



Staying Put or Moving Out? Analyzing Post-Residency Decisions of Family Medicine Physicians in Indiana: A 12-Year Survey Study

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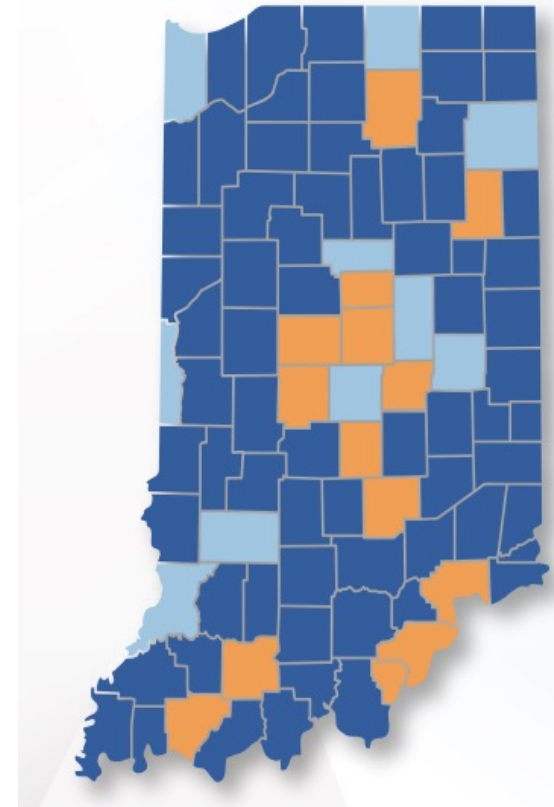
Background

There is a significant physician shortage in Indiana, especially in Primary Care

To help combat this shortage, our goal was to determine the factors that influence residents' choice of practice location

This information helps the Indiana Medical Education Board develop successful physician recruitment and retention strategies for the state

Primary Care Physician Shortage Areas by County, 2022



— None of County — Part of County — Whole County



Indiana Family Medicine Residencies Exit Survey

Study funded by the Indiana Medical Education Board (IMEB)

Annual, cross-sectional survey conducted from 2012 – 2023

Administered to all final-year family medicine residents in Indiana (including 4 IUSM and 10 non-IUSM programs)

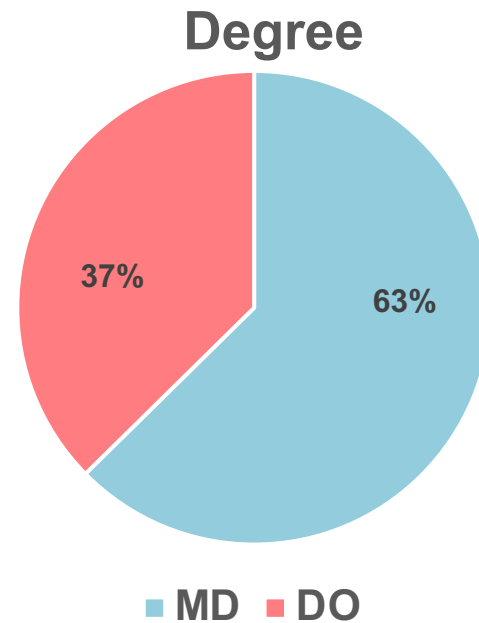
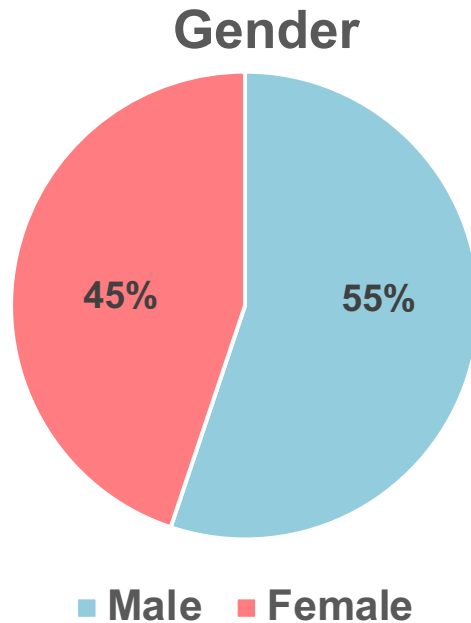
Collects demographic data, program feedback, well-being information, and residents' future practice plans

