

Trends in New York Residency Training Outcomes

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CHWS
Center for Health Workforce Studies

Center for Health Workforce Studies

- Based at the School of Public Health at the University at Albany, SUNY
- Not-for-profit academic research center
- Mission: To provide timely, accurate data and conduct policy-relevant research about the health workforce
- Goal: To inform public policies, the health and education sectors, and the public
- Center was founded in July, 1996

The New York Physician Workforce, 2014

	New York
Number of Physicians	72,969
Average Age	51
Percent Female	34%
Percent Underrepresented Minority	9%
<i>Principal Practice Setting</i>	
Solo	25%
Group	33%
Hospital	31%
Other	10%

Underrepresented Minorities (URMs) include Blacks/African Americans, Hispanic/Latinos, and American Indians/Alaska Natives

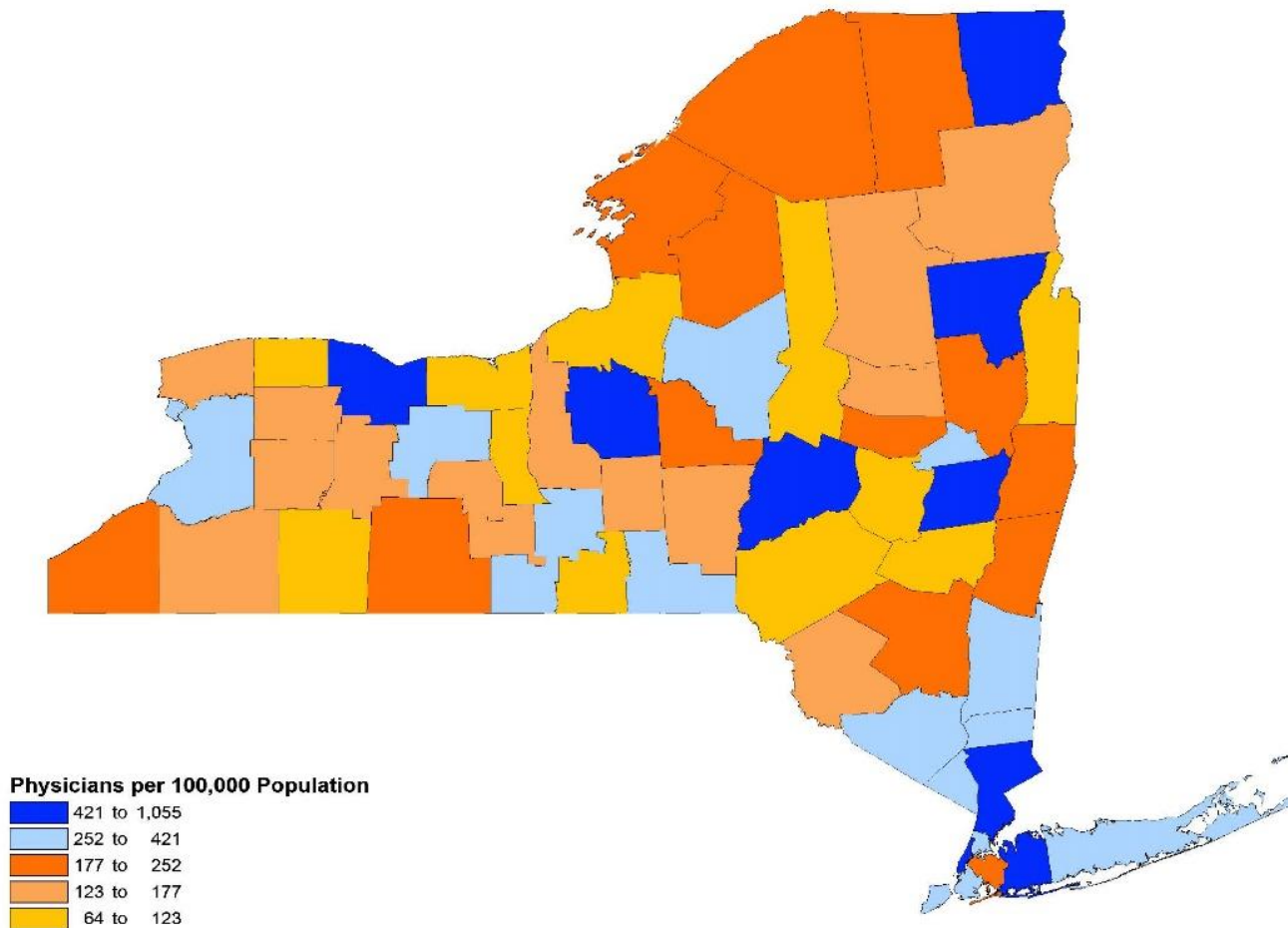
Data source: New York Physician Re-registration Survey (1995-2014)

Physician Specialties

Specialty Group	Counts	Per 100k Pop.	%
Primary Care	22,171	114	30%
Non-Primary Care	50,798	261	70%
Ob/Gyn	3,874	20	5%
IM Specialties	10,667	55	15%
General Surgery	1,798	9	2%
Surgical Specialties	8,849	45	12%
Facility Based	8,523	44	12%
Psychiatry	6,302	32	9%
Total	72,969	374	100%

Facility Based Specialties include Anesthesiology, Radiology, and Pathology

The Distribution of Physicians in New York



Where do they come from?

	NY Physician Workforce
Percent International Medical Graduate	33%
Percent NY Medical Graduate	40%
Percent with Residency Training in NY	77%

GME in the U.S. and New York

- In the US there are almost 10,000 programs and more than 120,000 residents
- In New York there are more than 1,100 programs and almost 16,000 residents
 - 12% of all programs and 13% of all residents in the US are in New York
- California trains the 2nd highest number of physicians
 - Almost 11,000 annually (or about 5,000 fewer than New York)

The New York Resident Exit Survey

- Conducted annually since 1998 (except for 2004 and 2006)
- A survey of all residents and fellows completing training in New York (approximately 5,000 annually)
- Substantial support and assistance from GME directors and programs directors
- Average annual response rate greater than 60%

