
UNR Med Health Policy Report

Nevada Residency and Fellowship Training Outcomes – 2008 to 2017 Key Findings from the Annual University of Nevada School of Medicine Graduate Medical Education Exit Survey August 2017

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Key Findings

- In 2017, 30.0% of physicians completing residencies and fellowships reported that they will remain in Nevada to begin clinical practice or continue their graduate medical education (GME).
- Since 2008, 49.0% of exiting residents and fellows remained in Nevada.
- The average debt of all exiting residents and fellows in 2017 was \$166,975.
- Three of five (61.3%) of the exiting residents and fellows carry an average debt of \$272,299.
- Over half (53.1%) of the physicians beginning clinical practice in 2017 have no debt.
- In 2017, 7.8% of physicians completing residencies and fellowships grew up in Nevada.
- Physicians from Nevada entering clinical practice carry \$201,111 in debt.
- Over the past decade, 11.2% of all exiting residents and fellows were from Nevada.
- Average debt carried by physicians from Nevada since 2008 is \$176,028 which is higher than the average debt of \$166,975 carried by all physicians.

Overview

For over ten years, the University of Nevada, Reno School of Medicine has conducted a survey of physicians completing School of Medicine residency and fellowship programs. The Graduate Medical Education (GME) “exit” survey is coordinated by the Office of Statewide Initiatives. The survey assesses the future employment and continuing educational plans of graduating residents and fellows. It also provides information on the educational debt of exiting residents and fellows as well as other factors influencing post-GME location decisions.

This *UNR Med Health Policy Report* presents the findings from the survey responses by physicians completing GME in 2017 by program and location. It also includes data on GME trends in Nevada over the past decade. There were 107 surveys completed from 115 graduating physicians for a response rate of 93.0% in 2017. A total of 120 physicians will complete GME training in 2017, of which five were not included in the survey. Graphic representation of the retention rates for the past ten years (2008 to 2017) is presented in Appendix 1. A list of the questions contained in the online survey instrument is presented in Appendix 2.



Key Retention Findings from the Graduate Medical Education Survey

Table 1 summarizes the principal findings of the 2017 Graduate Medical Education (GME) exit survey. This survey provides information on physicians completing University of Nevada School of Medicine GME programs. A complete list of residency and fellowship programs is contained in Table 2. Data from the Nevada State Board of Medical Examiners was used to determine the retention rate of physicians who did not complete the survey or returned to the state after continuing their GME. In 2017, 30.0% of physicians completing the survey indicated that they will remain in Nevada to begin practicing medicine or pursue additional GME and 70.0% intend to leave the state or are undecided. The majority of the physicians completing the survey will begin practicing medicine and patient care activities (65.8%), while the remainder seek additional specialized GME or other activities. Of the physicians entering patient care practice, less than half remain in Nevada (40.5%). A small percentage, less than five percent (3.3%) of the physicians indicated further training plans in Nevada for sub-specialty training.

The survey asks respondents about their post-GME job search and factors influencing their decision to stay or leave Nevada. Almost three-fourths (68.7%) of exiting physicians reported doing a job search and 84.8% entered clinical practice. Internet searches (38.0%), followed by personal networking (26.6%) were the primary methods used, physician recruiters (21.5%), and journal advertising (6.3%). Surprisingly, 19.0% of the physicians took more than one year before graduation to actively search for employment. Of the 74 physicians offered a job, 86.5% accepted the offer while 29.5% declined the job offer, in order to focus on continuing their education. Over one in four physicians (26.2%) did not report doing a job search and almost half of those (42.9%) were going into clinical practice, with 57.4% going into additional training. Many physicians reported doing a job search as part of their planning for future GME training.

Physicians beginning practice or continuing their education in Nevada reported that personal networking (37.9%) was their principal source of information, followed by internet (24.1%), physician recruiters (20.7%), and journal advertising (17.2%). Physicians leaving the state primarily used the internet (44.7%), followed by personal networking (21.1%), physician recruiters (21.1%) and other tools (13.1%).

In 2017, physicians wanting to remain in Nevada to begin practice reported lengthened job searches, six months or longer, (79.3%) than physicians leaving the state (71.1%). Job searches conducted six months before graduation by physicians staying in Nevada was 20.6%. Physicians searched for positions out of state, 28.9%, during this six months period were slightly larger in number. Forty-nine physicians (50.0%) listed family as a major reason for leaving or staying in Nevada, followed by 33.8% for both lifestyle and job opportunities as their major reasons.

**Table 1: School of Medicine Graduate Medical Education (GME) Retention in Nevada – 2017
Number and Percent of Physicians Remaining in Nevada versus Leaving Nevada**

	Patient Care Practice	Continuing GME or Other	Total
Physicians Remaining in Nevada	32 (26.7%)	4 (3.3%)	36 (30.0%)
Physicians Leaving Nevada	47 (39.2%)	37 (30.8%)	84 (70.0%)
Total	79 (65.8%)	41 (34.2%)	120 (100.0%)

**Table 2: School of Medicine Graduate Medical Education (GME) Programs
in Academic Year 2016-2017**

Residency Programs	Fellowship Programs
<p>Residency Programs in Las Vegas (10)</p> <ul style="list-style-type: none"> • Emergency Medicine • Family Medicine • Family Medicine – Winnemucca (Rural) • Internal Medicine • Obstetrics and Gynecology • Otolaryngology • Pediatrics • Psychiatry • Surgery, General • Surgery, Plastic <p>Residency Programs in Reno (4)</p> <ul style="list-style-type: none"> • Family Medicine • Family Medicine – Elko (Rural) • Internal Medicine • Psychiatry 	<p>Fellowship Programs in Las Vegas (14)</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 • Internal Medicine – Pulmonary/Critical Care • OB/GYN - Minimally Invasive Gynecological Surgery • Psychiatry – Child and Adolescent • Surgery – Acute Care • Surgery – Colorectal • Surgery – Critical Care • Surgery – Minimally Invasive & Bariatric <p>Fellowship Programs in Reno (4)</p> <ul style="list-style-type: none"> • Family Medicine – Sports Medicine • Internal Medicine – Geriatrics • Internal Medicine – Hospice and Palliative Medicine • Psychiatry – Child and Adolescent

