

# Georgia Board for Physician Workforce and Medical Education in Georgia

HR1722 House Study Committee on Medical Education

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Georgia Board for Physician Workforce  
September 16, 2014

# Georgia Board for Physician Workforce

- Created in 1976 to increase the number of family physicians in Georgia
- Increased number of FM programs from 4 in 1976 to 12 in 2014
- Need for other specialties and funding added in 1983 to support all specialties (O.C.G.A. § 31-7-95)
- Changed to GBPW in 1999
- All state funding for medical education flows through GBPW except funding through Board of Regents for MCG@GRU

# Purpose of the Board

- O.C.G.A. § 49-10-2 - The purpose of the Board shall be to address the health care workforce needs of Georgia communities through the support and development of medical education programs and to increase the number of physicians and health care practitioners practicing in underserved rural areas.

# Budgetary Programs of the Board

- 6 Budgetary Programs
  - Administration
  - Undergraduate Medical Education
  - Mercer School of Medicine Operating Grant
  - Morehouse School of Medicine Operating Grant
  - Physicians for Rural Areas
  - Graduate Medical Education
- FY2015 Appropriation - \$51,462,050

# Administration

- Personal Services and Operating Expenses
- FY2015 Appropriation – \$695,782
- 1.3% of FY2015 budget
- All research activities are funded through this program area

# Current and Planned Reports

Annual Reports	Biennial Reports	Other Time Frame
Agency Annual Report GME Exit Survey Medical School Graduate Survey GME Snapshot Fact Sheet Medical School Fact Sheet	Physician Data Report Physicians by County by Specialty PA Data Report SCSA Fact Sheets Physician Workforce Database Trauma Fact Sheet Diversity Fact Sheet Retaining Physicians Educated in GA Residency Fact Sheet Supply, Mix, and Distribution Physician Migration Profile	10 Year GME Report 5 Year Medical School Report Spotlight on Critical Issues GA's Physician Training Programs

# Undergraduate Medical Education

- Participating Medical Schools
  - Emory – 113 (168 GA Residents)
  - Mercer – 210 (416 GA Residents)
  - PCOM-GA Campus – 5 (247 GA Residents)
- Rate Per Student - \$6,363.56
- FY2015 Appropriation = \$2,087,250
- 4% of FY2015 Budget

# Mercer Operating Grant

- Educates physicians and health professionals to meet the primary care and health care needs of rural and medically underserved areas of Georgia.
- 3 Campuses – 416 total students – All GA residents
  - Macon – 4 year campus
  - Savannah – started as clinical campus now 4 year campus
  - Columbus – clinical campus – 3<sup>rd</sup> and 4<sup>th</sup> year students
- FY2015 Appropriation - \$22,769,911 (increase of \$1.8 million over FY2014)
- 44% of FY2015 Budget

# Morehouse Operating Grant

- Educates physicians and other health professionals to address primary healthcare needs with an emphasis on people of color and the underserved urban and rural populations in Georgia and the nation.
- Atlanta – 274 total students – 199 GA residents
  - Class size expansion – students must be GA residents
- FY2015 Appropriation - \$15,933,643 (increase of \$5 million over FY2014)
- 31% of FY2015 Budget
  - \$7,469,375.56 to be paid as state funds only
  - \$8,464,267.44 paid through Medicaid and matched 2-1

# Physicians for Rural Areas

- Medical Fair - \$40,000
- Scholarship Program - \$500,000
- PRAA Loan Repayment Program - \$530,000
  - \$200,000 added in Fy2015
  - HRSA State Loan Repayment Program
- FY2015 Appropriation - \$870,000
- 1.7% of FY2015 Budget

# Graduate Medical Education

- Family Medicine –
  - Number of Residents – 227 (all FM program positions in GA)
  - Rate - \$18,255
  - Total Funds - \$4,143,852
  - UPL Match – 2/1
- Pediatrics –
  - Number of Residents – 50 (193 total positions)
  - Rate - \$15,091
  - Total Funds - \$754,564
- Residency Capitation –
  - Number of Residents – 1,219 (approximate)
  - Rate - \$2,898
  - Total Funds - \$3,532,860
  - UPL Match (not GRU) – 2/1

# Graduate Medical Education (Cont.)

- Preventive Medicine –
  - Number of Residents – 10 (all PM positions in GA)
  - Rate - \$7,573
  - No UPL Match
- General Surgery –
  - Number of Residents – 4 (184 total positions)
  - Rate - \$15,002
  - No UPL Match
- OB/GYN –
  - Number of Residents – 2 (101 total positions)
  - Rate - \$14,883
  - No UPL Match

# Graduate Medical Education (Cont.)

- New Program Development
  - Osteopathic Programs
  - Total Funds - \$308,779
- FY2015 Appropriation - \$8,905,464
  - Increased by \$333 per resident slot in FY2015 and those programs noted earlier receiving UPL Matching funds through Medicaid will see almost \$1,000 per resident.
- 17% of Total Appropriation

# Georgia's Medical Schools

# Medical School Enrollment, 2015

Medical School	2014-2015	Percent of Total Students Trained	Georgia Residents	GA Resident % of Total Class
Emory	560	20.7	168	30.0
MCG and MCG/UGA partnership	930	34.4	897	96.5
Mercer	416	15.4	416	100.0
Morehouse	274	10.1	199	72.6
PCOM – GA Campus	527	19.5	247	46.9
<b>Total Enrollment</b>	<b>2,707</b>	<b>100.00*</b>	<b>1,927</b>	<b>71.2</b>

\*Total may not add up to 100.0% due to rounding

# Medical School Enrollment Past and Current

Medical School	2000 – 2001	2009 – 2010	2014-2015
Emory	439	517	560
MCG and MCG/UGA Partnership	711	762	930
Mercer	212	311	416
Morehouse	153	213	274
PCOM	0	341	527
Total Enrollment	1,515	2,144	2,707
Percentage Increase Over Previous Period		41.5%	26.3%

# Georgia Medical School Graduates Entering GME July 1, 2013

Specialty	Georgia PGY-1 Positions		Number and Percent of 2013 GA Medical School Graduates Entering GME Programs in U.S.		Number and Percent of 2013 GA Medical School Graduates Entering GA GME Programs	
	Number	Percent	Number	Percent	Number	Percent
Family Medicine	78	15.5	28	5.1	10	1.8
Internal Medicine	150	29.8	122	22.3	20	3.7
Pediatrics	57	11.3	86	15.7	22	4.0
OB/GYN	26	5.2	33	6.0	11	2.0
General Surgery	47	9.3	39	7.1	11	2.0
Emergency Medicine	33	6.5	42	7.7	10	1.8
All Other Specialties	113	22.4	197	36.0	38	7.0
<b>Total</b>	<b>504</b>	<b>100.0</b>	<b>547</b>	<b>100.0*</b>	<b>122</b>	<b>22.3</b>
*Total may not add up to 100.0% due to rounding						

# 2014 Match to GME Programs

Medical School	Number of Graduates Entering GME	Number (%) of Graduates Enter Primary Care / Core Specialty	Number (%) of Graduates Entering Non-Core Specialty
Emory	125 of 125	84 (67.2%)	41 (32.8%)
MCG @ GRU	200 of 207	123 (61.5%)	77 (38.5%)
Mercer	97 of 104	70 (72.2%)	27 (27.8%)
Morehouse	50 of 52	39 (78.0%)	11 (22.0%)
PCOM-GA	70 of 74	44 (62.8%)	26 (37.1%)
Total	542 of 562	360 (66.4%)*	182 (33.5%)*

\* May not total 100% due to rounding

# Georgia Medical School Graduates, 2014 – Specialty Selection

- The highest declared specialty was pediatrics with 12.9%. In 2013, it was internal medicine.
- 29.6% declared a primary care specialty (defined as family medicine, internal medicine, pediatrics and OB/GYN)
  - Morehouse had the highest percentage of their graduates (52.4%) say they intended to pursue a primary care specialty, followed by PCOM with 45.3%, Mercer with 44.9%, Emory with 38.8% and MCG with 28.9%.
- 12.3% declared a core specialty (defined as emergency medicine and general surgery)

# Georgia Medical School Graduates, 2014 – Specialty Selection

- Lifestyle, mentor/role model influence, options for fellowship training, and future earning potential were all important factors for Georgia graduates in determining specialty.
- Over one-half of the medical school graduates (50.3%) chose their specialty during the third year of medical school. This has been consistent since 2008

Time Frame	Number	Percent*
1 <sup>st</sup> Year of Medical School	24	4.9
2 <sup>nd</sup> Year of Medical School	24	4.9
3 <sup>rd</sup> Year of Medical School	245	50.3
4 <sup>th</sup> Year of Medical School	74	15.2
During/After College	65	13.3
Prior to Entering College	44	9.0
Not Certain	11	2.3
<b>Total</b>	<b>487</b>	<b>100.0</b>

