

# 2025 Graduate Medical Education Exit Survey Report

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**INDIANA UNIVERSITY SCHOOL OF MEDICINE**

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**INDIANA UNIVERSITY**

**SCHOOL OF MEDICINE**

Office of Educational Affairs

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## Introduction

Indiana University School of Medicine regularly gathers information about medical students' plans after graduation. Understanding where residents and fellows choose to practice after completing their training, along with the factors influencing those decisions, has become increasingly important—particularly in light of the physician shortage and maldistribution in our state. This report aims to provide valuable insights that will assist policymakers in enhancing efforts to recruit and retain physicians in underserved areas across the state.

## Methods

The *2025 IUSM Graduate Medical Education Exit Survey*® (Appendix A) represents the 18th consecutive year of gathering information about physicians' plans after graduation. This includes insights into those intending to provide clinical care, as well as their preferred practice locations. Additionally, the survey aimed to explore participants' views on job opportunities in Indiana, the reasons behind their choice of work locations, and, for those leaving the state, the factors influencing their decision not to practice in Indiana. Finally, the survey sought feedback on their training and curriculum, focusing on suggestions for potential improvements.

A total of 466 individuals were invited to participate in the survey, with 454 respondents completing it, resulting in a 97% response rate. The data from all 454 respondents were verified and analyzed. Further analysis was conducted across various categories: Male vs. Female; URiM vs. Non-URiM; Residents vs. Fellows; Primary Care vs. Non-Primary Care; and those planning to practice in-state (“In-state”) vs. those intending to practice outside Indiana (“Out-state”). Chi-square tests were used to compare responses across groups, with p-values less than 0.05 considered statistically significant. Statistical analyses were performed using SPSS Version 30.

This year's report is organized into three main sections: Demographics, Program, and Practice. The Practice section includes responses solely from those who indicated plans to enter a "clinical practice" after completing their training. Following this section, you'll find the Trends analysis, which highlights patterns over the past five years, from 2021 to 2025.

## Results

Notable statistically significant findings showed:

### Demographics

- Fellow respondents and those in Non-Primary Care specialties were more likely to be 35 years of age or older.
- Non-URM respondents were more likely to be female.
- URM respondents were more likely to be Hispanic or Latino.
- Non-URM respondents were more likely to have an MD or DO degree.
- Non-URM respondents and resident respondents were more likely to have an individual educational debt of \$100,000 or more.
- Male respondents were more likely to have a total household debt of \$200,000 or more.

### Program

- Resident respondents were more likely to “agree” that their program provided adequate resources and training for their specialty exams.
- Male respondents and those in Non-Primary Care specialties were more likely to feel “fully” competent in providing care to rural populations.
- Male respondents and resident respondents were more likely to feel “fully” competent in providing care to underserved populations.

- Non-URM respondents were more likely to be part of a multi-disciplinary inter-professional team and participate in a patient safety project.
- Resident respondents were more likely to participate in a patient safety project and in a health care disparities initiative.
- Male respondents and those in Non-Primary Care specialties were more likely to feel “very well prepared” to teach in a clinical environment.
- Resident respondents were more likely to feel “neutral” to teach in a clinical environment.
- Male respondents were more likely to not know the policies regarding mistreatment of residents.
- Resident respondents were more likely to have experienced any mistreatment behaviors.
- Non-URM respondents were more likely to report the mistreatment behavior incident.
- Out-state respondents were more likely to not feel safe reporting mistreatment behaviors.
- Male respondents were more likely to be “very satisfied” with reporting mistreatment.
- Male respondents and those in Non-Primary Care specialties were more likely to “strongly agree” that they felt a sense of equity, inclusion, and belonging.
- Resident respondents were more likely to “disagree” that they felt a sense of equity, inclusion, and belonging.
- Resident respondents were more likely to rate the overall quality of the program as “Above Average.”
- Male respondents and those in Non-Primary Care specialties were more likely to rate the faculty of the program as “excellent.”
- Resident respondents were more likely to rate the faculty of the program as “above average.”
- Male respondents were more likely to “strongly agree” that they had readily available resources to support their wellness.
- Male respondents and resident respondents were more likely to rate their overall wellness as “very good.”
- Resident respondents were more likely to rate their overall wellness as “good.”
- Male respondents, those in Non-Primary Care specialties, and In-state respondents were more likely to pursue “clinical practice” after completing their program.
- Resident respondents were more likely to enter a “fellowship” training after completing their program.
- Fellow respondents, those in Non-Primary Care specialties, and In-state respondents were more likely to accept an “academic position” after completing their program.

### Practice

- Resident respondents were more likely to practice in Indiana after completing their program.
- Primary care and In-state respondents were more likely to have an obligation or visa requirement to work in a designated HPSA or MUA after completing their training.
- In-state respondents were more likely to have accepted a position between 6 months and 2 years ago.

### Reasons to stay in Indiana

- Male respondents were more likely to practice in Indiana due to more jobs or practice opportunities in Indiana; the political climate; and salary or compensation.
- URM respondents were more likely to practice in Indiana due to the inclusive and diverse work environment; rotation experience; and weather.
- Non-URM respondents were more likely to practice in Indiana because they always intended to practice in Indiana and proximity to their family.
- Fellow respondents were more likely to practice in Indiana due to the relationship with their mentor and other reasons.
- Primary Care respondents were more likely to practice in Indiana due to the inclusive and diverse work environment and weather.

- Non-Primary Care respondents were more likely to practice in Indiana due to the relationship with their mentor.

#### Reasons to go outside Indiana

- Male respondents were more likely to practice outside Indiana due to weather.
- Non-Primary Care respondents were more likely to practice outside Indiana due to inadequate salary or compensation.

# Demographics

## Age

Age	All Respondents (n=454)	
	#	%
25-29	35	8%
30-34	309	69%
35-39	82	18%
40-44	15	3%
45 and over	6	1%
<b>Total</b>	<b>447</b>	<b>100%</b>
Missing	7	

Age	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
25-29	14	5%	21	11%
30-34	180	70%	126	67%
35-39	51	20%	31	16%
40-44	8	3%	7	4%
45 and over	3	1%	3	2%
<b>Total</b>	<b>256</b>	<b>100%</b>	<b>188</b>	<b>100%</b>
Missing	3		3	

p-value = 0.407

Age	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
25-29	4	4%	31	9%
30-34	59	63%	248	70%
35-39	24	26%	58	16%
40-44	6	6%	9	3%
45 and over	0	0%	6	2%
<b>Total</b>	<b>93</b>	<b>100%</b>	<b>352</b>	<b>100%</b>
Missing	0		7	

p-value = 0.070

Age	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
25-29	33	12%	2	1%
30-34	218	77%	91	55%
35-39	23	8%	59	36%
40-44	7	2%	8	5%
45 and over	1	0%	5	3%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>165</b>	<b>100%</b>
Missing	4		3	

p-value = 0.001†

Age	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
25-29	26	20%	9	3%
30-34	94	71%	215	68%
35-39	9	7%	73	23%
40-44	3	2%	12	4%
45 and over	0	0%	6	2%
<b>Total</b>	<b>132</b>	<b>100%</b>	<b>315</b>	<b>100%</b>
Missing	3		4	

p-value = 0.001†

Age	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
25-29	17	9%	17	8%
30-34	142	72%	141	66%
35-39	30	15%	46	22%
40-44	6	3%	6	3%
45 and over	2	1%	3	1%
<b>Total</b>	<b>197</b>	<b>100%</b>	<b>213</b>	<b>100%</b>
Missing	3		3	

p-value = 0.522

## Gender

Gender	All Respondents (n=454)	
	#	%
Male	259	57%
Female	191	42%
Other	1	0%
<b>Total</b>	<b>451</b>	<b>100%</b>
Missing/Prefer not to disclose	3	

Gender	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Male	62	67%	197	55%
Female	30	33%	160	45%
Transgender male	0	0%	0	0%
Transgender female	0	0%	0	0%
Non-Binary	0	0%	1	0%
My identity is not listed above	0	0%	0	0%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>358</b>	<b>100%</b>
Missing/Prefer not to disclose	1		1	

p-value = 0.001†

Gender	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Male	163	57%	96	57%
Female	120	42%	71	43%
Transgender male	0	0%	0	0%
Transgender female	0	0%	0	0%
Non-Binary	1	0%	0	0%
My identity is not listed above	0	0%	0	0%
<b>Total</b>	<b>284</b>	<b>100%</b>	<b>167</b>	<b>100%</b>
Missing/Prefer not to disclose	2		1	

p-value = 0.895

Gender	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Male	66	49%	193	61%
Female	67	50%	124	39%
Transgender male	0	0%	0	0%
Transgender female	0	0%	0	0%
Non-Binary	1	1%	0	0%
My identity is not listed above	0	0%	0	0%
<b>Total</b>	<b>134</b>	<b>100%</b>	<b>317</b>	<b>100%</b>
Missing/Prefer not to disclose	1		2	

p-value = 0.065

Gender	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Male	114	57%	125	58%
Female	86	43%	89	41%
Transgender male	0	0%	0	0%
Transgender female	0	0%	0	0%
Non-Binary	0	0%	1	0%
My identity is not listed above	0	0%	0	0%
<b>Total</b>	<b>200</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing/Prefer not to disclose	0		1	

p-value = 0.584

## Race

Which of the following describes your race? Please mark ALL that apply.	All Respondents (n=454)	
	#	%
American Indian/ Alaskan Native	1	0%
Asian	100	22%
Black/ African American	26	6%
Middle Eastern or North African*	25	6%
Native Hawaiian/ Pacific Islander	0	0%
White	267	59%
Other	9	2%
Biracial	22	5%
<b>Total</b>	<b>450</b>	<b>100%</b>
Missing	4	

*\*This response option was added in 2025*

Which of the following describes your race? Please mark ALL that apply.	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
American Indian/ Alaskan Native	1	0%	0	0%
Asian	52	20%	48	25%
Black/ African American	14	5%	12	6%
Middle Eastern or North African*	23	9%	2	1%
Native Hawaiian/ Pacific Islander	0	0%	0	0%
White	158	61%	107	57%
Other	4	2%	4	2%
Biracial	6	2%	16	8%
<b>Total</b>	<b>258</b>	<b>100%</b>	<b>189</b>	<b>100%</b>
Missing	1		2	

*\*This response option was added in 2025*

Which of the following describes your race? Please mark ALL that apply.	All Respondents (n=452)			
	URiM (n=93)		Non-URiM (n=359)	
	#	%	#	%
American Indian/ Alaskan Native	1	1%	0	0%
Asian	2	2%	98	27%
Black/ African American	26	29%	0	0%
Middle Eastern or North African*	25	27%	0	0%
Native Hawaiian/ Pacific Islander	0	0%	0	0%
White	16	18%	251	70%
Other	9	10%	0	0%
Biracial	12	13%	10	3%
<b>Total</b>	<b>91</b>	<b>100%</b>	<b>359</b>	<b>100%</b>
Missing	2		0	

*\*This response option was added in 2025*

Which of the following describes your race? Please mark ALL that apply.	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
American Indian/ Alaskan Native	0	0%	1	1%
Asian	56	20%	44	26%
Black/ African American	17	6%	9	5%
Middle Eastern or North African*	15	5%	10	6%
Native Hawaiian/ Pacific Islander	0	0%	0	0%
White	175	62%	92	55%
Other	5	2%	4	2%
Biracial	15	5%	7	4%
<b>Total</b>	<b>283</b>	<b>100%</b>	<b>167</b>	<b>100%</b>
Missing	3		1	

*\*This response option was added in 2025*

Which of the following describes your race? Please mark ALL that apply.	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
American Indian/ Alaskan Native	0	0%	1	0%
Asian	34	25%	66	21%
Black/ African American	8	6%	18	6%
Middle Eastern or North African*	8	6%	17	5%
Native Hawaiian/ Pacific Islander	0	0%	0	0%
White	72	53%	195	62%
Other	4	3%	5	2%
Biracial	9	7%	13	4%
<b>Total</b>	<b>135</b>	<b>100%</b>	<b>315</b>	<b>100%</b>
Missing	0		4	

*\*This response option was added in 2025*

Which of the following describes your race? Please mark ALL that apply.	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
American Indian/ Alaskan Native	1	1%	0	0%
Asian	30	15%	56	26%
Black/ African American	12	6%	10	5%
Middle Eastern or North African*	10	5%	11	5%
Native Hawaiian/ Pacific Islander	0	0%	0	0%
White	128	64%	127	59%
Other	6	3%	2	1%
Biracial	12	6%	8	4%
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>214</b>	<b>100%</b>
Missing	1		2	

*\*This response option was added in 2025*

## Ethnicity

Do you consider yourself to be Hispanic or Latino?	All Respondents (n=454)	
	#	%
Yes, Hispanic/Latino	37	8%
No, not Hispanic/Latino	416	92%
<b>Total</b>	<b>453</b>	<b>100%</b>
Missing	1	

