
UNSOM Health Policy Report

Nevada Residency and Fellowship Training Outcomes – 2004 to 2014 Key Findings from the Annual UNSOM Graduate Medical Education Exit Survey July 2014

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Key Findings

- In 2014, 50.6% of physicians completing UNSOM residencies and fellowships reported that they will remain in Nevada to begin clinical practice or continue their graduate medical education (GME). Over the past eleven years, 49.8% of exiting residents and fellows remained in Nevada.
- In 2014 among those beginning clinical practice, 52.4% indicated that they will remain in Nevada. Since 2004, 53.5% of exiting residents and fellows beginning practice remained in Nevada.
- Over 70% of the exiting residents and fellows (72.9%) are carrying educational debt – the average debt of all exiting residents and fellows in 2014 was \$149,657.
- The average debt load of those who carry any amount of debt (80.4%) in 2014 was \$205,411 – 27.1% had no educational debt.
- In 2014, 30.0% were international medical school graduates (IMGs). Of those carrying no debt, 57.9% were from international medical schools.
- In 2014, 15.5% of physicians completing UNSOM residencies and fellowships grew up in Nevada. Over the past decade, 13.8% of all exiting residents and fellows were from Nevada.

Overview

For the past eleven years, the University of Nevada School of Medicine (UNSOM) has conducted a survey of physicians completing UNSOM residency and fellowship programs. This survey is coordinated by the UNSOM Office of Statewide Initiatives. The Graduate Medical Education Exit Survey describes the future employment and educational plans of exiting residents and fellows. It also provides information on the educational debt of exiting residents and fellows and other factors influencing post-GME location decisions.

This UNSOM Health Policy Report presents the findings from the survey responses by physicians completing UNSOM GME in 2014 by program and location. There were 70 surveys completed from 81 exiting physicians for a response rate of 86.4%. In 2014, there were 13 UNSOM residency programs and 19 fellowship programs in Nevada. See Appendix 1 for a complete list of UNSOM GME Programs.

This report also includes information on physician workforce retention rates in Nevada over the past eleven years.



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Key Graduation and Retention Findings from the Resident Exit Survey

Table 1 summarizes the principal findings of the 2014 Graduate Medical Education Survey. This survey provides information on physicians completing University of Nevada School of Medicine (UNSOM) graduate medical education (GME) programs in 2014. A complete list of these residency and fellowship programs is contained in Appendix 1. Data from the Nevada State Board of Medical Examiners was used to determine the retention status of physicians who did not complete their GME Exit Survey. In 2014, 50.6% of the physicians completing UNSOM GME indicated that they will remain in Nevada to begin practicing medicine or pursue additional GME and 50% intend to leave the state. The majority (79.0%) of the physicians completing their GME will begin practicing medicine and patient care activities, with 21.0% seeking additional specialized GME. Over four of ten physicians completing their GME in 2014 reported that they will be entering patient care practice in Nevada (42.0%). Almost ten percent indicated that they will remain in Nevada to pursue sub-specialty training (8.6%).

**Table 1: University of Nevada School of Medicine (UNSOM)
Graduation and Retention – 2014**

	Patient Care Practice	Continuing GME or Other	Total
Physicians Remaining in Nevada	34 (42.0%)	7 (8.6%)	41 (50.6%)
Physicians Leaving Nevada	30 (37.0%)	10 (12.3%)	40 (49.4%)
Total	64 (79.0%)	17 (21.0%)	81 (100.0%)

The UNSOM GME Survey also asked respondents about their job search and factors influencing their decision to remain in or leave Nevada. Three of four (77.1%) of the respondents answered questions about their job search. Physicians entering patient practice reported that the personal networking (47.7%) was the primary method they used to obtain information regarding job opportunities, followed by the physician recruiters (22.7%), and internet (20.5%).

Physicians staying in Nevada to begin patient practice reported that personal networking (50.0%) was the principal source of information on job opportunities, followed by physician recruiters (26.9%), and the internet (15.4%). Physicians leaving the state to begin patient care practice or to continue their GME primarily used personal networking (44.4%), the internet (27.8%) and the use of physician recruiters (18.8%).

Table 2 summarizes the principal findings of the GME Survey over the past eleven years. Since 2004, 49.7% of exiting residents and fellows reported that they will stay in Nevada to begin practice or continue GME. A slight majority of survey respondents (50.2%) indicated that they will leave Nevada to begin practice or seek additional GME training. Among the 607 physicians reporting that they plan to begin patient care practice, 325 reported that they will remain in

Nevada to begin practice (42.0%), while 282 reported that they intend to leave the state to start practice (36.5%).