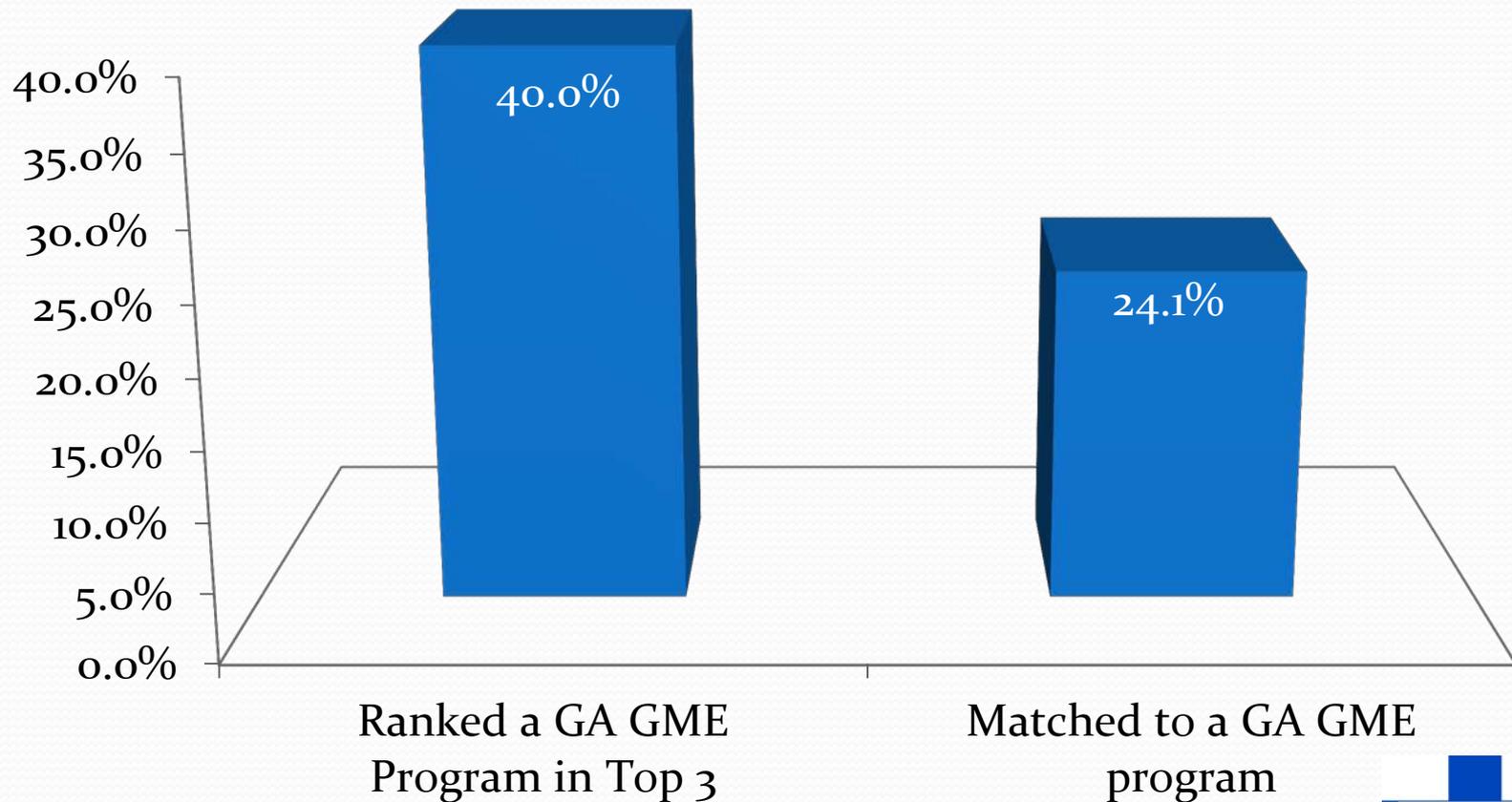
\*Total may not add up to 100% due to rounding

# Georgia Medical School Graduates, 2014 – Specialty Selection

- Medical Education Debt had the highest percentage of graduates say it had a minor or no influence on specialty choice with 65.3%
- Lifestyle was the strongest influence chosen when rating specialty choice. 84.4% said it had a moderate to strong influence on specialty choice, followed by Mentor/Role Model Influence with 76.4%
- The majority of graduates said that family expectations (59.7%) and competitiveness of specialty (50.5%) had minor to no influence on specialty choice

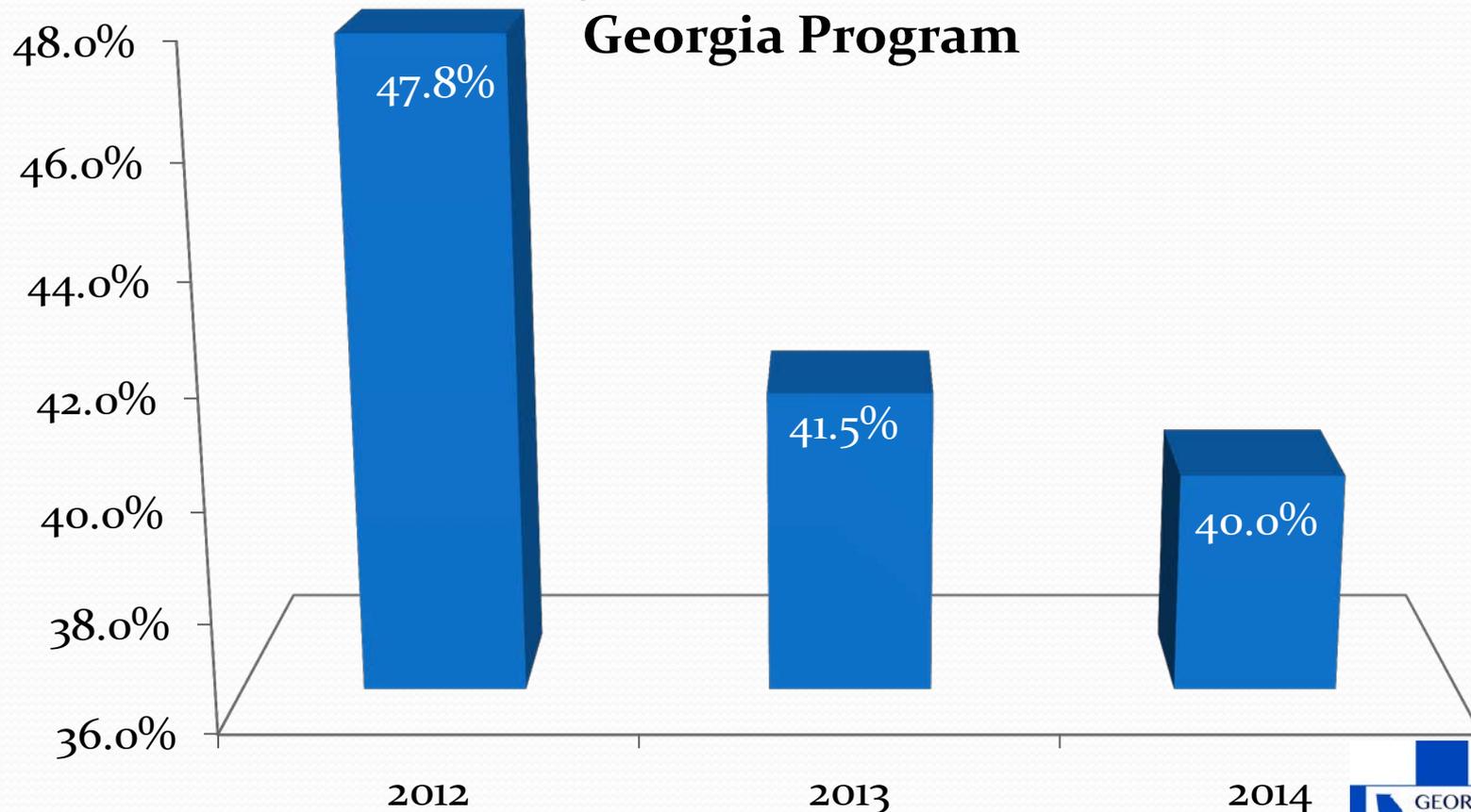
*\*Total may not add up to 100% due to rounding*

# Georgia Medical School Graduates, 2014 – GME Selection



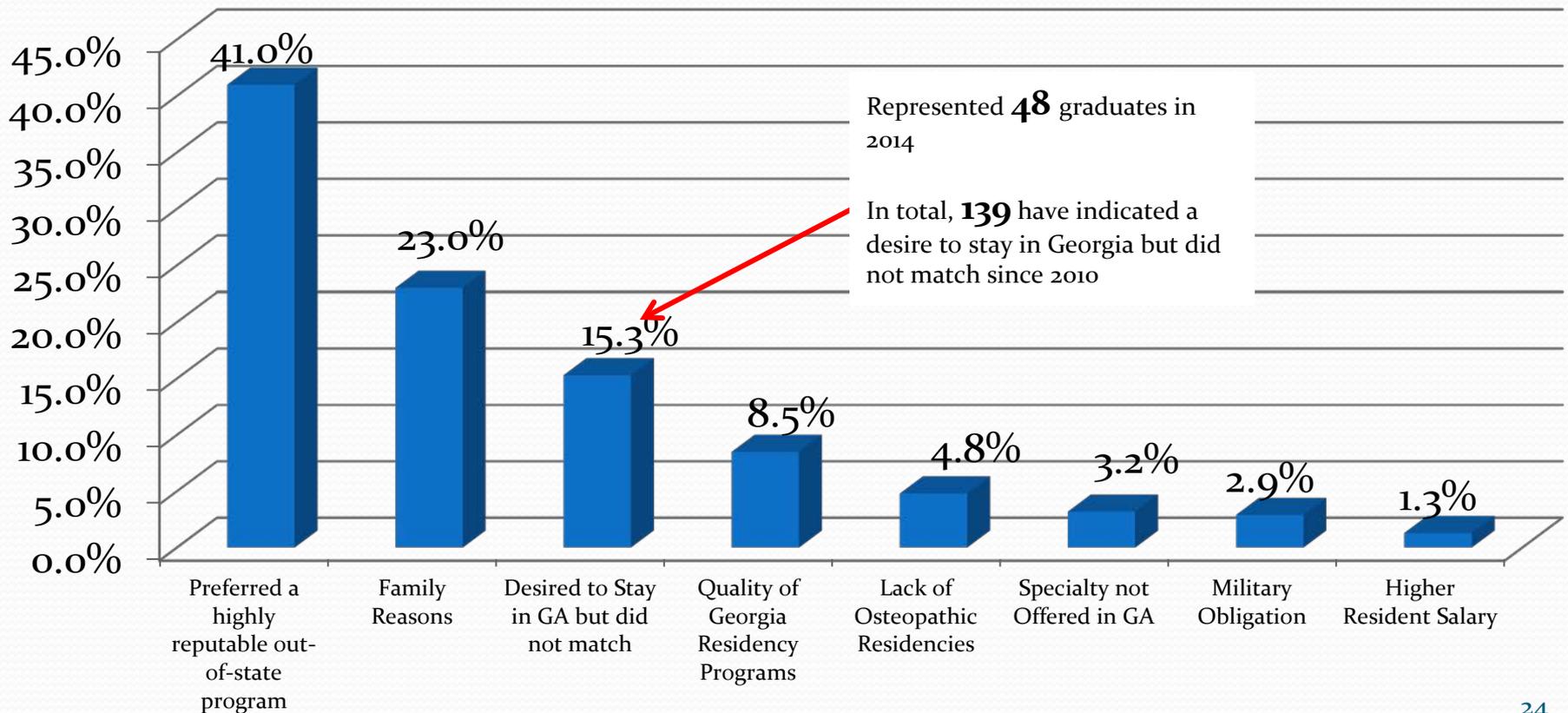
# Georgia Medical School Graduates, 2014 – GME Selection