Do you consider yourself to be Hispanic or Latino?	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Yes, Hispanic/Latino	24	9%	13	7%
No, not Hispanic/Latino	235	91%	178	93%
<b>Total</b>	<b>259</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	0		0	

p-value = 0.348

Do you consider yourself to be Hispanic or Latino?	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Yes, Hispanic/Latino	37	40%	0	0%
No, not Hispanic/Latino	55	60%	359	100%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>359</b>	<b>100%</b>
Missing	1		0	

p-value = 0.001‡

Do you consider yourself to be Hispanic or Latino?	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Yes, Hispanic/Latino	23	8%	14	8%
No, not Hispanic/Latino	263	92%	153	92%
<b>Total</b>	<b>286</b>	<b>100%</b>	<b>167</b>	<b>100%</b>
Missing	0		1	

p-value = 0.898

Do you consider yourself to be Hispanic or Latino?	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Yes, Hispanic/Latino	14	10%	23	7%
No, not Hispanic/Latino	121	90%	295	93%
<b>Total</b>	<b>135</b>	<b>100%</b>	<b>318</b>	<b>100%</b>
Missing	0		1	

p-value = 0.265

Do you consider yourself to be Hispanic or Latino?	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Yes, Hispanic/Latino	17	9%	18	8%
No, not Hispanic/Latino	183	92%	197	92%
<b>Total</b>	<b>200</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	0		1	

p-value = 0.963

## Degree

Degree(s):	All Respondents (n=454)	
	#	%
MD	372	82%
DO	66	15%
MBBS	20	4%
PhD	6	1%
EdD	1	0%
Other	33	7%

Degree(s):	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
MD	214	83%	155	81%
DO	34	13%	31	16%
MBBS	12	5%	8	4%
PhD	1	0%	5	3%
EdD	0	0%	1	1%
Other	15	6%	1	8%

p-value = 0.172

Degree(s):	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
MD	73	78%	298	83%
DO	11	12%	54	15%
MBBS	8	9%	12	3%
PhD	2	2%	4	1%
EdD	0	0%	1	0%
Other	9	10%	24	7%

p-value = 0.032†

Degree(s):	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
MD	235	82%	137	82%
DO	43	15%	23	14%
MBBS	7	2%	13	8%
PhD	2	1%	4	2%
EdD	1	0%	0	0%
Other	21	7%	12	7%

p-value = 0.214

Degree(s):	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
MD	109	81%	263	82%
DO	22	16%	44	14%
MBBS	5	4%	15	5%
PhD	1	1%	5	2%
EdD	0	0%	1	0%
Other	11	8%	22	7%

p-value = 0.988

Degree(s):	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
MD	166	83%	181	84%
DO	27	14%	30	14%
MBBS	10	5%	6	3%
PhD	3	2%	3	1%
EdD	0	0%	1	0%
Other	12	6%	16	7%

p-value = 0.758

## Indiana Connection

What do you consider your:	All Respondents (n=454)	
	#	%
Hometown (IN)	136	30%
High School (IN)	132	29%
College (IN)	127	28%

What do you consider your:	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Hometown (IN)	77	30%	58	30%
High School (IN)	76	29%	55	29%
College (IN)	74	29%	52	27%

What do you consider your:	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Hometown (IN)	14	15%	122	34%
High School (IN)	12	13%	120	33%
College (IN)	14	15%	113	31%

What do you consider your:	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Hometown (IN)	94	33%	42	25%
High School (IN)	94	33%	38	23%
College (IN)	92	32%	35	21%

What do you consider your:	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Hometown (IN)	38	28%	98	31%
High School (IN)	39	29%	93	29%
College (IN)	37	27%	90	28%

What do you consider your:	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Hometown (IN)	93	47%	37	17%
High School (IN)	88	44%	39	18%
College (IN)	84	42%	35	16%

## Medical School Location

From what medical school did you graduate and where was it located?	All Respondents (n=454)	
	#	%
<b>Within Indiana</b>	146	33%
<i>Indiana University School of Medicine</i>	123	28%
<i>Marian University College of Osteopathic Medicine</i>	23	5%
<b>Outside Indiana</b>	299	67%
<i>Other U.S. State</i>	219	49%
<i>Outside of U.S.</i>	80	18%
<b>Total</b>	<b>445</b>	<b>100%</b>
Missing	9	

From what medical school did you graduate and where was it located?	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
<b>Within Indiana</b>	89	35%	56	30%
<i>Indiana University School of Medicine</i>	78	31%	44	23%
<i>Marian University College of Osteopathic Medicine</i>	11	4%	12	6%
<b>Outside Indiana</b>	166	65%	132	70%
<i>Other U.S. State</i>	119	47%	99	53%
<i>Outside of U.S.</i>	47	18%	33	18%
<b>Total</b>	<b>255</b>	<b>100%</b>	<b>188</b>	<b>100%</b>
Missing	4		3	

From what medical school did you graduate and where was it located?	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
<b>Within Indiana</b>	19	21%	127	36%
<i>Indiana University School of Medicine</i>	17	18%	106	30%
<i>Marian University College of Osteopathic Medicine</i>	2	2%	21	6%
<b>Outside Indiana</b>	73	79%	225	64%
<i>Other U.S. State</i>	36	39%	182	52%
<i>Outside of U.S.</i>	37	40%	43	12%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>352</b>	<b>100%</b>
Missing	1		7	

From what medical school did you graduate and where was it located?	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Within Indiana	105	37%	41	25%
<i>Indiana University School of Medicine</i>	87	31%	36	22%
<i>Marian University College of Osteopathic Medicine</i>	18	6%	5	3%
Outside Indiana	178	63%	121	75%
<i>Other U.S. State</i>	128	45%	91	56%
<i>Outside of U.S.</i>	50	18%	30	19%
<b>Total</b>	<b>283</b>	<b>100%</b>	<b>162</b>	<b>100%</b>
Missing	3		6	

From what medical school did you graduate and where was it located?	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Within Indiana	42	32%	104	33%
<i>Indiana University School of Medicine</i>	32	24%	91	29%
<i>Marian University College of Osteopathic Medicine</i>	10	8%	13	4%
Outside Indiana	91	68%	208	67%
<i>Other U.S. State</i>	57	43%	162	52%
<i>Outside of U.S.</i>	34	26%	46	15%
<b>Total</b>	<b>133</b>	<b>100%</b>	<b>312</b>	<b>100%</b>
Missing	2		7	

From what medical school did you graduate and where was it located?	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Within Indiana	100	50%	40	19%
<i>Indiana University School of Medicine</i>	81	41%	38	18%
<i>Marian University College of Osteopathic Medicine</i>	19	10%	2	1%
Outside Indiana	99	50%	172	81%
<i>Other U.S. State</i>	67	34%	136	64%
<i>Outside of U.S.</i>	32	16%	36	17%
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>212</b>	<b>100%</b>
Missing	1		4	

## Trainee Background

What do you consider yourself? Please mark ALL that apply.	All Respondents (n=454)	
	#	%
First generation trainee	108	24%
Trainee from a rural area	78	17%
Economically or educationally disadvantaged trainee	58	13%
Trainee with a disability	12	3%
None of the above	194	43%

What do you consider yourself? Please mark ALL that apply.	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
First generation trainee	75	29%	30	16%
Trainee from a rural area	47	18%	30	16%
Economically or educationally disadvantaged trainee	44	17%	14	7%
Trainee with a disability	7	3%	4	2%
None of the above	137	53%	123	64%

What do you consider yourself? Please mark ALL that apply.	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
First generation trainee	31	33%	76	21%
Trainee from a rural area	9	10%	68	19%
Economically or educationally disadvantaged trainee	25	27%	33	9%
Trainee with a disability	2	2%	10	3%
None of the above	41	44%	218	61%

What do you consider yourself? Please mark ALL that apply.	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
First generation trainee	69	24%	39	23%
Trainee from a rural area	52	18%	26	15%
Economically or educationally disadvantaged trainee	42	15%	16	10%
Trainee with a disability	10	3%	2	1%
None of the above	156	55%	104	62%

What do you consider yourself? Please mark ALL that apply.	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
First generation trainee	31	23%	77	24%
Trainee from a rural area	22	16%	56	18%
Economically or educationally disadvantaged trainee	21	16%	37	12%
Trainee with a disability	6	4%	6	2%
None of the above	76	56%	184	58%

What do you consider yourself? Please mark ALL that apply.	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
First generation trainee	44	22%	53	25%
Trainee from a rural area	34	17%	35	16%
Economically or educationally disadvantaged trainee	26	13%	25	12%
Trainee with a disability	4	2%	6	3%
None of the above	117	59%	126	58%

## Individual Educational Debt

What is <u>your</u> current level of educational debt?	All Respondents (n=454)	
	#	%
None	128	29%
\$1-\$99,999	35	8%
\$100,000 - \$199,999	73	16%
\$200,000 - \$299,999	99	22%
\$300,000 and over	110	25%
<b>Total</b>	<b>445</b>	<b>100%</b>
Missing	9	

What is <u>your</u> current level of educational debt?	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
None	65	26%	61	32%
\$1-\$99,999	21	8%	14	7%
\$100,000 - \$199,999	38	15%	35	19%
\$200,000 - \$299,999	61	24%	38	20%
\$300,000 and over	69	27%	40	21%
<b>Total</b>	<b>254</b>	<b>100%</b>	<b>188</b>	<b>100%</b>
Missing	5		3	

p-value = 0.122

What is <u>your</u> current level of educational debt?	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
None	28	31%	100	28%
\$1-\$99,999	9	10%	26	7%
\$100,000 - \$199,999	8	9%	64	18%
\$200,000 - \$299,999	12	13%	87	25%
\$300,000 and over	34	37%	76	22%
<b>Total</b>	<b>91</b>	<b>100%</b>	<b>353</b>	<b>100%</b>
Missing	2		6	

p-value = 0.001†

What is <u>your</u> current level of educational debt?	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
None	65	23%	63	39%
\$1-\$99,999	26	9%	9	6%
\$100,000 - \$199,999	51	18%	22	13%
\$200,000 - \$299,999	74	26%	25	15%
\$300,000 and over	66	23%	44	27%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>163</b>	<b>100%</b>
Missing	4		5	

p-value = 0.027‡

What is <u>your</u> current level of educational debt?	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
None	34	26%	94	30%
\$1-\$99,999	14	11%	21	7%
\$100,000 - \$199,999	24	18%	49	16%
\$200,000 - \$299,999	28	21%	71	23%
\$300,000 and over	33	25%	77	25%
<b>Total</b>	<b>133</b>	<b>100%</b>	<b>312</b>	<b>100%</b>
Missing	2		7	

p-value = 0.687

What is <u>your</u> current level of educational debt?	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
None	49	25%	64	30%
\$1-\$99,999	15	8%	16	8%
\$100,000 - \$199,999	34	17%	38	18%
\$200,000 - \$299,999	50	25%	44	21%
\$300,000 and over	49	25%	50	24%
<b>Total</b>	<b>197</b>	<b>100%</b>	<b>212</b>	<b>100%</b>
Missing	3		4	

p-value = 0.885

## Total Household Debt

What is <u>your</u> current level of educational debt?	All Respondents (n=454)	
	#	%
None	128	29%
\$1-\$99,999	35	8%
\$100,000 - \$199,999	73	16%
\$200,000 - \$299,999	99	22%
\$300,000 and over	110	25%
<b>Total</b>	<b>445</b>	<b>100%</b>
Missing	9	

Considering others in your household, what is the current total level of educational debt?	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
None	57	22%	54	29%
\$1-\$99,999	20	8%	16	9%
\$100,000 - \$199,999	32	13%	31	17%
\$200,000 - \$299,999	55	22%	31	17%
\$300,000 and over	91	36%	54	29%
<b>Total</b>	<b>255</b>	<b>100%</b>	<b>186</b>	<b>100%</b>
Missing	4		5	

p-value = 0.046†

Considering others in your household, what is the current total level of educational debt?	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
None	25	28%	87	25%
\$1-\$99,999	11	12%	25	7%
\$100,000 - \$199,999	7	8%	56	16%
\$200,000 - \$299,999	10	11%	76	22%
\$300,000 and over	37	41%	109	31%
<b>Total</b>	<b>90</b>	<b>100%</b>	<b>353</b>	<b>100%</b>
Missing	3		6	

p-value = 0.065

Considering others in your household, what is the current total level of educational debt?	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
None	55	20%	57	35%
\$1-\$99,999	27	10%	9	6%
\$100,000 - \$199,999	42	15%	22	13%
\$200,000 - \$299,999	64	23%	22	13%
\$300,000 and over	93	33%	53	33%
<b>Total</b>	<b>281</b>	<b>100%</b>	<b>163</b>	<b>100%</b>
Missing	5		5	

p-value = 0.043†

Considering others in your household, what is the current total level of educational debt?	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
None	29	22%	83	27%
\$1-\$99,999	17	13%	19	6%
\$100,000 - \$199,999	18	14%	46	15%
\$200,000 - \$299,999	18	14%	68	22%
\$300,000 and over	51	38%	95	31%
<b>Total</b>	<b>133</b>	<b>100%</b>	<b>311</b>	<b>100%</b>
Missing	2		8	

p-value = 0.249

Considering others in your household, what is the current total level of educational debt?	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
None	43	22%	57	27%
\$1-\$99,999	16	8%	16	8%
\$100,000 - \$199,999	31	16%	30	14%
\$200,000 - \$299,999	39	20%	42	20%
\$300,000 and over	68	35%	68	32%
<b>Total</b>	<b>197</b>	<b>100%</b>	<b>213</b>	<b>100%</b>
Missing	3		3	

p-value = 0.836

# Program

## Training Program

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=454)	
	#	%
Strongly Agree	220	49%
Agree	182	41%
Neutral	34	8%
Disagree	8	2%
Strongly Disagree	1	0%
<b>Total</b>	<b>445</b>	<b>100%</b>
Missing/Board exam in my field does not exist	9	