**Table 2: University of Nevada School of Medicine (UNSOM)
Graduation and Retention – 2004 to 2014**

	Patient Care Practice	Continuing GME or Other	Total
Physicians Remaining in Nevada	325 (42.0%)	60 (7.8%)	385 (49.8%)
Physicians Leaving Nevada	282 (36.5%)	106 (13.7%)	388 (50.2%)
Total	607 (78.5%)	166 (21.5%)	773 (100.0%)

Information on UNSOM GME graduates for the past eleven years is contained in Tables 3 through 6. Table 3 provides completion numbers, Table 4 supplies retention numbers, and Table 5 lists the percentages by program. Table 6 summarizes the retention and outmigration figures by region and program for the entire decade. A profile of physicians completing UNSOM GME programs and average debt load at graduation are contained in Appendices 2 and 3.

Figures 1 through 6 highlight eleven-year trends for graduates of UNSOM GME programs based in Southern and Northern Nevada. Figures 1 and 2 document the year-over-year trends in the number of graduates by region. These data highlight the steady growth in the number of GME graduates in both regions of the state over the past decade. Figures 3 and 4 document the trends in the number of graduates remaining in the state after completing an UNSOM GME program by region. These data highlight that, despite the growing number of GME graduates, the number of physicians staying in Nevada has remained relatively flat over the past decade. Figures 5 and 6 document the percent of graduates remaining in the state after completing an UNSOM GME program by region. These data indicate a couple of noteworthy trends. First, for most of the past decade, Nevada has retained 40 to 60 percent of GME graduates in both regions of the state. However, programs in both regions have experienced a decline in the number and percentage of GME graduates remaining in Nevada over the past three years.

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Table 3: Number of Physicians Completing a University of Nevada School of Medicine (UNSOM) GME by Region and Program – 2004 to 2014

UNSOM GME Programs	Number of Physicians Completing UNSOM GME Programs											
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Total
Southern GME Programs – Las Vegas												
Residency Programs												
Emergency Medicine						8	8	8	7	8	7	46
Family Medicine	3	3	3	5	4	4	4	4	4	4	5	43
Internal Medicine	11	12	14	11	14	12	14	13	18	13	12	149
Obstetrics & Gynecology	3	2	3	3	3	3	3	3	2	3	3	31
Otolaryngology												–
Pediatrics	10	12	11	12	12	12	10	12	9	10	11	121
Psychiatry			1	3	4	3	2	3	3	4	3	26
Surgery – General	4	4	3	4	3	3	3	3	4	4	4	39
Surgery – Plastic			1	–	1	1	1	1	1	1	1	8
Subtotal – South Residency Programs	31	33	36	38	41	46	45	47	47	47	49	463
Fellowship Programs												
EM – EMS Disaster Medicine									1	–	–	1
EM – Ultrasound												1
Family Medicine – Obstetrics						1	–	1	1	–	–	3
Family Medicine – Sports Medicine		1	–	1	–	1	1	1	1	1	2	9
Family Medicine – Urgent Care								1	–	–	2	3
IM – Cardiology												–
IM – Gastroenterology												–
Medical Oncology – Closed									4	8		12
OB/Gyn – Minimally Invasive Gyn Surgery												–
Psychiatry – Child and Adolescent												–
Surgery – Acute Care						2	1	2	2	2	0	9
Surgery – Colorectal												–
Surgery – Critical Care				2	2	2	2	–	–	3	4	15
Surgery – Hand & Microsurgery		1	–	1	–	1	1	1	–	–	1	6
Surgery – Minimally Invasive & Bariatric									1	–	–	1
Surgery – Orthopedic Trauma			1	1	–	–	–	–	–	–	–	2
Subtotal – South Fellowship Programs	–	2	1	5	2	7	5	6	10	14	9	61
Total – South GME Programs	31	35	37	43	43	53	50	53	57	61	55	525
Northern GME Programs – Reno and Winnemucca												
Residency Programs												
Family Medicine – Reno	6	6	6	6	5	5	6	7	6	6	7	66
Family Medicine – Winnemucca										–	–	–
Internal Medicine	9	9	11	10	10	11	9	12	8	11	12	112
Psychiatry	5	3	–	2	4	2	4	2	3	3	2	30
Subtotal – North Residency Programs	20	18	17	18	19	18	19	21	17	20	21	208
Fellowship Programs												
Family Medicine – Obstetrics						1	–	–	–	–	–	1
Family Medicine – Sports Medicine						1	1	1	1	–	1	5
IM – Geriatrics				1	1	1	2	3	3	3	–	14
IM – Hospice & Palliative Medicine					1	1	1	2	2	2	1	10
Psychiatry – Child & Adolescent					1	1	2	2	–	2	2	10
Subtotal – North Fellowship Programs	–	–	–	1	3	5	6	8	6	7	4	40
Total – North GME Programs	20	18	17	19	22	23	25	29	23	27	25	248
Grand Total – UNSOM GME Programs	51	53	54	62	65	76	75	82	80	88	81	773

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Table 4: UNSOM Retention by Region and Program (Number) – 2004 to 2014

