

In-State Retention of New York Medical Residents and Fellows, 2008

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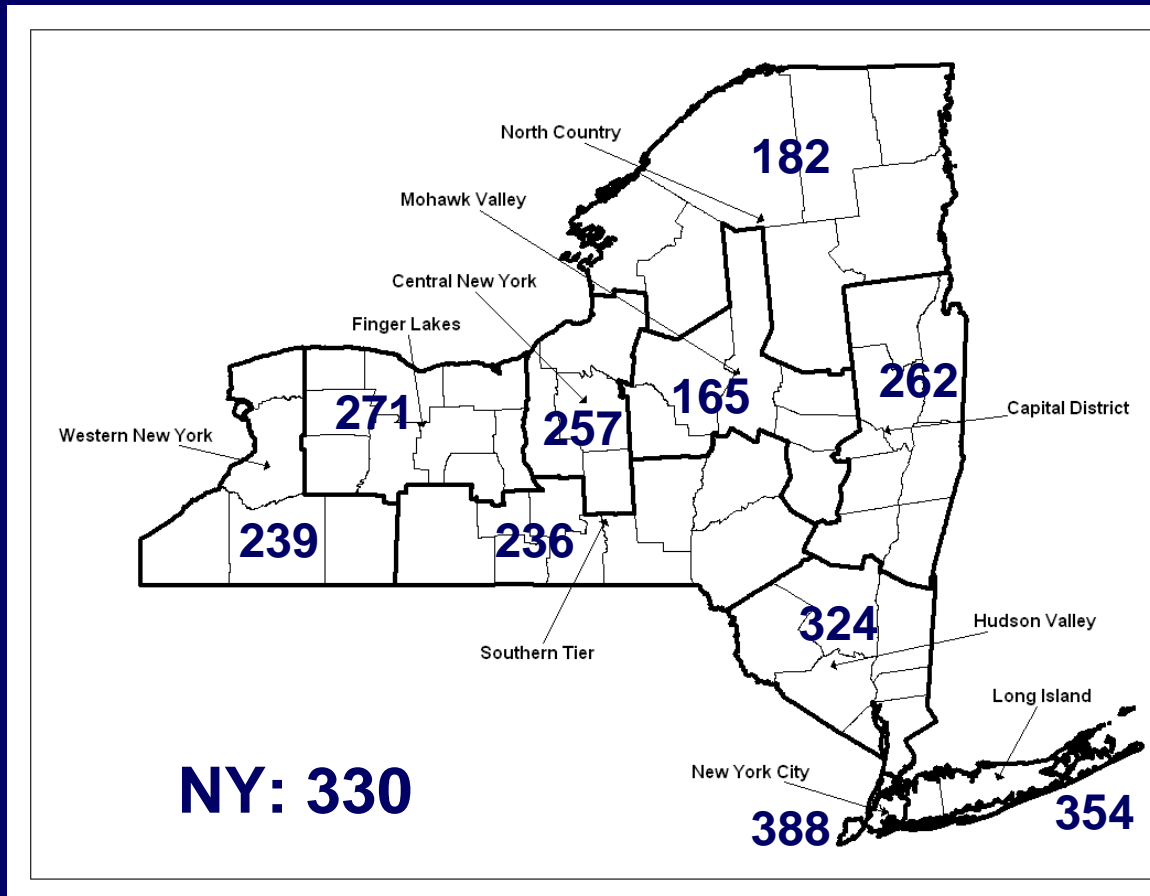
Introduction



- Physician supply concerns
 - Specialty-specific
 - State-specific
 - Physician production
 - Sources of new physicians
 - Strategies to retain new physicians
- Health care reform
 - Expansion of access
 - Aging population and workforce

