
School of Medicine Health Policy Report

Nevada Residency and Fellowship Training Outcomes – 2007 to 2016 Key Findings from the Annual School of Medicine Graduate Medical Education Survey

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Key Findings

- In 2016, 40.7% 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 2007, 51.2% of exiting residents and fellows remained in Nevada.
- The average debt of all exiting residents and fellows in 2016 was \$170,127.
- Almost three-fourths (74.1%) of the exiting residents and fellows carry an average debt of \$263,487.
- Only 16.4% of the physicians beginning clinical practice in 2016 have no debt.
- Of those residents and fellows with no educational debt (25.9%), 62.5% were international medical school graduates (IMGs).
- In 2016, 16.7% of physicians completing residencies and fellowships grew up in Nevada.
- Physicians from Nevada entering clinical practice carry \$225,727 in debt.
- Over the past decade, 15.2% of all exiting residents and fellows were from Nevada.
- Average debt carried by physicians from Nevada since 2007 is \$188,362, lower than the average debt of \$199,964 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. This survey is coordinated by the Office of Statewide Initiatives. The Graduate Medical Education (GME) survey assesses the future employment and continuing educational plans of exiting 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 Health Policy Report presents the findings from the survey responses by physicians completing GME in 2016 by program and location. It also includes data on GME trends in Nevada over the past decade. There were 104 surveys completed from 108 exiting physicians for a response rate of 96.3% in 2016. Graphic representation of the retention rates for the past ten years (2007 to 2016) is presented in the Appendix 1. A list of the questions contained in the online survey instrument is presented in Appendix 2.

In 2016, there were exiting residents and fellows from 11 residency programs and 10 fellowship programs in Nevada. Table 2 lists all programs.



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Key Retention Findings from the Graduate Medical Education Survey

Table 1 summarizes the principal findings of the 2016 Graduate Medical Education (GME) survey. This survey provides information on physicians completing University of Nevada School of Medicine graduate medical education 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 2016, 40.7% of physicians completing the survey indicated that they will remain in Nevada to begin practicing medicine or pursue additional GME and 59.3% intend to leave the state. The majority of the physicians completing the survey will begin practicing medicine and patient care activities (64.8%), while the remainder seek additional specialized GME or other activities. Of the physicians entering patient care practice, over half remain in Nevada (57.1%). Over ten percent (10.5%) of the physicians indicating further training plans chose Nevada to pursue sub-specialty training.

The Graduate Medical Education survey asks respondents about their post-GME job search and factors influencing their decision to stay or leave Nevada. Almost three-fourths (72.2%) of exiting physicians reported doing a job search and 64.8% entered clinical practice. Personal networking (41.0%) is the primary method used, followed by internet searches (33.3%), physician recruiters (14.1%), and residency program (7.7%). Of the 78 physicians offered a job, 60.3% accepted the offer while 29.5% declined the job offer, in order to focus on continuing their education. Over one in four physicians (27.8%) did not report doing a job search and almost half of those (42.3%) were going into clinical practice, with 46.1% 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 (50.0%) was their principal source of information, followed by physician recruiters (23.3%), the internet (13.3%), and residency program (10.0%). Physicians leaving the state primarily used the internet (48.3%), followed by personal networking (37.9%), and the use of physician recruiters and other tools (13.3%). In 2016, physicians wanting to remain in Nevada to begin practice reported shortened job searches, within six months, (55.0%) than physicians leaving the state (31.0%). Job searches conducted for than six months and possibly over a year longer by physicians staying in Nevada was 50.0%. Physicians searched for positions out of state, 69.0%, during this six months to over a year also. Forty physicians (37.0%) listed family as a major reason for leaving or staying in Nevada, followed by 19.4% for both lifestyle and job opportunities as their major reasons.

Table 1: School of Medicine Graduate Medical Education (GME) Retention – 2016

	Patient Care Practice	Continuing GME or Other	Total
Physicians Remaining in Nevada	40 (37.0%)	4 (3.7%)	44 (40.7%)
Physicians Leaving Nevada	30 (27.8%)	34 (31.5%)	64 (59.3%)
Total	70 (64.8%)	38 (35.2%)	108 (100.0%)

Table 2: School of Medicine Graduate Medical Education (GME) Programs
Academic Year 2015-2016

Residency Programs	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 • Orthopedic Surgery • Pediatrics • Psychiatry • Surgery, General • Surgery, Plastic 	<p>Fellowship Programs in Las Vegas (16)</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 • Otolaryngology • Psychiatry – Child and Adolescent • Surgery – Acute Care • Surgery – Colorectal • Surgery – Critical Care • Surgery – Hand and Microsurgery (Plastic) • Surgery – Minimally Invasive & Bariatric
<p>Residency Programs in Reno (3)</p> <ul style="list-style-type: none"> • Family Medicine • Internal Medicine • Psychiatry 	<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
<p>Residency Programs in Winnemucca</p> <ul style="list-style-type: none"> • Family Medicine (LV) – Rural Family Medicine 	

Tables 3 through 5 summarize survey results and retention over the past ten years. Since 2007, 51.1% of exiting residents and fellows reported that they will stay in Nevada to begin practice or continue their GME. Less than half of the survey respondents (48.9%) indicated that they will leave Nevada to begin practice or seek additional GME training. Among the 642 physicians reporting that they plan to begin patient care practice, 363 reported that they will remain in Nevada to begin practice (56.5%), while 274 reported that they intend to leave the state to start practice (42.7%).