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Strongly Agree	141	56%	79	42%
Agree	91	36%	89	47%
Neutral	17	7%	15	8%
Disagree	4	2%	4	2%
Strongly Disagree	0	0%	1	1%
<b>Total</b>	<b>253</b>	<b>100%</b>	<b>188</b>	<b>100%</b>
Missing/Board exam in my field does not exist	6		3	

p-value = 0.053

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Strongly Agree	45	49%	175	50%
Agree	40	43%	140	40%
Neutral	6	7%	28	8%
Disagree	1	1%	7	2%
Strongly Disagree	0	0%	1	0%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>351</b>	<b>100%</b>
Missing/Board exam in my field does not exist	1		8	

p-value = 0.836

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Strongly Agree	125	44%	95	59%
Agree	129	46%	53	33%
Neutral	23	8%	11	7%
Disagree	5	2%	3	2%
Strongly Disagree	1	0%	0	0%
<b>Total</b>	<b>283</b>	<b>100%</b>	<b>162</b>	<b>100%</b>
Missing/Board exam in my field does not exist	3		6	

p-value = 0.006†

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Strongly Agree	57	43%	163	52%
Agree	65	49%	117	38%
Neutral	9	7%	25	8%
Disagree	3	2%	5	2%
Strongly Disagree	0	0%	1	0%
<b>Total</b>	<b>134</b>	<b>100%</b>	<b>311</b>	<b>100%</b>
Missing/Board exam in my field does not exist	1		8	

p-value = 0.209

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Strongly Agree	99	51%	106	50%
Agree	83	42%	83	39%
Neutral	12	6%	19	9%
Disagree	2	1%	5	2%
Strongly Disagree	0	0%	1	0%
<b>Total</b>	<b>196</b>	<b>100%</b>	<b>214</b>	<b>100%</b>
Missing/Board exam in my field does not exist	4		2	

p-value = 0.612

## Rural and Underserved Training

In your residency or fellowship program, did you <u>receive training</u> to serve the:	All Respondents (n=454)			
	Yes		No	
	#	%	#	%
Rural populations	345	78%	100	22%
Underserved populations	432	97%	12	3%

In your residency or fellowship program, did you <u>receive training</u> to serve the:	All Respondents (n=450)								Chi-square p-value
	Males (n=259)				Females (n=191)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Rural population	204	80%	50	20%	137	73%	50	27%	0.080
Underserved population	245	97%	7	3%	184	98%	4	2%	0.666

In your residency or fellowship program, did you <u>receive training</u> to serve the:	All Respondents (n=452)								Chi-square p-value
	URM (n=93)				Non-URM (n=359)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Rural population	66	72%	26	28%	277	79%	74	21%	0.143
Underserved population	87	96%	4	4%	343	98%	8	2%	0.268

In your residency or fellowship program, did you <u>receive training</u> to serve the:	All Respondents (n=454)								Chi-square p-value
	Residents (n=286)				Fellows (n=168)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Rural population	212	75%	71	25%	133	82%	29	18%	0.081
Underserved population	273	98%	7	3%	159	97%	5	3%	0.731

In your residency or fellowship program, did you <u>receive training</u> to serve the:	All Respondents (n=454)								Chi-square p-value
	Primary Care (n=135)				Non-Primary Care (n=319)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Rural population	99	74%	35	26%	246	79%	65	21%	0.226
Underserved population	131	98%	2	2%	301	97%	10	3%	0.308

In your residency or fellowship program, did you <u>receive training</u> to serve the:	All Respondents (n=416)								Chi-square p-value
	In-state (n=200)				Out-state (n=216)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Rural population	147	75%	49	25%	169	79%	45	21%	0.339
Underserved population	191	96%	7	4%	208	98%	4	2%	0.302

## Competency in Providing Care to the Rural and Underserved Populations

How <u>competent</u> do you feel providing care to the:	All Respondents (n=454)					
	Fully		Partially		Not at all	
	#	%	#	%	#	%
Rural populations	338	76%	104	23%	5	1%
Underserved populations	405	91%	41	9%	0	0%

How <u>competent</u> do you feel providing care to the:	All Respondents (n=450)						
	Males (n=259)			Females (n=191)			Chi-square p-value
	Fully	Partially	Not at all	Fully	Partially	Not at all	
	%	%	%	%	%	%	
Rural population	83%	17%	0%	65%	33%	2%	0.001 †
Underserved population	95%	5%	0%	85%	15%	0%	0.001 †

How <u>competent</u> do you feel providing care to the:	All Respondents (n=452)						
	URM (n=93)			Non-URM (n=359)			Chi-square p-value
	Fully	Partially	Not at all	Fully	Partially	Not at all	
	%	%	%	%	%	%	
Rural population	72%	27%	1%	77%	22%	1%	0.618
Underserved population	91%	9%	0%	91%	9%	0%	0.847

How <u>competent</u> do you feel providing care to the:	All Respondents (n=454)						
	Residents (n=286)			Fellows (n=168)			Chi-square p-value
	Fully	Partially	Not at all	Fully	Partially	Not at all	
	%	%	%	%	%	%	
Rural population	74%	25%	1%	79%	20%	1%	0.457
Underserved population	94%	6%	0%	86%	14%	0%	0.008 ‡

How <u>competent</u> do you feel providing care to the:	All Respondents (n=454)						
	Primary Care (n=135)			Non-Primary Care (n=319)			Chi-square p-value
	Fully	Partially	Not at all	Fully	Partially	Not at all	
	%	%	%	%	%	%	
Rural population	64%	34%	2%	81%	19%	1%	0.001 ‡
Underserved population	90%	10%	0%	91%	9%	0%	0.782

How <u>competent</u> do you feel providing care to the:	All Respondents (n=416)						
	In-state (n=200)			Out-state (n=216)			Chi-square p-value
	Fully	Partially	Not at all	Fully	Partially	Not at all	
	%	%	%	%	%	%	
Rural population	72%	27%	1%	77%	21%	1%	0.273
Underserved population	92%	8%	0%	89%	11%	0%	0.276

## Program Opportunities

In your residency or fellowship program, did you have an opportunity to:	All Respondents (n=454)			
	Yes		No	
	#	%	#	%
Be part of a multi-disciplinary inter-professional team to provide care?	446	100%	1	0%
Participate in a quality improvement project to improve health outcome?	412	92%	35	8%
Participate in a patient safety project?	386	87%	60	13%
Serve on a hospital-based committee or council?	318	71%	129	29%
Participate in a cultural competency or diversity training?	407	91%	39	9%
Participate in a health care disparities initiative?	362	81%	83	19%

In your residency or fellowship program, did you have an opportunity to:	All Respondents (n=450)								Chi-square p-value
	Males (n=259)				Females (n=191)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Be part of a multi-disciplinary inter-professional team to provide care?	254	100%	0	0%	189	99%	1	1%	0.247
Participate in a quality improvement project to improve health outcome?	235	93%	18	7%	174	91%	17	9%	0.489
Participate in a patient safety project?	224	89%	28	11%	159	83%	32	17%	0.086
Serve on a hospital-based committee or council?	184	73%	69	27%	132	69%	59	31%	0.405
Participate in a cultural competency or diversity training?	228	90%	24	10%	176	92%	15	8%	0.539
Participate in a health care disparities initiative?	204	81%	47	19%	156	82%	35	18%	0.915

In your residency or fellowship program, did you have an opportunity to:	All Respondents (n=452)								
	URM (n=93)				Non-URM (n=359)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Be part of a multi-disciplinary inter-professional team to provide care?	91	99%	1	1%	354	100%	0	0%	0.050 ‡
Participate in a quality improvement project to improve health outcome?	82	89%	10	11%	329	93%	25	7%	0.226
Participate in a patient safety project?	69	75%	23	25%	316	90%	37	10%	0.001 ‡
Serve on a hospital-based committee or council?	58	63%	34	37%	259	73%	95	27%	0.056
Participate in a cultural competency or diversity training?	82	89%	10	11%	324	92%	29	8%	0.423
Participate in a health care disparities initiative?	69	75%	23	25%	292	83%	60	17%	0.081

In your residency or fellowship program, did you have an opportunity to:	All Respondents (n=454)								
	Residents (n=286)				Fellows (n=168)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Be part of a multi-disciplinary inter-professional team to provide care?	280	100%	1	0%	166	100%	0	0%	0.442
Participate in a quality improvement project to improve health outcome?	263	94%	18	6%	149	90%	17	10%	0.145
Participate in a patient safety project?	250	89%	30	11%	136	82%	30	18%	0.028 ‡
Serve on a hospital-based committee or council?	208	74%	73	26%	110	66%	56	34%	0.080
Participate in a cultural competency or diversity training?	260	93%	21	7%	147	89%	18	11%	0.215
Participate in a health care disparities initiative?	236	84%	44	16%	126	76%	39	24%	0.038 ‡

In your residency or fellowship program, did you have an opportunity to:	All Respondents (n=454)								
	Primary Care (n=135)				Non-Primary Care (n=319)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Be part of a multi-disciplinary inter-professional team to provide care?	132	99%	1	1%	314	100%	0	0%	0.124
Participate in a quality improvement project to improve health outcome?	128	96%	6	4%	284	91%	29	9%	0.084
Participate in a patient safety project?	120	90%	13	10%	266	85%	47	15%	0.138
Serve on a hospital-based committee or council?	101	75%	33	25%	217	69%	96	31%	0.196
Participate in a cultural competency or diversity training?	122	91%	12	9%	285	91%	27	9%	0.918
Participate in a health care disparities initiative?	111	83%	22	17%	251	80%	61	20%	0.456

In your residency or fellowship program, did you have an opportunity to:	All Respondents (n=416)								
	In-state (n=200)				Out-state (n=216)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Be part of a multi-disciplinary inter-professional team to provide care?	198	100%	0	0%	214	100%	0	0%	1.000
Participate in a quality improvement project to improve health outcome?	183	92%	15	8%	199	93%	15	7%	0.825
Participate in a patient safety project?	170	86%	28	14%	190	89%	23	11%	0.304
Serve on a hospital-based committee or council?	139	70%	59	30%	157	73%	57	27%	0.476
Participate in a cultural competency or diversity training?	187	94%	11	6%	190	89%	23	11%	0.054
Participate in a health care disparities initiative?	166	84%	32	16%	171	81%	41	19%	0.401

## Teaching Opportunities

In your residency or fellowship program, were you provided an opportunity to teach in a clinical environment?	All Respondents (n=454)	
	#	%
Yes	445	100%
No	2	0%
<b>Total</b>	<b>447</b>	<b>100%</b>
Missing	7	

In your residency or fellowship program, were you provided an opportunity to teach in a clinical environment?	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Yes	253	100%	189	99%
No	1	0%	1	1%
<b>Total</b>	<b>254</b>	<b>100%</b>	<b>190</b>	<b>100%</b>
Missing	5		1	

p-value = 0.836

In your residency or fellowship program, were you provided an opportunity to teach in a clinical environment?	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Yes	91	99%	353	100%
No	1	1%	1	0%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>354</b>	<b>100%</b>
Missing	1		5	

p-value = 0.304

In your residency or fellowship program, were you provided an opportunity to teach in a clinical environment?	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Yes	282	100%	163	99%
No	0	0%	2	1%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>165</b>	<b>100%</b>
Missing	4		3	

p-value = 0.064

In your residency or fellowship program, were you provided an opportunity to teach in a clinical environment?	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Yes	134	100%	311	99%
No	0	0%	2	1%
<b>Total</b>	<b>134</b>	<b>100%</b>	<b>313</b>	<b>100%</b>
Missing	1		6	

p-value = 0.354

In your residency or fellowship program, were you provided an opportunity to teach in a clinical environment?	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Yes	197	100%	213	99%
No	0	0%	2	1%
<b>Total</b>	<b>197</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	3		1	

p-value = 0.175

## Teaching Preparedness

The residency or fellowship program provided resources and training to prepare for my specialty exams.	All Respondents (n=454)	
	#	%
Strongly Agree	220	49%
Agree	182	41%
Neutral	34	8%
Disagree	8	2%
Strongly Disagree	1	0%
<b>Total</b>	<b>445</b>	<b>100%</b>
Missing/Board exam in my field does not exist	9	