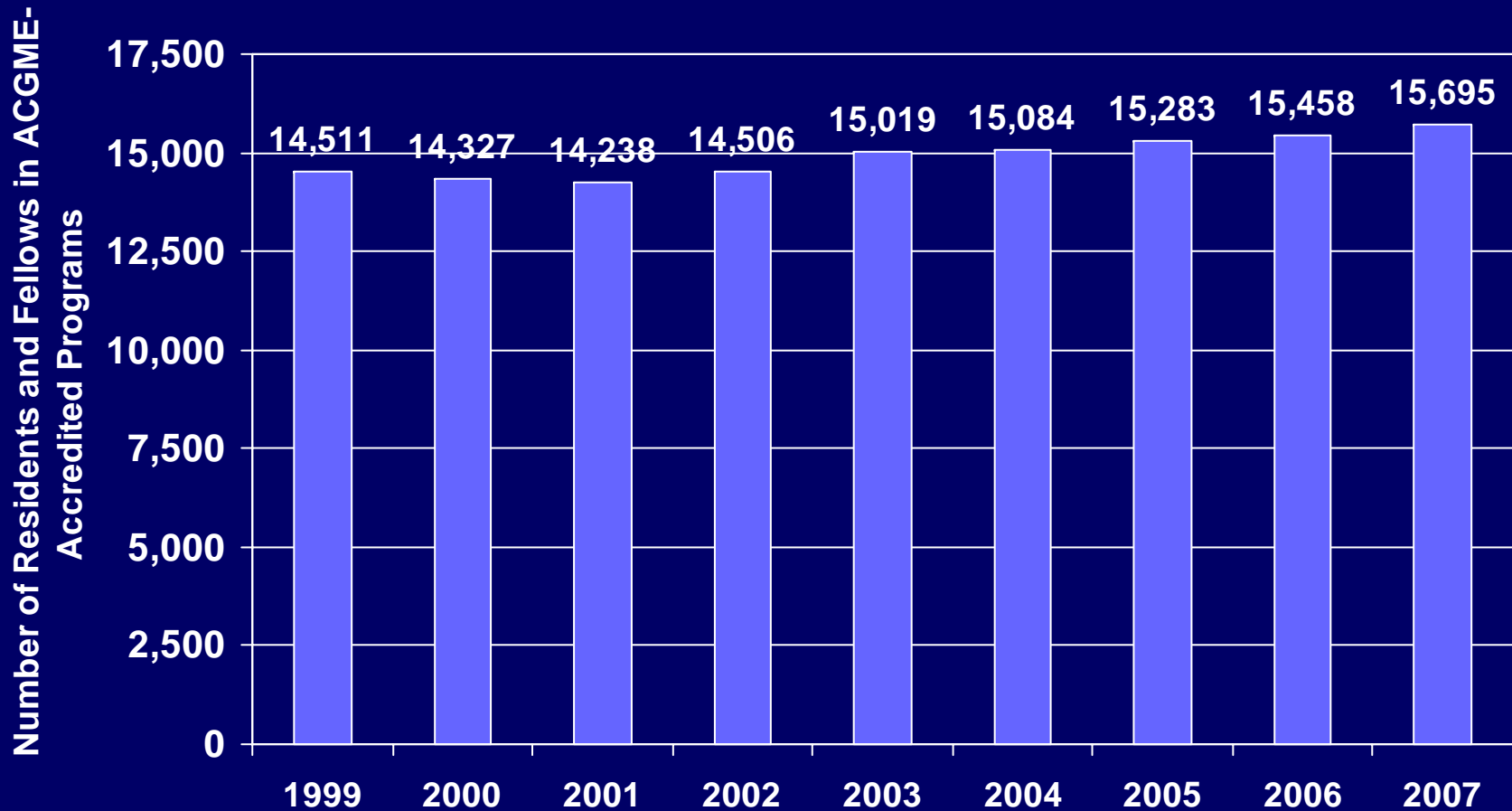
There is an uneven distribution of physicians across New York.

Active Patient Care Physicians per 100,000 pop., 2007



<u>State</u>	<u>Supply 2006</u>
MA	357
NJ	261
PA	259
MN	231
OH	229
MI	227
CA	222
TX	180
NV	174
WY	172
AR	171
ID	163
MS	156

