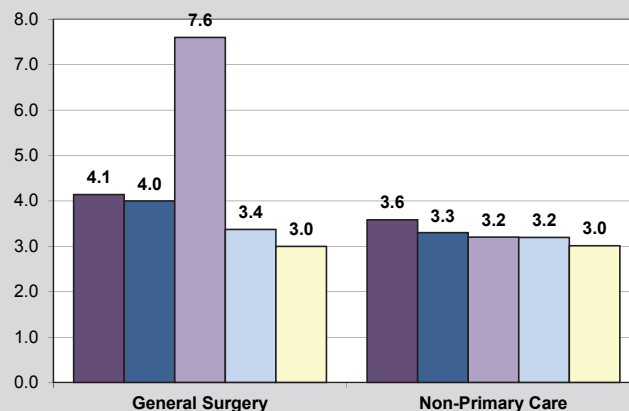
Specialty: General Surgery

Legend: 2009 2010 2011 2012 2013

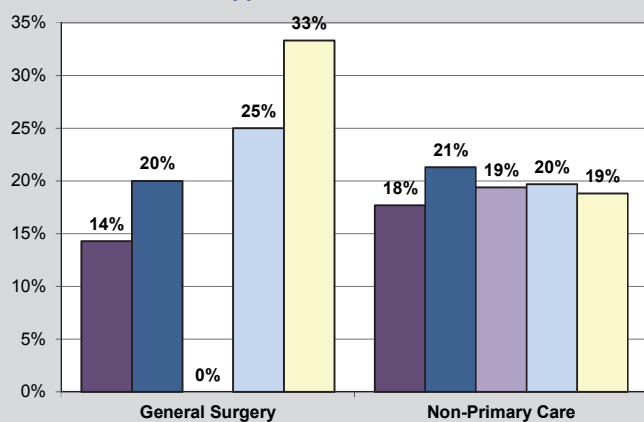
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



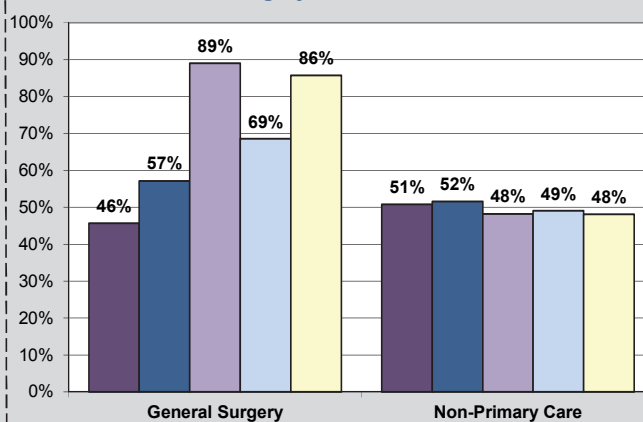
Trends in Mean Number of Job Offers Received,* 2009 - 2013



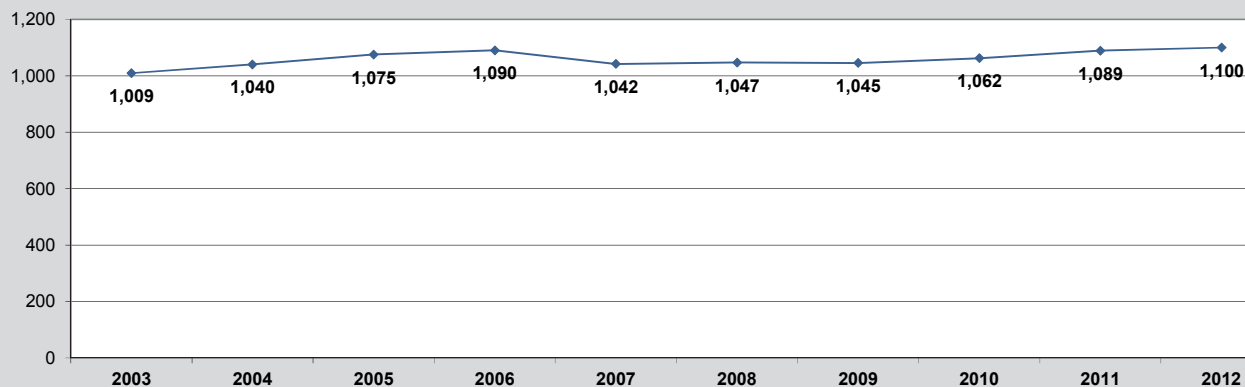
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of General Surgery, 2009 - 2013



Trends in Number of Graduates of Allopathic General Surgery GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 16, 2010: n = 12, 2011: n = 8, 2012: n = 9, 2013: n = 9.

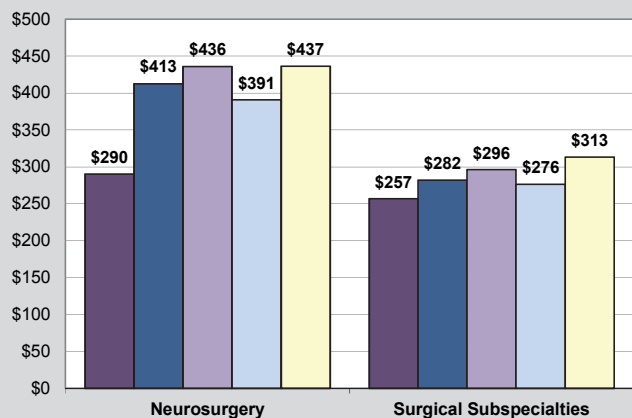
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

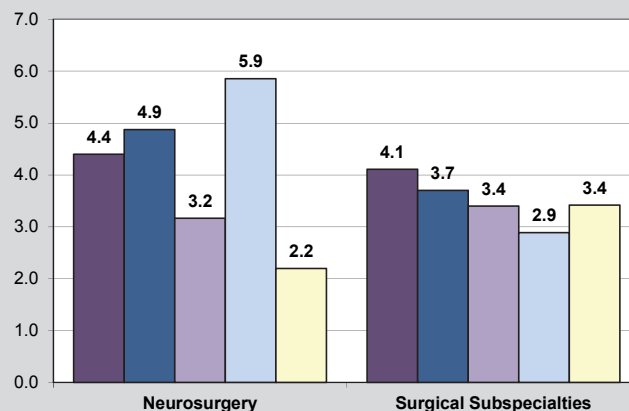
Specialty: Neurosurgery

Legend: 2009 2010 2011 2012 2013

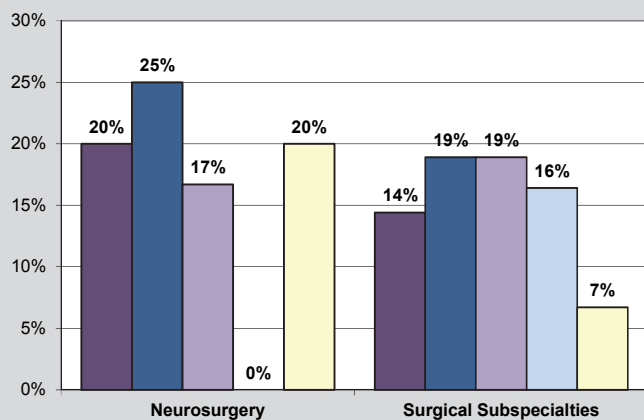
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



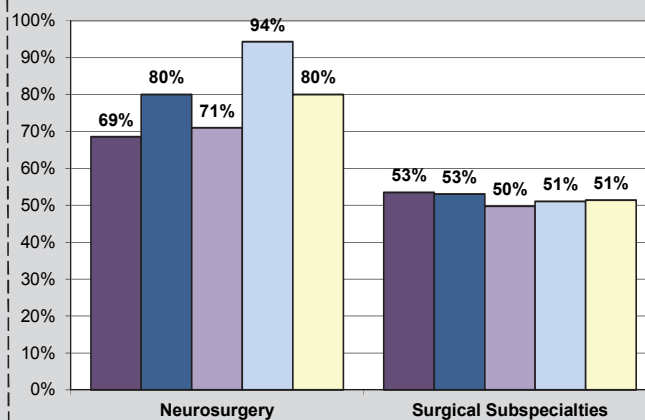
Trends in Mean Number of Job Offers Received,* 2009 - 2013



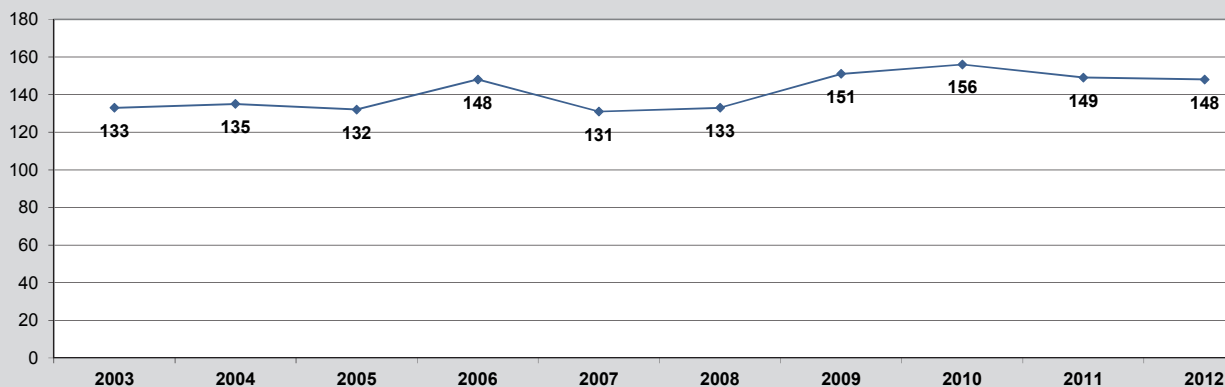
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Neurosurgery, 2009 - 2013



Trends in Number of Graduates of Allopathic Neurosurgery GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 5, 2010: n = 8, 2011: n = 6, 2012: n = 7, 2013: n = 6.

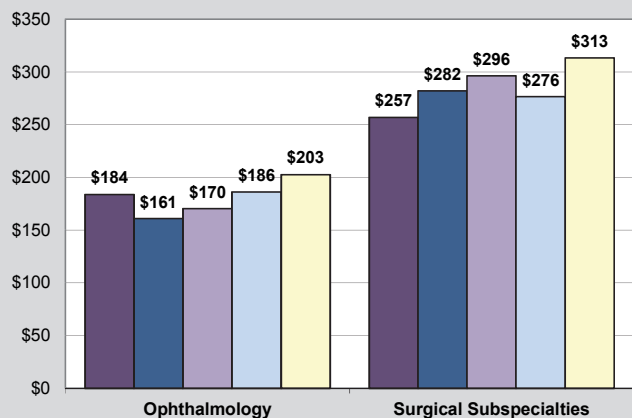
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

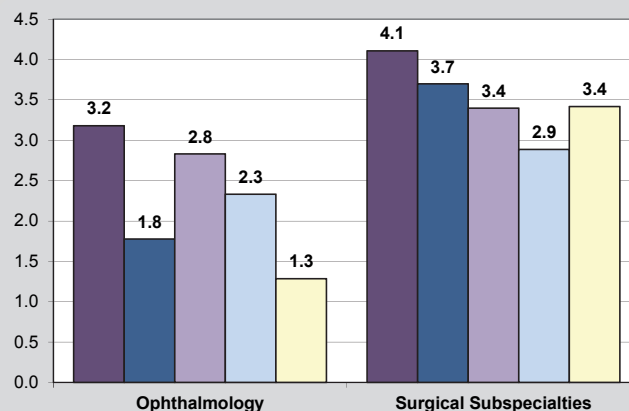
Specialty: Ophthalmology

Legend: 2009 2010 2011 2012 2013

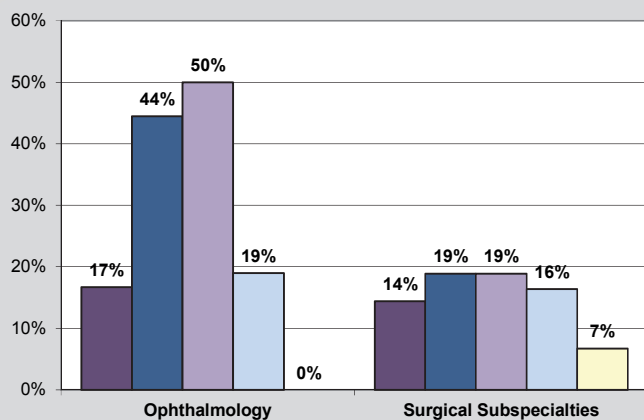
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



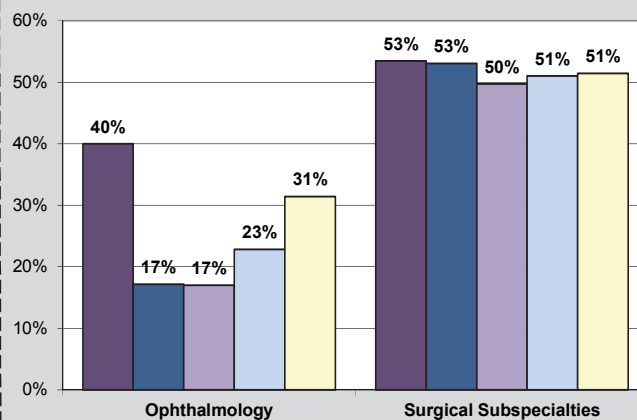
Trends in Mean Number of Job Offers Received,* 2009 - 2013



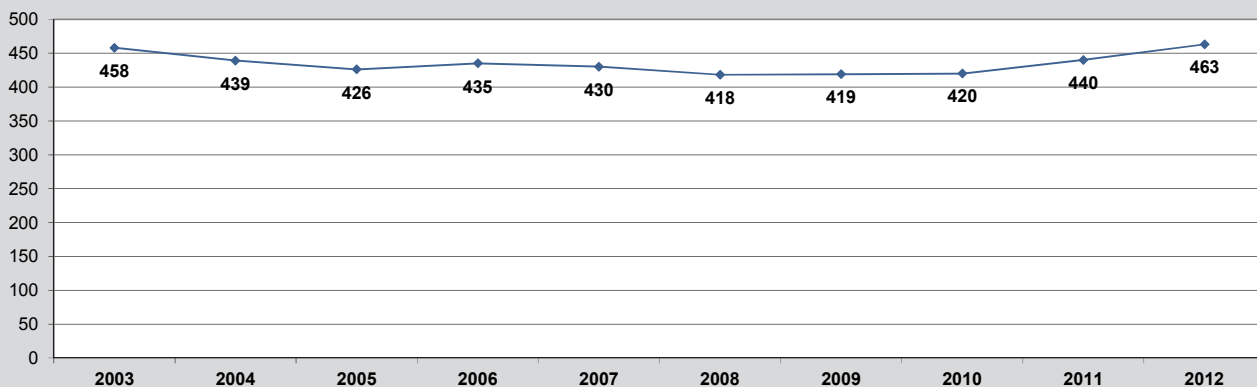
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Ophthalmology, 2009 - 2013



Trends in Number of Graduates of Allopathic Ophthalmology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 13, 2010: n = 9, 2011: n = 12, 2012: n = 23, 2013: n = 9.