Over the past ten years, 55.9% of physicians choosing to practice in Nevada used personal networking as their primary job search tool. A little more than half (55.2%) conducted their job search during the last six months of their program, an additional 13.0% spent up to a year doing their search, and 11.8% 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, 56% are male, 85% have an allopathic degree (MD), 57% are U.S. or Canadian medical school graduates, and 65% 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 5.9% rate annually.

Information on GME 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 8.7% annually over ten years while northern Nevada programs increased 8.8% annually.
- Table 7 supplies retention numbers, which increased 10.6% annually over the past ten years in southern Nevada and 9.0% 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 30.2% to a high of 60.5% for programs in southern Nevada. The retention of physicians in northern Nevada for the past ten years ranges from a low of 41.7% to a high of 78.3%.
- 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: University of Nevada School of Medicine Graduate Medical Education Retention – 2007 to 2016

	Patient Care Practice	Continuing GME or Other	Total
Physicians Remaining in Nevada	363 (43.9%)	59 (7.1%)	422 (51.1%)
Physicians Leaving Nevada	279 (33.8%)	125 (15.1%)	404 (48.9%)
Total	642 (77.7%)	184 (22.3%)	826 (100.0)

Table 4: Profile of Physicians Completing Medical Residency and Fellowship Programs – 2007 to 2016

Category	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Avg
Average Age (years)	35	36	35	34	34	32	33	34	34	33	34
Male (%)	51	48	46	68	47	55	64	63	49	64	56
Female (%)	49	52	54	32	53	45	36	37	51	36	44
Allopathic Physicians (%)	86	90	82	92	85	76	84	80	85	87	85
Osteopathic Physicians (%)	14	10	18	8	15	23	16	20	15	13	15
US or Canadian Medical Graduates (%)	53	59	44	53	56	53	53	70	58	67	57
International Medical Graduates (%)	47	41	56	47	44	44	47	30	42	33	43
Completing Primary Care GME (%)	80	76	61	61	60	60	55	60	66	65	65
Completing Specialty GME (%)	20	24	39	39	40	40	44	40	34	35	35

Table 5: Profile of Physicians Carrying Educational Debt Upon Completion of GME – 2007 to 2016 (Thousands of \$)

Category	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
Average Debt (\$)	108.3	136.8	120.0	128.2	113.3	117.3	119.0	149.7	168.1	202.7
Carried Debt (\$)	153.9	170.3	169.6	157.5	156.1	157.3	204.4	205.4	257.6	263.5
Total w/ Debt (%)	70.4	80.4	71.2	81.2	72.6	74.2	60.5	75.0	65.3	77.8
Total without Debt (%)	29.6	19.6	28.8	18.8	27.4	25.8	39.5	25.0	34.7	22.2
IMG w/ Debt %	46.1	56.5	52.8	70.9	42.3	53.3	36.8	47.6	41.5	61.8
USMG w/Debt (%)	92.9	97.0	93.3	94.4	94.4	91.7	81.4	87.2	83.3	87.1

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

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Table 6: Number of Physicians Completing a University of Nevada School of Medicine GME Program by Region, Program, and Year – 2007 to 2016