The Present and Future New York Physician Workforce

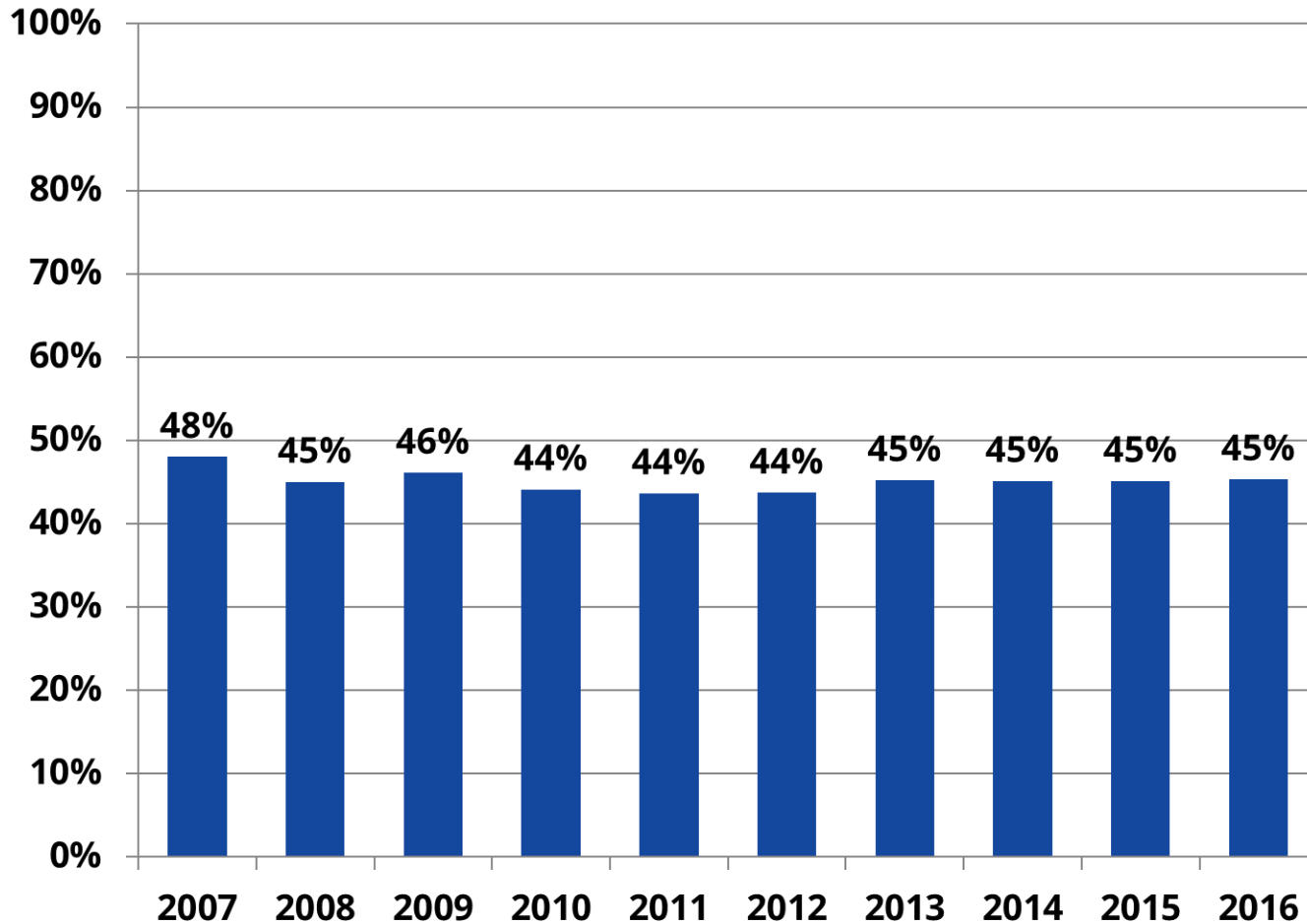
	NY Physician Workforce	NY Residents/Fellows, 2016
Percent Female	34%	48%
Percent URM	9%	16%
<i>Principal Practice Setting</i>		
Solo	25%	1%
Group	33%	40%
Hospital	31%	51%
Other	10%	8%

Monitoring the New York Physician Workforce

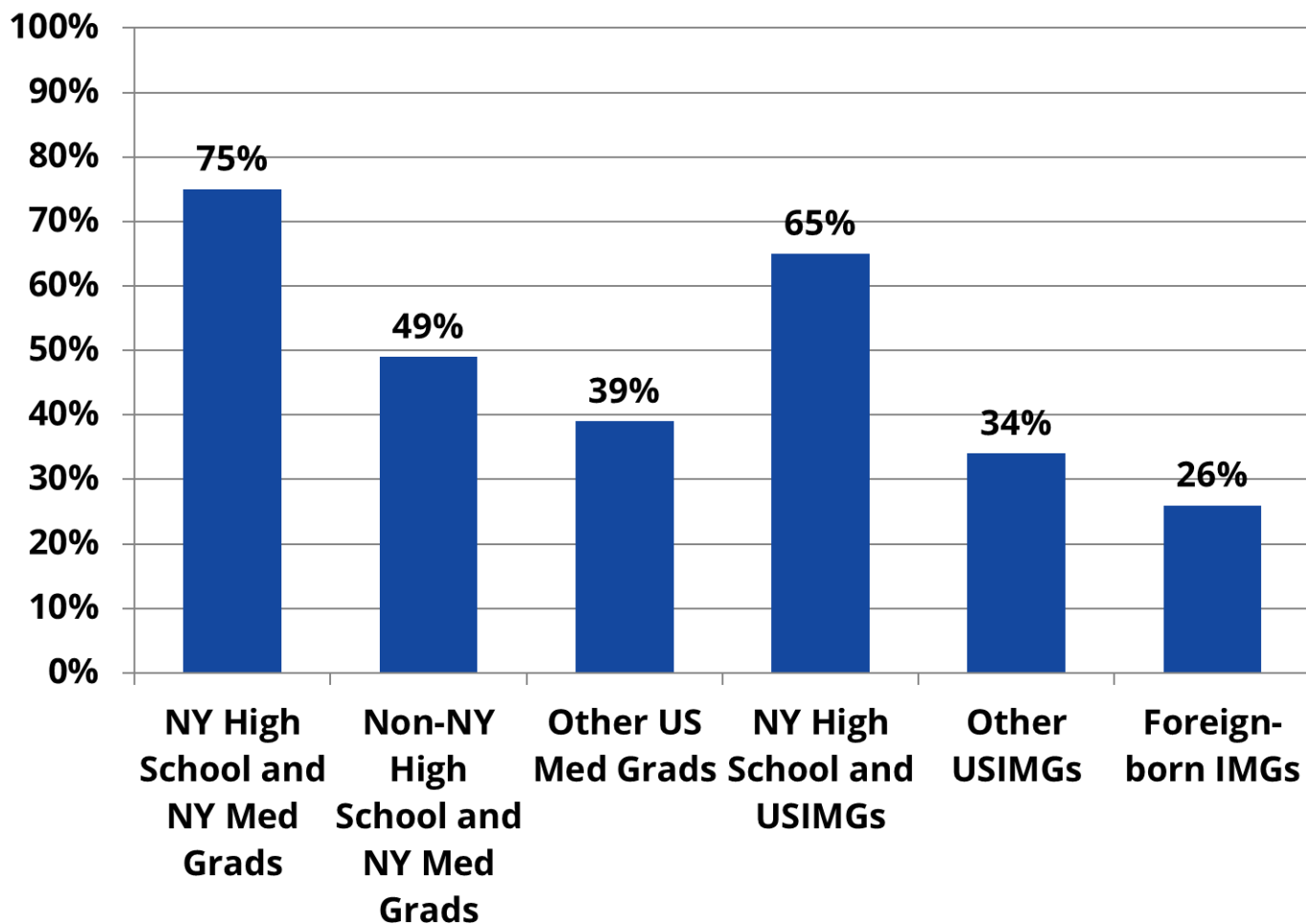
	NY Residents/Fellows, 1998	NY Residents/Fellows, 2016
Percent Female	36%	48%
Percent URM	13%	16%
<i>Principal Practice Setting</i>		
Solo	4%	1%
Group	47%	40%
Hospital	31%	51%
Other	8%	8%