**Percent of Georgia GME Graduates that Ranked a  
Georgia Program**



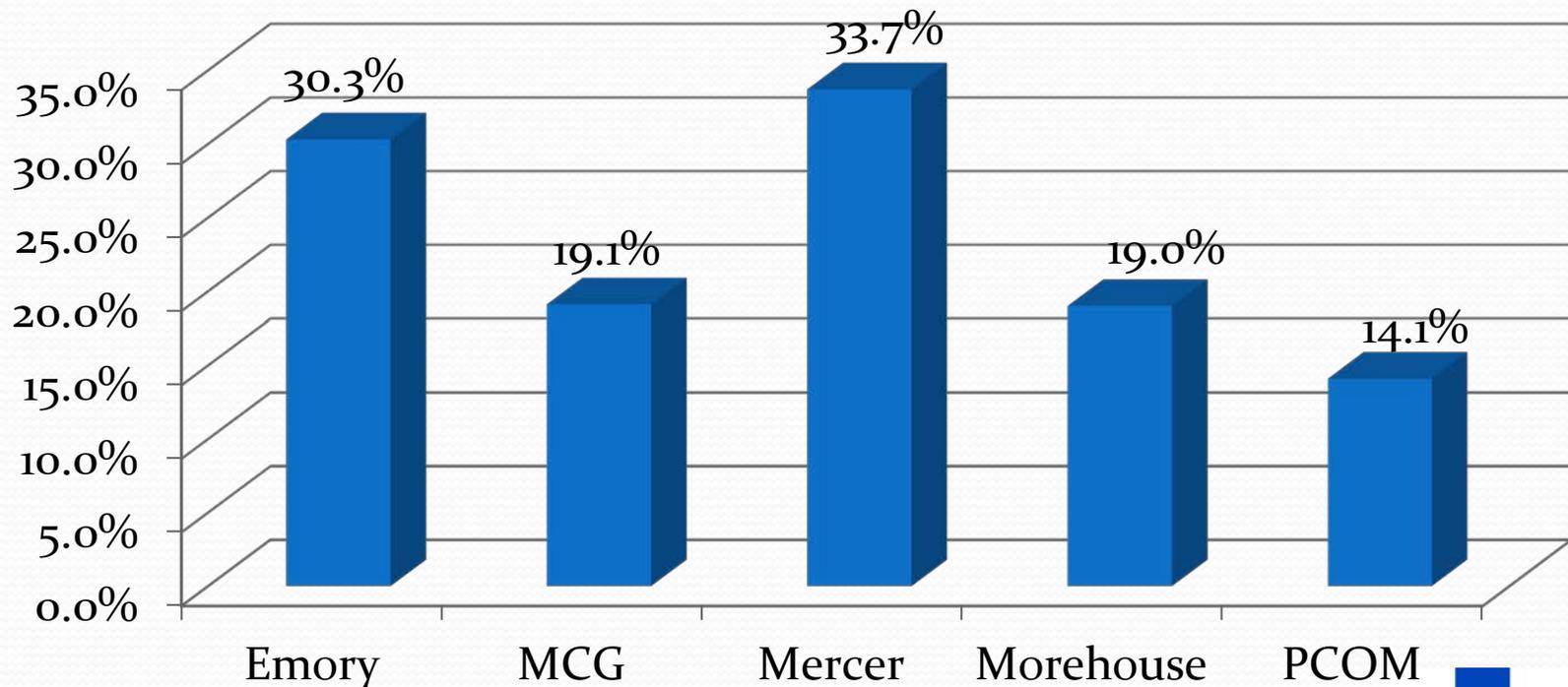
# Georgia Medical School Graduates, 2014 GME Selection

## GA Medical School Graduates, Reasons for Leaving Georgia for GME

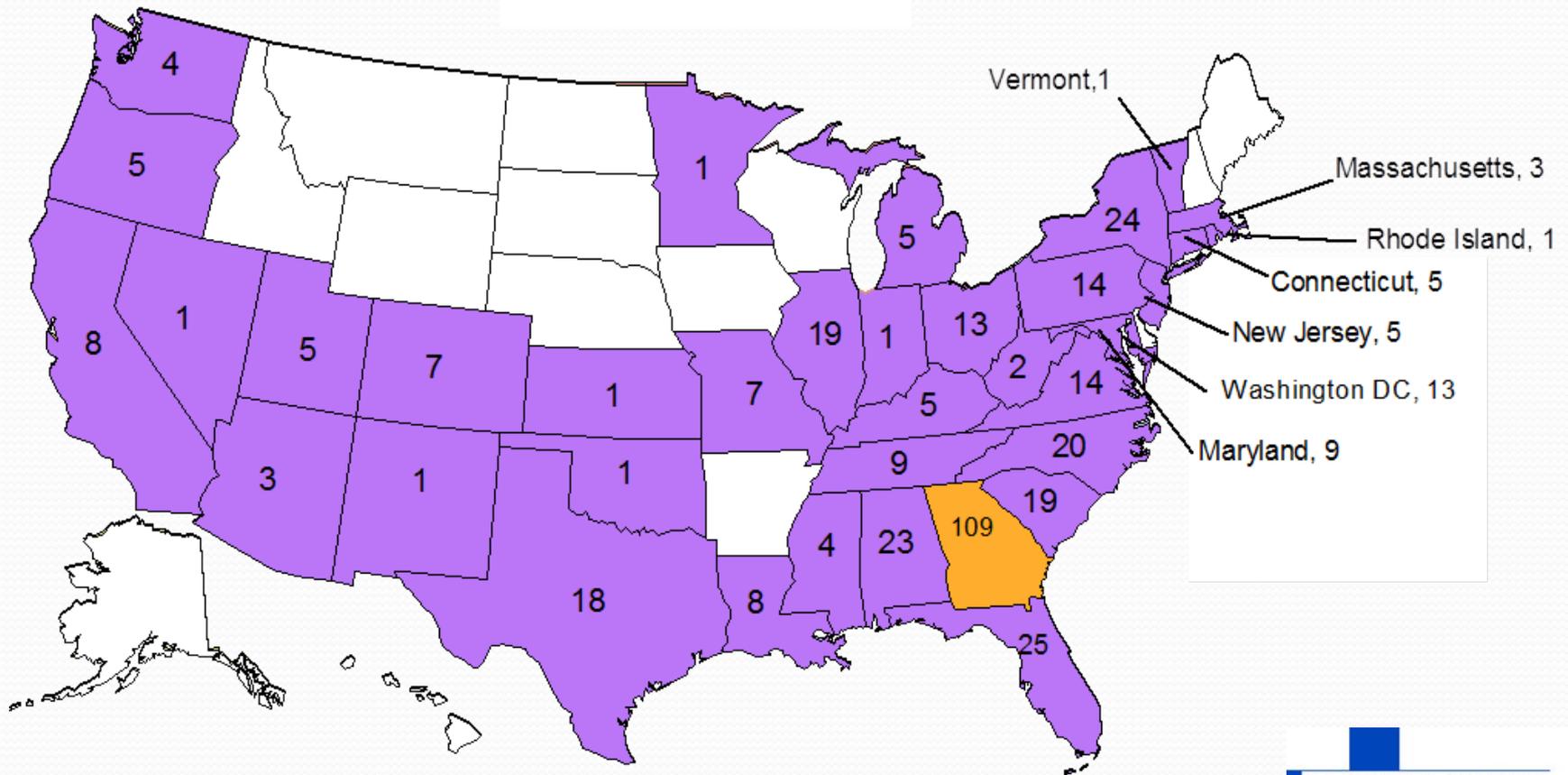


# Georgia Medical School Graduates, 2014 – GME Selection

Graduates Matching to a Georgia Program, by  
School



# Georgia Medical School Graduates, 2014 – GME Location



# Georgia Medical School Graduates, 2014 – GME Selection

- Resident salary had the least influence in selection of a residency program. 76.6% said salary had little to no influence on their selection of program
- Reputation of the residency program was the greatest influence. 92.8% said reputation of the residency program had a moderate to strong influence
- Location of the residency program was also a great influence in selecting a residency program, with 90.9% saying it had a moderate to strong influence

# Georgia Medical School Graduates, 2014 – Practice Plans

- Mercer had the highest percentage (92.3%) of their graduates say they intended to practice in Georgia after they completed residency training. Emory had the lowest percentage, with 30.6%.
  - Of the graduates that plan to practice in Georgia, Mercer had the highest percentage (71.9%) that intend to practice in a rural area. Emory had the lowest percentage, with 0.0%.
  - Of the graduates that plan to practice in Georgia, Morehouse had the highest percentage (60.0%) that intend to practice in an inner-city community. PCOM had the lowest percentage with 19.0%.

# Graduate Medical Education in Georgia

# Georgia Graduate Medical Education

- Georgia ranks 40<sup>th</sup> in total residents per 100,000 population
  - Georgia's Rate: 21.8
  - National Rate: 36.6
- To meet the national average, Georgia would have to add 1,456 positions
- To reach the average of 25.4 residents in the contiguous states (includes GA), Georgia would have to add 357 residency positions

	Rate per 100,000	Rank
U.S.	36.6	
Contiguous States	25.4	
TN	35.4	17 <sup>th</sup>
NC	31.7	18 <sup>th</sup>
AL	26.8	25 <sup>th</sup>
SC	25.4	33 <sup>rd</sup>
GA	31.8	40 <sup>th</sup>
FL	19.0	42 <sup>nd</sup>

Source: AAMC Center for Workforce Studies: [2013 Physician Workforce Data Book](#); November 2013

# GME Positions in Georgia – 2013-2014

Teaching Institution	Approved / Accredited Positions	Filled Positions	Positions Over CMS Cap
Emory	1,239	1,165	82
MCG @ GRU	535	462	55
Morehouse	155	136	0
Memorial Health	152	133	34
Medical Center Central GA	117	111	18
Atlanta Medical Center	86	82	NR
The Medical Center	41	41	0
Floyd Medical Center	24	24	0
Houston Medical Center	18	16	0
Phoebe Putney Medical	15	19	0
Mayo Clinic – Waycross	<u>6</u>	<u>6</u>	<u>0</u>
Total	2,388	2,195	189

# New GME Positions in Georgia – Through FY2022

Specialty	Georgia Approved / Accredited GME Positions 2013-2014		Projected Additional Positions Governor's GME Initiative Through FY2022		Projected Total Approved / Accredited GME Positions Number and Percent Through FY2022	
	Number	Percent	Number	Percent	Number	Percent
Family Medicine	243	10.2	57	15.8	300	10.9
Internal Medicine	413	17.3	186	51.5	599	21.8
Pediatrics	193	8.0	0	0.0	193	7.0
OB/GYN	101	4.2	28	7.7	129	4.7
General Surgery	184	7.7	30	8.3	214	7.8
Emergency Medicine	102	4.3	18	4.9	120	4.3
All Other Specialties	1,152	48.2	42**	11.6	1,194	43.4
<b>Total</b>	<b>2,388</b>	<b>100.0*</b>	<b>361</b>	<b>100.0*</b>	<b>2,749</b>	<b>100.0*</b>

\*Total may not add up to 100.0% due to rounding  
 \*\*Transitional Year = 30; Psychiatry = 12