Tables 3 through 5 summarize survey results and retention over the past ten years. Since 2008, 49.5% of exiting residents and fellows reported that they will stay in Nevada to begin practice or continue their graduate medical education. More than half of the survey respondents (50.5%) indicated that they will leave Nevada to begin practice or seek additional GME training. Among the 716 physicians reporting that they plan to begin patient care practice, 409 reported that they will remain in Nevada to begin practice (57.1%), while 307 reported that they intend to leave the state to start practice (43.9%).

Over the past ten years, 51.5% of physicians choosing to practice in Nevada used personal networking as their primary job search tool. Over half of the residents and fellows conducted their job search the last six months of their program, a little more than a third of (34.6%) conducted their job search between the last six to twelve months of their program, and 13.9% spent a year or more.

Table 4 is a ten year profile of the residents and fellows exiting from GME programs; whose average age is 34 and 57% are male, 85% have an allopathic degree (MD), 57% are U.S. or Canadian medical school graduates, and 63% completed a primary care residency or fellowship.

Table 5 profiles the debt burden of the exiting residents and fellows in Nevada over the past ten years. Average debt continues to increase at a 3.3% rate annually. Those who carry debt, not just everyone calculated into the average debt, increases at a greater rate of 5.9% annually. The total graduates with debt has fluctuated over the years ranging between 60% and 83% averaging at 70.7% over ten years.

Information on School of Medicine residency and fellowship program graduates for the past ten years is contained in Tables 6 through 9:

- Table 6 provides completion numbers by region, program, and year. In southern Nevada the number of residents and fellows in programs has increased 8.2% annually over ten years while northern Nevada programs increased 7.5% annually.
- Table 7 supplies retention numbers, varying year by year and remained flat (.01%) over the past ten years in southern Nevada and increased 7.6% in northern Nevada.
- Table 8 lists the percentages by program. This table shows the ups and downs of assessing a small population of residents and fellows as the retention ranges from a low of 17.9% (2017) to a high of 66.0% (2011) for programs in southern Nevada. The retention of physicians in northern Nevada for the past ten years ranges from a low of 42.3% (2012) to a high of 78.3% (2009).
- Table 9 summarizes the retention and outmigration figures by region and program for the entire decade highlighting the physicians who remained in Nevada to practice.

Table 3: School of Medicine GME Retention in Nevada – 2008 to 2017
Number and Percent of Physicians Remaining in Nevada versus Leaving Nevada

	Patient Care Practice	Continuing GME or Other	Total
Physicians Remaining in Nevada	409 (46.1%)	30 (3.4%)	439 (49.5%)
Physicians Leaving Nevada	307 (34.6%)	141 (15.9%)	448 (50.5%)
Total	716 (80.7%)	171 (19.3%)	887 (100.0)

Table 4: Profile of Physicians Completing School of Medicine GME Programs – 2008 to 2017

Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Avg
Average Age (years)	35	35	34	34	32	33	34	34	33	34	34
Male (%)	48	47	67	47	55	64	63	49	64	56	57
Female (%)	52	53	33	53	45	36	37	51	36	44	43
Allopathic Physicians (%)	90	83	92	85	77	85	80	85	87	87	85
Osteopathic Physicians (%)	10	17	8	15	23	15	20	15	13	13	15
US or Canadian Medical Graduates (%)	59	44	53	56	53	53	70	58	66	87	57
International Medical Graduates (%)	41	56	47	44	44	47	30	42	34	13	43
Completing Primary Care GME (%)	77	62	62	61	64	62	60	66	65	55	63
Completing Specialty GME (%)	23	38	38	39	36	38	40	34	35	45	37

Table 5: Profile of Physicians Carrying Educational Debt Upon Completion of School of Medicine GME – 2008 to 2017 (Thousands of \$)

Category	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
Average Debt (\$)	136.8	119.9	128.2	113.3	113.3	114.3	149.7	168.1	200.7	167.0
Carried Debt (\$)	170.3	168.4	157.5	156.1	153.1	190.6	205.4	257.6	261.2	272.3
Total with Debt (%)	70.4	81.2	71.4	82.6	74.2	60.0	62.9	65.3	76.9	70.7
Total without Debt (%)	19.6	28.8	18.6	27.4	25.8	40.0	27.1	34.7	23.1	29.3
IMG with Debt %	56.5	52.8	71.0	42.3	53.3	36.8	47.6	41.5	58.3	42.3
USMG with Debt (%)	97.0	93.3	89.5	94.4	91.7	83.7	87.2	83.3	87.1	80.0

Notes: "Average Debt" includes all residents and fellows in the denominator and "Carried Debt" includes only residents and fellows with debt in the denominator

Table 6: Number of Physicians Completing a School of Medicine GME Program by Region, Program, and Year – 2008 to 2017

