



Trends in Demand for New Physicians, 2001-2007
A Summary of Demand Indicators for 35 Physician Specialties



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ACKNOWLEDGEMENTS

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BACKGROUND

The Center for Health Workforce Studies conducts an annual survey of all physicians completing a residency or fellowship training program in New York (the Resident Exit Survey). The survey instrument (see Appendix B) was developed by the Center in consultation with teaching hospitals in New York. The survey provides the medical education community with valuable information on outcomes of training and demand for new physicians in different specialties.

Each spring, the Center distributes the surveys to Graduate Medical Education (GME) directors and administrators at teaching hospitals in New York. In most cases, surveys are then forwarded to individual GME departments at each hospital who assume responsibility for having graduating residents and fellows fill out the surveys in the weeks prior to program completion. Completed surveys are then returned to the Center for data entry and analysis.

The year 2007 marked the eighth year of the survey. Through the excellent collaboration of teaching hospitals throughout the state, *an aggregated total of 23,653 of the 37,252 graduates have completed the survey (63% response rate)* for the eight years the survey has been conducted (1998, 1999, 2000, 2001, 2002, 2003, 2005, and 2007). In addition to New York, several other states (including California, Georgia, Minnesota, New Jersey, and Texas) have conducted similar surveys. Many of the questions on the Resident Exit Survey are designed to assess demand for physicians in general, and by specialty. In any given year, the Resident Exit Survey provides a snapshot of the physician marketplace at a specific point in time. By conducting the survey on a regular basis, trends may be observed which are useful in projecting future supply and demand.

This data book presents profiles for 35 specialties. Each specialty profile summarizes trends in five key areas related to physician supply and demand: starting income, job offers, having to change plans due to limited practice opportunities, relative demand, and numbers of graduates. Data on starting income, job offers, having to change plans, and relative demand are based on responses to the Resident Exit Survey in New York (for the years 2001 to 2007). Data on GME graduates are from the annual medical education editions of the Journal of the American Medical Association (JAMA) and summarize the numbers of residents (or fellows) completing allopathic GME training programs in the U.S. in the specialty from 1998 to 2007. Definitions of the five areas are as follows:

- **Starting income:** The median starting income of survey respondents with confirmed plans to enter patient care/clinical practice in the U.S. following completion of their training program. Starting incomes included respondents' base salaries plus their expected incentive/bonus income. Furthermore, starting incomes were adjusted for inflation to reflect 2007 dollars and are reported in \$1,000s.
- **Job offers:** The mean number of job offers for employment/practice positions of survey respondents who had actively searched for a practice position, excluding International Medical Graduates (IMGs) on temporary visas. Respondents with temporary citizenship status were excluded from this analysis because they were much more likely to experience difficulty in finding a practice positions due to visa restrictions.

- Having to change plans due to limited practice opportunities: The percentage of respondents who had actively searched for a job (excluding IMGs on temporary visas) and who had to change their plans due to limited practice opportunities.
- Relative demand: Using several questions pertaining to the job market experiences and perceptions of survey respondents who had actively searched for a practice position (excluding IMGs on temporary visas), a composite score was computed to assign an overall rank (or relative demand score) for each specialty in each year that the survey was conducted. The percentages presented are the percentile rank of the specialty amongst all specialties in a given year. A percentile rank of 100% identifies the specialty highest in demand, and the lowest percentile rank would correspond to the specialty with the lowest relative demand score. Appendix A provides a detailed explanation of the methodology used to assess relative demand.
- Numbers of graduates of allopathic GME training programs in the U.S.: The AMA's data on the number of residents completing training was compiled to observe how the number of new entrants to the physician marketplace has changed over time.

GENERAL RESULTS AND KEY FINDINGS

Overall the job market for new physicians appears to be good. Analysis of trends in variables pertaining to the physician job market reveals that opportunities for physicians entering practice in most specialties have improved or remained stable over the period the Center has been conducting this survey.

*Unlike previous years, in 2007 demand for primary care physicians was comparable to specialists (non-primary care physicians).** Primary care physicians were as likely as specialists to have to change plans due to limited practice opportunities. They also received approximately the same number of job offers as specialists. Furthermore, the average annual increase in income between 2002 and 2007 was comparable for both generalists and specialists.

There are important differences in the job market experiences and assessments for different specialties. Although the overall marketplace appears relatively good for new graduates, there exist important differences in demand for individual specialties. In New York specialties experiencing the strongest and weakest relative demand were:

- Strongest relative demand: dermatology, neurosurgery, pulmonary disease, urology, and gastroenterology.
- Weakest relative demand: thoracic surgery, plastic surgery, allergy and immunology, rheumatology, and physical medicine and rehabilitation.

There is a high degree of correlation in the relative demand for different individual specialties between different states. Despite the differences that exist between New York and other states, including the number and specialty mix of the physician supply, the demographic characteristics

* Primary care (or generalists) specialties include: family medicine, general internal medicine, general pediatrics, and internal medicine and pediatrics-combined.

of the populations, and the health care delivery systems, the relative demand for physicians by specialty is very similar to other states.

IMPORTANT NOTES

The number of responses by year for each specialty is indicated at the bottom of the page in the report. Care should be taken when interpreting outcomes based on small samples. The estimates may fluctuate from year to year.

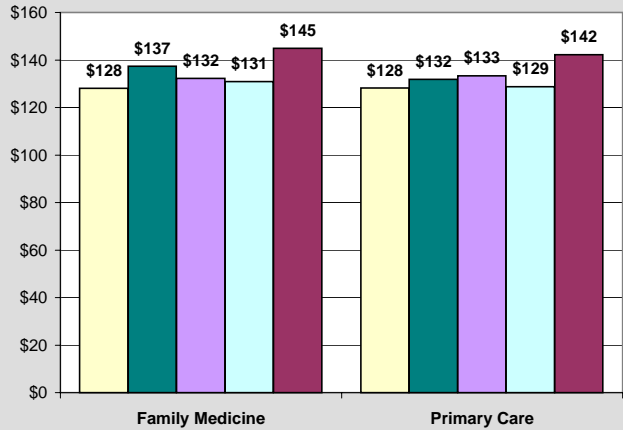
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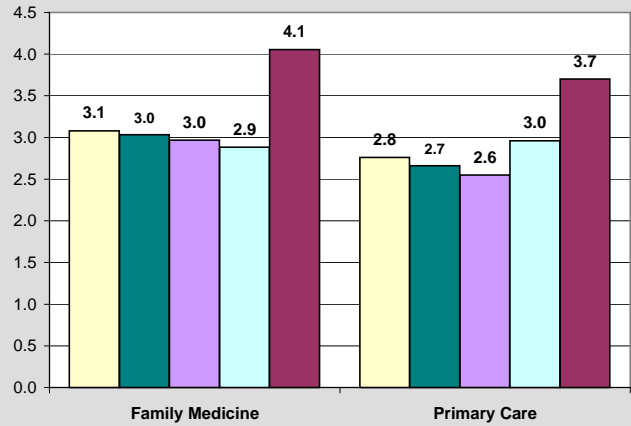
Specialty: Family Medicine

Legend: 2001 2002 2003 2005 2007

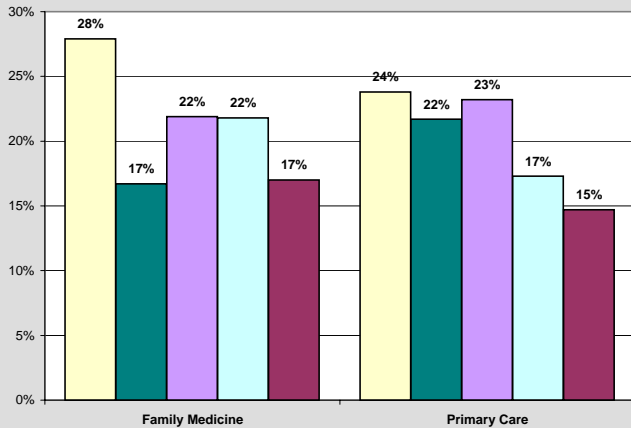
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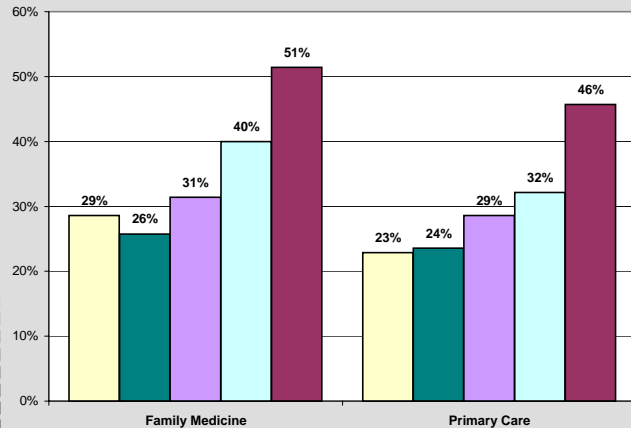
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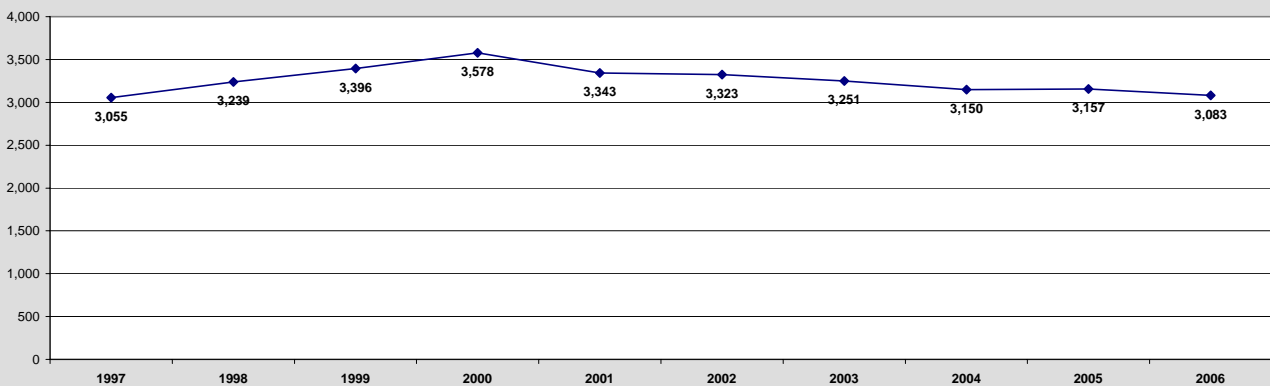
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Family Medicine, 2001 - 2007



Trends in Number of Graduates of Allopathic Family Medicine GME Programs in the U.S., 1997 - 2006**



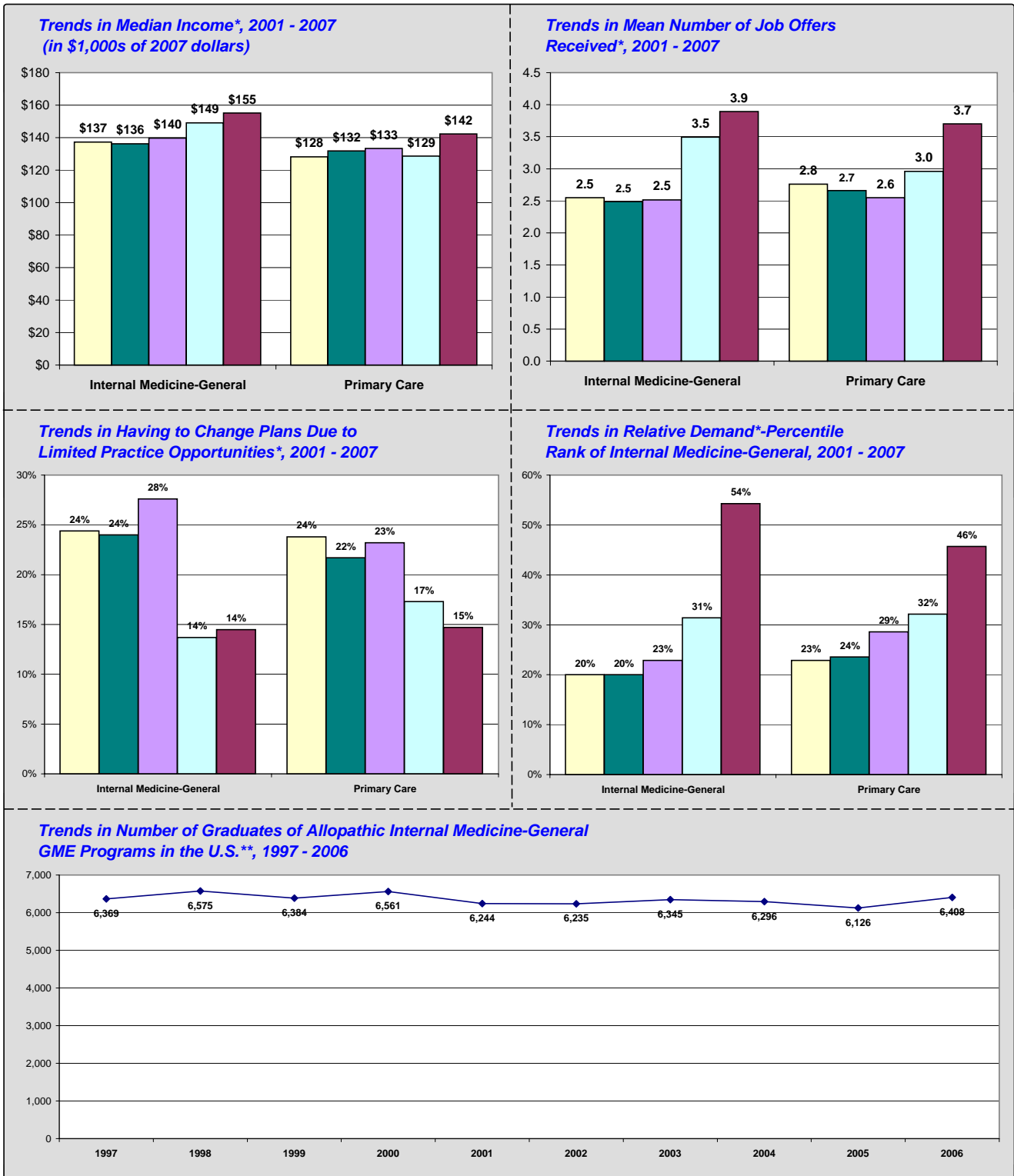
Number of responses: 2001: n = 111, 2002: n = 125, 2003: n = 101, 2005: n = 92, 2007: n = 56.

*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

Specialty: Internal Medicine-General

Legend: 2001 2002 2003 2005 2007



Number of responses: 2001: n = 295, 2002: n = 287, 2003: n = 268, 2005: n = 177, 2007: n = 180.

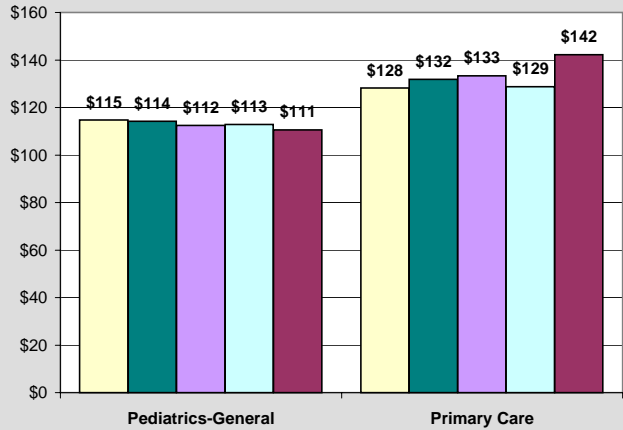
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

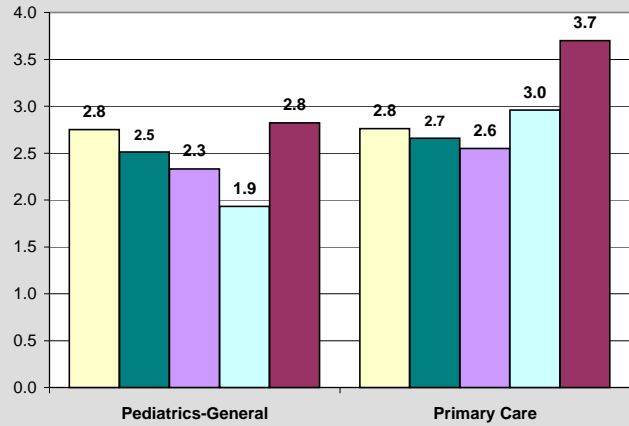
Specialty: Pediatrics-General

Legend: 2001 2002 2003 2005 2007

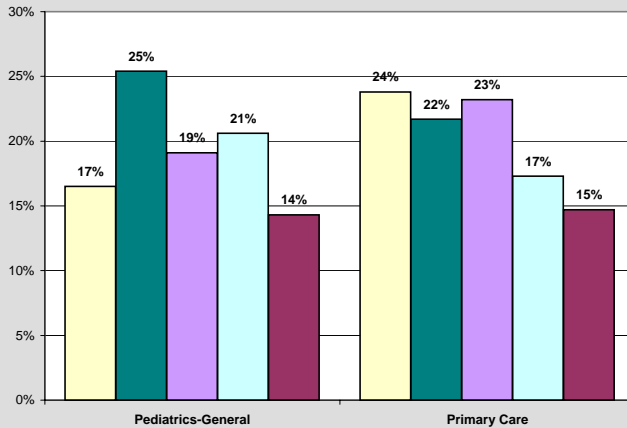
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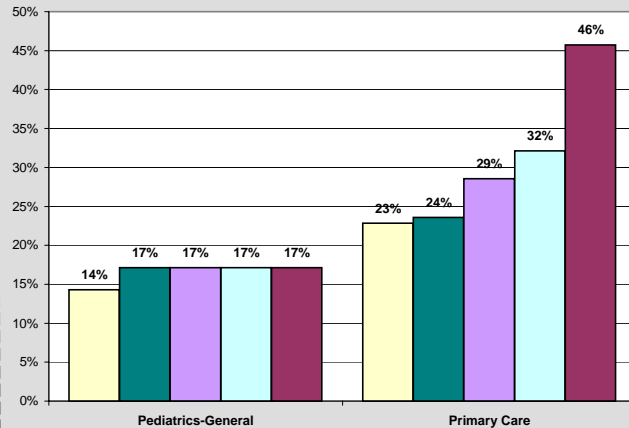
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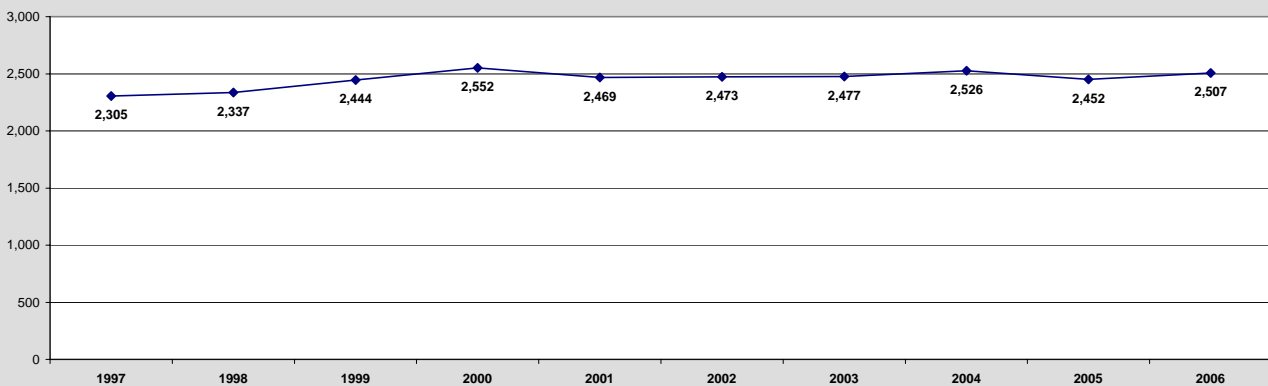
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Trends in Relative Demand*-Percentile Rank of Pediatrics-General, 2001 - 2007



Trends in Number of Graduates of Allopathic Pediatrics-General GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 140, 2002: n = 173, 2003: n = 138, 2005: n = 78, 2007: n = 78.

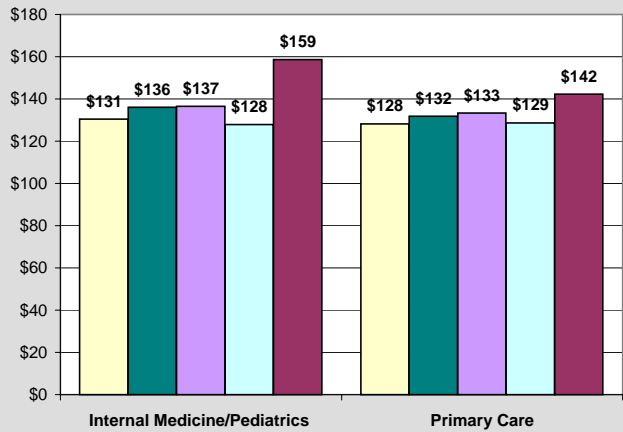
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**Source: JAMA Medical Education Editions, 1998 - 2007.

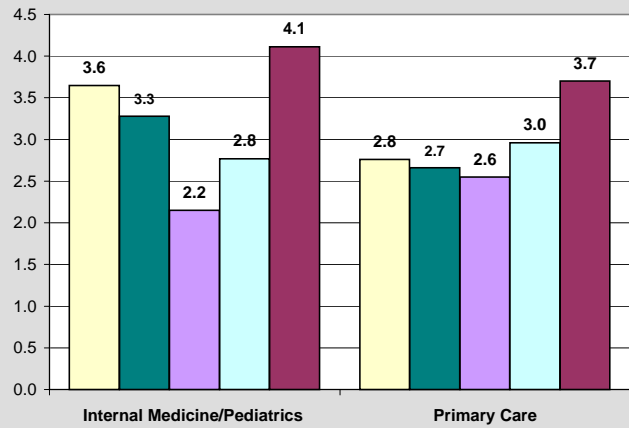
Specialty: Internal Medicine/Pediatrics

Legend: 2001 2002 2003 2005 2007

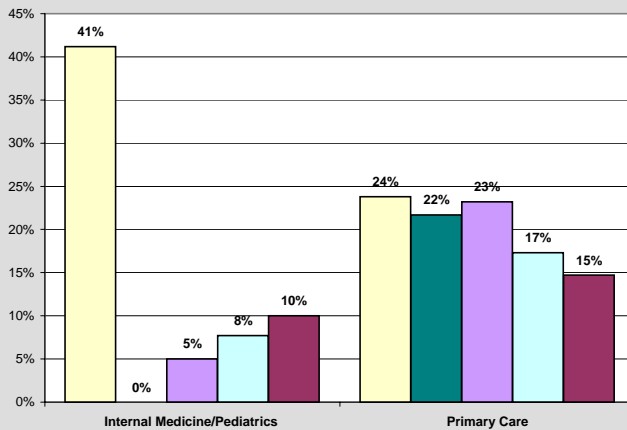
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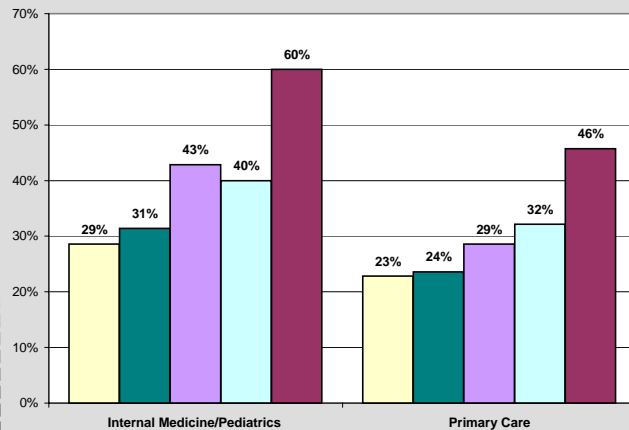
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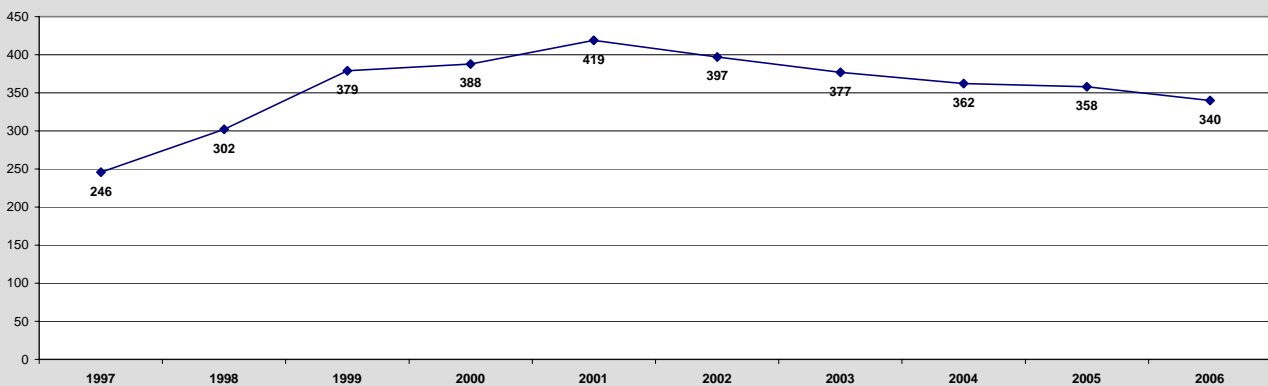
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Internal Medicine/Pediatrics, 2001 - 2007



Trends in Number of Graduates of Allopathic Internal Medicine/Pediatrics GME Programs in the U.S., 1997 - 2006**



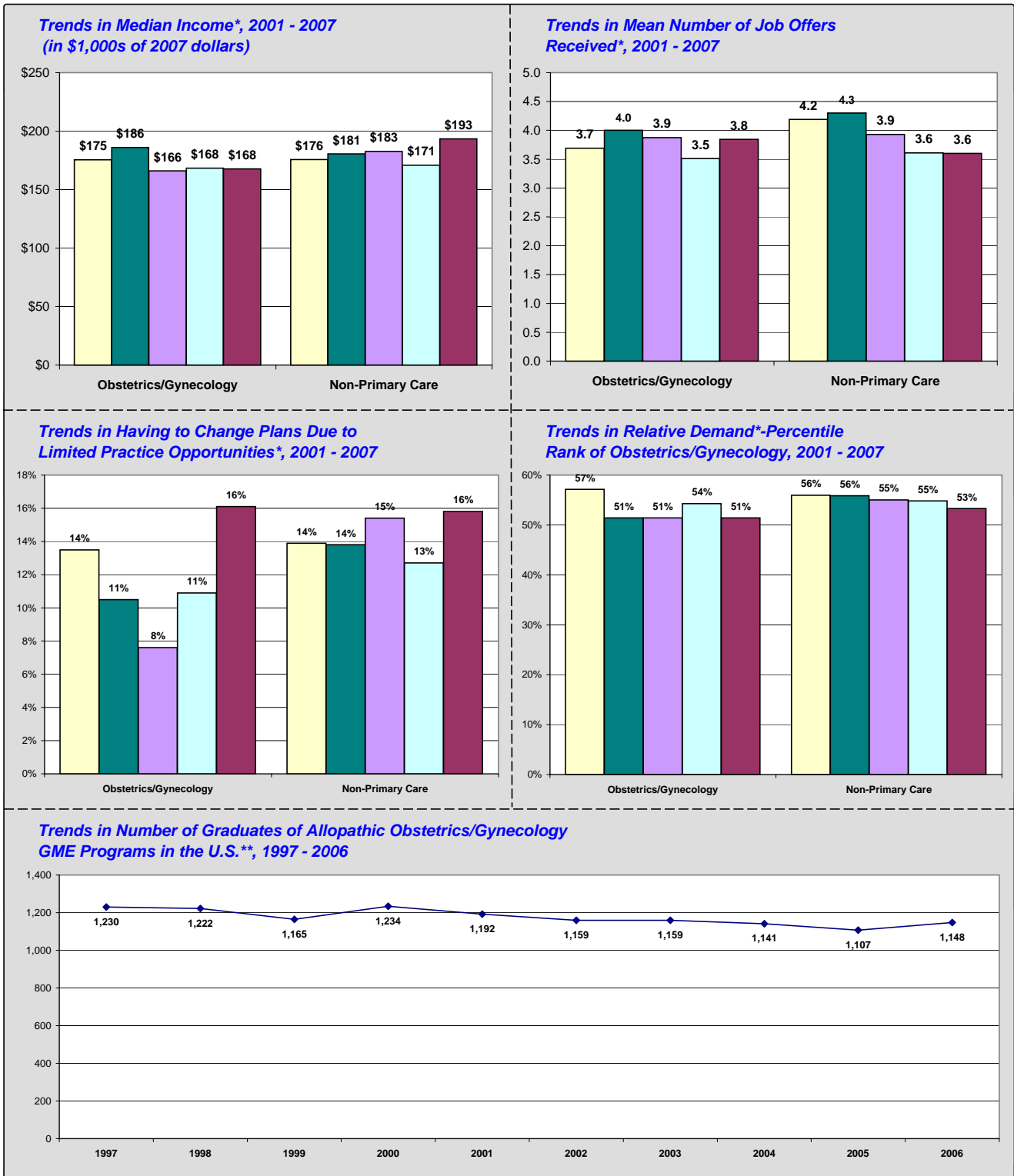
Number of responses: 2001: n = 19, 2002: n = 20, 2003: n = 22, 2005: n = 16, 2007: n = 12.