Retention of New Physicians after Completing Training in New York

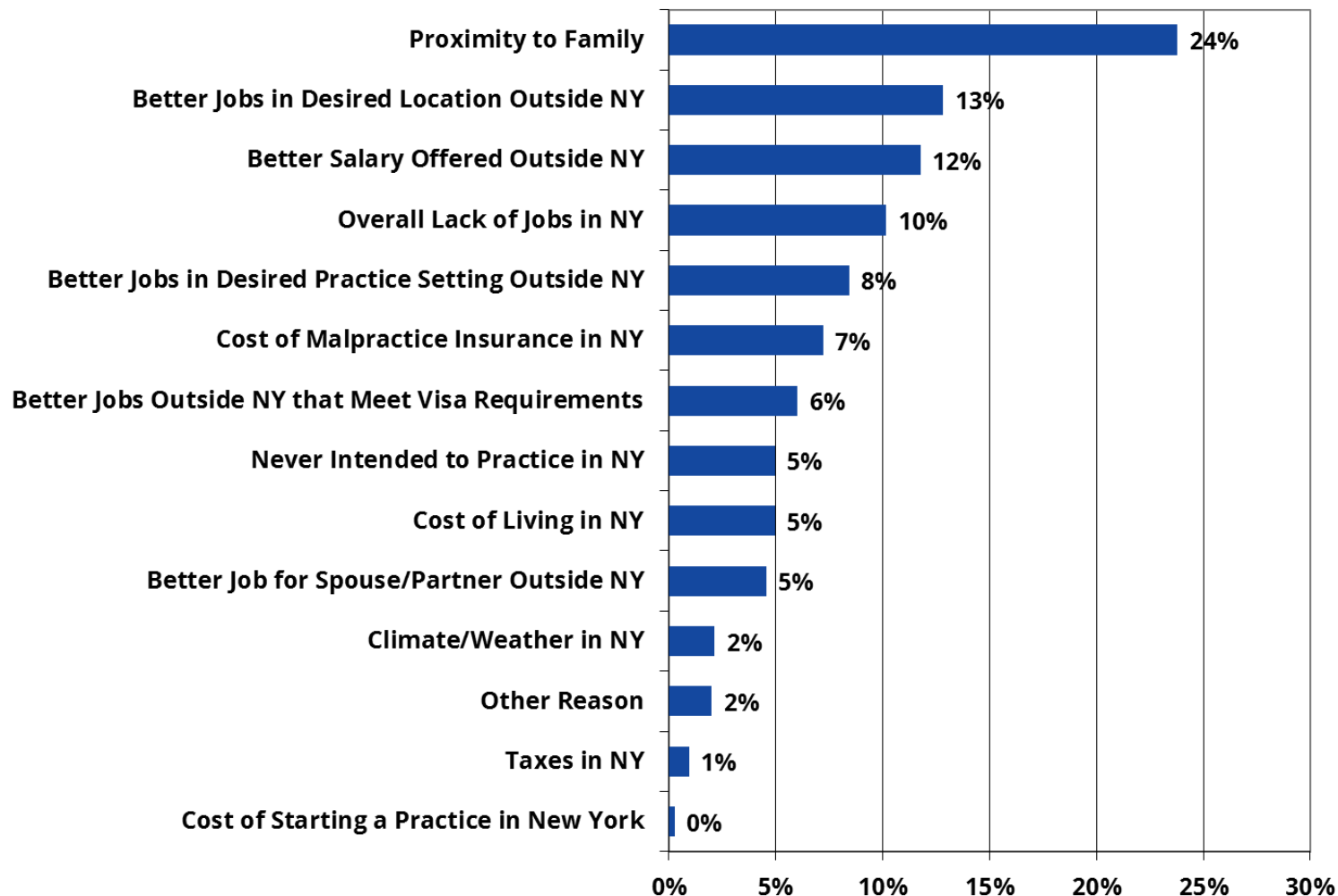
Instate Retention of Physicians Completing Training in NY



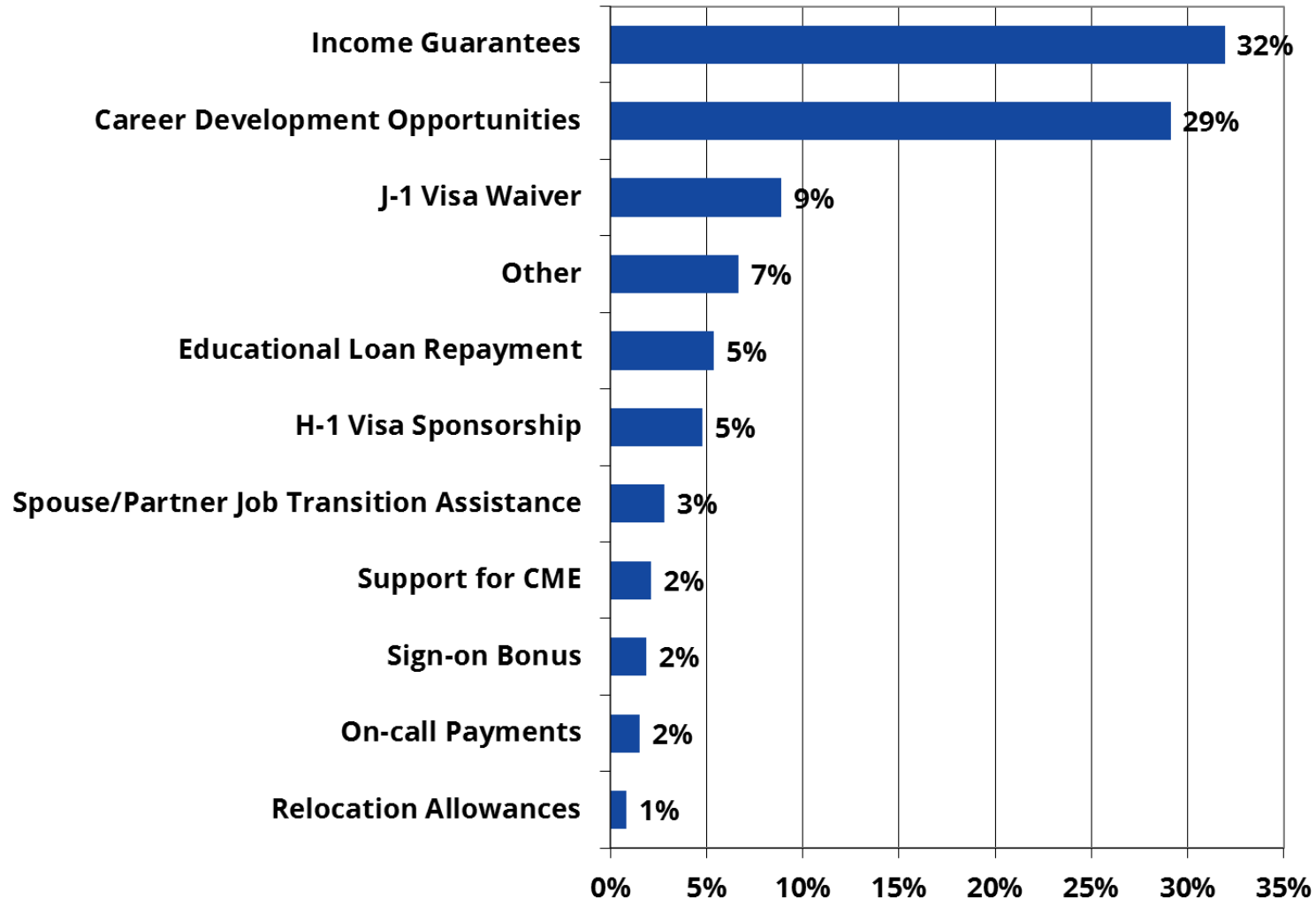
In-State Retention by High School Location, Medical School Location, and Citizenship Status



Principal Reasons for Practicing Outside of New York



Most Influential Incentive Received for Accepting a Practice Position



What Job Characteristics are Important to Newly-trained Physicians?

