Trends in Diversity Among New Physicians

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AAMC Health Workforce Research Conference

Center for Health Workforce Studies

- Established in 1996

- Based at the University at Albany School of Public Health

- Committed to collecting and analyzing data to understand workforce dynamics and trends

- Goal: Assisting health workforce planners to understand issues related to the supply, demand, distribution, and the use of health workers

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Background

- Health equity is increasingly recognized as an important consideration in health workforce planning

- One key to achieving health equity is to have a health workforce that reflects the population it serves

- This study examines trends in the percentage of women and underrepresented minorities (URMs: Black/African Americans, Hispanic/Latinos, and American Indians) completing a graduate medical education (GME) program in New York

- This study also explores how these demographic characteristics may impact practice location
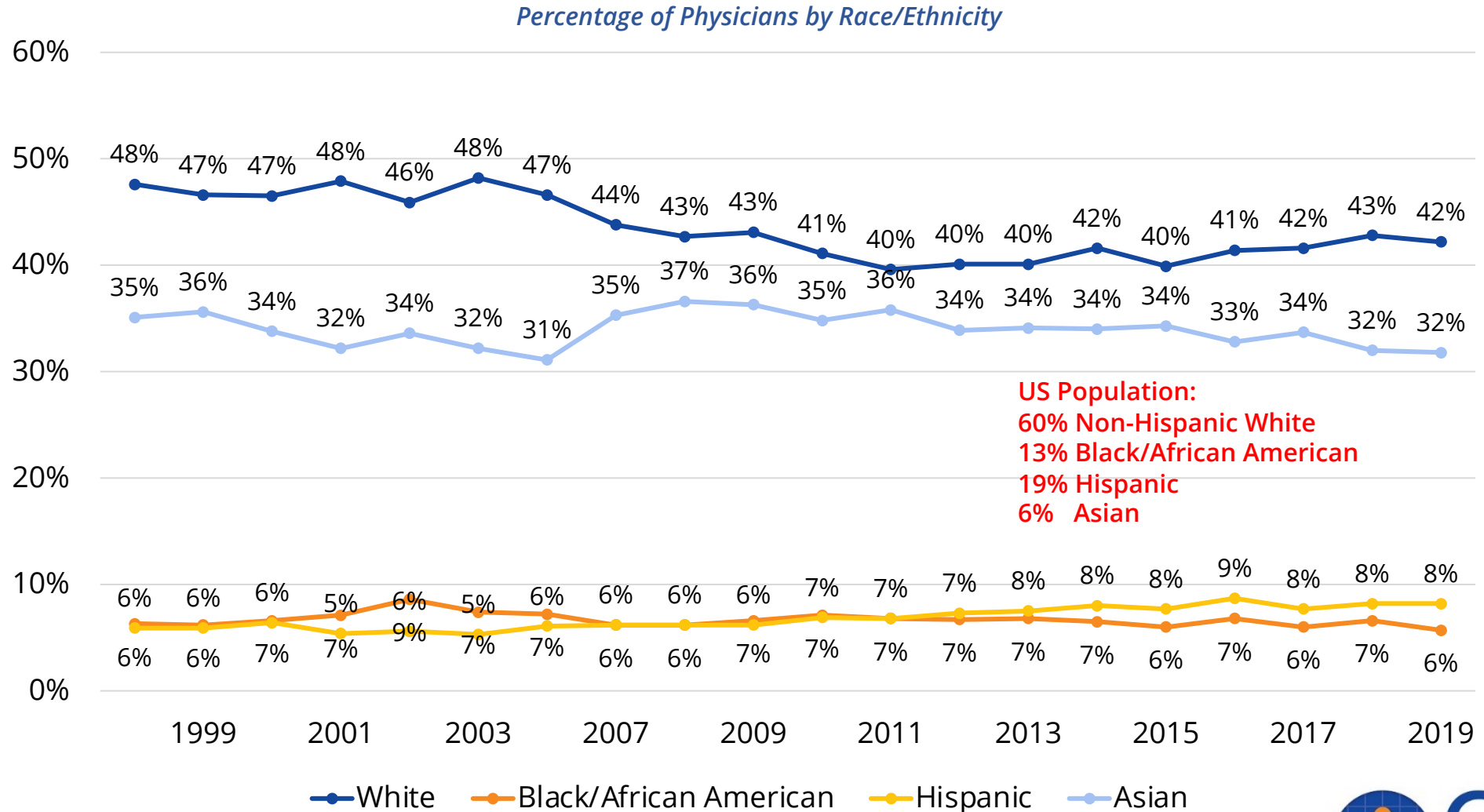
New York Resident Exit Survey