Physicians in Residency/Fellowship Training in New York, 1999-2007



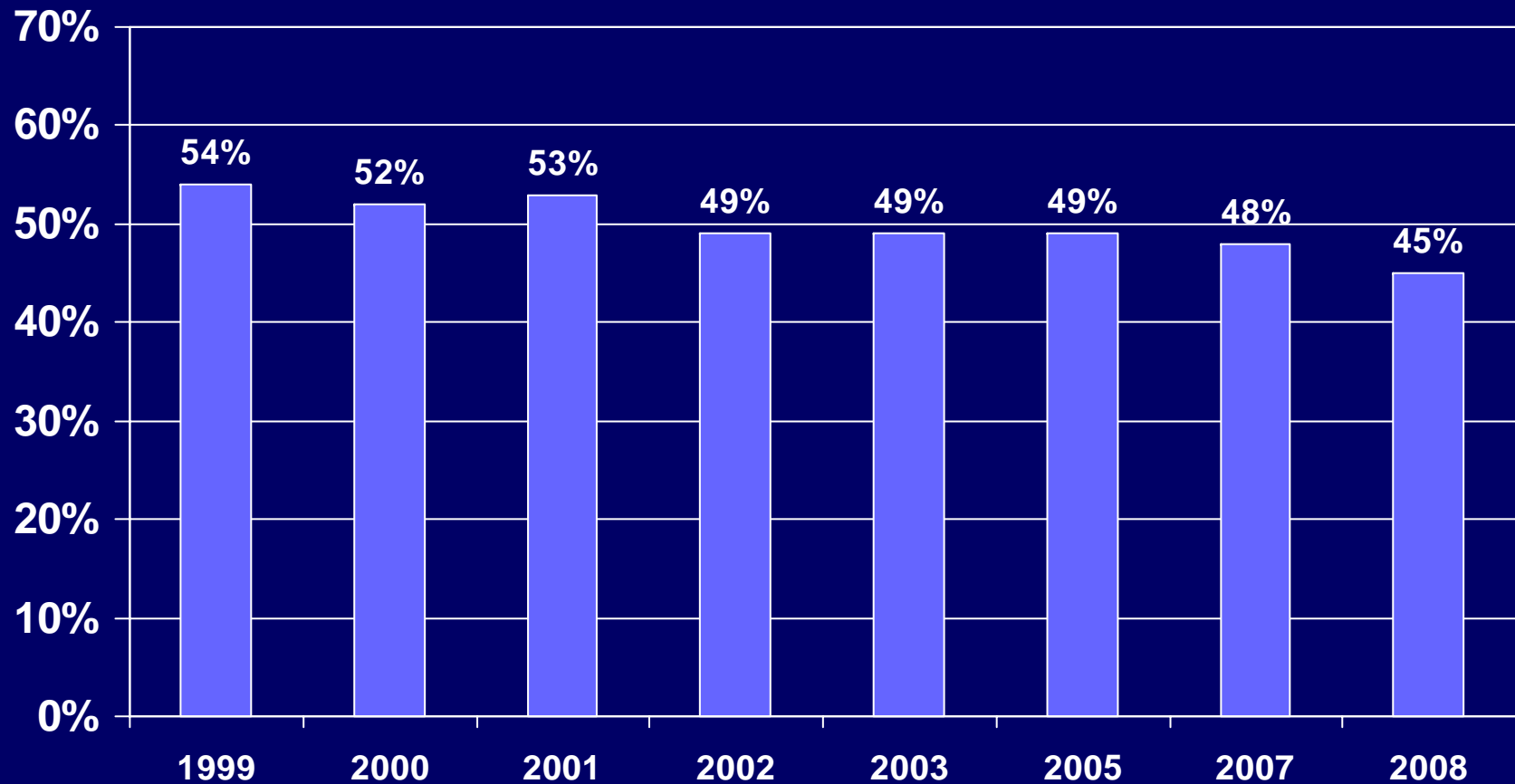
Source: JAMA Med Ed Theme Issues, 2000-2008.

Data



- Source: NY resident exit survey
- Annual survey of last year residents between 1998 and 2008
- To date: 26,692 of 42,399 graduates have completed the survey (63% response rate)
- Response rate for 2008 survey 59% (3,039 of 5,147)

Retention of Residents/Fellows Completing Training in New York, 1999-2008



Source: CHWS NY Resident Exit Survey, 1999-2008.

Main Reason for Leaving NY

Reason for Leaving NY	% of Resp
Proximity to family	23%
Better jobs in desired locations outside NY	17%
Never intended to practice in NY	9%
Better salary offered outside NY	9%
Overall lack of opportunities in NY	8%
Better jobs outside NY that meet visa requirements	8%
Better jobs in desired locations outside NY	7%
Cost of living in NY	7%
Climate/Weather in NY	3%
Cost of malpractice insurance in NY	1%

Source: CHWS NY Resident Exit Survey, 2008.