Importance of Job Characteristics

	Not at all Important	Of little importance	Important	Very Important
Predictable start and end time each workday	2.4%	7.6%	51.5%	38.5%
Length of each workday	1.4%	10.4%	52.0%	36.2%
Frequency of overnight calls	2.0%	5.4%	43.1%	49.5%
Frequency of weekend duties	2.3%	6.2%	43.5%	49.5%

“Very Important” Job Characteristics by Gender and Race/Ethnicity

	Female	Male	URMs	Non-URMs
Predictable start and end time each workday	43.5%*	33.3%	43.6%	37.6%
Length of each workday	41.5%*	30.9%	40.2%	35.5%
Frequency of overnight calls	54.2%*	44.7%	53.6%	48.8%
Frequency of weekend duties	53.0%*	43.0%	50.8%	47.6%

* $p < .05$ for *t*-test

“Very Important” Job Characteristics by Relationship Status and Dependent Children

	Married/ Long-term Relationship	Single/ Divorced	Dependent Children	No Dependent Children
Predictable start and end time each workday	40.2%*	29.6%	43.3%*	35.7%
Length of each workday	37.5%*	29.6%	39.9%*	34.1%
Frequency of overnight calls	50.2%	46.2%	52.5%	47.8%
Frequency of weekend duties	49.0%	43.2%	51.8%*	45.9%

* $p < .05$ for t -test

Do Job Characteristics Influence Medical Specialty Choice?

	Predictable start and end time each workday	Length of each workday	Frequency of overnight calls	Frequency of weekend duties
Primary Care (n=336)	43.5%*	42.0%*	56.8%*	54.8%*
Ob/Gyn (n=71)	38.0%	31.0%	45.1%	49.3%
Medicine Subspecialties (n=200)	36.0%	32.0%	49.0%	45.5%
Surgical Specs (n=100)	22.0%*	20.0%*	29.0%*	31.0%*
Facility Based (n=122)	33.6%	27.9%*	39.3%*	44.3%
Psychiatry (n=92)	56.5%*	57.6%*	71.7%*	69.6%*
Other (n=275)	36.4%	36.0%	46.5%	42.2%*

* $p < .05$ for t-test (eg, primary care compared to non-primary care specialties, ob/gyn compared to non-ob/gyn specialties, etc.)

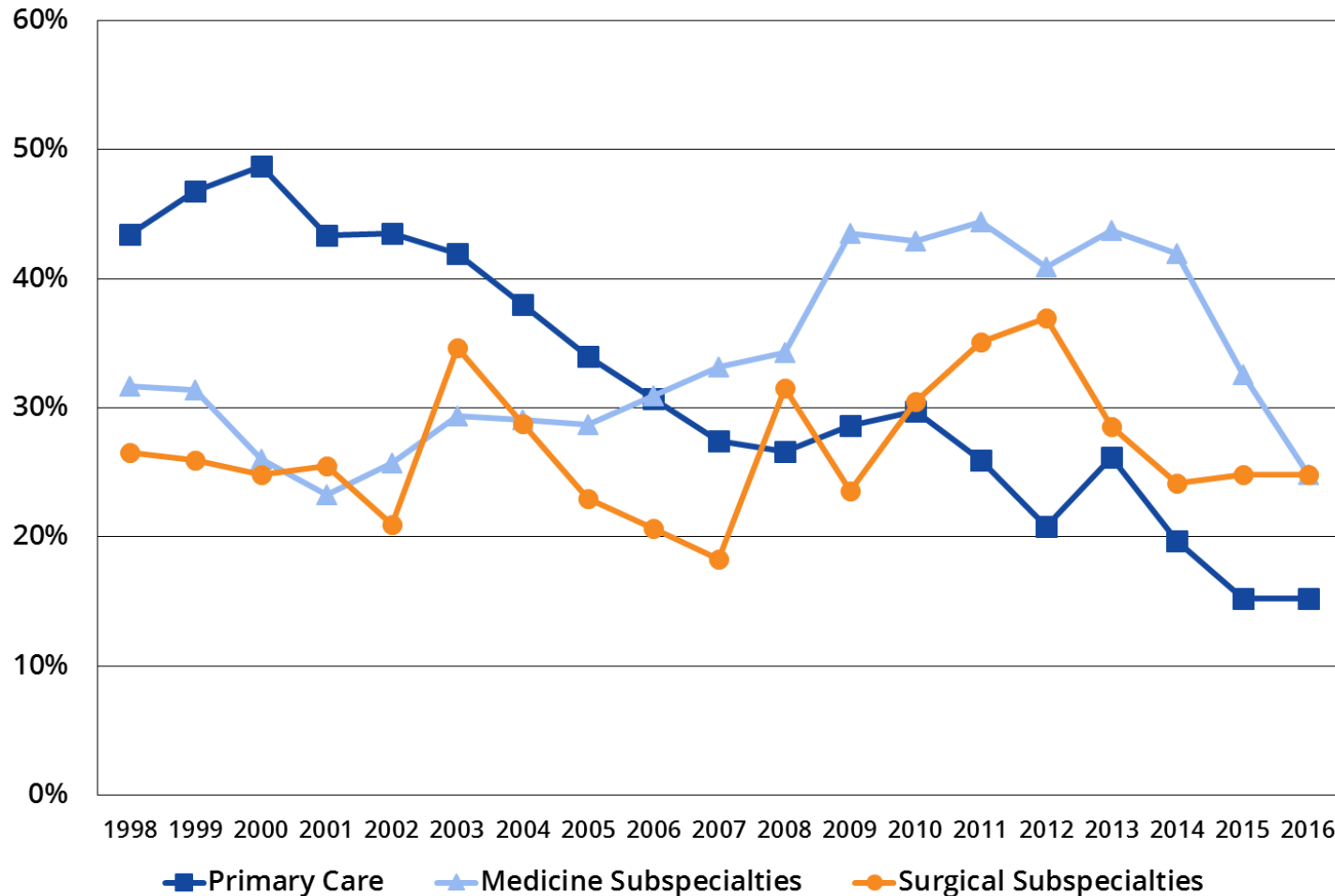
Trends in Job Market Demand for Newly-trained Physicians

Measuring Relative Demand by Specialty

- Difficulty finding a satisfactory practice position
- Changing plans due to limited practice opportunities
- Number of job offers
- Assessment of regional job market
- Assessment of national job market
- Change in starting income over time