98% response rate

We analyzed 12-year cumulative data to identify the factors that influence residents' choice of practice location



Demographics



11% were from under-represented groups in medicine



Demographics

Indiana Connection

50% hometown in Indiana

31% medical school in Indiana

22% IUSM

9% MUCOM

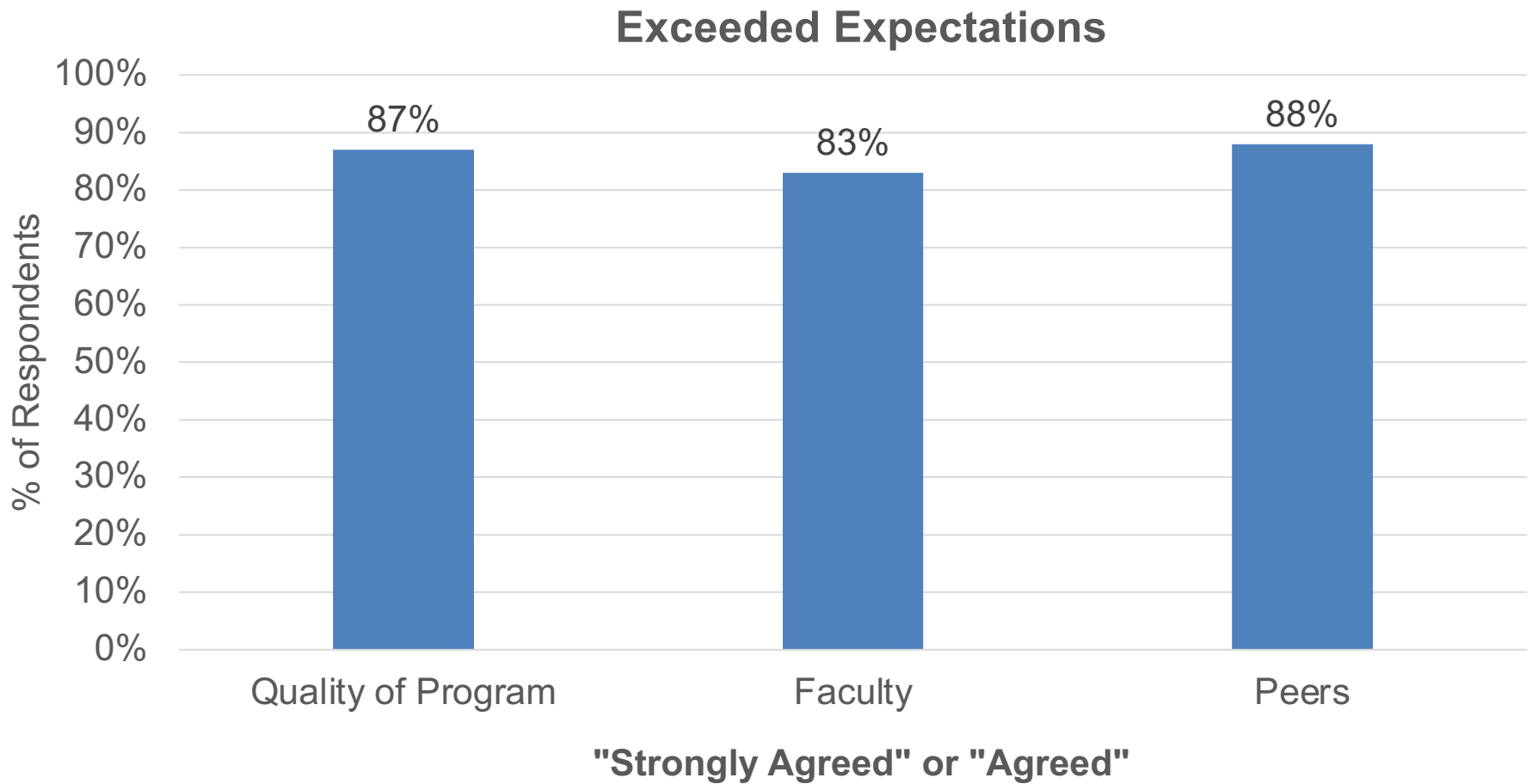


Educational Debt

50% had an educational debt load of \$250,000 or more



Program Assessment



Program Assessment

91% felt “fully competent” in all 6 ACGME competency areas

Rural and Underserved populations

86% trained to serve

78% felt “fully competent” to serve



Wellness Assessment

76% indicated “excellent” or “very good” overall wellness

- 44% reported burnout

70% “strongly agreed” or “agreed” that their personal and professional lives were well-balanced

81% had resources available to maintain their wellness



Resident Exit Survey: Plan to Practice

14. If you plan to practice in Indiana, please indicate the main reasons why? **Please mark ALL that apply.**

- Access to patients who need my specialty care
- Always intended to practice in Indiana
