

GRADUATE MEDICAL EDUCATION TRENDS IN NEVADA – 2020

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Graduate Medical Education Trends in Nevada – 2020 is a publication from the Nevada Health Workforce Research Center in the Office of Statewide Initiatives at the University of Nevada, Reno School of Medicine.

The mission of the Office of Statewide Initiatives is to improve the health of Nevadans through statewide engagement, education, and research.

The purpose of the Nevada Health Workforce Research Center is to improve the collection and analysis of data on health workforce supply and demand to enhance health workforce planning and development in Nevada.

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Graduate Medical Education Trends in Nevada – 2020

Graduate Medical Education Trends in Nevada – 2020 contains current information about physicians who have completed accredited residency and fellowship programs in Nevada. A complete list of accredited graduate medical education (GME) programs in Nevada is contained in Appendix A. This research brief utilizes data from an annual survey of physicians completing GME in Nevada over the past decade. The survey instrument is contained in Appendix B.

The survey has been undertaken by the Office of Statewide Initiatives (OSI) at the University of Nevada, Reno School of Medicine since 2004. In 2020, surveys were received from 161 of 194 GME graduates in Nevada, a response rate of 83.0%. The OSI survey data contained in this report is supplemented with licensure data from the Nevada State Board of Medical Examiners and the Nevada State Board of Osteopathic Medicine to determine overall retention rates.

Highlights from the 2020 survey include:

- 39.2% of GME graduates will remain in Nevada to begin clinical practice or pursue additional training and 60.8% plan to leave Nevada
- 43.8% of graduates from primary care residency programs (family medicine, internal medicine, and pediatrics) will remain in Nevada to begin clinical practice or continue training and 56.2% plan to leave Nevada
- 77.9% of GME graduates are allopathic physicians (MD) and 22.1% are osteopathic physicians (DO)
- 93.1% of graduates are non-native Nevadans and only 6.9% are native Nevadans
- 65.0% of GME graduates are from U.S. medical schools (USMG) and 35.0% are international medical graduates (IMG)
- 59.3% of graduates are men and 40.7% are women
- 34.6% of GME graduates have no educational debt at time of GME graduation and 65.4% of graduates report carrying some level of debt
- Of the 64 GME graduates leaving Nevada to begin clinical practice, 40.4% will begin work in California

Figure 1 highlights the post-GME plans of the 194 physicians who graduated from GME programs in Nevada. In 2020, 39.2% of physicians completing GME training report that they will remain in Nevada upon graduation while 60.8% are planning to relocate to another state. A key finding of this report is that 54 of the 68 (79.4%) of the physicians pursuing additional training are leaving the state for fellowships and subspecialty training that is in short supply or nonexistent in Nevada.

Figure 1: Employment, Training, and Location Plans of GME Graduates in Nevada – 2020

	Beginning Clinical Practice	Continuing Training	Total
Remaining in Nevada	62 (32.0%)	14 (7.2%)	76 (39.2%)
Leaving Nevada	64 (33.0%)	54 (27.8%)	118 (60.8%)
Total	126 (65.0%)	68 (35.0%)	194 (100.0%)

Note: This figure summarizes responses to the 2020 survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives, supplemented with licensure data from the Nevada State Board of Medical Examiners and the Nevada State Board of Osteopathic Medicine.

Figure 2 presents the post-GME plans of 1,204 physicians completing residencies and fellowships in Nevada since 2011. Information in this figure summarizes reported plans at the time of graduation for each annual cohort. This figure does not capture where those graduates are currently practicing. At the time of graduation, 41.1% of physicians completing GME training reported that they will remain in Nevada, as compared to 58.9% who reported that they will leave Nevada to begin practice or pursue additional training. Over the past decade, four of five left Nevada and one in five remained in Nevada to pursue additional training. These findings strongly suggest that the development of fellowship programs in Nevada holds the potential for increasing the number of GME graduates who ultimately remain in Nevada to begin practice.

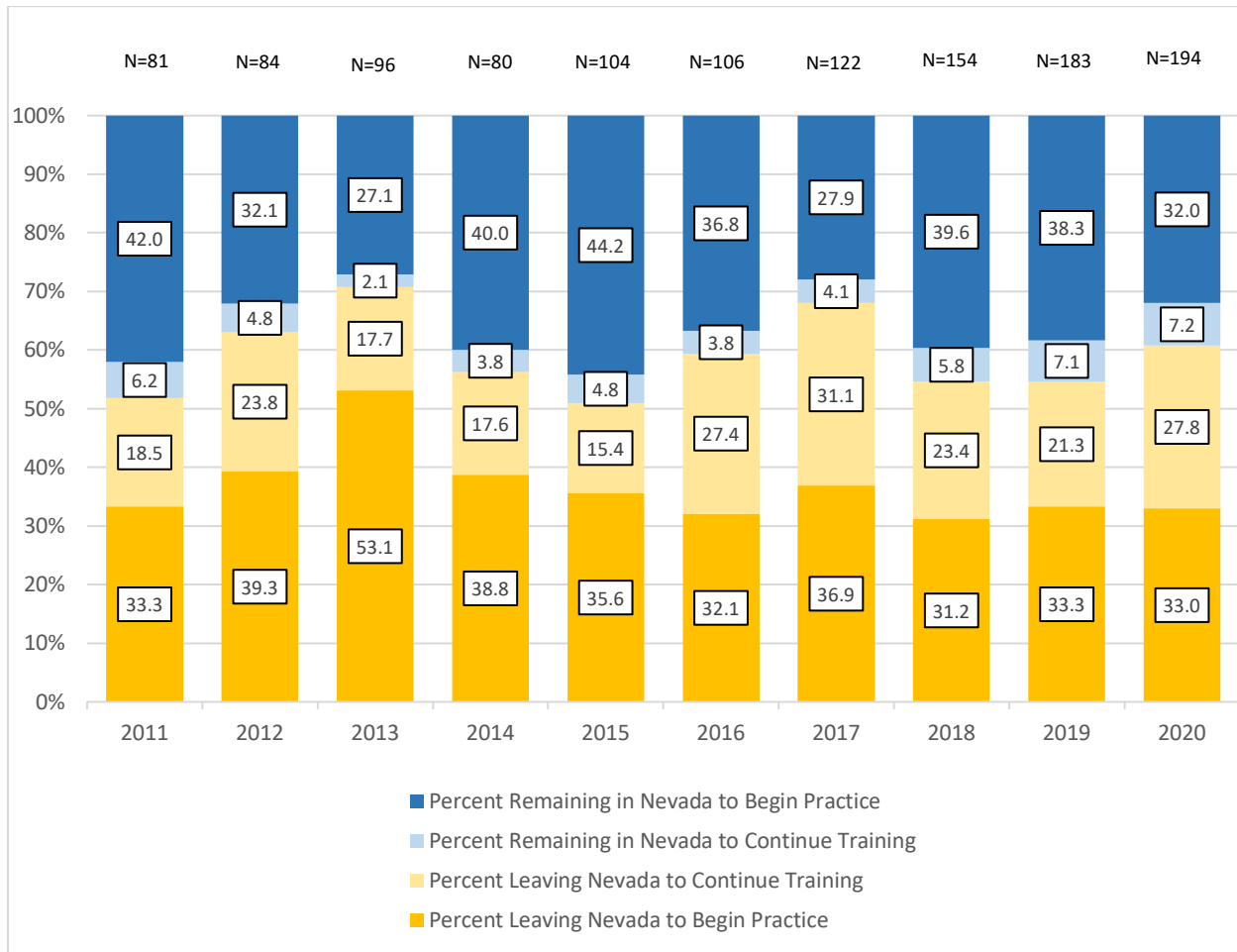
Figure 2: Employment, Training, and Location Plans of GME Graduates in Nevada – 2011 to 2020