UNSOM GME Programs	Number of Physicians Remaining in Nevada After Completing an UNSOM GME Programs											
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Total
Southern GME Programs – Las Vegas												
Residency Programs												
Emergency Medicine						1	3	5	5	2	2	18
Family Medicine	1	1	2	3	3	1	3	3	4	0	1	22
Internal Medicine	10	9	7	9	7	8	11	9	9	4	6	89
Obstetrics & Gynecology	1	0	1	2	1	1	1	1	1	2	3	14
Otolaryngology												–
Pediatrics	7	4	3	4	2	3	4	8	4	4	4	47
Psychiatry			0	2	1	1	0	2	1	3	1	11
Surgery – General	3	3	1	1	2	1	0	2	1	0	2	16
Surgery – Plastic			0	–	0	1	0	0	0	0	0	1
Subtotal – South Residency Programs	22	17	14	21	16	17	22	30	25	15	19	218
Fellowship Programs												
EM – EMS Disaster Medicine									1	–	–	1
EM – Ultrasound												1
Family Medicine – Obstetrics						1	–	0	0	–	–	1
Family Medicine – Sports Medicine		0	–	0	–	0	0	1	1	0	2	4
Family Medicine – Urgent Care								0	–	–	2	2
IM – Cardiology												–
IM – Gastroenterology												–
Medical Oncology – Closed									3	0		3
OB/Gyn – Minimally Invasive Gyn Surgery												–
Psychiatry – Child and Adolescent												0
Surgery – Acute Care						0	0	1	1	2	–	4
Surgery – Colorectal												–
Surgery – Critical Care				1	1	0	2	–	–	2	4	10
Surgery – Hand & Microsurgery		0	–	0	–	0	1	0	–	–	1	2
Surgery – Minimally Invasive & Bariatric									1	–	–	1
Surgery – Orthopedic Trauma				1	–	–	–	–	–	–	–	1
Subtotal – South Fellowship Programs	–	0	0	2	1	1	3	2	7	4	9	30
Total – South GME Programs	22	17	14	23	17	18	25	32	32	19	29	248
Northern GME Programs – Reno and Winnemucca												
Residency Programs												
Family Medicine – Reno	5	4	3	3	4	4	4	2	3	2	5	39
Family Medicine – Winnemucca										–	–	–
Internal Medicine	5	3	6	4	7	7	6	10	3	5	3	59
Psychiatry	4	0	–	2	2	0	3	1	1	2	2	17
Subtotal – North Residency Programs	14	7	9	9	13	11	13	13	7	9	10	115
Fellowship Programs												
Family Medicine – Obstetrics						1	–	–	–	–	–	1
Family Medicine – Sports Medicine				0	0	1	0	1	0	–	0	2
IM – Geriatrics					0	1	0	0	0	3	–	4
IM – Hospice & Palliative Medicine					1	0	1	2	2	1	–	7
Psychiatry – Child & Adolescent		0	0	0	1	1	2	1	0	1	2	8
Subtotal – North Fellowship Programs	0	0	0	0	2	4	3	4	2	5	2	22
Total – North GME Programs	14	7	9	9	15	15	16	17	9	14	12	137
Grand Total – UNSOM GME Programs	36	24	23	32	32	33	41	49	41	33	41	385