In your residency or fellowship program, how prepared did you feel to teach in a clinical environment:	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Very well prepared	146	57%	86	45%
Well prepared	89	35%	93	49%
Neutral	17	7%	8	4%
Poorly prepared	1	0%	3	2%
Very poorly prepared	1	0%	1	1%
<b>Total</b>	<b>254</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	5		0	

p-value = 0.025†

In your residency or fellowship program, how prepared did you feel to teach in a clinical environment:	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Very well prepared	44	48%	189	53%
Well prepared	42	46%	141	40%
Neutral	4	4%	21	6%
Poorly prepared	1	1%	3	1%
Very poorly prepared	1	1%	1	0%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>355</b>	<b>100%</b>
Missing	1		4	

p-value = 0.651

In your residency or fellowship program, how prepared did you feel to teach in a clinical environment:	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Very well prepared	131	46%	102	61%
Well prepared	126	45%	58	35%
Neutral	21	7%	4	2%
Poorly prepared	3	1%	1	1%
Very poorly prepared	1	0%	1	1%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>166</b>	<b>100%</b>
Missing	4		2	

p-value = 0.017†

In your residency or fellowship program, how prepared did you feel to teach in a clinical environment:	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Very well prepared	53	40%	180	57%
Well prepared	69	51%	115	37%
Neutral	10	7%	15	5%
Poorly prepared	2	1%	2	1%
Very poorly prepared	0	0%	2	1%
<b>Total</b>	<b>134</b>	<b>100%</b>	<b>314</b>	<b>100%</b>
Missing	1		5	

p-value = 0.009†

In your residency or fellowship program, how prepared did you feel to teach in a clinical environment:	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Very well prepared	110	56%	108	50%
Well prepared	81	41%	88	41%
Neutral	6	3%	15	7%
Poorly prepared	1	1%	2	1%
Very poorly prepared	0	0%	2	1%
<b>Total</b>	<b>198</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	2		1	

p-value = 0.214

## IUSM Policies and Procedures

Do you know about the following at IUSM:	All Respondents (n=454)			
	Yes		No	
	#	%	#	%
Policies regarding mistreatment of residents?	435	97%	13	3%
Procedures regarding mistreatment of residents?	428	96%	20	4%

Do you know about the following at IUSM:	All Respondents (n=450)								Chi-square p-value
	Males (n=259)				Females (n=191)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Policies regarding mistreatment of residents?	243	96%	11	4%	189	99%	2	1%	0.042 †
Procedures regarding mistreatment of residents?	241	95%	13	5%	185	97%	6	3%	0.307

Do you know about the following at IUSM:	All Respondents (n=452)								Chi-square p-value
	URM (n=93)				Non-URM (n=359)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Policies regarding mistreatment of residents?	88	96%	4	4%	346	97%	9	3%	0.357
Procedures regarding mistreatment of residents?	85	92%	7	8%	342	96%	13	4%	0.103

Do you know about the following at IUSM:	All Respondents (n=454)								
	Residents (n=286)				Fellows (n=168)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Policies regarding mistreatment of residents?	273	97%	9	3%	162	98%	4	2%	0.634
Procedures regarding mistreatment of residents?	271	96%	11	4%	157	95%	9	5%	0.452

Do you know about the following at IUSM:	All Respondents (n=454)								
	Primary Care (n=135)				Non-Primary care (n=319)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Policies regarding mistreatment of residents?	132	99%	2	1%	303	96%	11	4%	0.246
Procedures regarding mistreatment of residents?	131	98%	3	2%	297	95%	17	5%	0.136

Do you know about the following at IUSM:	All Respondents (n=416)								
	In-state (n=200)				Out-state (n=216)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Policies regarding mistreatment of residents?	194	98%	4	2%	208	97%	7	3%	0.436
Procedures regarding mistreatment of residents?	192	97%	6	3%	205	95%	10	5%	0.394

## Reporting Mistreatment

Do you know about the following at IUSM:	All Respondents (n=454)			
	Yes		No	
	#	%	#	%
Did you know whom to report mistreatment behaviors within your <i>program</i> ?	424	95%	23	5%
Did you know whom to report mistreatment behaviors within the <i>school</i> ?	398	89%	48	11%
Did you feel safe reporting mistreatment behaviors?	411	92%	35	8%
Have you experienced any mistreatment behaviors?	166	37%	280	63%
Did you report the mistreatment behavior incident?*	126	76%	39	24%

\*Includes only those respondents who indicated "yes" for mistreatment behavior

Do you know about the following at IUSM:	All Respondents (n=450)								Chi-square p-value
	Males (n=259)				Females (n=191)				
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Did you know whom to report mistreatment behaviors within your <i>program</i> ?	242	95%	12	5%	180	95%	10	5%	0.796
Did you know whom to report mistreatment behaviors within the <i>school</i> ?	230	91%	23	9%	166	87%	24	13%	0.231
Did you feel safe reporting mistreatment behaviors?	238	94%	16	6%	170	90%	19	10%	0.147
Have you experienced any mistreatment behaviors?	89	35%	165	65%	75	40%	114	60%	0.317
Did you report the mistreatment behavior incident?*	68	76%	21	24%	56	76%	18	24%	0.914

\*Includes only those respondents who indicated "yes" for mistreatment behavior

Do you know about the following at IUSM:	All Respondents (n=452)								
	URM (n=93)				Non-URM (n=359)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Did you know whom to report mistreatment behaviors within your <i>program</i> ?	86	95%	5	5%	337	95%	18	5%	0.870
Did you know whom to report mistreatment behaviors within the <i>school</i> ?	78	86%	13	14%	319	90%	35	10%	0.228
Did you feel safe reporting mistreatment behaviors?	80	88%	11	12%	330	93%	24	7%	0.093
Have you experienced any mistreatment behaviors?	41	46%	49	54%	124	35%	231	65%	0.062
Did you report the mistreatment behavior incident?*	26	63%	15	37%	99	80%	24	20%	0.026 †

\*Includes only those respondents who indicated "yes" for mistreatment behavior

Do you know about the following at IUSM:	All Respondents (n=454)								
	Residents (n=286)				Fellows (n=168)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Did you know whom to report mistreatment behaviors within your <i>program</i> ?	269	96%	12	4%	155	93%	11	7%	0.276
Did you know whom to report mistreatment behaviors within the <i>school</i> ?	252	90%	28	10%	146	88%	20	12%	0.500
Did you feel safe reporting mistreatment behaviors?	256	91%	24	9%	155	93%	11	7%	0.460
Have you experienced any mistreatment behaviors?	119	43%	161	58%	47	28%	119	72%	0.003 †
Did you report the mistreatment behavior incident?*	91	76%	28	24%	35	76%	11	24%	0.959

\*Includes only those respondents who indicated "yes" for mistreatment behavior

Do you know about the following at IUSM:	All Respondents (n=454)								
	Primary Care (n=135)				Non-Primary care (n=319)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Did you know whom to report mistreatment behaviors within your <i>program</i> ?	130	97%	4	3%	294	94%	19	6%	0.176
Did you know whom to report mistreatment behaviors within the <i>school</i> ?	117	88%	16	12%	281	90%	32	10%	0.573
Did you feel safe reporting mistreatment behaviors?	128	96%	6	4%	283	91%	29	9%	0.083
Have you experienced any mistreatment behaviors?	53	40%	81	60%	113	36%	199	64%	0.504
Did you report the mistreatment behavior incident?*	43	81%	10	19%	83	74%	29	26%	0.321

\*Includes only those respondents who indicated "yes" for mistreatment behavior

Do you know about the following at IUSM:	All Respondents (n=416)								
	In-state (n=200)				Out-state (n=216)				Chi-square p-value
	Yes		No		Yes		No		
	#	%	#	%	#	%	#	%	
Did you know whom to report mistreatment behaviors within your <i>program</i> ?	191	96%	7	4%	199	93%	15	7%	0.117
Did you know whom to report mistreatment behaviors within the <i>school</i> ?	183	92%	15	8%	188	88%	25	12%	0.155
Did you feel safe reporting mistreatment behaviors?	188	95%	10	5%	191	90%	22	10%	0.046 ‡
Have you experienced any mistreatment behaviors?	75	38%	122	62%	75	35%	139	65%	0.525
Did you report the mistreatment behavior incident?*	59	80%	15	20%	56	75%	19	25%	0.462

\*Includes only those respondents who indicated "yes" for mistreatment behavior

## Handling of Reported Mistreatment

If you did report mistreatment, how satisfied were you with the way it was handled?*	All Respondents (n=126)	
	#	%
Very satisfied	35	34%
Satisfied	27	26%
Neutral	32	31%
Dissatisfied	7	7%
Very dissatisfied	2	2%
<b>Total</b>	<b>103</b>	<b>100%</b>
Missing	23	

\*Reflects responses from only those respondents who had reported any mistreatment incident.

If you did report mistreatment, how satisfied were you with the way it was handled?	All Respondents (n=124)*			
	Males (n=68)		Females (n=56)	
	#	%	#	%
Very satisfied	27	48%	8	18%
Satisfied	14	25%	11	24%
Neutral	10	18%	22	49%
Dissatisfied	5	9%	2	4%
Very dissatisfied	0	0%	2	4%
<b>Total</b>	<b>56</b>	<b>100%</b>	<b>45</b>	<b>100%</b>
Missing	12		11	

\*Reflects responses from only those respondents who had reported any mistreatment incident.

p-value = 0.002†

If you did report mistreatment, how satisfied were you with the way it was handled?	All Respondents (n=125)*			
	URM (n=26)		Non-URM (n=99)	
	#	%	#	%
Very satisfied	8	36%	27	33%
Satisfied	5	23%	22	27%
Neutral	4	18%	28	35%
Dissatisfied	4	18%	3	4%
Very dissatisfied	1	5%	1	1%
<b>Total</b>	<b>22</b>	<b>100%</b>	<b>81</b>	<b>100%</b>
Missing	4		18	

\*Reflects responses from only those respondents who had reported any mistreatment incident.

p-value = 0.092

If you did report mistreatment, how satisfied were you with the way it was handled?	All Respondents (n=126)*			
	Residents (n=91)		Fellows (n=35)	
	#	%	#	%
Very satisfied	23	30%	12	46%
Satisfied	22	29%	5	19%
Neutral	25	32%	7	27%
Dissatisfied	6	8%	1	4%
Very dissatisfied	1	1%	1	4%
<b>Total</b>	<b>77</b>	<b>100%</b>	<b>26</b>	<b>100%</b>
Missing	14		9	

\*Reflects responses from only those respondents who had reported any mistreatment incident.

p-value = 0.485

If you did report mistreatment, how satisfied were you with the way it was handled?	All Respondents (n=126)*			
	Primary Care (n=43)		Non-Primary Care (n=83)	
	#	%	#	%
Very satisfied	10	26%	25	38%
Satisfied	9	24%	18	28%
Neutral	14	37%	18	28%
Dissatisfied	5	13%	2	3%
Very dissatisfied	0	0%	2	3%
<b>Total</b>	<b>38</b>	<b>100%</b>	<b>65</b>	<b>100%</b>
Missing	5		18	

\*Reflects responses from only those respondents who had reported any mistreatment incident.

p-value = 0.159

If you did report mistreatment, how satisfied were you with the way it was handled?	All Respondents (n=115)*			
	In-state (n=59)		Out-state (n=56)	
	#	%	#	%
Very satisfied	19	40%	12	27%
Satisfied	11	23%	13	29%
Neutral	15	31%	14	31%
Dissatisfied	3	6%	4	9%
Very dissatisfied	0	0%	2	4%
<b>Total</b>	<b>48</b>	<b>100%</b>	<b>45</b>	<b>100%</b>
Missing	11		11	

\*Reflects responses from only those respondents who had reported any mistreatment incident.

p-value = 0.429

## Unreported Mistreatment

If there were any incidents of mistreatment behaviors that you <u>did not report</u> , why did you not report them?*	All Respondents (n=39)*	
	#	%
Incident did not seem important enough to report	10	28%
Resolved the issue myself	0	0%
Did not think anything would be done about it	6	17%
Fear of reprisal	14	39%
Did not know what to do	1	3%
Other	5	14%
<b>Total</b>	<b>36</b>	<b>100%</b>
Missing	3	

\*Reflects responses from only those respondents who had not reported any mistreatment incident.