	Beginning Clinical Practice	Continuing Training	Total
Remaining in Nevada	431 (35.8%)	64 (5.3%)	495 (41.1%)
Leaving Nevada	431 (35.8%)	278 (23.1%)	709 (58.9%)
Total	862 (71.6%)	342 (28.4%)	1,204 (100.0%)

Note: This figure summarizes responses to the annual survey of physicians completing graduate medical education (GME) over the past ten years in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives, supplemented with licensure data from the Nevada State Board of Medical Examiners and the Nevada State Board of Osteopathic Medicine.

Figure 3 highlights that the number of physicians completing GME in Nevada grew from 81 graduates in 2011 to 194 graduates in 2020, a growth rate of 139.5%. Over the past decade, the percent of physicians who remained in Nevada to begin practice or continue training ranged from a low of 29.2% in 2013 to a high of 49.0% in 2015. In 2020, only 7.2% of graduates remained in Nevada to pursue additional training, as compared to 27.8% who left the state to pursue fellowships or additional subspecialty training. These data highlight the substantial proportion of GME graduates who continue to leave the state for fellowships which do not exist in Nevada.

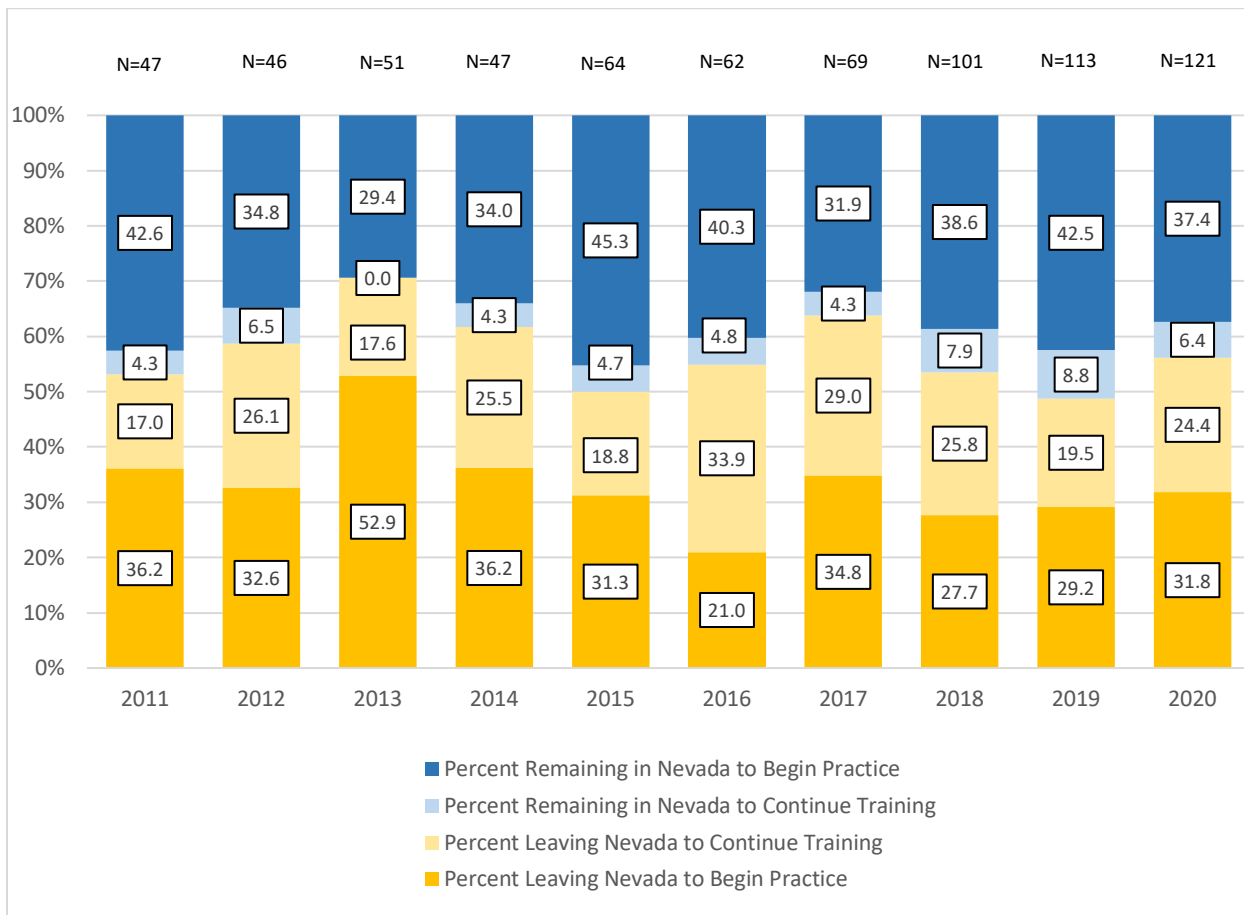
Figure 3: Employment, Training, and Location Plans of GME Graduates in Nevada – 2011 to 2020



Note: This figure summarizes responses to the annual survey of physicians completing graduate medical education (GME) in Nevada over the past ten years undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives, supplemented with licensure data from the Nevada State Board of Medical Examiners and the Nevada State Board of Osteopathic Medicine. N=number of annual graduates.

Figure 4 highlights that the number of physicians completing primary care residency programs (family medicine, internal medicine, and pediatrics) in Nevada grew from 47 graduates in 2011 to 121 graduates in 2020, a growth rate of 157.4%. Over the past decade, the percent of primary care physicians who remained in Nevada to begin practice or continue training ranged from 29.4% in 2013 to 51.3% in 2019. In 2020, 43.8% of primary care physicians remained in Nevada, as compared to 56.2% who left the state to begin practice or pursue additional training. A majority of primary care GME graduates consistently leave the state for sub-specialty training and practice opportunities that are limited in Nevada.