GME Programs	Number of Physicians Completing GME Programs										
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Southern GME Programs – Las Vegas											
Residency Programs											
Emergency Medicine			8	8	8	7	8	7	10	10	66
Family Medicine	5	4	4	4	4	4	4	5	4	6	44
Internal Medicine	11	14	12	14	13	17	19	12	21	23	156
Obstetrics & Gynecology	3	3	3	3	3	3	3	3	3	3	30
Pediatrics	12	12	12	10	12	9	10	11	16	12	116
Psychiatry	3	4	3	2	3	3	4	3	3	4	32
Surgery – General	4	3	3	4	3	4	4	4	4	5	38
Surgery – Plastic	0	1	1	0	1	1	1	1	1	1	8
Subtotal – South Residency Programs	38	41	46	45	47	48	53	46	62	64	490
Fellowship Programs											
EMS and Disaster Management						1	0	0	0	0	1
Emergency Medicine – Ultrasound								1	0	0	1
Family Medicine – Obstetrics			1	0	1	1	0	0	0	1	4
Family Medicine – Sports Medicine	1	0	1	1	1	1	1	1	2	2	11
Family Medicine – Urgent Care					1	0	0	0	0	0	1
Otolaryngology										1	1
Psychiatry – Child and Adolescent										2	2
Surgery – Acute Care			2	1	2	2	2	3	3	2	17
Surgery – Colorectal								1	0	0	1
Surgery – Critical Care	2	2	2	2	0	0	3	3	3	4	21
Surgery – Hand & Microsurgery	1	0	1	1	1	0	0	1	0	0	5
Surgery – Minimally Invasive & Bariatric							1	0	1	0	2
Subtotal – South Fellowship Programs	4	2	7	5	6	5	7	10	9	12	67
Total – South GME Programs	38	42	43	53	50	57	53	60	56	71	557
Northern GME Programs – Reno and Winnemucca											
Residency Programs											
Family Medicine – Reno	6	5	5	6	7	6	6	7	7	6	61
Family Medicine – Winnemucca											
Internal Medicine	10	10	11	9	11	11	11	12	15	16	116
Psychiatry	0	4	2	4	2	3	3	1	2	2	23
Subtotal – North Residency Programs	16	19	18	19	20	20	20	20	24	24	200
Fellowship Programs											
Family Medicine – Sports Medicine	0	0	1	1	1	1	1	1	1	1	8
Internal Medicine – Geriatrics		1	2	4	3	3	3	0	4	2	22
Internal Medicine – Hospice & Palliative			0	0	2	2	2	1	1	3	11
Psychiatry – Child & Adolescent	1	0	2	2	2	0	2	2	2	2	15
Subtotal – North Fellowship Programs	1	1	5	7	8	6	8	4	8	8	56
Total – North GME Programs	17	20	23	26	28	26	28	24	32	32	256
Closed Programs	-	1	0	4	8	-	-	-	-	-	13
Grand Total – GME Programs	59	63	77	76	85	88	87	80	103	108	826

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Table 7: Number of Physicians Retained after Completion of a University of Nevada School of Medicine GME Program by Region, Program, and Year (Number) – 2007 to 2016

ME Programs	Number of Physicians Remaining in Nevada After Completing an GME Program										
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Southern GME Programs – Las Vegas											
Residency Programs											
Emergency Medicine			3	3	6	5	2	2	4	2	27
Family Medicine	4	3	1	3	3	2	0	1	2	5	24
Internal Medicine	9	9	9	12	9	10	4	6	9	14	91
Obstetrics & Gynecology	2	1	2	1	2	1	2	3	2	1	17
Pediatrics	4	4	6	5	8	4	5	5	8	1	50
Psychiatry	2	1	1	0	2	1	3	1	2	2	15
Surgery – General	2	2	3	1	2	1	0	2	1	1	15
Surgery – Plastic	0	0	1	0	0	0	0	0	0	0	1
Subtotal – South Residency Programs	23	20	26	25	32	24	16	20	28	26	240
Fellowship Programs											
EMS and Disaster Management						1	0	0	0	0	1
Emergency Medicine – Ultrasound								0	0	0	0
Family Medicine – Obstetrics			1	0	0	1	0	0	0	0	2
Family Medicine – Sports Medicine	0	0	0	0	1	0	0	0	1	1	3
Family Medicine – Urgent Care					0	0	0	0	0	0	0
Otolaryngology										0	0
Psychiatry – Child and Adolescent										2	2
Surgery – Acute Care			1	0	1	1	2	2	2	0	9
Surgery – Colorectal								1	0	0	1
Surgery – Critical Care	1	1	0	2	0	0	2	3	3	0	12
Surgery – Hand & Microsurgery	0	0	0	1	0	0	0	0	0	0	1
Surgery – Minimally Invasive & Bariatric						1	0	0	1	0	2
Subtotal – South Fellowship Programs	1	2	2	3	2	4	4	6	7	3	34
Total – South GME Programs	24	22	28	28	34	28	20	26	35	29	274
Northern GME Programs – Reno and Winnemucca											
Residency Programs											
Family Medicine – Reno	3	4	4	4	2	6	3	4	4	2	36
Family Medicine – Winnemucca											
Internal Medicine	4	7	8	6	9	3	5	3	10	9	64
Psychiatry	0	2	1	2	1	1	2	1	1	1	12
Subtotal – North Residency Programs	7	13	13	12	12	10	10	8	15	12	112
Fellowship Programs											
Family Medicine – Sports Medicine	0	0	1	0	1	0	0	0	1	0	3
Internal Medicine – Geriatrics		0	2	2	0	0	3	0	2	2	11
Internal Medicine – Hospice & Palliative			0	0	2	2	1	1	1	0	7
Psychiatry – Child & Adolescent	1	0	2	2	1	0	1	2	1	1	11
Subtotal – North Fellowship Programs	1	0	5	4	4	2	5	3	5	3	32
Total – North GME Programs	8	13	18	16	16	12	15	10	20	15	144
Closed Programs											
	–	–	1	0	0	3	–	–	–	–	4
Grand Total – GME Programs	32	35	47	44	50	43	35	37	55	44	422