*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

Specialty: Obstetrics/Gynecology

Legend: 2001 2002 2003 2005 2007



Number of responses: 2001: n = 98, 2002: n = 101, 2003: n = 89, 2005: n = 63, 2007: n = 62.

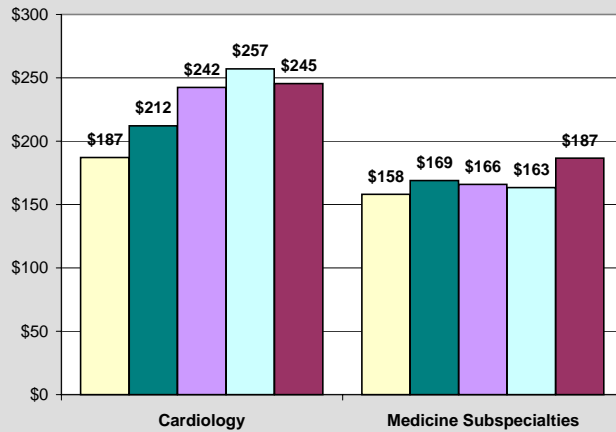
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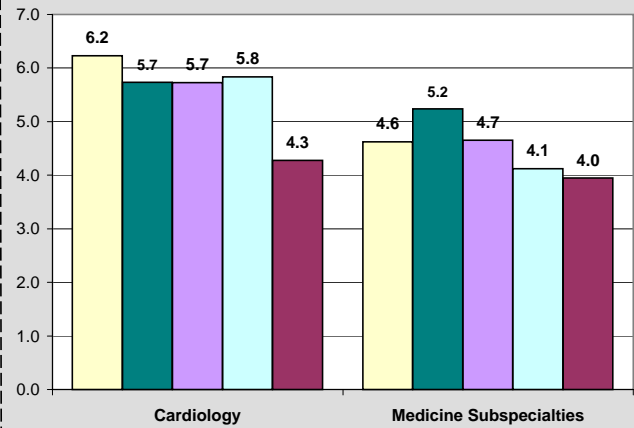
Specialty: Cardiology

Legend: 2001 2002 2003 2005 2007

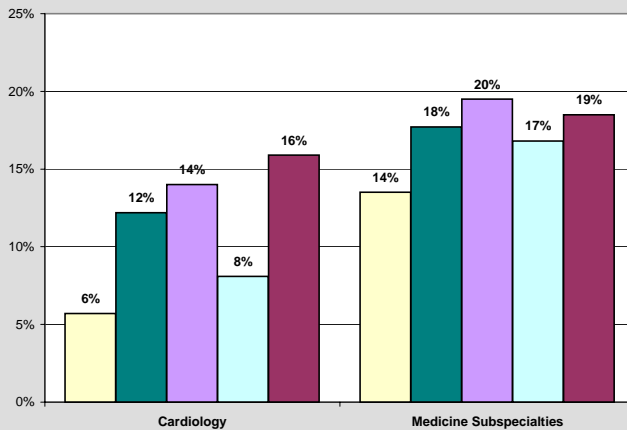
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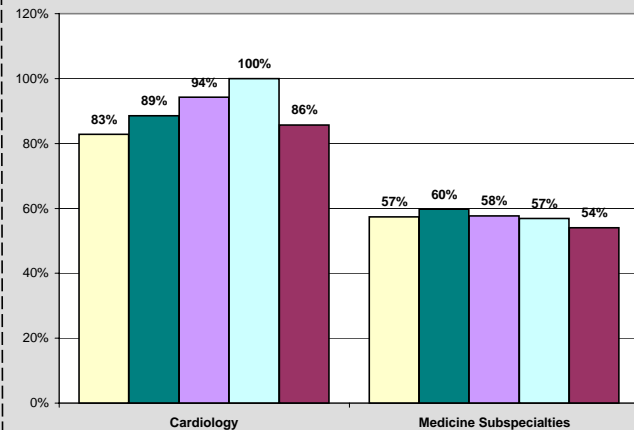
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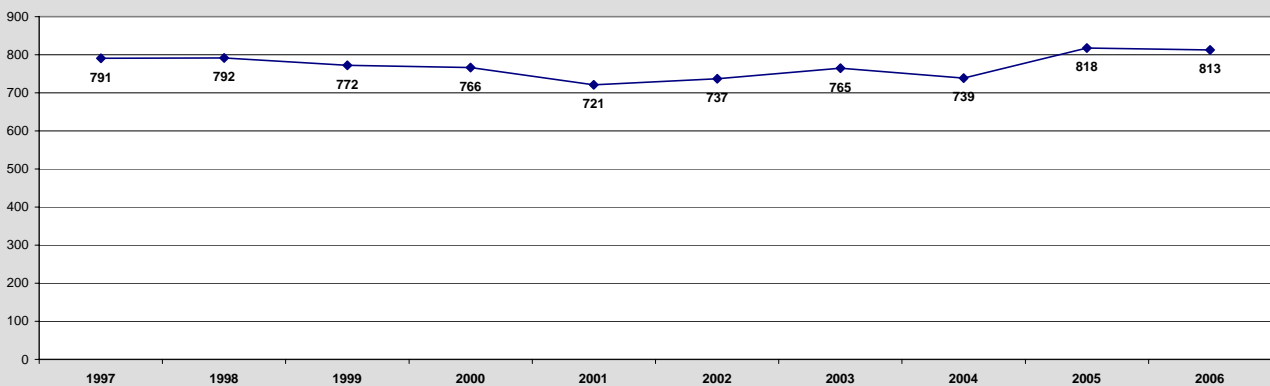
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Trends in Relative Demand*-Percentile Rank of Cardiology, 2001 - 2007



Trends in Number of Graduates of Allopathic Cardiology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 35, 2002: n = 56, 2003: n = 53, 2005: n = 42, 2007: n = 48.

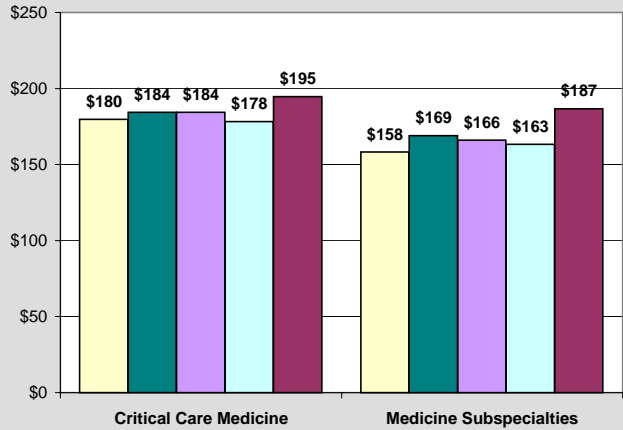
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**Source: JAMA Medical Education Editions, 1998 - 2007.

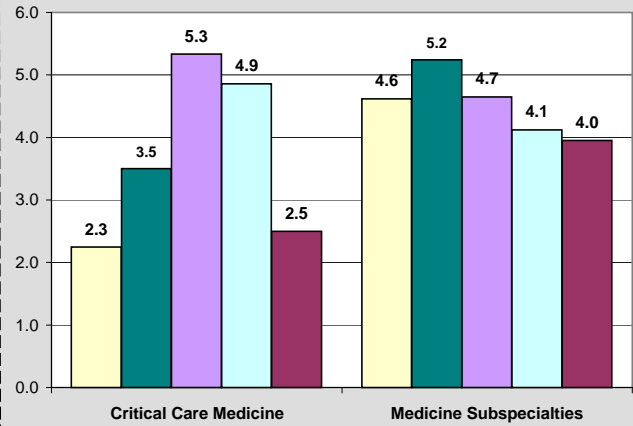
Specialty: Critical Care Medicine

Legend: 2001 2002 2003 2005 2007

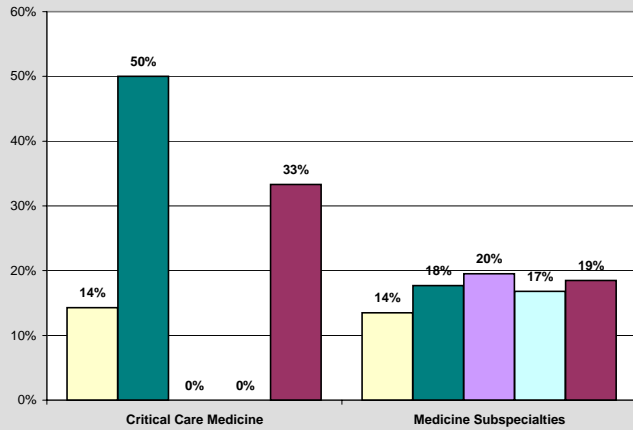
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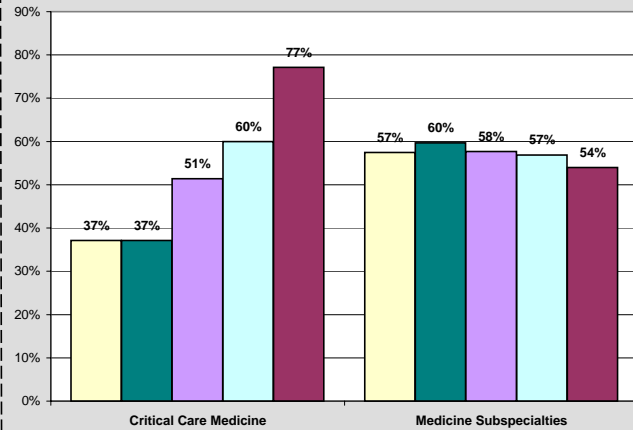
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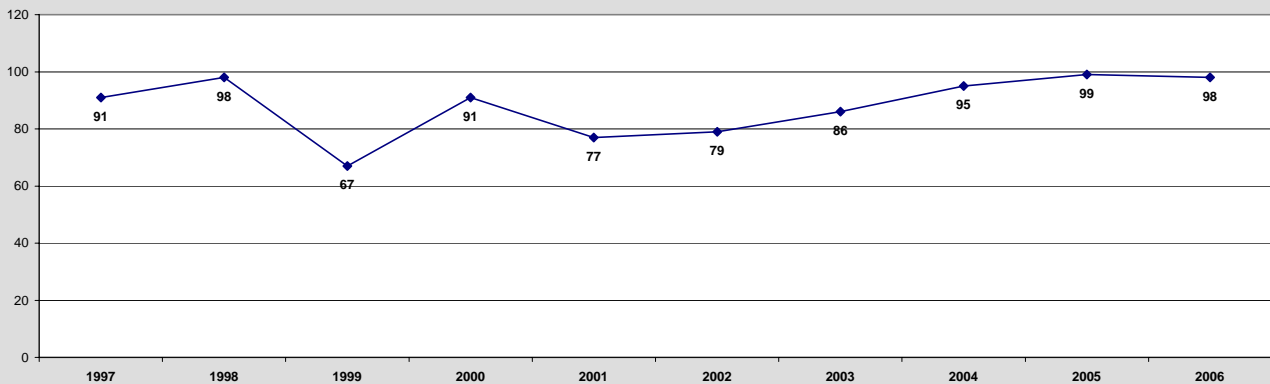
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Critical Care Medicine, 2001 - 2007



Trends in Number of Graduates of Allopathic Critical Care Medicine GME Programs in the U.S., 1997 - 2006**

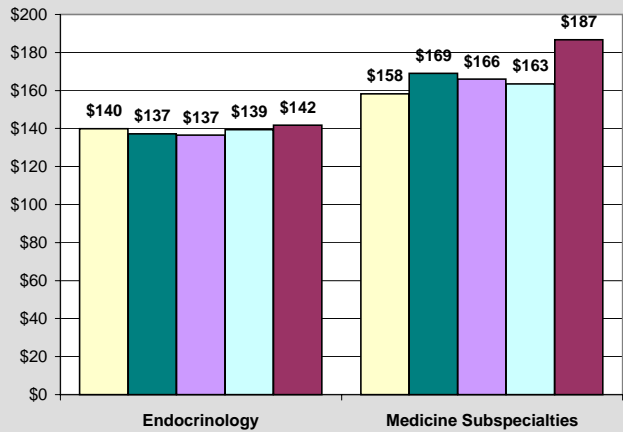


Number of responses: 2001: n = 8, 2002: n = 3, 2003: n = 4, 2005: n = 7, 2007: n = 7.
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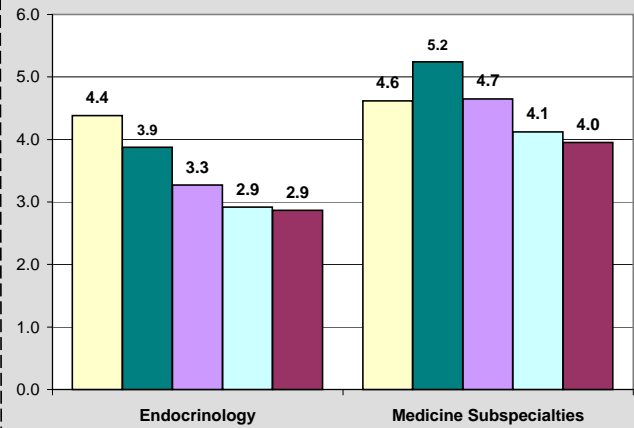
Specialty: Endocrinology

Legend: 2001 2002 2003 2005 2007

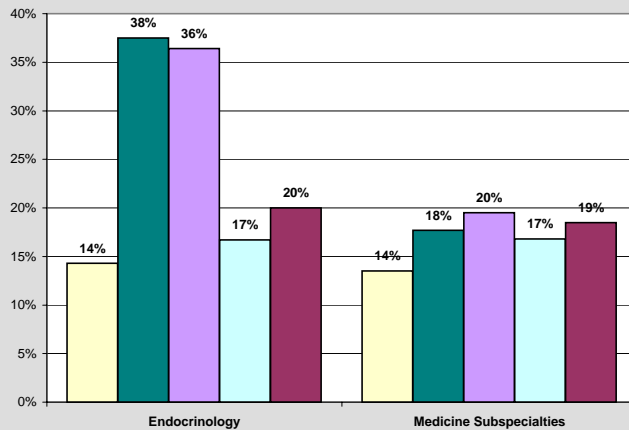
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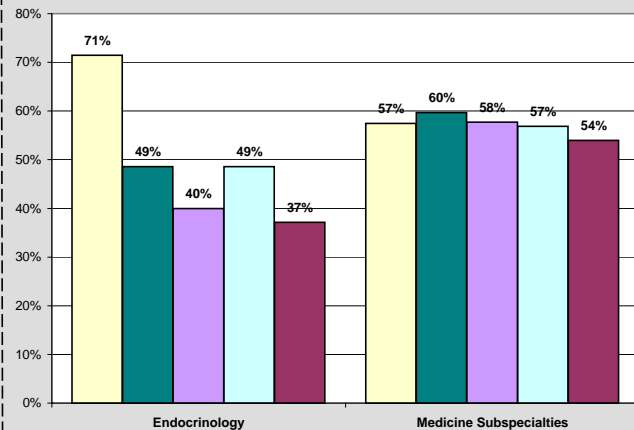
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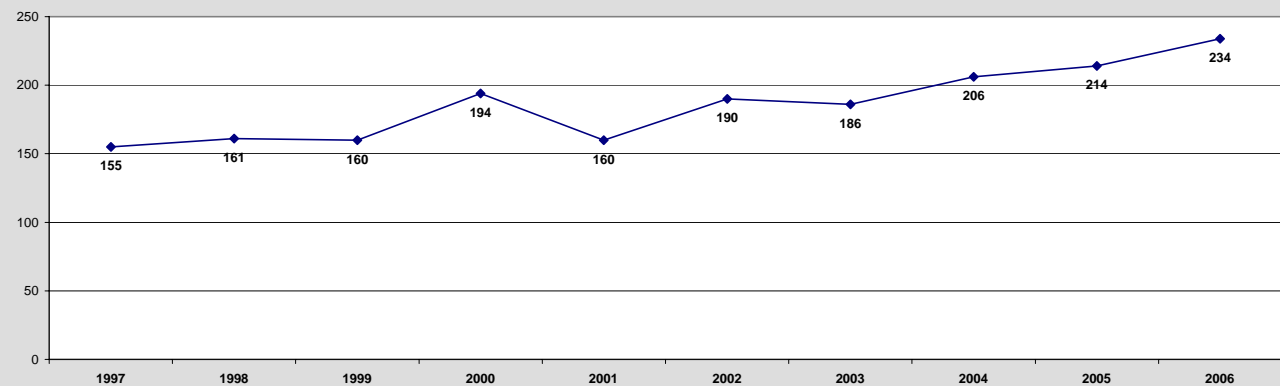
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Endocrinology, 2001 - 2007



Trends in Number of Graduates of Allopathic Endocrinology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 14, 2002: n = 8, 2003: n = 13, 2005: n = 13, 2007: n = 15.

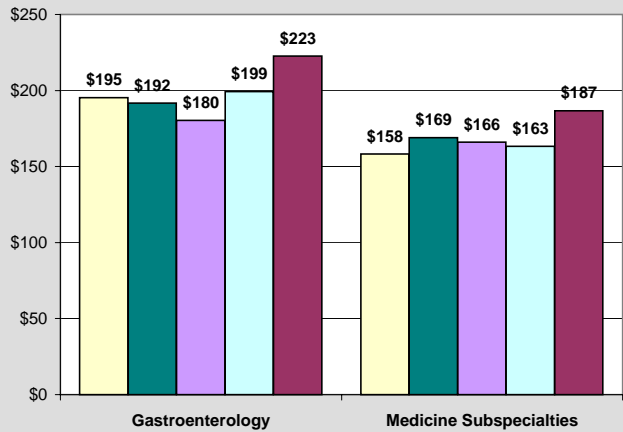
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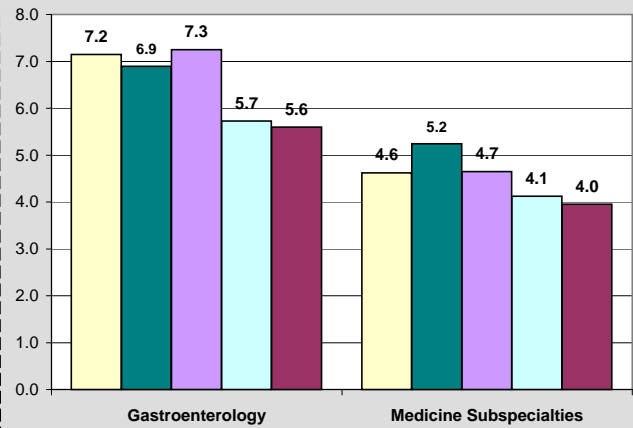
Specialty: Gastroenterology

Legend: 2001 2002 2003 2005 2007

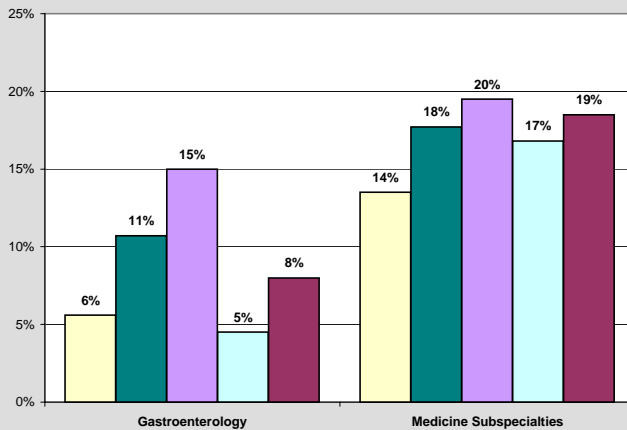
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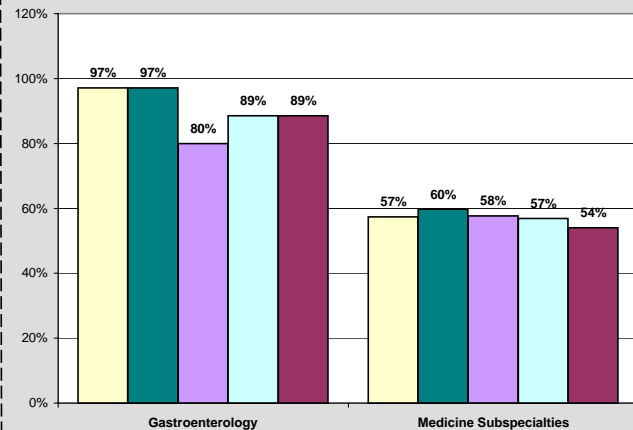
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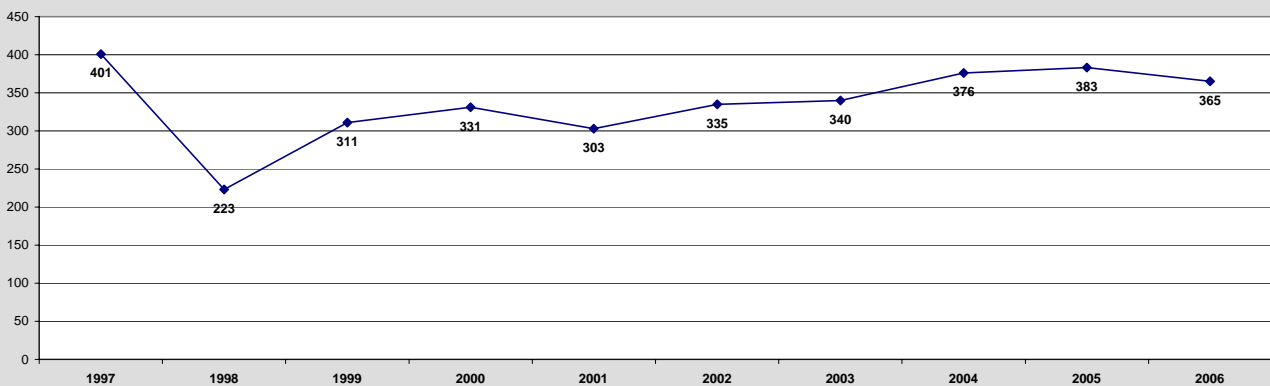
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Trends in Relative Demand*-Percentile Rank of Gastroenterology, 2001 - 2007



Trends in Number of Graduates of Allopathic Gastroenterology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 20, 2002: n = 29, 2003: n = 21, 2005: n = 23, 2007: n = 25.