# Georgia GME Graduates, 2014 Preliminary Review - Retention

- Overall, 51.2% are remaining in Georgia to practice

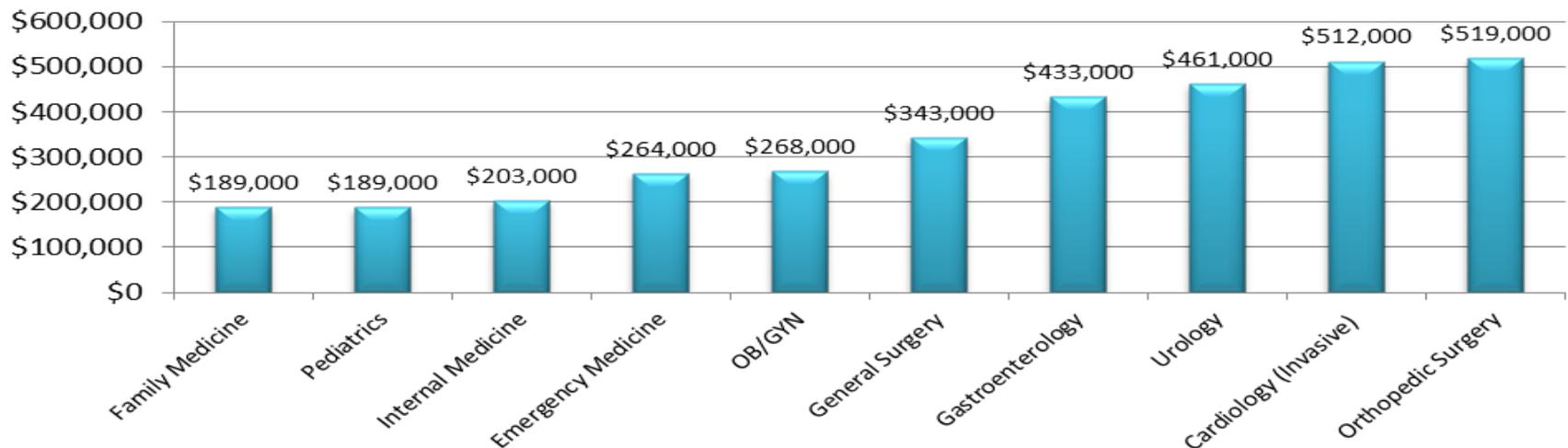
GME in Georgia	Medical School and GME in Georgia	High School, Medical School, and GME in Georgia
43.6%	56.0%	78.9%

- 76.6% did not graduate high school in Georgia
- 22.4% attended a Georgia medical school
  - 49.6% attended an out of state medical school
  - 28.0% attended an international medical school
- 91.8% attended an allopathic school

# Georgia GME Graduate Salary Information, 2013

- Average starting salary
  - Primary Care: \$177,544
  - Specialists: \$266,920 (50.3% higher than primary care)

Average Physician Salary, Forbes 2012



# Georgia GME Graduates, 2014 Preliminary Review - Debt

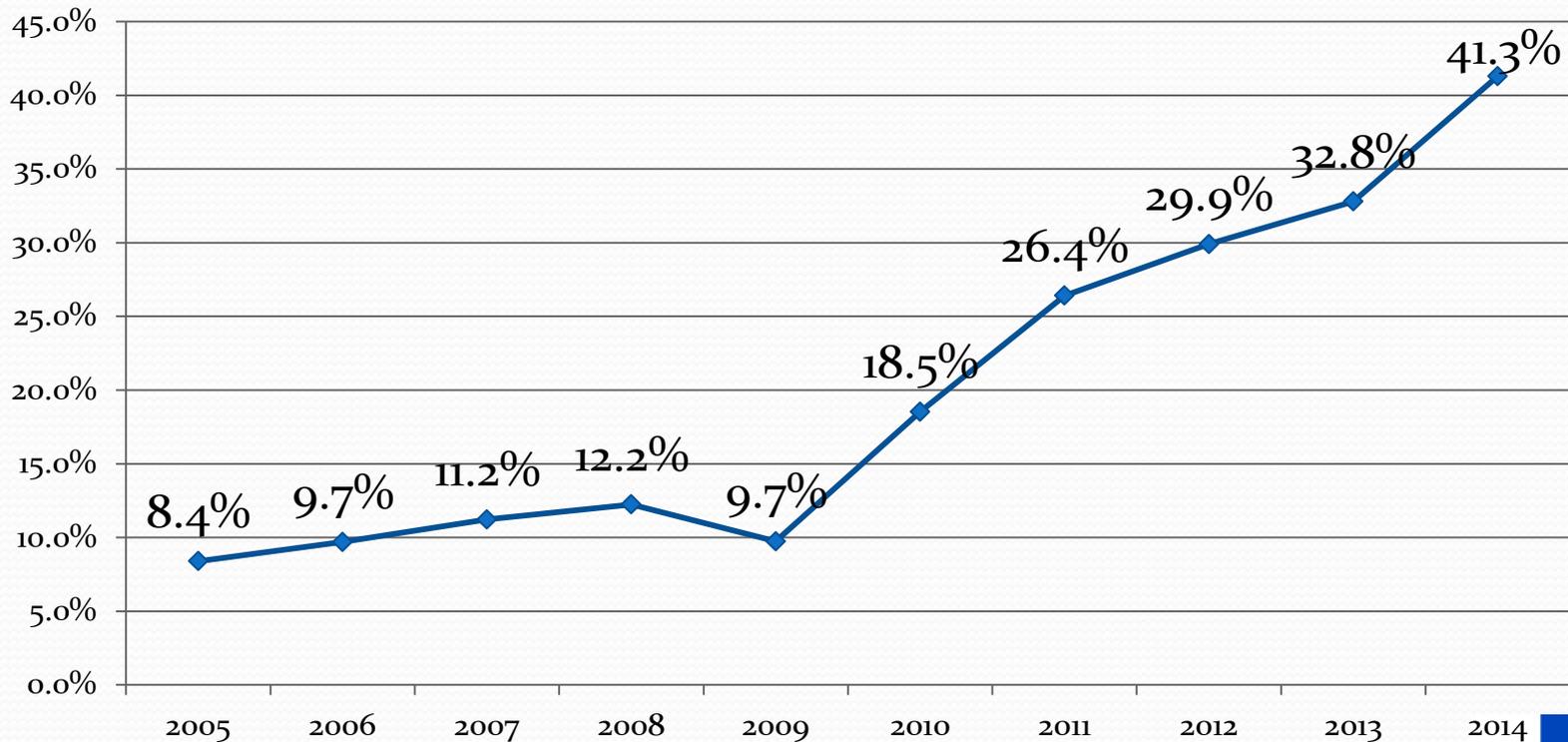
Amount of Debt	Number	Percent
None	153	29.4
Less than \$25,000	16	3.1
\$25,000-\$49,999	14	2.7
\$50,000-\$74,999	16	3.1
\$75,000-\$99,999	9	1.7
\$100,000-\$124,999	33	6.3
\$125,000-\$149,999	12	2.3
\$150,000-\$174,999	34	6.5
\$175,000-\$199,999	19	3.6
\$200,000 or More	215	41.3
<b>Total</b>	<b>521</b>	<b>100.0</b>

Average Debt: \$140,969.08

National Average Debt: \$169,901 (AAMC-2013)

# Georgia GME Graduate Debt, 2005 -2014 (Preliminary Review)

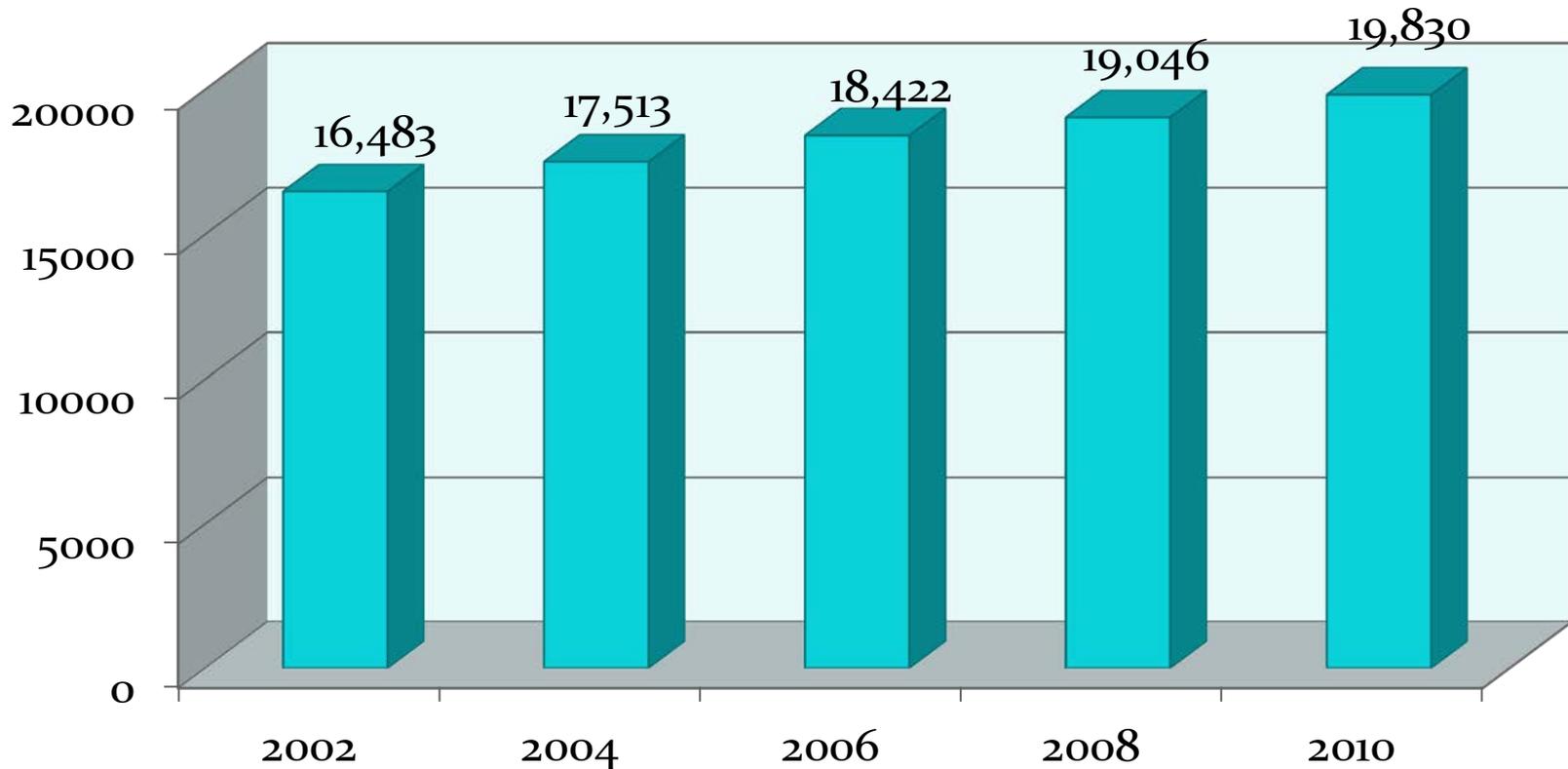
## Percentage of Georgia GME Graduates with Educational Debt over \$200,000