Variables

- Outcome variables:

- Location of confirmed practice

- Control variables:

- Gender & Race/Ethnicity
- Native New Yorker
- Location of medical school
- Specialty
- Obligation to practice in HPSA
- Practice location is a HPSA
- Medical education debt
- Practice setting

Methods



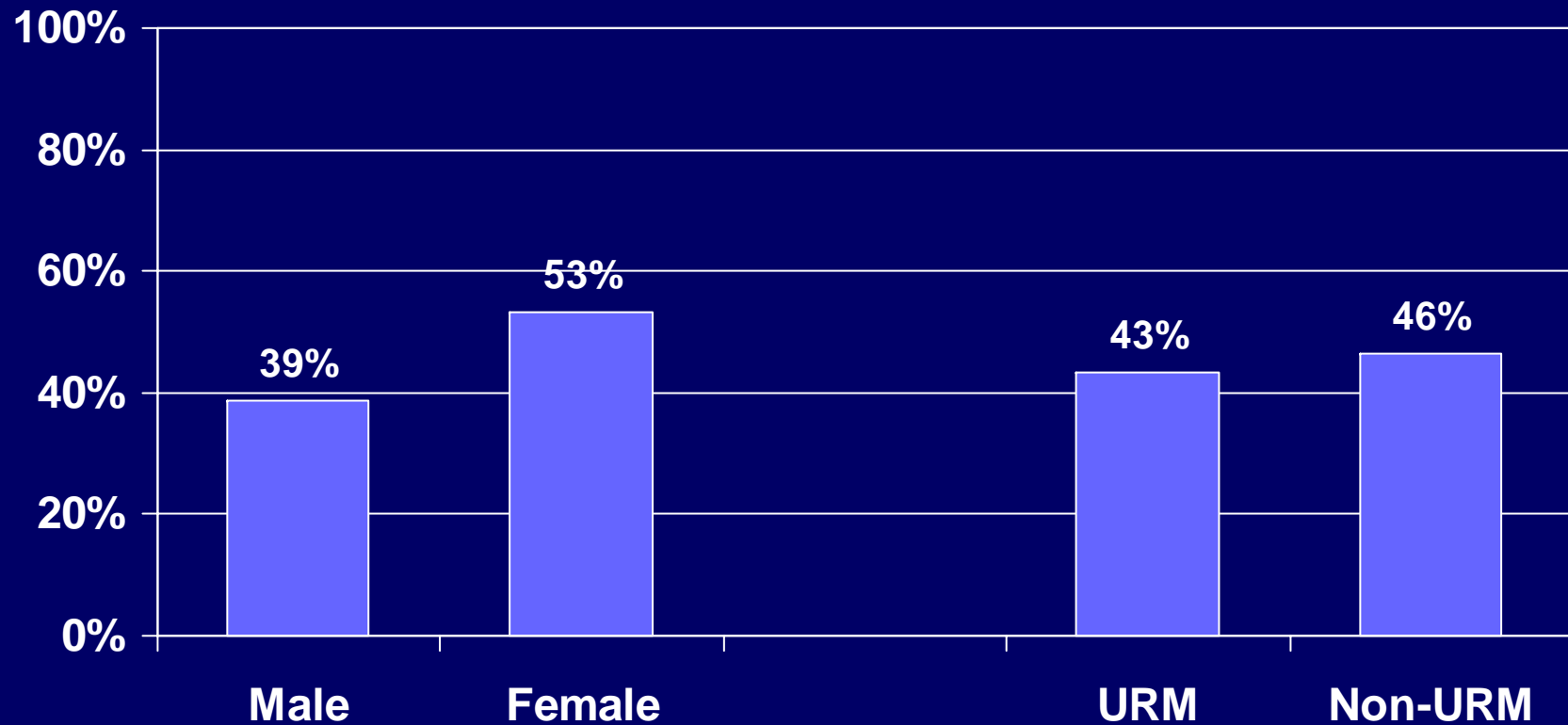
- Descriptive

- Bivariate cross-classification tables

- Analytic

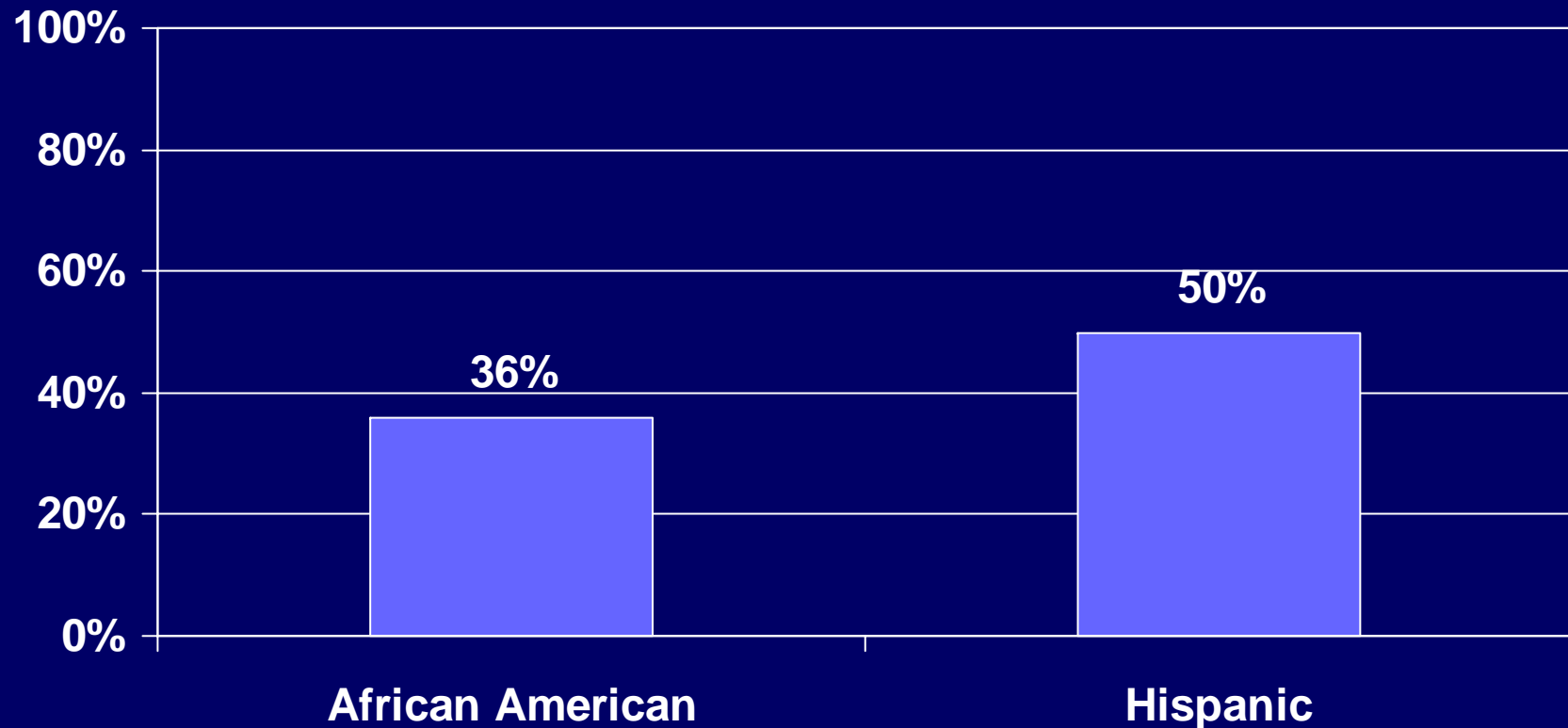
- Logistic regression

Percentage of Respondents with Confirmed Practice Plans in New York, 2008



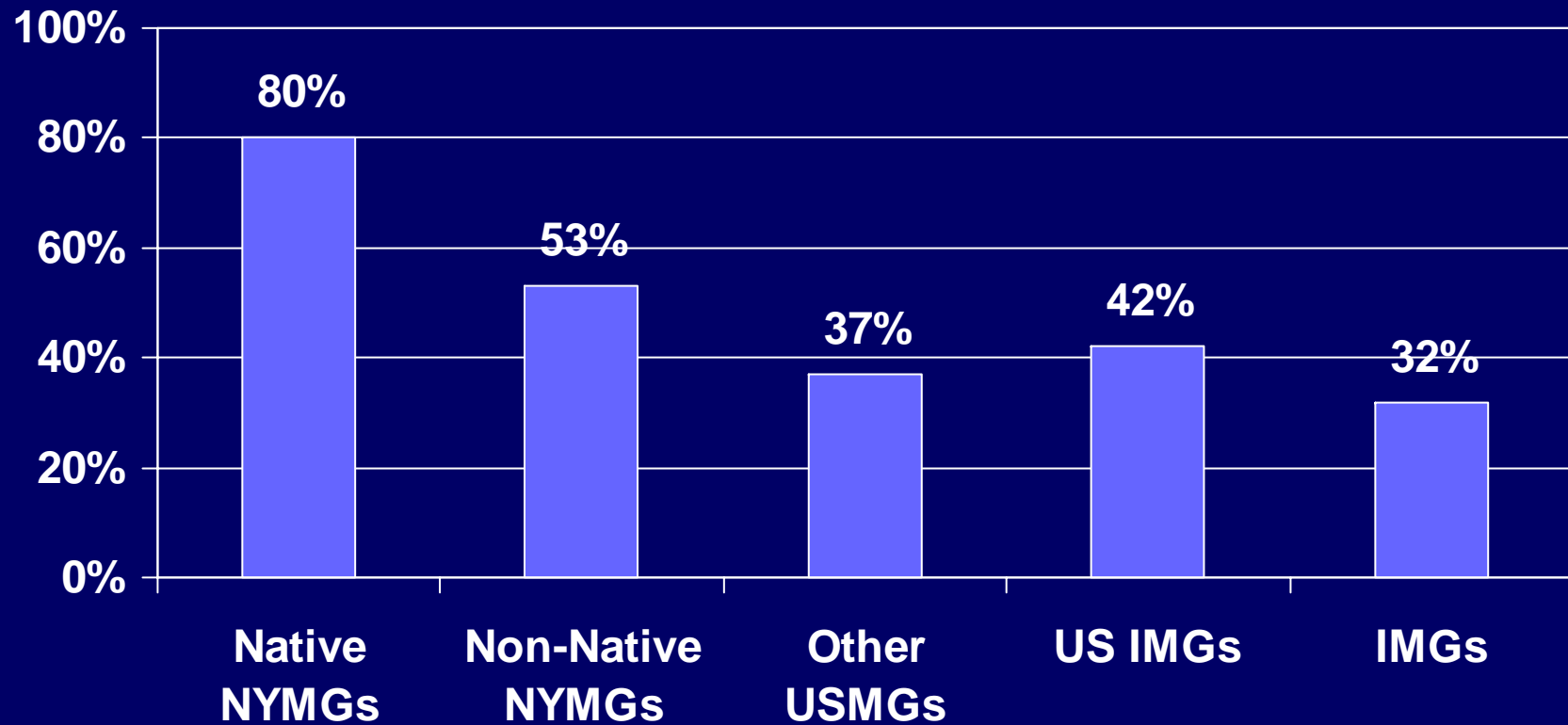
Source: CHWS NY Resident Exit Survey, 2008.