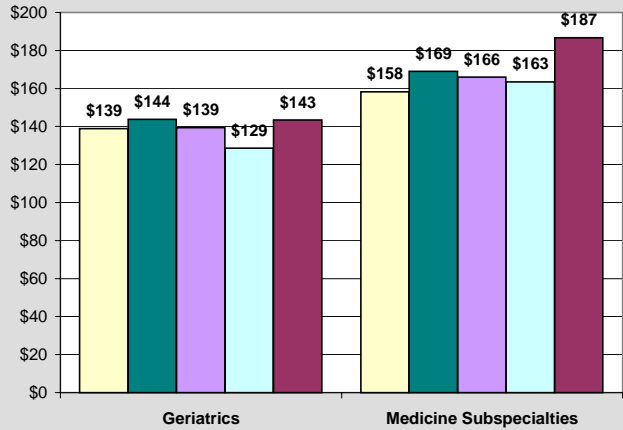
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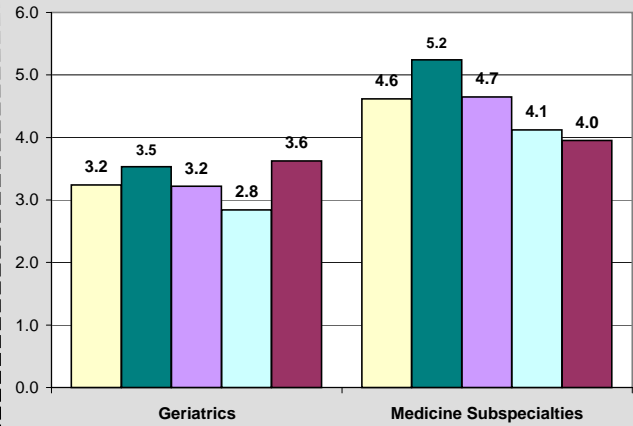
Specialty: Geriatrics

Legend: 2001 2002 2003 2005 2007

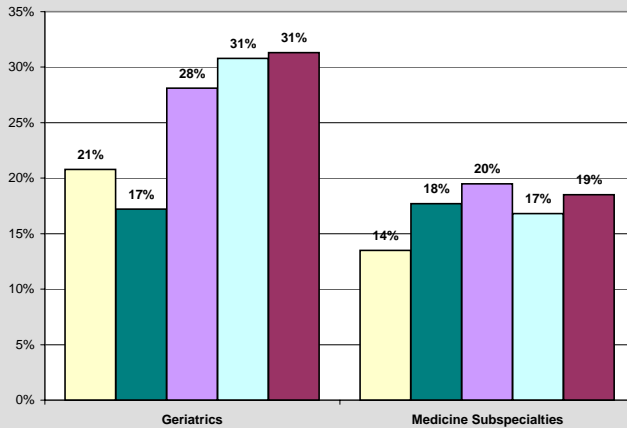
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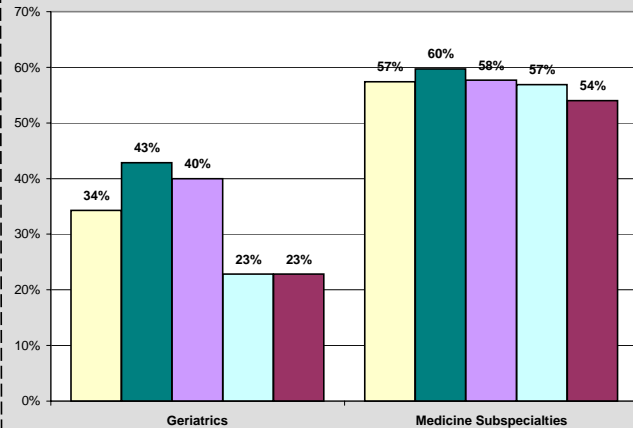
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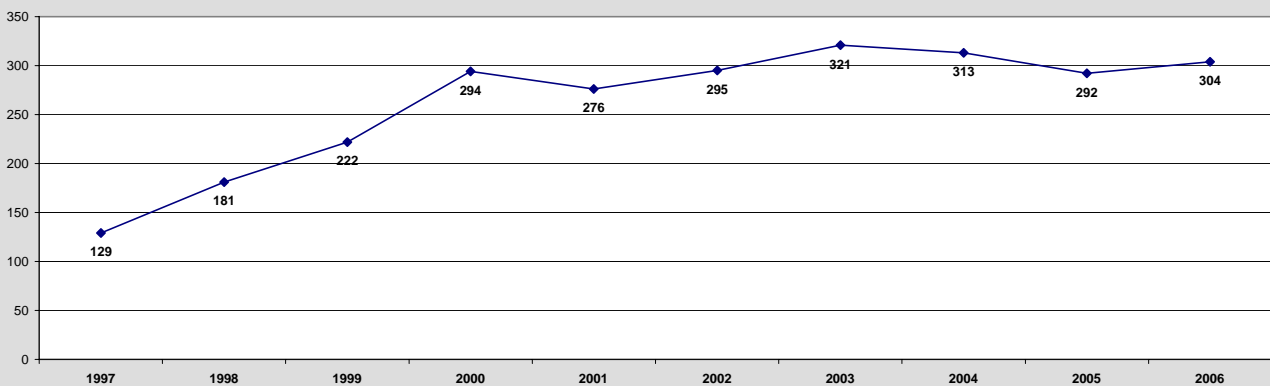
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Geriatrics, 2001 - 2007



Trends in Number of Graduates of Allopathic Geriatrics GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 25, 2002: n = 33, 2003: n = 34, 2005: n = 26, 2007: n = 16.

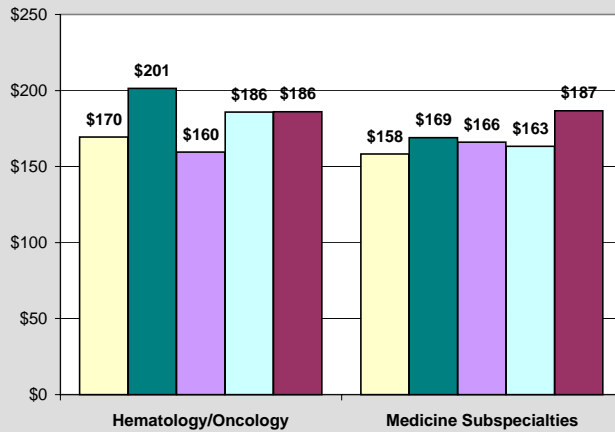
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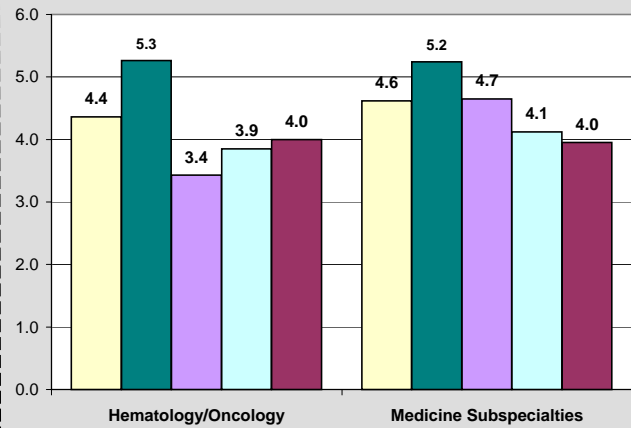
Specialty: Hematology/Oncology

Legend: 2001 2002 2003 2005 2007

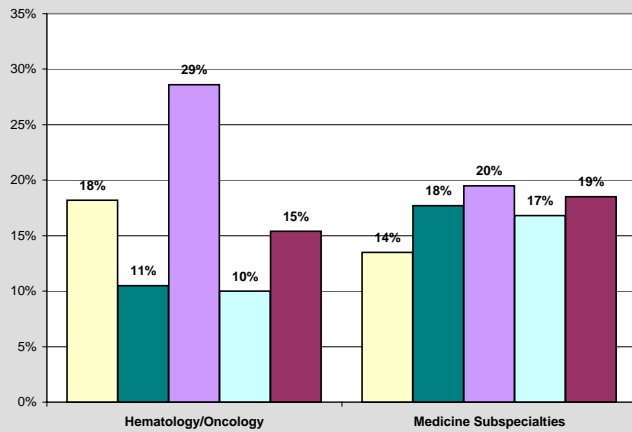
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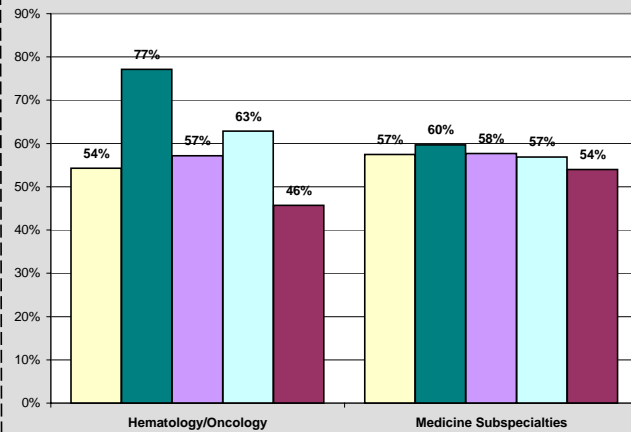
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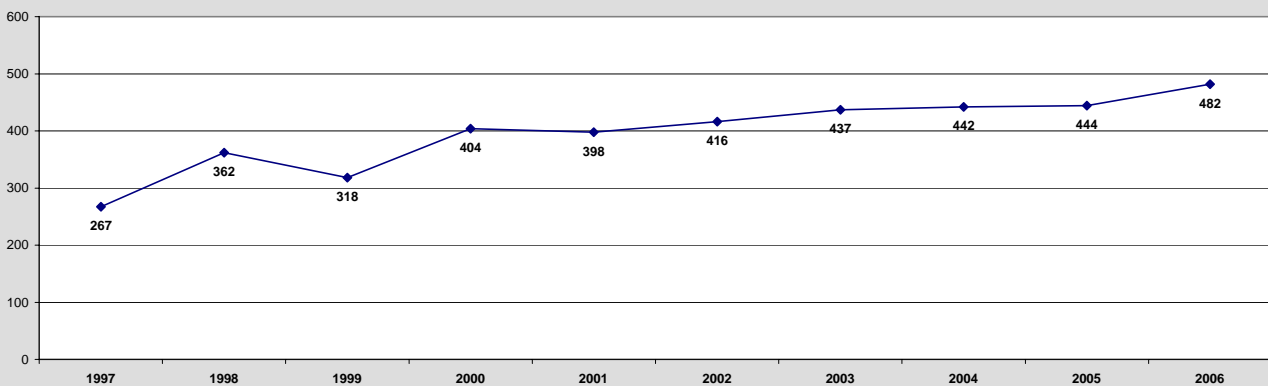
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Trends in Relative Demand*-Percentile Rank of Hematology/Oncology, 2001 - 2007



Trends in Number of Graduates of Allopathic Hematology/Oncology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 11, 2002: n = 20, 2003: n = 21, 2005: n = 20, 2007: n = 27.

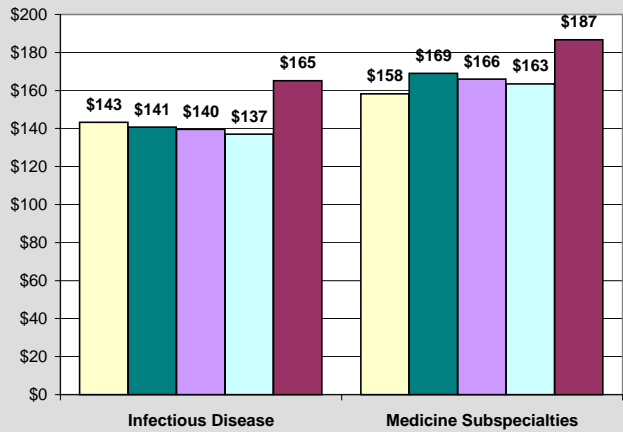
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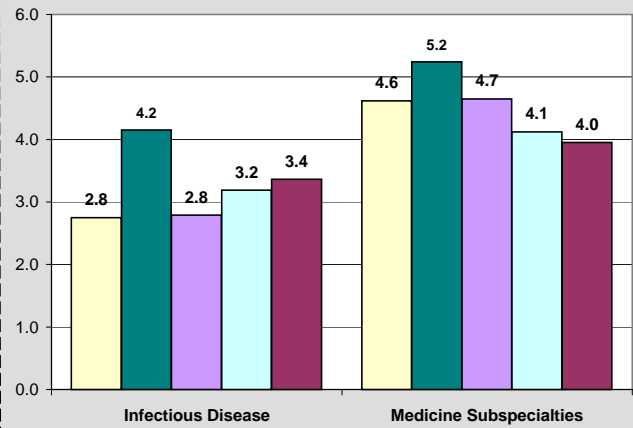
Specialty: Infectious Disease

Legend: 2001 2002 2003 2005 2007

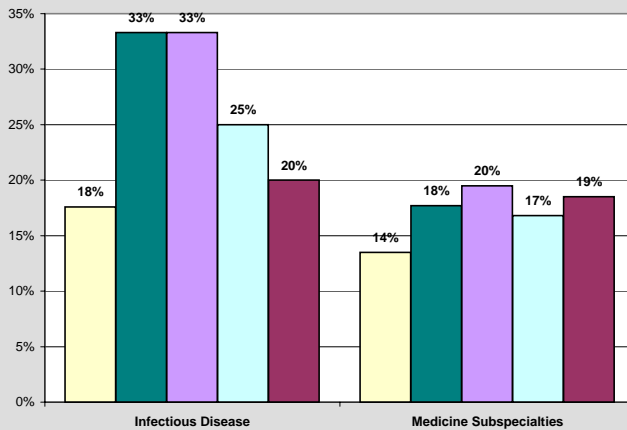
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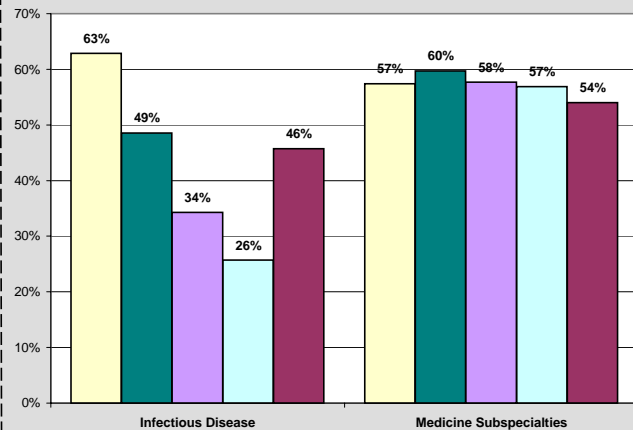
Trends in Mean Number of Job Offers Received*, 2001 - 2007



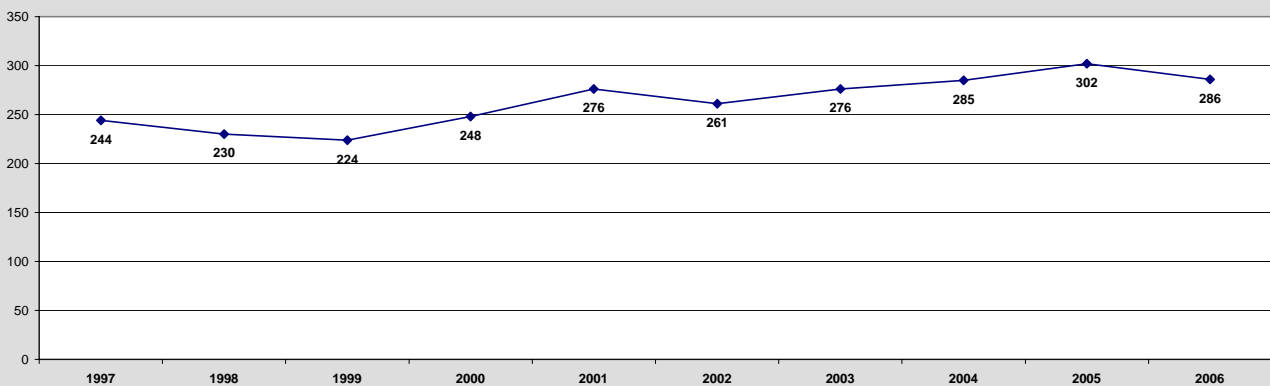
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Infectious Disease, 2001 - 2007



Trends in Number of Graduates of Allopathic Infectious Disease GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 17, 2002: n = 16, 2003: n = 19, 2005: n = 17, 2007: n = 13.

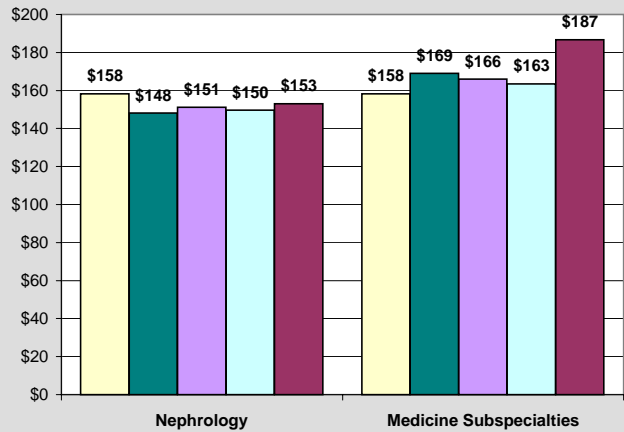
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

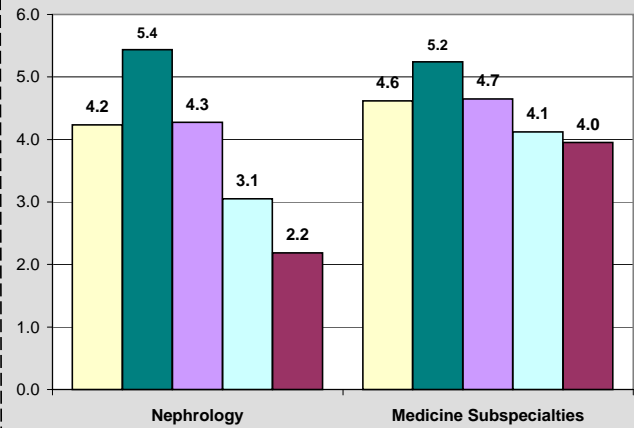
Specialty: Nephrology

Legend: 2001 2002 2003 2005 2007

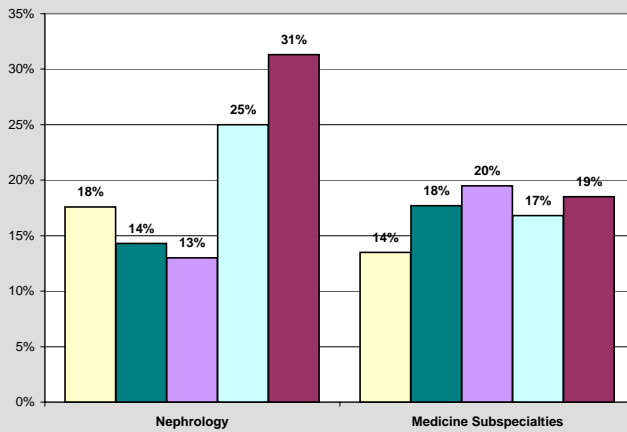
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



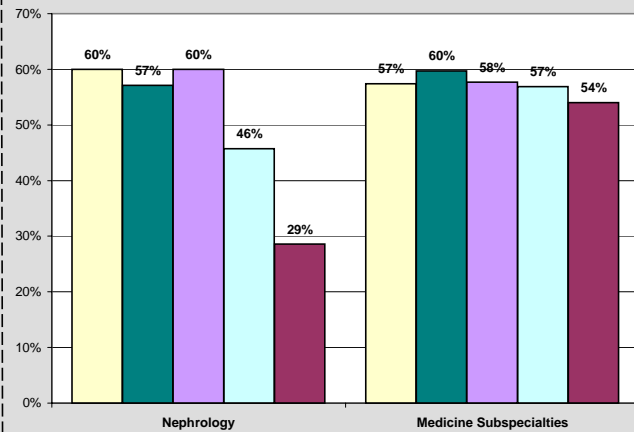
Trends in Mean Number of Job Offers Received*, 2001 - 2007



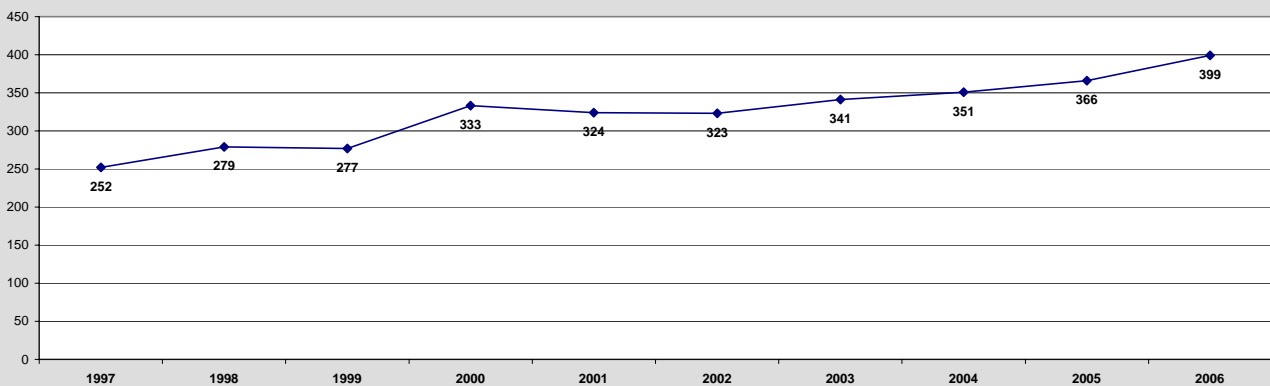
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Nephrology, 2001 - 2007



Trends in Number of Graduates of Allopathic Nephrology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 18, 2002: n = 24, 2003: n = 25, 2005: n = 20, 2007: n = 17.

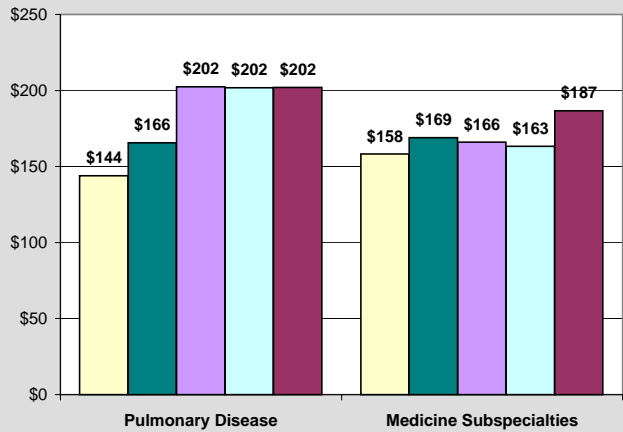
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

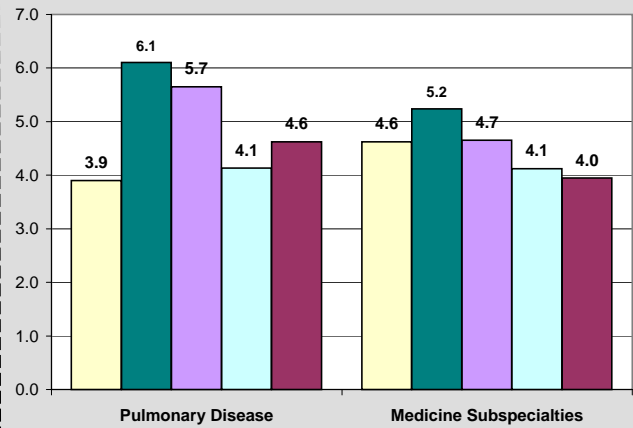
Specialty: Pulmonary Disease

Legend: 2001 2002 2003 2005 2007

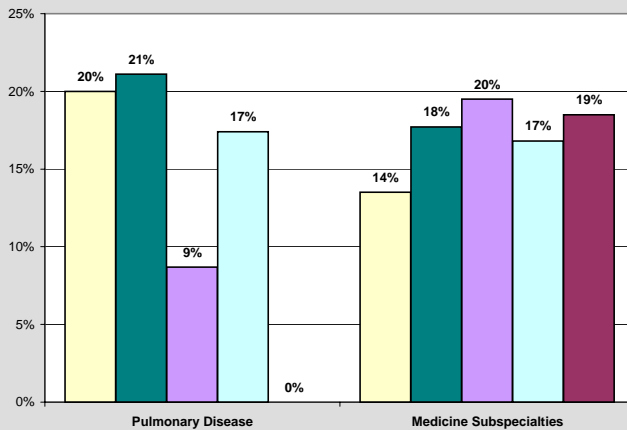
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



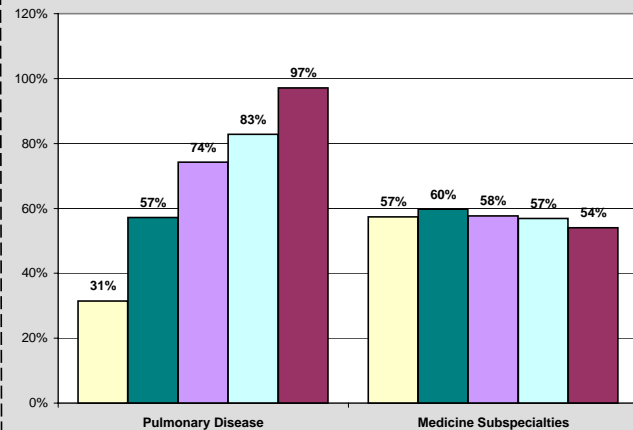
Trends in Mean Number of Job Offers Received*, 2001 - 2007



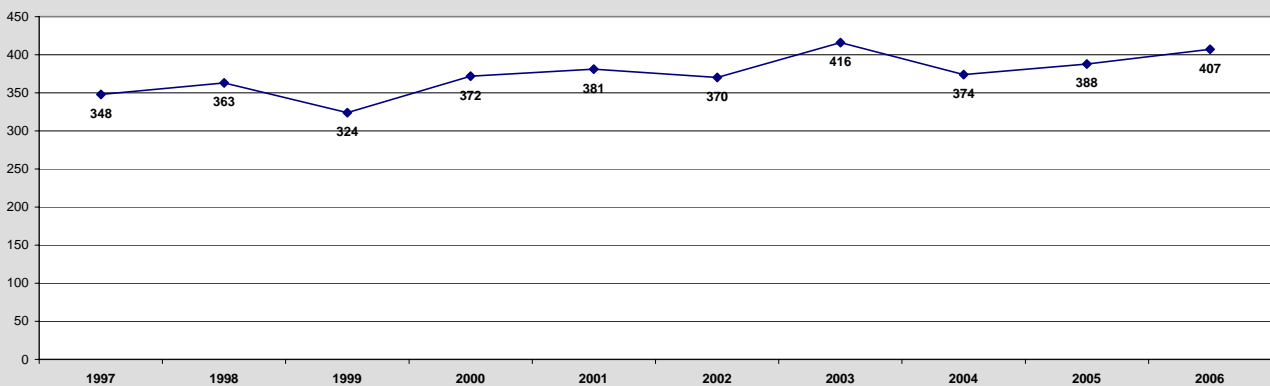
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Pulmonary Disease, 2001 - 2007



Trends in Number of Graduates of Allopathic Pulmonary Disease GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 12, 2002: n = 22, 2003: n = 24, 2005: n = 23, 2007: n = 17.