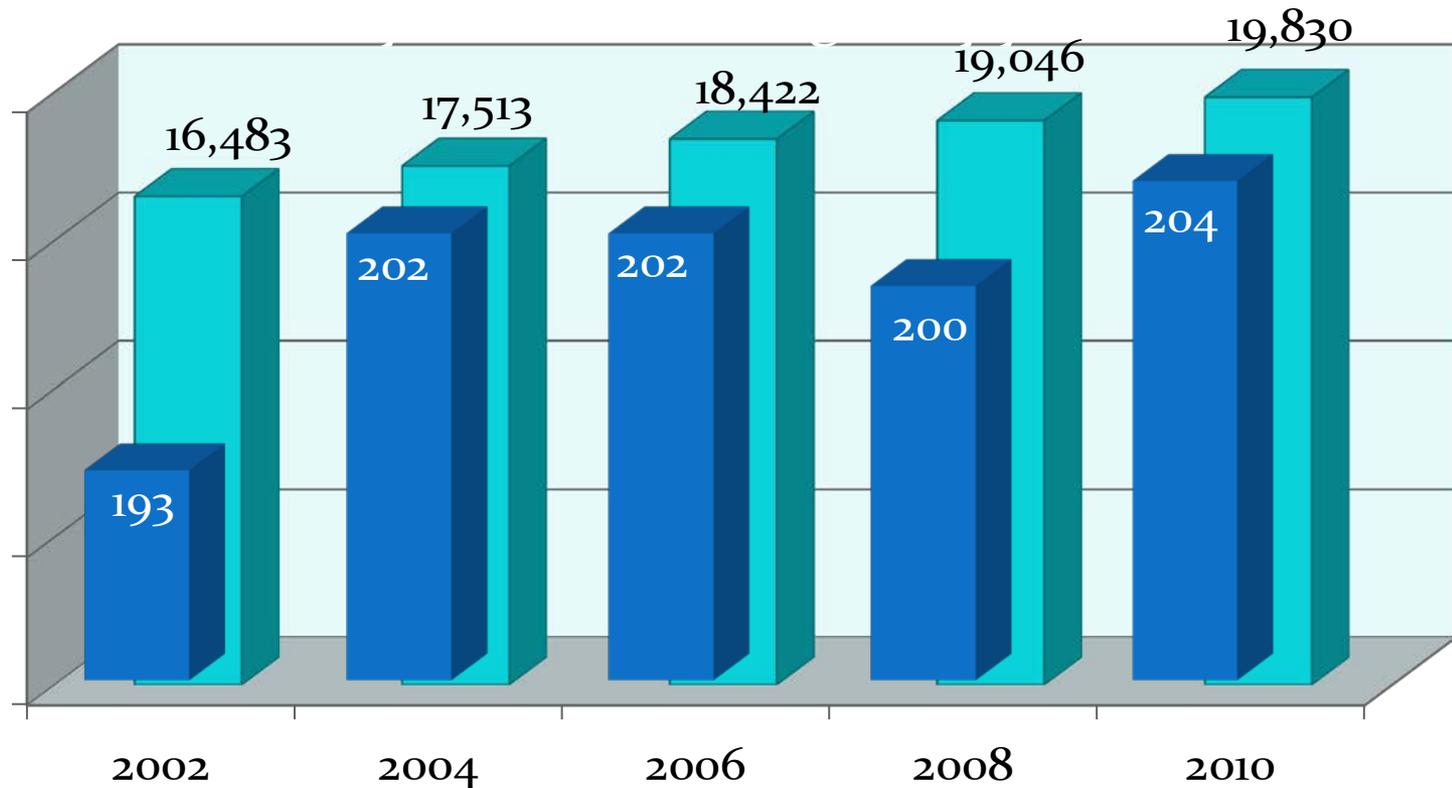
# Georgia's Physician Workforce

# Georgia's Physician Workforce - Rate

Number of Physicians in Georgia, by year

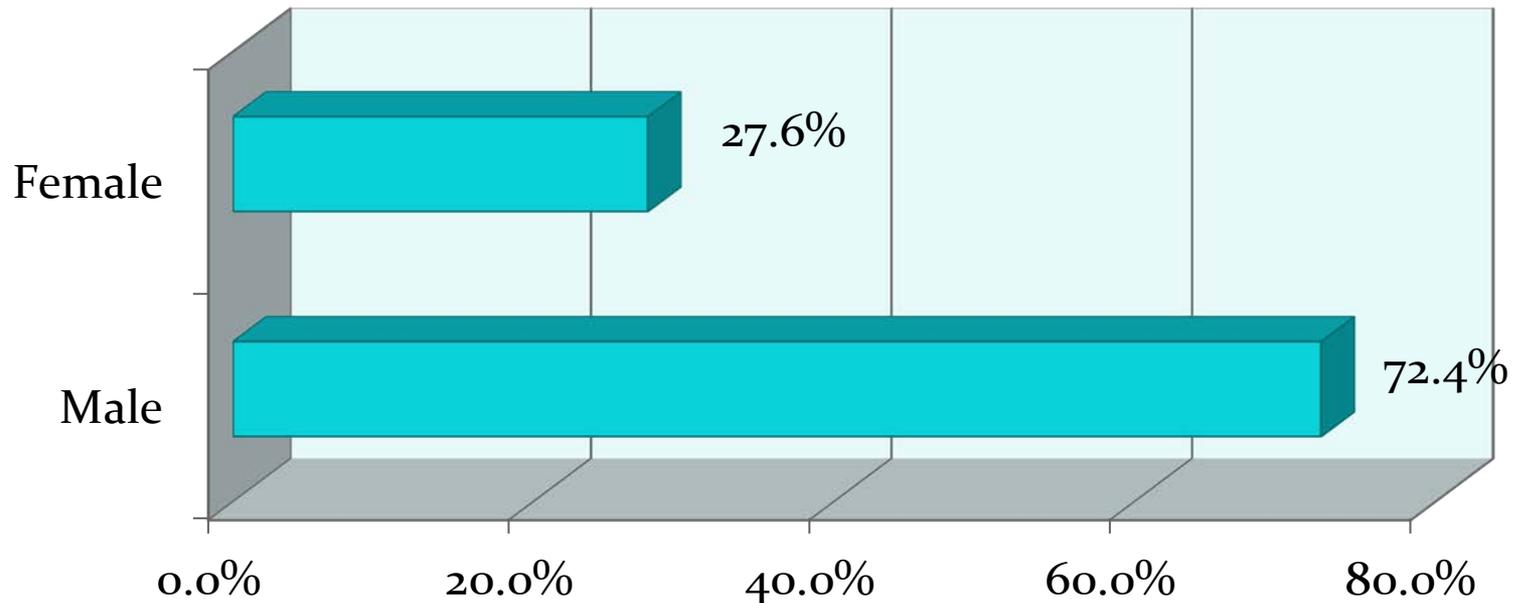


# Georgia's Physician Workforce - Rate

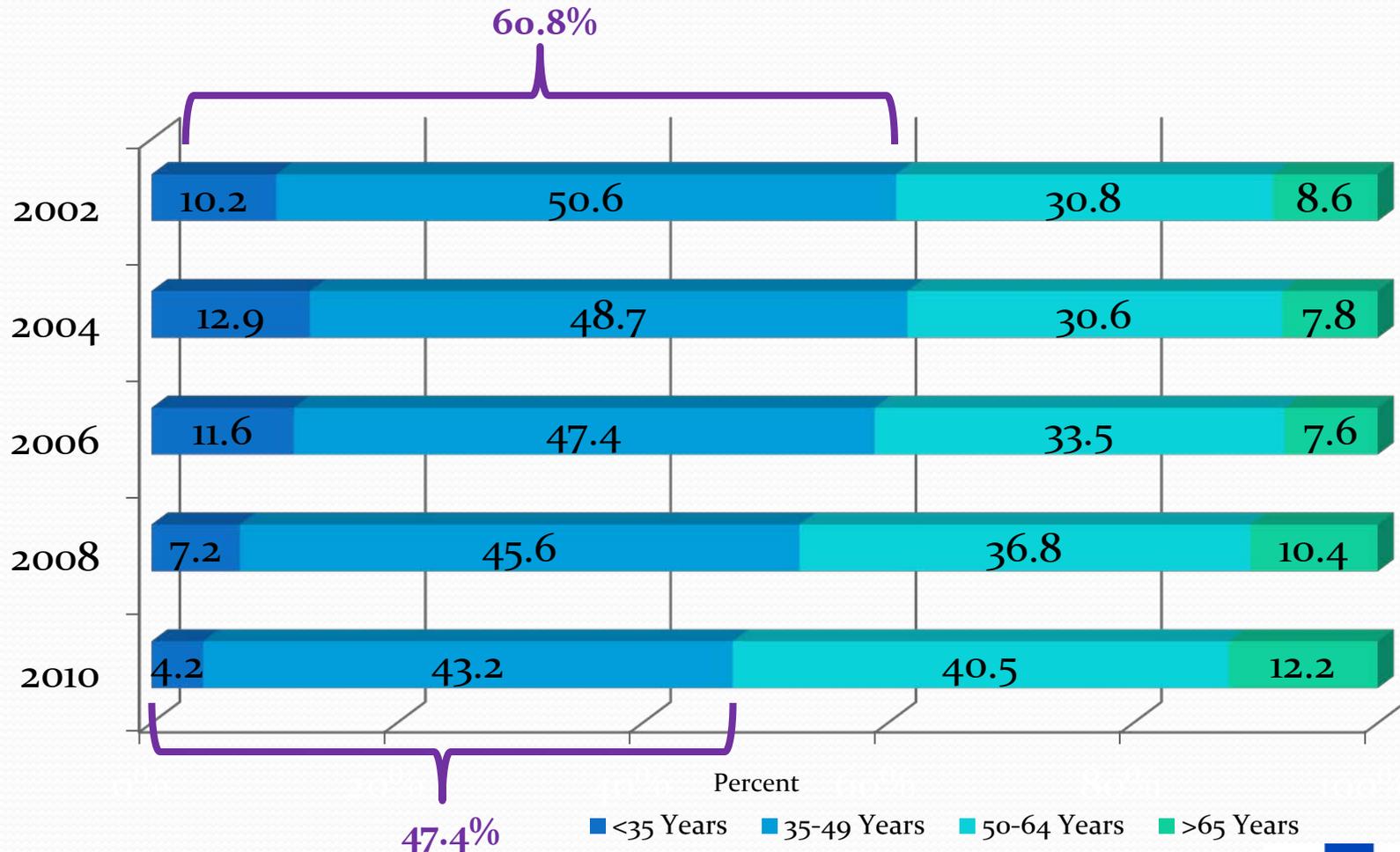


National Rate in 2010: 314

# Georgia's Physician Workforce – Gender

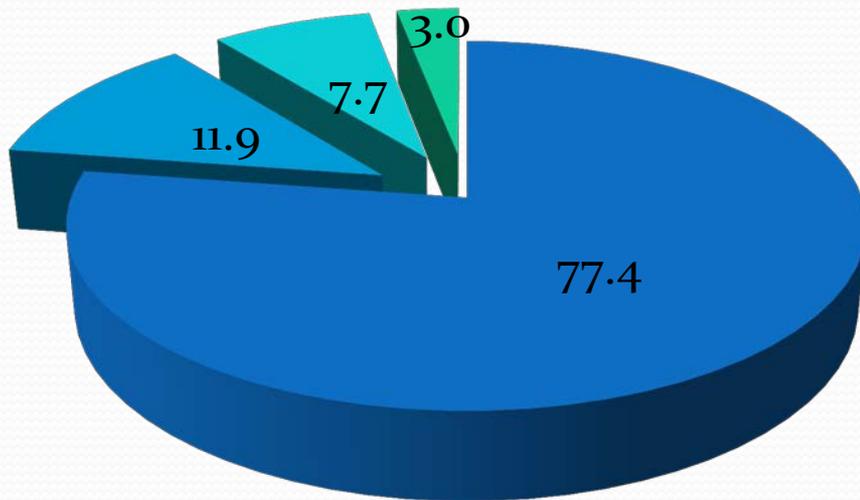


