

What Factors Affect a Physician's Decision to Practice in a Federally Designated Health Professional Shortage Area (HPSA)?

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Center for Health Workforce Studies

- The Center for Health Workforce Studies (CHWS): Academic research center based at the School of Public Health at the University at Albany, SUNY
- Mission: To provide timely, accurate information and conduct policy-relevant research about the health workforce
- Goal: To inform policy makers, the health and education sectors, and the public
- Established: 1996

Background and Purpose of Study

- Growing concern about the geographic maldistribution of physicians
- Physicians tend to practice in more affluent and populated areas
- This study investigated factors that affect a physician's decision to practice in a federally designated Health Professional Shortage Area (HPSA)

Data Source: NY Resident Exit Survey

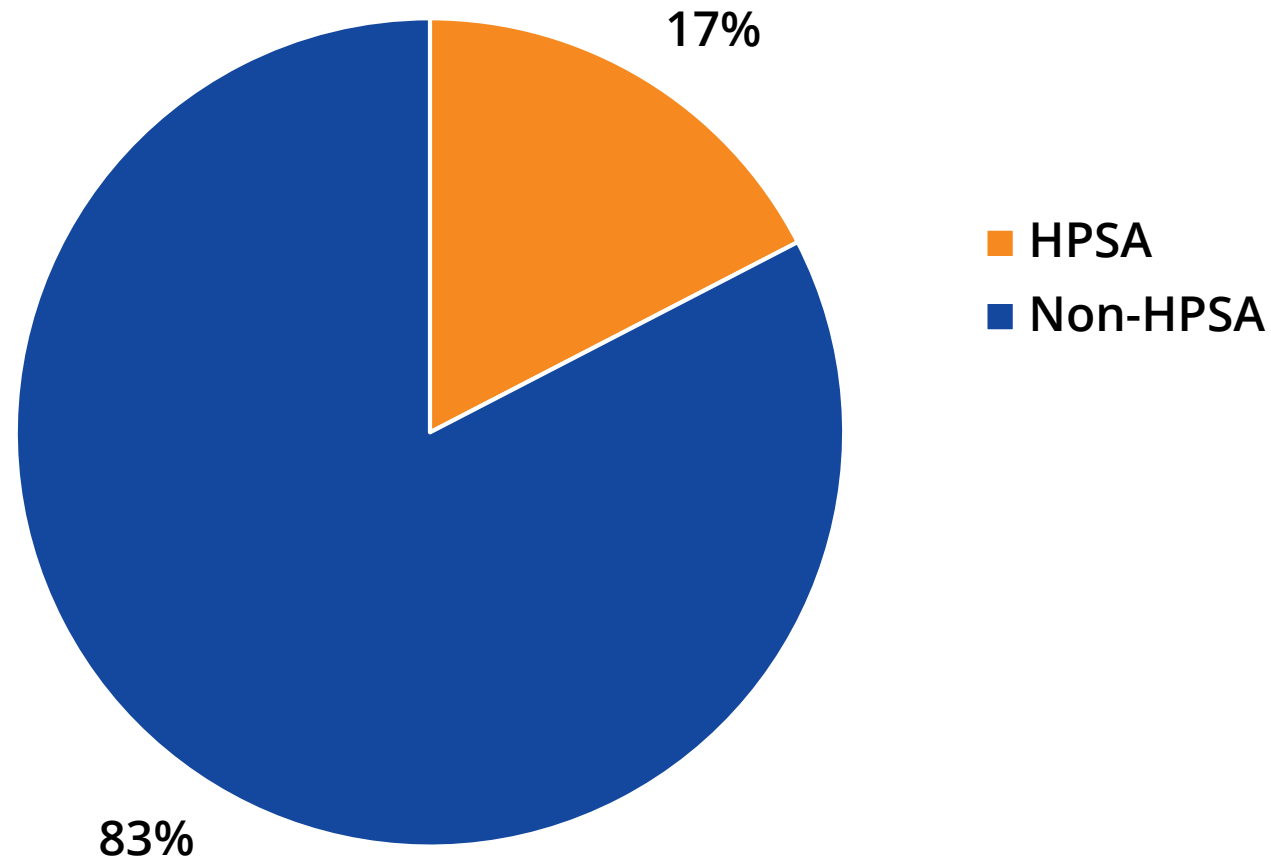
- Conducted annually since 1998 (excluding 2004 and 2006)
- Survey of all residents and fellows completing training in NY (approximately 5,000 annually)
- Substantial assistance from graduate medical education (GME) directors and program directors
- Average annual response rate greater than 60%