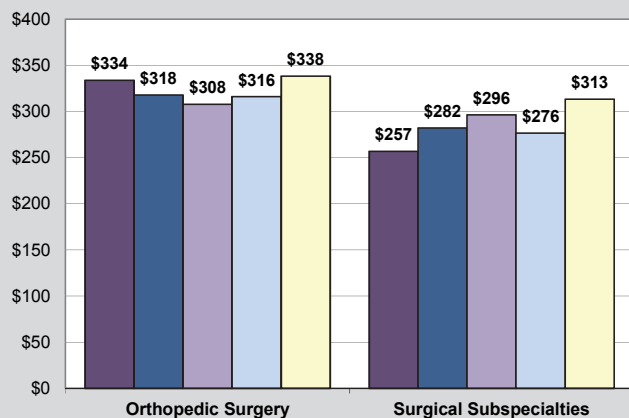
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

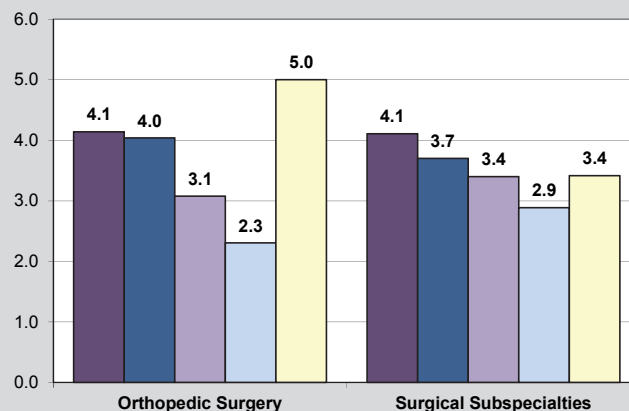
Specialty: Orthopedic Surgery

Legend: 2009 2010 2011 2012 2013

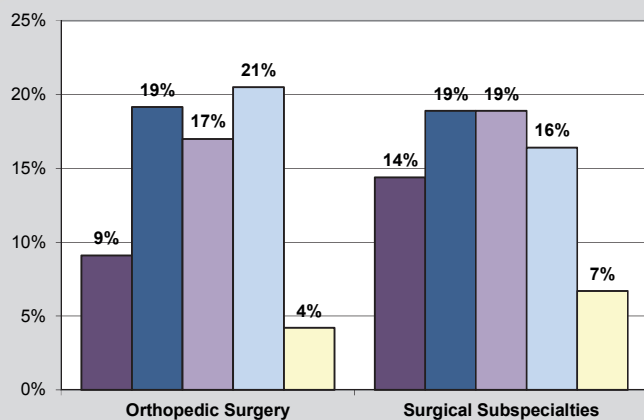
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



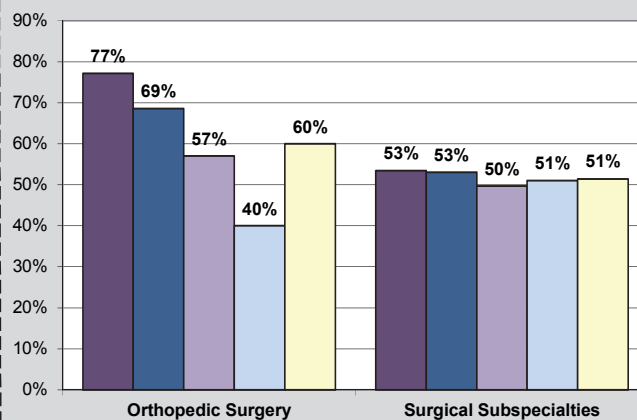
Trends in Mean Number of Job Offers Received,* 2009 - 2013



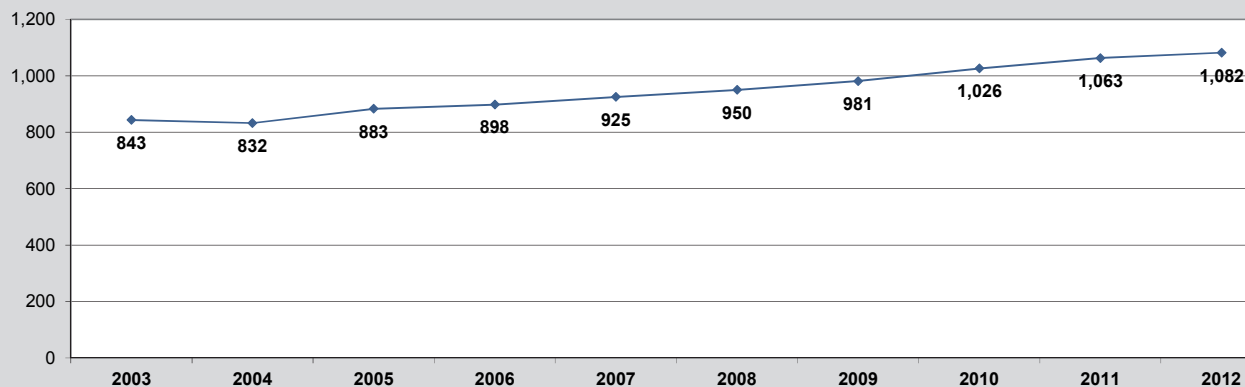
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Orthopedic Surgery, 2009 - 2013



Trends in Number of Graduates of Allopathic Orthopedic Surgery GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 47, 2010: n = 47, 2011: n = 51, 2012: n = 42, 2013: n = 24.

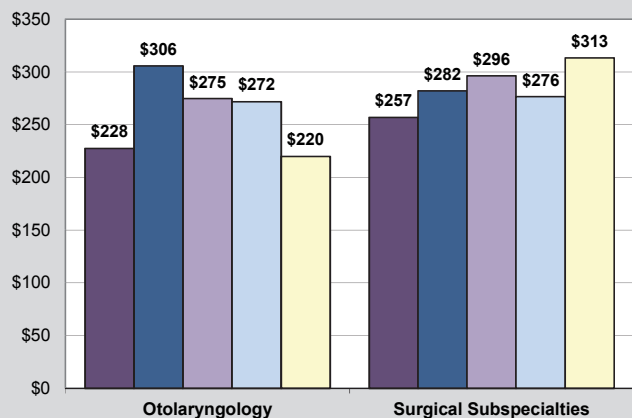
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

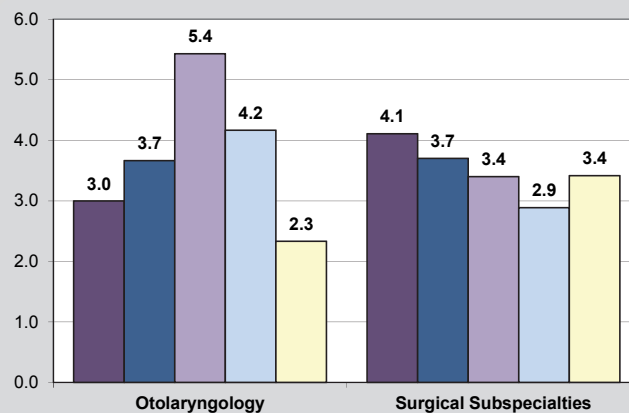
Specialty: Otolaryngology

Legend: 2009 2010 2011 2012 2013

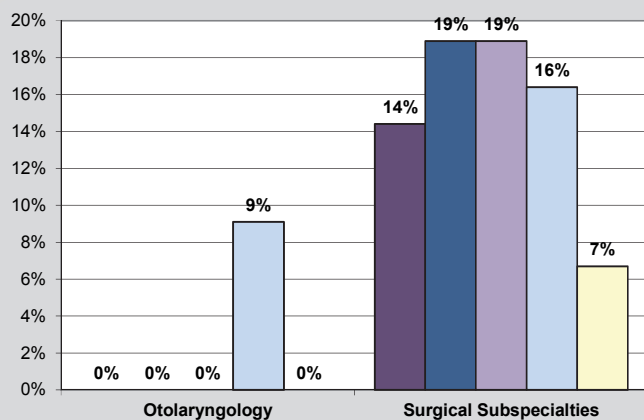
Trends in Median Starting Income, 2009 - 2013
(in \$1,000s of 2013 dollars)*



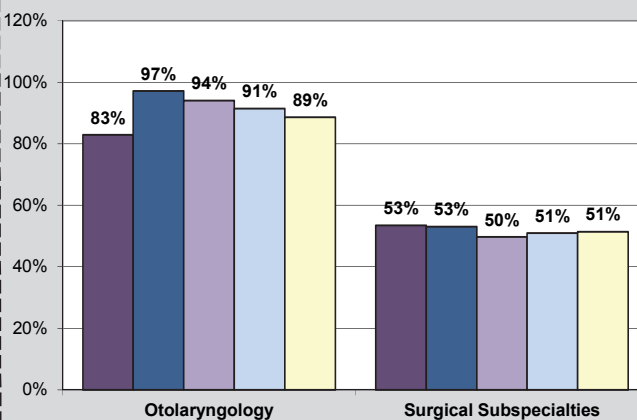
Trends in Mean Number of Job Offers Received, 2009 - 2013*



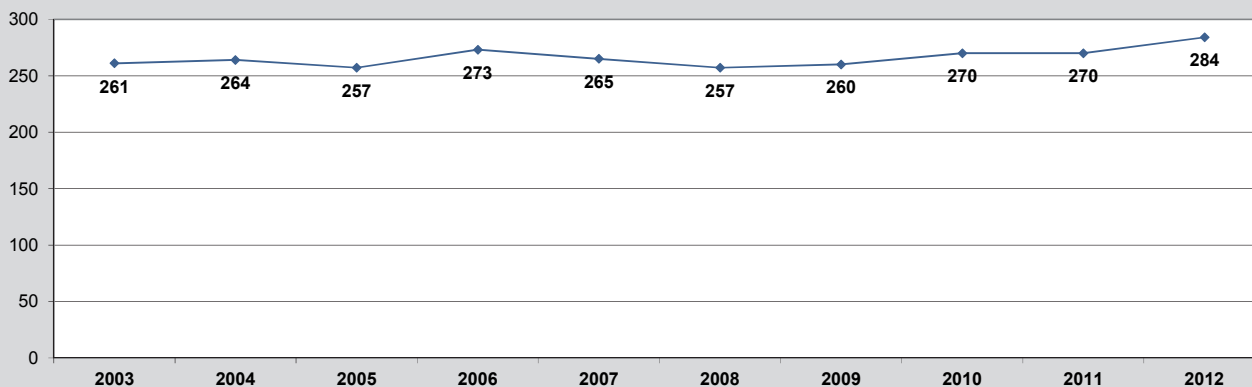
Trends in Having to Change Plans Due to Limited Practice Opportunities, 2009 - 2013*



Trends in Relative Demand - Percentile Rank of Otolaryngology, 2009 - 2013*



*Trends in Number of Graduates of Allopathic Otolaryngology GME Programs in the U.S.,** 2003 - 2012*



Number of responses: 2009: n = 11, 2010: n = 6, 2011: n = 7, 2012: n = 13, 2013: n = 9.

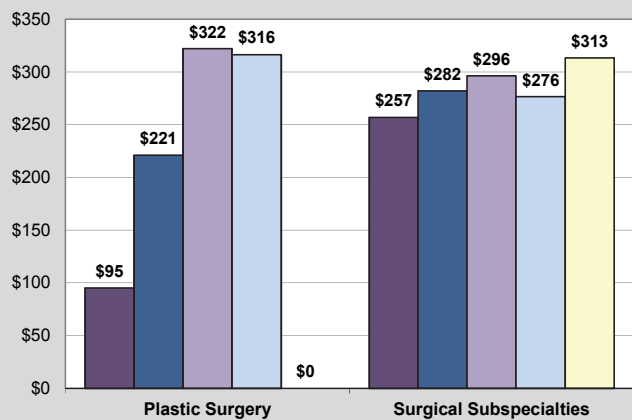
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

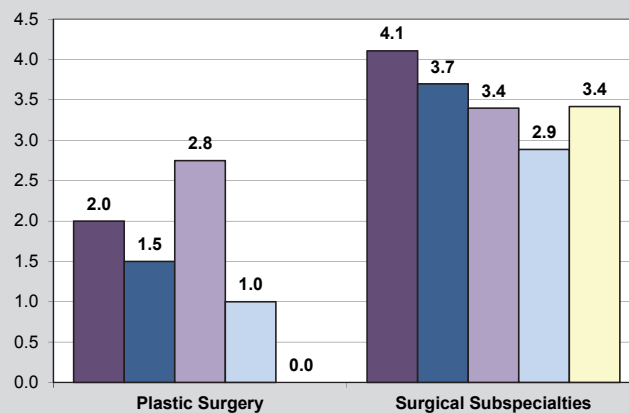
Specialty: Plastic Surgery

Legend: 2009 2010 2011 2012 2013

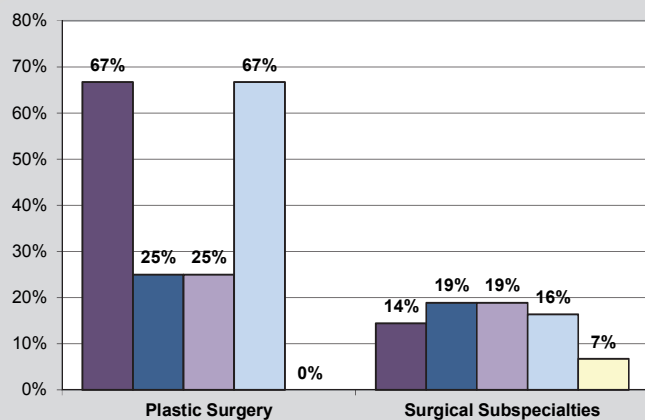
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



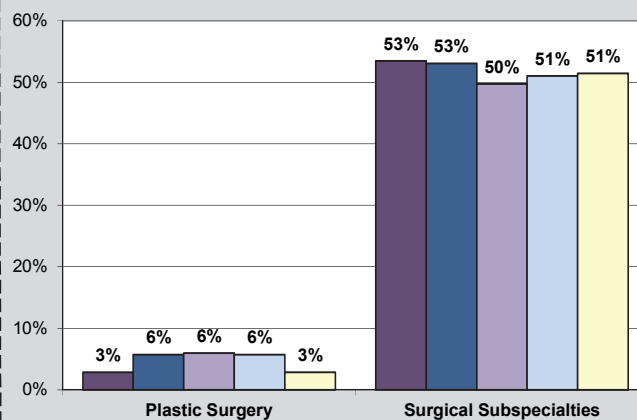
Trends in Mean Number of Job Offers Received,* 2009 - 2013



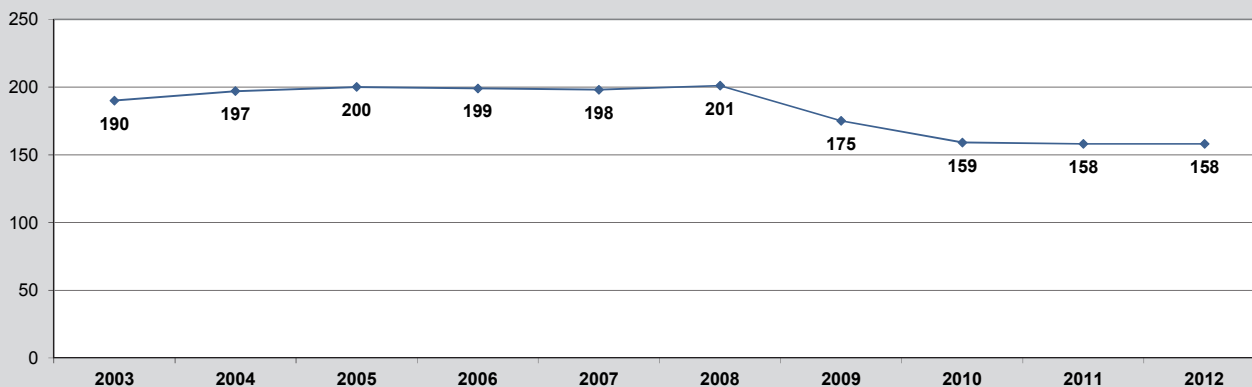
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Plastic Surgery, 2009 - 2013



Trends in Number of Graduates of Allopathic Plastic Surgery GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 4, 2010: n = 4, 2011: n = 7, 2012: n = 3, 2013: n = 1.