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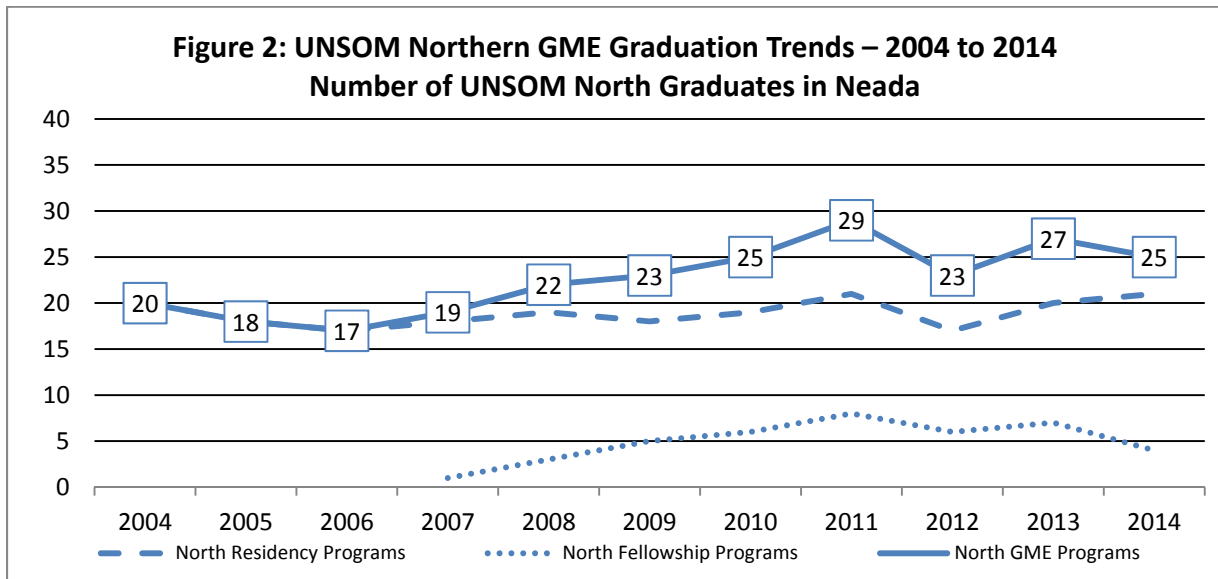
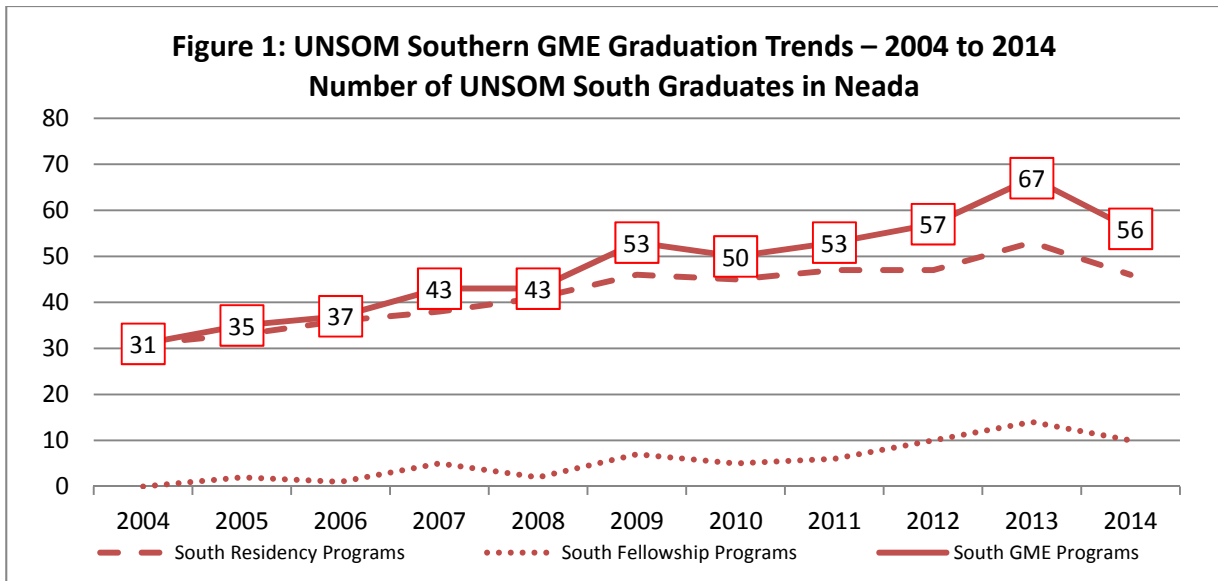
Table 5: UNSOM GME Retention by Region and Program (Percent) – 2004 to 2014