Methods

- Bivariate logistic regression model
- Years: 2015 - 2017
- Only physicians with confirmed practice plans were included in this analysis
- N = 3,004 respondents

Majority of Respondents Did Not Plan to Work in a HPSA

Percentage of Respondents Entering Practice in a Federal Health Professional Shortage Area (for Respondents with Confirmed Practice Plans)



Variables Included in Regression Analysis

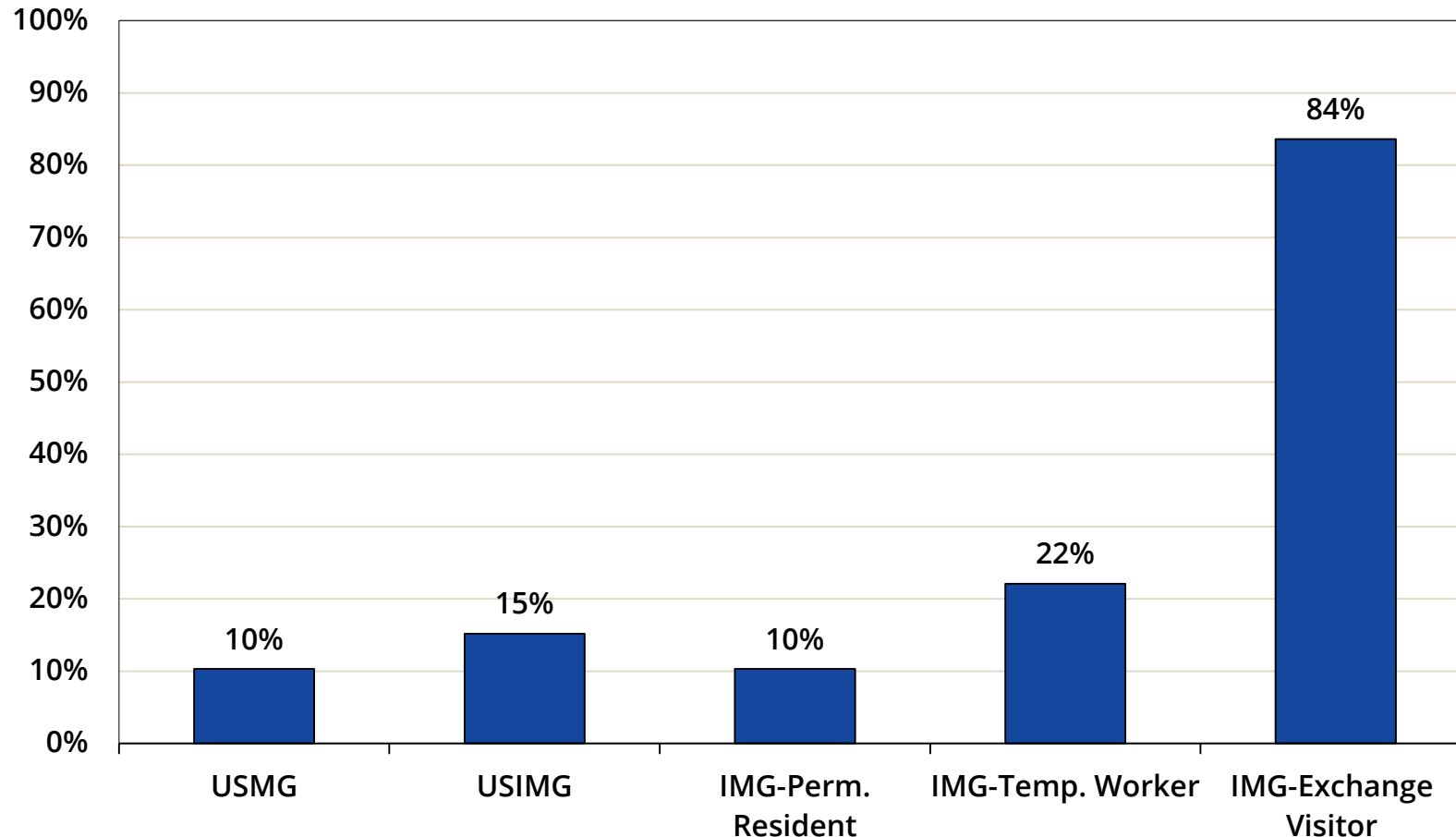
Variables
<i>Demographics</i>
Gender
Race/Ethnicity
Citizenship Status/Med. School Location
<i>Education Characteristics</i>
Education Type (MD or DO)
Specialty
Mean Education Debt
<i>Lifestyle Factors</i>
Relationship Status
Dependent Children
Importance of Job Characteristics
<i>Job Market Experiences</i>
Difficulty Finding a Position
Number of Job Offers Received
Perception of National Job Market

