

The Effects of Race, Ethnicity, and Gender on New Physicians' Job Market Experiences

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ABSTRACT

Purpose of Study: There is growing concern about the diversity of the physician workforce. Lack of diversity may affect access to care and patient satisfaction due to issues around cultural competency. This study investigates the effect of race, ethnicity, and gender on new physicians' job market experiences.

Methods: The primary data source for this study was the New York Resident Exit Survey. This annual survey of physicians completing residency or fellowship training in New York has been conducted in collaboration with teaching hospitals in the state since 1998 (61% response rate). The survey collects extensive information on new physicians' demographic and educational backgrounds, post-training plans, and job market experiences. The last three years of the survey data were pooled for the analysis (2014-2016). Only physicians who had actively searched for a job were included in this analysis. International medical graduates (IMGs) on temporary visas were excluded due to practice restrictions. Multivariate regression models were run on five dependent variables while controlling for a variety of factors. The dependent variables included difficulty finding a job, having to change plans due to limited practice opportunities, number of job offers, perception of the regional job market, and perception of the national job market.

Key Findings: Race and gender appear to affect new physicians' job market experiences. Asian physicians encountered more difficulty finding a job, and they were more likely to change plans due to limited practice opportunities. Female physicians received fewer job offers compared to male physicians and their perceptions of regional and national job markets were less optimistic.

Implications: This study suggests that race and gender affect the job market experiences of new physicians. In order to achieve a more diverse health workforce, increase cultural competency, and improve access to health care for all patient populations, it is important to ensure that physicians of different demographics have equitable job market experiences.

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INTRODUCTION

- There is growing concern about the diversity of the physician workforce.
- Lack of diversity may affect access to care and patient satisfaction due to issues around cultural competency.
- This study investigates the effect of race, ethnicity, and gender on new physicians' job market experiences.

METHODS

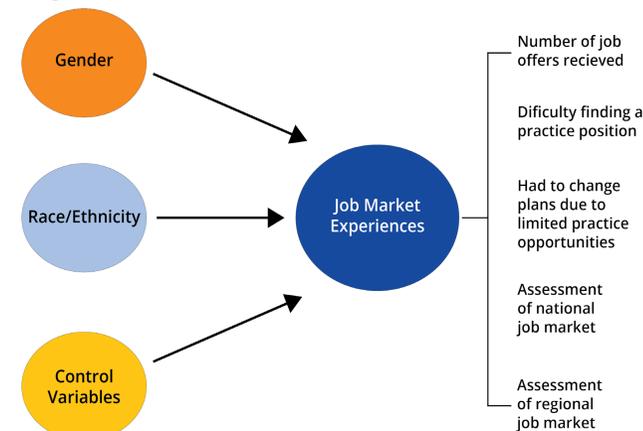
The primary data source for this study was the New York Resident Exit Survey. The survey collects extensive information on new physicians' demographic and educational backgrounds, post-training plans, and job market experiences.

- The last three years (2014-2016) of the survey data were pooled for the analysis (N= 2,977).
- Only physicians who had actively searched for a job were included in this analysis.
- International medical graduates (IMGs) on temporary visas were excluded due to practice restrictions.

Multivariate regression models were run on 5 dependent variables while controlling for a variety of factors (see Figure 1). Interaction effects between Race/Ethnicity and Gender were also explored.

- Multivariate logistic regression was used for difficulty finding a practice position and having to change plans due to limited practice opportunities.
- Multivariate linear regression was used for number of job offers received, assessment of regional market, and assessment of national market.

Figure 1. Path Diagram for Job Market Experience Regression Models



METHODS (cont.)

The following table lists the control variables included in the analysis.

Table 1. Control Variables Included in Regression Models (2014 – 2016)

Variables
Citizenship Status
Native Born US, Naturalized US, Permanent Resident
Type of Medical Education
Allopathic, Osteopathic
Medical School Location
New York, Other US State, Canada, Other Country
Residency after High School
New York, Other US State, Canada, Other Country
Specialties (8 categories)
Primary Care, Ob/Gyn, General Surgery, etc.
Age

RESULTS

While the gender of physicians included in the analysis were evenly distributed, less than 15% of them were Hispanic/Latino or black/African American.

Table 2. Descriptive Statistics of Explanatory Variables (2014 – 2016)

Variables	Frequency	Percentage
Gender		
Male	1,550	52%
Female	1,427	48%
Total	2,977	100%
Race/Ethnicity		
White	1,424	48%
Black/African American	183	6%
Hispanic/Latino	235	8%
Asian	910	31%
Other	225	8%
Total	2,977	100%

The analysis indicates that female physicians had worse job market experiences compared to male physicians and Asian physicians and physicians of Other Race had worse job market experiences compared to White physicians.

Table 3. Results from Job Market Experience Regression Models (2014 – 2016)

Variables	Change Plans	Difficulty Finding a Job	# of Job Offers	Regional Market	National Market
Hispanic	1.072	1.124	0.722	0.03	-0.041
Black	0.769	1.031	-0.243	0.097	0.012
Asian	1.282	1.332	-0.141	0.023	-0.036
Other Race	1.804	1.269	-0.009	-0.053	-0.103
Female	1.12	1.24	-0.593	-0.075	-0.025

Reference Categories were White Physicians for race/ethnicity and Male Physicians for gender
Yellow Cells: experience was significantly (p < .05) worse
Blue Cells: experience was significantly (p < .05) better
White Cells: not significant

RESULTS (cont.)

Among all race and gender combinations, Asian Female physicians had the worst job market experience compared to white male physicians.

Hispanic physicians (Male & Female) received more job offers compared to White physicians, however.

Table 3. Results from Job Market Experience Regression Models with Interaction Effects (2014 – 2016)

Variables	Change Plans	Difficulty Finding a Job	# of Job Offers	Regional Market	National Market
White Female	1.197	1.174	-0.644	-0.114	-0.025
Hispanic Female	1.047	0.956	0.559	0.114	-0.059
Black Female	0.548	1.112	-0.784	0.025	-0.022
Asian Female	1.504	1.793	-0.753	-0.058	-0.054
Other Race Female	2.113	1.478	-0.245	-0.136	-0.125
Hispanic Male	1.194	1.386	0.571	-0.103	-0.035
Black Male	1.167	1.123	-0.293	0.063	0.025
Asian Male	1.302	1.147	-0.147	-0.003	-0.042
Other Race Male	1.839	1.267	-0.316	-0.071	-0.104

Reference Categories were White Physicians for race/ethnicity and Male Physicians for gender
Yellow Cells: experience was significantly (p < .05) worse
Blue Cells: experience was significantly (p < .05) better
White Cells: not significant

KEY FINDINGS

Race and gender appear to affect new physicians' job market experiences:

- Female physicians had worse job market experiences compared to Male physicians
- Asian physicians and physicians of Other Race had worse job market experiences compared to White physicians
- Asian Female physicians had the worst job market experiences among all race and gender groups
- Hispanic physicians (Male & Female) received more job offers compared to White physicians

IMPLICATIONS

It is important to ensure that physicians of different demographics have equitable job market experiences, in order to:

- Achieve a more diverse health workforce
- Increase cultural competency
- Improve access to health care for all patient populations