Region/GME Programs	Number of Physicians Completing GME Programs										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Southern GME Programs – Las Vegas and Winnemucca											
Residency Programs											
Emergency Medicine		8	8	8	7	8	7	10	10	10	76
Family Medicine	4	4	4	4	4	4	5	4	6	5	44
Family Medicine – Winnemucca										1	1
Internal Medicine	14	12	14	13	17	19	12	21	22	25	169
Obstetrics & Gynecology	3	2	3	3	3	2	3	3	3	3	30
Otolaryngology									1	1	2
Pediatrics	12	12	10	12	9	10	11	16	12	14	118
Psychiatry	4	3	2	3	3	4	3	3	4	6	35
Surgery – General	3	3	4	3	4	4	4	4	5	6	40
Surgery – Plastic	1	1	0	1	1	1	1	1	1	1	9
Subtotal – South Residency Programs	41	46	45	47	48	53	46	62	65	72	524
Fellowship Programs											
EMS and Disaster Management					1	0	0	0	0	0	1
Emergency Medicine – Ultrasound							1	0	0	0	1
Family Medicine – Obstetrics		1	0	1	1	0	0	0	1	0	4
Family Medicine – Sports Medicine	0	1	1	1	1	1	1	2	2	1	11
Family Medicine – Urgent Care				1	0	0	0	0	0	0	1
Gastroenterology										2	2
Internal Medicine – Cardiology										3	3
Obstetrics – Minimally Invasive Surgery										1	1
Psychiatry – Child and Adolescent									2	0	2
Surgery – Acute Care		2	1	2	2	2	3	3	2	4	21
Surgery – Colorectal								1	0	0	1
Surgery – Critical Care	2	2	2	0	0	2	3	3	4	1	19
Surgery – Hand & Microsurgery	0	1	1	1	0	0	1	0	0	1	5
Surgery – Bariatric						1	0	1	0	0	2
Subtotal – South Fellowship Programs	2	7	5	6	6	6	10	9	11	12	74
Total – South GME Programs	43	53	50	53	54	59	56	71	75	84	598
Northern GME Programs – Reno and Elko											
Residency Programs											
Family Medicine – Reno	5	5	6	7	6	6	7	7	6	4	59
Family Medicine – Elko											
Internal Medicine	10	11	9	11	11	11	12	15	16	18	124
Psychiatry	4	2	4	2	3	3	1	2	2	4	27
Subtotal – North Residency Programs	19	18	19	20	20	20	20	24	24	26	210
Fellowship Programs											
Family Medicine – Sports Medicine	0	1	1	1	1	1	1	1	1	1	9
Internal Medicine – Geriatrics	1	2	4	3	3	3	0	4	2	4	26
Internal Medicine – Hospice & Palliative			0	2	2	2	1	1	3	3	14
Psychiatry – Child & Adolescent	0	2	2	2	0	2	2	2	2	2	16
Subtotal – North Fellowship Programs	1	5	7	8	6	8	4	8	8	10	65
Total – North GME Programs	20	23	26	28	26	28	24	32	33	36	276
Closed Programs											
		1	0	0	4	8	-	-	-	-	13
Grand Total – GME Programs	63	76	76	81	80	87	80	103	108	120	887

Table 7: Number of Physicians Retained after Completion of a School of Medicine GME Program by Region, Program, and Year – 2008 to 2017

Region/GME Programs	Number of Physicians Remaining in Nevada After Completing GME Programs										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Southern GME Programs – Las Vegas and Winnemucca											
Residency Programs											
Emergency Medicine		2	4	6	5	2	2	3	3	2	29
Family Medicine	3	1	4	3	2	0	1	1	6	2	23
Family Medicine – Winnemucca (Rural)										0	0
Internal Medicine	9	9	12	9	10	7	6	9	13	5	89
Obstetrics & Gynecology	2	2	1	2	1	2	3	2	1	0	16
Otolaryngology									0	0	0
Pediatrics	4	6	5	9	4	5	5	9	2	2	51
Psychiatry	2	1	0	2	1	3	1	2	4	2	18
Surgery – General	2	3	1	2	1	0	2	1	1	1	14
Surgery – Plastic	0	1	0	0	0	1	0	0	0	0	2
Subtotal – South Residency Programs	22	25	27	33	24	20	20	27	30	14	242
Fellowship Programs											
EMS and Disaster Management					1	0	0	0	0	0	1
Emergency Medicine – Ultrasound							0	0	0	0	0
Family Medicine – Obstetrics		1	0	0	1	0	0	0	0	0	2
Family Medicine – Sports Medicine	0	0	0	1	0	0	0	1	1	0	3
Family Medicine – Urgent Care				0	0	0	0	0	0	0	0
Gastroenterology										1	1
Internal Medicine- Cardiology										0	0
Obstetrics & Gynecology – Minimally Invasive										0	0
Psychiatry – Child and Adolescent									2	0	2
Surgery – Acute Care		1	0	1	1	2	2	2	0	0	9
Surgery – Colorectal							1	0	0	0	1
Surgery – Critical Care	2	0	2	0	0	2	3	3	0	0	12
Surgery – Hand & Microsurgery	0	0	1	0	0	0	0	0	0	0	1
Surgery – Bariatric					1	0	0	1	0	0	2
Subtotal – South Fellowship Programs	2	2	3	2	4	4	6	7	3	1	34
Total – South GME Programs	24	27	30	35	28	24	26	34	33	15	276
Northern GME Programs – Reno and Elko											
Residency Programs											
Family Medicine – Reno	4	4	4	2	6	3	4	4	2	2	35
Family Medicine – Elko (Rural)											
Internal Medicine	7	8	5	9	3	5	3	10	11	9	70
Psychiatry	2	1	2	1	0	2	1	1	1	1	12
Subtotal – North Residency Programs	13	13	11	12	9	10	8	15	14	12	117
Fellowship Programs											
Family Medicine – Sports Medicine	0	1	0	1	0	0	0	0	0	0	2
Internal Medicine – Geriatrics	0	2	2	0	0	3	0	2	2	3	14
Internal Medicine – Hospice & Palliative		0	0	2	2	1	1	1	1	1	9
Psychiatry – Child & Adolescent	0	2	2	1	0	1	2	1	2	1	11
Subtotal – North Fellowship Programs	0	5	4	4	2	5	3	4	4	5	36
Total – North GME Programs	13	18	15	16	11	15	11	19	18	17	153
Closed Programs		1	0	0	3	-	-	-	-	-	4
Grand Total – GME Programs	37	46	45	51	42	39	37	53	51	32	433