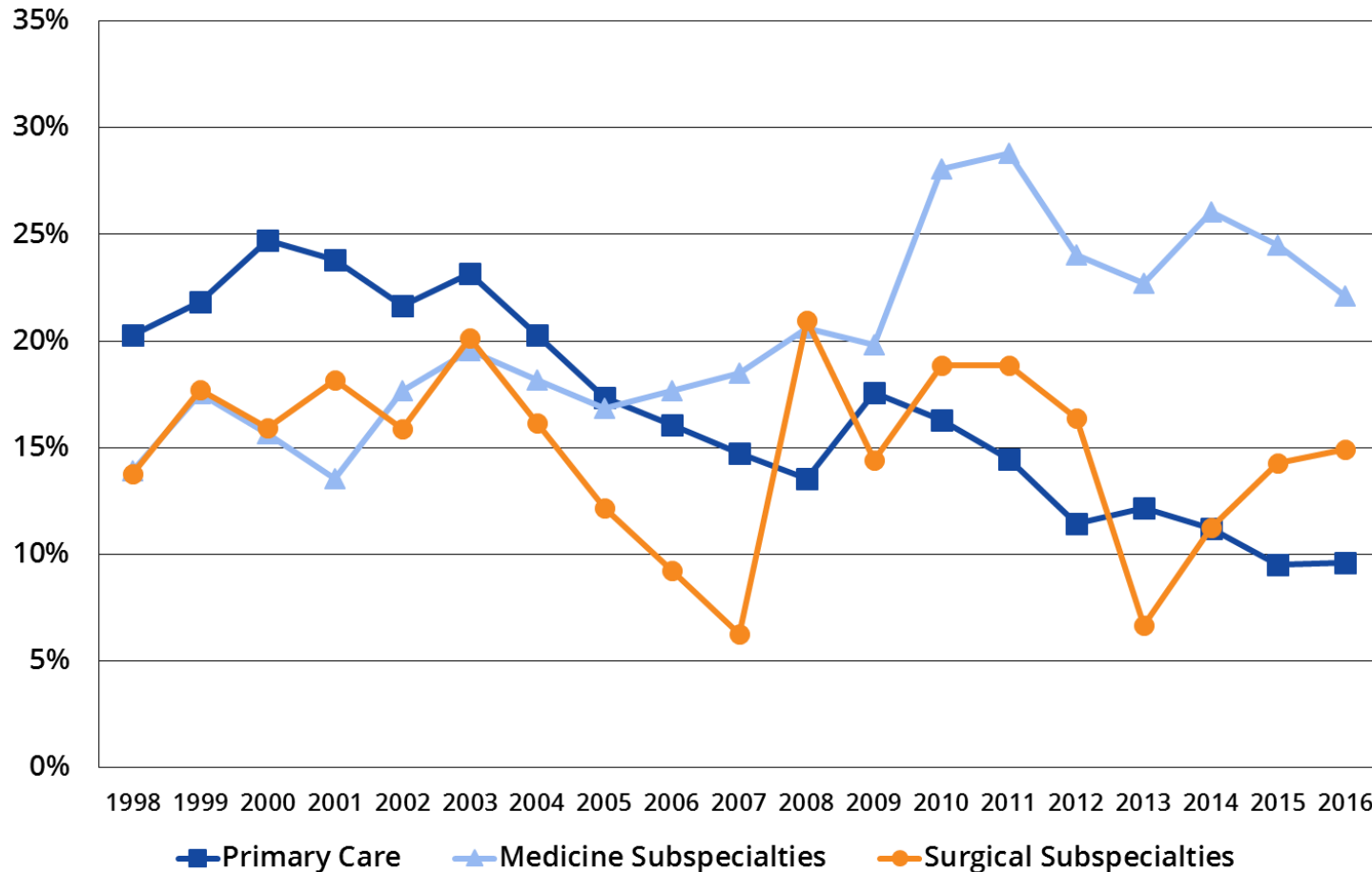
Difficulty Finding a Satisfactory Practice Position

Percent of New Physicians Having Difficulty Finding a Satisfactory Job



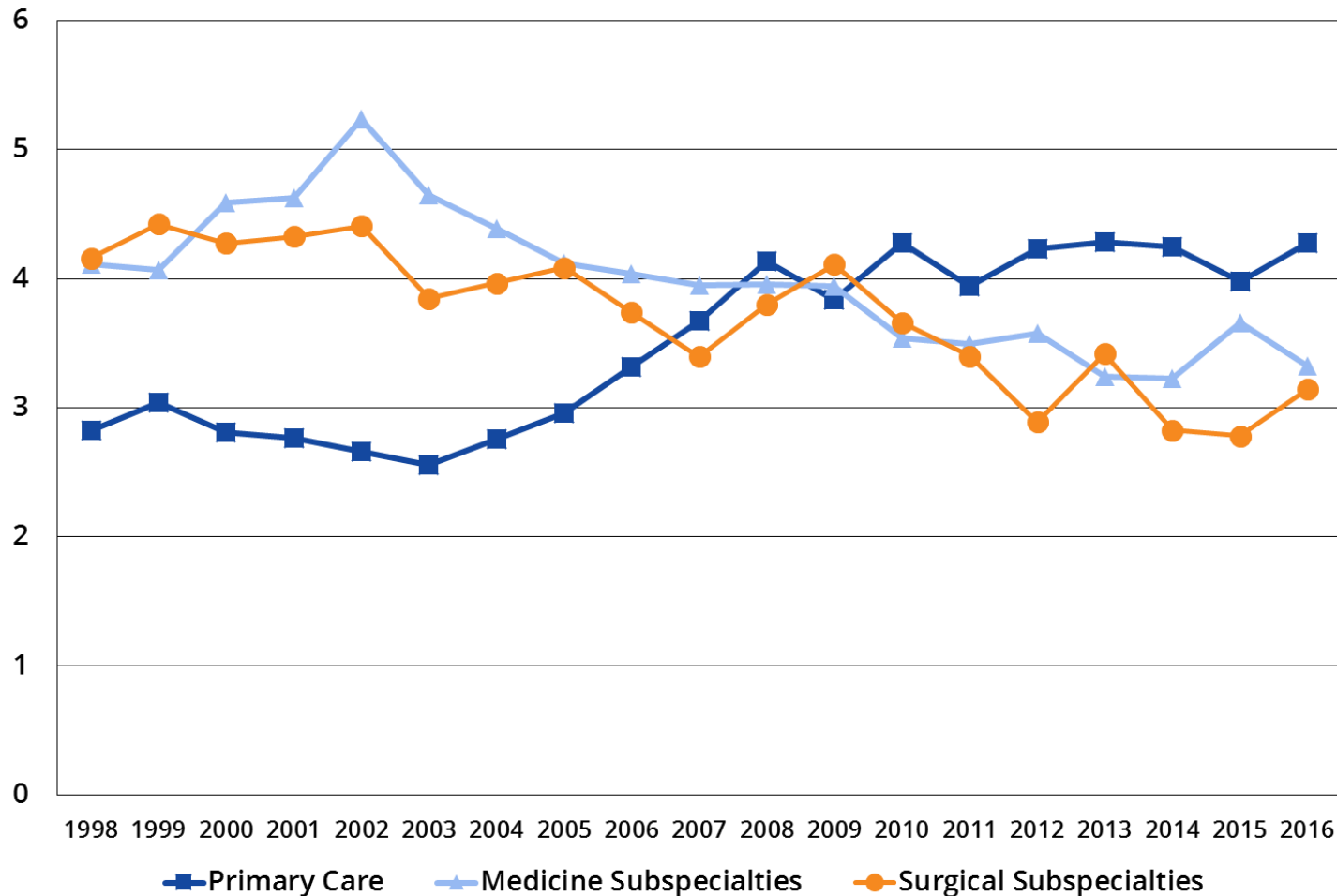
Changing Plans Due to Limited Practice Opportunities