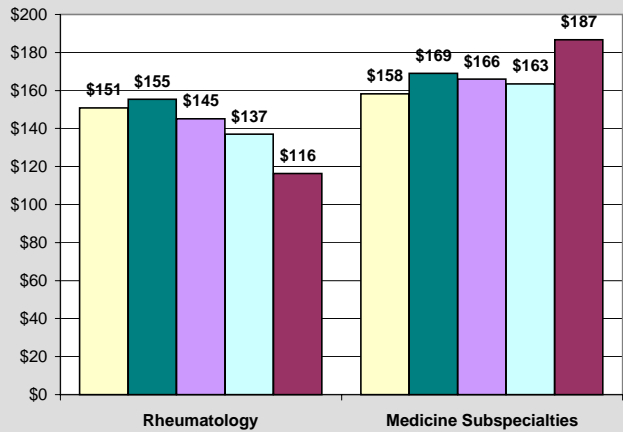
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

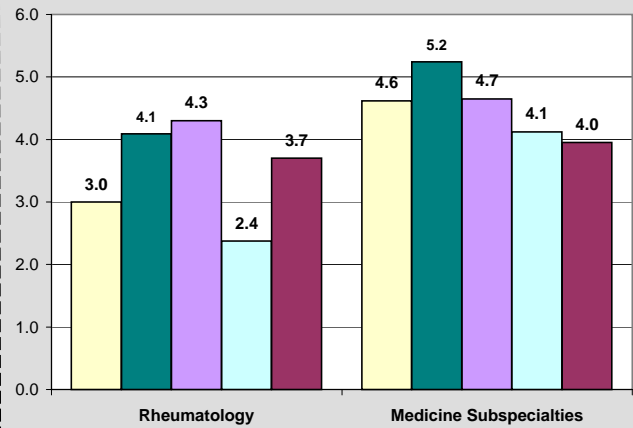
Specialty: Rheumatology

Legend: 2001 2002 2003 2005 2007

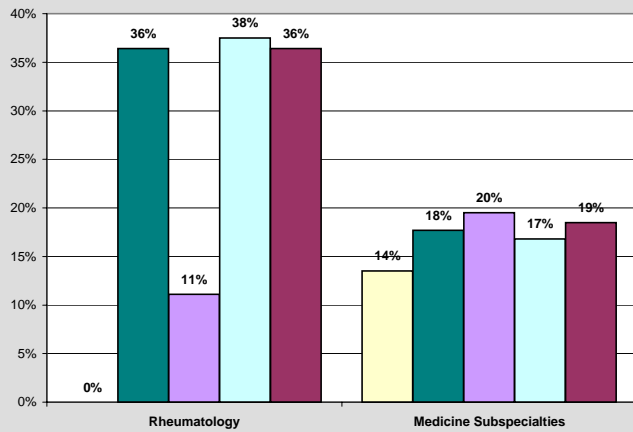
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



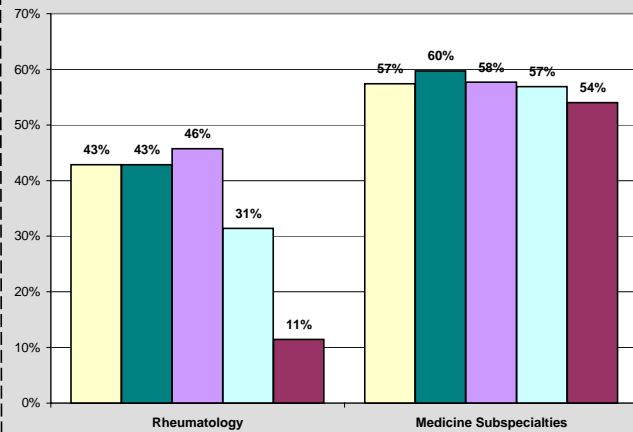
Trends in Mean Number of Job Offers Received*, 2001 - 2007



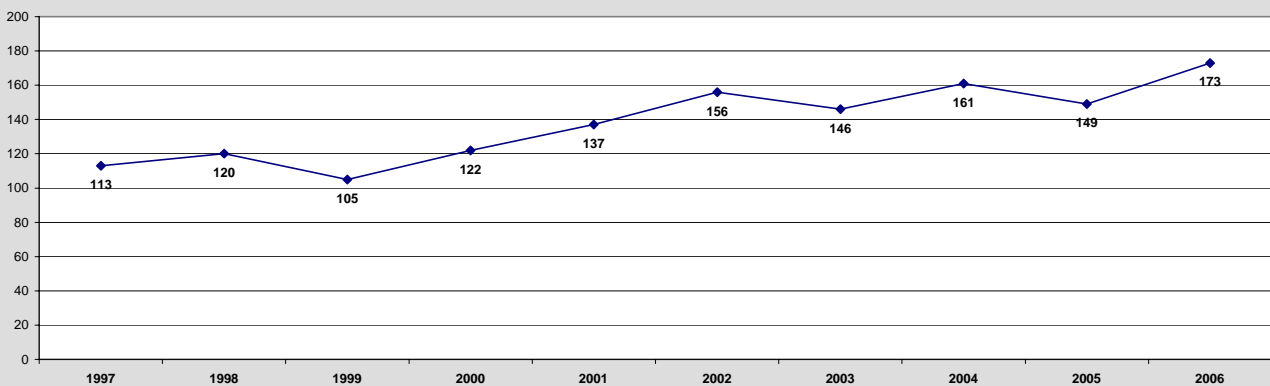
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Rheumatology, 2001 - 2007



Trends in Number of Graduates of Allopathic Rheumatology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 2, 2002: n = 11, 2003: n = 10, 2005: n = 8, 2007: n = 11.

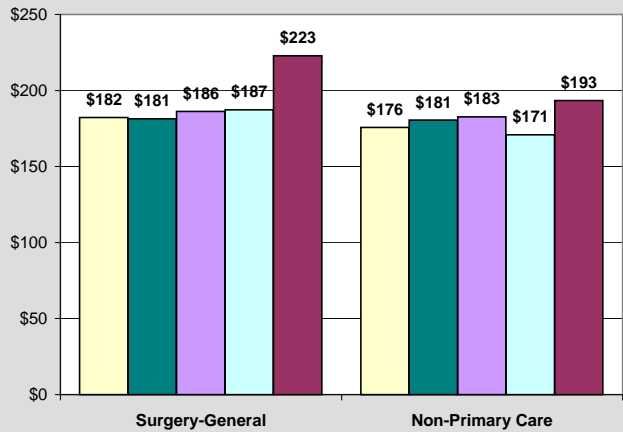
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

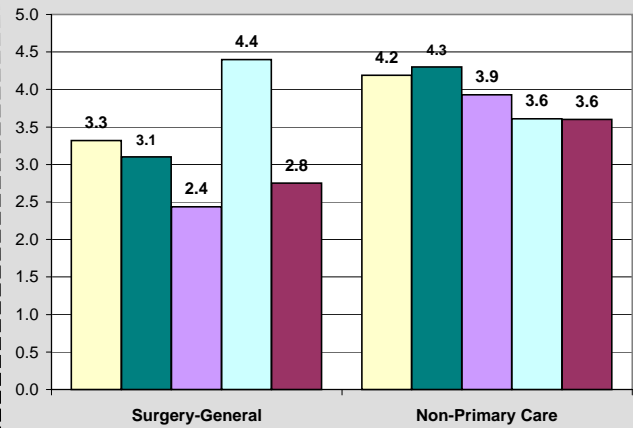
Specialty: Surgery-General

Legend: 2001 2002 2003 2005 2007

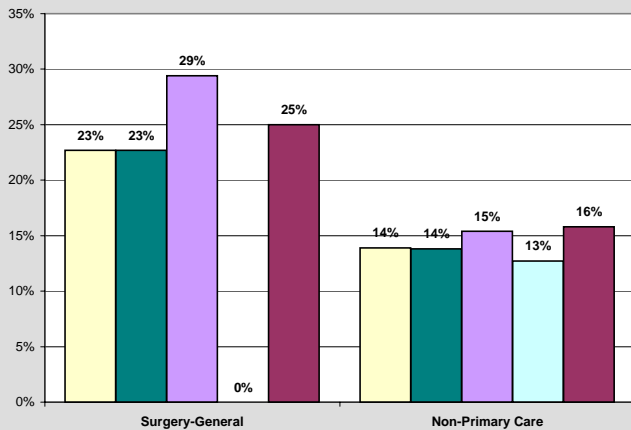
Trends in Median Income*, 2001 - 2007
(in \$,000s of 2007 dollars)



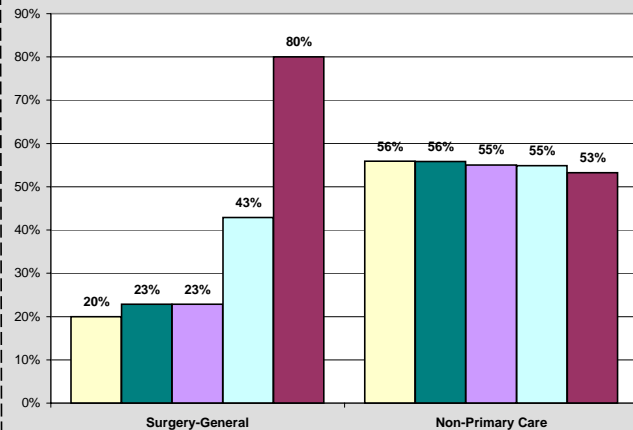
Trends in Mean Number of Job Offers Received*, 2001 - 2007



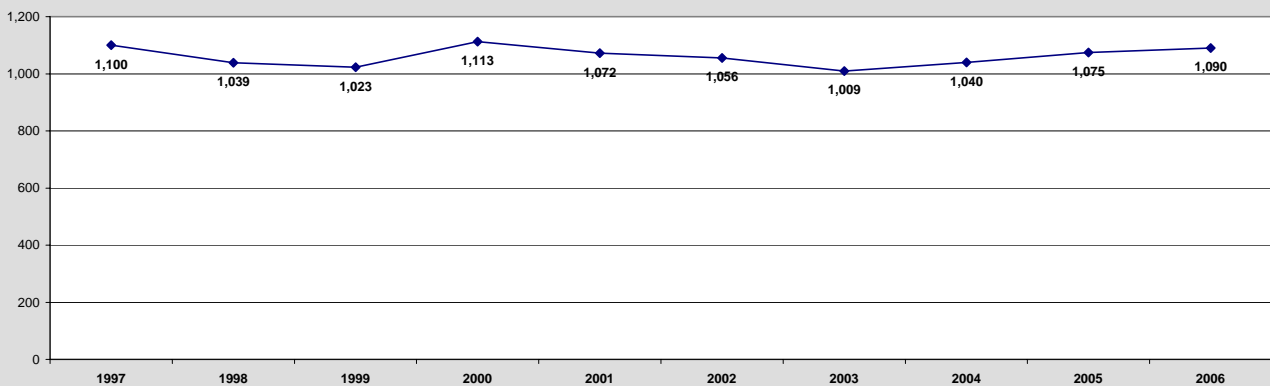
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Surgery-General, 2001 - 2007



Trends in Number of Graduates of Allopathic Surgery-General GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 27, 2002: n = 31, 2003: n = 22, 2005: n = 17, 2007: n = 6.

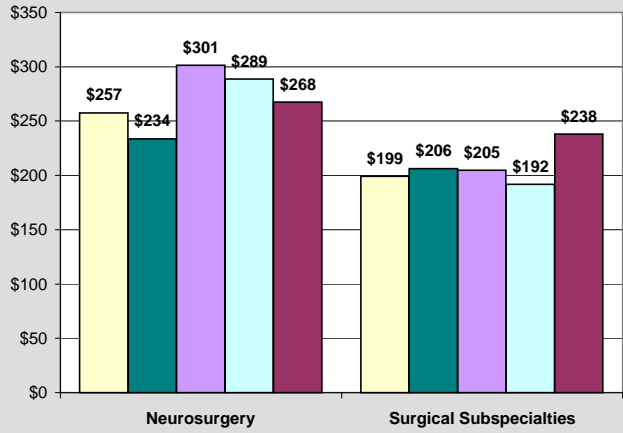
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

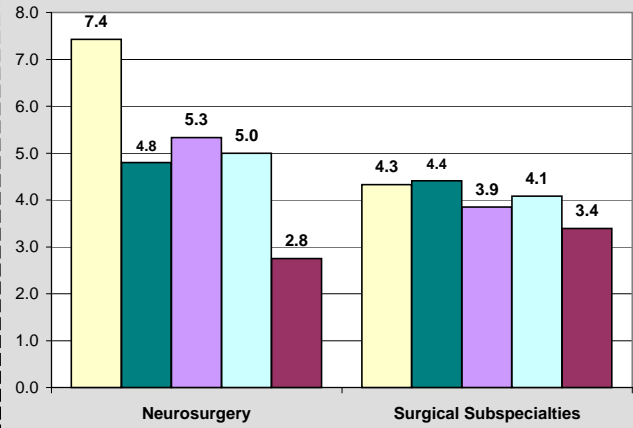
Specialty: Neurosurgery

Legend: 2001 2002 2003 2005 2007

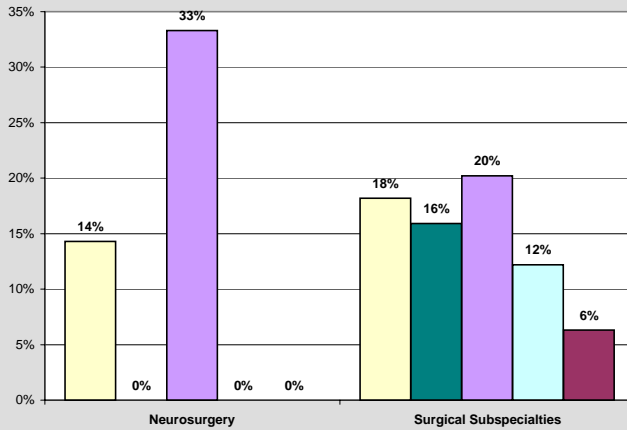
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



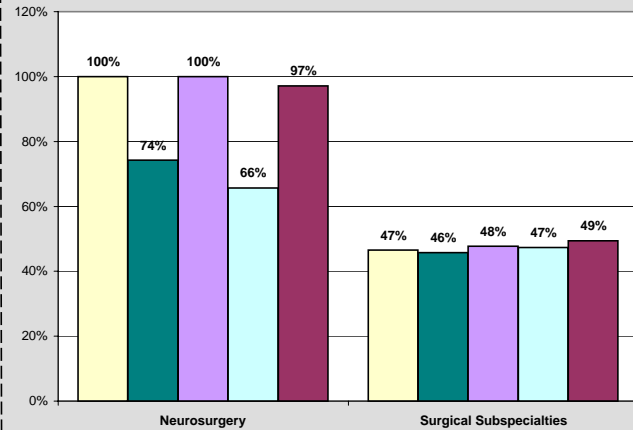
Trends in Mean Number of Job Offers Received*, 2001 - 2007



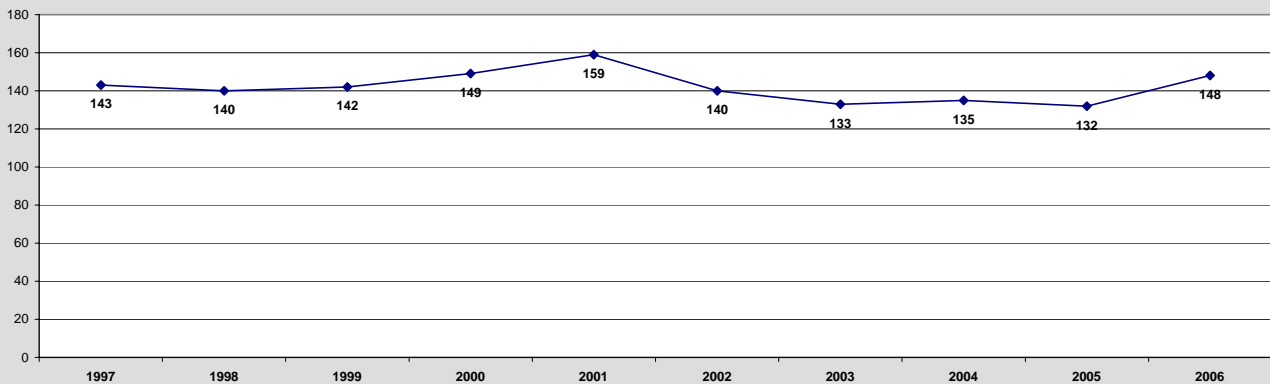
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Neurosurgery, 2001 - 2007



Trends in Number of Graduates of Allopathic Neurosurgery GME Programs in the U.S., 1997 - 2006**

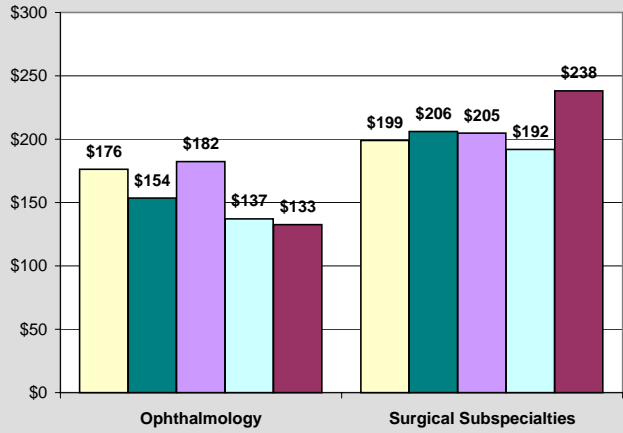


Number of responses: 2001: n = 7, 2002: n = 6, 2003: n = 3, 2005: n = 4, 2007: n = 4.
 *Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.
 **Source: JAMA Medical Education Editions, 1998 - 2007.

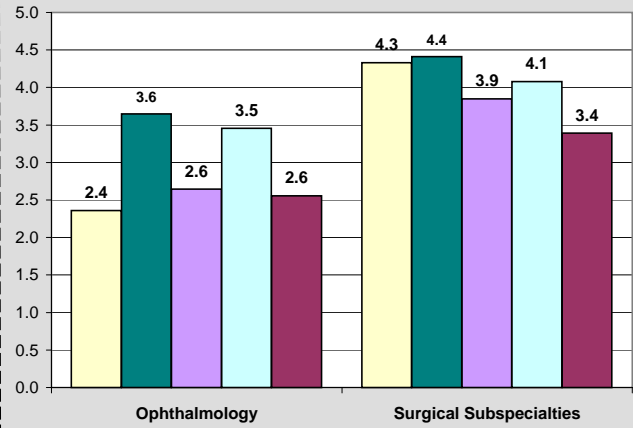
Specialty: Ophthalmology

Legend: 2001 2002 2003 2005 2007

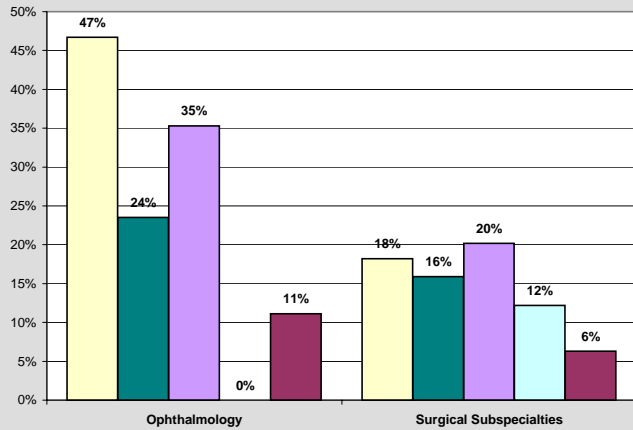
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



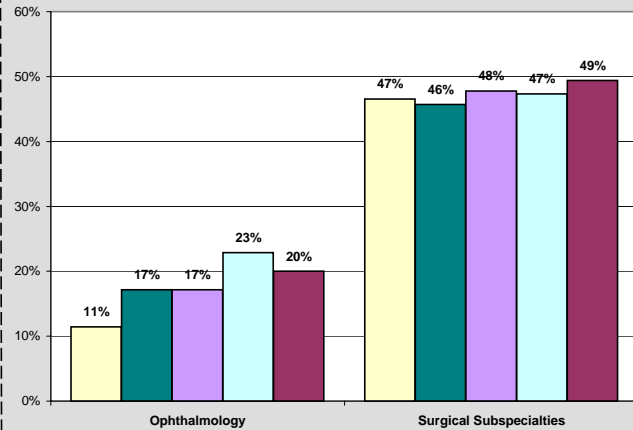
Trends in Mean Number of Job Offers Received*, 2001 - 2007



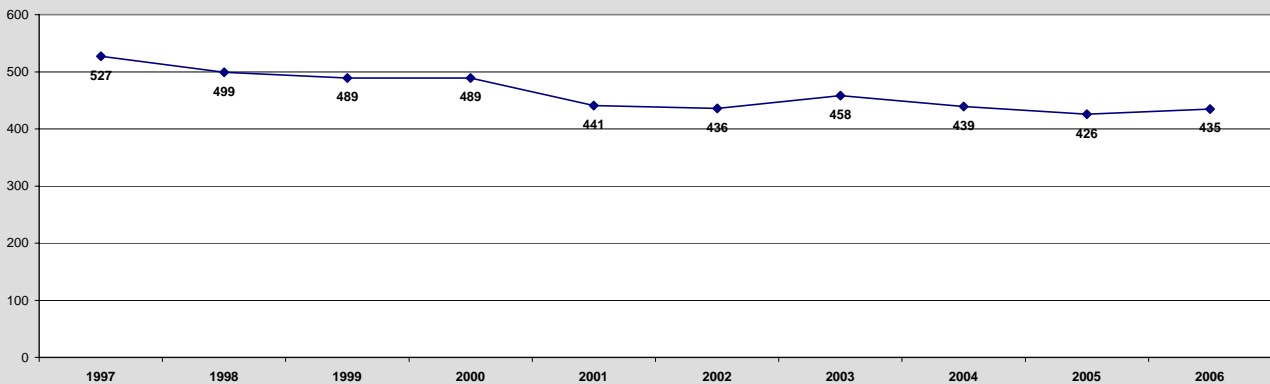
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Ophthalmology, 2001 - 2007



Trends in Number of Graduates of Allopathic Ophthalmology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 18, 2002: n = 22, 2003: n = 20, 2005: n = 12, 2007: n = 10.

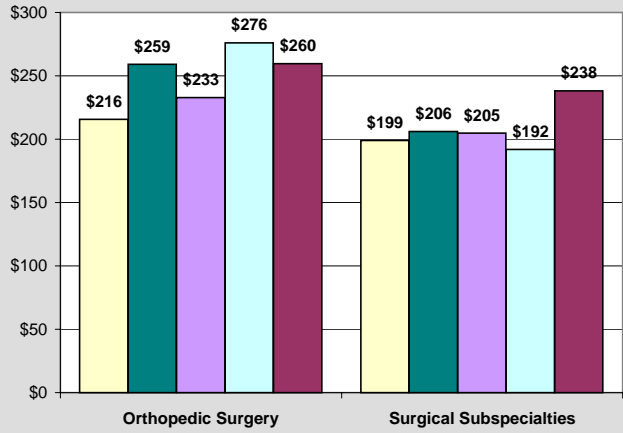
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

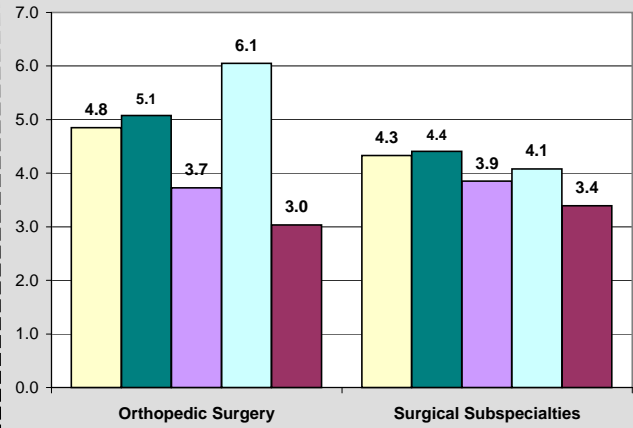
Specialty: Orthopedic Surgery

Legend: 2001 2002 2003 2005 2007

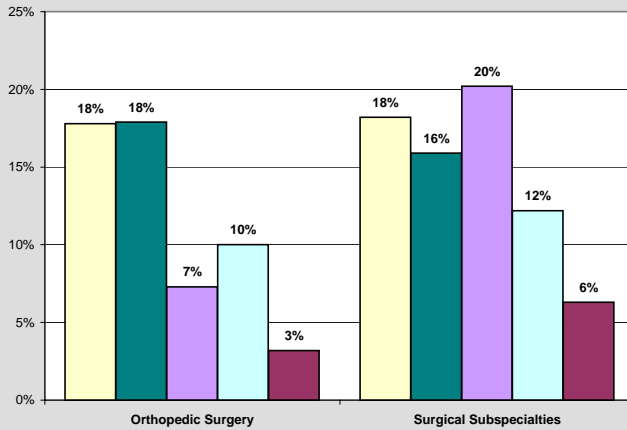
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



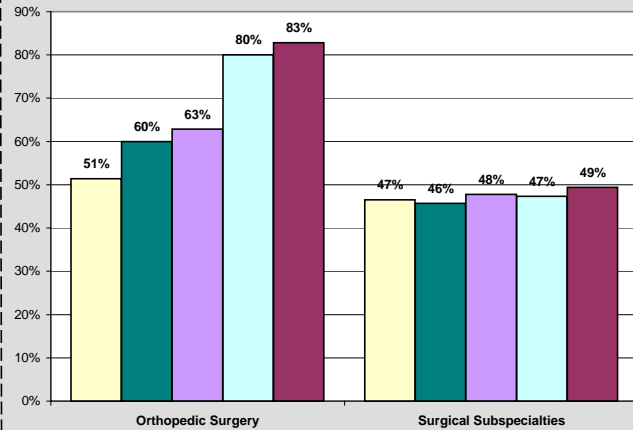
Trends in Mean Number of Job Offers Received*, 2001 - 2007



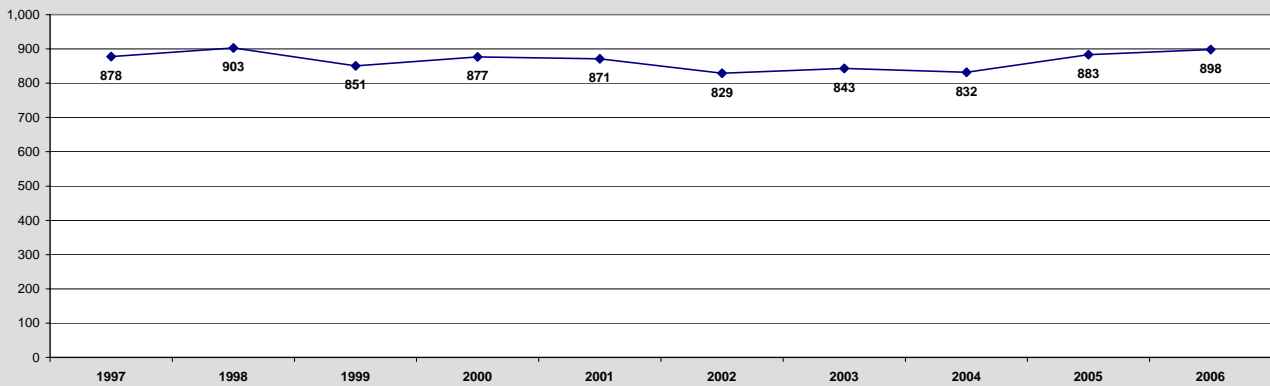
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Orthopedic Surgery, 2001 - 2007



Trends in Number of Graduates of Allopathic Orthopedic Surgery GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 46, 2002: n = 42, 2003: n = 45, 2005: n = 21, 2007: n = 33.