Table 8: Percent of Physicians Retained after Completion of a School of Medicine GME Program by Region, Program, and Year – 2008 to 2017

Region/GME Programs	Percent of Physicians Remaining in Nevada After Completing GME Programs										
	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	Total
Southern GME Programs – Las Vegas and Winnemucca											
Residency Programs											
Emergency Medicine		25.0	50.0	75.0	71.4	25.0	28.6	30.0	30.0	20.0	38.2
Family Medicine	75.0	25.0	100.0	75.0	50.0	0.0	20.0	25.0	100.0	40.0	52.3
Family Medicine – Winnemucca (Rural)										0.0	0.0
Internal Medicine	64.3	75.0	85.7	69.2	58.8	36.8	50.0	42.9	59.1	20.0	52.7
Obstetrics & Gynecology	66.7	66.7	33.3	66.7	33.3	66.7	100.0	66.7	33.3	0.0	53.3
Otolaryngology									0.0	0.0	0.0
Pediatrics	33.3	50.0	50.0	75.0	44.4	50.0	45.5	56.3	16.7	14.3	43.2
Psychiatry	50.0	33.3	0.0	66.7	33.3	75.0	33.3	66.7	100.0	33.3	51.4
Surgery – General	66.7	100.0	25.0	66.7	25.0	0.0	50.0	25.0	20.0	16.7	35.0
Surgery – Plastic	0.0	100.0	–	0.0	0.0	100.0	0.0	0.0	100.0	0.0	22.2
Subtotal – South Residency Programs	53.7	54.3	60.0	70.2	50.0	37.7	43.5	43.5	46.9	19.4	46.2
Fellowship Programs											
EMS and Disaster Management					100.0	–	–	–	–	–	100.0
Emergency Medicine – Ultrasound							0.0	–	–	–	0.0
Family Medicine – Obstetrics		100.0	–	0.0	100.0	–	–	–	0.0	–	50.0
Family Medicine – Sports Medicine	–	0.0	100.0	0.0	0.0	0.0	0.0	50.0	50.0	0.0	27.3
Family Medicine – Urgent Care				0.0	–	–	–	–	–	–	0.0
Gastroenterology										50.0	50.0
Internal Medicine – Cardiology										0.0	0.0
Obstetrics – Minimally Invasive										0.0	0.0
Psychiatry – Child and Adolescent									100.0	–	100.0
Surgery – Acute Care		50.0	0.0	50.0	50.0	100.0	66.7	66.7	0.0	0.0	42.9
Surgery – Colorectal							100.0	–	–	–	100.0
Surgery – Critical Care	100.0	0.0	100.0	–	–	66.7	100.0	100.0	0.0	–	63.2
Surgery – Hand & Microsurgery	–	0.0	100.0	0.0	–	–	0.0	–	–	0.0	20.0
Surgery – Bariatric						100.0	–	100.0	–	–	100.0
Subtotal – South Fellowship Programs	100.0	28.6	60.0	33.3	66.7	66.7	60.0	77.8	27.3	8.3	45.9
Total – South GME Programs	55.8	50.9	60.0	66.0	51.9	40.7	46.4	47.9	44.0	17.9	46.2
Northern GME Programs – Reno and Elko											
Residency Programs											
Family Medicine – Reno	80.0	80.0	66.7	28.6	100.0	50.0	57.1	57.1	33.3	50.0	59.3
Family Medicine – Elko (Elko)											
Internal Medicine	70.0	72.7	55.6	81.8	27.3	45.5	25.0	66.7	64.7	50.0	56.0
Psychiatry	50.0	50.0	50.0	50.0	0.0	66.7	100.0	50.0	50.0	25.0	44.4
Subtotal – North Residency Programs	68.4	72.2	57.9	60.0	45.0	50.0	40.0	62.5	56.0	46.2	55.5
Fellowship Programs											
Family Medicine – Sports Medicine	–	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	0.0	22.2
Internal Medicine – Geriatrics	0.0	100.0	50.0	0.0	0.0	100.0	–	50.0	100.0	75.0	53.8
Internal Medicine – Hospice & Palliative		–	–	100.0	100.0	50.0	100.0	100.0	33.3	33.3	64.3
Psychiatry – Child & Adolescent	–	100.0	100.0	50.0	–	50.0	100.0	50.0	50.0	50.0	68.8
Subtotal – North Fellowship Programs	0.0	100.0	57.1	50.0	33.3	62.5	75.0	50.0	50.0	50.0	55.4
Total – North GME Programs	65.0	78.3	57.7	57.1	42.3	53.6	45.8	59.4	54.5	47.2	55.4
Closed Programs											
Closed Programs	–	100.0	0.0	0.0	75.0	–	–	–	–	–	30.8
Grand Total – GME Programs											
Grand Total – GME Programs	58.7	60.5	59.2	63.0	52.5	44.8	46.3	51.5	47.2	26.7	48.8

**Table 9: School of Medicine GME Retention in Nevada – 2008 to 2017
Number of Physicians Remaining in Nevada versus Leaving Nevada by Program**