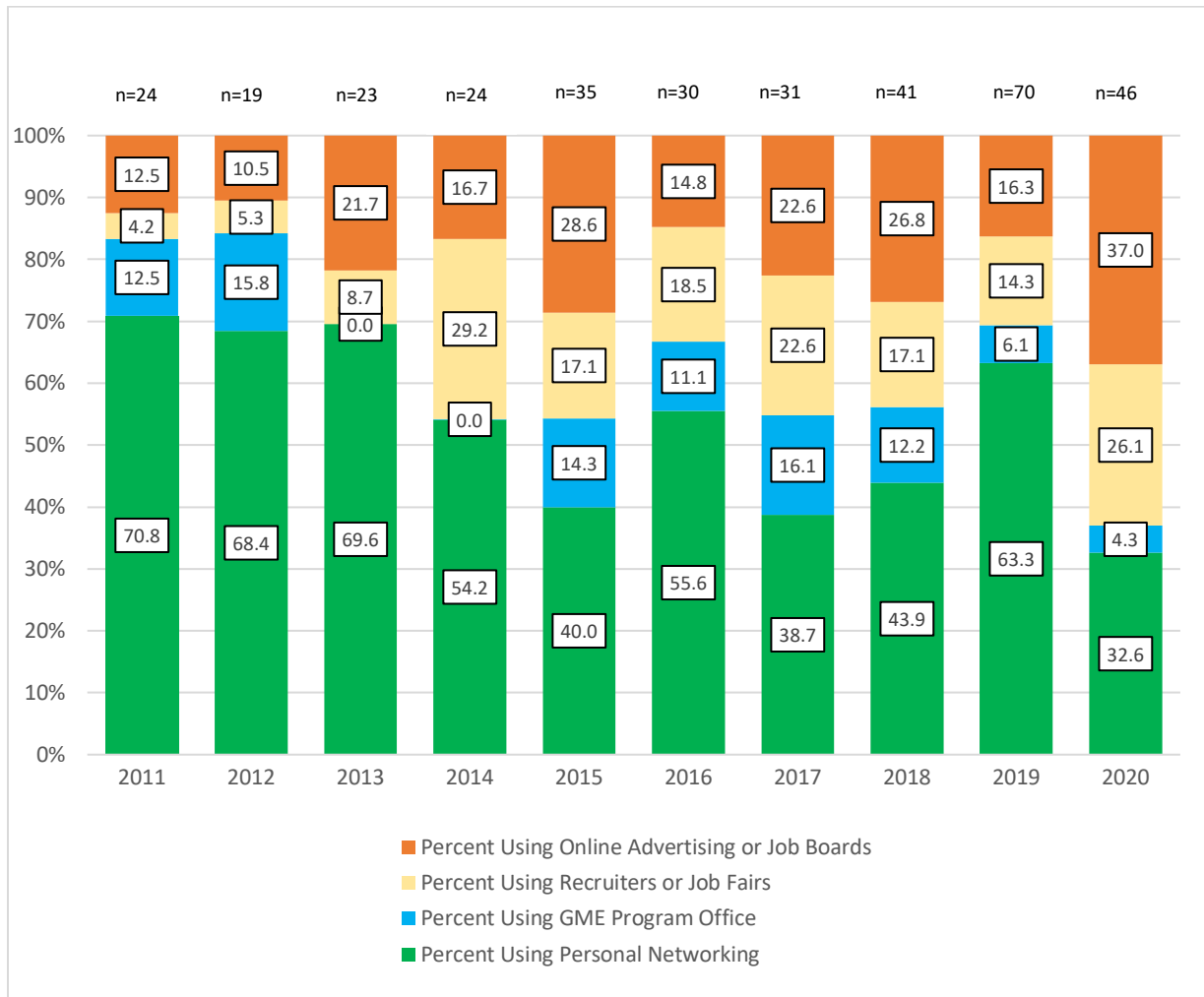
Figure 4: Employment, Training, and Location Plans of GME Graduates Completing Primary Care Residency Programs in Nevada – 2011 to 2020



Note: This figure summarizes responses to the annual survey of physicians completing graduate medical education (GME) in Nevada over the past ten years undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives, supplemented with licensure data from the Nevada State Board of Medical Examiners and the Nevada State Board of Osteopathic Medicine. N=number of annual primary care graduates (family medicine, internal medicine, and pediatrics).

Figure 5 details the primary methods used for job searches by GME graduates remaining in Nevada to begin practice. The primary job search strategy used by physicians staying in Nevada has been personal networking.

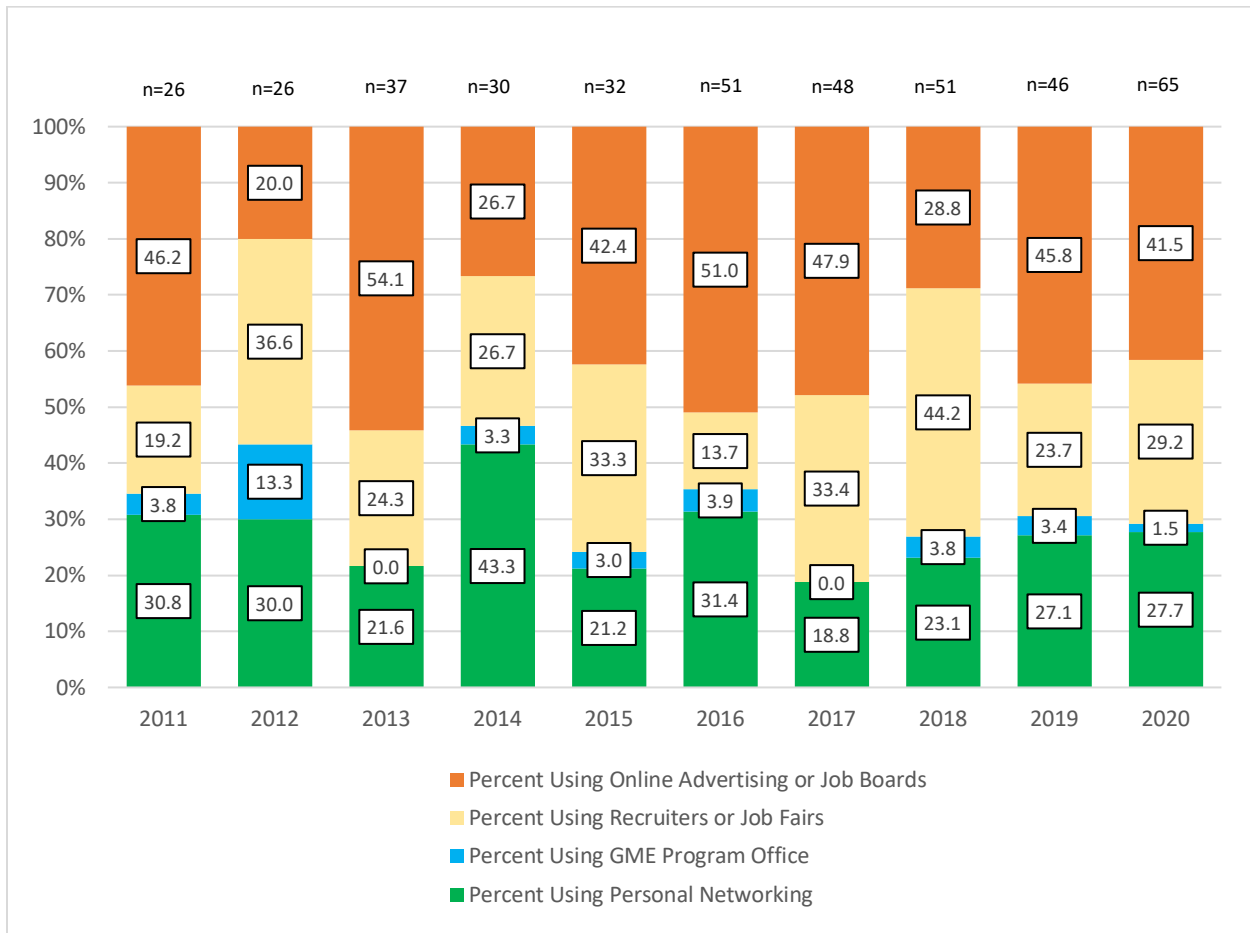
Figure 5: Primary Method Used for Job Searches by GME Graduates Remaining in Nevada to Begin Practice – 2011 to 2020