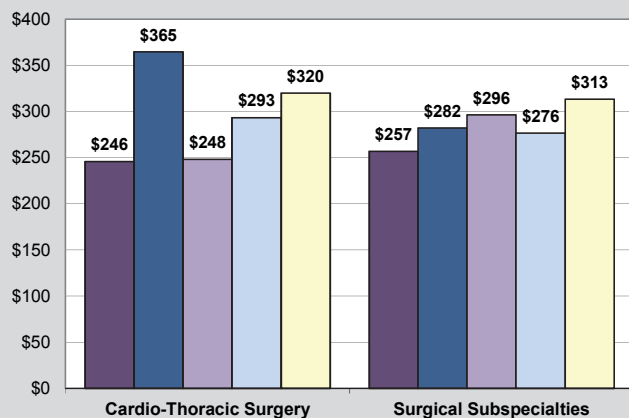
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

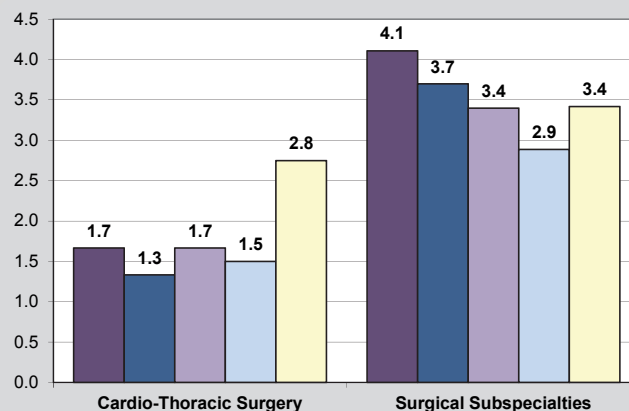
Specialty: Cardio-Thoracic Surgery

Legend: 2009 2010 2011 2012 2013

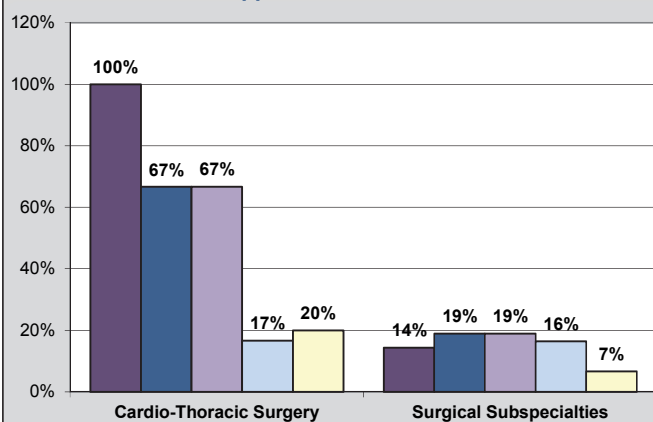
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



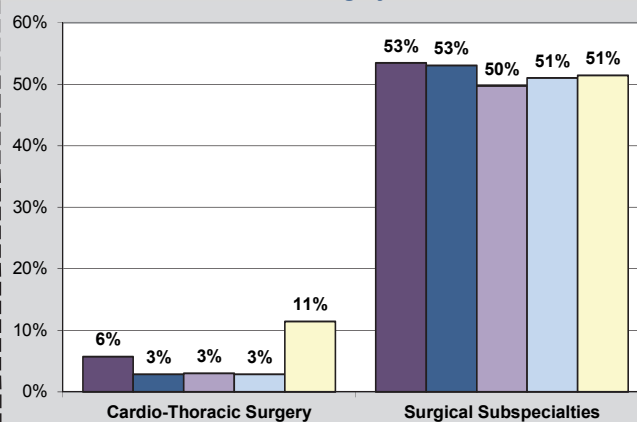
Trends in Mean Number of Job Offers Received,* 2009 - 2013



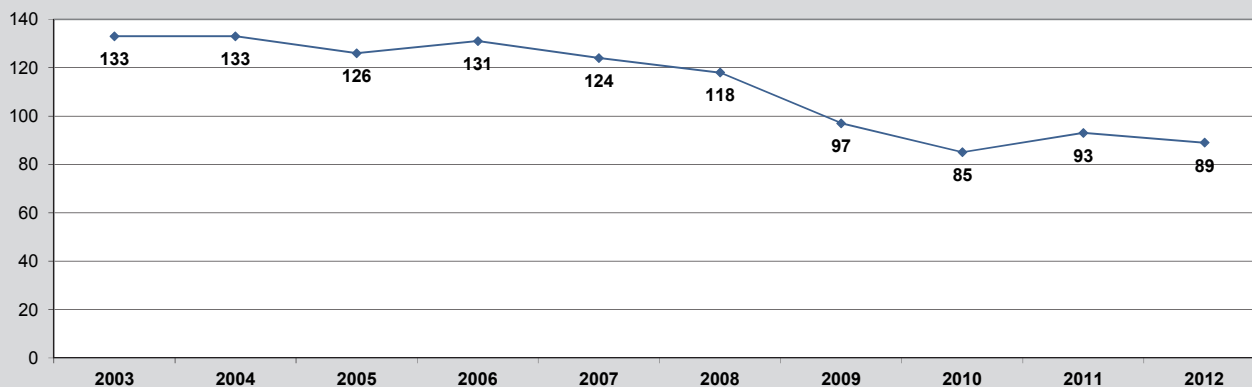
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Cardio-Thoracic Surgery, 2009 - 2013



Trends in Number of Graduates of Allopathic Cardio-Thoracic Surgery GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 3, 2010: n = 3, 2011: n = 3, 2012: n = 6, 2013: n = 5.

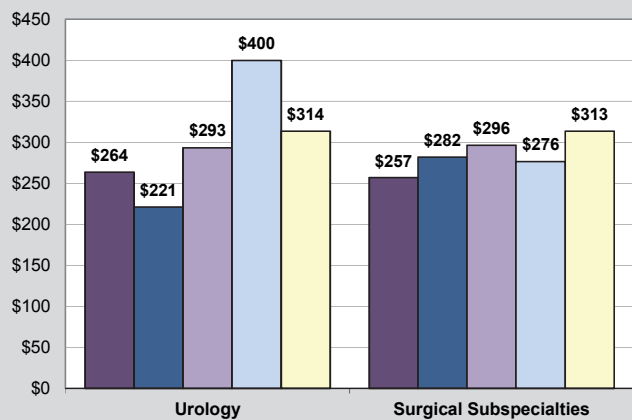
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

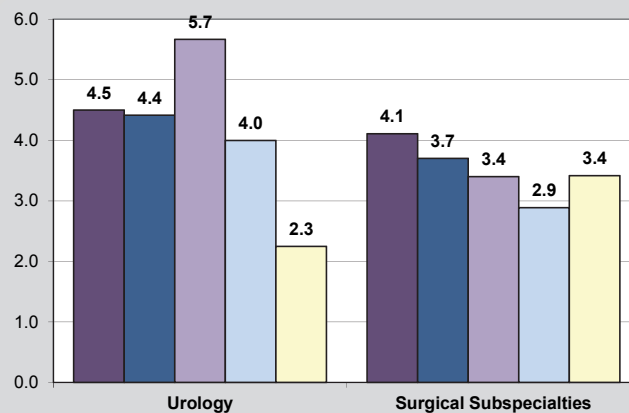
Specialty: Urology

Legend: 2009 2010 2011 2012 2013

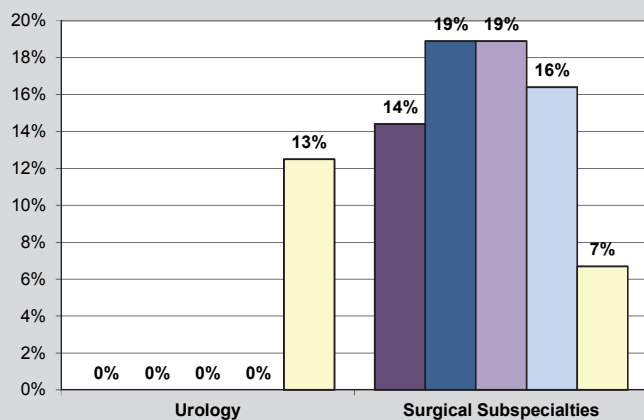
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



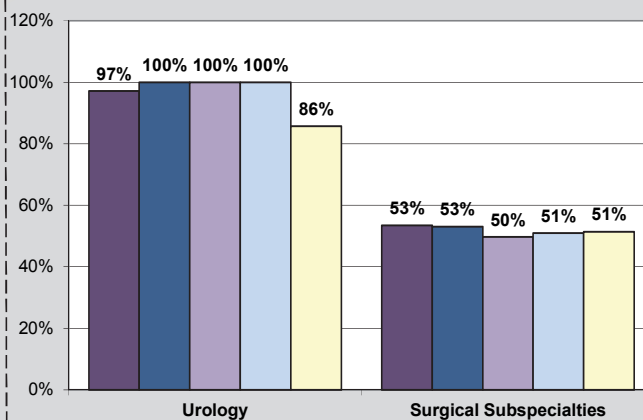
Trends in Mean Number of Job Offers Received,* 2009 - 2013



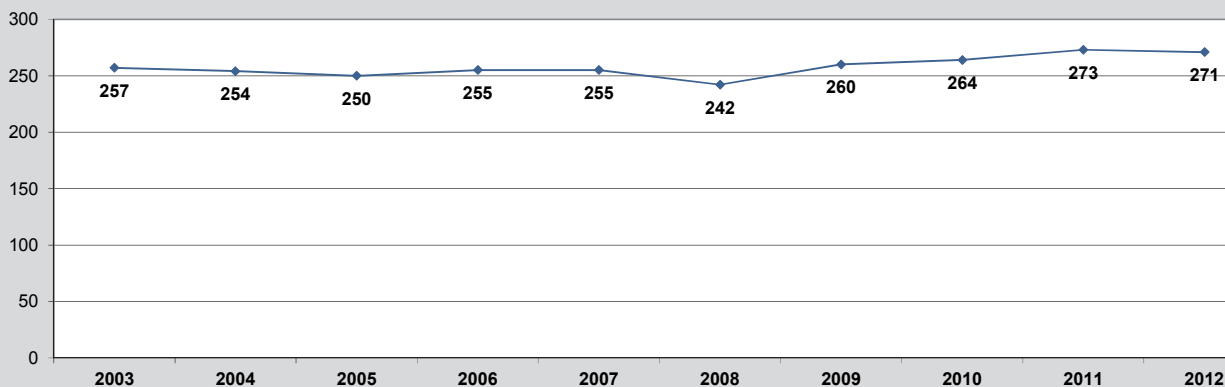
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Urology, 2009 - 2013



Trends in Number of Graduates of Allopathic Urology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 7, 2010: n = 12, 2011: n = 11, 2012: n = 13, 2013: n = 8.

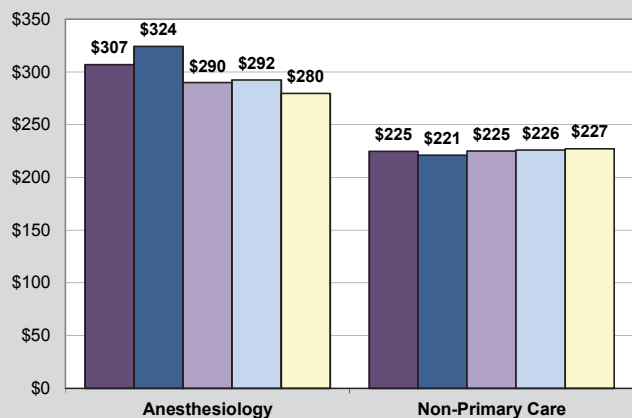
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

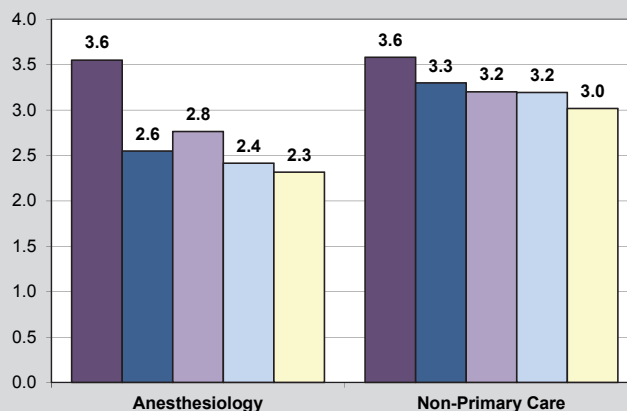
Specialty: Anesthesiology

Legend: 2009 2010 2011 2012 2013

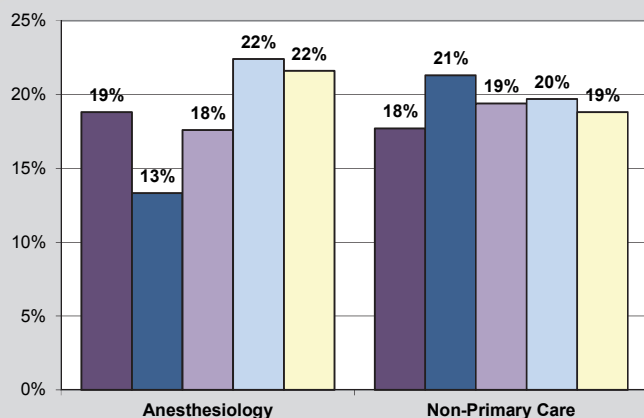
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



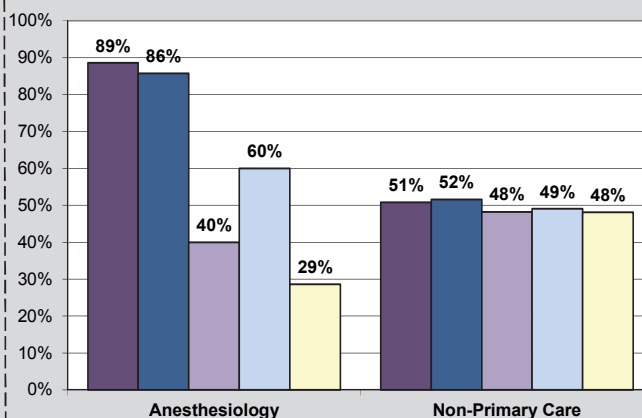
Trends in Mean Number of Job Offers Received,* 2009 - 2013



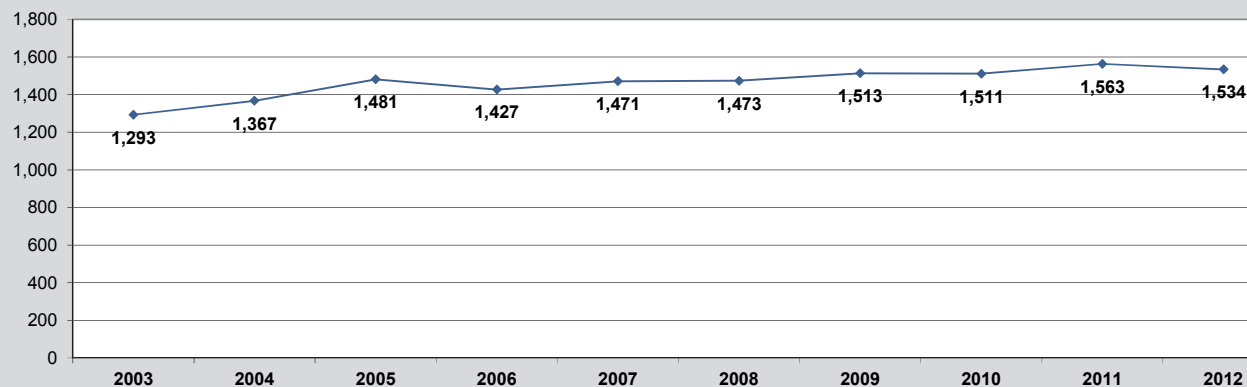
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Anesthesiology, 2009 - 2013



Trends in Number of Graduates of Allopathic Anesthesiology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 52, 2010: n = 67, 2011: n = 70, 2012: n = 60, 2013: n = 41.