Region/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 – Las Vegas and Winnemucca							
Residency Programs							
Emergency Medicine	29	0	29	36	11	47	76
Family Medicine	23	0	23	19	2	21	44
Family Medicine – Winnemucca (Rural)	0	0	0	1	0	1	1
Internal Medicine	76	15	91	41	37	78	169
Obstetrics & Gynecology	15	2	17	12	1	13	30
Otolaryngology	0	0	0	1	1	2	2
Pediatrics	50	1	51	38	29	67	118
Psychiatry	19	0	19	11	5	16	35
Surgery – General	13	0	13	12	15	27	40
Surgery – Plastic	2	0	2	3	4	7	9
Subtotal – South Residency Programs	227	18	245	174	105	279	524
Fellowship Programs							
Emergency Medical Services	1	0	1	0	0	0	1
Emergency Medicine – Ultrasound	0	0	0	1	0	1	1
Family Medicine – Obstetrics	2	0	2	2	0	2	4
Family Medicine – Sports Medicine	3	0	3	7	1	8	11
Family Medicine – Urgent Care	0	0	0	0	1	1	1
Gastroenterology	1	0	1	1	0	1	2
Internal Medicine – Cardiology	0	0	0	1	2	3	3
Obstetrics – Minimally Invasive	1	0	1	0	0	0	1
Psychiatry – Child and Adolescent	2	0	2	0	0	0	2
Surgery – Acute Care	9	1	10	10	1	11	21
Surgery – Colorectal	1	0	1	0	0	0	1
Surgery – Critical Care	7	5	12	3	4	7	19
Surgery – Hand & Microsurgery	1	0	1	2	2	4	5
Surgery – Bariatric	2	0	2	0	0	0	2
Subtotal – South Fellowship Programs	29	6	35	27	12	39	75
Total – South GME Programs	257	24	280	201	117	318	599
Northern GME Programs – Reno and Elko							
Residency Programs							
Family Medicine – Reno	35	0	35	22	2	24	59
Family Medicine – Elko (Rural)	–	–	–	–	–	–	–
Internal Medicine	67	3	70	40	15	55	125
Psychiatry	12	1	13	10	3	13	26
Subtotal – North Residency Programs	114	4	118	72	20	92	210
Fellowship Programs							
Family Medicine – Sports Medicine	2	0	2	7	0	7	9
Internal Medicine – Geriatrics	0	0	0	11	0	11	26
Internal Medicine – Hospice & Palliative	8	0	8	6	0	6	14
Psychiatry – Child & Adolescent	11	0	11	5	0	5	16
Subtotal – North Fellowship Programs	34	2	36	29	0	29	65
Total – North Programs	148	6	154	101	20	121	275
Closed Program	4	0	4	5	4	9	13
Grand Total – GME Programs	409	30	439	307	141	448	887

Appendix 1: Physician GME Trends and Retention 2008 – 2017

In the Appendix, there are six figures showing the ten-year trends for graduates of GME Programs based in southern and northern Nevada.

- Figures 1 and 2 document ten-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 ten-year trends in the number of graduates remaining in the state after completing an 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 consistent over the past decade.
- Figures 5 and 6 document the percent of graduates remaining in the state after completing an GME program by region. These data indicate a couple of noteworthy trends. First, for most of the past decade, Nevada has retained between 40 to 60 percent of GME graduates in both regions of the state. While programs in both regions showed a decline in the number and percentage of GME graduates remaining in Nevada from 2012 to 2017, 2017 shows more retention on most graphs.
- Shaded cells are for years prior to the inception of a residency or fellowship program. Hyphens designate programs with no exiting residents or fellows. Hyphens on the retention charts mean no exiting residents or fellows, where as 0.0 mean no retention of physicians in that program for that year.

Figure 1: School of Medicine GME Graduates - 2008 to 2017
Number of Graduates from Southern Programs

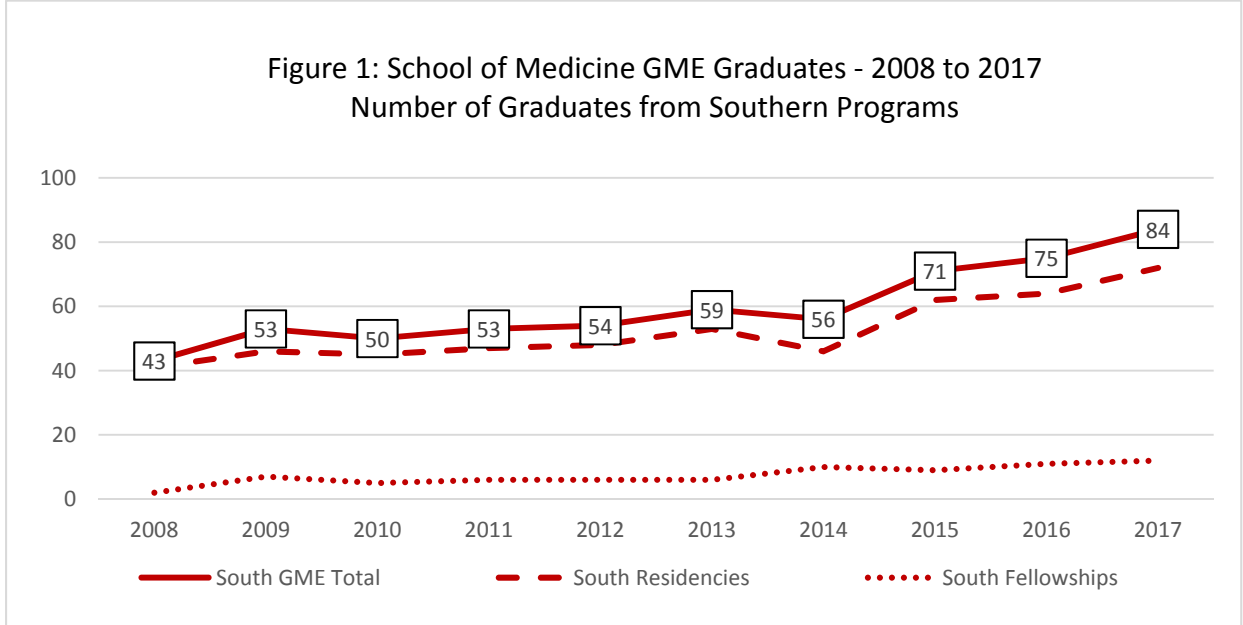


Figure 2: UNSOM Northern GME Completions - 2008 to 2017
Number of Graduates in from Northern Programs