Table 8: Percent of Physicians Retained after Completion of a University of Nevada School of Medicine GME Program by Region, Program, and Year – 2007 to 2016

GME Programs	Percent of Physicians Remaining in Nevada After Completing an GME Program										
	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	Total
Southern GME Programs – Las Vegas											
Residency Programs											
Emergency Medicine			37.5	37.5	75.0	71.4	25.0	28.6	40.0	20.0	40.9
Family Medicine	80.0	75.0	25.0	75.0	75.0	50.0	0.0	20.0	50.0	83.3	54.5
Internal Medicine	81.8	64.3	75.0	85.7	69.2	58.8	21.1	50.0	42.9	60.9	58.3
Obstetrics & Gynecology	66.7	33.3	66.7	33.3	66.7	33.3	66.7	100.0	66.7	33.3	56.7
Pediatrics	33.3	33.3	50.0	50.0	66.7	44.4	50.0	45.5	50.0	8.3	43.1
Psychiatry	66.7	25.0	33.3	0.0	66.7	33.3	75.0	33.3	66.7	50.0	46.9
Surgery – General	50.0	66.7	100.0	25.0	66.7	25.0	0.0	50.0	25.0	20.0	39.5
Surgery – Plastic	-	0.0	100.0	-	0.0	0.0	0.0	0.0	0.0	0.0	12.5
Subtotal – South Residency Programs	60.5	48.8	56.5	55.6	68.1	50.0	30.2	43.5	45.2	40.6	49.0
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	-	0.0	100.0	0.0	0.0	0.0	0.0	50.0	50.0	27.3
Family Medicine – Urgent Care					0.0	-	-	-	-	-	0.0
Otolaryngology										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	52.9
Surgery – Colorectal								100.0	-	-	100.0
Surgery – Critical Care	50.0	100.0	0.0	100.0	-	-	66.7	100.0	100.0	0.0	61.9
Surgery – Hand & Microsurgery	0.0	-	0.0	100.0	0.0	-	-	0.0	-	-	20.0
Surgery – Minimally Invasive							100.0	-	100.0	-	100.0
Subtotal – South Fellowship Programs	25.0	100.0	28.6	60.0	33.3	66.7	66.7	60.0	77.8	25.0	50.7
Total – South GME Programs	57.1	51.2	52.8	56.0	64.2	51.9	33.9	46.4	49.3	38.2	49.2
Northern GME Programs – Reno and Winnemucca											
Residency Programs											
Family Medicine – Reno	50.0	80.0	80.0	66.7	28.6	100.0	50.0	57.1	57.1	33.3	59.0
Family Medicine – Winnemucca											
Internal Medicine	40.0	70.0	72.7	66.7	81.8	27.3	45.5	25.0	66.7	56.3	55.2
Psychiatry	-	50.0	50.0	50.0	50.0	33.3	66.7	100.0	50.0	50.0	52.2
Subtotal – North Residency Programs	43.8	68.4	72.2	63.2	60.0	50.0	50.0	40.0	62.5	50.0	56.0
Fellowship Programs											
Family Medicine – Sports Medicine	-	-	100.0	0.0	100.0	0.0	0.0	0.0	0.0	0.0	37.5
Internal Medicine – Geriatrics		0.0	100.0	50.0	0.0	0.0	100.0	-	50.0	100.0	50.0
Internal Medicine – Hospice & Palliative			-	-	100.0	100.0	50.0	100.0	100.0	0.0	63.6
Psychiatry – Child & Adolescent	100.0	-	100.0	100.0	50.0	-	50.0	100.0	50.0	50.0	73.3
Subtotal – North Fellowship Programs	100.0	0.0	100.0	57.1	50.0	33.3	62.5	75.0	62.5	37.5	57.1
Total – North GME Programs	47.1	65.0	78.3	61.5	57.1	46.2	53.6	45.8	62.5	46.9	56.3
Closed Programs	-	-	100.0	-	0.0	37.5	-	-	-	-	30.8
Grand Total – GME Programs	54.2	55.6	61.0	57.9	58.8	48.9	40.2	46.3	53.4	40.7	51.1

Table 9: Number of Physicians Retained after Completion of an GME Programs and Physician Outmigration by Region and Program – 2007 to 2016