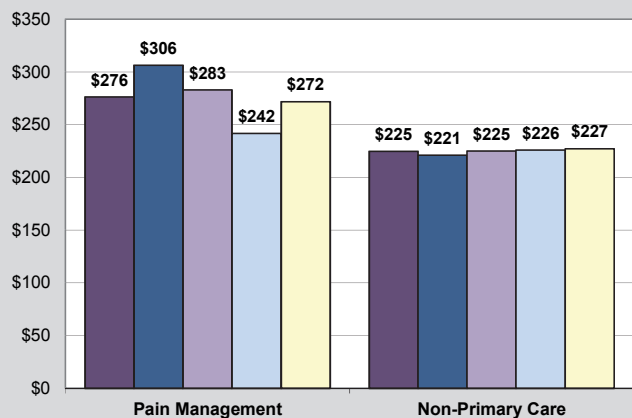
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

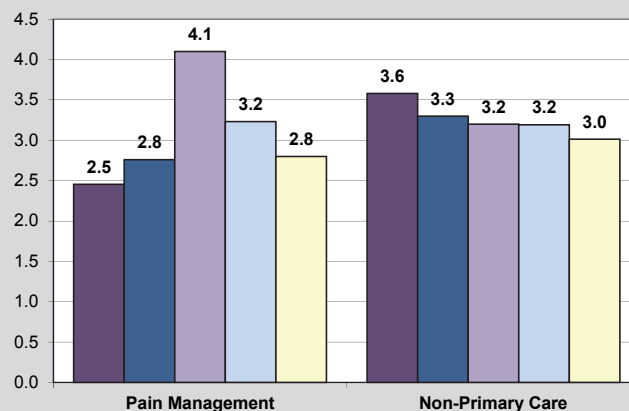
Specialty: Pain Management

Legend: 2009 2010 2011 2012 2013

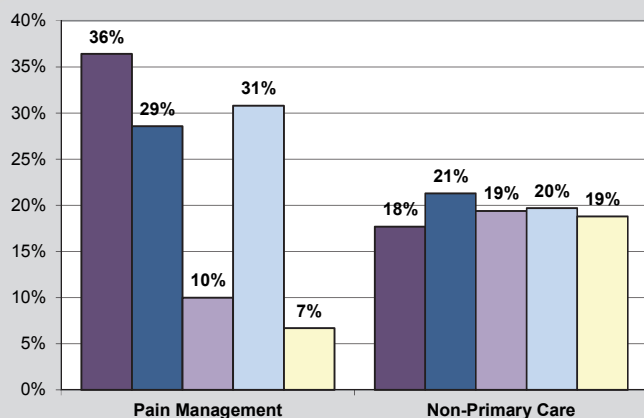
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



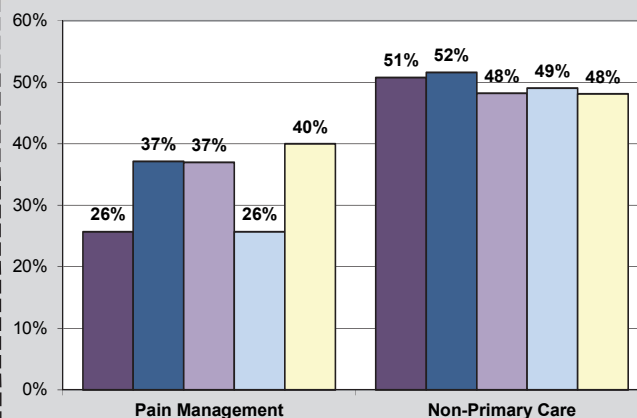
Trends in Mean Number of Job Offers Received,* 2009 - 2013



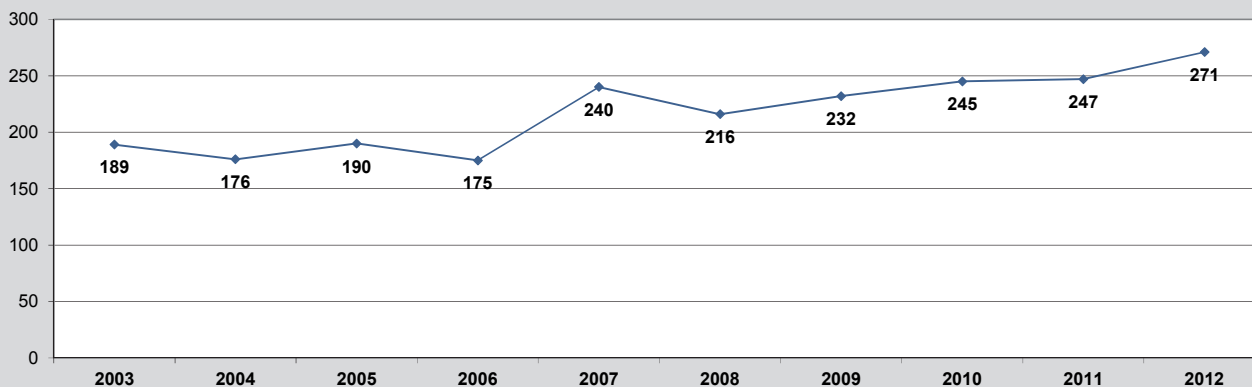
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Pain Management, 2009 - 2013



Trends in Number of Graduates of Allopathic Pain Management GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 12, 2010: n = 21, 2011: n = 10, 2012: n = 13, 2013: n = 15.

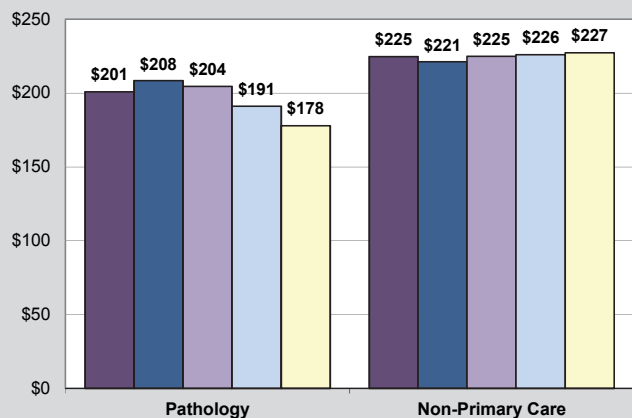
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

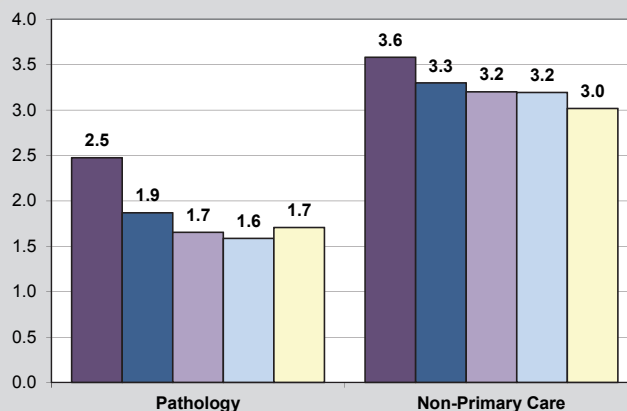
Specialty: Pathology

Legend: 2009 2010 2011 2012 2013

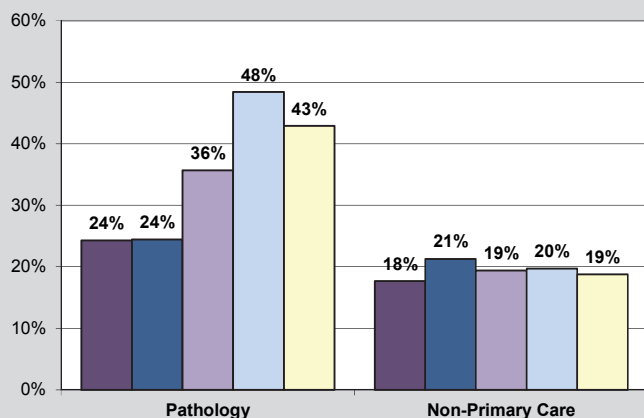
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



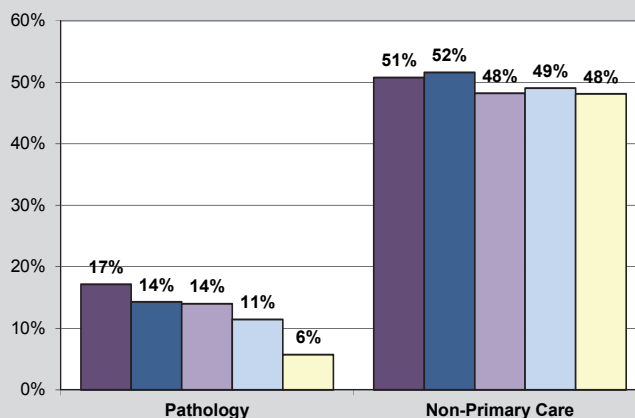
Trends in Mean Number of Job Offers Received,* 2009 - 2013



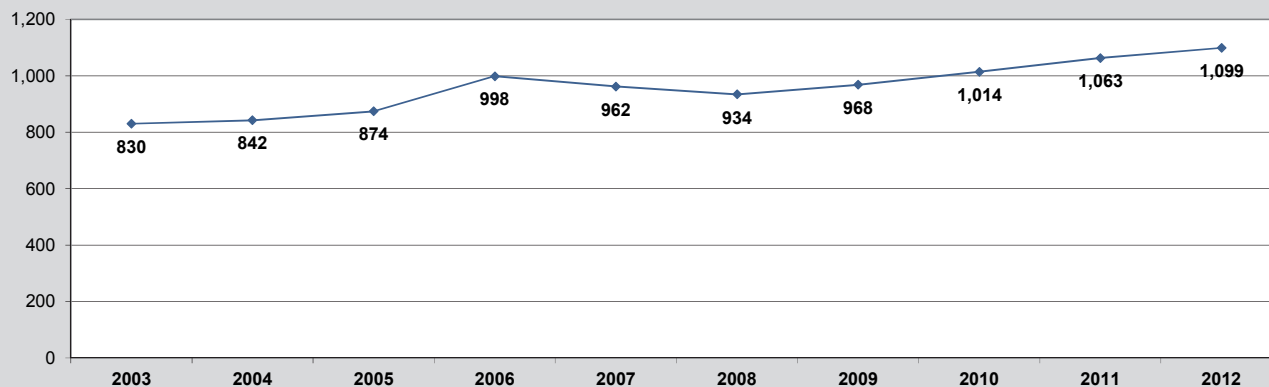
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Pathology, 2009 - 2013



Trends in Number of Graduates of Allopathic Pathology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 39, 2010: n = 47, 2011: n = 33, 2012: n = 32, 2013: n = 35.

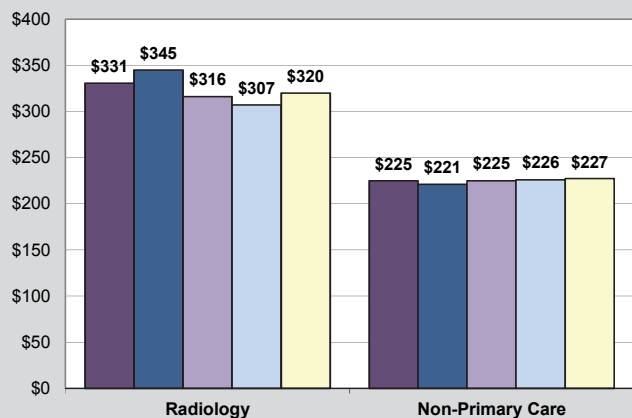
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

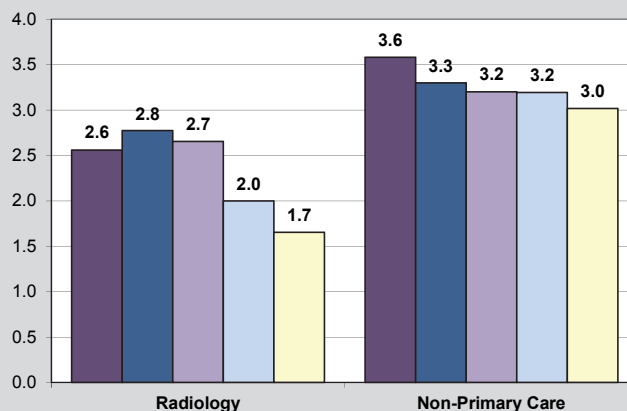
Specialty: Radiology

Legend: 2009 2010 2011 2012 2013

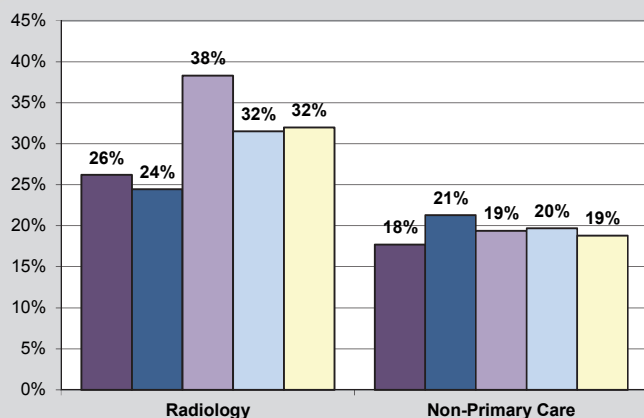
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



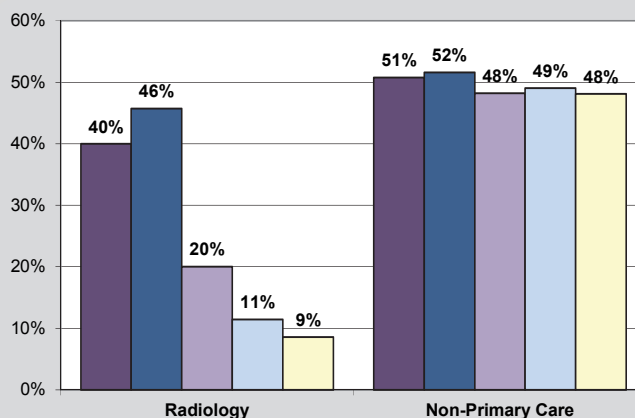
Trends in Mean Number of Job Offers Received,* 2009 - 2013



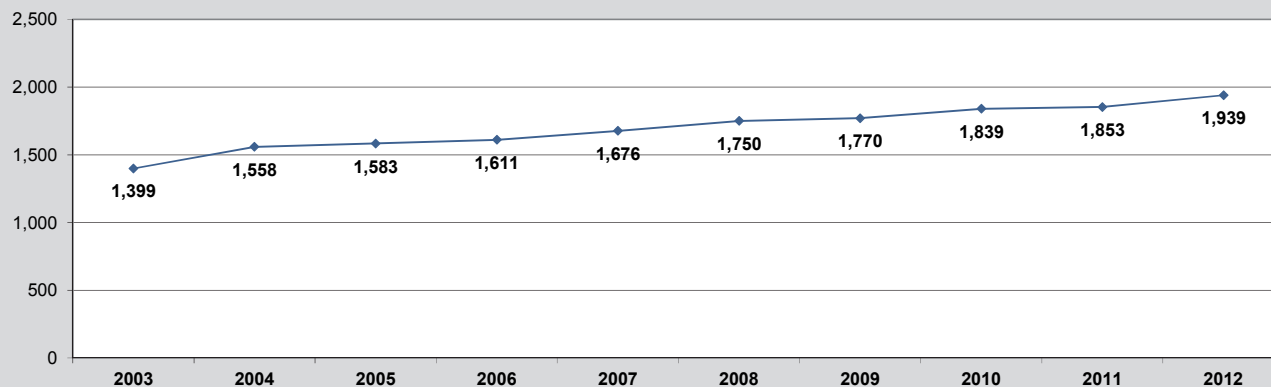
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Radiology, 2009 - 2013



Trends in Number of Graduates of Allopathic Radiology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 46, 2010: n = 49, 2011: n = 53, 2012: n = 57, 2013: n = 54.