If there were any incidents of mistreatment behaviors that you <u>did not report</u> , why did you not report them?*	All Respondents (n=39)*			
	Males (n=21)		Females (n=18)	
	#	%	#	%
Incident did not seem important enough to report	5	28%	5	28%
Resolved the issue myself	0	0%	0	0%
Did not think anything would be done about it	3	17%	3	17%
Fear of reprisal	7	39%	7	39%
Did not know what to do	1	6%	0	0%
Other	2	11%	3	17%
<b>Total</b>	<b>18</b>	<b>100%</b>	<b>18</b>	<b>100%</b>
Missing	3		0	

\*Reflects responses from only those respondents who had not reported any mistreatment incident.

p-value = 0.878

If there were any incidents of mistreatment behaviors that you <u>did not report</u> , why did you not report them?*	All Respondents (n=39)*			
	URM (n=15)		Non-URM (n=24)	
	#	%	#	%
Incident did not seem important enough to report	2	15%	8	35%
Resolved the issue myself	0	0%	0	0%
Did not think anything would be done about it	2	15%	4	17%
Fear of reprisal	6	46%	8	35%
Did not know what to do	1	8%	0	0%
Other	2	15%	3	13%
<b>Total</b>	<b>13</b>	<b>100%</b>	<b>23</b>	<b>100%</b>
Missing	2		1	

\*Reflects responses from only those respondents who had not reported any mistreatment incident.

p-value = 0.521

If there were any incidents of mistreatment behaviors that you <u>did not report</u> , why did you not report them?*	All Respondents (n=39)*			
	Residents (n=28)		Fellows (n=11)	
	#	%	#	%
Incident did not seem important enough to report	8	32%	2	18%
Resolved the issue myself	0	0%	0	0%
Did not think anything would be done about it	6	24%	0	0%
Fear of reprisal	8	32%	6	55%
Did not know what to do	0	0%	1	9%
Other	3	12%	2	18%
<b>Total</b>	<b>25</b>	<b>100%</b>	<b>11</b>	<b>100%</b>
Missing	3		0	

\*Reflects responses from only those respondents who had not reported any mistreatment incident.

p-value = 0.156

If there were any incidents of mistreatment behaviors that you <u>did not report</u> , why did you not report them?*	All Respondents (n=39)*			
	Primary Care (n=10)		Non-Primary Care (n=29)	
	#	%	#	%
Incident did not seem important enough to report	2	20%	8	31%
Resolved the issue myself	0	0%	0	0%
Did not think anything would be done about it	3	30%	3	12%
Fear of reprisal	3	30%	11	42%
Did not know what to do	0	0%	1	4%
Other	2	20%	3	12%
<b>Total</b>	<b>10</b>	<b>100%</b>	<b>26</b>	<b>100%</b>
Missing	0		3	

\*Reflects responses from only those respondents who had not reported any mistreatment incident.

p-value = 0.589

If there were any incidents of mistreatment behaviors that you <u>did not report</u> , why did you not report them?*	All Respondents (n=34)*			
	In-state (n=15)		Out-state (n=19)	
	#	%	#	%
Incident did not seem important enough to report	5	38%	5	28%
Resolved the issue myself	0	0%	0	0%
Did not think anything would be done about it	1	8%	4	22%
Fear of reprisal	4	31%	8	44%
Did not know what to do	1	8%	0	0%
Other	2	15%	1	6%
<b>Total</b>	<b>13</b>	<b>100%</b>	<b>18</b>	<b>100%</b>
Missing	2		1	

\*Reflects responses from only those respondents who had not reported any mistreatment incident.

p-value = 0.440

## Equity, Inclusion, and Belonging

During my training, I have felt a sense of equity, inclusion, and belonging.	All Respondents (n=454)	
	#	%
Strongly Agree	238	53%
Agree	156	35%
Neutral	41	9%
Disagree	9	2%
Strongly Disagree	4	1%
<b>Total</b>	<b>448</b>	<b>100%</b>
Missing	6	

During my training, I have felt a sense of equity, inclusion, and belonging.	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Strongly Agree	149	59%	89	47%
Agree	77	30%	78	41%
Neutral	20	8%	20	10%
Disagree	4	2%	4	2%
Strongly Disagree	4	2%	0	0%
<b>Total</b>	<b>254</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	5		0	

p-value = 0.034†

During my training, I have felt a sense of equity, inclusion, and belonging.	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Strongly Agree	40	43%	197	55%
Agree	35	38%	121	34%
Neutral	14	15%	27	8%
Disagree	2	2%	7	2%
Strongly Disagree	1	1%	3	1%
<b>Total</b>	<b>92</b>	<b>100%</b>	<b>355</b>	<b>100%</b>
Missing	1		4	

p-value = 0.136

During my training, I have felt a sense of equity, inclusion, and belonging.	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Strongly Agree	130	46%	108	65%
Agree	112	40%	44	27%
Neutral	28	10%	13	8%
Disagree	8	3%	1	1%
Strongly Disagree	4	1%	0	0%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>166</b>	<b>100%</b>
Missing	4		2	

p-value = 0.001†

During my training, I have felt a sense of equity, inclusion, and belonging.	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Strongly Agree	57	43%	181	58%
Agree	59	44%	97	31%
Neutral	15	11%	26	8%
Disagree	2	1%	7	2%
Strongly Disagree	1	1%	3	1%
<b>Total</b>	<b>134</b>	<b>100%</b>	<b>314</b>	<b>100%</b>
Missing	1		5	

p-value = 0.043†

During my training, I have felt a sense of equity, inclusion, and belonging.	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Strongly Agree	114	58%	109	51%
Agree	65	33%	78	36%
Neutral	15	8%	20	9%
Disagree	3	2%	5	2%
Strongly Disagree	1	1%	3	1%
<b>Total</b>	<b>198</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	2		1	

p-value = 0.590

## Quality of Program

I would rate the overall <u>quality</u> of my residency or fellowship program as:	All Respondents (n=454)	
	#	%
Excellent	220	49%
Above Average	156	35%
Average	58	13%
Below Average	13	3%
Extremely Poor	2	0%
<b>Total</b>	<b>449</b>	<b>100%</b>
Missing	5	

I would rate the overall <u>quality</u> of my residency or fellowship program as:	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Excellent	136	53%	84	44%
Above Average	79	31%	75	39%
Average	31	12%	27	14%
Below Average	7	3%	5	3%
Extremely Poor	2	1%	0	0%
<b>Total</b>	<b>255</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	4		0	

p-value = 0.203

I would rate the overall <u>quality</u> of my residency or fellowship program as:	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Excellent	45	48%	175	49%
Above Average	29	31%	127	36%
Average	16	17%	41	12%
Below Average	3	3%	10	3%
Extremely Poor	0	0%	2	1%
<b>Total</b>	<b>93</b>	<b>100%</b>	<b>355</b>	<b>100%</b>
Missing	0		4	

p-value = 0.579

I would rate the overall <u>quality</u> of my residency or fellowship program as:	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Excellent	124	44%	96	58%
Above Average	104	37%	52	31%
Average	44	16%	14	8%
Below Average	9	3%	4	2%
Extremely Poor	2	1%	0	0%
<b>Total</b>	<b>283</b>	<b>100%</b>	<b>166</b>	<b>100%</b>
Missing	3		2	

p-value = 0.032†

I would rate the overall <u>quality</u> of my residency or fellowship program as:	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Excellent	55	41%	165	53%
Above Average	51	38%	105	33%
Average	21	16%	37	12%
Below Average	7	5%	6	2%
Extremely Poor	1	1%	1	0%
<b>Total</b>	<b>135</b>	<b>100%</b>	<b>314</b>	<b>100%</b>
Missing	0		5	

p-value = 0.088

I would rate the overall <u>quality</u> of my residency or fellowship program as:	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Excellent	102	51%	103	48%
Above Average	70	35%	74	34%
Average	22	11%	30	14%
Below Average	4	2%	7	3%
Extremely Poor	1	1%	1	0%
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	1		1	

p-value = 0.818

## Faculty Assessment

Overall, I would rate the faculty of my residency or fellowship program as:	All Respondents (n=454)	
	#	%
Excellent	237	53%
Above Average	141	31%
Average	60	13%
Below Average	7	2%
Extremely Poor	4	1%
<b>Total</b>	<b>449</b>	<b>100%</b>
Missing	5	

Overall, I would rate the faculty of my residency or fellowship program as:	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Excellent	148	58%	88	46%
Above Average	69	27%	71	37%
Average	30	12%	30	16%
Below Average	5	2%	2	1%
Extremely Poor	3	1%	0	0%
<b>Total</b>	<b>255</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	4		0	

p-value = 0.031†

Overall, I would rate the faculty of my residency or fellowship program as:	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Excellent	51	55%	186	52%
Above Average	27	29%	114	32%
Average	12	13%	47	13%
Below Average	2	2%	5	1%
Extremely Poor	1	1%	3	1%
<b>Total</b>	<b>93</b>	<b>100%</b>	<b>355</b>	<b>100%</b>
Missing	0		4	

p-value = 0.961

Overall, I would rate the faculty of my residency or fellowship program as:	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Excellent	126	45%	111	67%
Above Average	102	36%	39	23%
Average	46	16%	14	8%
Below Average	6	2%	1	1%
Extremely Poor	3	1%	1	1%
<b>Total</b>	<b>283</b>	<b>100%</b>	<b>166</b>	<b>100%</b>
Missing	3		2	

p-value = 0.001†

Overall, I would rate the faculty of my residency or fellowship program as:	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Excellent	53	39%	184	59%
Above Average	50	37%	91	29%
Average	26	19%	34	11%
Below Average	4	3%	3	1%
Extremely Poor	2	1%	2	1%
<b>Total</b>	<b>135</b>	<b>100%</b>	<b>314</b>	<b>100%</b>
Missing	0		5	

p-value = 0.002†

Overall, I would rate the faculty of my residency or fellowship program as:	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Excellent	107	54%	114	53%
Above Average	62	31%	67	31%
Average	27	14%	27	13%
Below Average	2	1%	5	2%
Extremely Poor	1	1%	2	1%
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	1		1	

p-value = 0.841

## Available Resources for Wellness

During my training, I have had resources readily available to assist with my wellness:	All Respondents (n=454)	
	#	%
Strongly Agree	183	41%
Agree	180	40%
Neutral	68	15%
Disagree	11	2%
Strongly Disagree	7	2%
<b>Total</b>	<b>449</b>	<b>100%</b>
Missing	5	

During my training, I have had resources readily available to assist with my wellness:	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Strongly Agree	121	47%	61	32%
Agree	91	36%	89	47%
Neutral	32	13%	35	18%
Disagree	6	2%	4	2%
Strongly Disagree	5	2%	2	1%
<b>Total</b>	<b>255</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	4		0	

p-value = 0.013†

During my training, I have had resources readily available to assist with my wellness:	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Strongly Agree	35	38%	148	42%
Agree	37	40%	143	40%
Neutral	15	16%	52	15%
Disagree	3	3%	8	2%
Strongly Disagree	3	3%	4	1%
<b>Total</b>	<b>93</b>	<b>100%</b>	<b>355</b>	<b>100%</b>
Missing	0		4	

p-value = 0.597

During my training, I have had resources readily available to assist with my wellness:	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Strongly Agree	103	36%	80	48%
Agree	121	43%	59	36%
Neutral	48	17%	20	12%
Disagree	8	3%	3	2%
Strongly Disagree	3	1%	4	2%
<b>Total</b>	<b>283</b>	<b>100%</b>	<b>166</b>	<b>100%</b>
Missing	3		2	

p-value = 0.082

During my training, I have had resources readily available to assist with my wellness:	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Strongly Agree	43	32%	140	45%
Agree	62	46%	118	38%
Neutral	24	18%	44	14%
Disagree	5	4%	6	2%
Strongly Disagree	1	1%	6	2%
<b>Total</b>	<b>135</b>	<b>100%</b>	<b>314</b>	<b>100%</b>
Missing	0		5	

p-value = 0.080

During my training, I have had resources readily available to assist with my wellness:	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Strongly Agree	81	41%	89	41%
Agree	83	42%	85	40%
Neutral	27	14%	32	15%
Disagree	5	3%	5	2%
Strongly Disagree	3	2%	4	2%
<b>Total</b>	<b>199</b>	<b>100%</b>	<b>215</b>	<b>100%</b>
Missing	1		1	

p-value = 0.986

## Overall Wellness

I would rate my overall wellness as:	All Respondents (n=454)	
	#	%
Very good	165	37%
Good	166	37%
Fair	93	21%
Poor	19	4%
Very poor	4	1%
<b>Total</b>	<b>447</b>	<b>100%</b>
Missing	7	

I would rate my overall wellness as:	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Very good	112	44%	53	28%
Good	90	36%	76	40%
Fair	39	15%	53	28%
Poor	9	4%	8	4%
Very poor	3	1%	1	1%
<b>Total</b>	<b>253</b>	<b>100%</b>	<b>191</b>	<b>100%</b>
Missing	6		0	

p-value = 0.002†

I would rate my overall wellness as:	All Respondents (n=452)			
	URM (n=93)		Non-URM (n=359)	
	#	%	#	%
Very good	30	32%	135	38%
Good	38	41%	127	36%
Fair	18	19%	75	21%
Poor	6	6%	13	4%
Very poor	1	1%	3	1%
<b>Total</b>	<b>93</b>	<b>100%</b>	<b>353</b>	<b>100%</b>
Missing	0		6	

p-value = 0.613

I would rate my overall wellness as:	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Very good	89	32%	76	46%
Good	111	39%	55	33%
Fair	66	23%	27	16%
Poor	13	5%	6	4%
Very poor	3	1%	1	1%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>165</b>	<b>100%</b>
Missing	4		3	

p-value = 0.042†

I would rate my overall wellness as:	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Very good	37	28%	128	41%
Good	57	43%	109	35%
Fair	31	23%	62	20%
Poor	7	5%	12	4%
Very poor	1	1%	3	1%
<b>Total</b>	<b>133</b>	<b>100%</b>	<b>314</b>	<b>100%</b>
Missing	2		5	

p-value = 0.137

I would rate my overall wellness as:	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Very good	74	37%	79	37%
Good	78	39%	77	36%
Fair	38	19%	45	21%
Poor	6	3%	12	6%
Very poor	2	1%	1	0%
<b>Total</b>	<b>198</b>	<b>100%</b>	<b>214</b>	<b>100%</b>
Missing	2		2	

p-value = 0.649

## Plans after Graduation

What do you expect to be doing after completion of your current residency or fellowship program? Please mark only ONE option.	All Respondents (n=454)	
	#	%
Clinical Practice (in a non-training position)	218	49%
Fellowship or additional subspecialty training	137	31%
Academic position	81	18%
Research position (non-clinical)	1	0%
Non-medical career	1	0%
Left the country	1	0%
Military	1	0%
Unemployed	0	0%
Other	6	1%
<b>Total</b>	<b>446</b>	<b>100%</b>
Missing/Undecided/Don't know yet	8	