# Georgia's Physician Workforce - Age

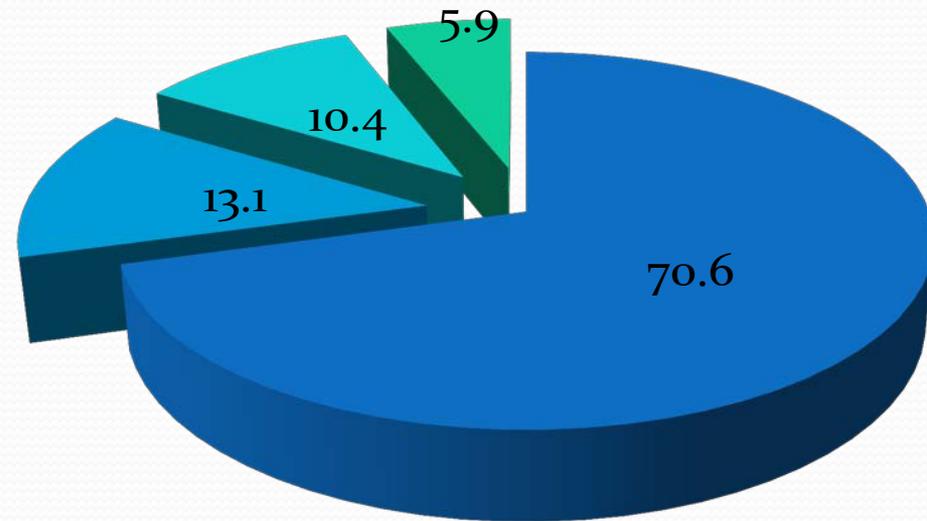


# Georgia's Physician Workforce – Race

Physician's by Race, Georgia, 2002



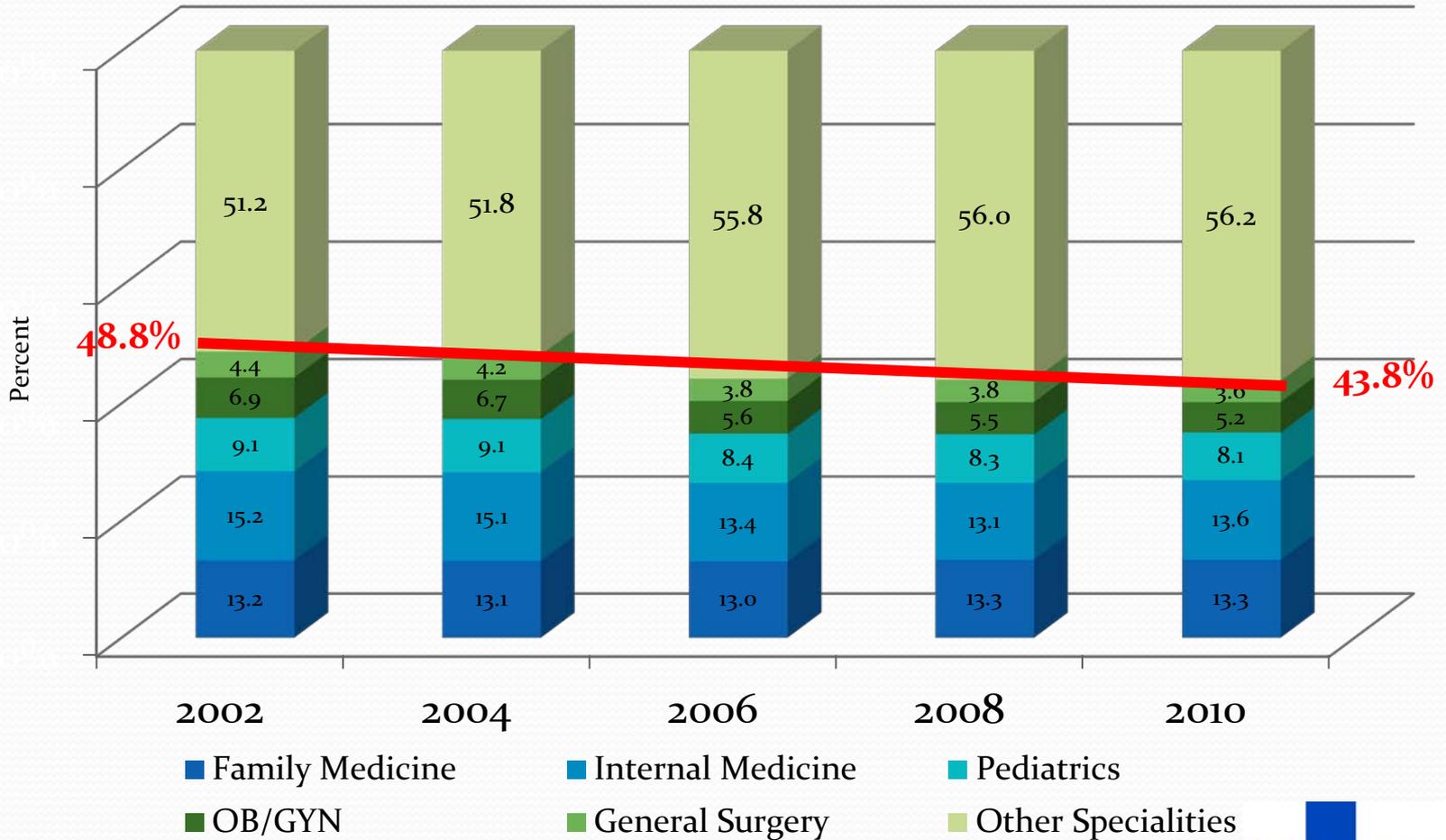
Physician's by Race, Georgia, 2010



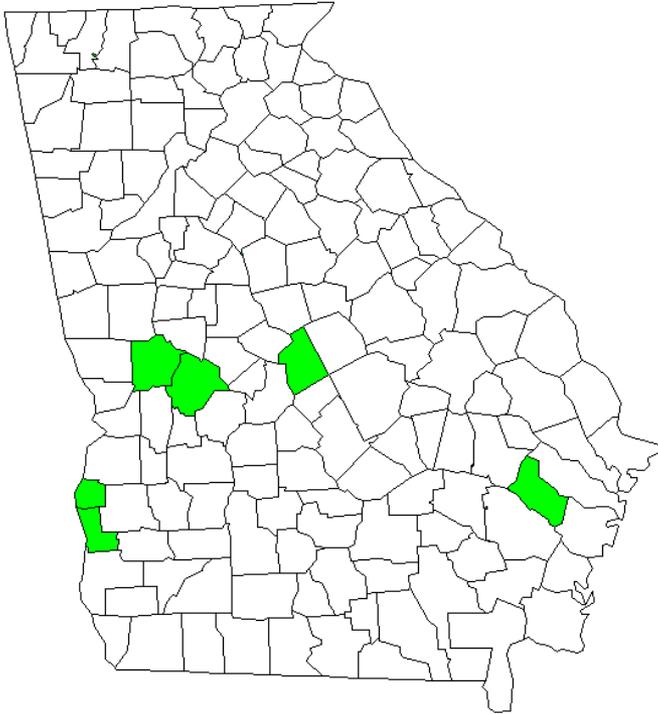
■ White ■ Black ■ Asian ■ Other

■ White ■ Black ■ Asian ■ Other

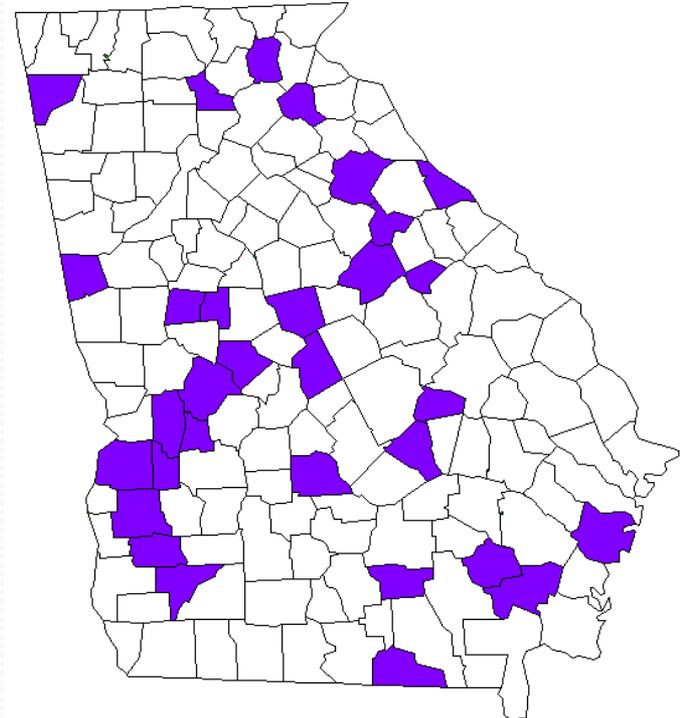
# Georgia's Physician Workforce – Primary Care/Core vs. Specialists