Note: This figure summarizes responses to the question "What is the best source of information regarding employment opportunities?" contained in the annual survey of physicians completing graduate medical education (GME) in Nevada. This survey is undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives (n=number of survey responses to the question).

Figure 6 details the primary methods used for job searches by GME graduates leaving Nevada to begin practice. The primary job search strategy for physicians leaving Nevada has been to use online advertising and job boards.

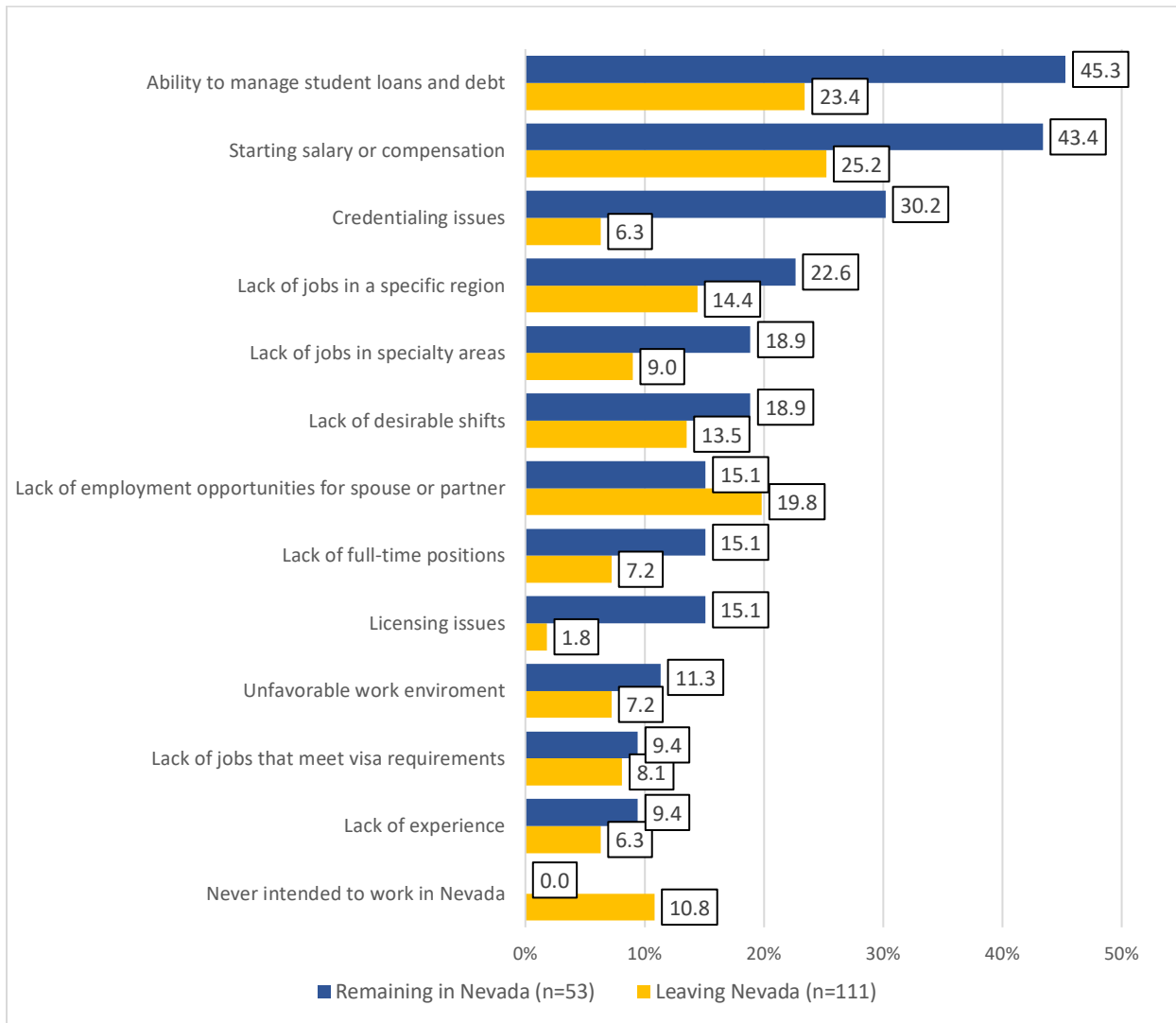
Figure 6: Primary Method Used for Job Searches by GME Graduates Leaving Nevada to Begin Practice – 2011 and 2020



Note: This figure summarizes responses to the question "What is the best source of information regarding employment opportunities?" contained in the annual survey of physicians completing graduate medical education (GME) in Nevada. This survey is undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives (n=number of survey responses to the question).

Figure 7 details important differences between physicians remaining in Nevada and those leaving the state in terms of perceived employment barriers faced by physicians in the Nevada job market in 2020. The top two barriers for both groups are the ability to manage student loans and debt tied followed by starting salary or compensation. Nearly one in five physicians leaving Nevada (19.8%) list a lack of employment opportunities for their spouse or partner as a barrier in the Nevada job market.