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							
Residency Programs							
Emergency Medicine	26	1	27	33	6	39	66
Family Medicine	23	1	24	18	2	20	44
Internal Medicine	68	23	91	34	31	65	156
Obstetrics & Gynecology	16	1	17	12	1	13	30
Pediatrics	45	5	50	37	29	66	116
Psychiatry	15	0	15	8	9	17	32
Surgery – General	12	3	15	9	14	23	38
Surgery – Plastic	0	1	1	3	4	7	8
Subtotal – South Residency Programs	205	35	240	154	96	250	490
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	6	2	8	11
Family Medicine – Urgent Care	0	0	0	0	0	1	1
Otolaryngology	0	0	0	1	0	1	1
Psychiatry – Child and Adolescent	2	0	2	0	0	0	2
Surgery – Acute Care	9	0	9	8	0	8	17
Surgery – Colorectal	1	0	1	0	0	0	1
Surgery – Critical Care	6	7	13	4	4	8	21
Surgery – Hand & Microsurgery	1	0	1	4	0	4	5
Surgery – Minimally Invasive & Bariatric	2	0	2	0	0	0	2
Subtotal – South Fellowship Programs	27	7	34	26	6	33	67
Total – South GME Programs	232	42	274	180	102	283	557
Northern GME Programs – Reno and Winnemucca							
Residency Programs							
Family Medicine – Reno	34	2	36	23	2	25	61
Family Medicine – Winnemucca	–	–	0	–	–	0	0
Internal Medicine – Reno	53	11	64	38	14	52	116
Psychiatry – Reno	12	0	12	10	1	11	23
Subtotal – North Residency Programs	99	13	112	71	17	88	200
Fellowship Programs							
Family Medicine – Sports Medicine	3	0	3	5	0	5	8
Internal Medicine – Geriatrics	8	3	11	11	0	11	22
Internal Medicine – Hospice & Palliative	6	1	7	3	1	4	11
Psychiatry – Child & Adolescent	11	0	11	4	0	4	15
Subtotal – North Fellowship Programs	28	4	32	23	1	24	56
Total – North Programs	127	17	144	94	18	112	256
Grand Total – GME Programs	363	59	422	283	120	404	826

Appendix 1: Physician GME Trends and Retention 2007 – 2016

In Appendix 1, 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 2016, 2016 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.

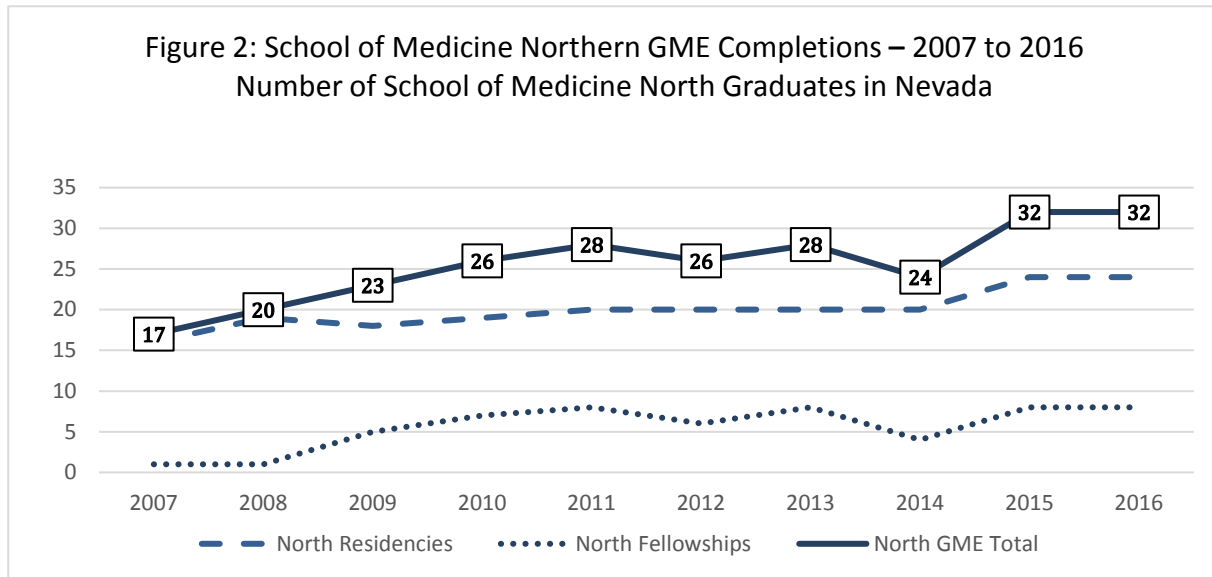
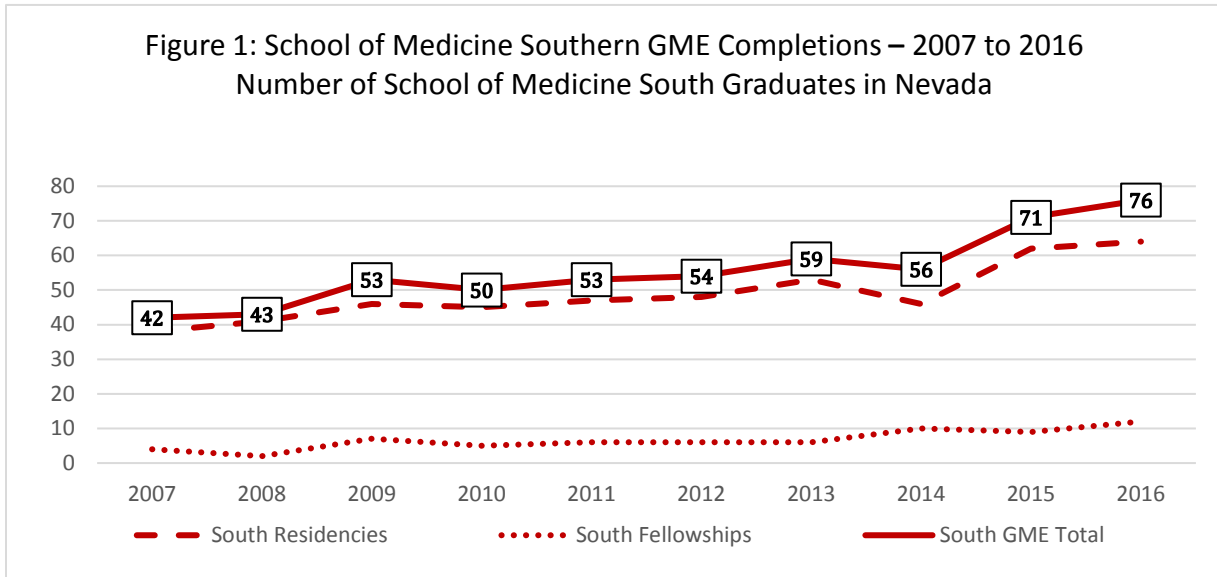