- New York State annually trains more than 18,000 physicians and each year more than 5,000 physicians complete a training program

- The New York Resident Exit Survey has been conducted annually since 1998 (except for 2004, 2006, and 2020)
  - A survey of all residents and fellows completing training in New York
  - Average annual response rate of 60%
  - Monitors trends over time

- Survey collects information on demographics, upcoming practice characteristics, expected starting income, and job market experiences, among others

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The Percentage of Female Physicians Completing Training in New York Has Increased Over Time

Percentage of Female Physicians

US Population: 51% Female

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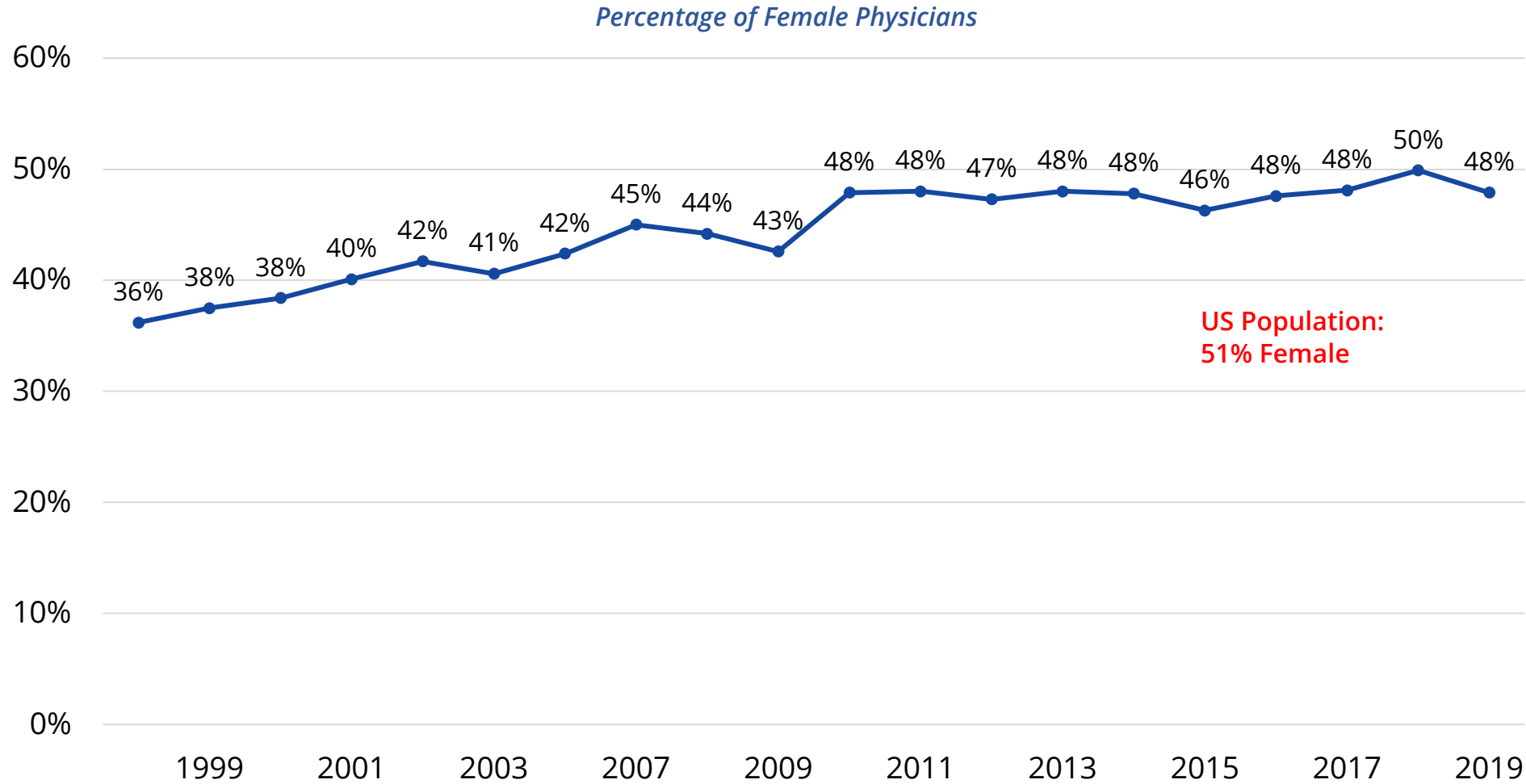
The Percentage of URM Physicians Completing Training in New York Has Not Increased Over Time