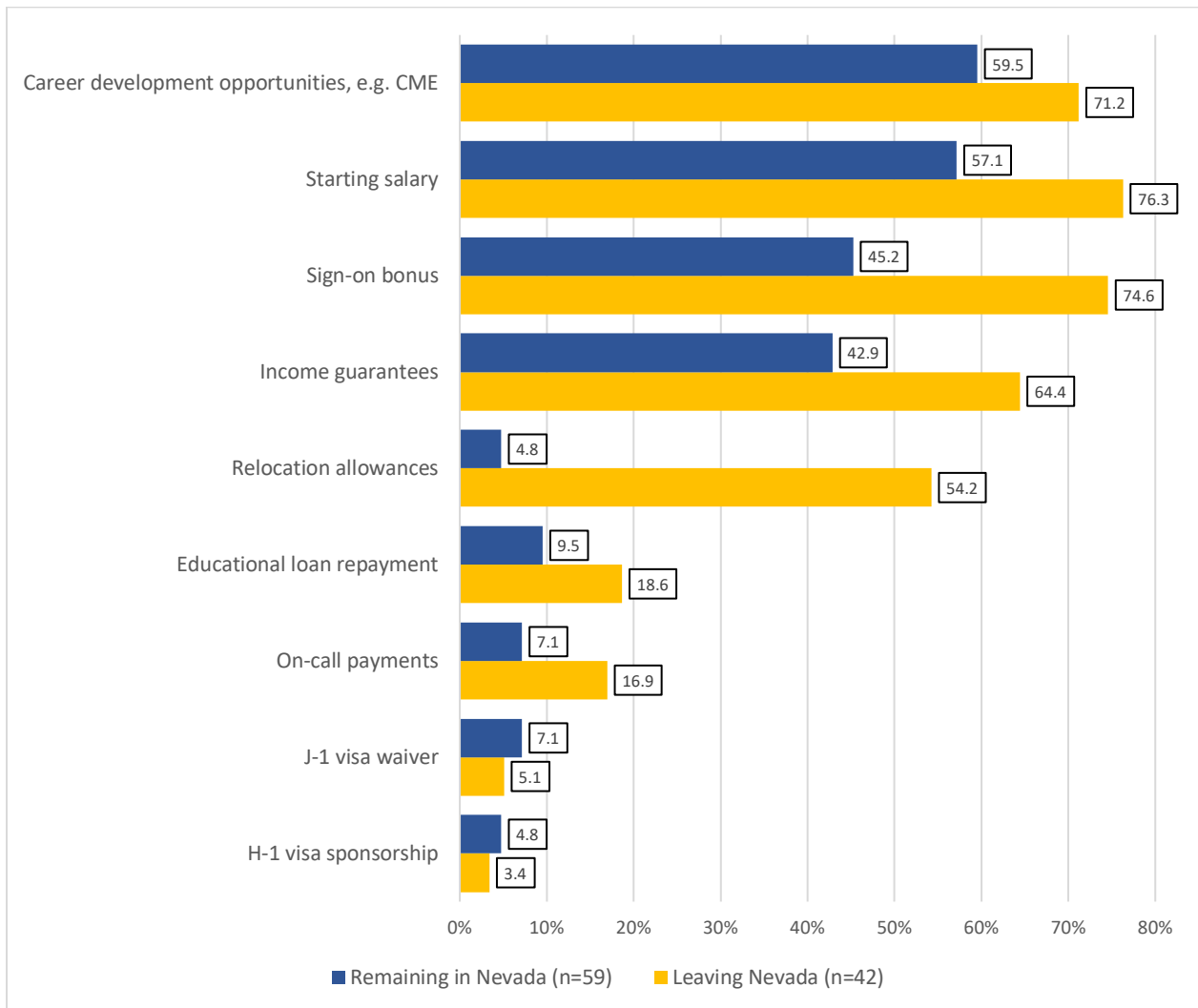
Figure 7: Employment Barriers in the Nevada Job Market Reported by GME Graduates – 2020



Note: This figure summarizes responses from 164 physicians who completed the question "Which of the following best describes employment barriers in the current job market in Nevada for graduating physicians?" contained in the 2020 annual survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives. Respondents could select more than one response; therefore, the percentages for each group do not total to 100%.

Figure 8 highlights important differences between physicians remaining in Nevada and those leaving the state to begin practice in terms of employment incentives offered to physicians graduating in Nevada in 2020. The top incentives for physicians remaining in Nevada are career development opportunities and starting salaries. The top incentives for physicians leaving the state are career development, starting salaries, sign-on bonuses, income guarantees, and relocation allowances.

Figure 8: Employment Incentives in the Nevada Job Market Reported by GME Graduates – 2020



Note: This figure summarizes responses from 101 physicians completing the question "Please identify all the incentives you received for accepting your new job?" contained in the 2020 annual survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives. Respondents could select more than one response; therefore, the percentages for each group do not total to 100%.

Figure 9 highlights that GME graduates who remain in Nevada are more likely to begin working in a hospital-based setting. In contrast, those physicians leaving Nevada are slightly more likely to begin work in an office-based setting.

Figure 9: Employment Setting and Job Search Method for GME Graduates in Nevada – 2020

Job Search Method	Remaining in Nevada		Leaving Nevada		Total
	Office	Hospital	Office	Hospital	
Online Ads or Job Boards	5 (6.1%)	10 (12.2%)	14 (17.1%)	8 (9.8%)	37 (45.1%)
Recruiters or Job Fairs	2 (2.4%)	5 (6.1%)	6 (7.3%)	7 (8.5%)	20 (24.4%)
Personal Networking	7 (8.5%)	6 (7.3%)	5 (6.1%)	7 (8.5%)	25 (30.5%)
GME Program Office	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)	0 (0.0%)
Total	14 (17.1%)	21 (25.6%)	25 (30.5%)	22 (26.8%)	82 (100.0%)

Note: This figure summarizes responses to the question "Which of the following best describes your employment positions or anticipated position?" and "What is the best source of information regarding employment opportunities?" contained in the 2020 annual survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives.

Figure 10 highlights important differences between GME graduates remaining in versus leaving Nevada. While starting salary and family considerations are the top two factors reported by physicians remaining in Nevada, only 7.2% of physicians leaving Nevada report salary as the key factor for leaving the state. The results of the 2020 survey continue to underscore a lack of fellowships and sub-specialty training opportunities in Nevada.