Figure 3: School of Medicine Southern GME Retention – 2007 to 2016
Number of School of Medicine South Graduates Remaining in Nevada

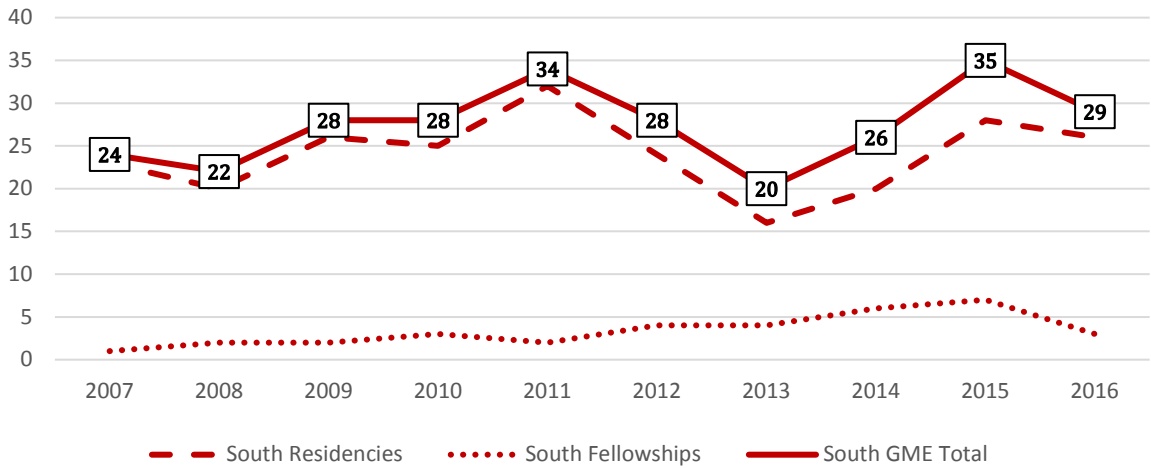


Figure 4: School of Medicine Northern GME Retention – 2007 to 2016
Number of School of Medicine North Graduates Remaining in Nevada