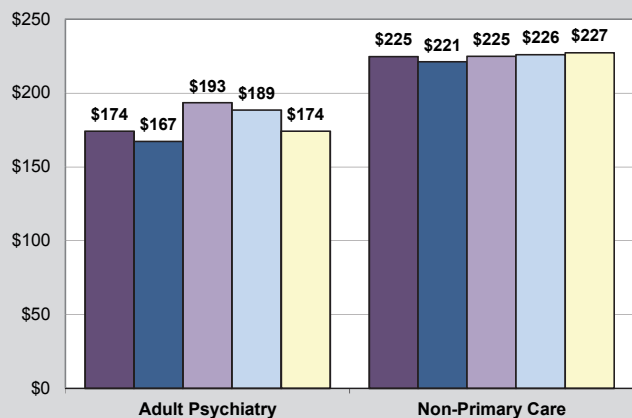
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

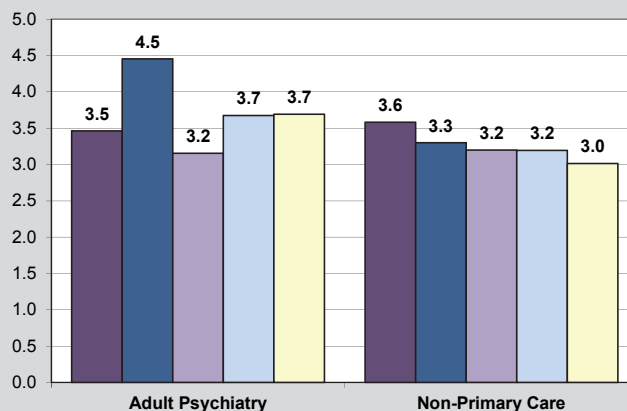
Specialty: Adult Psychiatry

Legend: 2009 2010 2011 2012 2013

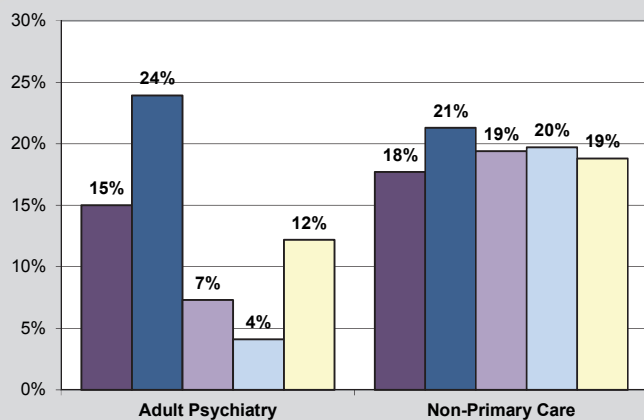
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



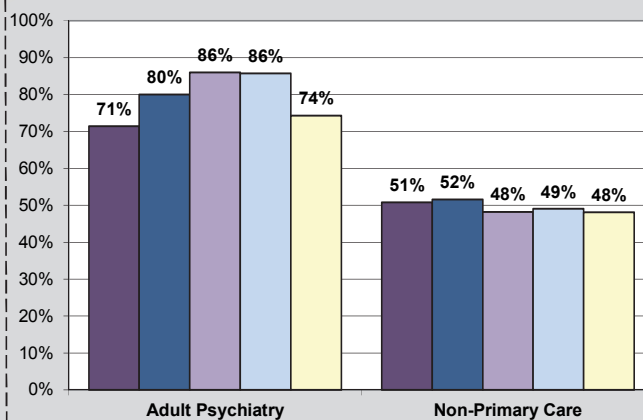
Trends in Mean Number of Job Offers Received,* 2009 - 2013



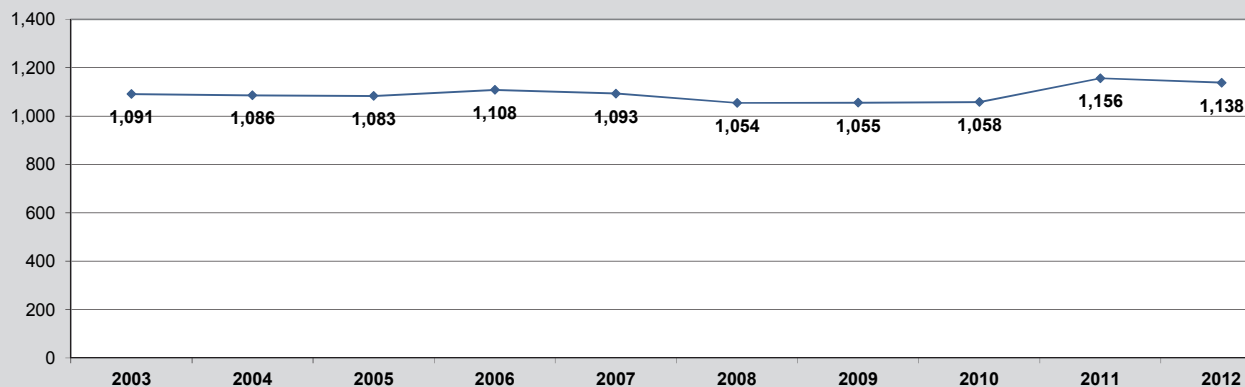
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Adult Psychiatry, 2009 - 2013



Trends in Number of Graduates of Allopathic Adult Psychiatry GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 50, 2010: n = 48, 2011: n = 48, 2012: n = 56, 2013: n = 44.

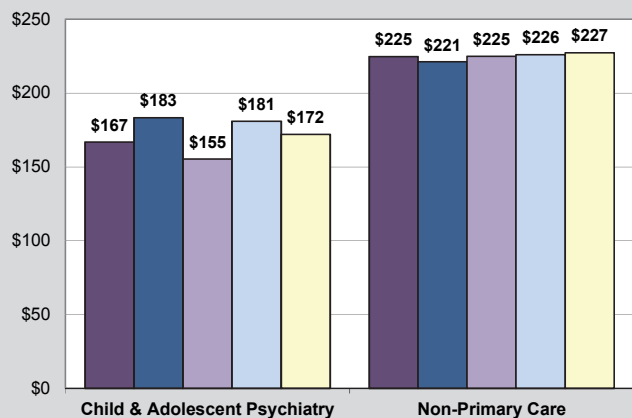
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

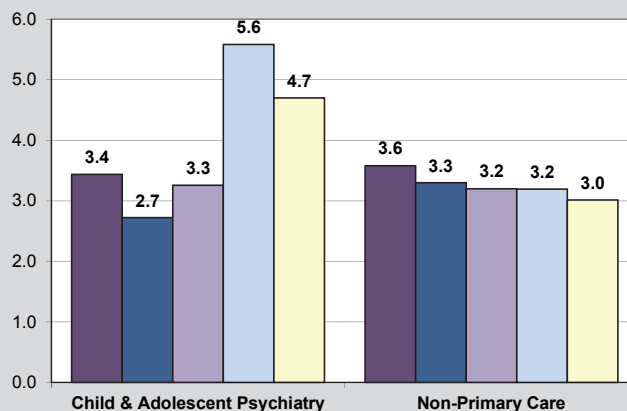
Specialty: Child & Adolescent Psychiatry

Legend: 2009 2010 2011 2012 2013

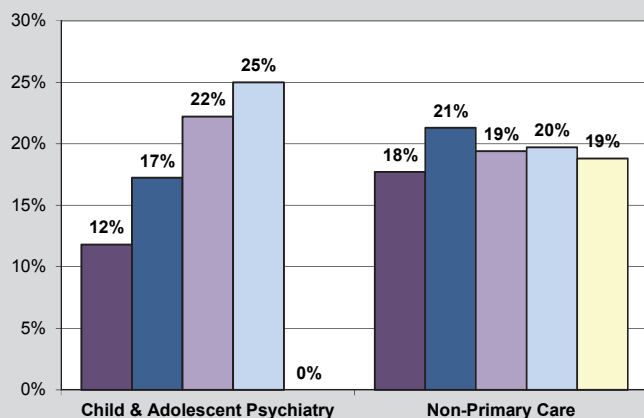
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



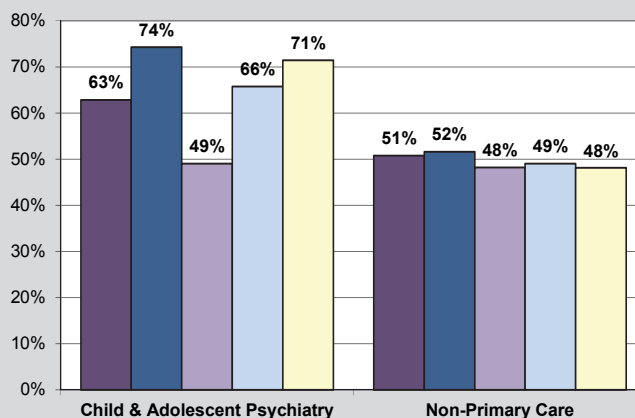
Trends in Mean Number of Job Offers Received,* 2009 - 2013



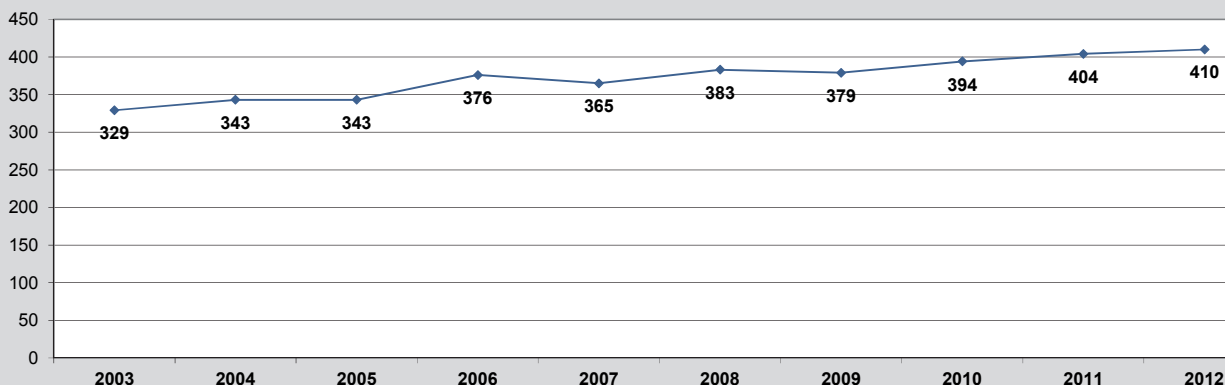
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Child & Adolescent Psychiatry, 2009 - 2013



Trends in Number of Graduates of Allopathic Child & Adolescent Psychiatry GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 17, 2010: n = 31, 2011: n = 27, 2012: n = 15, 2013: n = 11.

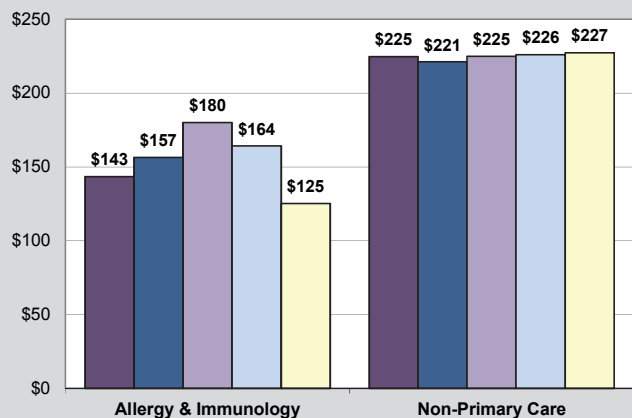
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

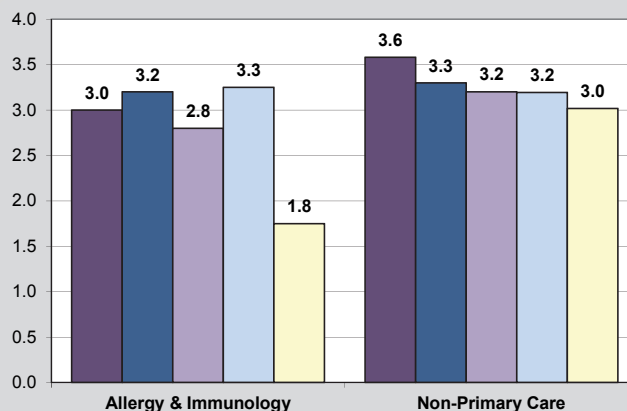
Specialty: Allergy & Immunology

Legend: 2009 2010 2011 2012 2013

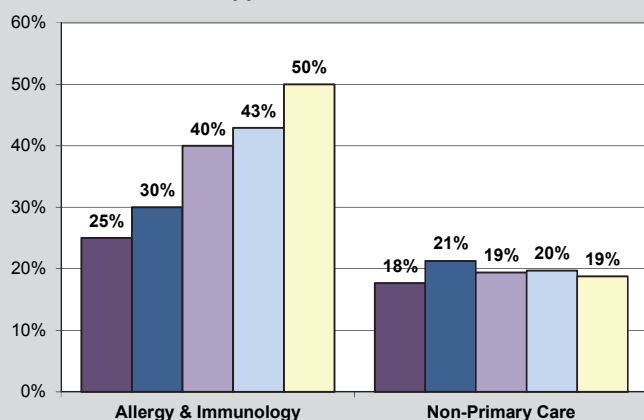
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



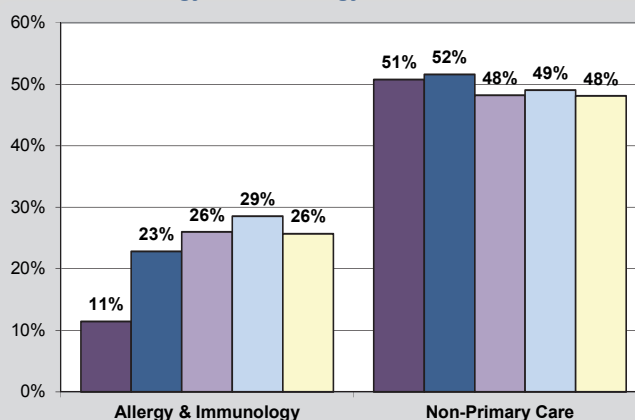
Trends in Mean Number of Job Offers Received,* 2009 - 2013



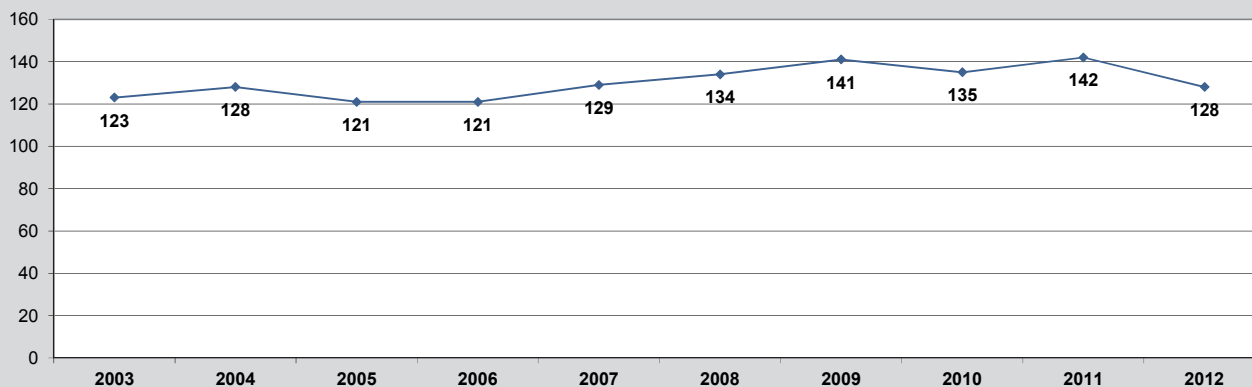
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Allergy & Immunology, 2009 - 2013



Trends in Number of Graduates of Allopathic Allergy & Immunology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 9, 2010: n = 10, 2011: n = 5, 2012: n = 9, 2013: n = 4.