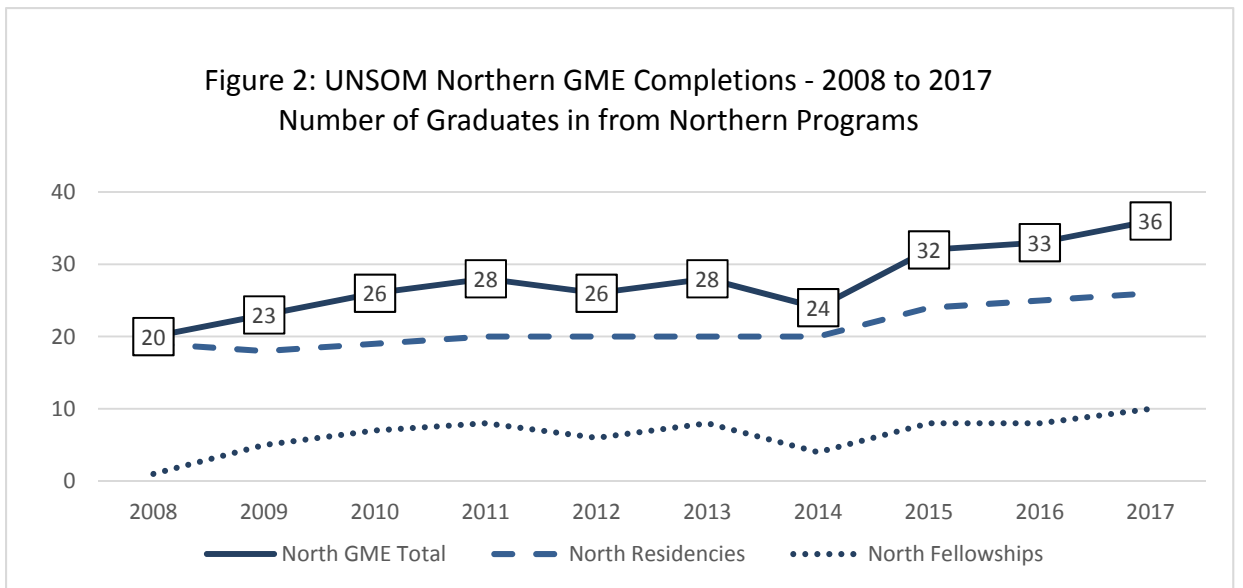


Figure 3: School of Medicine Southern GME Retention – 2008 to 2017
Number of Southern Graduates Remaining in Nevada