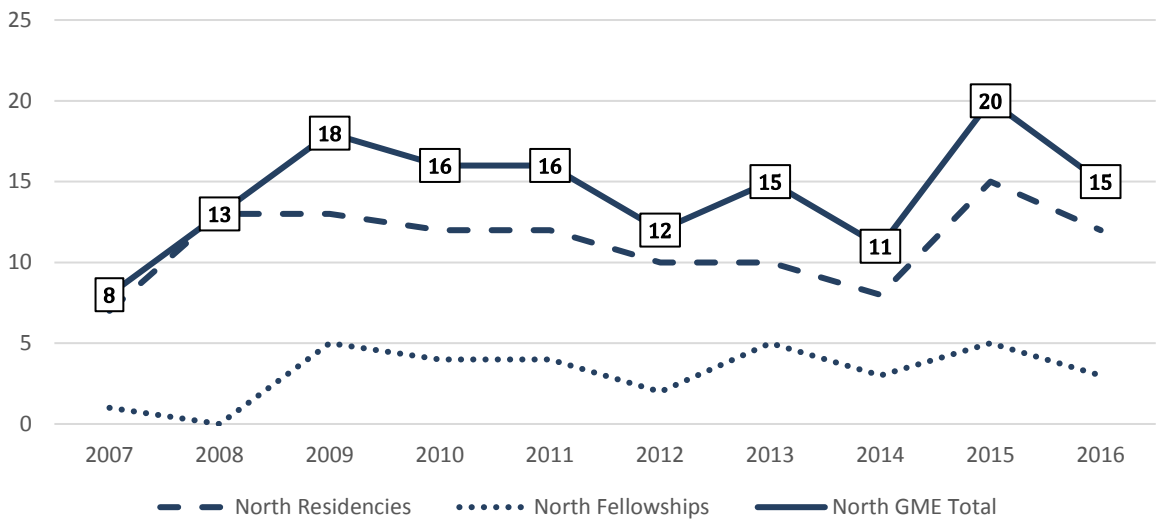


Figure 5: School of Medicine GME Retention – 2007 to 2016
Percent of School of Medicine South Graduates Remaining in Nevada

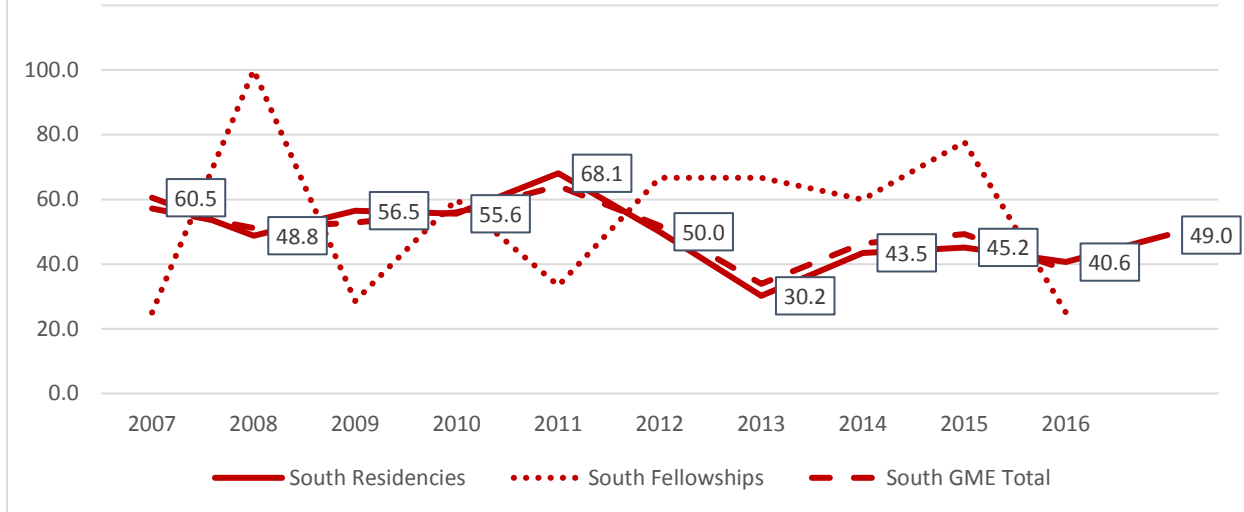
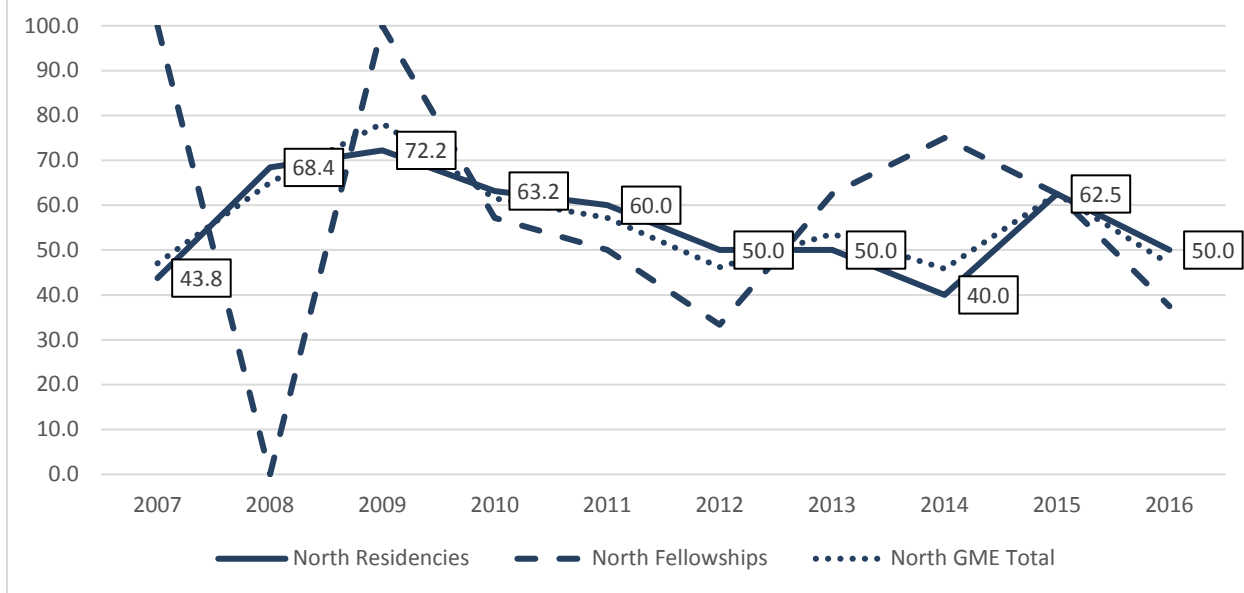