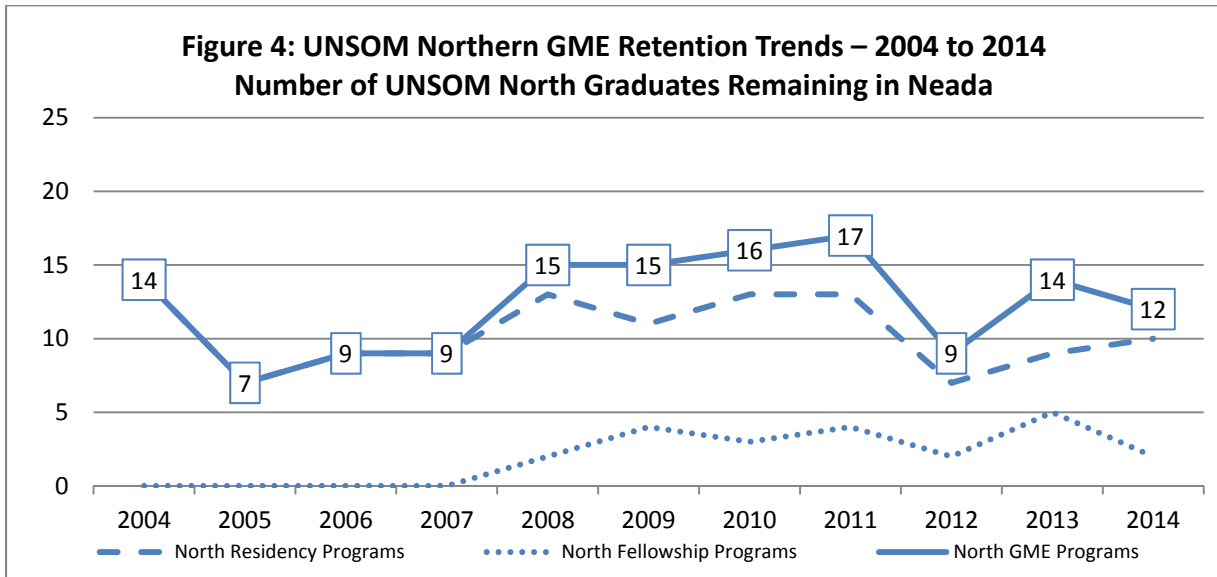
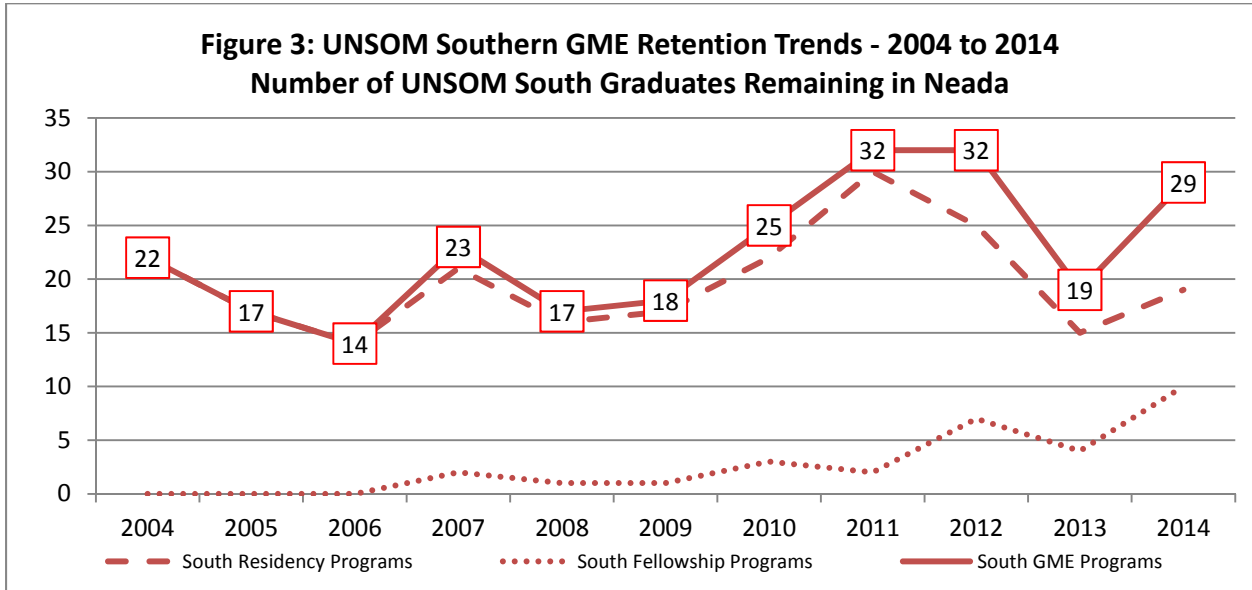
UNSOM GME Programs	Number of Physicians Remaining in Nevada After Completing an UNSOM GME Programs											
	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Total
Southern GME Programs – Las Vegas												
Residency Programs												
Emergency Medicine						12.5	37.5	62.5	71.4	25.0	28.6	39.1
Family Medicine	33.3	33.3	66.7	60.0	75.0	25.0	75.0	75.0	100.0	0.0	20.0	51.2
Internal Medicine	90.9	75.0	50.0	81.8	50.0	66.7	78.6	69.2	52.9	21.1	50.0	59.7
Obstetrics & Gynecology	33.3	0.0	33.3	66.7	33.3	33.3	33.3	33.3	50.0	66.7	100.0	45.2
Otolaryngology												–
Pediatrics	70.0	33.3	27.3	33.3	16.7	25.0	40.0	66.7	44.4	40.0	36.4	38.8
Psychiatry			0.0	66.7	25.0	33.3	0.0	66.7	33.3	75.0	33.3	42.3
Surgery – General	75.0	75.0	33.3	25.0	66.7	33.3	0.0	66.7	25.0	0.0	50.0	41.0
Surgery – Plastic			0.0	–	0.0	100.0	0.0	0.0	0.0	0.0	0.0	12.5
Subtotal – South Residency Programs	71.0	51.5	38.9	55.3	39.0	37.0	48.9	63.8	53.2	28.3	41.3	47.1
Fellowship Programs												
EM – EMS Disaster Medicine									100.0	–	–	100.0
EM – Ultrasound											100.0	100.0
Family Medicine – Obstetrics						100.0	–	0.0	0.0	–	–	33.3
Family Medicine – Sports Medicine		0.0	–	0.0	–	0.0	0.0	100.0	100.0	0.0	100.0	44.4
Family Medicine – Urgent Care								0.0	–	–	100.0	66.7
IM – Cardiology												–
IM – Gastroenterology												–
Medical Oncology – Closed									75.0	0.0		25.0
OB/Gyn – Minimally Invasive Gyn Surgery												–
Psychiatry – Child and Adolescent												–
Surgery – Acute Care						0.0	0.0	50.0	50.0	100.0	–	44.4
Surgery – Colorectal												–
Surgery – Critical Care				50.0	50.0	0.0	100.0	–	–	66.7	100.0	66.7
Surgery – Hand & Microsurgery		0.0	–	0.0	–	0.0	100.0	0.0	–	–	100.0	33.3
Surgery – Minimally Invasive & Bariatric									100.0	–	–	100.0
Surgery – Orthopedic Trauma			0.0	100.0	–	–	–	–	–	–	–	50.0
Subtotal – South Fellowship Programs	–	0.0	0.0	40.0	50.0	14.3	60.0	33.3	70.0	28.6	100.0	48.4
Total – South GME Programs	71.0	48.6	37.8	53.5	39.5	34.0	50.0	60.4	56.1	28.4	51.8	47.2
Northern GME Programs – Reno and Winnemucca												
Residency Programs												
Family Medicine – Reno	83.3	66.7	50.0	50.0	80.0	80.0	66.7	28.6	50.0	33.3	71.4	59.1
Family Medicine – Winnemucca										–	–	–
Internal Medicine	55.6	33.3	54.5	40.0	70.0	63.6	66.7	83.3	37.5	45.5	25.0	52.7
Psychiatry	80.0	0.0	–	0.0	50.0	0.0	75.0	50.0	33.3	66.7	100.0	56.7
Subtotal – North Residency Programs	70.0	38.9	52.9	50.0	68.4	61.1	68.4	61.9	41.2	45.0	47.6	55.3
Fellowship Programs												
Family Medicine – Obstetrics						100.0	–	–	–	–	–	100.0
Family Medicine – Sports Medicine						100.0	0.0	100.0	0.0	–	0.0	40.0
IM – Geriatrics					0.0	100.0	0.0	0.0	0.0	100.0	–	28.6
IM – Hospice & Palliative Medicine					100.0	0.0	100.0	100.0	100.0	50.0	0.0	70.0
Psychiatry – Child & Adolescent				–	100.0	100.0	100.0	50.0	–	50.0	100.0	80.0
Subtotal – North Fellowship Programs	–	–	–	–	66.7	80.0	50.0	50.0	33.3	71.4	50.0	55.0
Total – North GME Programs	70.0	38.9	52.9	47.4	68.2	65.2	64.0	58.6	39.1	51.9	48.0	55.2
Grand Total – UNSOM GME Programs												
	70.6	45.3	42.6	51.6	49.2	43.4	54.7	59.8	51.3	35.1	50.6	49.8