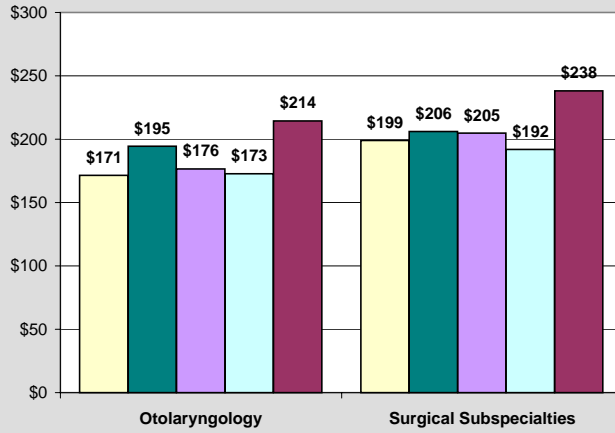
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

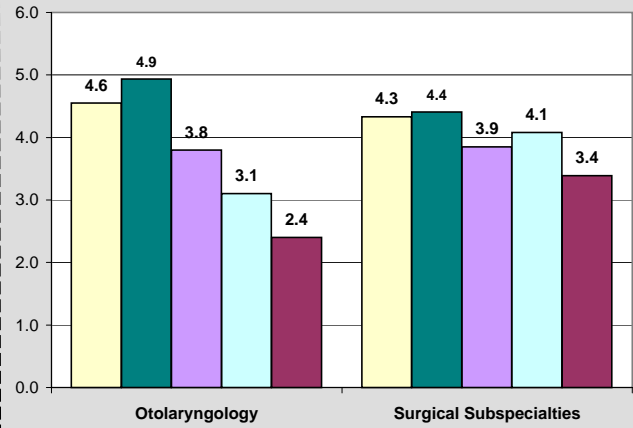
Specialty: Otolaryngology

Legend: 2001 2002 2003 2005 2007

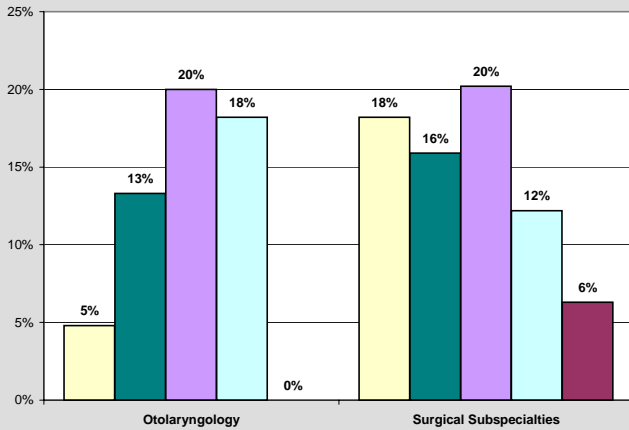
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



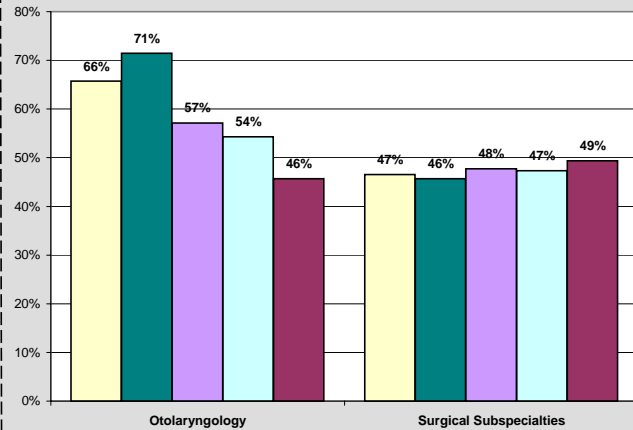
Trends in Mean Number of Job Offers Received*, 2001 - 2007



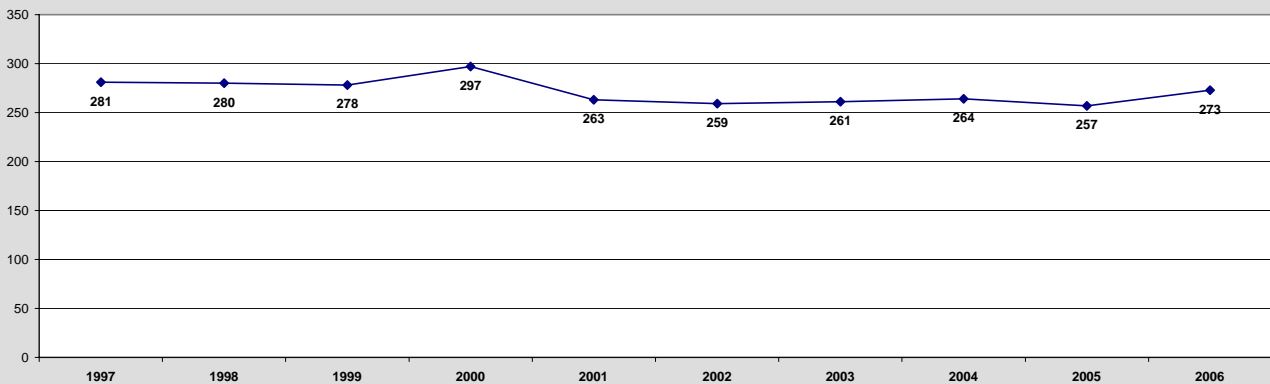
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Otolaryngology, 2001 - 2007



Trends in Number of Graduates of Allopathic Otolaryngology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 21, 2002: n = 17, 2003: n = 15, 2005: n = 11, 2007: n = 5.

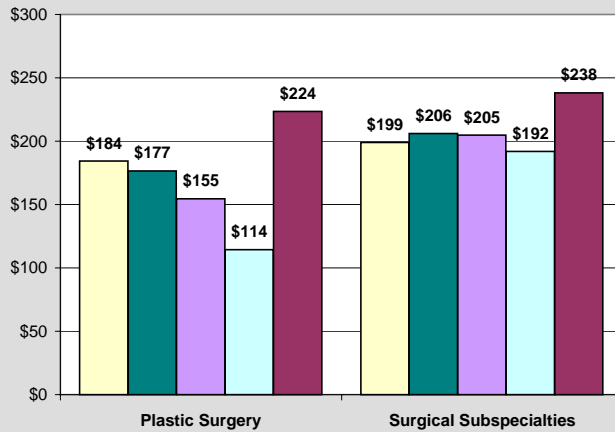
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

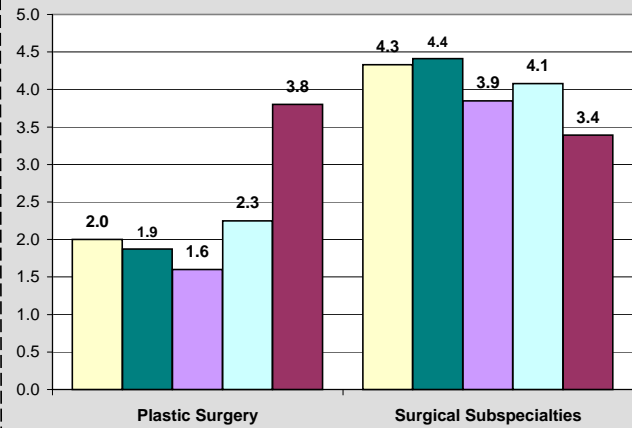
Specialty: Plastic Surgery

Legend: 2001 2002 2003 2005 2007

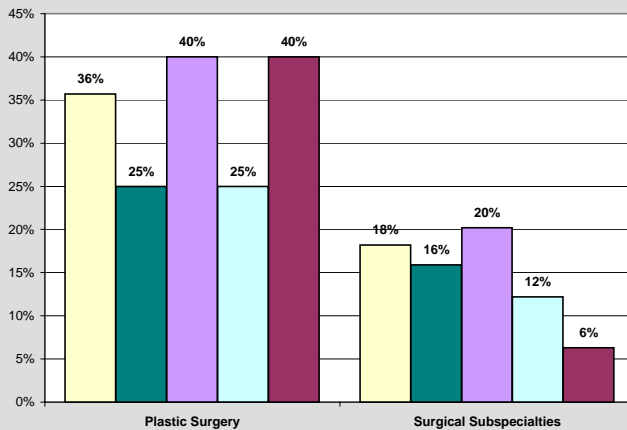
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



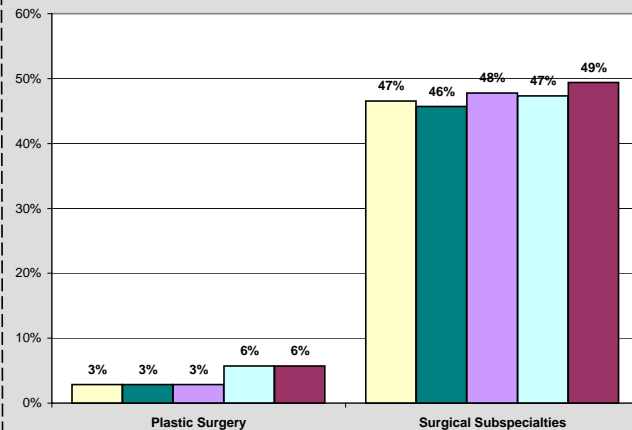
Trends in Mean Number of Job Offers Received*, 2001 - 2007



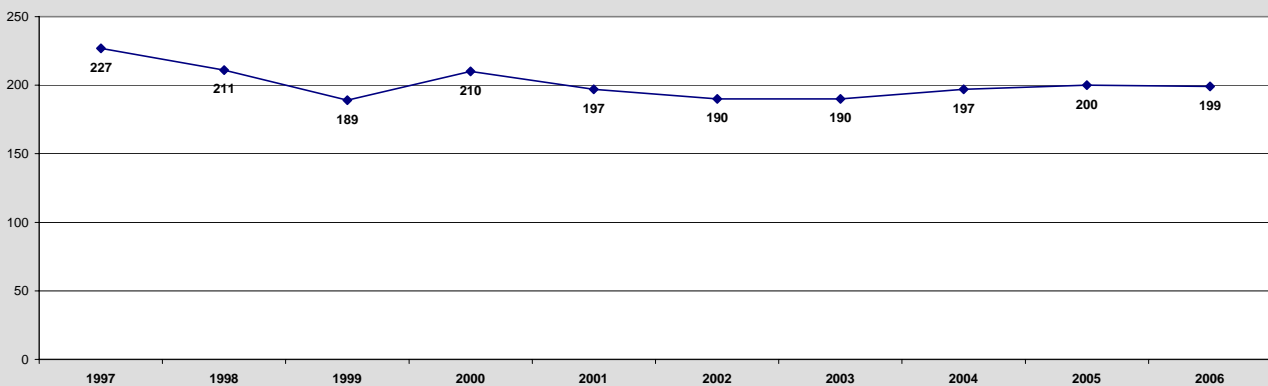
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Plastic Surgery, 2001 - 2007



Trends in Number of Graduates of Allopathic Plastic Surgery GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 14, 2002: n = 10, 2003: n = 8, 2005: n = 8, 2007: n = 5.

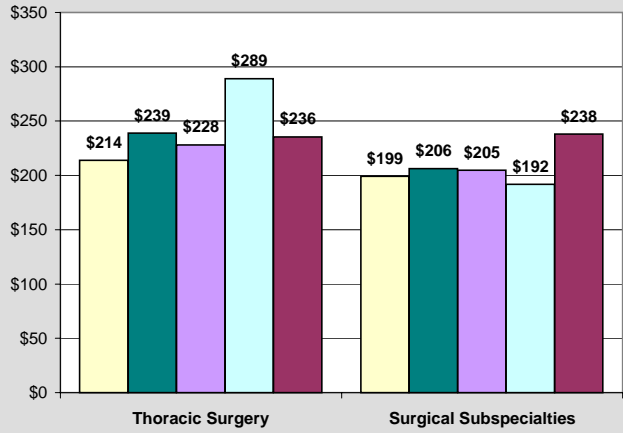
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

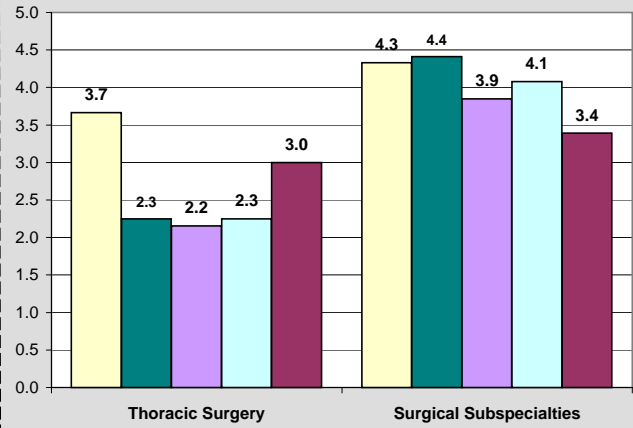
Specialty: Thoracic Surgery

Legend: 2001 2002 2003 2005 2007

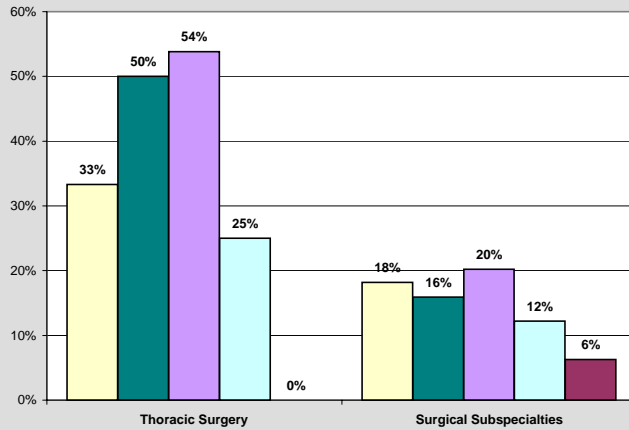
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



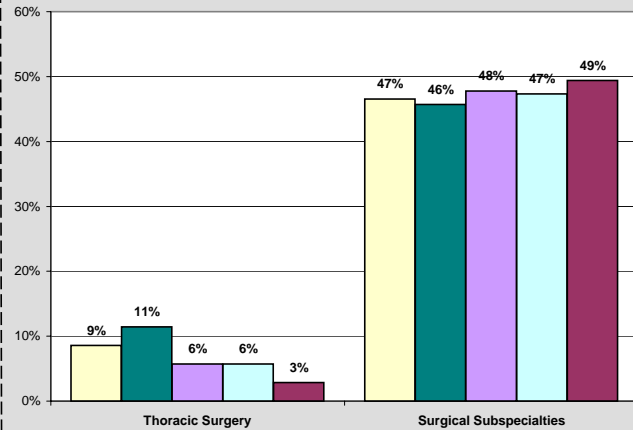
Trends in Mean Number of Job Offers Received*, 2001 - 2007



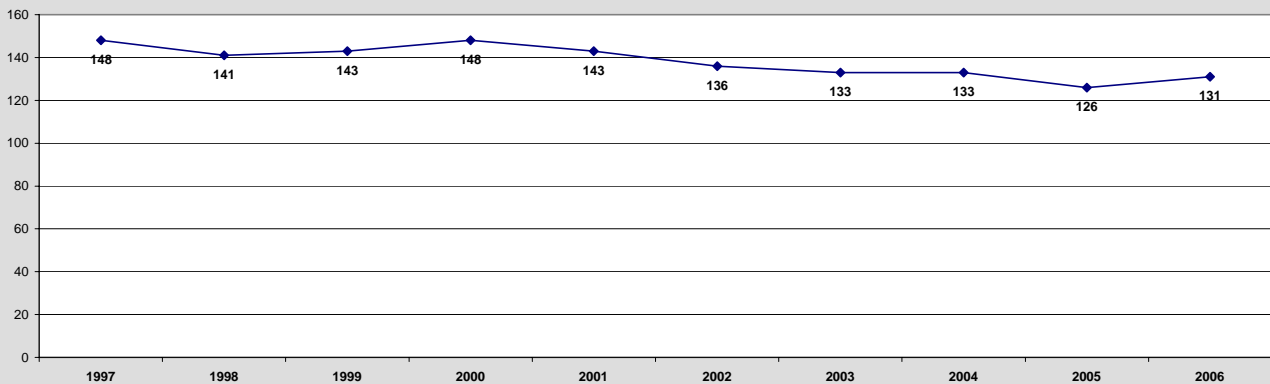
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Thoracic Surgery, 2001 - 2007



Trends in Number of Graduates of Allopathic Thoracic Surgery GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 9, 2002: n = 8, 2003: n = 14, 2005: n = 4, 2007: n = 3.

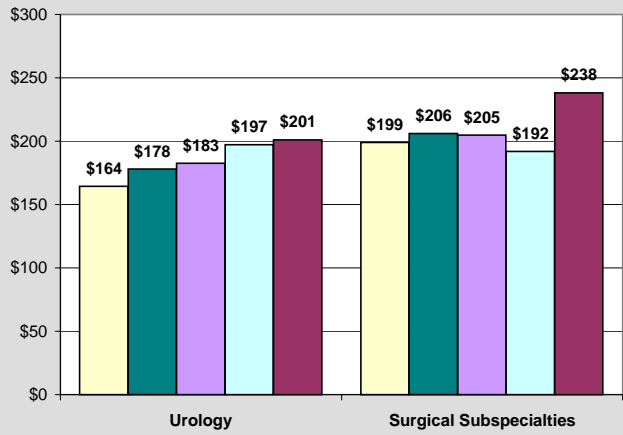
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

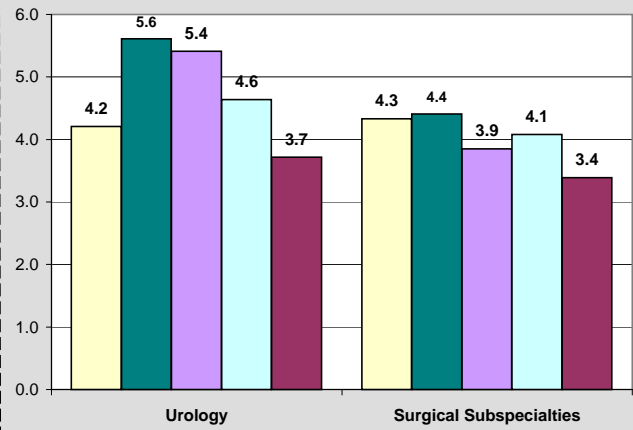
Specialty: Urology

Legend: 2001 2002 2003 2005 2007

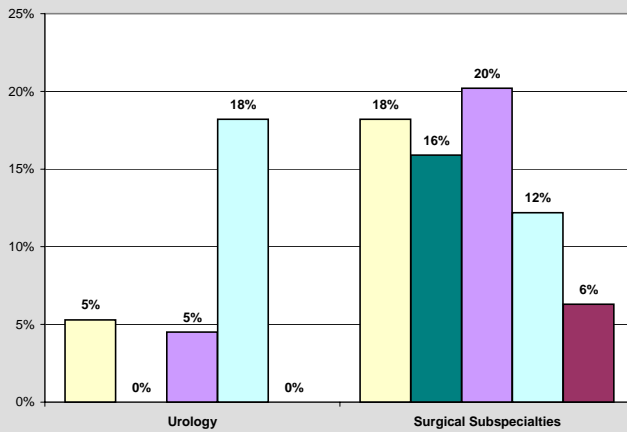
Trends in Median Income*, 2001 - 2007
(in \$,000s of 2007 dollars)



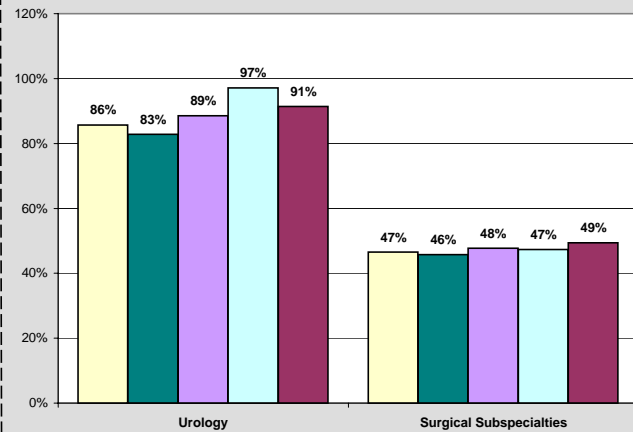
Trends in Mean Number of Job Offers Received*, 2001 - 2007



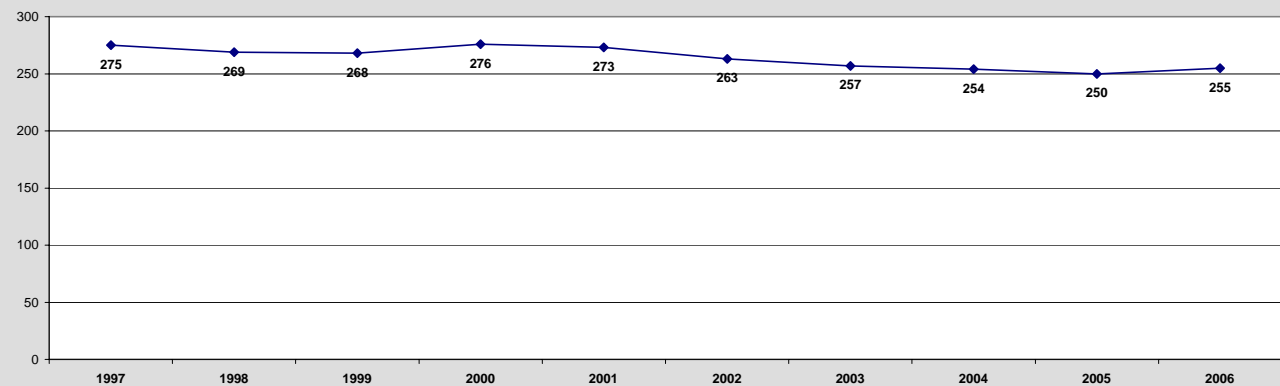
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Urology, 2001 - 2007



Trends in Number of Graduates of Allopathic Urology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 20, 2002: n = 19, 2003: n = 23, 2005: n = 11, 2007: n = 9.