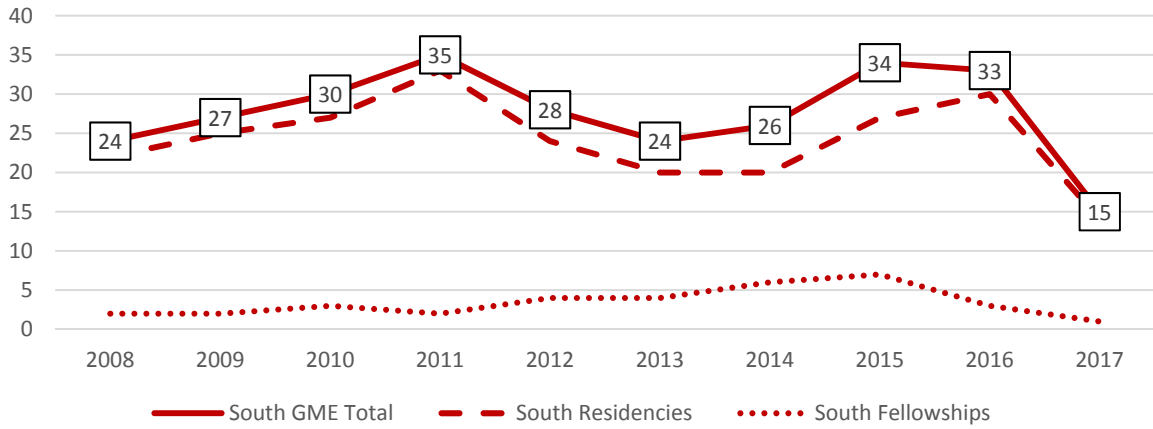
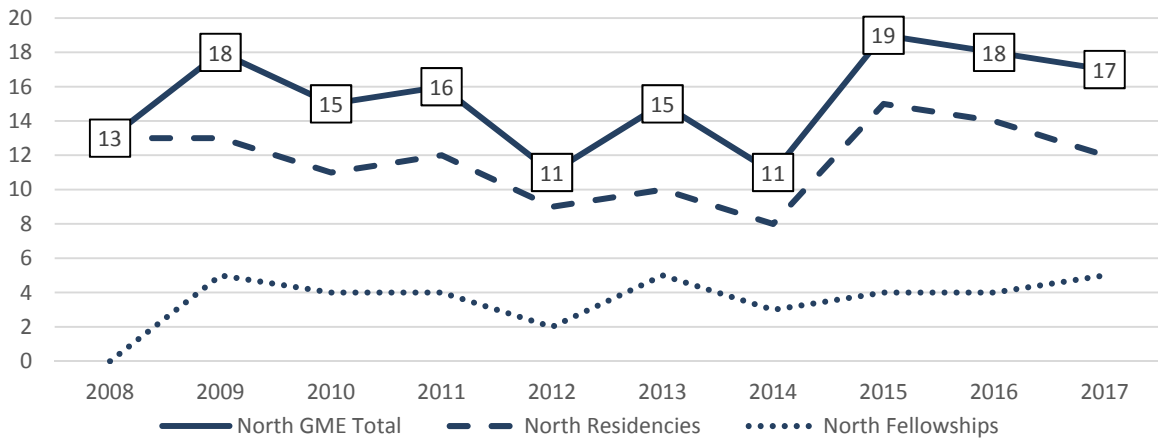
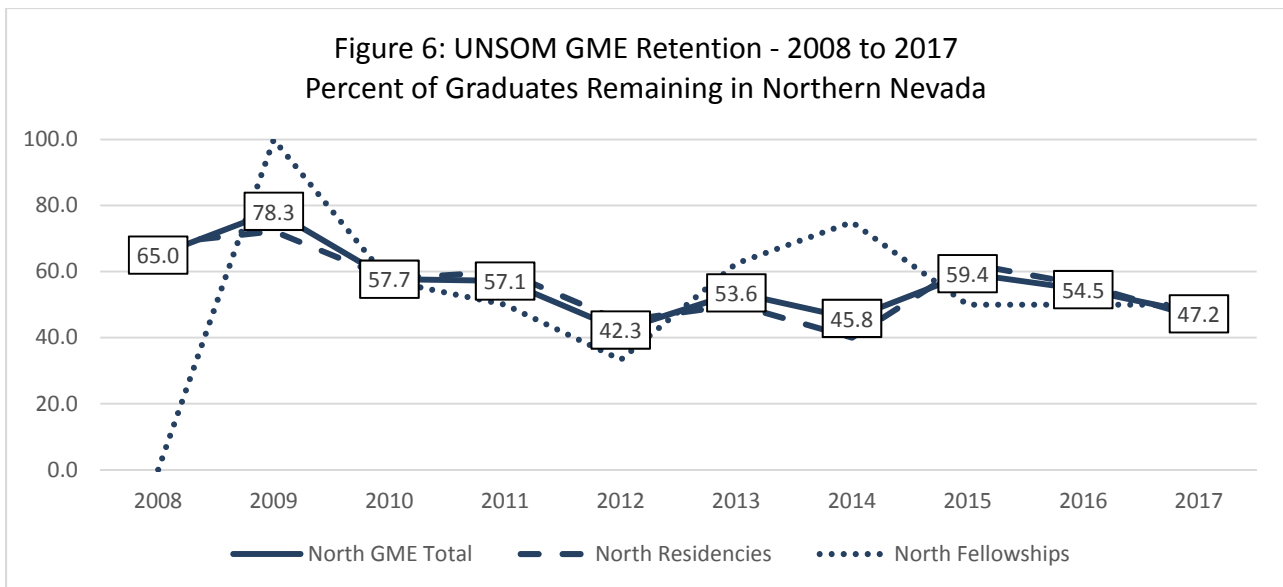
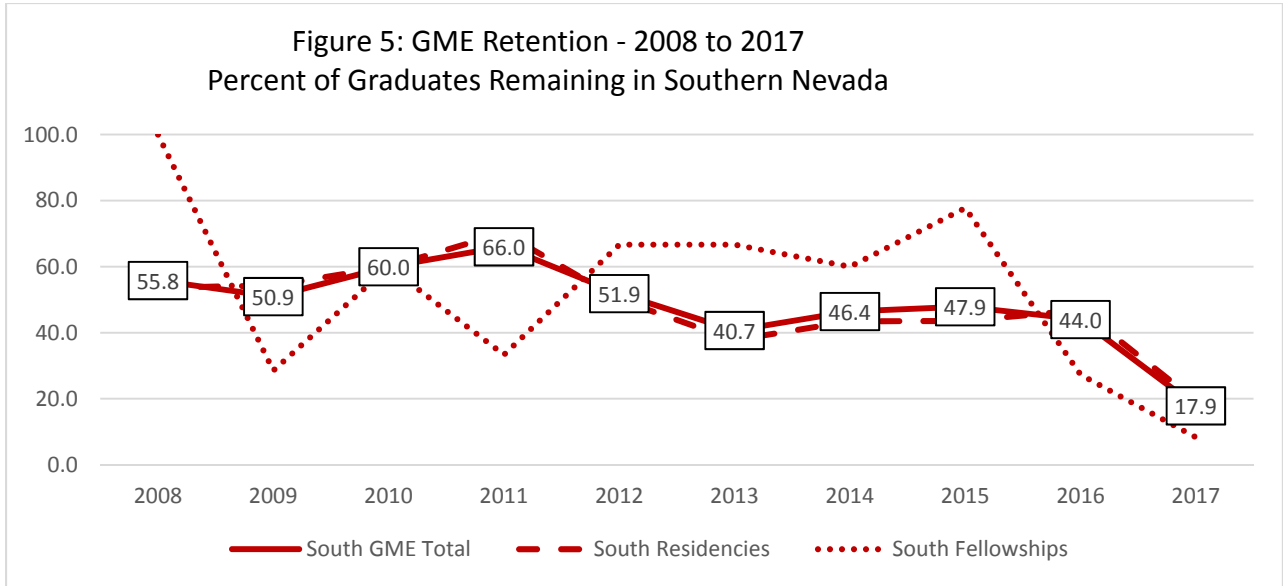


Figure 4: UNSOM Northern GME Retention - 2008 to 2017
Number of Northern raduates Remaining in Nevada





Appendix 2: Questions Contained in Online Survey Instrument

For over ten years, the University of Nevada, Reno School of Medicine has conducted a survey of physicians completing School of Medicine residency and fellowship programs and assesses the future employment and continuing educational plans of exiting residents and fellows.