# Georgia's Physician Workforce - Distribution

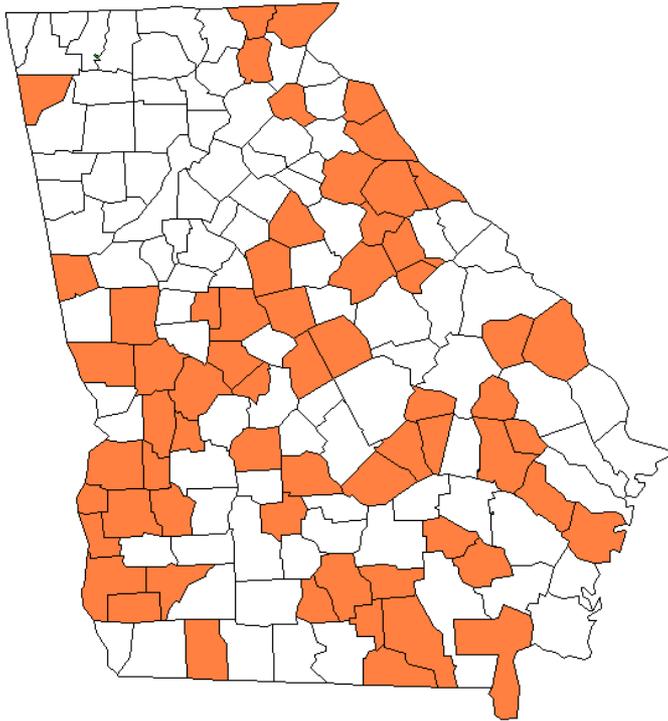


- Six Counties have no Family Medicine Physician

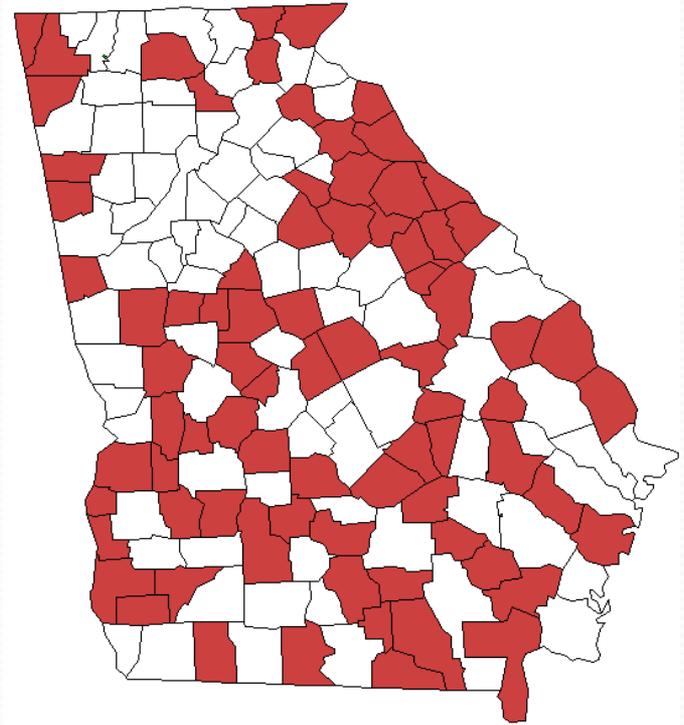


- 31 Counties have no Internal Medicine Physician

# Georgia's Physician Workforce - Distribution

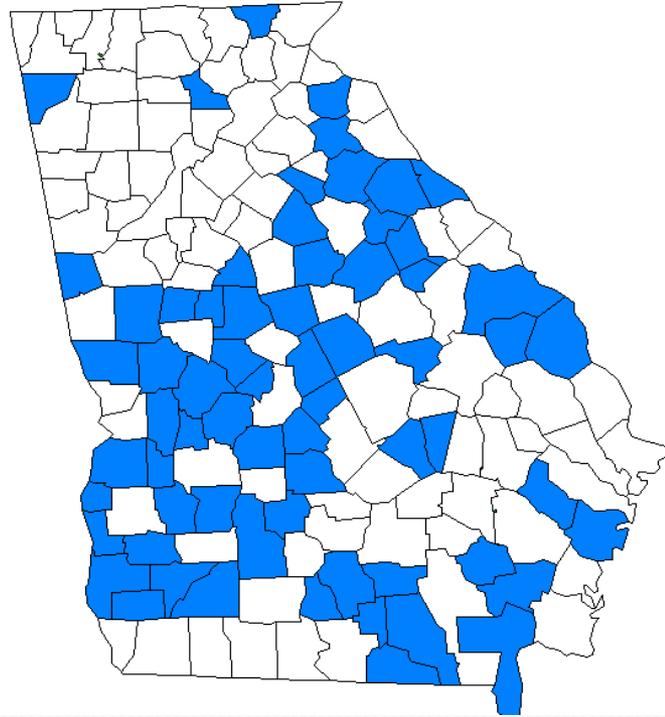


- 63 Counties have no Pediatrician



- 79 Counties have no OB/GYN Physician

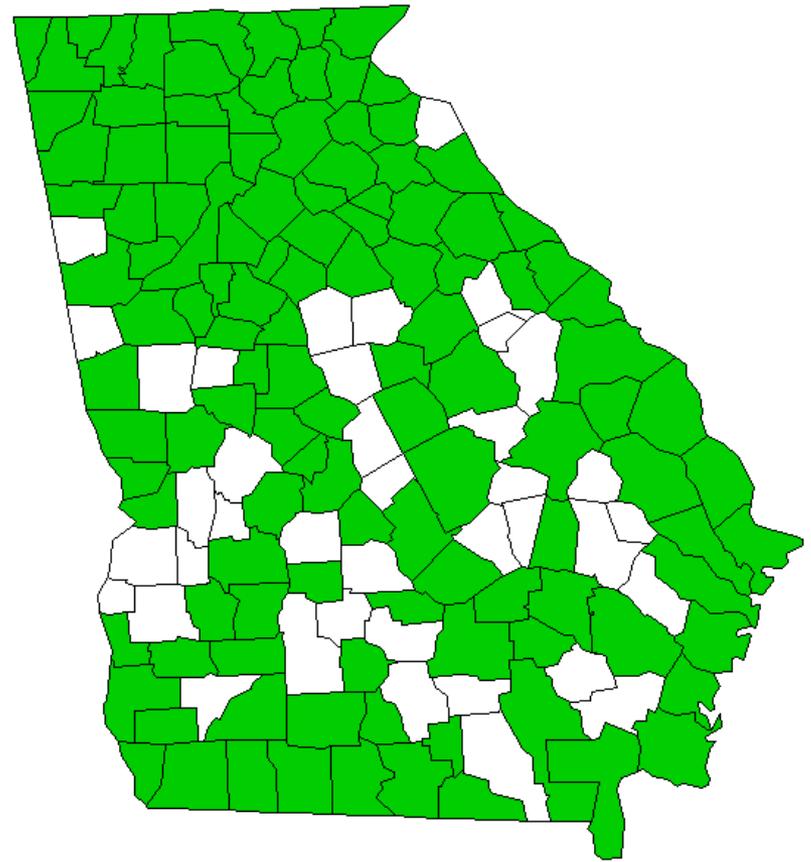
# Georgia's Physician Workforce - Distribution



- 66 Counties have no General Surgeon

# Georgia's Physician Workforce - Spanish

- Over 9% of Georgia's physicians spoke Spanish
- 120 of Georgia's 159 counties had at least one Spanish speaking physician in 2010



# Georgia's Physician Workforce – Primary Care

- Primary Care (FM, IM, PD) represents 34.9% of the total physician workforce in Georgia
- 17.2% of the Primary Care workforce is 60 or over
- 8.6% indicated they plan to retire in the next 5 years

# Georgia's Physician Workforce – Primary Care

- Nationally 32% of the physician workforce is in primary care specialties
- The Council on Graduate Medical Education recommends a minimum of 40% of the workforce be primary care physicians

# Georgia's Physician Workforce – Primary Care

- Georgia will need to add 1,012 physicians to reach the 40% primary care level
- Between 2000 and 2010 an average of 222 primary care physicians have been added. If all specialties (including primary care) continue to grow at the same rate, we will never achieve 40% primary care. If all non-primary care specialties stop growing it would take approximately 9.5 years to achieve the 40% level

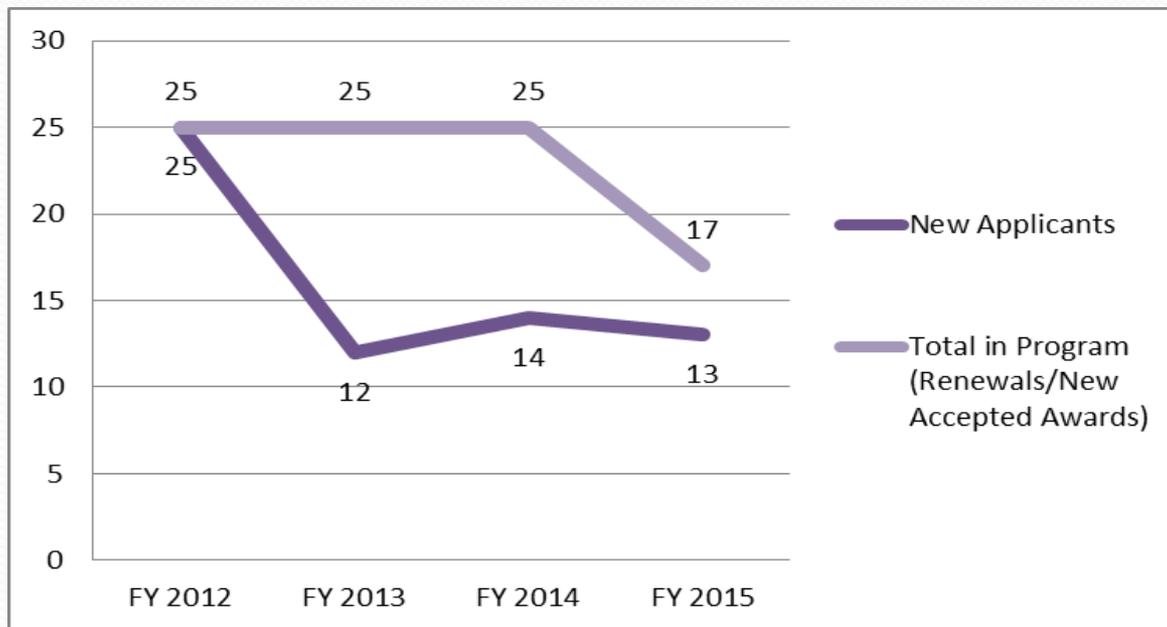
# Medical School Scholarship Program and Physician for Rural Areas Assistance Loan Repayment Program