Percentage of Physicians by Race/Ethnicity

White: 48% 47% 47% 48% 46% 48% 47% 44% 43% 43% 41% 40% 40% 40% 42% 40% 41% 42% 43% 42%

Asian: 35% 36% 34% 32% 34% 32% 31% 35% 37% 36% 35% 36% 34% 34% 34% 34% 33% 34% 32% 32%

Black/African American: 6% 6% 6% 5% 6% 5% 6% 6% 6% 6% 7% 7% 7% 8% 8% 8% 9% 8% 8% 8%

Hispanic: 6% 6% 7% 7% 9% 7% 7% 6% 6% 7% 7% 7% 7% 7% 7% 6% 7% 6% 7% 6%

US Population:
60% Non-Hispanic White
13% Black/African American
19% Hispanic
6%   Asian

1999 2001 2003 2007 2009 2011 2013 2015 2017 2019

— White   — Black/African American   — Hispanic   — Asian

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Almost Two-Thirds of Black/African American Physicians Completing Training in New York Are Female

Percentage of Race/Ethnicity That Are Female, 2017-2019

Race/Ethnicity	Female
White	46%
Black/African American	63%
Hispanic	51%
Asian	51%
Total	49%

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There Was a Greater Representation of Black/African Americans and Hispanics Among Ob/Gyn Physicians

Specialty by Race/Ethnicity and Female, 2017-2019

Specialty	White	Black	Hispanic	Asian	Female
Primary Care	35%	7%	9%	36%	53%
Ob/Gyn	48%	14%	13%	21%	84%
IM Specialties	32%	5%	8%	38%	43%
General Surgery	54%	6%	8%	26%	38%
Surgical Specialties	60%	3%	6%	24%	27%
Facility Based	47%	5%	6%	33%	39%
Psychiatry	42%	6%	9%	30%	59%
Total	42%	6%	8%	32%	49%

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Physicians Were Evenly Distributed Across Practice Locations by Race/Ethnicity and Gender

Practice Location by Race/Ethnicity and Female, 2017-2019

Location	White	Black	Hispanic	Asian	Female	Total
Inner City	30%	30%	34%	26%	30%	29%
Other Area Within a Major City	21%	20%	25%	21%	22%	21%
Suburban	32%	28%	25%	37%	32%	33%
Small City (Less Than 50k)	10%	14%	8%	10%	10%	11%
Rural	6%	8%	8%	6%	6%	7%
Total	100%	100%	100%	100%	100%	100%

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Black/African American and Hispanic Physicians Were More Likely to Practice in a Health Professional Shortage Area (HPSA)

Practice Location by Race/Ethnicity and Female, 2017-2019

HPSA	White	Black	Hispanic	Asian	Female	Total
Practice Location in HPSA	12%	28%	25%	17%	18%	17%
HPSA Obligation	4%	14%	15%	10%	10%	10%

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Summary

- Since 1998, the percentage of female physicians completing training in New York has increased

- The percentage of Black/African American and Hispanic physicians completing training has not increased

- More than 60% of Black/African American physicians were female

- Black/African American and Hispanic physicians were more likely to practice in HPSAs

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