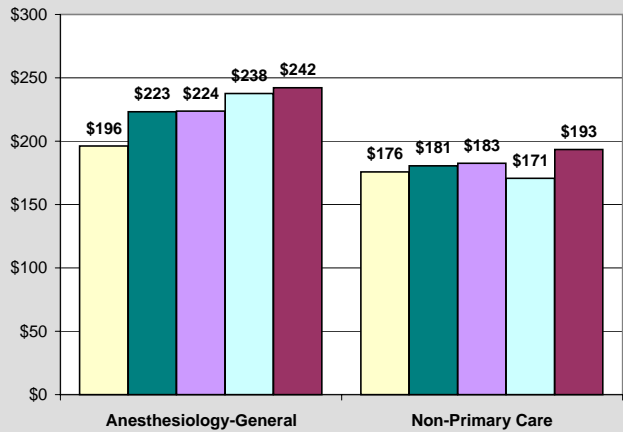
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

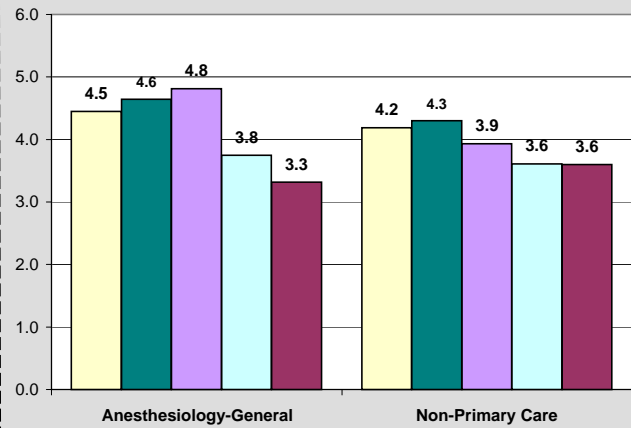
Specialty: Anesthesiology-General

Legend: 2001 2002 2003 2005 2007

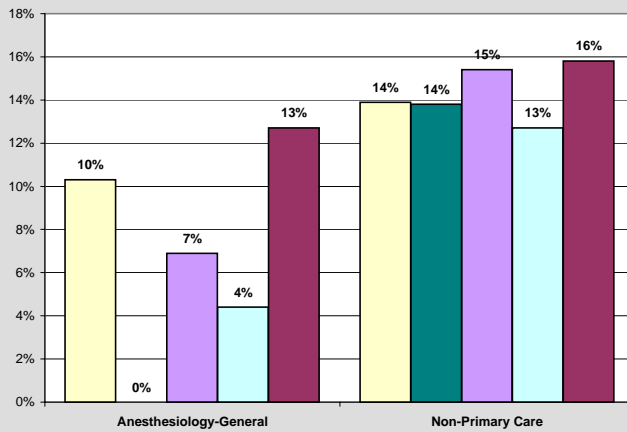
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



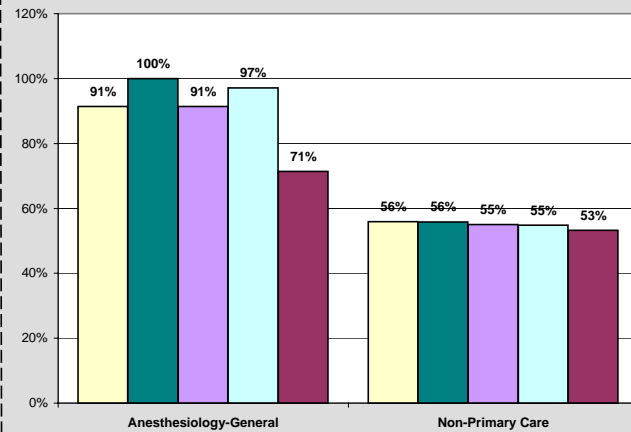
Trends in Mean Number of Job Offers Received*, 2001 - 2007



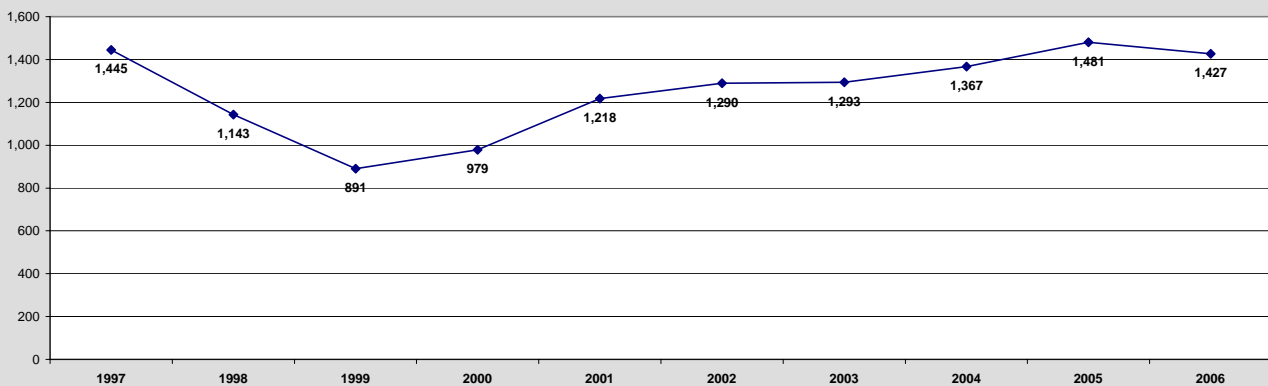
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Anesthesiology-General, 2001 - 2007



Trends in Number of Graduates of Allopathic Anesthesiology-General GME Programs in the U.S., 1997 - 2006**



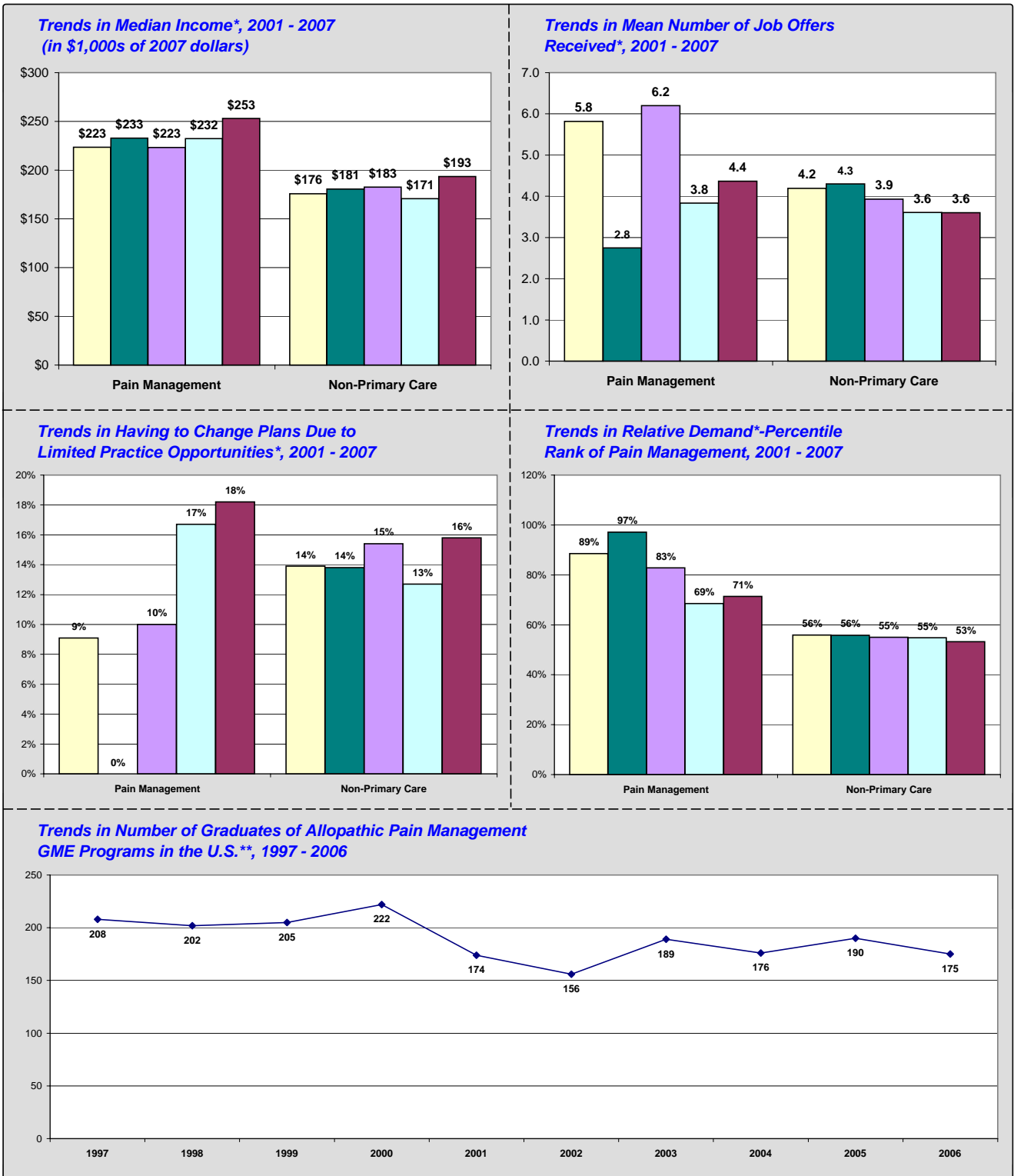
Number of responses: 2001: n = 43, 2002: n = 54, 2003: n = 62, 2005: n = 49, 2007: n = 59.

*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

Specialty: Pain Management

Legend: 2001 2002 2003 2005 2007



Number of responses: 2001: n = 12, 2002: n = 13, 2003: n = 10, 2005: n = 7, 2007: n = 12.

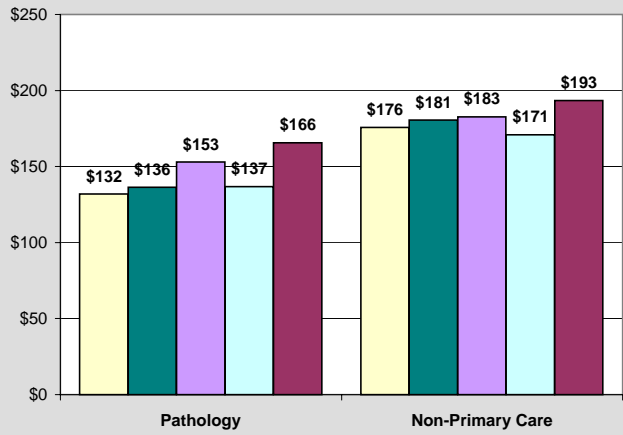
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

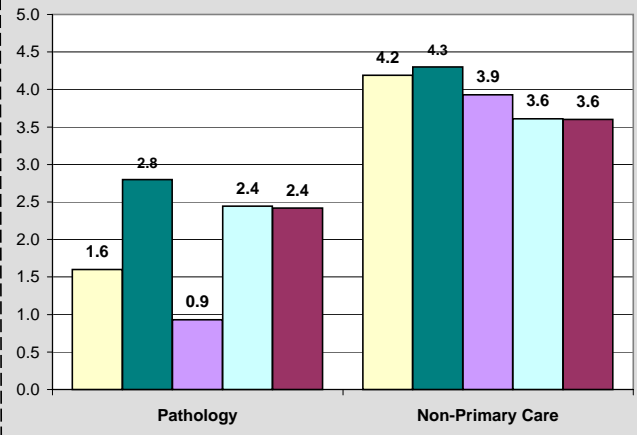
Specialty: Pathology

Legend: 2001 2002 2003 2005 2007

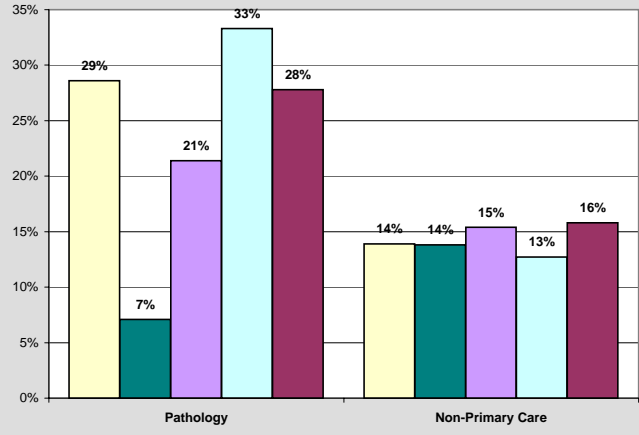
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



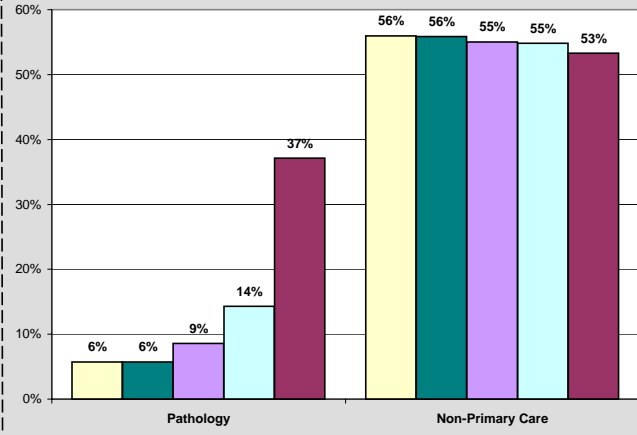
Trends in Mean Number of Job Offers Received*, 2001 - 2007



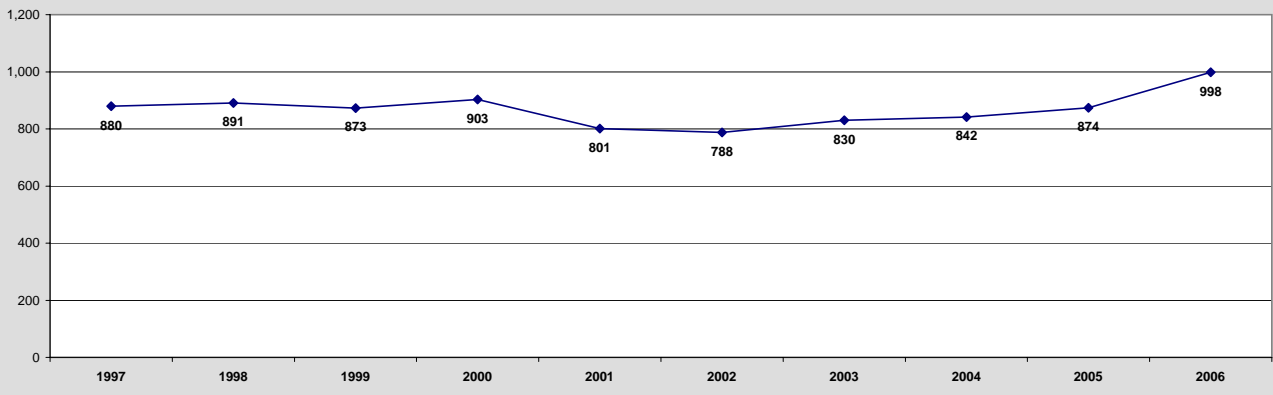
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Pathology, 2001 - 2007



Trends in Number of Graduates of Allopathic Pathology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 23, 2002: n = 19, 2003: n = 17, 2005: n = 12, 2007: n = 21.

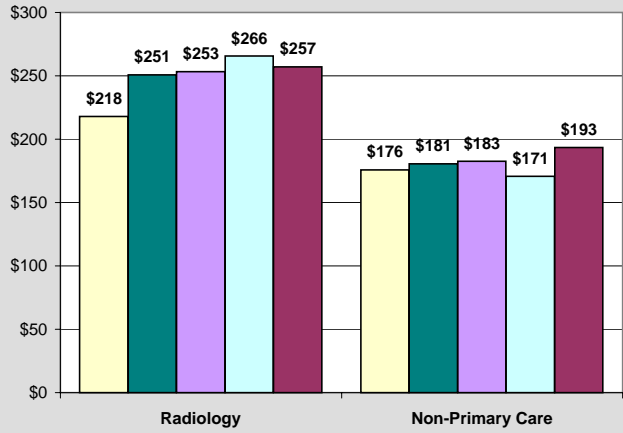
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

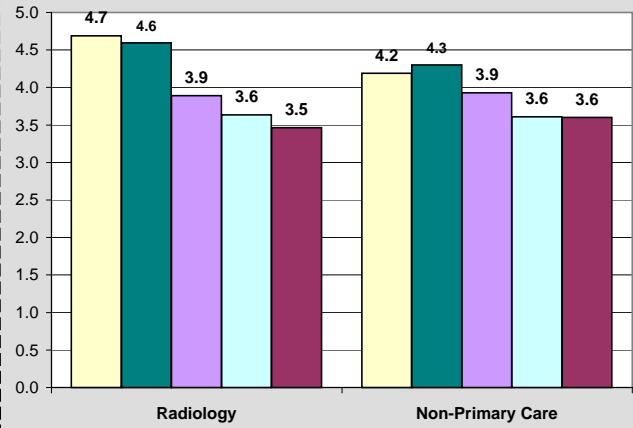
Specialty: Radiology

Legend: 2001 2002 2003 2005 2007

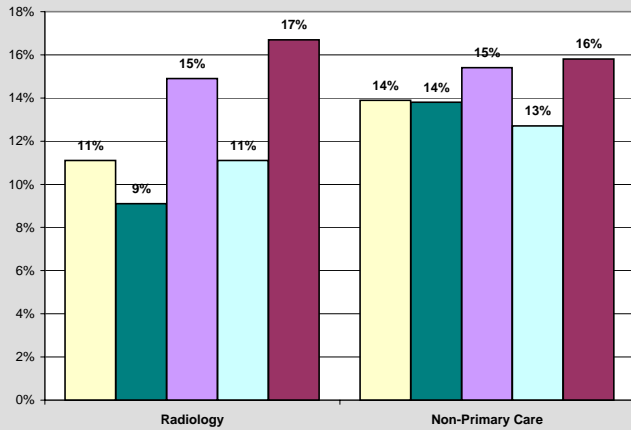
Trends in Median Income*, 2001 - 2007
(in \$,000s of 2007 dollars)



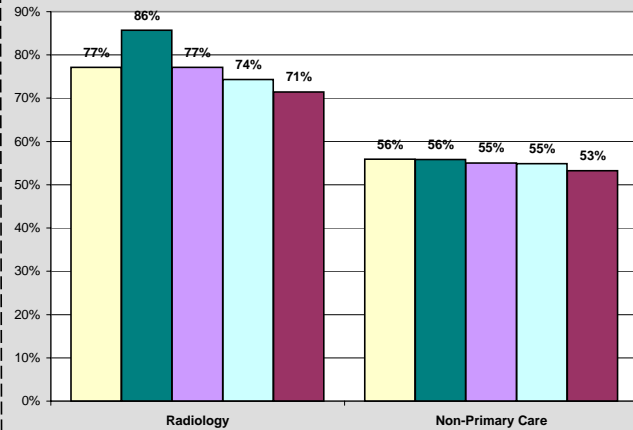
Trends in Mean Number of Job Offers Received*, 2001 - 2007



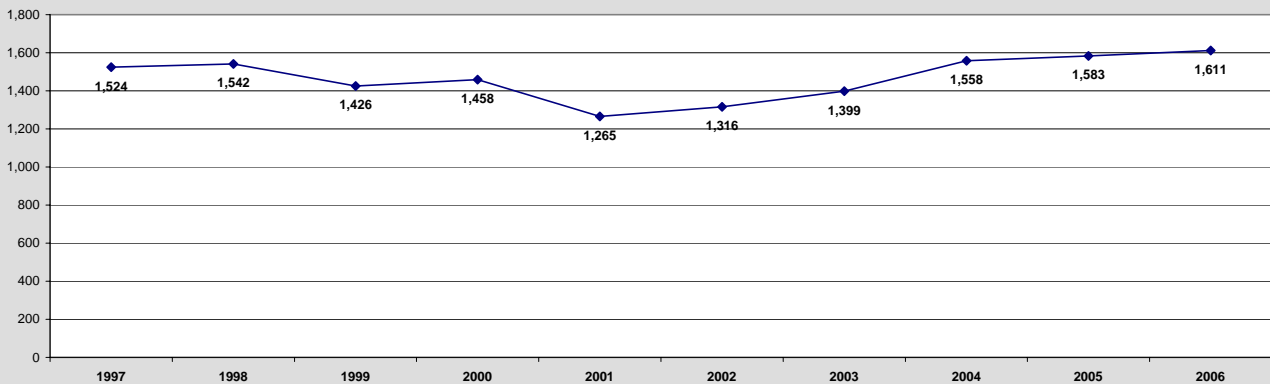
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Radiology, 2001 - 2007



Trends in Number of Graduates of Allopathic Radiology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 54, 2002: n = 64, 2003: n = 53, 2005: n = 44, 2007: n = 47.

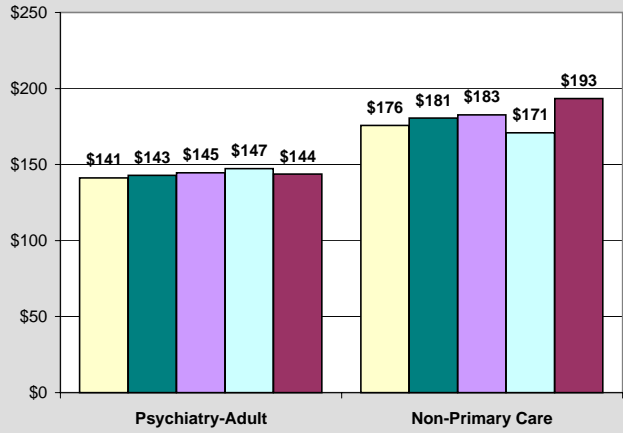
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

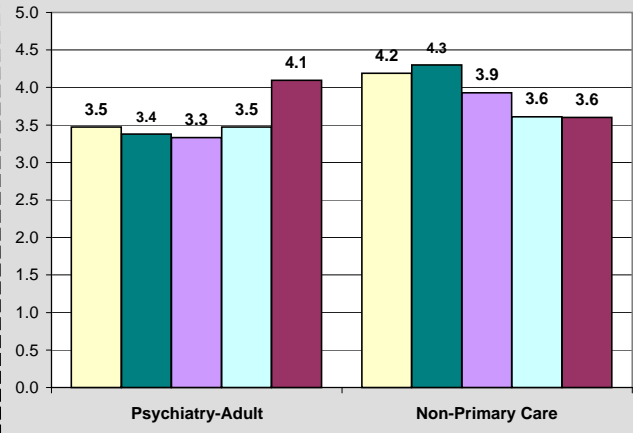
Specialty: Psychiatry-Adult

Legend: 2001 2002 2003 2005 2007

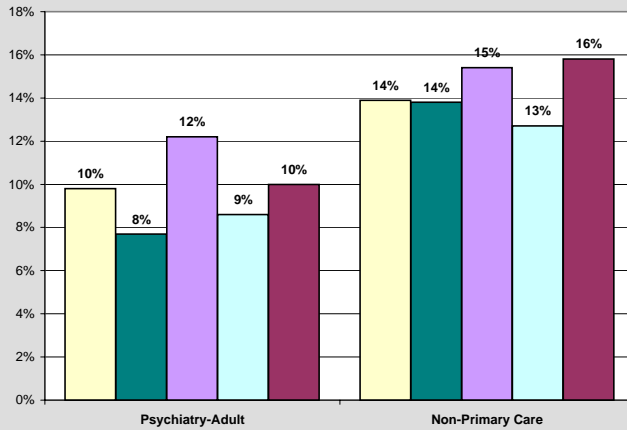
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



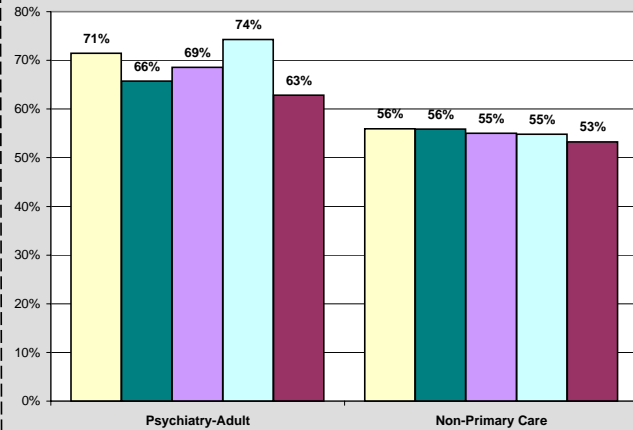
Trends in Mean Number of Job Offers Received*, 2001 - 2007



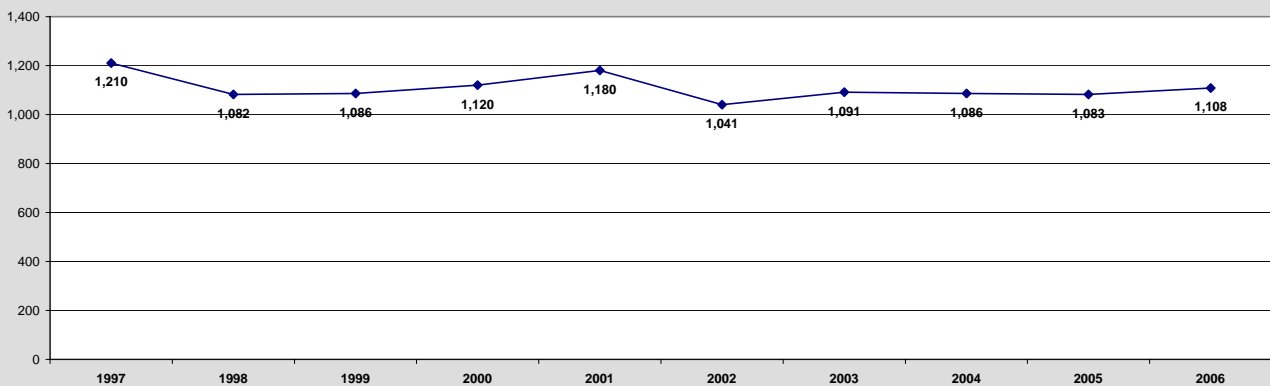
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Psychiatry-Adult, 2001 - 2007



Trends in Number of Graduates of Allopathic Psychiatry-Adult GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 57, 2002: n = 60, 2003: n = 58, 2005: n = 39, 2007: n = 46.

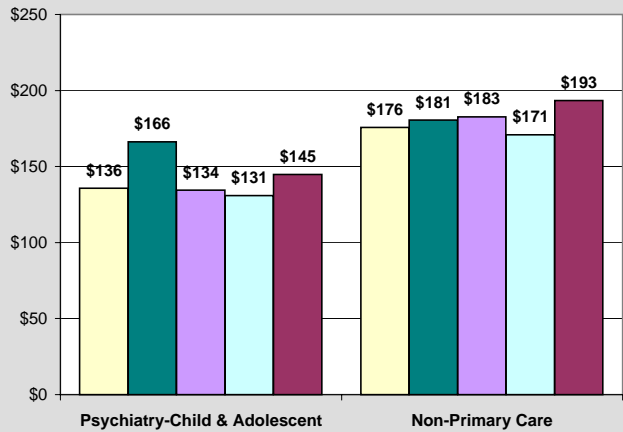
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

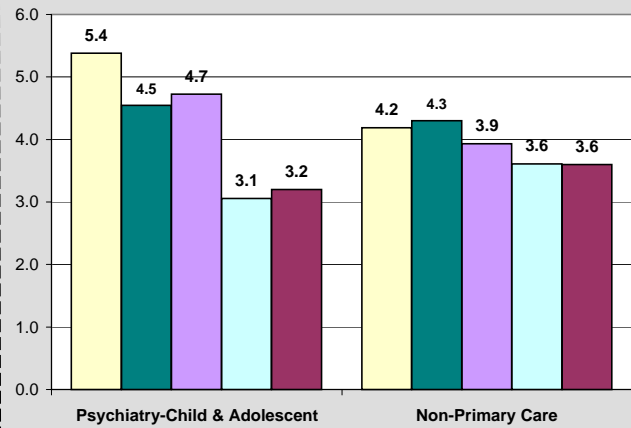
Specialty: Psychiatry-Child & Adolescent

Legend: 2001 2002 2003 2005 2007

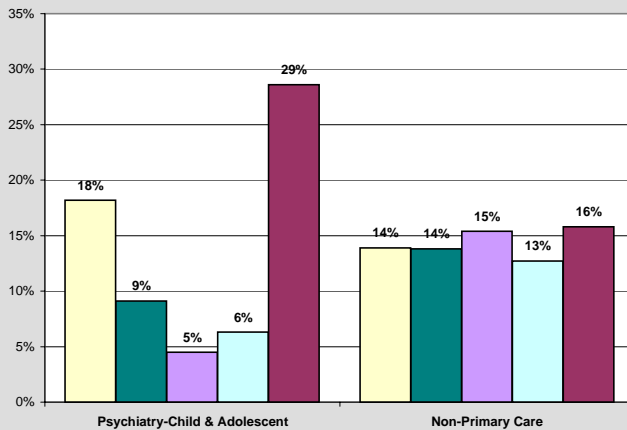
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



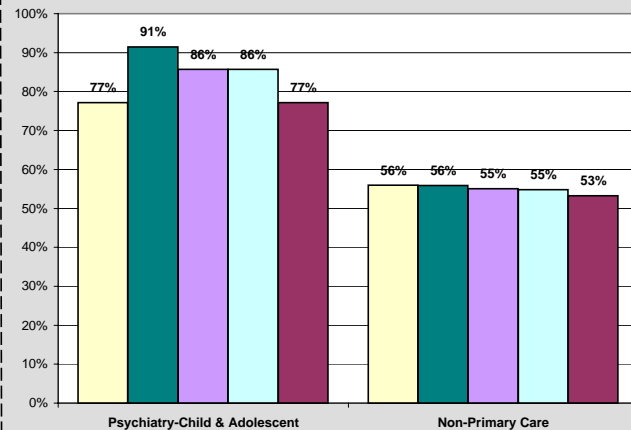
Trends in Mean Number of Job Offers Received*, 2001 - 2007



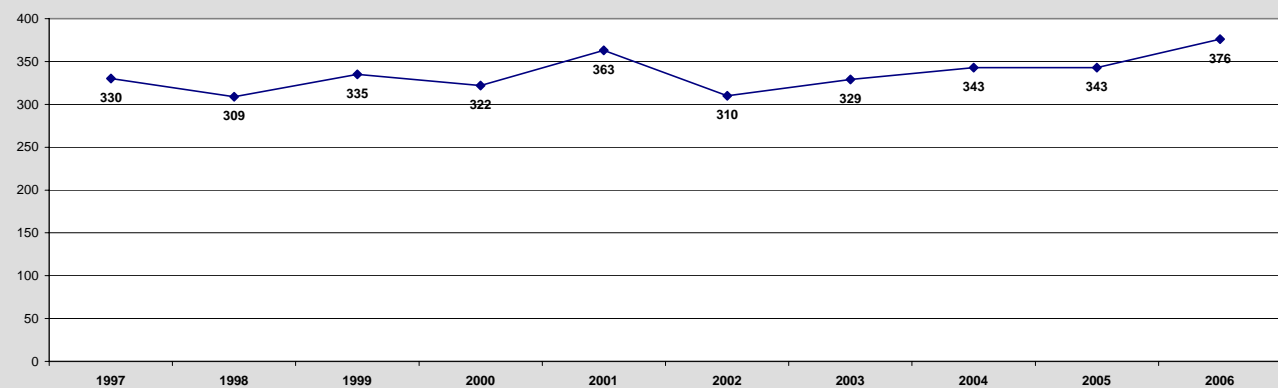
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Psychiatry-Child & Adolescent, 2001 - 2007



Trends in Number of Graduates of Allopathic Psychiatry-Child & Adolescent GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 24, 2002: n = 22, 2003: n = 23, 2005: n = 17, 2007: n = 15.