Percent of New Physicians Having to Change Plans Due to Limited Practice Opportunities



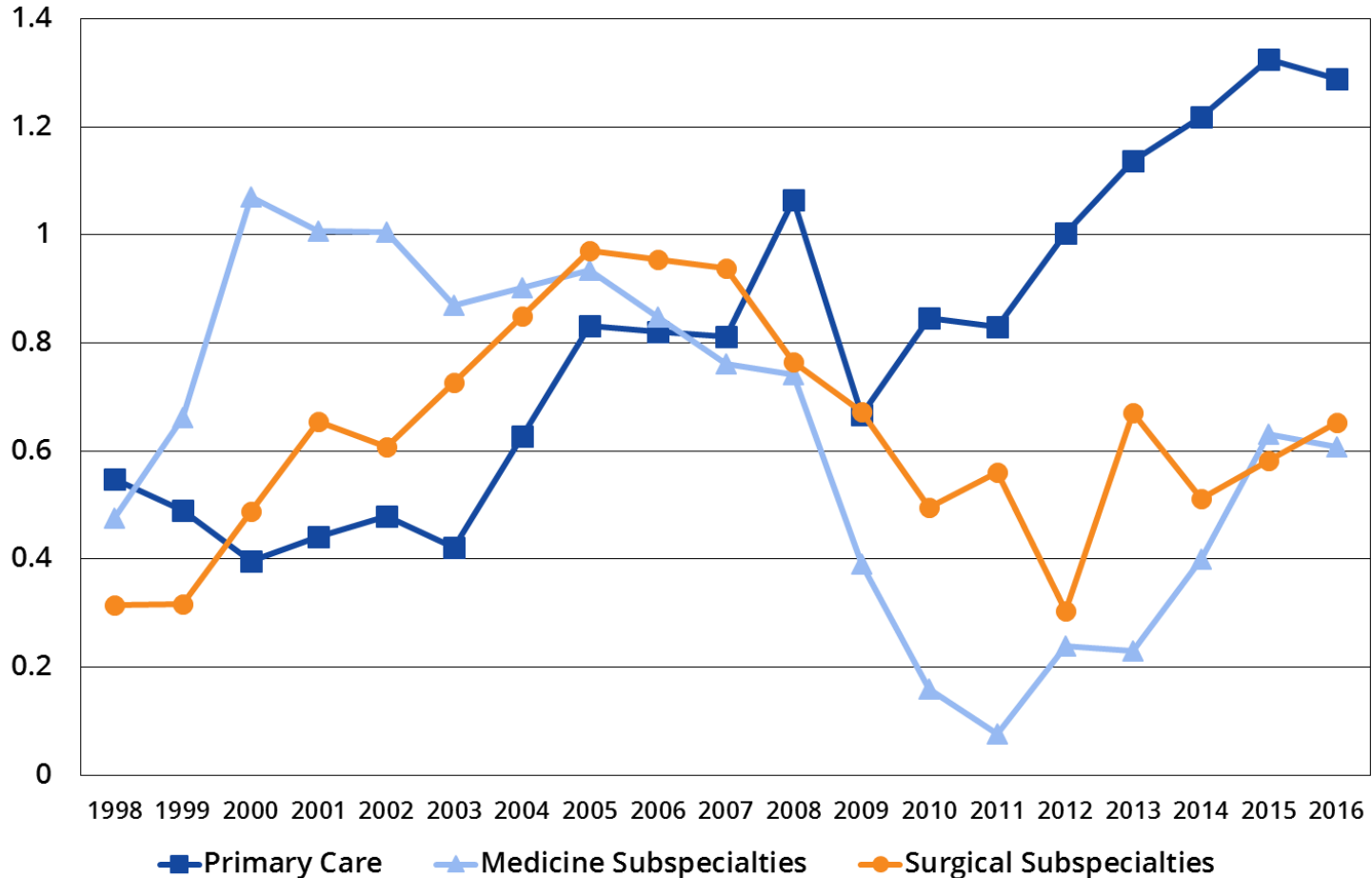
Job Offers Received

Mean Number of Job Offers for New Physicians



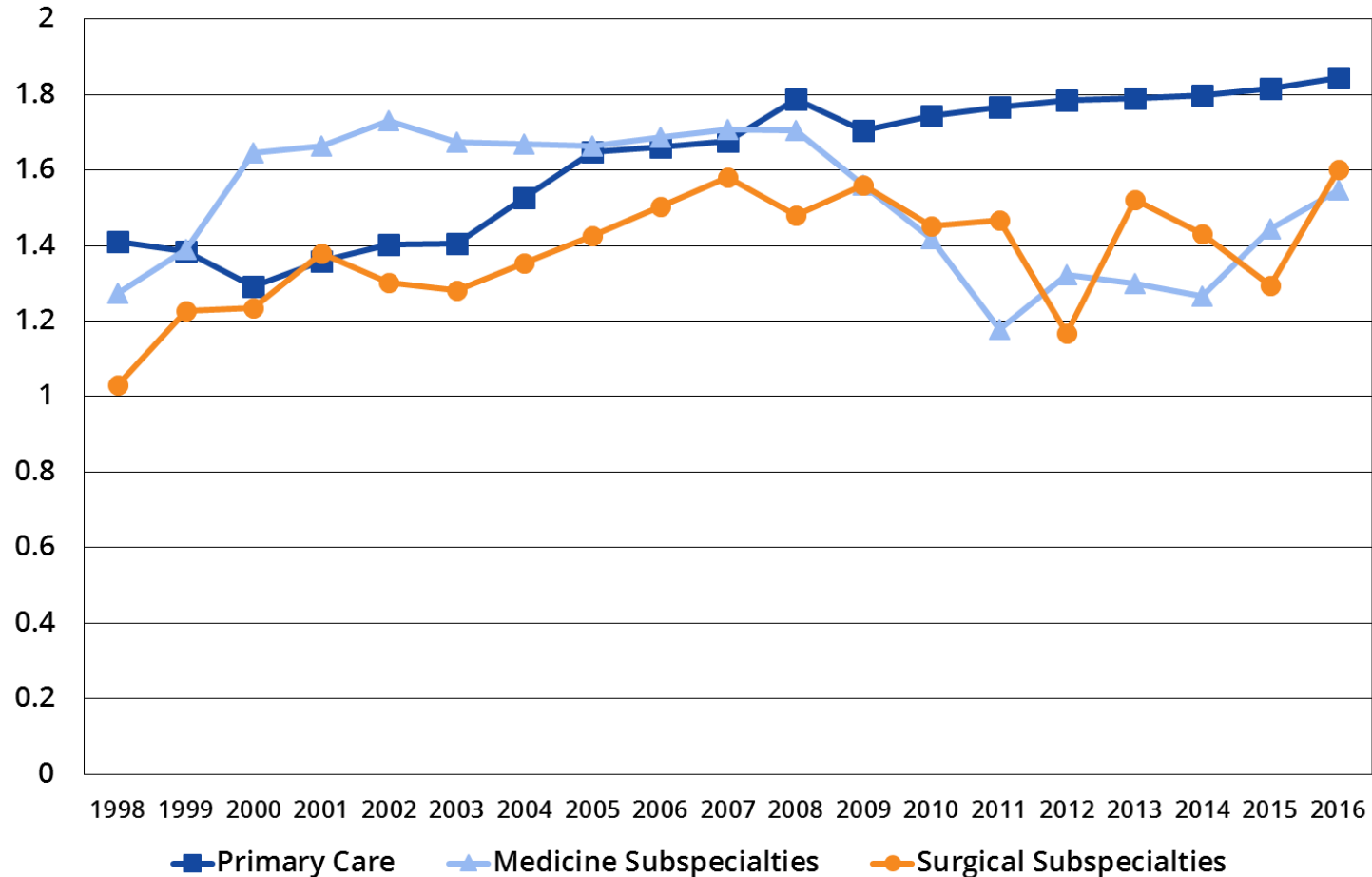
Assessment of Regional Job Market