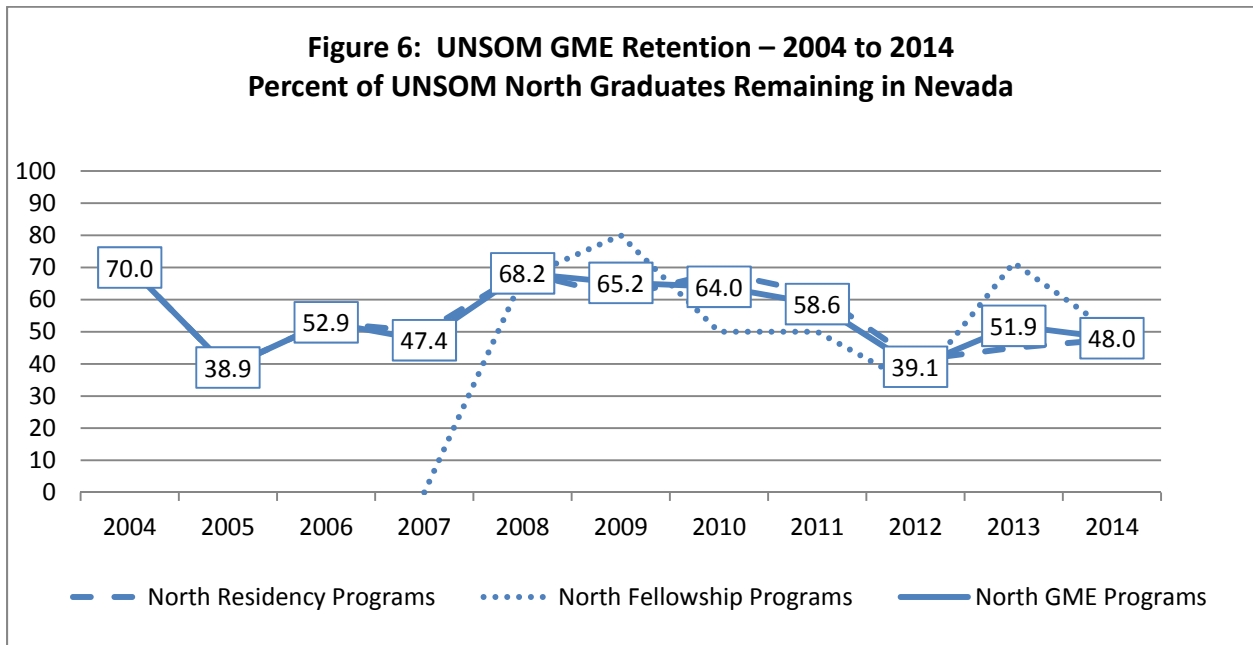
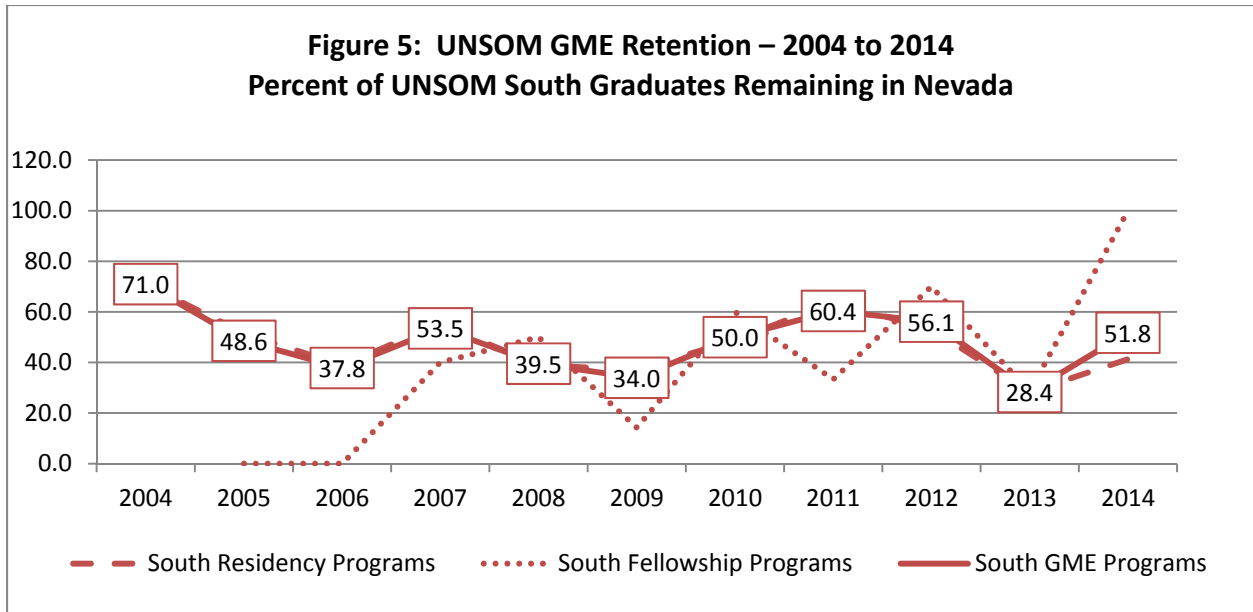
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Table 6: UNSOM GME Retention and Outmigration by Region and Program (Number) – 2004 to 2014