What do you expect to be doing after completion of your current residency or fellowship program? Please mark only ONE option.	All Respondents (n=450)			
	Males (n=259)		Females (n=191)	
	#	%	#	%
Clinical Practice (in a non-training position)	142	56%	74	40%
Fellowship or additional subspecialty training	65	25%	70	37%
Academic position	41	16%	40	21%
Research position (non-clinical)	1	0%	0	0%
Non-medical career	1	0%	0	0%
Left the country	1	0%	0	0%
Military	1	0%	0	0%
Unemployed	0	0%	0	0%
Other	3	1%	3	2%
<b>Total</b>	<b>255</b>	<b>100%</b>	<b>187</b>	<b>100%</b>
Missing/Undecided/Don't know yet	4		4	

p-value = 0.041†

What do you expect to be doing after completion of your current residency or fellowship program? Please mark only ONE option.	All Respondents (n=452)			
	URiM (n=93)		Non-URiM (n=359)	
	#	%	#	%
Clinical Practice (in a non-training position)	34	37%	183	52%
Fellowship or additional subspecialty training	35	38%	101	29%
Academic position	19	21%	62	18%
Research position (non-clinical)	0	0%	1	0%
Non-medical career	1	1%	0	0%
Left the country	0	0%	1	0%
Military	0	0%	1	0%
Unemployed	0	0%	0	0%
Other	2	2%	4	1%
<b>Total</b>	<b>91</b>	<b>100%</b>	<b>353</b>	<b>100%</b>
Missing/Undecided/Don't know yet	2		6	

p-value = 0.185

What do you expect to be doing after completion of your current residency or fellowship program? Please mark only ONE option.	All Respondents (n=454)			
	Residents (n=286)		Fellows (n=168)	
	#	%	#	%
Clinical Practice (in a non-training position)	131	46%	87	53%
Fellowship or additional subspecialty training	122	43%	15	9%
Academic position	25	9%	56	34%
Research position (non-clinical)	0	0%	1	1%
Non-medical career	1	0%	0	0%
Left the country	0	0%	1	1%
Military	0	0%	1	1%
Unemployed	0	0%	0	0%
Other	3	1%	3	2%
<b>Total</b>	<b>282</b>	<b>100%</b>	<b>164</b>	<b>100%</b>
Missing/Undecided/Don't know yet	4		4	

p-value = 0.001‡

What do you expect to be doing after completion of your current residency or fellowship program? Please mark only ONE option.	All Respondents (n=454)			
	Primary Care (n=135)		Non-Primary Care (n=319)	
	#	%	#	%
Clinical Practice (in a non-training position)	56	42%	162	52%
Fellowship or additional subspecialty training	62	46%	75	24%
Academic position	14	10%	67	21%
Research position (non-clinical)	0	0%	1	0%
Non-medical career	0	0%	1	0%
Left the country	0	0%	1	0%
Military	0	0%	1	0%
Unemployed	0	0%	0	0%
Other	2	1%	4	1%
<b>Total</b>	<b>134</b>	<b>100%</b>	<b>312</b>	<b>100%</b>
Missing/Undecided/Don't know yet	1		7	

p-value = 0.001‡

What do you expect to be doing after completion of your current residency or fellowship program? Please mark only ONE option.	All Respondents (n=416)			
	In-state (n=200)		Out-state (n=216)	
	#	%	#	%
Clinical Practice (in a non-training position)	110	55%	96	45%
Fellowship or additional subspecialty training	41	21%	80	38%
Academic position	45	23%	32	15%
Research position (non-clinical)	0	0%	1	0%
Non-medical career	0	0%	0	0%
Left the country	0	0%	1	0%
Military	0	0%	1	0%
Unemployed	0	0%	0	0%
Other	4	2%	2	1%
<b>Total</b>	<b>200</b>	<b>100%</b>	<b>213</b>	<b>100%</b>
Missing/Undecided/Don't know yet	0		3	

p-value = 0.003‡

# Practice

This section includes only those who indicated going into “Clinical Practice” after completing their training

## Primary Practice Location

Where is the location of your primary activity after completing your current residency or fellowship program?	Clinical Care Respondents (n=218)	
	#	%
<b>Within Indiana</b>	110	53%
<i>Same city or county as current training</i>	62	30%
<i>Same region in Indiana, but different city or county</i>	23	11%
<i>Other area in Indiana</i>	25	12%
<b>Outside Indiana</b>	96	47%
<i>Other U.S. state (not Indiana)</i>	96	47%
<i>Outside of U.S.</i>	0	0%
<b>Total</b>	<b>206</b>	<b>100%</b>
Missing / Undecided	12	

Where is the location of your primary activity after completing your current training program?	Clinical Care Respondents (n=216)			
	Males (n=142)		Females (n=74)	
	#	%	#	%
<b>Within Indiana</b>	70	52%	40	57%
<i>Same city or county as current training</i>	42	31%	20	29%
<i>Same region in Indiana, but different city or county</i>	13	10%	10	14%
<i>Other area in Indiana</i>	15	11%	10	14%
<b>Outside Indiana</b>	65	48%	30	43%
<i>Other U.S. state (not Indiana)</i>	65	48%	30	43%
<i>Outside of U.S.</i>	0	0%	0	0%
<b>Total</b>	<b>135</b>	<b>100%</b>	<b>70</b>	<b>100%</b>
Missing / Undecided	7		4	

p-value = 0.796

Where is the location of your primary activity after completing your current training program?	Clinical Care Respondents (n=217)			
	URM (n=34)		Non-URM (n=183)	
	#	%	#	%
<b>Within Indiana</b>	20	61%	90	52%
<i>Same city or county as current training</i>	12	36%	50	29%
<i>Same region in Indiana, but different city or county</i>	4	12%	19	11%
<i>Other area in Indiana</i>	4	12%	21	12%
<b>Outside Indiana</b>	13	39%	83	48%
<i>Other U.S. state (not Indiana)</i>	13	39%	83	48%
<i>Outside of U.S.</i>	0	0%	0	0%
<b>Total</b>	<b>33</b>	<b>100%</b>	<b>173</b>	<b>100%</b>
Missing / Undecided	1		10	

p-value = 0.848

Where is the location of your primary activity after completing your current training program?	Clinical Care Respondents (n=218)			
	Residents (n=131)		Fellows (n=87)	
	#	%	#	%
<b>Within Indiana</b>	79	64%	31	38%
<i>Same city or county as current training</i>	43	35%	19	23%
<i>Same region in Indiana, but different city or county</i>	16	13%	7	9%
<i>Other area in Indiana</i>	20	16%	5	6%
<b>Outside Indiana</b>	45	36%	51	62%
<i>Other U.S. state (not Indiana)</i>	45	36%	51	62%
<i>Outside of U.S.</i>	0	0%	0	0%
<b>Total</b>	<b>124</b>	<b>100%</b>	<b>82</b>	<b>100%</b>
Missing / Undecided	7		5	

p-value = 0.006†

Where is the location of your primary activity after completing your current training program?	Clinical Care Respondents (n=218)			
	Primary Care (n=56)		Non-Primary Care (n=162)	
	#	%	#	%
<b>Within Indiana</b>	32	62%	78	51%
<i>Same city or county as current training</i>	21	40%	41	27%
<i>Same region in Indiana, but different city or county</i>	7	13%	16	10%
<i>Other area in Indiana</i>	4	8%	21	14%
<b>Outside Indiana</b>	20	38%	76	49%
<i>Other U.S. state (not Indiana)</i>	20	38%	76	49%
<i>Outside of U.S.</i>	0	0%	0	0%
<b>Total</b>	<b>52</b>	<b>100%</b>	<b>154</b>	<b>100%</b>
Missing / Undecided	4		8	

p-value = 0.240

Where is the location of your primary activity after completing your current training program?	Clinical Care Respondents (n=206)			
	In-state (n=110)		Out-state (n=96)	
	#	%	#	%
<b>Within Indiana</b>	110	100%	0	0%
<i>Same city or county as current training</i>	62	56%	0	0%
<i>Same region in Indiana, but different city or county</i>	23	21%	0	0%
<i>Other area in Indiana</i>	25	23%	0	0%
<b>Outside Indiana</b>	0	0%	96	100%
<i>Other U.S. state (not Indiana)</i>	0	0%	96	100%
<i>Outside of U.S.</i>	0	0%	0	0%
<b>Total</b>	<b>110</b>	<b>100%</b>	<b>96</b>	<b>100%</b>
Missing / Undecided	0		0	

p-value = 0.001†

## Obligation or Visa Requirement

Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?	Clinical Care Respondents (n=218)	
	#	%
Yes	8	4%
No	210	96%
<b>Total</b>	<b>218</b>	<b>100%</b>
Missing	0	

Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?	Clinical Care Respondents (n=216)			
	Males (n=142)		Females (n=74)	
	#	%	#	%
Yes	5	4%	3	4%
No	137	96%	71	96%
<b>Total</b>	<b>142</b>	<b>100%</b>	<b>74</b>	<b>100%</b>
Missing	0		0	

p-value = 0.844

Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?	Clinical Care Respondents (n=217)			
	URM (n=34)		Non-URM (n=183)	
	#	%	#	%
Yes	3	9%	5	3%
No	31	91%	178	97%
<b>Total</b>	<b>34</b>	<b>100%</b>	<b>183</b>	<b>100%</b>
Missing	0		0	

p-value = 0.083

Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?	Clinical Care Respondents (n=218)			
	Residents (n=131)		Fellows (n=87)	
	#	%	#	%
Yes	7	5%	1	1%
No	124	95%	86	99%
<b>Total</b>	<b>131</b>	<b>100%</b>	<b>87</b>	<b>100%</b>
Missing	0		0	

p-value = 0.107

Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?	Clinical Care Respondents (n=218)			
	Primary Care (n=56)		Non-Primary Care (n=162)	
	#	%	#	%
Yes	7	13%	1	1%
No	49	88%	161	99%
<b>Total</b>	<b>56</b>	<b>100%</b>	<b>162</b>	<b>100%</b>
Missing	0		0	

p-value = 0.001 ‡

Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?	Clinical Care Respondents (n=206)			
	In-state (n=110)		Out-state (n=96)	
	#	%	#	%
Yes	7	6%	0	0%
No	103	94%	96	100%
<b>Total</b>	<b>110</b>	<b>100%</b>	<b>96</b>	<b>100%</b>
Missing	0		0	

p-value = 0.012 ‡

## Practice Affiliation

How would you characterize the practice that you will be joining?	Clinical Care Respondents (n=218)	
	#	%
Single specialty group	74	35%
Multi-specialty group	34	16%
Hospital - based practice*	96	45%
Locum tenens	2	1%
Other	6	3%
<b>Total</b>	<b>212</b>	<b>100%</b>
Missing	6	

\*This response option was added in 2025

How would you characterize the practice that you will be joining?	Clinical Care Respondents (n=216)			
	Males (n=142)		Females (n=74)	
	#	%	#	%
Single specialty group	48	34%	25	35%
Multi-specialty group	23	16%	11	15%
Hospital - based practice*	63	45%	33	46%
Locum tenens	2	1%	0	0%
Other	4	3%	2	3%
<b>Total</b>	<b>140</b>	<b>100%</b>	<b>71</b>	<b>100%</b>
Missing / Undecided	2		3	

\*This response option was added in 2025

p-value = 0.898

How would you characterize the practice that you will be joining?	Clinical Care Respondents (n=217)			
	URM (n=34)		Non-URM (n=183)	
	#	%	#	%
Single specialty group	11	32%	63	35%
Multi-specialty group	4	12%	30	17%
Hospital - based practice*	17	50%	79	44%
Locum tenens	0	0%	2	1%
Other	2	6%	4	2%
<b>Total</b>	<b>34</b>	<b>100%</b>	<b>178</b>	<b>100%</b>
Missing / Undecided	0		5	

\*This response option was added in 2025

p-value = 0.654

How would you characterize the practice that you will be joining?	Clinical Care Respondents (n=218)			
	Residents (n=131)		Fellows (n=87)	
	#	%	#	%
Single specialty group	37	29%	37	44%
Multi-specialty group	24	19%	10	12%
Hospital - based practice*	62	49%	34	40%
Locum tenens	2	2%	0	0%
Other	2	2%	4	5%
<b>Total</b>	<b>127</b>	<b>100%</b>	<b>85</b>	<b>100%</b>
Missing / Undecided	4		2	

\*This response option was added in 2025

p-value = 0.071

How would you characterize the practice that you will be joining?	Clinical Care Respondents (n=218)			
	Primary Care (n=56)		Non-Primary Care (n=162)	
	#	%	#	%
Single specialty group	14	26%	60	38%
Multi-specialty group	12	22%	22	14%
Hospital - based practice*	26	48%	70	44%
Locum tenens	0	0%	2	1%
Other	2	4%	4	3%
<b>Total</b>	<b>54</b>	<b>100%</b>	<b>158</b>	<b>100%</b>
Missing / Undecided	2		4	