Mean Scores for New Physicians' Perceptions of the Regional Job Market
(Many Jobs = 2, Some Jobs = 1, Few Jobs = 0, Very Few Jobs = -1, and No Jobs = -2)



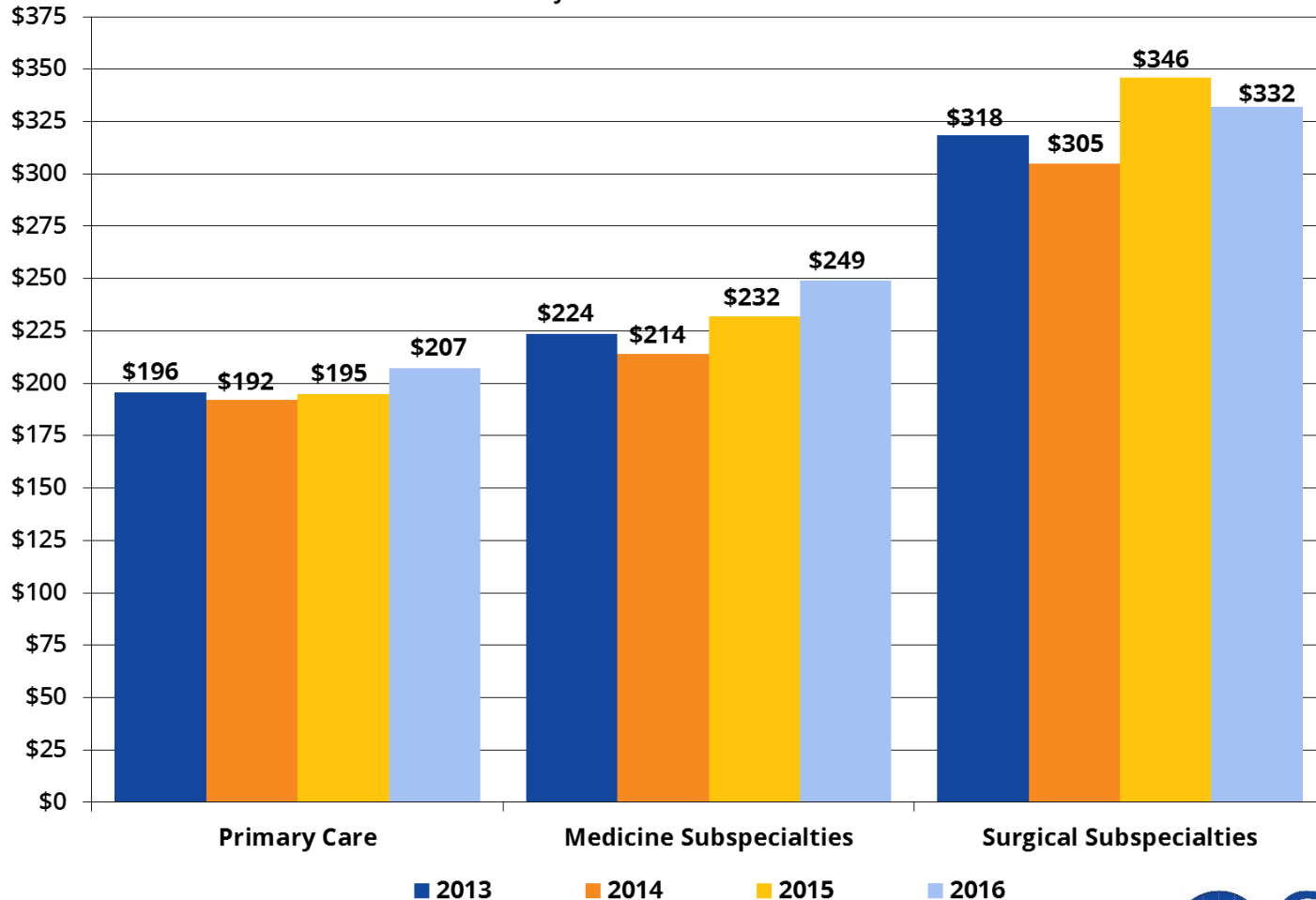
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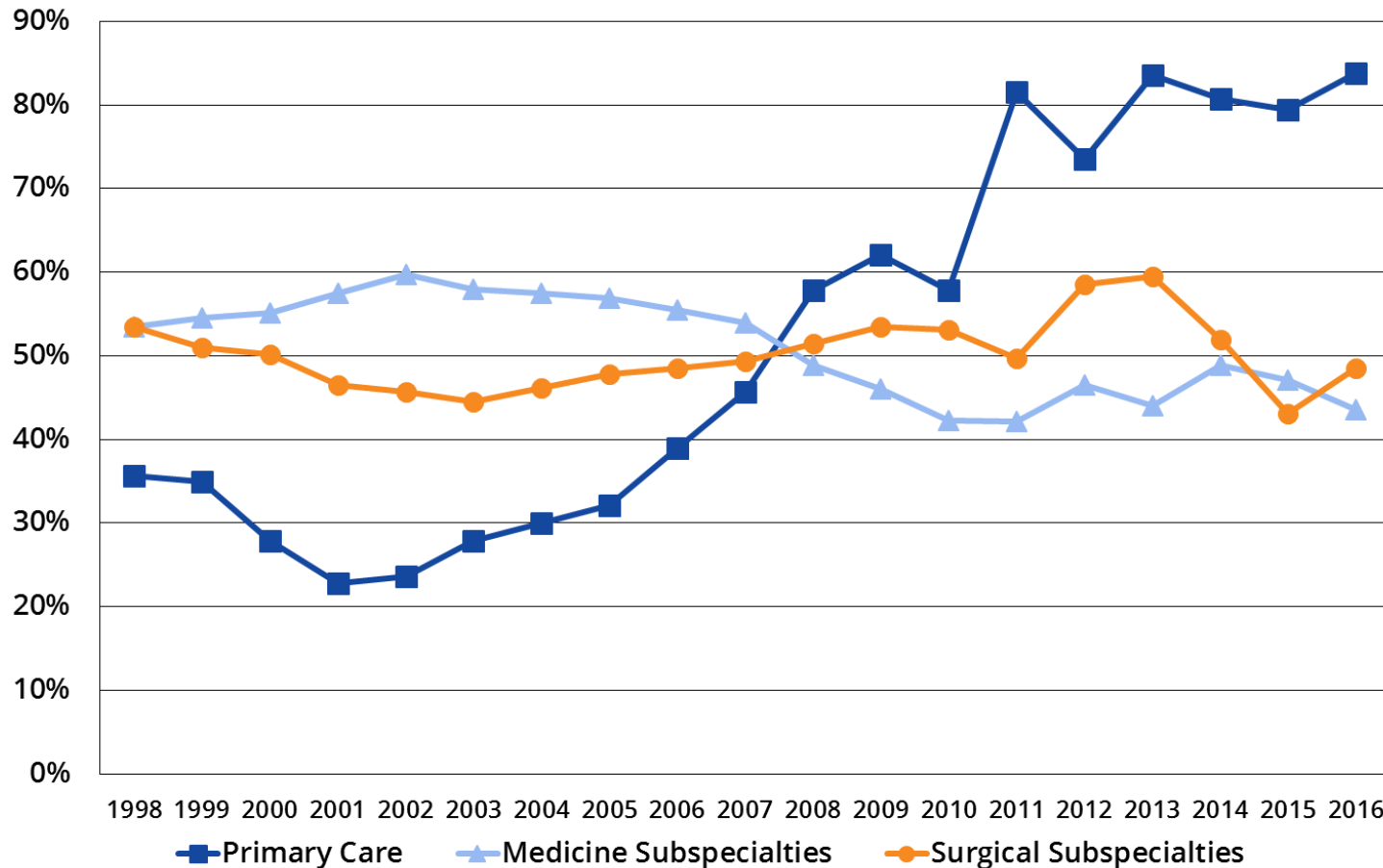
Starting Salaries