Percentage of Respondents with Confirmed Practice Plans in New York, 2008



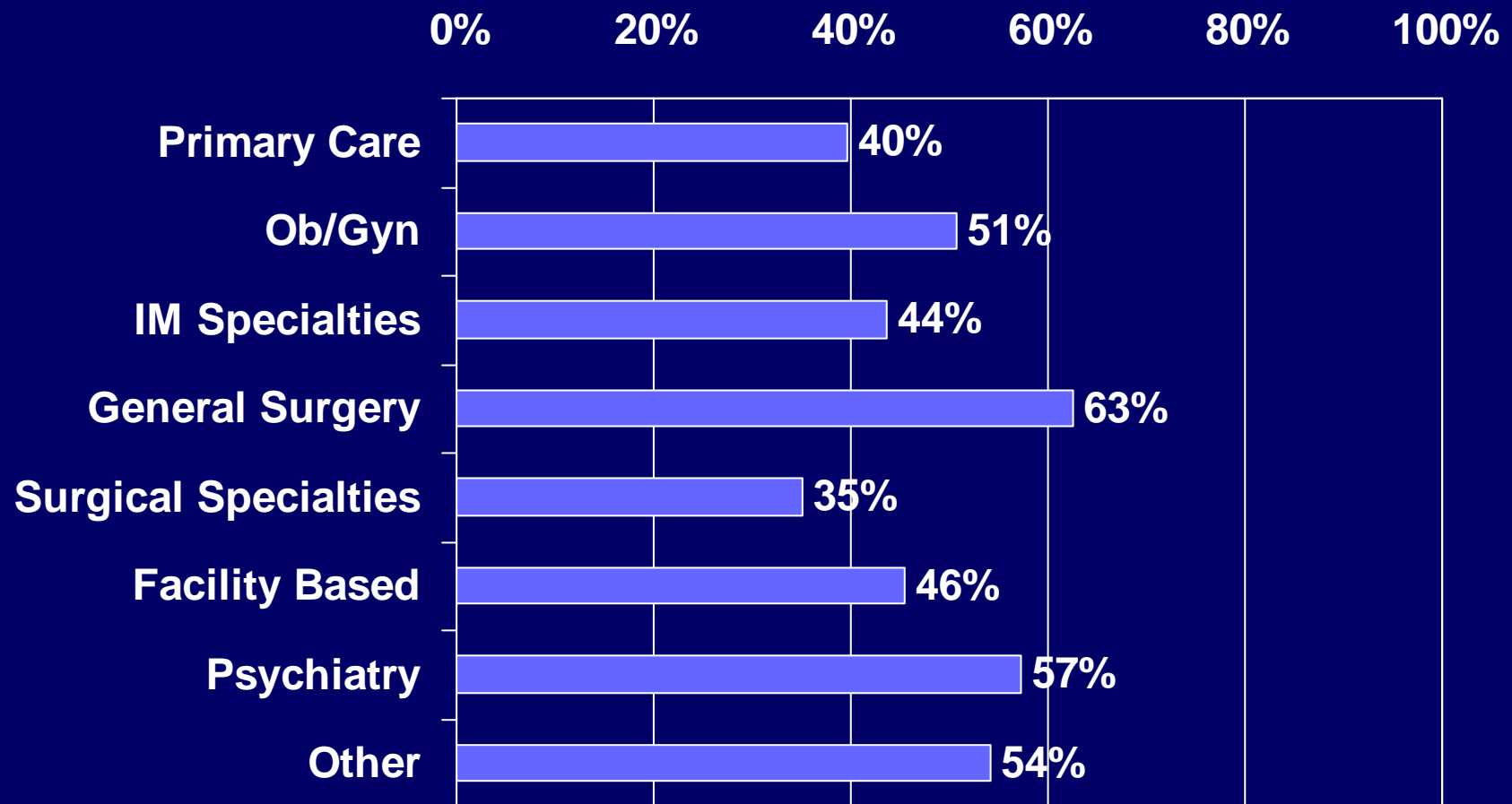