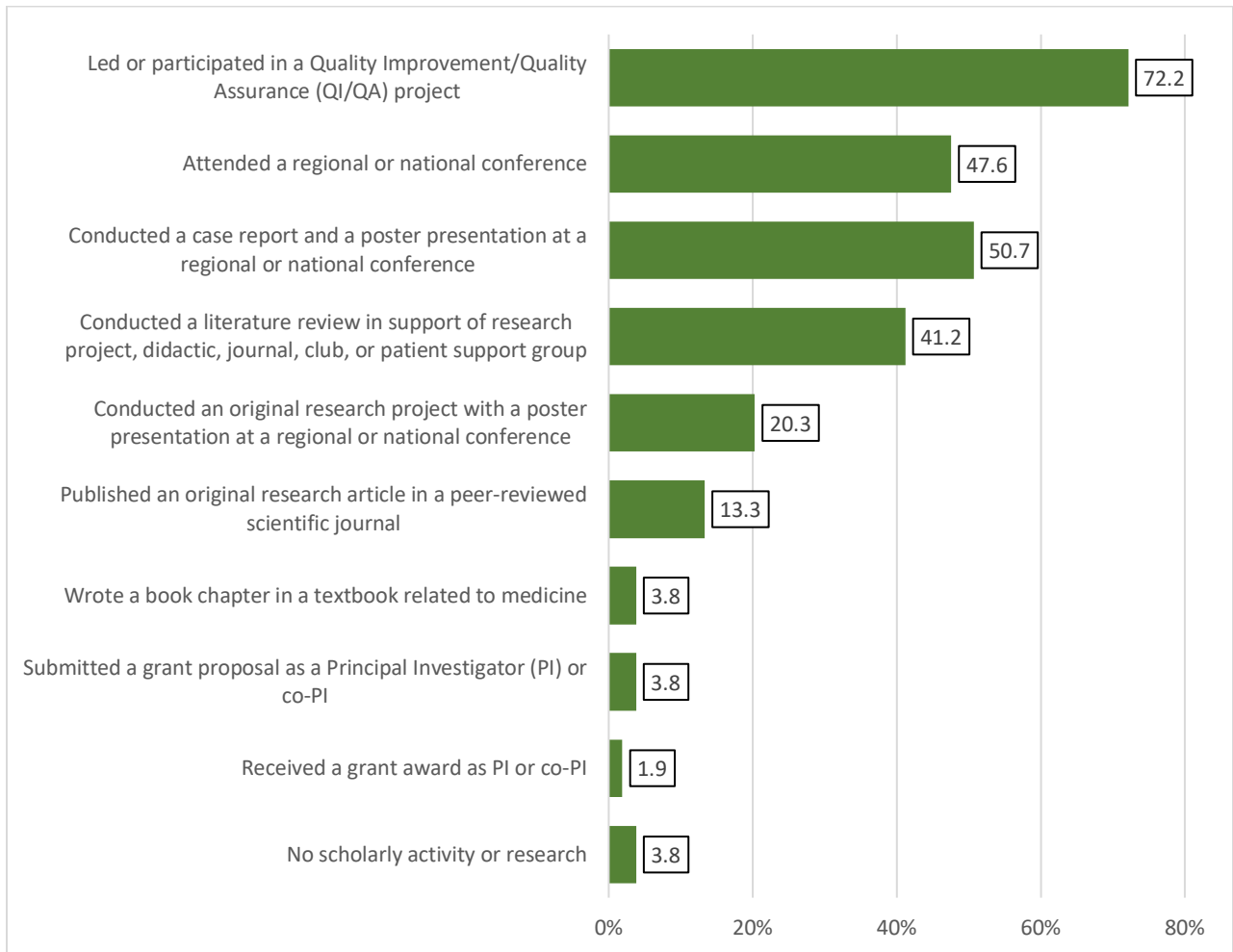
Figure 10: Primary Reason for GME Graduates Remaining in or Leaving Nevada – 2020

Remaining in Nevada	Leaving Nevada
1. Salary or compensation (25.0%)	1. Family, spouse, or partner considerations (32.0%)
2. Family, spouse, or partner considerations (23.2%)	2. Never intended to practice in Nevada (20.6%)
3. Ability to find a job in Nevada (21.4%)	3. Lack of fellowships or training opportunities (19.5%)
4. Enough work to support self or family (14.3%)	4. Inability to find a job in Nevada (7.2%)
5. Fellowships or training opportunities (11.8%)	5. Salary or compensation (7.2%)
n=51	n=111

Note: This figure summarizes responses from 162 physicians completing the question "What is the most important factor that influenced your decision to remain in or leave Nevada?" contained in the 2020 annual survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives.

Figure 11 summarizes scholarly activities reported by physicians completing residencies and fellowships in Nevada. In 2020, 95.6% of GME graduates reported some type of scholarly activity. The top two activities were leading or participating in a quality improvement project (72.2%) and attending and/or presenting research findings at a regional or national conference (50.7%). Thirteen percent of graduating residents and fellows published an original research article in a peer-reviewed scientific journal during their GME training.

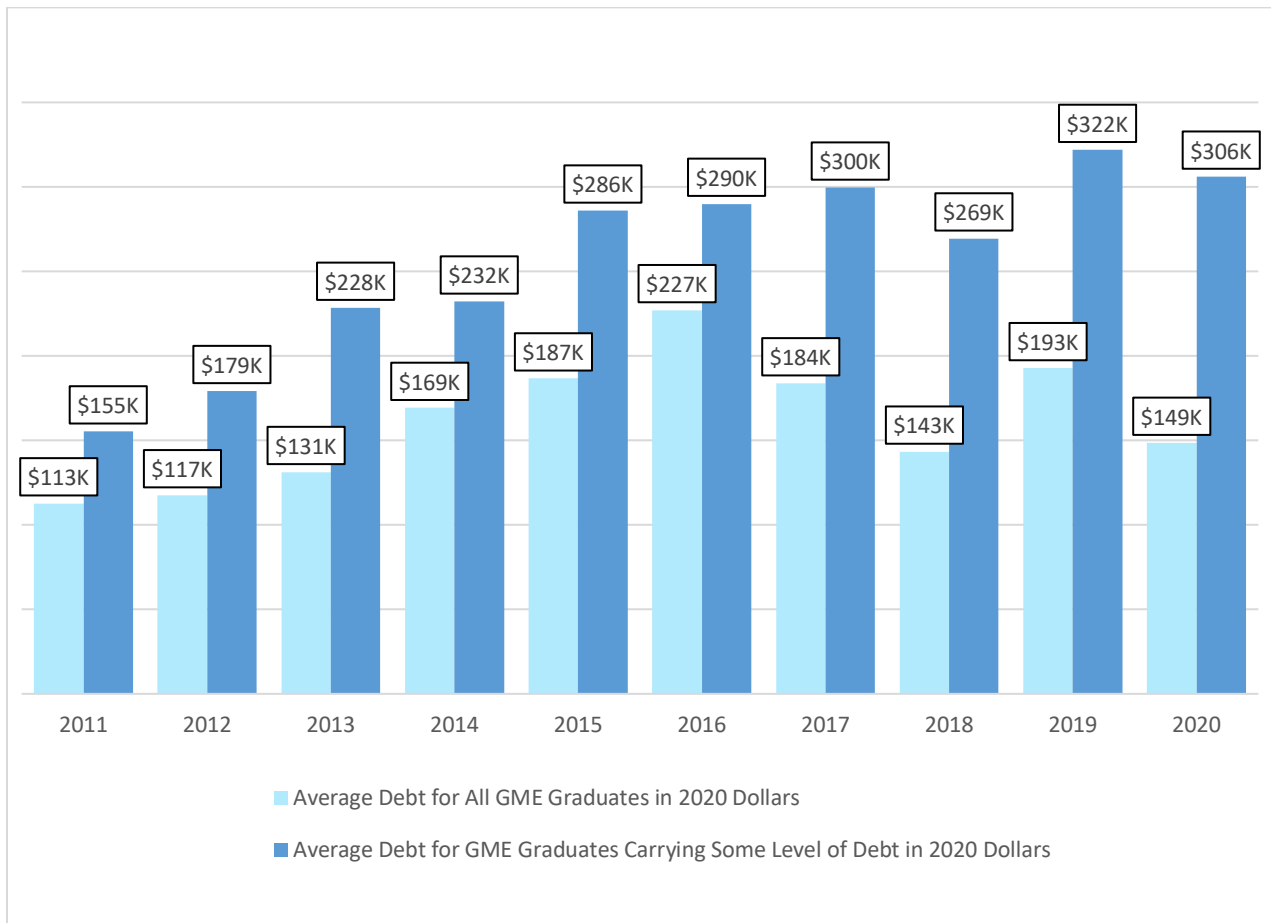
Figure 11: Scholarly Activity Reported by GME Graduates in Nevada – 2020