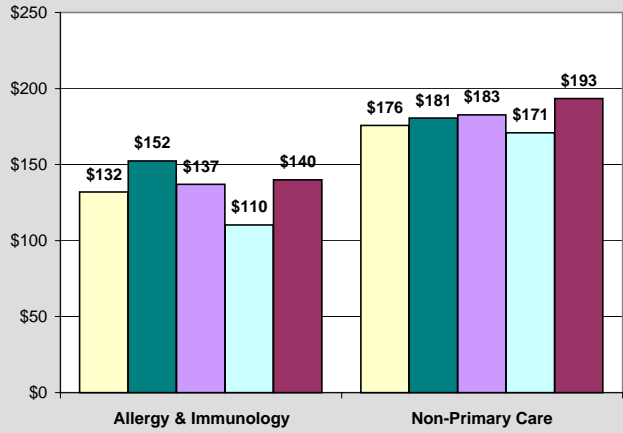
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

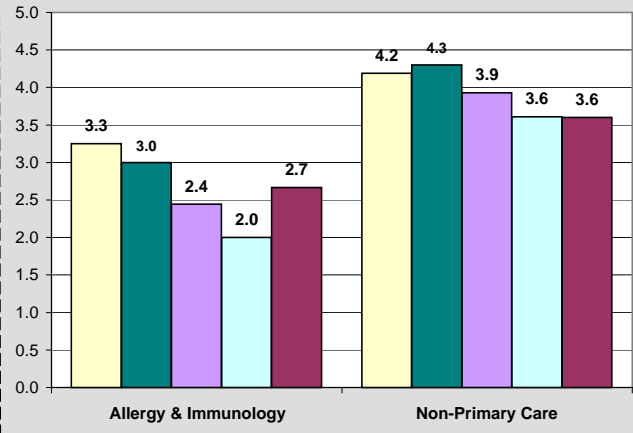
Specialty: Allergy & Immunology

Legend: 2001 2002 2003 2005 2007

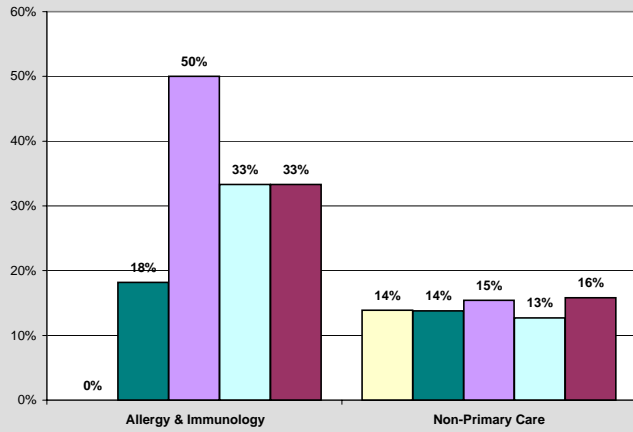
Trends in Median Income*, 2001 - 2007
(in \$,000s of 2007 dollars)



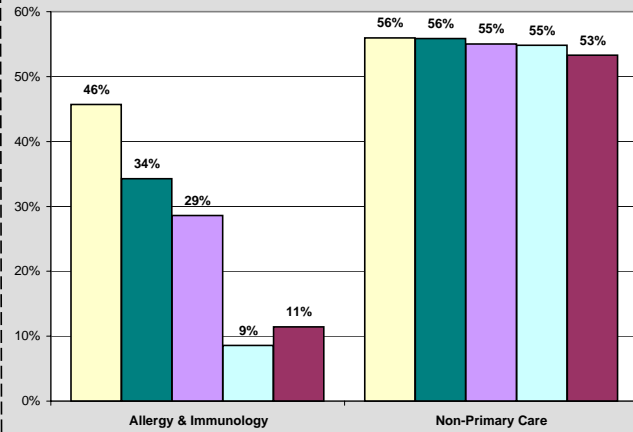
Trends in Mean Number of Job Offers Received*, 2001 - 2007



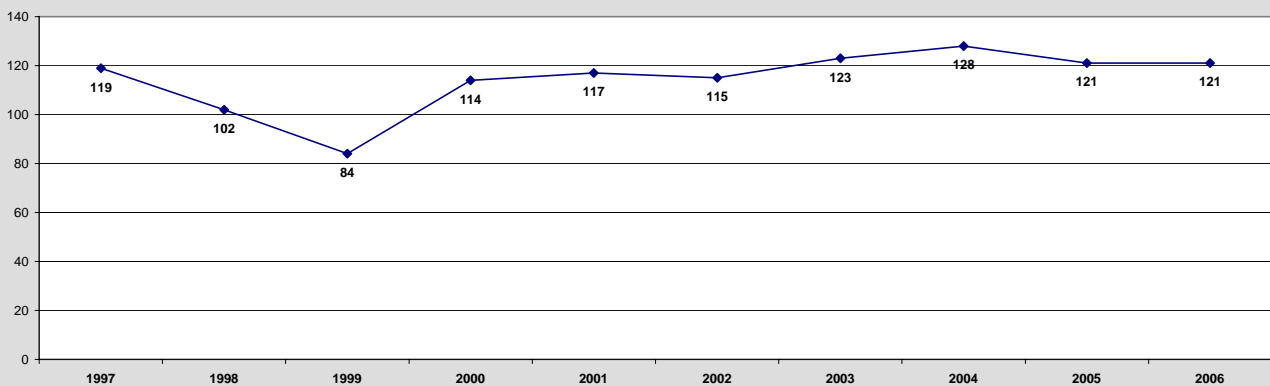
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Allergy & Immunology, 2001 - 2007



Trends in Number of Graduates of Allopathic Allergy & Immunology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 4, 2002: n = 11, 2003: n = 10, 2005: n = 6, 2007: n = 6.

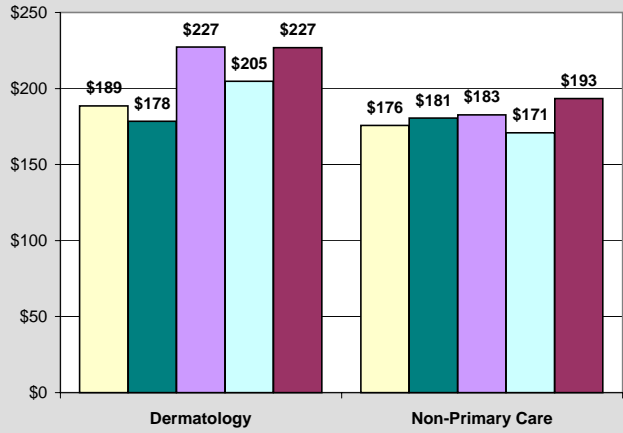
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

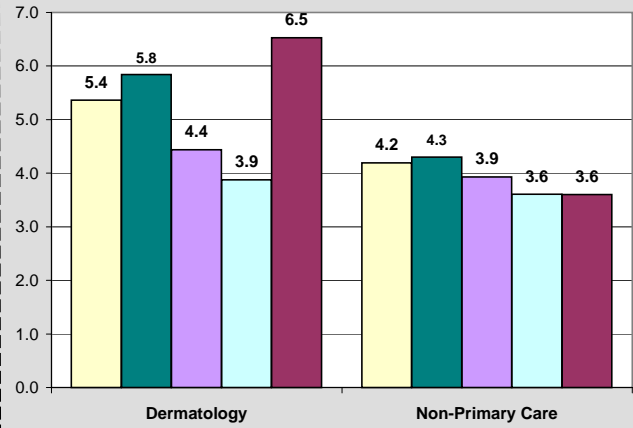
Specialty: Dermatology

Legend: 2001 2002 2003 2005 2007

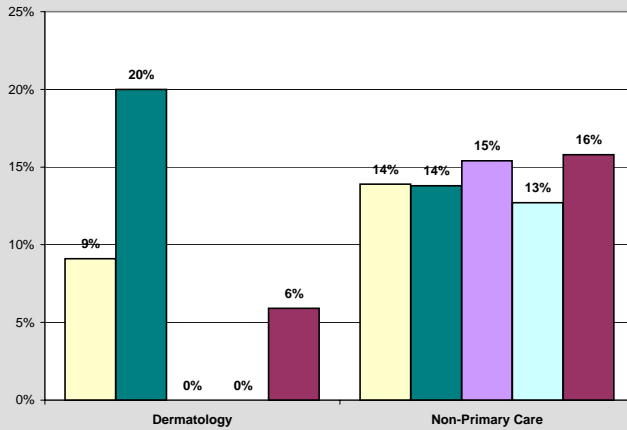
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



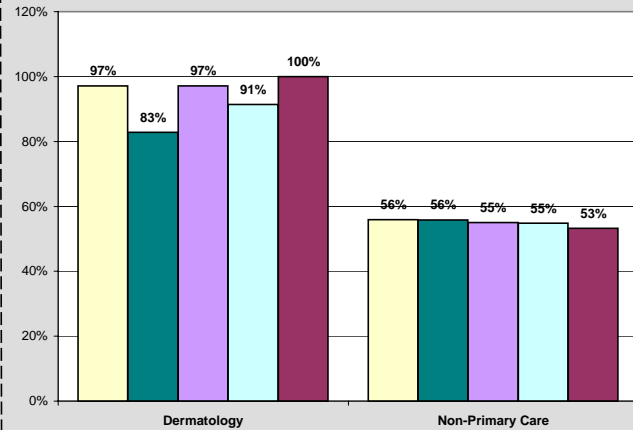
Trends in Mean Number of Job Offers Received*, 2001 - 2007



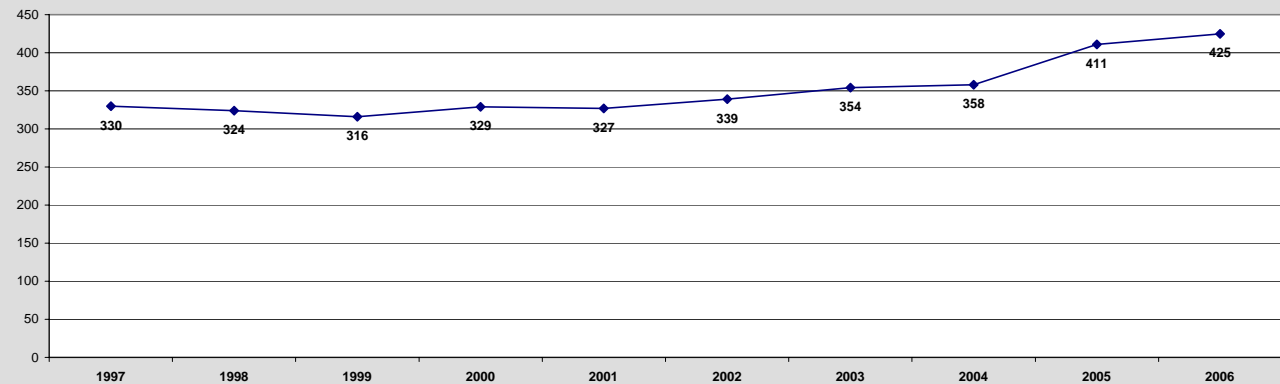
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Dermatology, 2001 - 2007



Trends in Number of Graduates of Allopathic Dermatology GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 22, 2002: n = 26, 2003: n = 26, 2005: n = 17, 2007: n = 18.

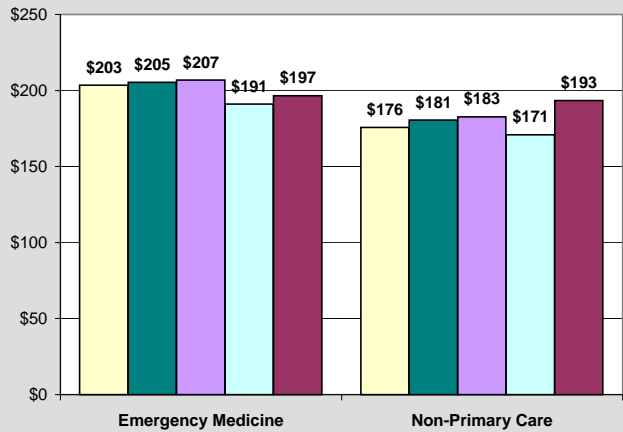
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

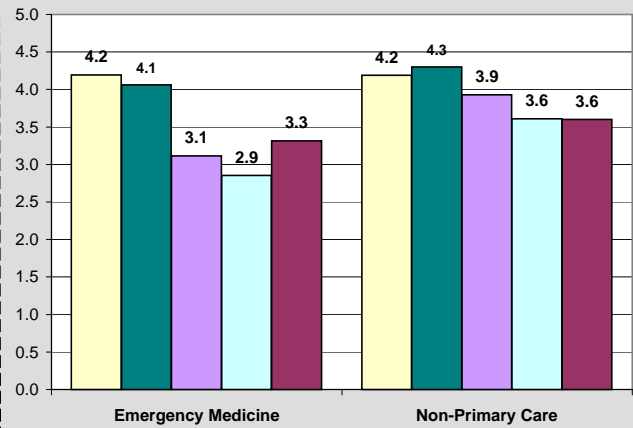
Specialty: Emergency Medicine

Legend: 2001 2002 2003 2005 2007

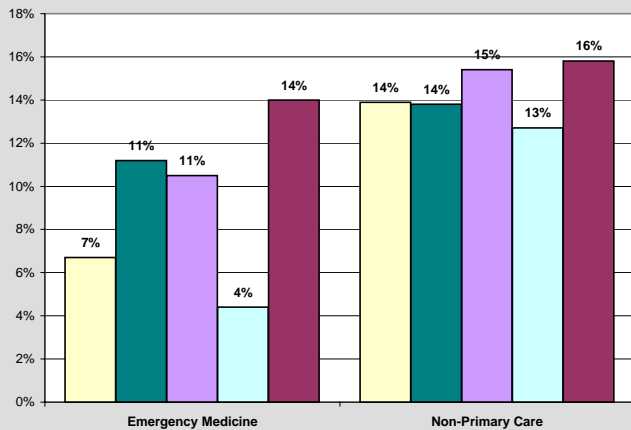
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



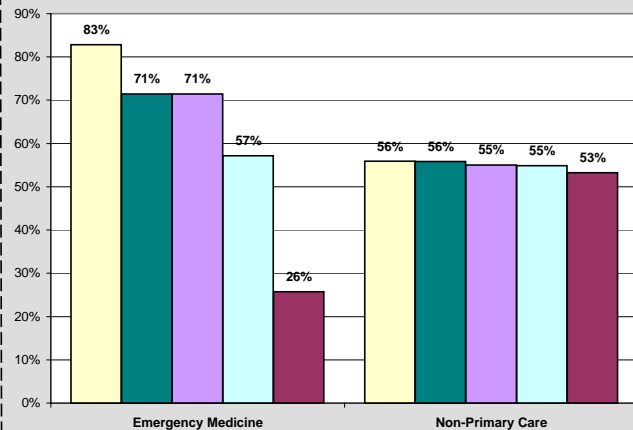
Trends in Mean Number of Job Offers Received*, 2001 - 2007



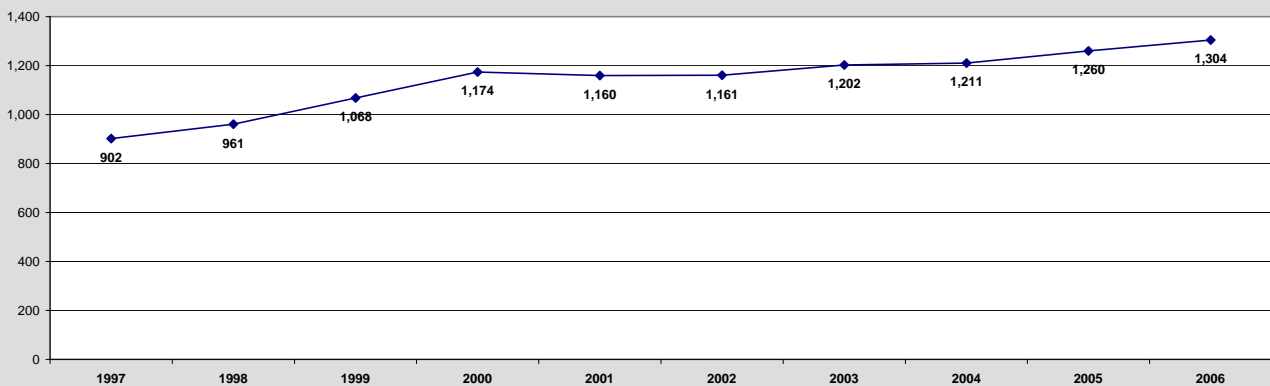
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Emergency Medicine, 2001 - 2007



Trends in Number of Graduates of Allopathic Emergency Medicine GME Programs in the U.S., 1997 - 2006**



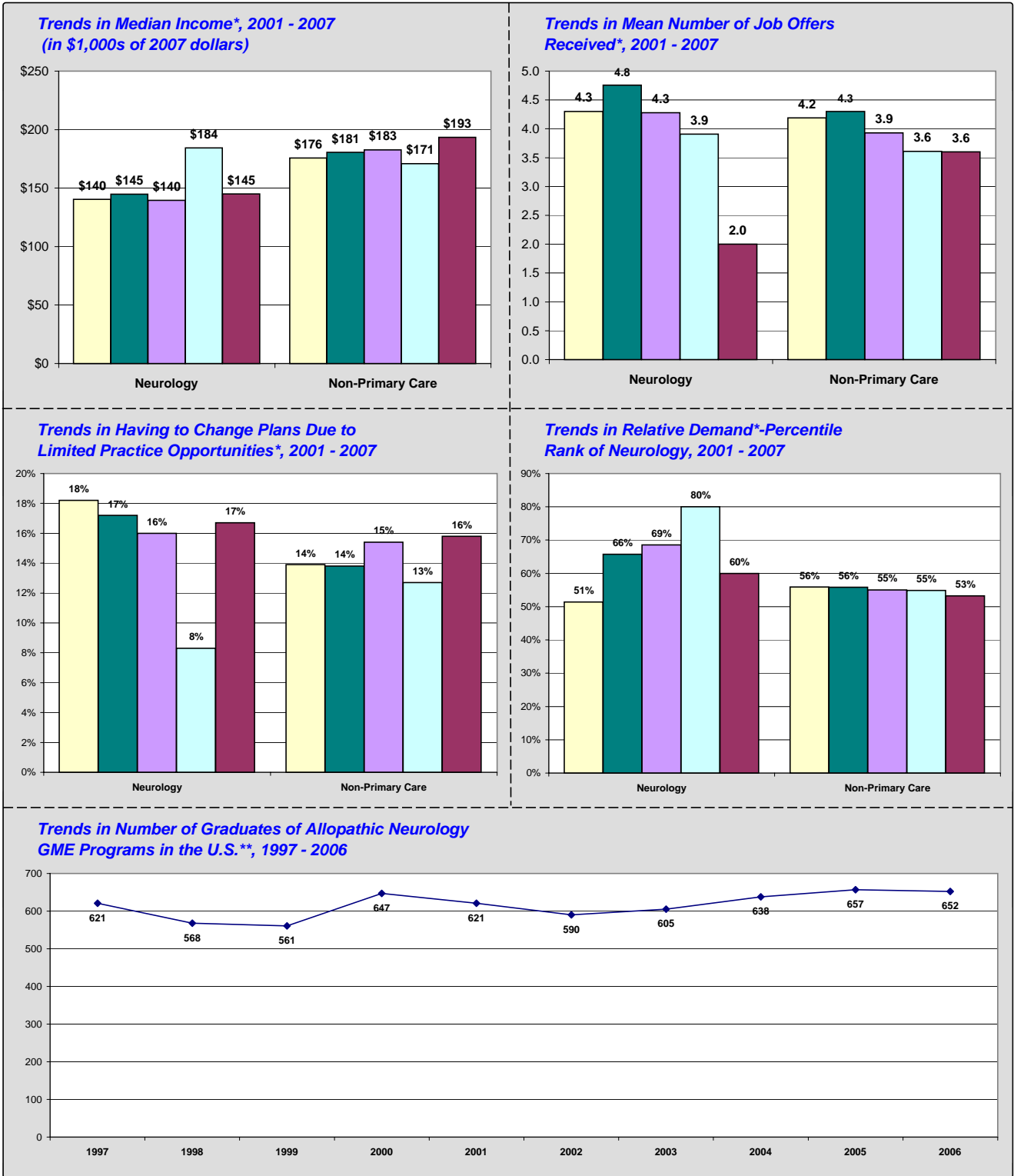
Number of responses: 2001: n = 107, 2002: n = 119, 2003: n = 118, 2005: n = 72, 2007: n = 88.

*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

Specialty: Neurology

Legend: 2001 2002 2003 2005 2007



Number of responses: 2001: n = 18, 2002: n = 31, 2003: n = 28, 2005: n = 13, 2007: n = 15.

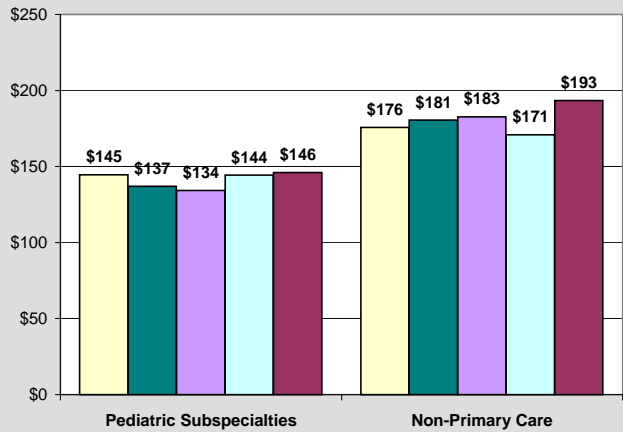
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

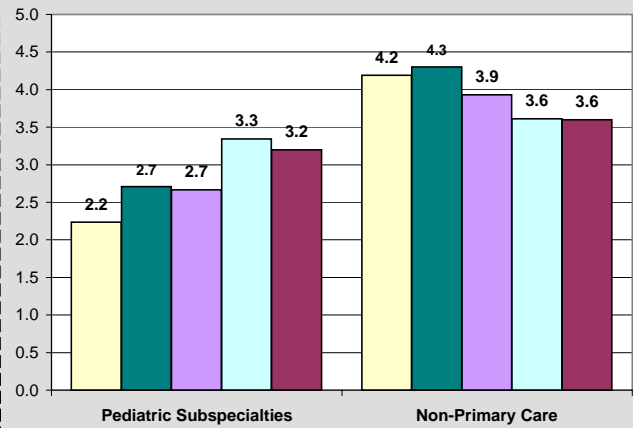
Specialty: Pediatric Subspecialties

Legend: 2001 2002 2003 2005 2007

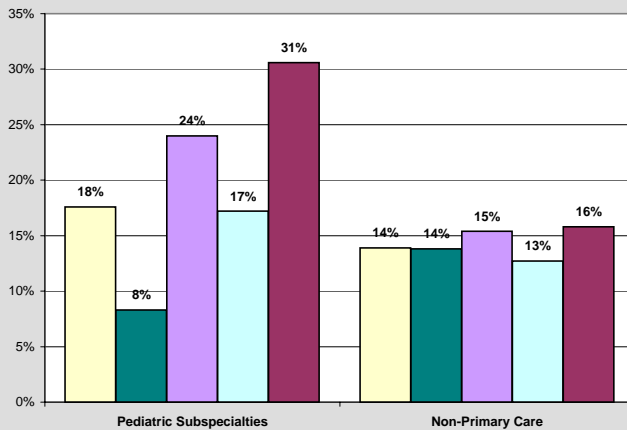
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



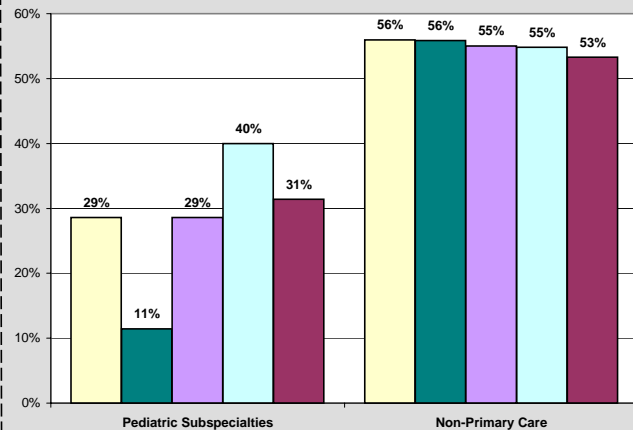
Trends in Mean Number of Job Offers Received*, 2001 - 2007



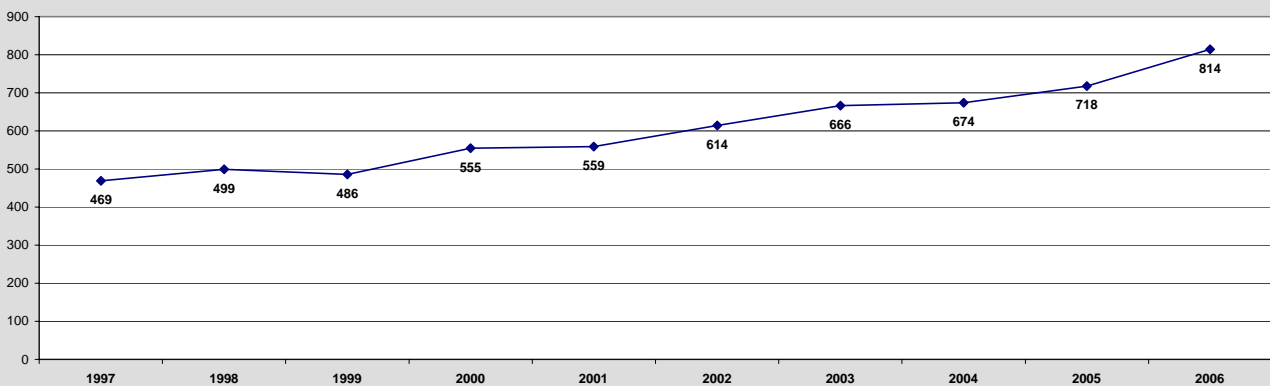
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Pediatric Subspecialties, 2001 - 2007



Trends in Number of Graduates of Allopathic Pediatric Subspecialties GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 18, 2002: n = 24, 2003: n = 28, 2005: n = 30, 2007: n = 39.