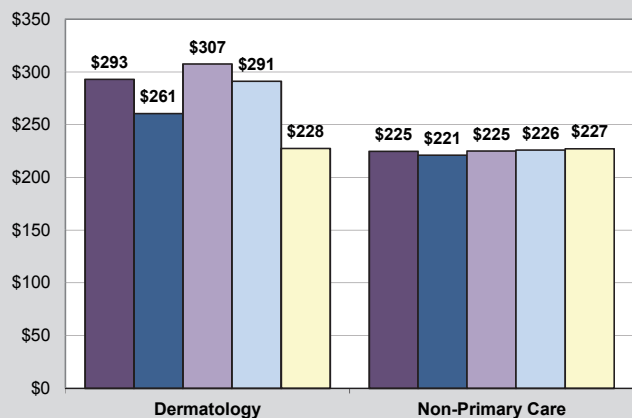
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

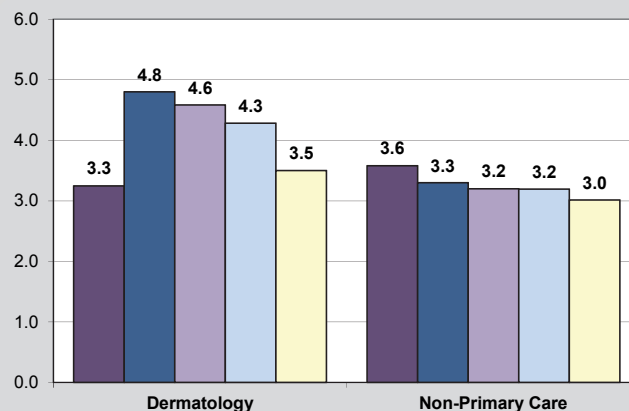
Specialty: Dermatology

Legend: 2009 2010 2011 2012 2013

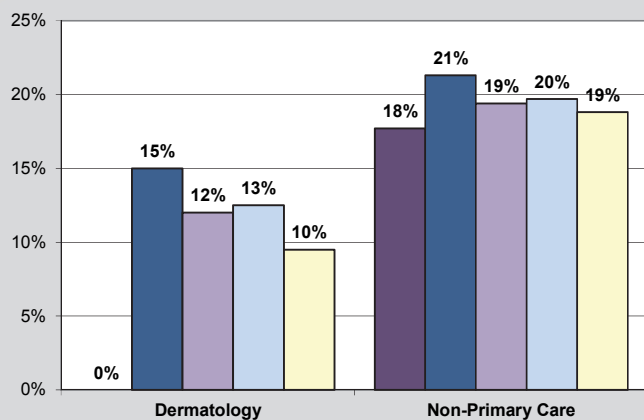
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



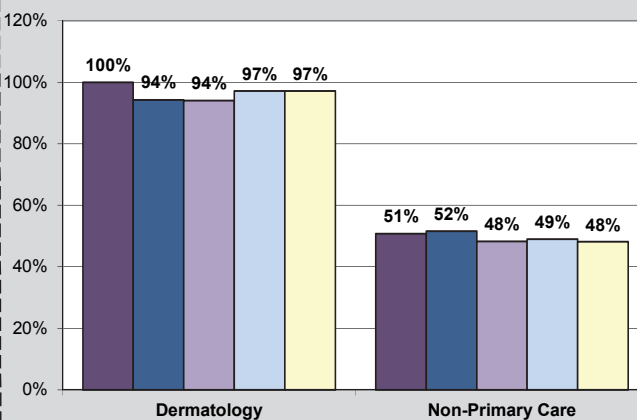
Trends in Mean Number of Job Offers Received,* 2009 - 2013



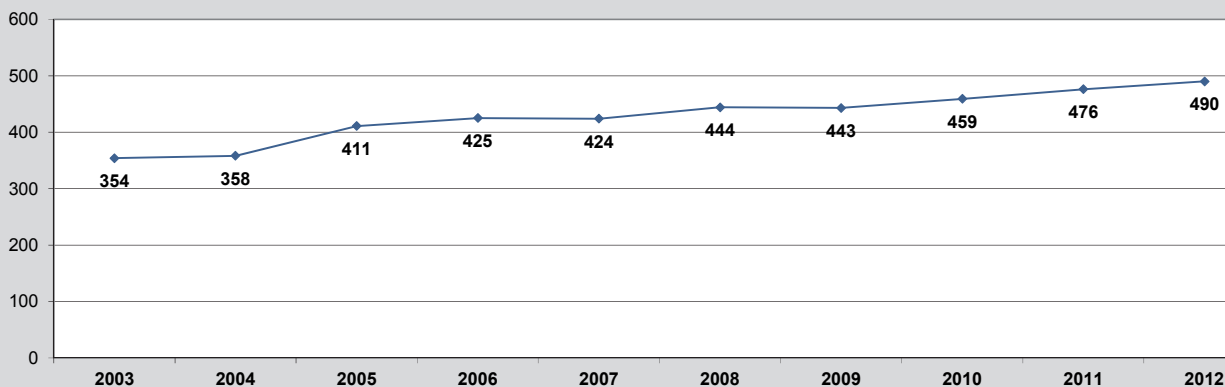
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Dermatology, 2009 - 2013



Trends in Number of Graduates of Allopathic Dermatology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 12, 2010: n = 22, 2011: n = 25, 2012: n = 17, 2013: n = 21.

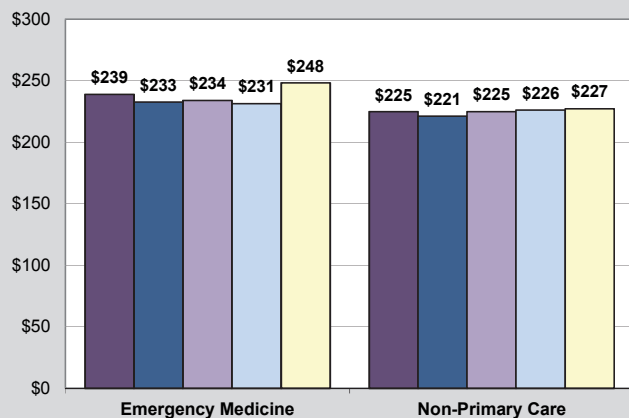
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

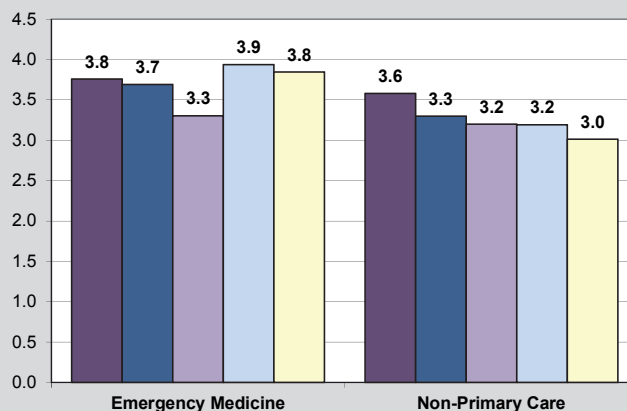
Specialty: Emergency Medicine

Legend: 2009 2010 2011 2012 2013

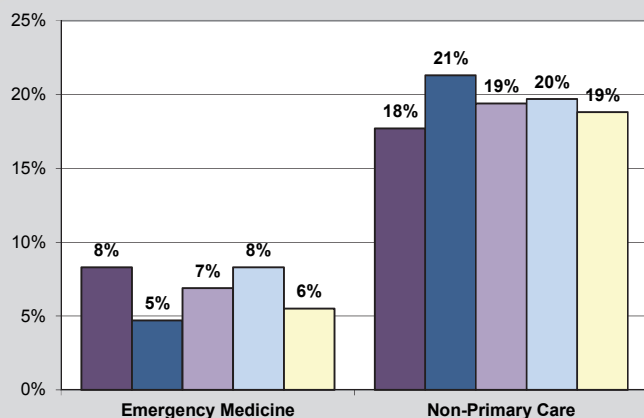
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



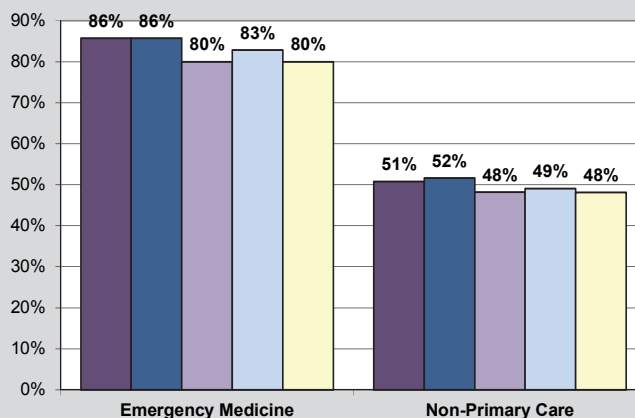
Trends in Mean Number of Job Offers Received,* 2009 - 2013



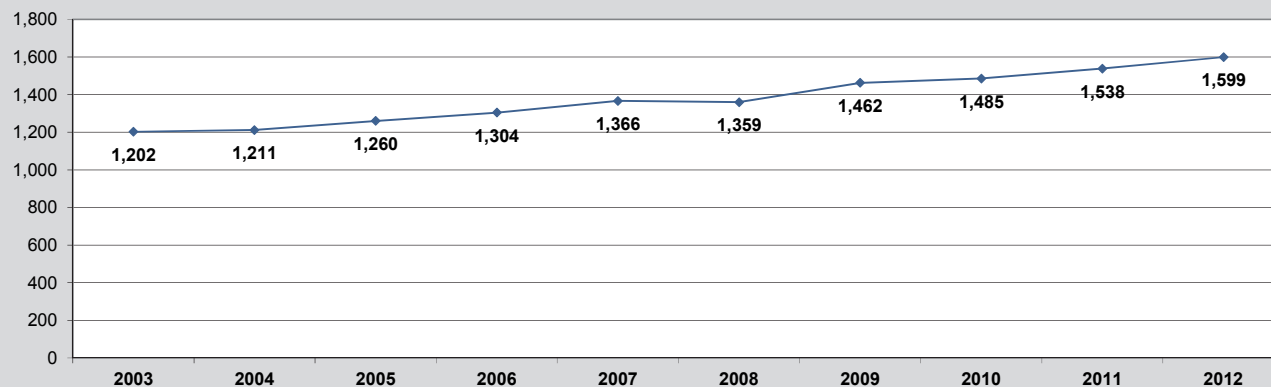
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Emergency Medicine, 2009 - 2013



Trends in Number of Graduates of Allopathic Emergency Medicine GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 115, 2010: n = 90, 2011: n = 109, 2012: n = 119, 2013: n = 99.

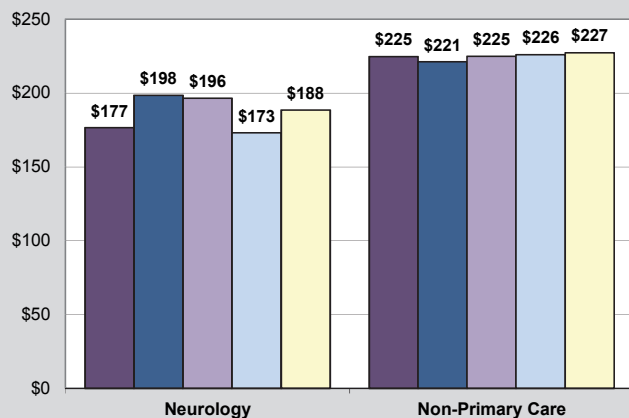
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

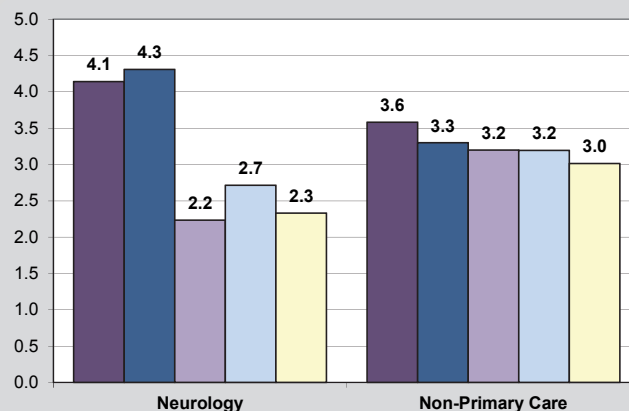
Specialty: Neurology

Legend: 2009 2010 2011 2012 2013

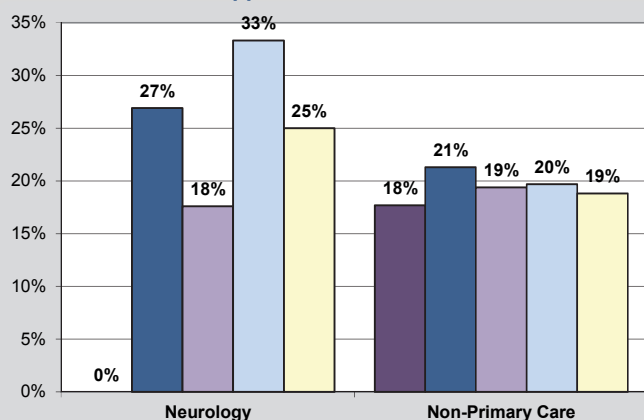
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



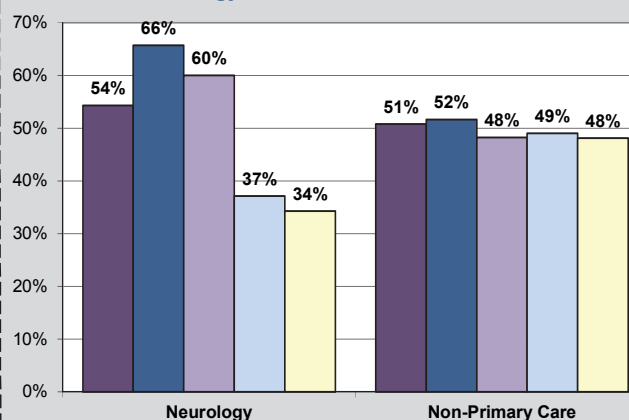
Trends in Mean Number of Job Offers Received,* 2009 - 2013



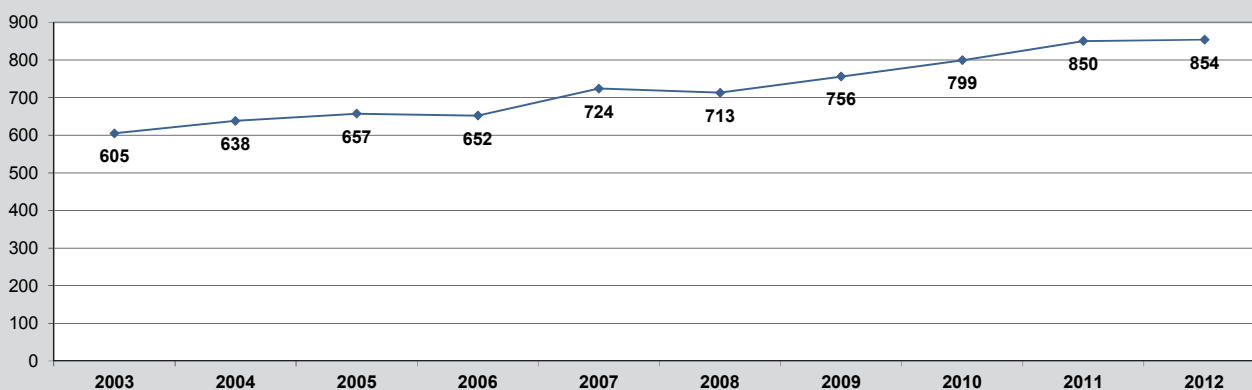
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Neurology, 2009 - 2013



Trends in Number of Graduates of Allopathic Neurology GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 16, 2010: n = 27, 2011: n = 23, 2012: n = 17, 2013: n = 11.