Note: This figure summarizes responses from 161 physicians completing the question "If part of your GME training included scholarly activity or research, which of the following best describes your work?" contained in the 2020 annual survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives. Respondents could select more than one response; therefore, percentages do not total to 100%.

Figure 12 details the average level of debt of incurred by physicians completing GME in Nevada – a key factor affecting a physician’s decision to remain or leave the state to begin practice or pursue additional training. In 2020, the average debt for all GME graduates (n=159) is \$149,000. However, average debt for GME graduates carrying some level of debt (n=100) is \$306,000. In 2020, 34.6% of GME graduates – primarily international medical graduates – were carrying no debt upon graduation. In four of the past six years, the average level of debt for GME graduates carrying some level of debt has exceeded \$290,000 (adjusted for inflation).

Figure 12: Inflation-adjusted Educational Debt of GME Graduates in Nevada – 2011 to 2020



Note: This figure summarizes responses to the question "Do you have educational debt? If 'yes,' please estimate your current educational debt?" contained in the 2020 annual survey of physicians completing graduate medical education (GME) in Nevada undertaken by the Nevada Health Workforce Research Center in the Office of Statewide Initiatives.

Appendix A: Residency and Fellowship Programs in Nevada Accredited by the Accreditation Council for Graduate Medical Education (ACGME) – 2020

GME Programs	Residency Programs	Fellowship Programs
Northern Nevada GME Programs		
Barton Health GME		Orthopaedic Surgery
University of Nevada, Reno School of Medicine	Family Medicine Family Medicine, Rural (Elko) Internal Medicine Psychiatry	Child and Adolescent Psychiatry Geriatric Medicine Hospice and Palliative Care Sports Medicine
Southern Nevada GME Programs		
Southern Nevada Health District GME	Preventive Medicine	
Sunrise Health GME Consortium	Emergency Medicine Family Medicine Internal Medicine Obstetrics and Gynecology Neurology Physical Medicine and Rehabilitation Surgery	Endocrinology, Diabetes, and Metabolism Gastroenterology
University of Nevada, Las Vegas School of Medicine GME	Emergency Medicine Family Medicine Family Medicine, Rural (Winnemucca) Internal Medicine Obstetrics and Gynecology Orthopaedic Surgery Otolaryngology-Head and Neck Surgery Pediatrics Plastic Surgery Psychiatry Surgery	Cardiovascular Disease Child & Adolescent Psychiatry Gastroenterology Plastic Surgery-Integrated Pulmonary Disease and Critical Care Sports Medicine Surgical Critical Care
Valley Health System GME Valley Hospital/OPTI West GME	Anesthesiology Family Medicine Internal Medicine Neurology Surgery	Gastroenterology Pulmonary Disease and Critical Care

Appendix B: Online Questionnaire – Nevada GME Survey 2020

Since 2004, the Nevada Health Workforce Research Center has coordinated the Nevada Graduate Medical Education Graduation Survey. The survey is administered to physicians completing residencies and fellowships in Nevada. The survey assesses the future employment and continuing educational plans of graduating residents and fellows. Please complete the survey if you are graduating at any point in 2020. This survey takes approximately 10 minutes to complete. If you have any questions, please contact Tabor Griswold, PhD at tgriswold@med.unr.edu

Program Location

Q1. Indicate the type of GME training you are completing this year.

- Residency
- Fellowship [If YES, skip to Q3]

Q2. If you chose residency, what is the name of the residency from which you are graduating?

- Anesthesiology
- Emergency Medicine
- Internal Medicine
- Endocrinology
- Family Medicine
- Family Medicine - Rural (Elko)
- Family Medicine - Rural (Winnemucca)
- Gastroenterology
- General Preventive Medicine and Public Health
- Internal Medicine
- Internal Medicine - Primary Care
- Neurology
- Obstetrics and Gynecology
- Orthopedic Surgery
- Otolaryngology
- Pediatrics
- Physical Medicine and Rehabilitation
- Plastic Surgery
- Psychiatry
- Public Health
- Surgery General
- Other: _____ [text]

Q3. If you chose fellowship, what is the name of the fellowship from which you are graduating?

- Acute Care Surgery
- Cardiology
- Child and Adolescent Psychiatry
- EM - EMS Disaster Medicine
- EM - Ultrasound
- FM - Obstetrics
- FM - Sports Medicine
- FM- Urgent Care
- OBG - Minimally Invasive Gynecologic Surgery
- IM - Geriatric Medicine
- IM - Hospice & Palliative Medicine
- IM - Pulmonary Critical Care Medicine
- Orthopedic Surgery
- Otolaryngology
- Physical Medicine and Rehabilitation
- Public Health
- Other: _____ [text box]

Q4. Which hospital or clinic was your primary training location during your GME program?

Facility Name: _____ [from dropdown list]

Q5. In which county did you spend the majority of your time during your program?

County: _____ [from dropdown list]

Q6. Who is your institutional sponsor?