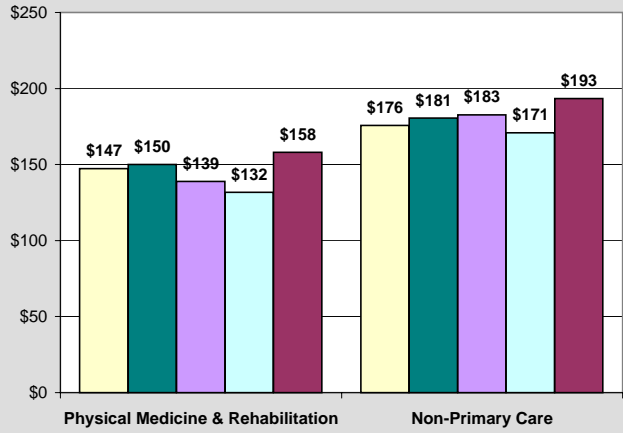
*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

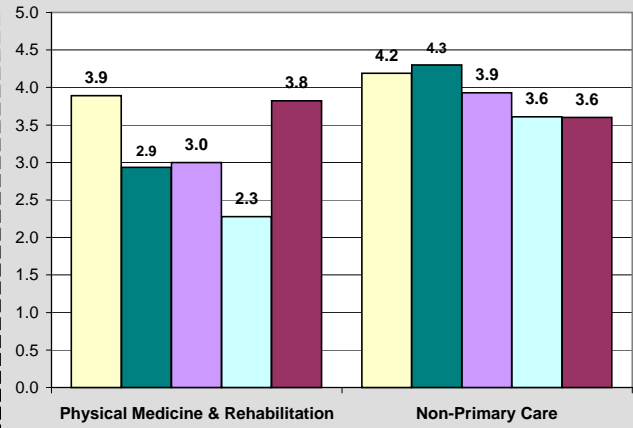
Specialty: Physical Medicine & Rehabilitation

Legend: 2001 2002 2003 2005 2007

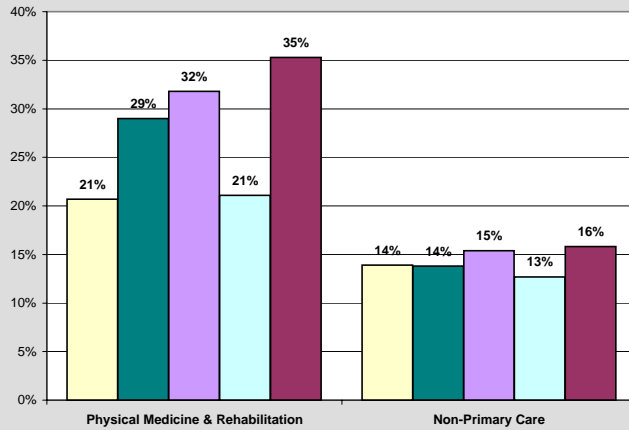
Trends in Median Income*, 2001 - 2007
(in \$1,000s of 2007 dollars)



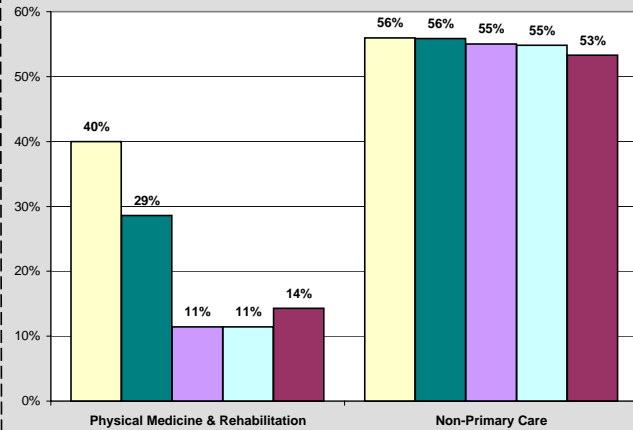
Trends in Mean Number of Job Offers Received*, 2001 - 2007



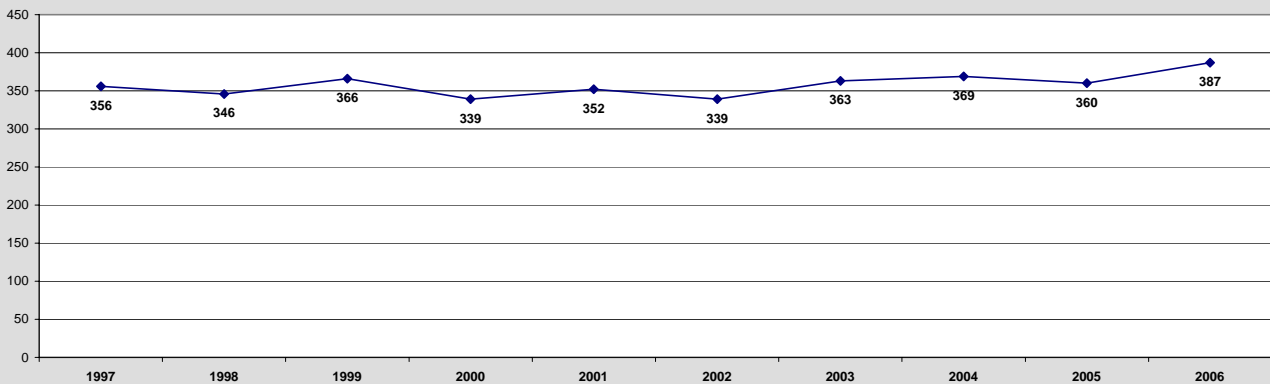
Trends in Having to Change Plans Due to Limited Practice Opportunities*, 2001 - 2007



Trends in Relative Demand*-Percentile Rank of Physical Medicine & Rehabilitation, 2001 - 2007



Trends in Number of Graduates of Allopathic Physical Medicine & Rehabilitation GME Programs in the U.S., 1997 - 2006**



Number of responses: 2001: n = 30, 2002: n = 34, 2003: n = 26, 2005: n = 22, 2007: n = 17.

*Source: CHWS, Survey of Residents Completing Training in New York, 2001 - 2007.

**Source: JAMA Medical Education Editions, 1998 - 2007.

APPENDIX A. Methodology Used to Measure Relative Demand

The Resident Exit Survey cannot be used to determine *absolute* demand for new physicians in different specialties (i.e., it cannot be used to determine the number of physicians necessary to serve a given population). However, by analyzing several questions pertaining to the job market experiences and perceptions of new physicians and comparing responses over time, in different geographical locations, and between specialties, it is possible to assess whether respondents from certain specialties or in certain locations are finding more or fewer practice opportunities (i.e., it measures *relative* demand).

The implication is that while a specialty, such as pathology, may be in low demand relative to other specialties in an absolute sense, there may still be good opportunities for pathologists, but not as good or as many as another specialty that is seeing higher demand (such as child and adolescent psychiatry). In addition, it is not possible to measure the magnitude of the difference in demand between different specialties. So, if the percentile rank of family medicine in New York in 2002 is 26% (i.e., family medicine had a relative rank equal to or better than 26% of the 35 specialties that were ranked), and the percentile rank of obstetrics/gynecology was 52%, this *does not* imply that demand for ob/gyn was twice as strong as for family medicine. The scale is only ordinal.

To measure demand by specialty and develop a ranking of specialties based on demand, a composite demand score was computed by taking a weighted average of the ranks (i.e., where each specialty stood among all specialties) scored by each specialty on each variable used to measure demand (or demand indicator). The following variables were used as indicators of demand:

- ✓ percentage of respondents having difficulty finding a satisfactory practice position;
- ✓ percentage of respondents having to change plans due to limited practice opportunities;
- ✓ mean number of job offers received by respondents;
- ✓ respondents' mean Likert score summarizing their assessment of the regional job market;
- ✓ respondents' mean Likert score summarizing their assessment of the national job market; and
- ✓ trend (i.e., average annual change) in median starting income.

None of these indicators used alone will provide a perfect picture of demand. However, considered together, they provide a good picture of relative demand by specialty. There is a high degree of correlation between the “percentage of respondents with difficulty finding a satisfactory practice position” variable and the “percentage of respondents having to change plans due to limited practice opportunities” variable (i.e., a respondent reporting “difficulty...” was much more likely to also report “having to change plans...”). There is also a high degree of correlation between respondents' assessments of the “regional job market” and the “national job market.” For this reason, the “job offers” variable and the “trends in starting income” variable were each double weighted in computing a composite demand score.

The table on the next page summarizes the rank of each specialty (ranked among 35 specialties) on each demand indicator. The variables are:

- ✓ diff: rank of each specialty based on the percentage of respondents reporting difficulty finding a satisfactory practice position→e.g., the specialty with the lowest percentage of respondents reporting difficulty (neurosurgery) ranked #1 and the specialty with the highest percentage of respondents reporting difficulty (plastic surgery) ranked #35.
- ✓ chpln: rank of each specialty based on the percentage of respondents that had to change plans due to practice opportunities→e.g., the specialty with the lowest percentage of respondents having to change plans (general anesthesiology) ranked #1 and the specialty with the highest percentage of respondents reporting difficulty (thoracic surgery) ranked #35.
- ✓ offrs: rank of each specialty in terms of the mean number of job offers received by respondents (this variable was double weighted in computing the overall demand score) →e.g., the specialty with the most job offers (gastroenterology) ranked #1 and the specialty with the fewest job offers (pathology) ranked #35.
- ✓ reg_mrkt: rank of each specialty in terms of the mean Likert score summarizing respondents' assessments of the regional job market for their specialty→e.g., the specialty with the most positive assessment of the regional job market (general anesthesiology) ranked #1 and the specialty with the least positive assessment of the regional job market (thoracic surgery) ranked #35.
- ✓ nat_mrkt: rank of each specialty in terms of the mean Likert score summarizing respondents' assessments of the national job market for their specialty→e.g., the specialty with the most positive assessment of the national job market (child and adolescent psychiatry) ranked #1 and the specialty with the least positive assessment of the national job market (thoracic surgery) ranked #35.
- ✓ inc_trnd: rank of each specialty in terms the average annual change (or trend) in median starting income levels of respondents from each specialty→e.g., the specialty with the strongest trend in median starting income (critical care medicine) ranked #1 and the specialty with the least positive assessment of the national job market (neurosurgery) ranked #35.

SUMMARY OF RANKS ON DEMAND INDICATORS

Specialty	diff	chpln	offrs*	reg_mrkt	nat_mrkt	inc_trnd*	Median Rank	Overall Rank	Percentile Rank**
Family Medicine	27	23	25	21	18	32	25.0	27	26%
Internal Med-General	34	28	31	27	25	24	27.5	29	20%
Pediatrics-General	28	24	32	28	30	29	29.0	30	17%
IM & Peds (Comb)	26	17	24	23	24	34	24.0	25	31%
Ob/Gyn	20	11	18	17	19	23	18.5	18	51%
Cardiology	7	7	4	4	8	9	7.0	5	89%
Critical Care Med	22	32	28	14	22	1	22.0	23	37%
Endocrinology	25	29	17	12	12	33	21.0	19	49%
Gastroenterology	8	8	1	8	3	5	5.0	2	97%
Geriatrics	29	21	22	24	20	20	21.5	21	43%
Hematology/Onc	13	16	11	15	10	10	11.0	9	77%
Infectious Disease	14	25	21	22	16	21	21.0	19	49%
Nephrology	19	19	9	16	7	28	17.5	16	57%
Pulmonary Disease	18	22	5	19	27	17	17.5	16	57%
Rheumatology	23	31	19	20	17	27	21.5	21	43%
Surgery-General	30	26	27	31	28	11	27.0	28	23%
Neurosurgery	1	3	2	29	21	35	12.0	10	74%
Ophthalmology	24	30	29	32	32	8	29.0	30	17%
Orthopedic Surgery	11	20	8	18	23	15	15.0	15	60%
Otolaryngology	9	13	12	13	15	16	13.0	11	71%
Plastic Surgery	35	34	34	34	34	3	34.0	35	3%
Thoracic Surgery	32	35	30	35	35	22	31.0	32	11%
Urology	5	2	7	11	9	14	8.0	7	83%
Anesthesiology-Gen	2	1	13	1	2	6	4.0	1	100%
Pain Management	4	4	16	7	6	2	5.0	2	97%
Pathology	33	27	35	33	33	26	33.0	34	6%
Radiology	6	5	10	9	13	4	7.5	6	86%
Psychiatry-Adult	10	9	20	3	5	19	14.5	13	66%
Psych-Child & Adol	15	10	6	5	1	7	6.5	4	91%
Allergy & Immun	21	18	26	30	26	13	23.5	24	34%
Dermatology	12	14	3	2	4	18	8.0	7	83%
Emergency Medicine	3	6	15	6	11	30	13.0	11	71%
Neurology	16	15	14	10	14	25	14.5	13	66%
Pediatric Subspecs	17	12	33	25	31	31	31.0	32	11%
Phys Med & Rehab	31	33	23	26	29	12	24.5	26	29%

*The job offers variable and the income trend variable were each double weighted in computing the median rank.

**The percentile rank is the percentage of all 35 specialties with a median demand rank equal to or lower than each specialty.

The following example illustrates how the demand score was calculated for family medicine in New York in 2002:

Median Rank_{FP} = median (diff, chpln, offrs, offrs, reg_mrkt, nat_mrkt, inc_trnd, inc_trnd)

Median Rank_{FP} = median (27, 23, 25, 25, 21, 18, 32, 32)

Median Rank_{FP} = 25.0***

***With a median rank of 25.0, family medicine ranked 27 out of 35 specialties. The percentile rank is computed as:

$\%rank_{FP} = \{ 1 - (Rank_{FP} / \#specs) + (1 / \#specs) \}$ where “#specs” is the number of specialties being ranked. In New York in 2002, there were 35 specialties being ranked, so the percentile rank of family medicine is:

$$\%rank_{FP} = \{ 1 - (27 / 35) + (1 / 35) \} \simeq 26\%.$$

APPENDIX B. Specialty Comparison Groups

SPECIALTY COMPARISON GROUPS

<u>Specialty</u>	<u>Comparison Group</u> *
Family Medicine	Primary Care
Internal Medicine-General	Primary Care
Pediatrics-General	Primary Care
Internal Medicine/Pediatrics	Primary Care
Obstetrics/Gynecology	Non-Primary Care
Cardiology	Medicine Subspecialties
Critical Care Medicine	Medicine Subspecialties
Endocrinology	Medicine Subspecialties
Gastroenterology	Medicine Subspecialties
Geriatrics	Medicine Subspecialties
Hematology/Oncology	Medicine Subspecialties
Infectious Disease	Medicine Subspecialties
Nephrology	Medicine Subspecialties
Pulmonary Disease	Medicine Subspecialties
Rheumatology	Medicine Subspecialties
Surgery-General	Non-Primary Care
Neurosurgery	Surgical Subspecialties
Ophthalmology	Surgical Subspecialties
Orthopedic Surgery	Surgical Subspecialties
Otolaryngology	Surgical Subspecialties
Plastic Surgery	Surgical Subspecialties
Thoracic Surgery	Surgical Subspecialties
Urology	Surgical Subspecialties
Anesthesiology-General	Non-Primary Care
Pain Management	Non-Primary Care
Pathology	Non-Primary Care
Radiology	Non-Primary Care
Psychiatry-Adult	Non-Primary Care
Psychiatry-Child & Adolescent	Non-Primary Care
Allergy & Immunology	Non-Primary Care
Dermatology	Non-Primary Care
Emergency Medicine	Non-Primary Care
Neurology	Non-Primary Care
Pediatric Subspecialties	Non-Primary Care
Physical Medicine & Rehabilitation	Non-Primary Care

*In each specialty profile, statistics for the specialty are presented next to the average of all specialties in the group to which the specialty belongs (i.e., the comparison group). As an example, the starting median of family practice is compared to the median starting income of all primary care. Likewise, the relative demand (or percentile rank) of cardiology is compared against the average percentile rank of all medicine subspecialties.

APPENDIX C. 2007 NY Resident Exit Survey Instrument

10. What do you expect to be doing after completion of your current training program?

Primary Activity (mark only one)

- Patient Care/Clinical Practice (in Non-Training position)
- Additional Subspecialty Training or Fellowship
- Chief Resident
- Teaching/Research (in Non-Training position)
- Temporarily Out of Medicine
- Other (specify): _____
- Undecided/Don't know yet

11. Specialty you are **COMPLETING** in 2007 (select only one)

12. If subspecializing/doing additional fellowship: Specialty you are **ENTERING** (select only one)

- | | | | | |
|-----------------------|-------|-----------------------|-------|---|
| <input type="radio"/> | | <input type="radio"/> | | Allergy and Immunology |
| <input type="radio"/> | | <input type="radio"/> | | Anesthesiology (General) |
| <input type="radio"/> | | <input type="radio"/> | | Anesthesiology–Pain Management |
| <input type="radio"/> | | <input type="radio"/> | | Other Anesthesiology Subspecialty–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Dermatology |
| <input type="radio"/> | | <input type="radio"/> | | Emergency Medicine |
| <input type="radio"/> | | <input type="radio"/> | | Family Medicine |
| <input type="radio"/> | | <input type="radio"/> | | Internal Medicine (General) |
| <input type="radio"/> | | <input type="radio"/> | | Cardiology |
| <input type="radio"/> | | <input type="radio"/> | | Critical Care Medicine |
| <input type="radio"/> | | <input type="radio"/> | | Endocrinology and Metabolism |
| <input type="radio"/> | | <input type="radio"/> | | Gastroenterology |
| <input type="radio"/> | | <input type="radio"/> | | Geriatrics |
| <input type="radio"/> | | <input type="radio"/> | | Hematology/Oncology |
| <input type="radio"/> | | <input type="radio"/> | | Infectious Disease |
| <input type="radio"/> | | <input type="radio"/> | | Nephrology |
| <input type="radio"/> | | <input type="radio"/> | | Pulmonary Disease/CCM |
| <input type="radio"/> | | <input type="radio"/> | | Rheumatology |
| <input type="radio"/> | | <input type="radio"/> | | Other Internal Medicine Subspecialty–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Internal Medicine and Pediatrics (Combined) |
| <input type="radio"/> | | <input type="radio"/> | | Neurology |
| <input type="radio"/> | | <input type="radio"/> | | Nuclear Medicine |
| <input type="radio"/> | | <input type="radio"/> | | Obstetrics and Gynecology (General) |
| <input type="radio"/> | | <input type="radio"/> | | Obstetrics and Gynecology (Subspecialty)–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Pathology (General) |
| <input type="radio"/> | | <input type="radio"/> | | Pathology (Subspecialty)–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Pediatrics (General) |
| <input type="radio"/> | | <input type="radio"/> | | Pediatrics (Subspecialty)–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Physical Medicine and Rehabilitation |
| <input type="radio"/> | | <input type="radio"/> | | Preventive Medicine/Public Health/Occupational Medicine |
| <input type="radio"/> | | <input type="radio"/> | | Psychiatry |
| <input type="radio"/> | | <input type="radio"/> | | Child and Adolescent Psychiatry |
| <input type="radio"/> | | <input type="radio"/> | | Other Psychiatry Subspecialty–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Radiology (Diagnostic) |
| <input type="radio"/> | | <input type="radio"/> | | Radiology (Therapeutic) |
| <input type="radio"/> | | <input type="radio"/> | | Surgery (General) |
| <input type="radio"/> | | <input type="radio"/> | | Cardio-Thoracic Surgery |
| <input type="radio"/> | | <input type="radio"/> | | Neurological Surgery |
| <input type="radio"/> | | <input type="radio"/> | | Ophthalmology |
| <input type="radio"/> | | <input type="radio"/> | | Orthopedic Surgery |
| <input type="radio"/> | | <input type="radio"/> | | Otolaryngology |
| <input type="radio"/> | | <input type="radio"/> | | Plastic Surgery |
| <input type="radio"/> | | <input type="radio"/> | | Urology |
| <input type="radio"/> | | <input type="radio"/> | | Other Surgical Subspecialty–specify: _____ |
| <input type="radio"/> | | <input type="radio"/> | | Other–specify: _____ |



C. If you are **not** going to practice in New York, please indicate the main reason why. (mark only one)

- Overall lack of jobs/practice opportunities in New York
- Lack of jobs/practice opportunities in New York due to visa status
- Lack of jobs/practice opportunities in desired locations in New York
- Lack of jobs/practice opportunities in desired practice setting (e.g., hospital, group practice, etc.) in New York
- Inadequate salary/compensation offered in New York
- Cost of malpractice insurance in New York
- Lack of employment opportunities for spouse/partner in New York
- Proximity to family
- Climate
- Never intended to practice in New York
- Other (specify): _____

21. How many years do you expect to be at your principal practice?
 1 2 3 4 5 or more

22. Which best describes the demographics of the area in which you will be practicing?
 Inner City
 Other Area within Major City
 Suburban
 Small City (population less than 50,000)
 Rural

23. How will you be compensated at your principal practice:
 Salary without Incentive
 Salary with Incentive
 Fee for Service
 Other (specify): _____

24. Expected Gross Income during first year of practice:

<p>A. <u>Base Salary/Income</u></p> <ul style="list-style-type: none"> <input type="radio"/> Less than \$70,000 <input type="radio"/> \$70,000–\$79,999 <input type="radio"/> \$80,000–\$89,999 <input type="radio"/> \$90,000–\$99,999 <input type="radio"/> \$100,000–\$109,999 <input type="radio"/> \$110,000–\$119,999 <input type="radio"/> \$120,000–\$129,999 <input type="radio"/> \$130,000–\$139,999 <input type="radio"/> \$140,000–\$149,999 <input type="radio"/> \$150,000–\$174,999 <input type="radio"/> \$175,000–\$199,999 <input type="radio"/> \$200,000–\$224,999 <input type="radio"/> \$225,000–\$249,999 <input type="radio"/> \$250,000 and over 	<p>B. <u>Anticipated Additional Incentive Income</u></p> <ul style="list-style-type: none"> <input type="radio"/> None <input type="radio"/> Less than \$5,000 <input type="radio"/> \$5,000–\$9,999 <input type="radio"/> \$10,000–\$14,999 <input type="radio"/> \$15,000–\$19,999 <input type="radio"/> \$20,000–\$24,999 <input type="radio"/> \$25,000–\$29,999 <input type="radio"/> \$30,000–\$34,999 <input type="radio"/> \$35,000–\$39,999 <input type="radio"/> \$40,000–\$44,999 <input type="radio"/> \$45,000–\$49,999 <input type="radio"/> \$50,000 and over
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25. What is your level of satisfaction with your salary/compensation?

- Very Satisfied
- Somewhat Satisfied
- Not Too Satisfied
- Very Dissatisfied

E. EXPERIENCE IN JOB MARKET
 (If you are going into patient care or have considered going into patient care, please complete the following.)

26. Did you have difficulty finding a practice position you were satisfied with?

- Yes
- No
- Haven't looked yet (Skip to Question #29)

A. If Yes, what would you say was the main reason? (mark only one)

- Overall lack of jobs/practice opportunities
- Lack of jobs/practice opportunities due to visa status
- Lack of jobs/practice opportunities in desired locations
- Lack of jobs/practice opportunities in desired practice setting (e.g., hospital, group practice, etc.)
- Inadequate salary/compensation offered
- Lack of employment opportunities for spouse/partner
- Other (specify): _____

27. Did you have to change your plans because of limited practice opportunities?

- Yes
- No
- Haven't looked yet (Skip to Question #29)

28. How many offers for employment/practice positions did you receive (excluding fellowships, chief residency and other training positions)?

- None
- 1
- 2
- 3
- 4
- 5
- 6–10
- Over 10

29. What is your overall assessment of practice opportunities in your specialty, and within 50 miles of the site where you trained?

- Many Jobs
- Some Jobs
- Few Jobs
- Very Few Jobs
- No Jobs
- Unknown

30. What is your overall assessment of practice opportunities in your specialty nationally?

- Many Jobs
- Some Jobs
- Few Jobs
- Very Few Jobs
- No Jobs
- Unknown

THANK YOU FOR COMPLETING THIS IMPORTANT SURVEY.