- Cost of malpractice
- Cost of practicing is reasonable in Indiana
- Inclusive and diverse work environment
- More jobs or practice opportunities in Indiana
- Opportunity for my spouse or significant other
- Political climate
- Proximity to my family
- Proximity to my spouse's or significant other's family
- Proximity to recreation
- Relationship with my mentor
- Rotation experience
- Salary or compensation
- Weather

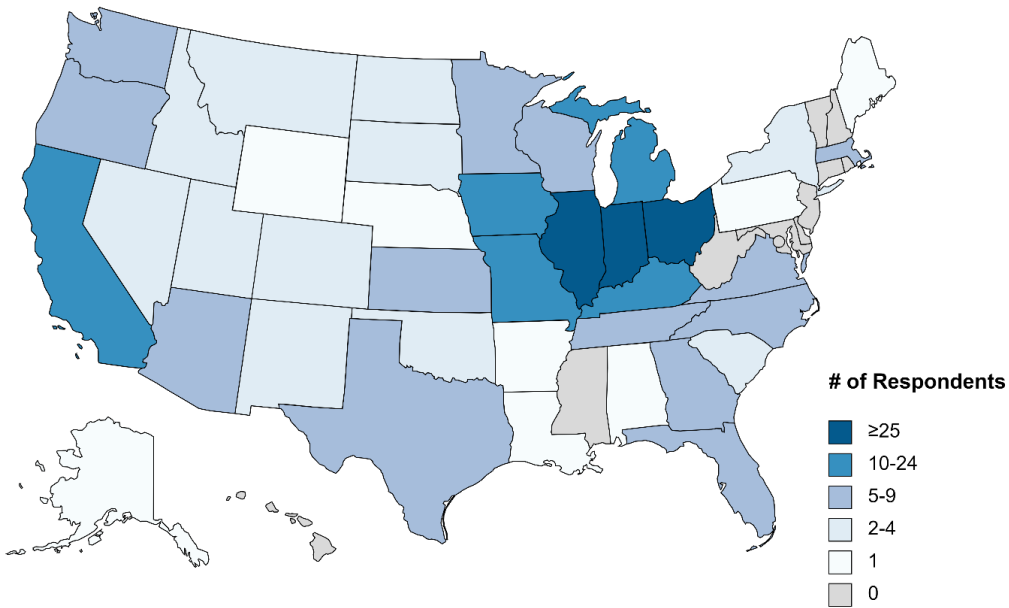
16. If you are **not planning to practice in Indiana**, please indicate the main reasons why. **Please mark ALL that apply.**

- Cost of malpractice
- Cost of practicing is too high in Indiana
- Inadequate access to patients needing my specialty
- Inadequate salary or compensation
- Lack of inclusive and diverse work environment
- Lack of jobs or practice opportunities in Indiana
- Never intended to practice in Indiana
- No opportunity for my spouse or significant other
- Political climate
- Proximity to my family
- Proximity to my spouse's or significant other's family
- Proximity to recreation
- Weather
- Other (please specify): _____