I. Location of GME training

1. What is the name of the primary hospital/facility where you completed the majority of your training?

- Henderson – St Rose Dominican Hospital
- Las Vegas – MountainView Hospital
- Las Vegas – SNAMHS, Rawson-Neal Psychiatric Hospital
- Las Vegas – Sunrise Children's Hospital
- Las Vegas – Sunrise Hospital and Medical Center
- Las Vegas – University Medical Center (UMC)
- Las Vegas – Valley Hospital Medical Center
- North Las Vegas - VA Southern Nevada Healthcare System
- Sparks – NNAMHS Northern Nevada Adult Mental Health Services
- Reno – Renown Medical Center
- Reno – St. Mary's Regional Medical Center
- Reno – VAMC Hospital/Sierra Nevada Healthcare Systems
- Reno – West Hills Hospital
- Sparks – NNAMHS Northern Nevada Adult Mental Health Services
- Winnemucca –Humboldt General Hospital
- Other (please specify) _____

II. GME Program

2. Indicate the type of GME training you are completing in 2017.

- Residency
- Fellowship

3. What is the name of the School of Medicine residency program from which you are completing?

- Reno – Residency: Family Medicine
- Reno – Residency: Family Medicine – Elko (Rural)
- Reno – Residency: Internal Medicine
- Reno – Residency: Psychiatry
- Las Vegas – Residency: Emergency Medicine
- Las Vegas – Residency: Family and Community Medicine
- Las Vegas – Residency: Rural Family Medicine/Obstetrics (Winnemucca)
- Las Vegas – Residency: Internal Medicine
- Las Vegas – Residency: Obstetrics and Gynecology
- Las Vegas – Residency: Pediatrics
- Las Vegas – Residency: Plastic Surgery
- Las Vegas – Residency: Psychiatry
- Las Vegas – Residency: General Surgery
- Las Vegas – Residency: Orthopaedic Surgery
- Las Vegas – Residency: Otolaryngology

4. What is the name of the School of Medicine fellowship program from which you are completing?

- Reno – Fellowship: Child Psychiatry

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- Reno – Fellowship: Internal Medicine: Geriatrics
- Reno – Fellowship: Internal Medicine: Hospice and Palliative Medicine
- Reno – Fellowship: Family Medicine: Primary Care Sports Medicine
- Las Vegas – Fellowship: Emergency Medical Services and Disaster Medicine
- Las Vegas – Fellowship: Emergency Medicine: Ultrasound
- Las Vegas – Fellowship: Family Medicine: Obstetrics
- Las Vegas – Fellowship: Family Medicine: Sports Medicine
- Las Vegas – Fellowship: Family Medicine: Urgent Care
- Las Vegas – Fellowship: Internal Medicine: Cardiology
- Las Vegas – Internal Medicine: Gastroenterology and Hepatology
- Las Vegas – Fellowship: Internal Medicine: Pulmonary/Critical Care Medicine
- Las Vegas – Ob/GYN: Fellowship: Minimally Invasive Gynecological Surgery
- Las Vegas – Fellowship: Psychiatry: Child and Adolescent
- Las Vegas – Fellowship: Surgery: Colon and Rectal
- Las Vegas – Fellowship: Surgery: Acute Care
- Las Vegas - Fellowship: Surgery: Bariatric
- Las Vegas – Fellowship: Surgery: Colorectal
- Other (please specify) _____

III. Demographics

5. What is your sex?

- Male
- Female

6. What is your year of birth?

___ - ___ - _____

7. What is your Citizenship status?

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

8. Please name the city, state, and country in which you lived the longest time from birth to age 18:

City	<input type="text"/>
State	<input type="text"/>
Country	<input type="text"/>

9. Please name the city, state, and country in which you graduated from high school:

City
State
Country

10. How many years have you lived in Nevada? ___ ___

IV. Medical Education

11. Please estimate the type of undergraduate medical education you have received:

___ Allopathic (M.D.)
___ Osteopathic (D.O.)

12. Please give the name and location where you completed your undergraduate medical education:

School Name
City
State
Country

13. Please estimate your current educational debt from all levels of education (Please enter "0" if you have no educational debt): \$ _____ , _____

V. Future Plans

14. What primary activity or employment do you expect to be doing after completion of your current training program?

___ Patient Care
___ Administration research or teaching
___ Additional residency or fellowship training
___ Undecided

VI. Employment

15. Where will you begin your employment?

City
State
Country

16. What type of additional training will you be pursuing?

17. Where will you receive additional training?

City

State

Country

18. If you are leaving the state to continue your training, do you plan to return to Nevada to practice when your training is complete?

- Yes, definitely
- Yes, probably
- No, probably not
- No, definitely not
- Not applicable – I plan to remain in Nevada

19. Please indicate how actively you have searched for a job in the past year:

- Very actively
- Somewhat actively
- Not actively at all

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

- 1 to 6 months before I expected to graduate
- 6 to 12 months before I expected to graduate
- More than 1 year months before I expected to graduate

21. What was the primary method by which you obtained information regarding medical practice job opportunities?

- Personal networking
- Residency program
- Specialty society
- Physician recruiters
- Journal advertising
- Internet
- UNSOM GME office
- Other (please specify) _____

22. What is your overall assessment of practice opportunities in your specialty in the city where you completed your training?

- Many jobs
- Some jobs
- Few jobs
- Very few jobs
- No jobs

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

- Many jobs
- Some jobs
- Few jobs
- Very few jobs
- No jobs

24. Have you received any job offers in your specialty over the past twelve months?

- Yes, numerous offers
- Yes, some offers
- Yes, few offers
- No offers
- Others (please specify) reason _____

25. Do you have any additional comments about practice opportunities or your job search experience?

26. Have you accepted a job offer in your specialty?

- Yes
- No

27. As you continue your medical career, what is the major concern you have as a physician? Please check all that apply.

- Ability to find a job
- Availability of free time
- Dealing with managed care requirements
- Dealing with Medicare and Medicaid requirements
- Dealing with patients
- 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 medical knowledge or skills
- Incomplete training or experience
- Medical liability and insurance costs
- Other (please specify) _____

28. 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?

29. Please add any additional comments.



University of Nevada, Reno
School of Medicine