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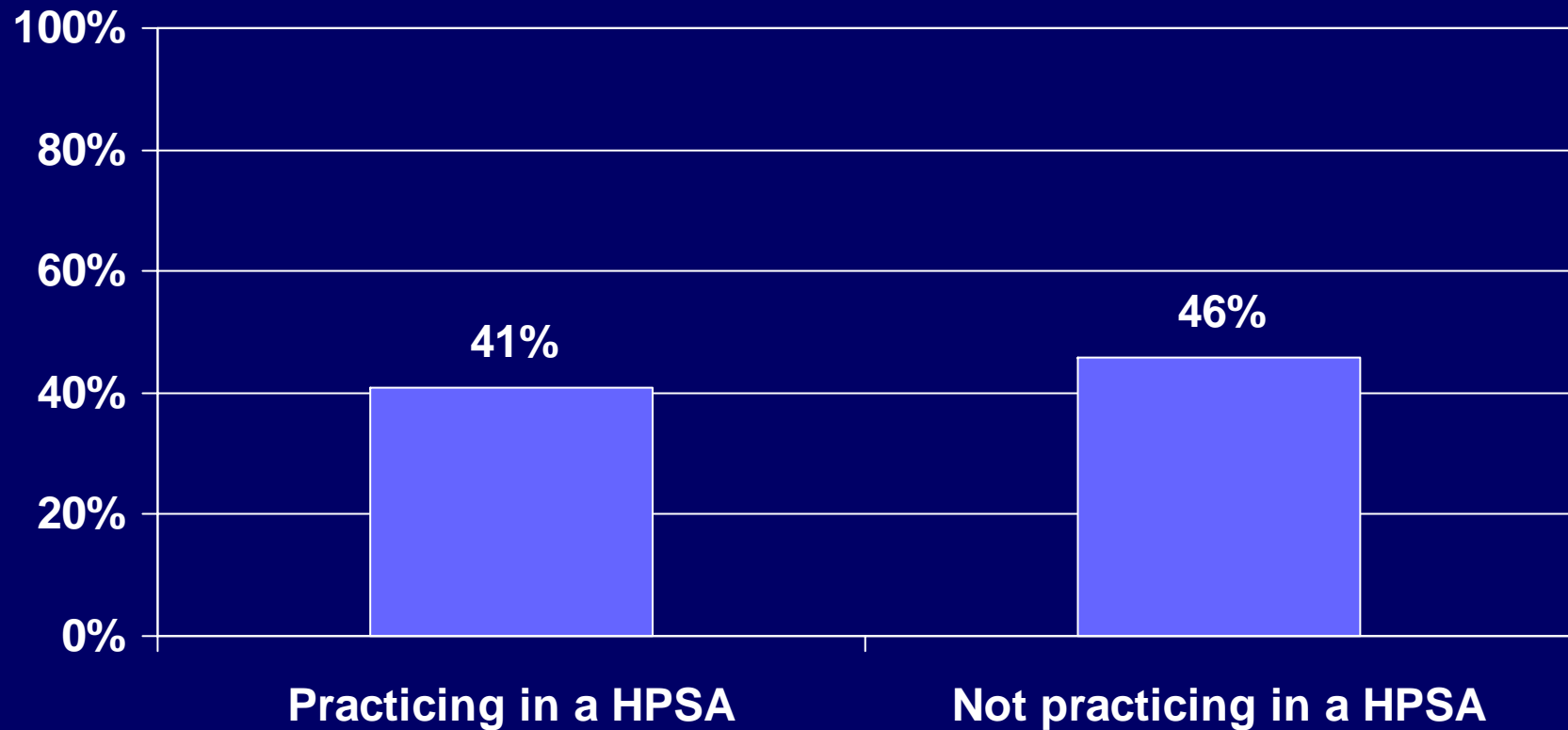