Differences Among New Physicians Entering Practice in a HPSA

		HPSA	Non-HPSA
Gender	Female	19%	81%
	Male	16%	84%
Race	URM	27%	73%
	Non-URM	16%	85%
Specialty	Primary Care	23%	77%
	Non-Primary Care	15%	85%
Mean Education Debt		\$132,500	\$146,900

Differences in HPSA Practice by Citizenship/Medical School Location

Percentage of Respondents Practicing in a HPSA by Citizenship Status/Medical School Location (for Respondents with Confirmed Practice Plans)



Race and Citizenship/Medical School Location Associated with Plans to Practice in a HPSA

<i>Demographics</i>	Exp(B)	Sig.
Female	1.214	0.101
URM	1.966	0.000
USIMG	1.471	0.048
IMG-Permanent Resident	1.149	0.447
IMG-H1, H2, H3 Temp Worker	3.976	0.000
IMG-J1, J2 Exchange Visitor	71.692	0.000

NOTE: Reference Category is Male for Gender, Non-URM for Race, and USMG for Citizenship

Primary Care Specialists More Likely to Enter Practice in a HPSA than Non-Primary Care

<i>Education Characteristics</i>	Exp(B)	Sig.
Osteopathic (DO)	1.306	0.149
Primary Care Specialty	1.788	0.000
Mean Education Debt (in \$1,000s)	1.003	0.000