\*This response option was added in 2025

p-value = 0.353

How would you characterize the practice that you will be joining?	Clinical Care Respondents (n=206)			
	In-state (n=110)		Out-state (n=96)	
	#	%	#	%
Single specialty group	41	38%	33	35%
Multi-specialty group	13	12%	21	22%
Hospital - based practice*	53	49%	40	42%
Locum tenens	1	1%	0	0%
Other	0	0%	1	1%
<b>Total</b>	<b>108</b>	<b>100%</b>	<b>95</b>	<b>100%</b>
Missing / Undecided	2		1	

\*This response option was added in 2025

p-value = 0.218

## Percent Effort

If you will be in an academically affiliated practice, what <u>percent</u> of your time will be spent on the following activities?*	Clinical Care Respondents (n=81)				
	0%	1% - 25%	26% - 50%	51%-75%	76%-100%
	#	#	#	#	#
Patient Care	0	5	7	25	43
Teaching	19	53	7	1	0
Research	28	46	2	2	2
Administration	48	28	3	1	0

*\*Includes only those respondents who indicated going into an academically affiliated practice*

If you will be in an academically affiliated practice, what <u>percent</u> of your time will be spent on the following activities?*	Clinical Care Respondents (n=81)									
	Males (n=41)					Females (n=40)				
	0%	1% - 25%	26% - 50%	51%-75%	76%-100%	0%	1% - 25%	26% - 50%	51%-75%	76%-100%
	#	#	#	#	#	#	#	#	#	#
Patient Care	0	2	4	14	20	0	3	3	11	23
Teaching	9	27	4	0	0	10	26	3	1	0
Research	13	24	2	1	0	15	22	0	1	2
Administration	26	11	2	1	0	22	17	1	0	0

*\*Includes only those respondents who indicated going into an academically affiliated practice*

If you will be in an academically affiliated practice, what <u>percent</u> of your time will be spent on the following activities?*	Clinical Care Respondents (n=81)									
	URiM (n=19)					Non-URiM (n=62)				
	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%
	#	#	#	#	#	#	#	#	#	#
Patient Care	0	2	4	5	8	0	3	3	20	35
Teaching	5	9	4	1	0	14	44	3	0	0
Research	6	12	0	0	1	22	34	2	2	1
Administration	10	8	0	1	0	38	20	3	0	0

\*Includes only those respondents who indicated going into an academically affiliated practice

If you will be in an academically affiliated practice, what <u>percent</u> of your time will be spent on the following activities?*	Clinical Care Respondents (n=81)									
	Residents (n=25)					Fellows (n=56)				
	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%
	#	#	#	#	#	#	#	#	#	#
Patient Care	0	1	3	7	14	0	4	4	18	29
Teaching	5	16	4	0	0	14	37	3	1	0
Research	14	11	0	0	0	14	35	2	2	2
Administration	10	13	1	1	0	38	15	2	0	0

\*Includes only those respondents who indicated going into an academically affiliated practice

If you will be in an academically affiliated practice, what <u>percent</u> of your time will be spent on the following activities?*	Clinical Care Respondents (n=81)									
	Primary Care (n=14)					Non-Primary Care (n=67)				
	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%
	#	#	#	#	#	#	#	#	#	#
Patient Care	0	2	1	5	6	0	3	6	20	37
Teaching	3	8	3	0	0	16	45	4	1	0
Research	10	4	0	0	0	18	42	2	2	2
Administration	6	5	2	1	0	42	23	1	0	0

\*Includes only those respondents who indicated going into an academically affiliated practice

If you will be in an academically affiliated practice, what <u>percent</u> of your time will be spent on the following activities?*	Clinical Care Respondents (n=77)									
	In-state (n=45)					Out-state (n=32)				
	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%	0%	1% - 25%	26% - 50%	51%- 75%	76%- 100%
	#	#	#	#	#	#	#	#	#	#
Patient Care	0	4	4	15	22	0	1	1	9	21
Teaching	13	27	5	0	0	6	25	0	1	0
Research	17	24	1	1	2	11	19	1	1	0
Administration	29	12	3	1	0	18	14	0	0	0

\*Includes only those respondents who indicated going into an academically affiliated practice

## Job Offers from Indiana Hospitals

Did you receive any offers from practices based in the following hospitals or health care systems in Indiana? Please mark ALL that apply.	Clinical Care Respondents (n=218)	
	#	%
IUH West: Arnett/Frankfort/White/Tipton	9	4%
IUH East: Ball/Fort Wayne/Jay	8	4%
IUH South: Bedford/Bloomington/Morgan/Paoli	15	7%
IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley	29	13%
IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley	20	9%
Ascension St. Vincent (Evansville)	10	5%
Eskenazi Hospital (Indianapolis)	16	7%
Good Samaritan Hospital (Vincennes)	7	3%
Memorial Hospital and Health Care Center (Jasper)	3	1%
Regional Health Systems (Merrillville)	0	0%
Veterans Administration (Indianapolis)	7	3%
Other hospital or health system in Indiana	26	12%

Did you receive any offers from practices based in the following hospitals or health care systems in Indiana? Please mark ALL that apply.	Clinical Care Respondents (n=216)			
	Males (n=142)		Females (n=74)	
	#	%	#	%
IUH West: Arnett/Frankfort/White/Tipton	6	4%	3	4%
IUH East: Ball/Fort Wayne/Jay	5	4%	3	4%
IUH South: Bedford/Bloomington/Morgan/Paoli	7	5%	8	11%
IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley	19	13%	10	14%
IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley	13	9%	7	9%
Ascension St. Vincent (Evansville)	7	5%	3	4%
Eskenazi Hospital (Indianapolis)	11	8%	5	7%
Good Samaritan Hospital (Vincennes)	7	5%	0	0%
Memorial Hospital and Health Care Center (Jasper)	2	1%	1	1%
Regional Health Systems (Merrillville)	0	0%	0	0%
Veterans Administration (Indianapolis)	7	5%	0	0%
Other hospital or health system in Indiana	13	9%	13	18%

Did you receive any offers from practices based in the following hospitals or health care systems in Indiana? Please mark ALL that apply.	Clinical Care Respondents (n=217)			
	URM (n=34)		Non-URM (n=183)	
	#	%	#	%
IUH West: Arnett/Frankfort/White/Tipton	1	3%	8	4%
IUH East: Ball/Fort Wayne/Jay	2	6%	6	3%
IUH South: Bedford/Bloomington/Morgan/Paoli	2	6%	13	7%
IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley	4	12%	25	14%
IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley	1	3%	19	10%
Ascension St. Vincent (Evansville)	1	3%	9	5%
Eskenazi Hospital (Indianapolis)	3	9%	13	7%
Good Samaritan Hospital (Vincennes)	1	3%	6	3%
Memorial Hospital and Health Care Center (Jasper)	0	0%	3	2%
Regional Health Systems (Merrillville)	0	0%	0	0%
Veterans Administration (Indianapolis)	1	3%	6	3%
Other hospital or health system in Indiana	4	12%	22	12%

Did you receive any offers from practices based in the following hospitals or health care systems in Indiana? Please mark ALL that apply.	Clinical Care Respondents (n=218)			
	Residents (n=131)		Fellows (n=87)	
	#	%	#	%
IUH West: Arnett/Frankfort/White/Tipton	7	5%	2	2%
IUH East: Ball/Fort Wayne/Jay	6	5%	2	2%
IUH South: Bedford/Bloomington/Morgan/Paoli	12	9%	3	3%
IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley	16	12%	13	15%
IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley	14	11%	6	7%
Ascension St. Vincent (Evansville)	10	8%	0	0%
Eskenazi Hospital (Indianapolis)	15	11%	1	1%
Good Samaritan Hospital (Vincennes)	7	5%	0	0%
Memorial Hospital and Health Care Center (Jasper)	3	2%	0	0%
Regional Health Systems (Merrillville)	0	0%	0	0%
Veterans Administration (Indianapolis)	6	5%	1	1%
Other hospital or health system in Indiana	14	11%	12	14%

Did you receive any offers from practices based in the following hospitals or health care systems in Indiana? Please mark ALL that apply.	Clinical Care Respondents (n=218)			
	Primary Care (n=56)		Non-Primary Care (n=162)	
	#	%	#	%
IUH West: Arnett/Frankfort/White/Tipton	5	9%	4	2%
IUH East: Ball/Fort Wayne/Jay	4	7%	4	2%
IUH South: Bedford/Bloomington/Morgan/Paoli	4	7%	11	7%
IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley	2	4%	27	17%
IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley	6	11%	14	9%
Ascension St. Vincent (Evansville)	4	7%	6	4%
Eskenazi Hospital (Indianapolis)	7	13%	9	6%
Good Samaritan Hospital (Vincennes)	3	5%	4	2%
Memorial Hospital and Health Care Center (Jasper)	3	5%	0	0%
Regional Health Systems (Merrillville)	0	0%	0	0%
Veterans Administration (Indianapolis)	2	4%	5	3%
Other hospital or health system in Indiana	6	11%	20	12%

Did you receive any offers from practices based in the following hospitals or health care systems in Indiana? Please mark ALL that apply.	Clinical Care Respondents (n=206)			
	In-state (n=110)		Out-state (n=96)	
	#	%	#	%
IUH West: Arnett/Frankfort/White/Tipton	4	4%	5	5%
IUH East: Ball/Fort Wayne/Jay	6	5%	2	2%
IUH South: Bedford/Bloomington/Morgan/Paoli	12	11%	3	3%
IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley	18	16%	10	11%
IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley	15	14%	4	4%
Ascension St. Vincent (Evansville)	7	6%	2	2%
Eskenazi Hospital (Indianapolis)	12	11%	4	4%
Good Samaritan Hospital (Vincennes)	6	5%	1	1%
Memorial Hospital and Health Care Center (Jasper)	3	3%	0	0%
Regional Health Systems (Merrillville)	0	0%	0	0%
Veterans Administration (Indianapolis)	6	5%	1	1%
Other hospital or health system in Indiana	19	17%	6	6%

## Accepted Position

When did you accept a position?	Clinical Care Respondents (n=218)	
	#	%
Less than 6 months ago	81	43%
6 months to 1 year ago	62	33%
1 to 2 years ago	47	25%
<b>Total</b>	<b>190</b>	<b>100%</b>
Missing/Have not accepted a position yet	28	

When did you accept a position?	Clinical Care Respondents (n=216)			
	Males (n=142)		Females (n=74)	
	#	%	#	%
Less than 6 months ago	48	39%	32	49%
6 months to 1 year ago	41	33%	21	32%
1 to 2 years ago	35	28%	12	18%
<b>Total</b>	<b>124</b>	<b>100%</b>	<b>65</b>	<b>100%</b>
Missing/Have not accepted a position yet	18		9	

p-value = 0.419

When did you accept a position?	Clinical Care Respondents (n=217)			
	URM (n=34)		Non-URM (n=183)	
	#	%	#	%
Less than 6 months ago	13	43%	68	43%
6 months to 1 year ago	11	37%	51	32%
1 to 2 years ago	6	20%	41	26%
<b>Total</b>	<b>30</b>	<b>100%</b>	<b>160</b>	<b>100%</b>
Missing/Have not accepted a position yet	4		23	

p-value = 0.918

When did you accept a position?	Clinical Care Respondents (n=218)			
	Residents (n=131)		Fellows (n=87)	
	#	%	#	%
Less than 6 months ago	43	38%	38	49%
6 months to 1 year ago	39	35%	23	30%
1 to 2 years ago	31	27%	16	21%
<b>Total</b>	<b>113</b>	<b>100%</b>	<b>77</b>	<b>100%</b>
Missing/Have not accepted a position yet	18		10	

p-value = 0.458

When did you accept a position?	Clinical Care Respondents (n=218)			
	Primary Care (n=56)		Non-Primary Care (n=162)	
	#	%	#	%
Less than 6 months ago	25	56%	56	39%
6 months to 1 year ago	10	22%	52	36%
1 to 2 years ago	10	22%	37	26%
<b>Total</b>	<b>45</b>	<b>100%</b>	<b>145</b>	<b>100%</b>
Missing/Have not accepted a position yet	11		17	