UNSOM GME Programs	Number of Physicians Remaining in Nevada			Number of Physicians Leaving Nevada			Total
	Practicing in Nevada	Continuing GME Training or Other	Total Remaining in Nevada	Practicing Out of State	Continuing GME Training or Other	Total Leaving Nevada	
Southern GME Programs							
Residency Programs							
Emergency Medicine	17	1	18	25	3	28	46
Family Medicine	20	0	20	20	3	23	43
Internal Medicine	66	23	89	42	18	60	149
Obstetrics & Gynecology	12	2	14	15	2	17	31
Pediatrics	42	5	47	41	33	74	121
Psychiatry	11	0	11	8	7	15	26
Surgery – General	8	8	16	9	14	23	39
Surgery – Plastic	0	1	1	3	4	7	8
Subtotal – South Residency Programs	176	40	216	163	84	247	463
Fellowship Programs							
EM -- EMS Disaster Medicine	1	0	1	0	0	0	1
EM – Ultrasound	1	0	1	0	0	0	1
Family Medicine – Obstetrics	1	0	1	2	0	2	3
Family Medicine – Sports Medicine	4	0	4	3	2	5	9
Family Medicine – Urgent Care	1	0	1	2	0	2	3
IM – Cardiology	–	–	–	–	–	–	–
IM – Gastroenterology	–	–	–	–	–	–	–
Medical Oncology – Closed	3	0	3	6	3	9	12
OB/Gyn – Minimally Invasive Gyn Surgery	–	–	–	–	–	–	–
Psychiatry – Child and Adolescent	–	–	–	–	–	–	–
Surgery – Acute Care	4	0	4	5	0	5	9
Surgery – Colorectal	–	–	–	–	–	–	–
Surgery – Critical Care	5	4	9	5	1	6	15
Surgery – Hand & Microsurgery	2	0	2	3	1	4	6
Surgery – Minimally Invasive & Bariatric	1	0	1	0	0	0	1
Surgery – Orthopedic Trauma	1	0	1	1	0	1	2
Subtotal – South Fellowship Programs	26	4	30	25	7	32	62
Total – South GME Programs	202	44	246	188	91	279	525
Northern GME Programs – Reno and Winnemucca							
Residency Programs							
Family Medicine – Reno	40	1	41	22	3	25	66
Family Medicine – Winnemucca	–	–	–	–	–	–	–
Internal Medicine	48	11	59	45	8	62	122
Psychiatry	16	1	17	10	3	13	30
Subtotal – North Residency Programs	104	13	117	77	14	100	208
Fellowship Programs							
Family Medicine – Obstetrics	1	0	1	0	0	0	1
Family Medicine – Sports Medicine	2	0	2	3	0	3	5
IM – Geriatrics	2	2	4	10	1	11	15
IM – Hospice & Palliative Medicine	6	1	7	2	0	2	9
Psychiatry – Child & Adolescent	8	0	8	2	0	2	10
Subtotal – North Fellowship Programs	19	3	22	17	1	18	40
Total – North GME Programs	123	16	139	94	15	109	248
Grand Total – UNSOM GME Programs	325	60	385	282	106	388	773