Figure 6: School of Medicine GME Retention – 2007 to 2016
Percent of School of Medicine North Graduates Remaining in Nevada



Appendix 2: Questions Contained in Online Survey Instrument

I. GME Program

1. What is the name of the residency or fellowship program from which you are completing?

- Las Vegas – Residency: Emergency Medicine
- Las Vegas – Residency: Family Medicine
- 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: Surgery
- Las Vegas – Fellowship: Emergency Medical Services and Disaster medicine
- Las Vegas – Fellowship: Emergency Medicine: Ultrasound
- Las Vegas – Fellowship: Medical Oncology
- Las Vegas – Fellowship: Obstetrics & Gynecology
- Las Vegas – Fellowship: Otolaryngology
- Las Vegas – Fellowship: Family Medicine: Sports Medicine
- Las Vegas – Fellowship: Surgery: Colon and Rectal
- Las Vegas – Fellowship: Surgery: Critical Care
- Las Vegas – Fellowship: Surgery: Hand and Micro
- Las Vegas – Fellowship: Minimally Invasive
- Las Vegas – Fellowship: Surgery: Vascular Care Surgery
- Las Vegas – Fellowship: Surgery: Urgent Care
- Reno – Residency: Family Medicine
- Reno – Residency: Internal Medicine
- Reno – Residency: Psychiatry
- Reno – Fellowship: Child Psychiatry
- Reno – Fellowship: Internal Medicine: Geriatrics
- Reno – Fellowship: Internal Medicine: Hospice and Palliative Medicine
- Reno – Fellowship: Obstetrics and Gynecology
- Reno – Fellowship: Family Medicine: Sports Medicine
- Winnemucca – Residency: Family Medicine/Obstetrics
- Other (please specify) _____

II. Location of GME training

2. What is the name of the hospital and city at which you completed the majority of your training? Please complete the primary hospital row. The other rows are provided if needed.

Primary Hospital:

- Humboldt General Hospital
- NNAMHS Northern Nevada Adult Mental Health Services
- Renown Medical Center
- Southern Nevada Adult Mental Health Services
- St. Mary's Regional Medical Center
- Sunrise Hospital and Medical Center

- UMC University Medical Center
- VAMC Hospital/Sierra Nevada Healthcare Systems
- VA Southern Nevada Healthcare System
- Washoe Medical Center
- West Hills Hospital
- Sunrise Children's
- Other (please specify) _____

Secondary

- Humboldt General Hospital
- NNAMHS Northern Nevada Adult Mental Health Services
- Renown Medical Center
- Southern Nevada Adult Mental Health Services
- St. Mary's Regional Medical Center
- Sunrise Hospital and Medical Center
- UMC University Medical Center
- VAMC Hospital/Sierra Nevada Healthcare Systems
- VA Southern Nevada Healthcare System
- Washoe Medical Center
- West Hills Hospital
- Sunrise Children's
- Other (please specify) _____

III. Demographics

3. What is your sex?

- Male
- Female

4. What is your year of birth?

____ _

5. 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) _____

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

City

State

Country

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

City

State

Country

8. How many years have you lived in Nevada? ____

IV. Medical Education

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

School Name

City

State

Country

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

Allopathic (M.D.)

Osteopathic (D.O.)

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

V. Future Plans

12. 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

13. Where will you begin your employment?

City

State

Country

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

15. Where will you receive additional training?

City

State

Country

16. 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

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

- Very actively
- Somewhat actively
- Not actively at all

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

- Six months before completion
- One year before completion
- Over one year before completion

19. 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) _____

20. 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

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

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

22. 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) _____

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

- Yes
- No
- Undecided

24. As you continue your medical career, what is the major concern you have as a physician? Please select only one response.

- 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
- Enough work to support self or family
- Health care reform
- Insufficient medical knowledge
- Insufficient training or experience
- Medical liability and insurance costs
- Other (please specify) _____

25. 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?

26. Please add any additional comments.



University of Nevada, Reno
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