Source: CHWS NY Resident Exit Survey, 2008.

Percentage of Respondents with Confirmed Practice Plans in New York, 2008



Percentage of Respondents with Confirmed Practice Plans in New York, 2008



Source: CHWS NY Resident Exit Survey, 2008.

Predictors of In-State Retention

Physician Characteristics	Coefficient	Odds ratio	SE	Wald Chi-square	Sig.
Female	0.088	1.092	0.162	0.299	
Member of Underrepresented Minority	0.001	1.001	0.216	0	
Non-Native NY Medical School Graduate	-1.485	0.227	0.32	21.572	***
Other USMG	-2.119	0.12	0.264	64.524	***
USIMG	-1.731	0.177	0.32	29.222	***
Other IMG	-2.265	0.104	0.291	60.386	***
Educational Debt (in \$10,000s)	0.003	1.003	0.01	0.09	
Obligation to work in a HPSA	-0.484	0.616	0.327	2.188	

** p < .05
 *** p < .01

Predictors of In-State Retention

Position Characteristics	Coefficient	Odds ratio	SE	Wald Chi-square	Sig.
Position in a HPSA	-0.383	0.682	0.285	1.799	
Ob/Gyn	0.806	2.239	0.384	4.403	**
IM Specialty	0.532	1.702	0.233	5.214	**
Surgical Specialty	0.634	1.884	0.369	2.948	
Facility Based Specialty	1.240	3.456	0.305	16.495	***
Psychiatry	0.945	2.573	0.314	9.035	***
Other Specialty	0.884	2.420	0.265	11.162	***
Private practice	-0.332	0.718	0.17	3.830	**
Other practice	-0.557	0.573	0.337	2.731	
Income (in \$10,000s)	-0.127	0.881	0.016	61.993	***

** p < .05
 *** p < .001

Discussion



- Implications

- Efforts to increase retention of physicians trained in a state