**Appendix 1: University of Nevada School of Medicine (UNSOM)
Graduate Medical Education (GME) Programs – Academic Year 2014-2015**

UNSOM Residency Programs	UNSOM Fellowship Programs
<p>Residency Programs in Las Vegas (9)</p> <ul style="list-style-type: none"> • Emergency Medicine • Family Medicine • Internal Medicine • Obstetrics and Gynecology • Otolaryngology • Pediatrics • Psychiatry • Surgery, General • Surgery, Plastic <p>Residency Programs in Reno (3)</p> <ul style="list-style-type: none"> • Family Medicine • Internal Medicine • Psychiatry <p>Residency Programs in Winnemucca (1)</p> <ul style="list-style-type: none"> • Family Medicine 	<p>Fellowship Programs in Las Vegas (15)</p> <ul style="list-style-type: none"> • Emergency Medicine – EMS Disaster Medicine • Emergency Medicine – Ultrasound • Family Medicine – Obstetrics • Family Medicine – Sports Medicine • Family Medicine – Urgent Care • Internal Medicine – Cardiology • Internal Medicine – Gastroenterology • OB/Gyn – Minimally Invasive Gynecologic Surgery • Psychiatry – Child and Adolescent • Surgery – Acute Care • Surgery – Colorectal • Surgery – Critical Care • Surgery – Hand and Microsurgery • Surgery – Orthopedic Trauma <p>Fellowship Programs in Reno (4)</p> <ul style="list-style-type: none"> • Family Medicine – Sports Medicine • Internal Medicine – Geriatrics • Internal Medicine – Hospice & Palliative Medicine • Psychiatry – Child and Adolescent

Appendix 2: Profile of Physicians Completing UNSOM Medical Residency and Fellowship Programs – 2004 to 2013

Category	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	Avg
Average Age (years)	33	37	34	34	35	35	34	34	32	34	34	34
Male (%)	64	54	53	54	49	46	68	47	54	64	60	56
Female (%)	36	46	47	46	51	54	32	53	46	36	40	44
Allopathic Physicians (%)	89	82	94	87	88	82	92	87	78	85	79	86
Osteopathic Physicians (%)	11	18	6	13	12	18	8	13	22	15	21	14
US or Canadian Medical Graduates (%)	57	59	56	59	63	44	53	57	54	56	68	56
International Medical Graduates (%)	43	41	44	41	37	56	47	43	46	44	32	44
Completing Primary Care GME (%)	88	81	91	84	77	62	62	63	58	72	63	72
Completing Specialty GME (%)	12	16	9	14	21	38	38	38	42	28	37	27

Appendix 3: Profile of Physicians Carrying Educational Debt Upon Completion of UNSOM GME – 2004 to 2013 (Thousands of \$)

Category	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014
Average Debt (\$)	130.5	143.9	135.3	151.6	175.5	138.4	157.5	156.1	155.8	188.8	149.7
% Total w/ Debt	72.7	79.7	74.2	74.2	82.5	71.2	81.4	72.6	73.8	60.4	72.9
% IMG w/ Debt	43.2	40.7	43.5	41.9	36.5	54.5	44.9	41.9	44.6	44.4	47.6



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