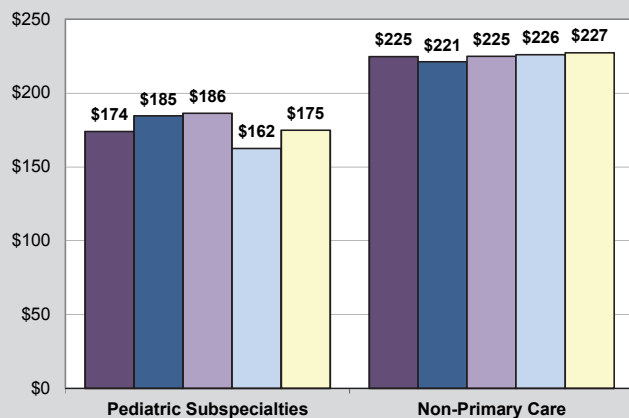
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

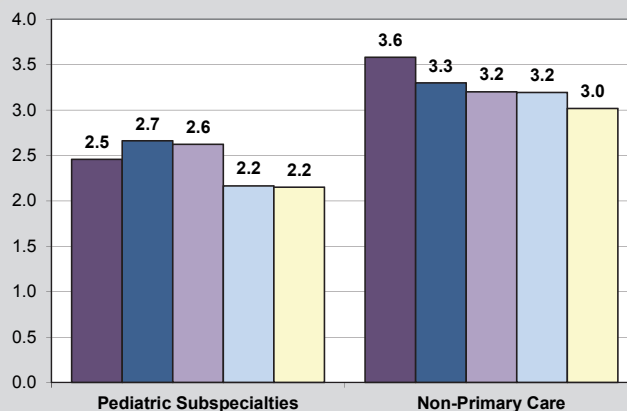
Specialty: Pediatric Subspecialties

Legend: 2009 2010 2011 2012 2013

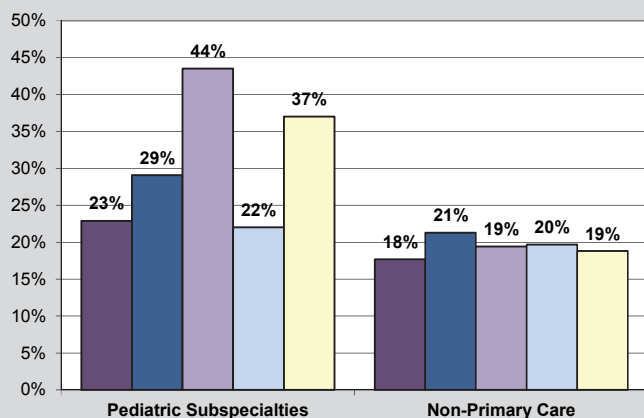
Trends in Median Starting Income,* 2009 - 2013
(in \$1,000s of 2013 dollars)



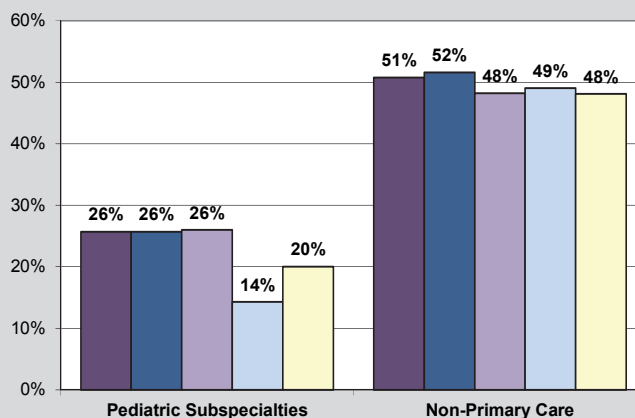
Trends in Mean Number of Job Offers Received,* 2009 - 2013



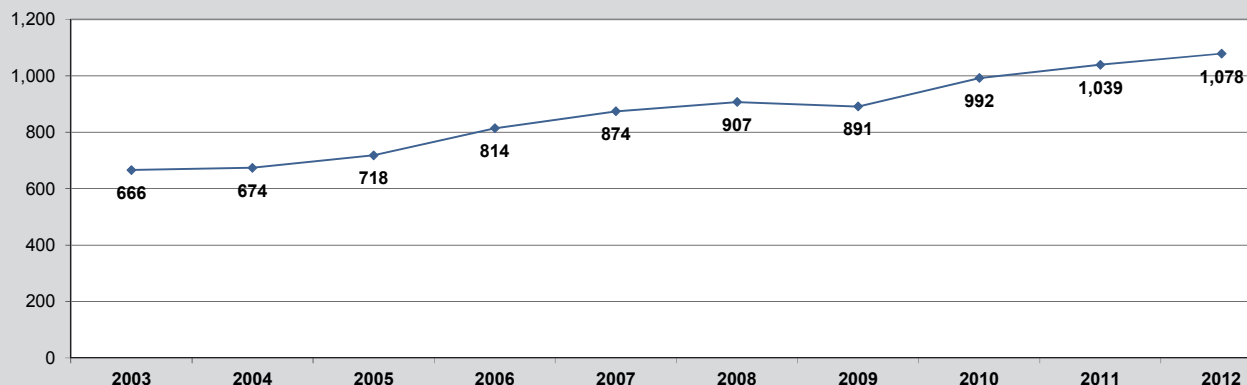
Trends in Having to Change Plans Due to Limited Practice Opportunities,* 2009 - 2013



Trends in Relative Demand* - Percentile Rank of Pediatric Subspecialties, 2009 - 2013



Trends in Number of Graduates of Allopathic Pediatric Subspecialties GME Programs in the U.S., 2003 - 2012**



Number of responses: 2009: n = 48, 2010: n = 58, 2011: n = 49, 2012: n = 46, 2013: n = 50.

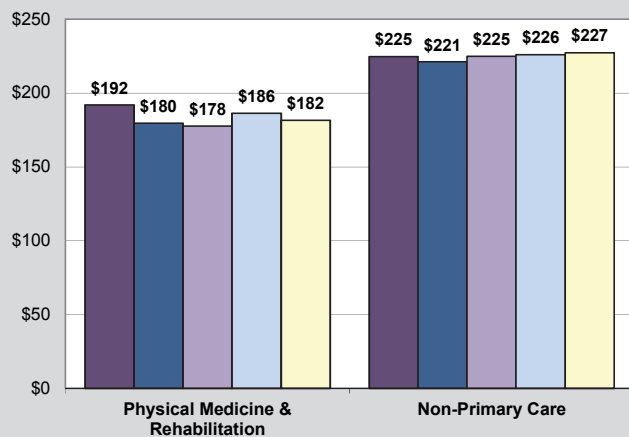
*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

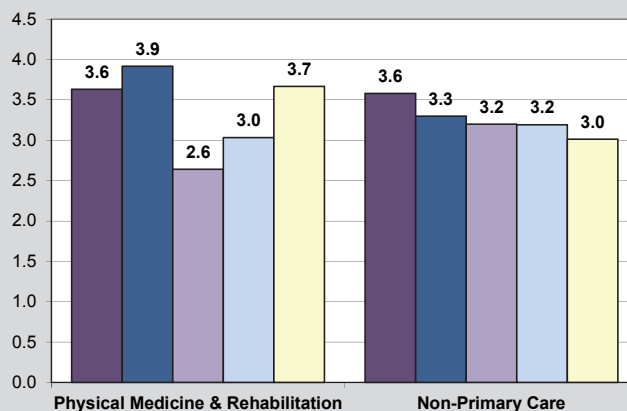
Specialty: Physical Medicine & Rehabilitation

Legend: 2009 2010 2011 2012 2013

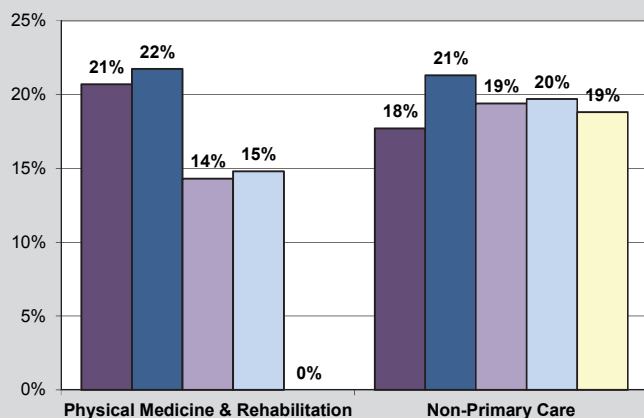
Trends in Median Starting Income, 2009 - 2013
(in \$1,000s of 2013 dollars)*



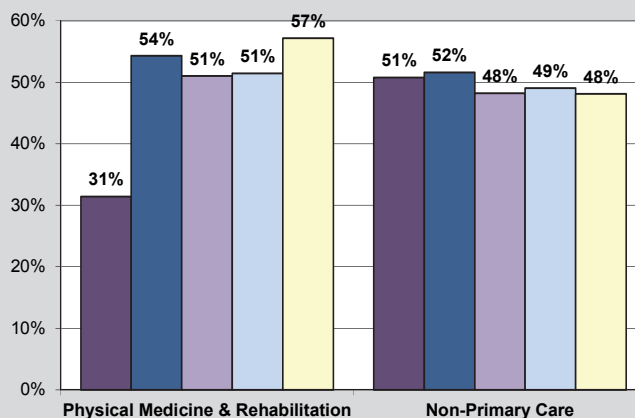
Trends in Mean Number of Job Offers Received, 2009 - 2013*



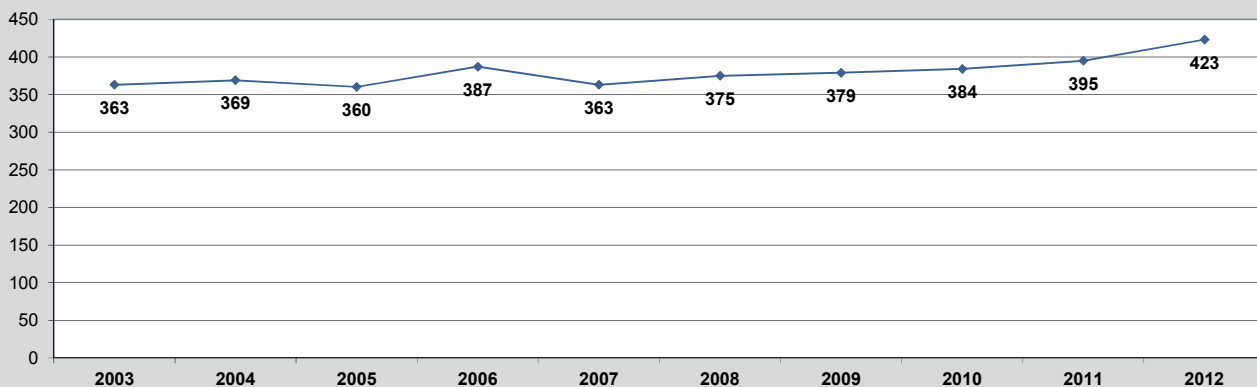
Trends in Having to Change Plans Due to Limited Practice Opportunities, 2009 - 2013*



Trends in Relative Demand - Percentile Rank of Physical Medicine & Rehabilitation, 2009 - 2013*



*Trends in Number of Graduates of Allopathic Physical Medicine & Rehabilitation GME Programs in the U.S.,** 2003 - 2012*



Number of responses: 2009: n = 30, 2010: n = 26, 2011: n = 16, 2012: n = 28, 2013: n = 16.

*Source: CHWS, Survey of Residents Completing Training in New York, 2009 - 2013.

**Source: JAMA Medical Education Issues, 2003 - 2012.

APPENDIX A. Methodology Used to Measure Relative Demand

The Resident Exit Survey cannot be used to determine *absolute* demand for new physicians in different specialties (i.e., it cannot be used to determine the number of physicians necessary to serve a given population). However, by analyzing several questions pertaining to job market experiences and perceptions of new physicians and comparing responses over time, in different geographical locations, and between specialties, it is possible to assess whether respondents from certain specialties or in certain locations are finding more or fewer practice opportunities (i.e., it measures *relative* demand).

The implication is that while a specialty, such as pathology, may be in low demand relative to other specialties in an absolute sense, there may still be good opportunities for pathologists, but not as good or as many as another specialty that is seeing higher demand (such as child and adolescent psychiatry). In addition, it is not possible to measure the magnitude of the difference in demand between different specialties. So, if the percentile rank of general internal medicine in New York in 2013 was 89% (i.e., general internal medicine had a relative rank equal to or better than 89% of the 35 specialties that were ranked), and the percentile rank of neurology was 40%, this *does not* imply that demand for general internal medicine was more than twice as strong as for neurology. The scale is only ordinal.

To measure demand for a given year, a composite score was computed by taking the median of the ranks (i.e., where each specialty stood relative to all 35 specialties) scored by each specialty on each of the demand indicators for data from the previous four years of the survey. Data from more recent years of the survey received a greater weight than data from earlier years. For example, when calculating the demand score for 2013, data from 2013 were weighted .40, data from 2012 were weighted .30, data from 2011 were weighted .20, and data from 2010 were weighted .10. The following variables were used as indicators of demand:

- ✓ percentage of respondents having difficulty finding a satisfactory practice position;
- ✓ percentage of respondents having to change plans due to limited practice opportunities;
- ✓ mean number of job offers received by respondents;
- ✓ respondents' mean Likert score summarizing their assessment of the regional job market;
- ✓ respondents' mean Likert score summarizing their assessment of the national job market; and
- ✓ trend (i.e., average annual change) in median starting income.

None of these indicators used alone will provide a perfect picture of demand. However, considered together, they provide a good picture of relative demand by specialty. There was a high degree of correlation between the “percentage of respondents with difficulty finding a satisfactory practice position” variable and the “percentage of respondents having to change plans due to limited practice opportunities” variable (i.e., a respondent reporting “difficulty...” was much more likely to also report “having to change plans...”). There was also a high degree of correlation between respondents' assessments of the “regional job market” and the “national job market.” For this reason, the “job offers” variable and the “trends in starting income” variable were each double weighted in computing a composite demand score.

The table on the next page summarizes the rank of each specialty (ranked among 35 specialties) on each demand indicator. The variables are:

- ✓ diff: rank of each specialty based on the percentage of respondents reporting difficulty finding a satisfactory practice position→e.g., the specialty with the lowest percentage of respondents reporting difficulty (general surgery) ranked #1 and the specialty with the highest percentage of respondents reporting difficulty (plastic surgery) ranked #35.
- ✓ chpln: rank of each specialty based on the percentage of respondents that had to change plans due to practice opportunities→e.g., the specialty with the lowest percentage of respondents having to change plans (neurosurgery) ranked #1 and the specialty with the highest percentage of respondents reporting difficulty (plastic surgery) ranked #35.
- ✓ offrs: rank of each specialty in terms of the mean number of job offers received by respondents (this variable was double weighted in computing the overall demand score) →e.g., the specialty with the most job offers (general internal medicine) ranked #1 and the specialty with the fewest job offers (pathology) ranked #35.
- ✓ reg_mrkt: rank of each specialty in terms of the mean Likert score summarizing respondents' assessments of the regional job market for their specialty→e.g., the specialty with the most positive assessment of the regional job market (emergency medicine) ranked #1 and the specialty with the least positive assessment of the regional job market (cardio-thoracic surgery) ranked #35.
- ✓ nat_mrkt: rank of each specialty in terms of the mean Likert score summarizing respondents' assessments of the national job market for their specialty→e.g., the specialty with the most positive assessment of the national job market (urology) ranked #1 and the specialty with the least positive assessment of the national job market (cardio-thoracic surgery) ranked #35.
- ✓ inc_trnd: rank of each specialty in terms the average annual change (or trend) in median starting income levels of respondents from each specialty→e.g., the specialty with the strongest trend in median starting income (plastic surgery) ranked #1 and the specialty with the weakest trend in median starting income (dermatology) ranked #35.

SUMMARY OF RANKS ON DEMAND INDICATORS

<u>Specialty</u>	<u>diff</u>	<u>ch_pln</u>	<u>offers*</u>	<u>reg_mrkt</u>	<u>nat_mrkt</u>	<u>inc_trnd*</u>	<u>Median Rank</u>	<u>Overall Rank</u>	<u>Percentile Rank**</u>
Family Medicine	4	17	2	5	5	9	5.0	1.0	100%
General Internal Med	7	9	1	9	4	13	8.0	5.0	89%
General Pediatrics	14	13	21	11	18	30	19.5	18.0	51%
IM & Peds (Comb)	8	3	12	7	9	6	7.5	4.0	91%
Ob/Gyn	10	14	19	8	15	29	17.0	14.0	63%
Cardiology	29	27	15	27	28	33	27.5	28.0	23%
Critical Care Med	15	5	5	17	14	10	10.0	10.0	74%
Endocrinology & Met	17	11	27	12	12	20	18.5	17.0	54%
Gastroenterology	21	20	8	16	13	23	18.0	16.0	57%
Geriatrics	11	8	10	14	17	26	12.5	13.0	66%
Hematology/Onc	22	29	18	25	23	7	20.0	20.0	46%
Infectious Disease	30	25	30	31	30	25	30.0	31.0	14%
Nephrology	34	34	23	34	31	14	27.0	27.0	26%
Pulmonary Disease	20	19	3	21	7	24	19.5	18.0	51%
Rheumatology	28	18	24	26	22	22	23.0	24.0	34%
General Surgery	1	23	9	20	16	2	9.0	7.0	83%
Neurosurgery	9	1	16	24	10	3	9.5	8.0	80%
Ophthalmology	23	26	31	23	26	8	24.5	25.0	31%
Orthopedic	13	16	17	22	21	18	17.5	15.0	60%
Otolaryngology	16	4	6	6	11	16	8.5	6.0	86%
Plastic Surgery	35	35	34	30	33	1	33.5	34.0	6%
Cardio-Thoracic Surg	27	28	33	35	35	4	30.5	32.0	11%
Urology	5	2	11	10	1	5	5.0	1.0	100%
Anesthesiology	12	21	28	15	25	32	26.5	26.0	29%
Pain Management	25	22	22	19	24	21	22.0	23.0	37%
Pathology	33	33	35	33	34	34	34.0	35.0	3%
Radiology	32	30	32	32	32	27	32.0	33.0	9%
Adult Psychiatry	3	7	14	2	2	19	10.5	12.0	69%
Child & Adol Psych	19	15	7	4	8	12	10.0	10.0	74%
Allergy & Immun	30	32	25	29	29	31	29.5	30.0	17%
Dermatology	6	10	4	3	6	35	6.0	3.0	94%
Emergency Medicine	2	6	13	1	3	15	9.5	8.0	80%
Neurology	24	24	26	13	19	11	21.5	22.0	40%
Pediatric Subspecs	26	31	29	28	27	17	27.5	28.0	23%
Phys Med & Rehab	18	12	20	18	20	28	20.0	20.0	46%

*The job offers variable and the income trend variable were each double weighted in computing the median rank.