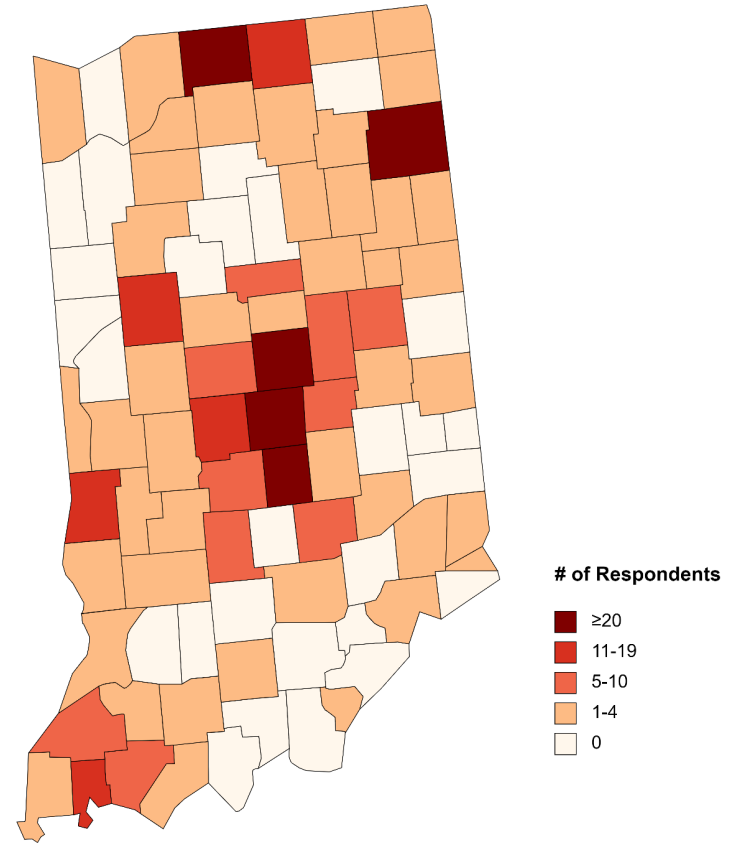
Practice Location

Map 5.1: Practice Location of Indiana Family Residents after Completing Training, 2012-2023



Created with mapchart.net

Map 5.2 Practice Location of Indiana Family Medicine Residents after Completing Training, 2012-2023

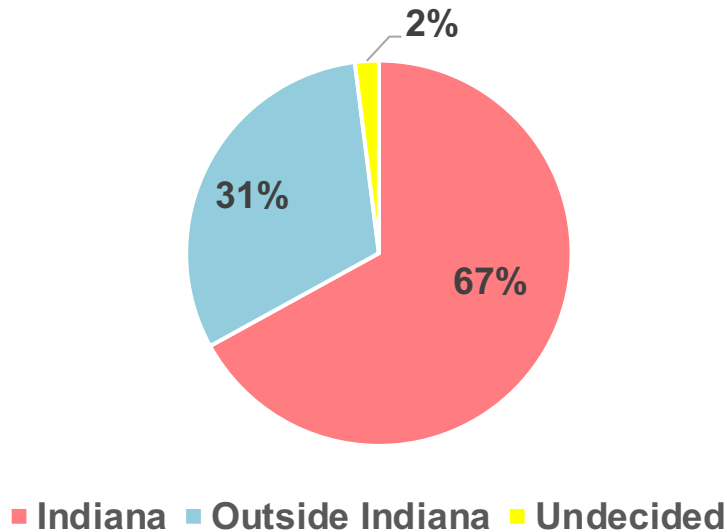


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Practice Location

Practice Location



Top reasons to **stay** in Indiana:

- 49% Proximity to family
- 49% Reasonable cost of practice in the state
- 37% Always intended to practice in IN
- 37% Proximity to their spouse's family
- 35% Cost of malpractice

Top reasons to **leave** Indiana:

- 50% Proximity to their family
- 43% Proximity to their spouse's family
- 25% Never intended to practice in IN
- 21% Climate/Weather
- 18% Proximity to recreation

Contribution and Future Research

Provide evidence to show success of Indiana's family medicine programs in retaining their residents in the state

Highlight numerous factors influencing residents' choice of practice location

Future projects to identify modifiable factors to improve resident retention in the state