- Barton Health GME
- Southern Nevada Health Dept GME
- Sunrise Health GME Consortium
- University of Nevada, Las Vegas School of Medicine GME
- University of Nevada, Reno School of Medicine GME
- Valley Health System GME
- Valley Hospital/OPTI West GME

Demographics

Q7. What is your year of birth? _____ [from dropdown list]

Q8. What is your sex? _____ [from dropdown list]

Q9. What is your citizenship status?

- H-1, H-2, H-3 (temporary worker)
- J-1, J-2 (exchange visitor)
- Native born U.S. citizen
- Naturalized citizen
- Permanent resident

Q10. Do you speak a language other than English? Check all that apply.

- Spanish
- Tagalog
- Chinese
- Other: _____ [text box]

Q11. Where did you live when you graduated from high school?

- City: _____ [text box]
- State: _____ [text box]
- Country: _____ [text box]

Q12. In what year did you graduate from medical school? _____ [from dropdown list]

Q13. How many years have you been in Nevada?

- Three years or less
- More than three years and less than six years
- Six or more years

Education

Q14. From which medical school did you graduate?

- Institution Name: _____ [text box]
- State: _____ [text box]
- Country: _____ [text box]

Debt

Q15. Do you have educational debt?

- Yes [if YES, answer Q15]
- No [if NO, skip to Q16]

Q16. Please estimate your current educational debt? (Dollars, e.g., 100000) _____ [text box]

Scholarly Activity and Research

Q17. If part of your GME training included scholarly activity or research, which of the following best describes your work? Check all that apply.

- Attended a regional or national medical conference
- Conducted a case report and a poster presentation at a regional or national conference
- Conducted a literature review in support of research project, didactic, journal club, or patient support group
- Conducted an original research project with a poster presentation at a regional or national conference
- Led or participated in a QI/QA project
- Published an original research article in a peer review scientific journal
- Received a grant award as a principal investigator or co-investigator
- Submitted a grant proposal as a principal investigator or a co-investigator
- Wrote a book chapter in a textbook related to medicine
- Not applicable, I did not undertake any scholarly activity or research

Q18. What was the topic(s) of your scholarly activity or research? _____ [text box]

Employment Search

Q19. As you were completing your residency or fellowship, did you conduct an employment search?

- Yes, I was offered and accepted employment after conducting a search
- Yes, but I have not been offered employment
- Yes, but I have decided to pursue additional training or a fellowship
- No, I was offered and accepted employment without conducting a search
- No, I am pursuing additional training or a fellowship
- No, I am not looking for employment or pursuing additional training

Q20. At what point in your residency or fellowship did you begin to actively explore employment opportunities, such as obtaining job information or arranging interviews with prospective employers?

- Currently exploring employment opportunities
- 2 to 5 months before graduation
- 6 to 12 months before graduation
- More than 1 year before graduation

Q21. Please indicate how actively you have searched for employment?

- Very actively
- Actively
- Somewhat actively
- Not actively at all

Q22. In your opinion, what is the best source of information regarding employment opportunities?

- Current employer
- Internet/online advertising or classified ads
- Newspaper advertising or classified ads
- Personal networking or peers
- Physician recruiters
- Professional journal advertising
- Recruitment fair
- State or local medical association
- Your specific GME program

Q23. What is your overall assessment of practice opportunities in your specialty in Nevada?

- There are many jobs
- There are some jobs
- There are few jobs
- I don't know

Q24. What is your overall assessment of practice opportunities in your specialty nationally?

- There are many jobs
- There are some jobs
- There are few jobs
- I don't know

Q25. How many job offers did you received in your specialty in the past twelve months? Please exclude fellowships, chief residency, and other training positions.

- No - I have received no job offers
- Yes - I have received 1 to 5 job offers
- Yes - I have received more than 5 job offers

Q26. Which of the following best describes employment barriers in the current job market in Nevada for graduating physicians? Check all that apply.

- Ability to manage student loans and debt
- Credentialing issues
- Lack of desirable shifts
- Lack of employment opportunities for spouse or partner
- Lack of experience
- Lack of full-time positions
- Lack of jobs in specialty areas
- Lack of jobs in specific region
- Lack of jobs that meet visa requirements
- Licensing issues
- Starting salary or compensation
- Other, please specify: _____ [text box]

Additional Training or a Fellowship

Q27. What additional training or fellowship are you pursuing, e.g. type of fellowship program? _____ [text box]

Q28. Are you leaving Nevada to pursue additional training or a fellowship?

- Yes
- No

Q29. If you chose yes, why are you leaving Nevada to pursue additional training or a fellowship?

- Additional training and fellowship opportunities in my field in Nevada are inadequate or in short supply
- Additional training and fellowship opportunities in my field do not exist in Nevada
- Other, please specify: _____ [text box]

Employment

Q30. Upon completion of your current GME training, which of the following best describes your employment position or anticipated position?

- Patient care, office-based
- Patient care, hospital-based
- Administration
- Medical teaching and research
- Other, please specify: _____ [text box]

Q31. Please identify all the incentives you received for accepting your new job. Check all that apply.

- Career development opportunities, e.g. CME
- Educational loan repayment
- H-1 visa sponsorship
- Income guarantees
- J-1 visa waiver
- On-call payments
- Relocation allowances
- Sign-on bonus
- Starting salary
- Other, please specify: _____ [text box]

Q32. Will you be employed or anticipate being employed in Nevada?

- Yes
- No

Q33. In which county of Nevada will you be primarily employed or anticipate being employed?

County: _____ [from dropdown list]

Q34. In which state or territory in the U.S. did you accept employment?

State or territory: _____ [from dropdown list]

Q35. What is the most important factor that influenced your decision to remain in or leave Nevada?

- Ability to find a job
- Availability of free time
- Dealing with managed care requirements
- Dealing with Medicare and Medicaid requirements
- Educational debt
- Electronic health records and administrative tasks
- Enough work to support self or family
- Health care reform or efforts to repeal health care reform
- Incomplete training or experience
- Medical liability and insurance costs
- Never intended to practice in Nevada
- Salary/compensation
- Other, please specify: _____ [text box]

Q36. Would you mind sharing your starting salary? All results will be kept confidential and used to better understand employment opportunities for physicians in Nevada. (Dollars, e.g. 100000). _____ [text box]

Final Comments

Q37. Regardless of whether you plan to stay in Nevada or relocate to another state after completing your current residency or fellowship, what is the most important reason you have decided to stay or leave? _____ [text box]

Q38. Reflecting on your experience during your residency or fellowship training in Nevada, do you have any additional comments to better inform physician workforce development in Nevada? _____ [text box]

Thank you for completing the survey!

If you have any questions about this survey and its findings, please contact Tabor Griswold, PhD, Office of Statewide Initiatives, tgriswold@med.unr.edu. If you want additional information on research undertaken by the Nevada Health Workforce Research Center and the Office of Statewide Initiatives, please visit <https://med.unr.edu/statewide/reports>.



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