**The percentile rank is the percentage of all 35 specialties with a median demand rank equal to or lower than each specialty.

The following example illustrates how the demand score was calculated for general internal medicine in New York in 2013:

Median Rank_{GIM} = median (diff, chpln, offers, offers, reg_mrkt, nat_mrkt, inc_trnd, inc_trnd)

Median Rank_{GIM} = median (7, 9, 1, 1, 9, 4, 13, 13)

Median Rank_{GIM} = 8.0***

***With a median rank of 8.0, general internal medicine ranked 5 out of 35 specialties. The percentile rank is computed as:

$$\%rank_{GIM} = \{ 1 - (Rank_{GIM} / \#specs) + (1 / \#specs) \}$$
 where “#specs” is the number of specialties being ranked. In New York in 2013, there were 35 specialties being ranked, so the percentile rank of family medicine is:

$$\%rank_{FM} = \{ 1 - (5 / 35) + (1 / 35) \} \simeq 89\%.$$

APPENDIX B. Specialty Comparison Groups

SPECIALTY COMPARISON GROUPS

<u>Specialty</u>	<u>Comparison Group</u> *
Family Medicine	Primary Care
General Internal Medicine	Primary Care
General Pediatrics	Primary Care
IM & Peds (Combined)	Primary Care
Obstetrics/Gynecology	Non-Primary Care
Cardiology	Medicine Subspecialties
Critical Care Medicine	Medicine Subspecialties
Endocrinology & Metabolism	Medicine Subspecialties
Gastroenterology	Medicine Subspecialties
Geriatrics	Medicine Subspecialties
Hematology/Oncology	Medicine Subspecialties
Infectious Disease	Medicine Subspecialties
Nephrology	Medicine Subspecialties
Pulmonary Disease	Medicine Subspecialties
Rheumatology	Medicine Subspecialties
General Surgery	Non-Primary Care
Neurosurgery	Surgical Subspecialties
Ophthalmology	Surgical Subspecialties
Orthopedic Surgery	Surgical Subspecialties
Otolaryngology	Surgical Subspecialties
Plastic Surgery	Surgical Subspecialties
Cardio-Thoracic Surgery	Surgical Subspecialties
Urology	Surgical Subspecialties
Anesthesiology	Non-Primary Care
Pain Management	Non-Primary Care
Pathology	Non-Primary Care
Radiology	Non-Primary Care
Adult Psychiatry	Non-Primary Care
Child & Adolescent Psychiatry	Non-Primary Care
Allergy & Immunology	Non-Primary Care
Dermatology	Non-Primary Care
Emergency Medicine	Non-Primary Care
Neurology	Non-Primary Care
Pediatric Subspecialties	Non-Primary Care
Physical Medicine & Rehabilitation	Non-Primary Care

*In each specialty profile, statistics for the specialty are presented next to the average of all specialties in the group to which the specialty belongs (i.e., the comparison group). As an example, the starting median of family practice is compared to the median starting income of all primary care. Likewise, the relative demand (or percentile rank) of cardiology is compared against the average percentile rank of all medicine subspecialties.

APPENDIX C. 2013 NY Resident Exit Survey Instrument

INCORRECT

SERIAL

10. Specialty you are COMPLETING in 2013*(select only one)*

- ☐ Allergy and Immunology
☐ Anesthesiology (General)
☐ Anesthesiology–Pain Management
☐ Other Anesthesiology Subspecialty–specify: _____
☐ Dermatology
☐ Emergency Medicine
☐ Family Medicine
☐ Internal Medicine (General)
☐ Cardiology
☐ Critical Care Medicine
☐ Endocrinology and Metabolism
☐ Gastroenterology
☐ Geriatrics
☐ Hematology/Oncology
☐ Infectious Disease
☐ Nephrology
☐ Pulmonary Disease/CCM
☐ Rheumatology
☐ Other Internal Medicine Subspecialty–specify: _____
☐ Internal Medicine and Pediatrics (Combined)
☐ Neurology
☐ Nuclear Medicine
☐ Obstetrics and Gynecology (General)
☐ Obstetrics and Gynecology (Subspecialty)–specify: _____
☐ Pathology (General)
☐ Pathology (Subspecialty)–specify: _____
☐ Pediatrics (General)
☐ Pediatrics (Subspecialty)–specify: _____
☐ Physical Medicine and Rehabilitation
☐ Preventive Medicine/Public Health/Occupational Medicine
☐ Psychiatry
☐ Child and Adolescent Psychiatry
☐ Other Psychiatry Subspecialty–specify: _____
☐ Radiology (Diagnostic)
☐ Radiology (Therapeutic)
☐ Surgery (General)
☐ Cardio-Thoracic Surgery
☐ Neurological Surgery
☐ Ophthalmology
☐ Orthopedic Surgery
☐ Otolaryngology
☐ Plastic Surgery
☐ Urology
☐ Other Surgical Subspecialty–specify: _____
☐ Other–specify: _____

11. What do you expect to be doing after completion of your current training program?**Primary Activity** *(mark only one)*

- ☐ Patient care/clinical practice (in non-training position)
☐ Additional subspecialty training or fellowship
☐ (specify specialty): _____
☐ Chief resident
☐ Teaching/research (in non-training position)
☐ Temporarily out of medicine
☐ Other (specify): _____
☐ Undecided/don't know yet

C. FUTURE PLANS**12. If you are going on for additional training/fellowship, please answer the following:****A. Why are you subspecializing/continuing training?** *(mark all that apply)*

- ☐ To further your medical education
☐ Unable to find a job you are happy with
☐ Unable to find any job
☐ To stay in the U.S. (i.e., due to visa status)
☐ Other (specify): _____
☐ Always intended to subspecialize
☐ Question does not apply

B. If you are leaving NY to continue your training, do you plan to return to NY to practice when your training is complete?

- ☐ Yes ☐ Don't know yet
☐ No ☐ Question does not apply

13. In your upcoming position, how many hours per week do you expect to spend in each of the following activities?

	None	1–9	10–19	20–29	30–39	40–49	50–59	60+
Direct patient care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Research	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Administration	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Volunteering/Community service	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

14. Where is the location of your primary activity after completing your current training position?

- ☐ Same city/county as current training
☐ Same region within NY, but different city/county
☐ Other area within NY
☐ Other state
☐ Outside the U.S.
☐ Don't know yet

15. Do you have an obligation or visa requirement to work in a federally designated Health Professional Shortage Area?

- ☐ Yes ☐ No

16. If you are planning to enter or have considered entering patient care/clinical practice:**A. Have you actively searched for a job?**

- ☐ Yes
☐ No, not yet (Skip to 16C)
☐ No, I will be self-employed (Skip to 16C)

<u>Used</u> (mark all that apply)	<u>Most Effective</u> (mark only one)
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Third party representation (recruitment agencies/headhunters, online or otherwise)	<input type="radio"/>	<input type="radio"/>
Print/traditional want ad responses (journals, newspapers, trade publications)	<input type="radio"/>	<input type="radio"/>
Residency program announcements/career fairs	<input type="radio"/>	<input type="radio"/>
Independent search activity on the Internet (direct to employers)	<input type="radio"/>	<input type="radio"/>
Social networking online	<input type="radio"/>	<input type="radio"/>
Networking in person/word of mouth	<input type="radio"/>	<input type="radio"/>
Other (specify):	<input type="radio"/>	<input type="radio"/>

- ☐ Yes, and I have accepted an offer
- ☐ Yes, but I declined the offer(s) and am still searching
(Skip to Question 25)
- ☐ No, but I have not actively searched yet
(Skip to Question 25)
- ☐ No, I have not yet been offered a practice position
(Skip to Question 25)

If you have accepted a position in patient care/clinical practice please answer the following questions, if not, skip to Question 25.

Principal Practice Setting (mark only one)	Secondary Practice Setting(s) (mark all that apply)
<input type="radio"/>	<input type="radio"/> Solo practice
<input type="radio"/>	<input type="radio"/> Partnership (2 people)
<input type="radio"/>	<input type="radio"/> Group practice
<input type="radio"/>	<input type="radio"/> Hospital—Inpatient
<input type="radio"/>	<input type="radio"/> Hospital—Ambulatory care
<input type="radio"/>	<input type="radio"/> Hospital—Emergency room
<input type="radio"/>	<input type="radio"/> Freestanding health center or clinic
<input type="radio"/>	<input type="radio"/> Nursing home
<input type="radio"/>	<input type="radio"/> Other:

- ☐ None, I will be an employee
- ☐ None currently, but I may have the option to become a partner in the future
- ☐ I will be a partner, but will not have any capital invested in the practice
- ☐ I will be an owner/partner (i.e., will have capital invested and own a financial stake in the practice)

0	0	0	0	0
1	1	1	1	1
2	2	2	2	2
3	3	3	3	3
4	4	4	4	4
5	5	5	5	5
6	6	6	6	6
7	7	7	7	7
8	8	8	8	8
9	9	9	9	9

Principal
Practice
Zip Code

City/Town	State

☐ Yes ☐ No ☐ I don't know

C. If you are not going to practice in New York, please indicate the reasons why. In the first column, indicate all of the reasons why (*mark all that apply*). In the second column, indicate the main reason why (*mark only one*).

	All Reasons (mark all that apply)	Main Reason (mark only one)
Practice Reasons		
Overall lack of jobs/practice opportunities in New York	<input type="radio"/>	<input type="radio"/>
Better jobs/practice opportunities in desired locations outside New York	<input type="radio"/>	<input type="radio"/>
Better jobs/practice opportunities in desired practice setting (e.g., hospital, group practice, etc.) outside New York	<input type="radio"/>	<input type="radio"/>
Better jobs/practice opportunities outside New York that meet visa status requirements	<input type="radio"/>	<input type="radio"/>
Financial Reasons		
Better salary/compensation offered outside New York	<input type="radio"/>	<input type="radio"/>
Cost of malpractice insurance in New York	<input type="radio"/>	<input type="radio"/>
Cost of establishing a medical practice in New York	<input type="radio"/>	<input type="radio"/>
Taxes in New York	<input type="radio"/>	<input type="radio"/>
Cost of living in New York	<input type="radio"/>	<input type="radio"/>
Personal Reasons		
Proximity to family	<input type="radio"/>	<input type="radio"/>
Better employment opportunities for spouse/partner outside New York	<input type="radio"/>	<input type="radio"/>
Climate (e.g., weather)	<input type="radio"/>	<input type="radio"/>
Other Reasons		
Never intended to practice in New York	<input type="radio"/>	<input type="radio"/>
Other reason:	<input type="radio"/>	<input type="radio"/>

20. How many years do you expect to be at your principal practice?
☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 or more

21. Which best describes the demographics of the area in which you will be practicing?
☐ Inner city
☐ Other area within major city
☐ Suburban
☐ Small city (population less than 50,000)
☐ Rural

22. A. Please identify all of the incentives you received for accepting this practice position (*mark all that apply*). Also, please indicate the most influential incentive in your decision to accept this practice position (*mark only one*).

	Incentives Received	Most Influential Incentive
H-1 visa sponsorship	<input type="radio"/>	<input type="radio"/>
J-1 visa waiver	<input type="radio"/>	<input type="radio"/>
Sign-on bonus	<input type="radio"/>	<input type="radio"/>
Income guarantees	<input type="radio"/>	<input type="radio"/>
On-call payments	<input type="radio"/>	<input type="radio"/>
Relocation allowances	<input type="radio"/>	<input type="radio"/>
Spouse/Partner job transition assistance	<input type="radio"/>	<input type="radio"/>
Support for maintenance of certification and continuing medical education	<input type="radio"/>	<input type="radio"/>
Career development opportunities	<input type="radio"/>	<input type="radio"/>
Educational loan repayment	<input type="radio"/>	<input type="radio"/>
Other, specify: _____	<input type="radio"/>	<input type="radio"/>
None	<input type="radio"/>	

B. If you received any incentives, how important were they in your decision to accept this practice position?
☐ Not at all important ☐ Moderately important
☐ Somewhat important ☐ Very important

23. Expected gross income during first year of practice:

A. Base Salary/Income	B. Anticipated Additional Incentive Income
<input type="radio"/> Less than \$75,000	<input type="radio"/> None
<input type="radio"/> \$75,000–\$99,999	<input type="radio"/> Less than \$5,000
<input type="radio"/> \$100,000–\$124,999	<input type="radio"/> \$5,000–\$9,999
<input type="radio"/> \$125,000–\$149,999	<input type="radio"/> \$10,000–\$14,999
<input type="radio"/> \$150,000–\$174,999	<input type="radio"/> \$15,000–\$19,999
<input type="radio"/> \$175,000–\$199,999	<input type="radio"/> \$20,000–\$24,999
<input type="radio"/> \$200,000–\$224,999	<input type="radio"/> \$25,000–\$29,999
<input type="radio"/> \$225,000–\$249,999	<input type="radio"/> \$30,000–\$34,999
<input type="radio"/> \$250,000–\$274,999	<input type="radio"/> \$35,000–\$39,999
<input type="radio"/> \$275,000–\$299,999	<input type="radio"/> \$40,000–\$44,999
<input type="radio"/> \$300,000–\$324,999	<input type="radio"/> \$45,000–\$49,999
<input type="radio"/> \$325,000–\$349,999	<input type="radio"/> \$50,000–\$54,999
<input type="radio"/> \$350,000–\$374,999	<input type="radio"/> \$55,000–\$59,999
<input type="radio"/> \$375,000 and over	<input type="radio"/> \$60,000 and over

24. What is your level of satisfaction with your salary/compensation?
☐ Very dissatisfied ☐ Somewhat satisfied
☐ Somewhat dissatisfied ☐ Very satisfied

E. EXPERIENCE IN JOB MARKET

(If you are going into patient care or have considered going into patient care, please complete the following.)

25. A. Did you have difficulty finding a practice position you were satisfied with?
☐ Yes ☐ No ☐ Haven't looked yet
(Skip to Question #28)

B. If Yes, what would you say was the main reason? (*mark only one*)
☐ Overall lack of jobs/practice opportunities
☐ Lack of jobs/practice opportunities that meet visa status requirements
☐ Lack of jobs/practice opportunities in desired locations
☐ Lack of jobs/practice opportunities in desired practice setting (e.g., hospital, group practice, etc.)
☐ Inadequate salary/compensation offered
☐ Lack of employment opportunities for spouse/partner
☐ Other (specify): _____

26. Did you have to change your plans because of limited practice opportunities?
☐ Yes ☐ No ☐ Haven't looked yet
(Skip to Question #28)

27. How many offers for practice positions did you receive (*excluding fellowships, chief residency, and other training positions*)?
☐ None ☐ 1 ☐ 2 ☐ 3
☐ 4 ☐ 5 ☐ 6–10 ☐ Over 10

28. What is your overall assessment of practice opportunities in your specialty, and within 50 miles of the site where you trained?

☐ No jobs ☐ Some jobs
☐ Very few jobs ☐ Many jobs
☐ Few jobs ☐ Unknown

29. What is your overall assessment of practice opportunities in your specialty nationally?

☐ No jobs ☐ Some jobs
☐ Very few jobs ☐ Many jobs
☐ Few jobs ☐ Unknown

THANK YOU FOR COMPLETING
THIS IMPORTANT SURVEY.



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