# Medical School Scholarship Program

- Over 100 participants in mid 1990s
- 17 participants in FY2015
- 7 new awards made in FY2015 – 2 accepted

# Medical School Scholarship Program

Number of New Applicants and Number of Students in the Program (Renewals and New Accepted Awards) FY 2012-FY 2015



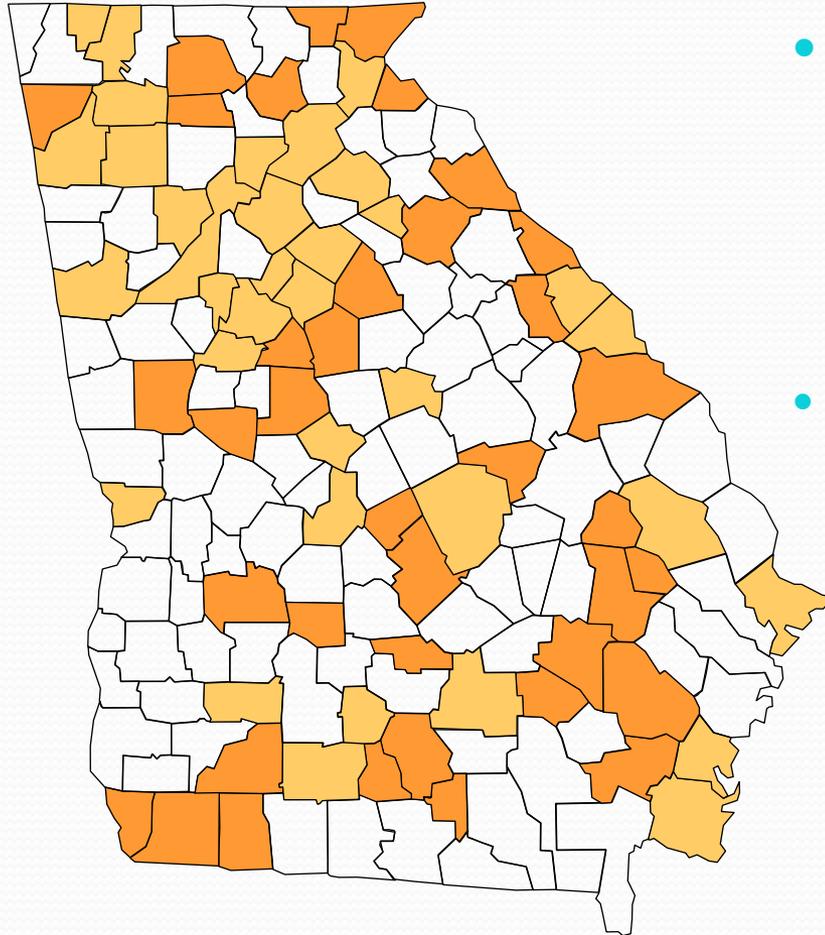
# Medical School Scholarship Program

- Board believes funds would be better utilized in Loan Repayment Program

Program	Still in Georgia	In Rural Georgia
PRAA (1990-2013)	83%	60%
Scholarship (1998-2013)	76%	42%

- Submitted legislative proposal to sunset program

# Scholarship Program (1998-2013)



-  Non-Rural County with Scholarship Doctor in Practice
-  Rural County with Scholarship Doctor in Practice

- 214 Scholarship Recipients
  - 155 (76.4%) are still practicing in Georgia
  - 65 (41.9%) are still in a rural County
- The 155 physicians practicing in Georgia will generate (approximately):
  - 2,015 Jobs
  - Between \$116 and \$234 Million in economic activity

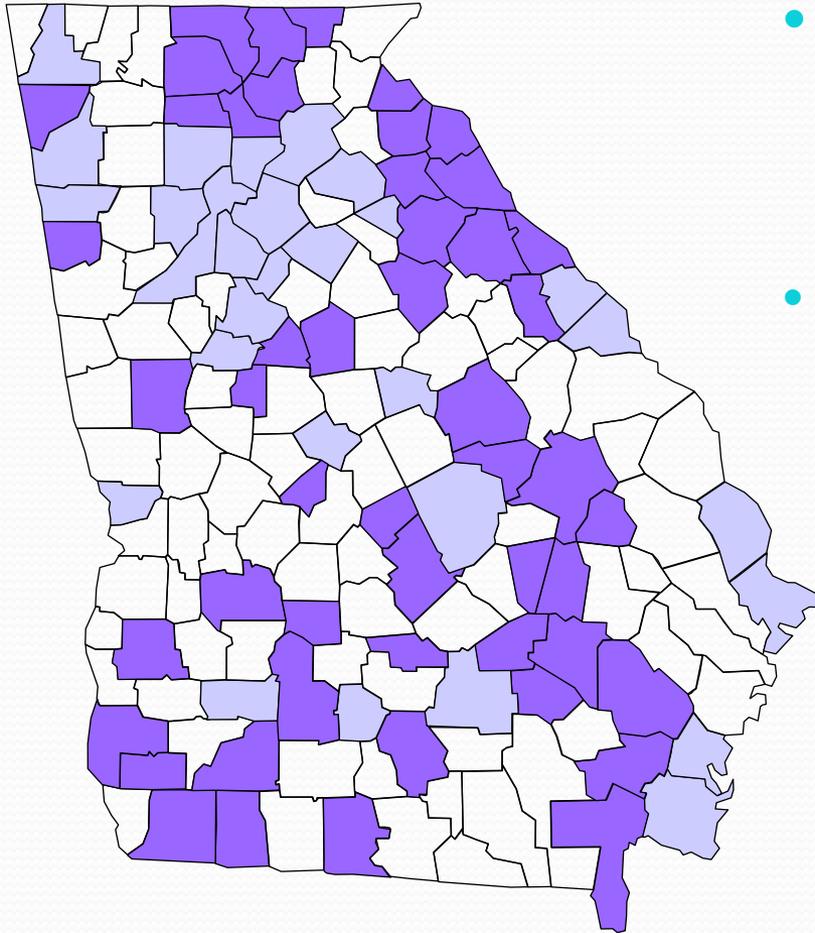
# Physicians for Rural Areas Assistance Loan Repayment Program

- FY2014 – 36 applicants, all located in GA counties with population 35,000 or less
- Funding available for 18 awards
- FY2015 Application cycle just opened September 1<sup>st</sup>

# Physicians for Rural Areas Assistance Loan Repayment Program

- HRSA State Loan Repayment Grant
  - \$100,000 State / \$100,000 Federal
  - Minimum award \$25,000 per year for 2 years (\$50,000)
  - Maximum award \$50,000 per year for 2 years (\$100,000)
- Move state award to \$25,000 to compete

# PRAA Program (1990-2013)



- Non-Rural County with PRAA Doctor in Practice
- Rural County with PRAA Doctor in Practice

- 171 PRAA Participants
  - 143 (83.6%) are still practicing in Georgia
  - 86 (60.1%) are still in a rural County
- The 143 physicians practicing in Georgia will generate (approximately):
  - 1,859 Jobs
  - Between \$107 and \$215 Million in economic activity

# GBPW Budgetary Request

# GBPW Medical Education Budgetary Needs FY2015

Item	Budget Program	Description	Request Amount	Budget Program Total
1	Physician for Rural Areas	Provide increase in funding for PRAA Loan Repayment Program to increase the award amount for up to 26 loan repayment awards to \$30,000 each to physicians who agree to practice in a Georgia County with a population of 35,000 or less and who agree to actively treat Medicaid patients. FY2015 current budget - \$530,000	260,000	260,000
2	Graduate Medical Education	Memorial Health University Medical Center - Pediatric Residency Program - provide funding for 9 expansion positions at the current rate of \$15,091 per resident position	135,819	
	Graduate Medical Education	Morehouse School of Medicine - Pediatric Residency Program - provide funding for 1 unfunded position at the current rate of \$15,901 per resident position	15,091	
		TOTAL GRADUATE MEDICAL EDUCATION		<u>150,910</u>
<b>TOTAL FUNDS REQUESTED - FY 2015 AMENDED BUDGET</b>				<b>410,910</b>

# GBPW Budgetary Needs – FY2016

Item	Budget Program	Description	Request Amount	Budget Program Total
1	Administration	Increase operating expenses to contract with outside agency to develop website for healthcare workforce data showing the supply and distribution of physician and other healthcare professionals in Georgia	50,000	
2	Administration	Increase operating expenses to provide funds for travel expenses and registration fees for attending state and national meetings to recruit physicians to practice in Georgia	20,000	
			<b>TOTAL ADMINISTRATION</b>	<b><u>70,000</u></b>

# GBPW Medical Education Budgetary Needs FY2016

Item	Budget Program	Description	Request Amount	Budget Program Total
3	Undergraduate Medical Education	Provide increase in funding to help ensure an adequate supply of primary care and other needed physician specialists through a public/private partnership with 3 of 4 private medical schools in Georgia (Emory, Mercer and PCOM-Georgia Campus) by increasing the number of Georgia residents attending medical school at these institutions by 20 at each school (60 Georgia medical students at \$6,364)	381,840	
4	Undergraduate Medical Education	Provide increase in the amount paid per certified Georgia resident attending medical school at Emory, Mercer and PCOM-Georgia Campus to \$7,000 each (388 at \$636 each)	246,768	
		<b>TOTAL FOR UNDERGRADUATE MEDICAL EDUCATION</b>		<b><u>628,608</u></b>
5	Physicians for Rural Areas	Provide increase in funding for PRAA Loan Repayment Program to increase the award amount for up to 26 loan repayment awards to \$30,000 each to physicians who agree to practice in a Georgia County with a population of 35,000 or less and who agree to actively treat Medicaid patients. FY2015 current budget - \$530,000	260,000	
6	Physicians for Rural Areas	Provide increase in funding for PRAA Loan Repayment Program to increase the number of awards by 14 to provide a total of 40 loan repayment awards at \$30,000	420,000	
		<b>TOTAL PHYSICIANS FOR RURAL AREAS</b>		<b><u>680,000</u></b>



# GBPW Budgetary Needs FY2016

## Summary

Item	Budget Program	Request Amount
1	Administration	\$ 70,000
2	Undergraduate Medical Education	628,608
3	Physicians for Rural Areas	680,000
4	Graduate Medical Education	<u>4,531,901</u>
	<b>TOTAL FY16 BUDGETARY NEEDS</b>	<b>\$5,910,509</b>

# Contact Information



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