

Predictors of In-State Retention of Medical Residents and Fellows: Data from New York

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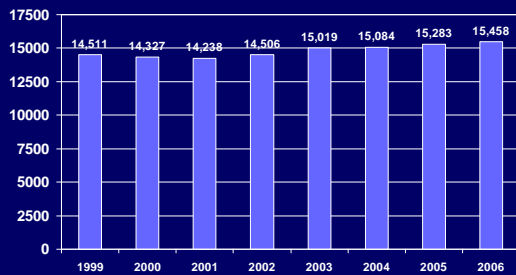
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Introduction

- Physician supply concerns
 - Physician production
 - Sources of new physicians
 - Strategies to retain new physicians
- Aging of the workforce
- Aging of the population

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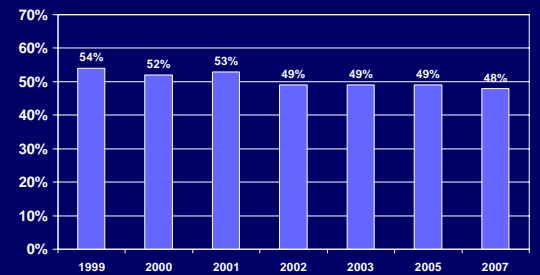
Physicians in Residency/Fellowship Training in New York, 1999-2006



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Source: JAMA Med Ed Theme Issues, 2000-2007.

Retention of Residents/Fellows Completing Training in New York, 1999-2007



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Source: CHWS NY Resident Exit Survey, 1999-2007.

Data

- Primary Source: NY resident exit survey
- Annual survey of last year residents between 1998 and 2007
- To date: 23,653 of 37,252 graduates have completed the survey (63% response rate)
- Response rate for 2007 survey 56% (2,843 of 5,080)

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Main Reason for Leaving NY

Reason for Leaving NY	% of Resp
Proximity to family	26%
Inadequate salary/compensation offered in NY	21%
Never intended to practice in NY	13%
Lack of opportunities due to visa obligations	7%
Overall lack of opportunities in NY	6%
Lack of opportunities in desired locations in NY	5%
Lack of opportunities in desired practice settings in NY	4%
Climate	4%
Cost of malpractice insurance in NY	2%
Lack of opportunities for spouse/partner	1%

Source: CHWS NY Resident Exit Survey, 2007.

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Variables

- Outcome variables:
 - Location of confirmed practice
- Control variables:
 - Gender & Race/Ethnicity
 - Native New Yorker
 - Location of medical school
 - Specialty
 - Visa status; obligation to practice in HPSA
 - Practice location is a HPSA
 - Medical education debt
 - Practice setting

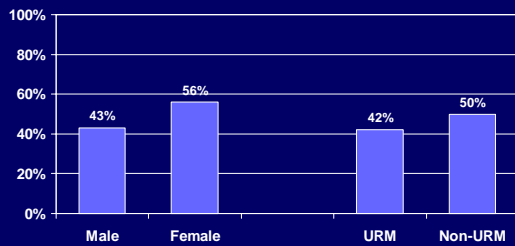
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Methods

- Descriptive
 - Bivariate cross-classification tables
- Analytic
 - Logistic regression

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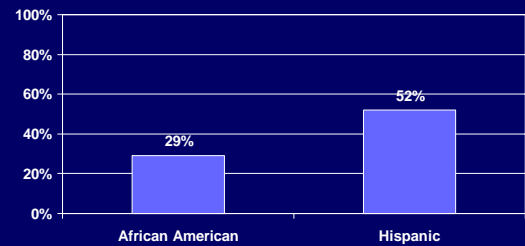
Percentage of Respondents with Confirmed Practice Plans in New York, 2007



Source: CHWS NY Resident Exit Survey, 2007.

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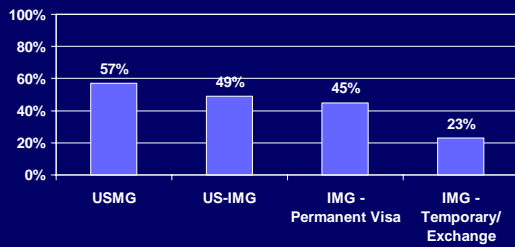
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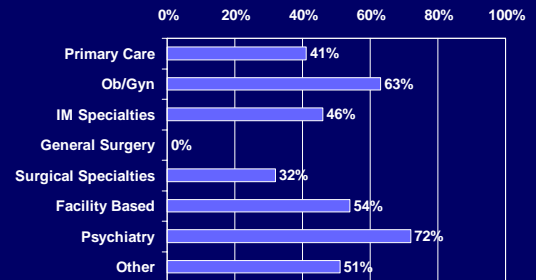
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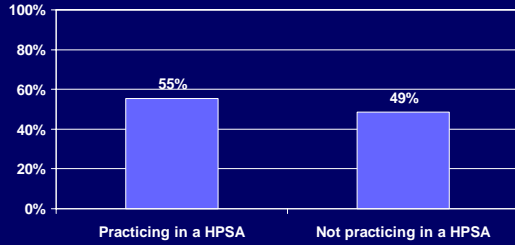
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Source: CHWS NY Resident Exit Survey, 2007.

Predictors of In-State Retention

Physician Characteristics	Coefficient	Odds ratio	SE	Wald Chi-square	Sig.
Female	0.094	1.098	0.182	0.265	
Member of Underrepresented Minority	0.319	1.375	0.287	1.132	
USIMG	0.444	1.559	0.333	1.785	
IMG - Permanent Visa	-0.051	0.951	0.266	0.036	
IMG - Exchange/Temp Visa	-1.932	0.145	0.474	16.617	***
Native New Yorker or Medical School in New York	-0.763	0.466	0.261	8.527	**
Neither Native nor Medical School in New York	-1.474	0.229	0.239	38.158	***
Educational Debt (in \$10,000s)	0.006	1.006	0.010	0.737	
Obligation to work in a HPSA	-0.184	0.832	0.521	0.124	

** p < .05

*** p < .01

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Predictors of In-State Retention

Position Characteristics	Coefficient	Odds ratio	SE	Wald Chi-square	Sig.
Position in a HPSA	-1.203	0.300	0.353	11.624	***
Ob/Gyn	0.915	2.496	0.425	4.633	**
IM Specialty	0.952	2.59	0.269	12.494	***
Surgical Specialty	0.417	1.517	0.429	0.945	
Facility Based Specialty	1.912	6.766	0.351	29.747	***
Psychiatry	1.601	4.959	0.392	16.666	***
Other Specialty	0.823	2.278	0.280	8.627	**
Private practice	-0.724	0.485	0.187	14.944	***
Other practice	-0.345	0.708	0.381	0.82	
Income (in \$10,000s)	-0.139	0.870	0.020	48.582	***

** p < .05

*** p < .01

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Discussion

- Implications
 - Efforts to increase retention of physicians trained in a state

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