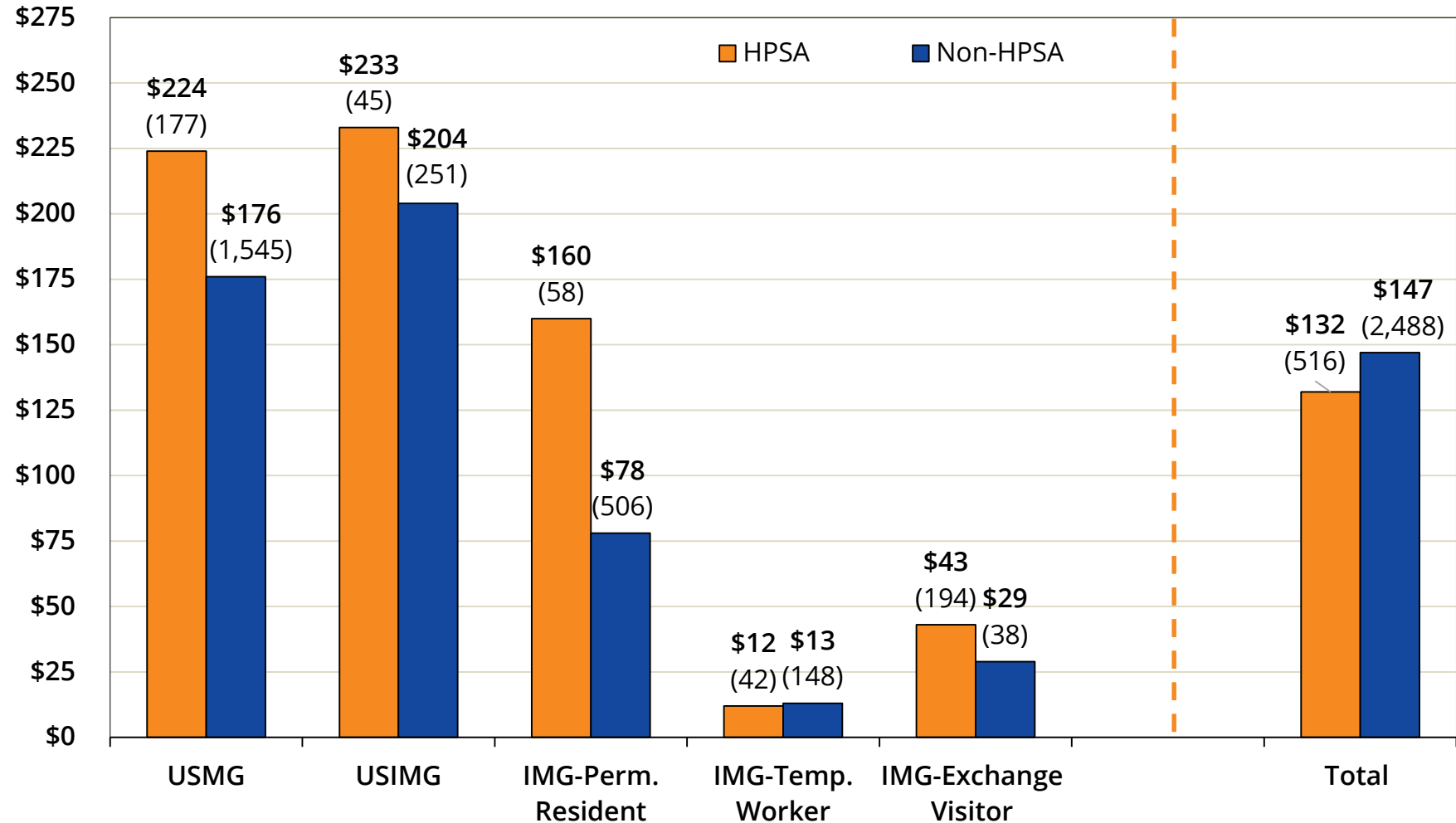
NOTE: Reference Category is Allopathic (MD) for Education Type and Non-Primary Care for Specialty

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What is the Relationship Between Education Debt and HPSA Practice?

*Education Debt of Respondents by HPSA Practice and Citizenship Status
(for Respondents with Confirmed Practice Plans)*



Lifestyle Factors and Job Market Experiences Were Not Related to Practicing in a HPSA

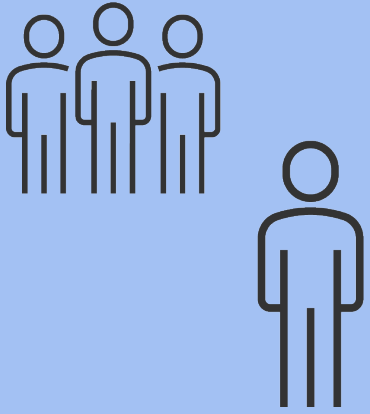
Variable	Exp(B)	Sig.
<i>Lifestyle Factors</i>		
Married/Long-term Relationship	0.789	0.099
Dependent Children	1.258	0.080
Predictable Workday	0.897	0.570
Length of Workday	0.945	0.780
Overnight Calls	0.763	0.162
Weekend Duties	1.418	0.070
<i>Job Market Experiences</i>		
Difficulty Finding Position	1.092	0.540
Number of Job Offers	0.996	0.848
Perception of National Job Market (Likert Score)	1.059	0.558

Limitations

- Large number of respondents “didn’t know” if they were entering practice in a shortage area
- Generalizability of findings to other states
 - About 55% of new physicians trained in New York plan to practice out of state

What Factors Affect a Physician's Decision to Practice in a HPSA?

Race



Underrepresented Minorities

more likely than White/Asian

Specialty



Primary Care

more likely than non-primary care specialties

Citizenship/Medical School Location



IMGs on Exchange Visa

enter HPSAs more than any other group studied

Education Debt



Higher Debt

linked to HPSA practice when controlling for citizenship

Questions?

- For more information, please email me at: mclifford@albany.edu

- Visit us at:



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