Median Expected Starting Salary in 2016 Dollars for New Physicians with Confirmed Practice Plans



The Relative Demand for Primary Care Physicians Has Surpassed Specialists

*Percentile Rank of Relative Demand for New Physicians
(Higher Percentage = Higher Demand)*



Relative Demand by Individual Specialty

- Highest Relative Demand
 - Family Medicine
 - Emergency Medicine
 - General Internal Medicine
- Lowest Relative Demand
 - Pathology
 - Radiology
 - Pediatric Subspecialties

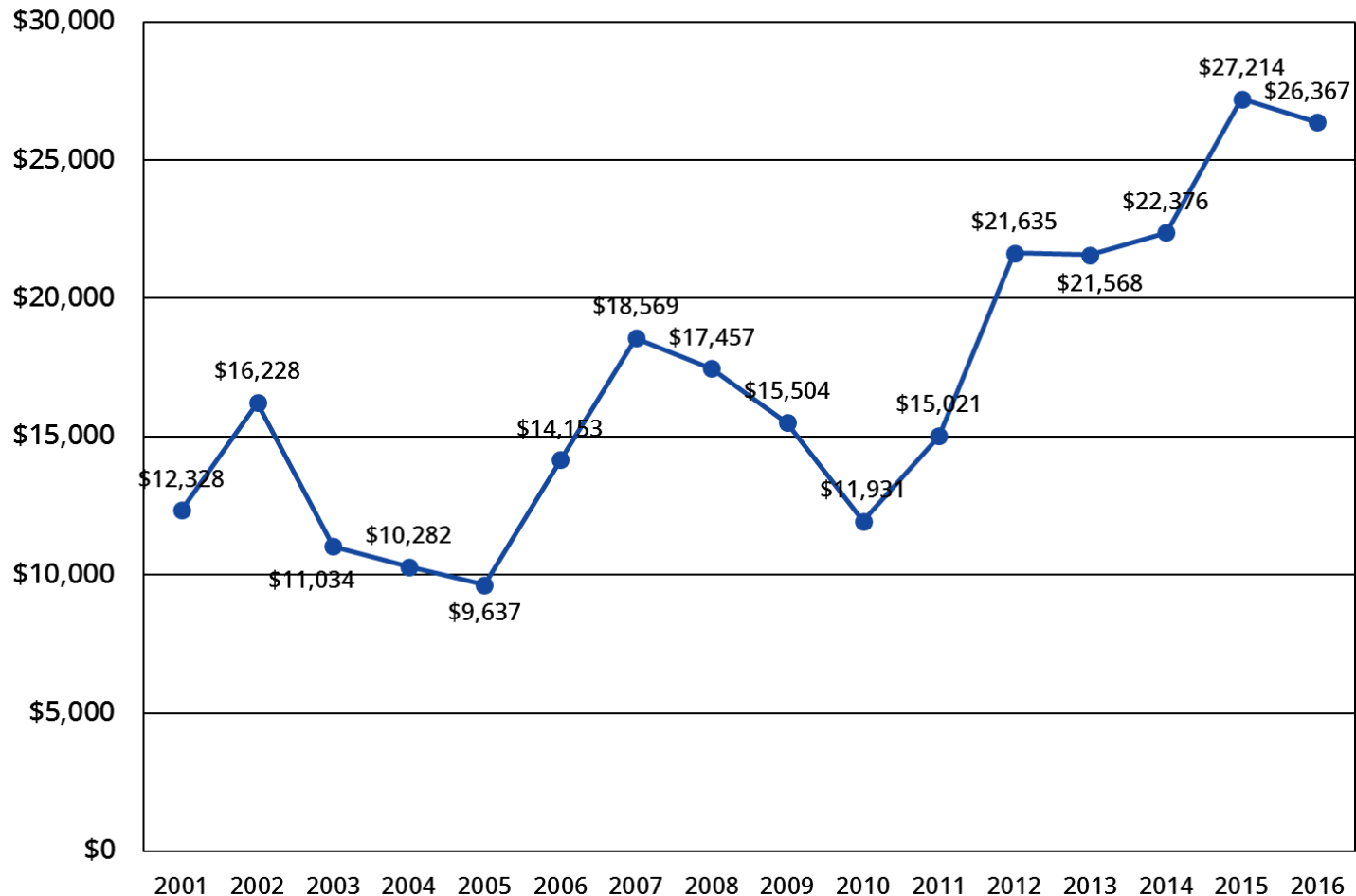
Trends in Physician Income

Physician Income

- Median starting salary in 2016: \$233,500
- Physician income has increased over time (even after taking into account inflation)
- Gender differences in physician income over time
 - Adjusting for specialty, setting, patient care hours, practice location, age, race/ethnicity, citizenship status, type of medical education, and inflation

Gender Differences in New Physician Income have Increased Over Time

Gender Differences in Physician Income in 2016 Dollars, 2001-2016



Gender Differences in Physician Income by Primary Care Specialties, 2014-2016

	Income Difference	Significance
Family Medicine	-\$20,134	.0001
General IM	-\$15,214	.0000
General Pediatrics	-\$2,759	.0000
Obstetrics/Gynecology	-\$12,697	.0001

Negative dollars indicate that females earn less than males

Conclusions

Summary

- Proximity to family and one's hometown greatly influences the practice location of newly-trained physicians
- Job characteristics that lead to a more manageable lifestyle are considered either "important" or "very important" to more than 85% of newly-trained physicians
- The demand for primary care physicians has increased substantially over the last 20 years relative to specialists
- Gender differences in physician income have increased over time despite more women entering medicine

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