p-value = 0.062

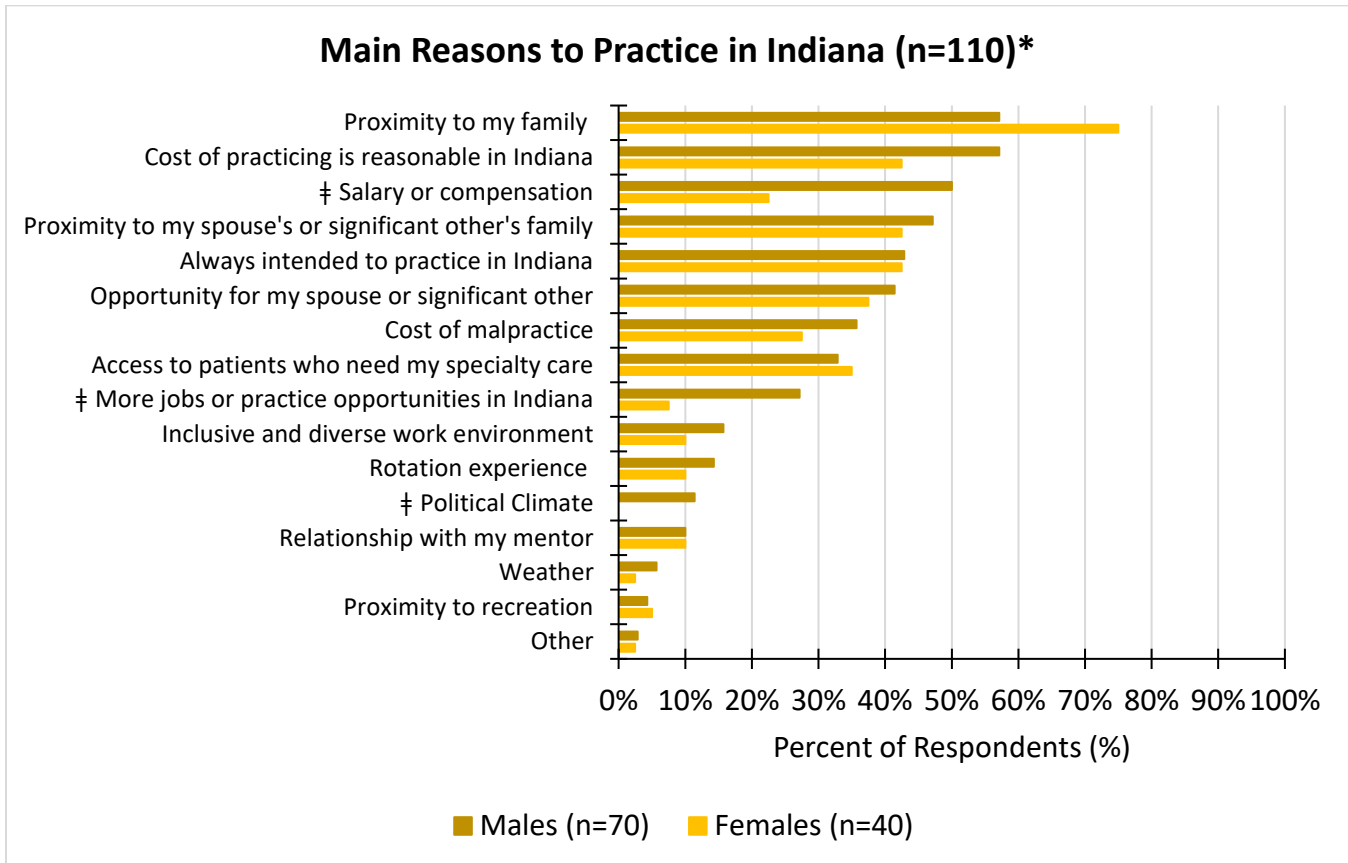
When did you accept a position?	Clinical Care Respondents (n=206)			
	In-state (n=110)		Out-state (n=96)	
	#	%	#	%
Less than 6 months ago	30	29%	51	59%
6 months to 1 year ago	40	39%	22	25%
1 to 2 years ago	33	32%	14	16%
<b>Total</b>	<b>103</b>	<b>100%</b>	<b>87</b>	<b>100%</b>
Missing/Have not accepted a position yet	7		9	

p-value = 0.001†

## Main Reasons to Practice in Indiana

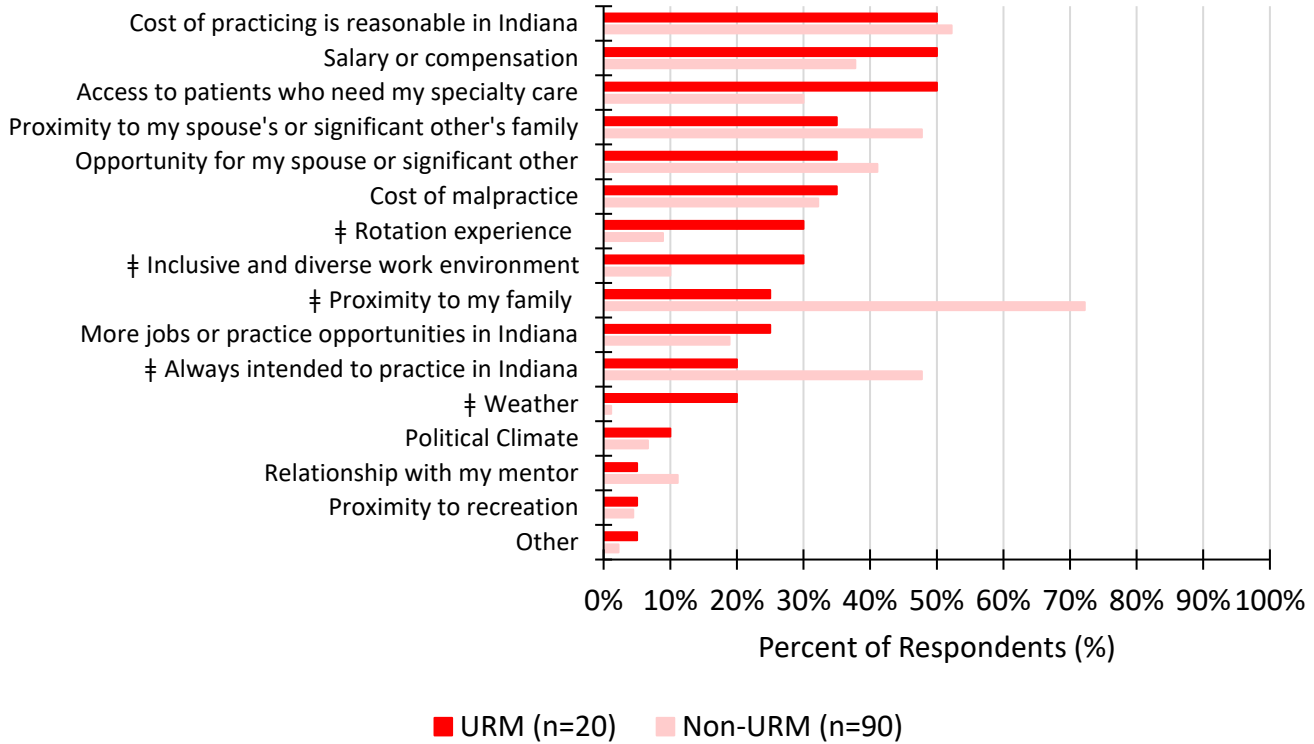


\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.



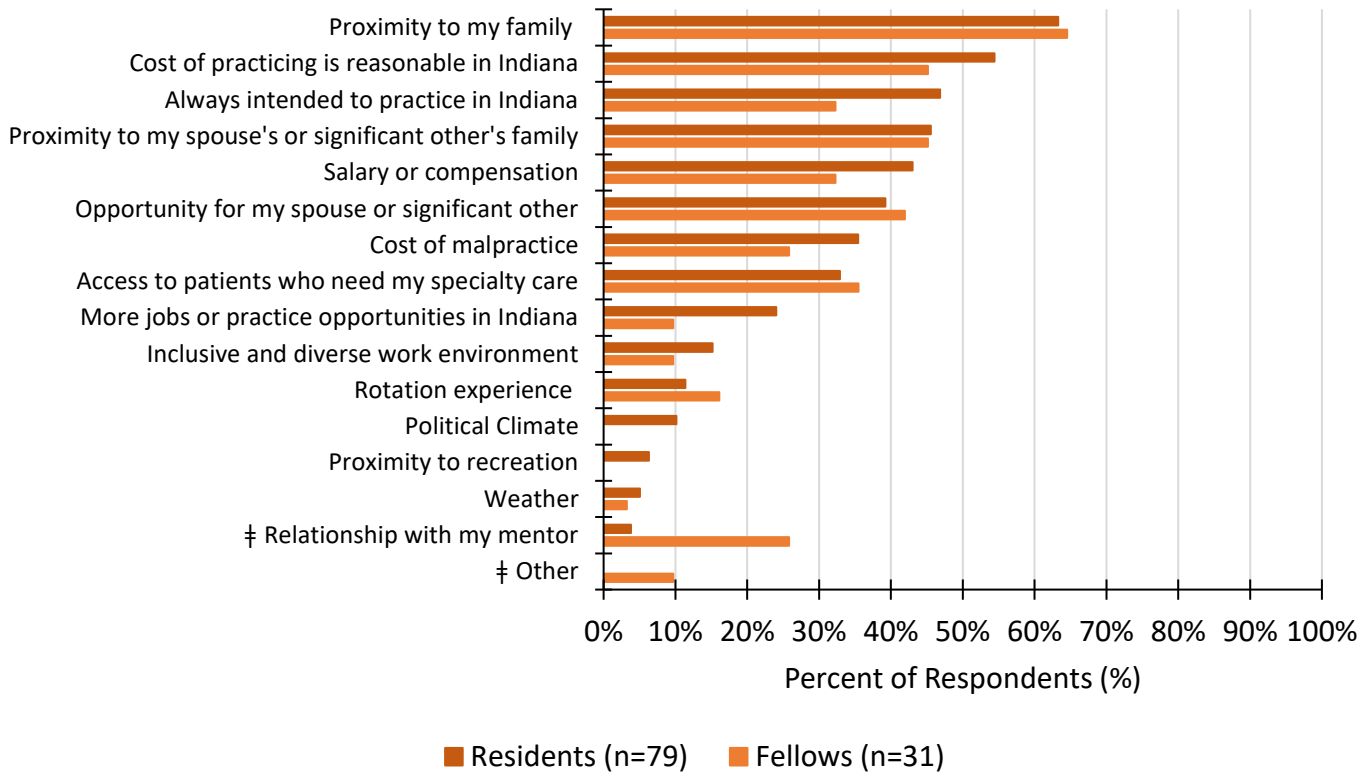
\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.

### Main Reasons to Practice in Indiana (n=110)\*



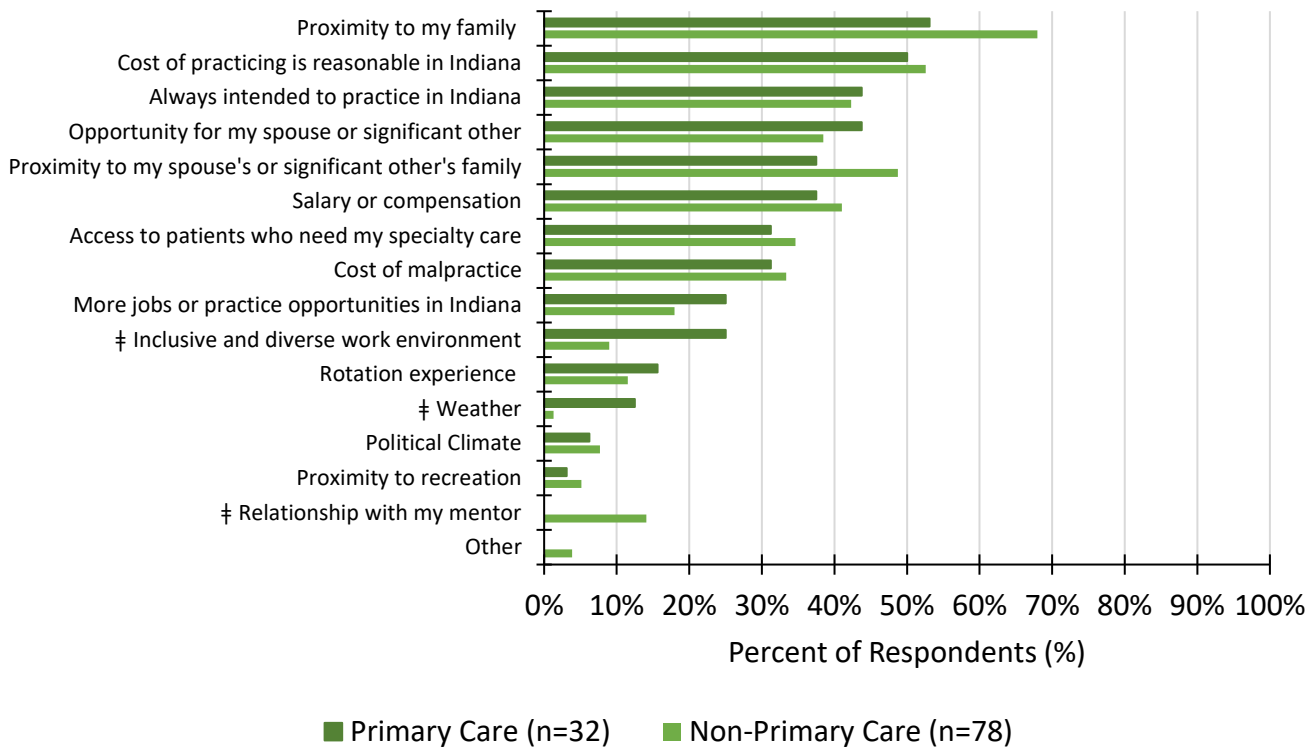
\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.

### Main Reasons to Practice in Indiana (n=110)\*



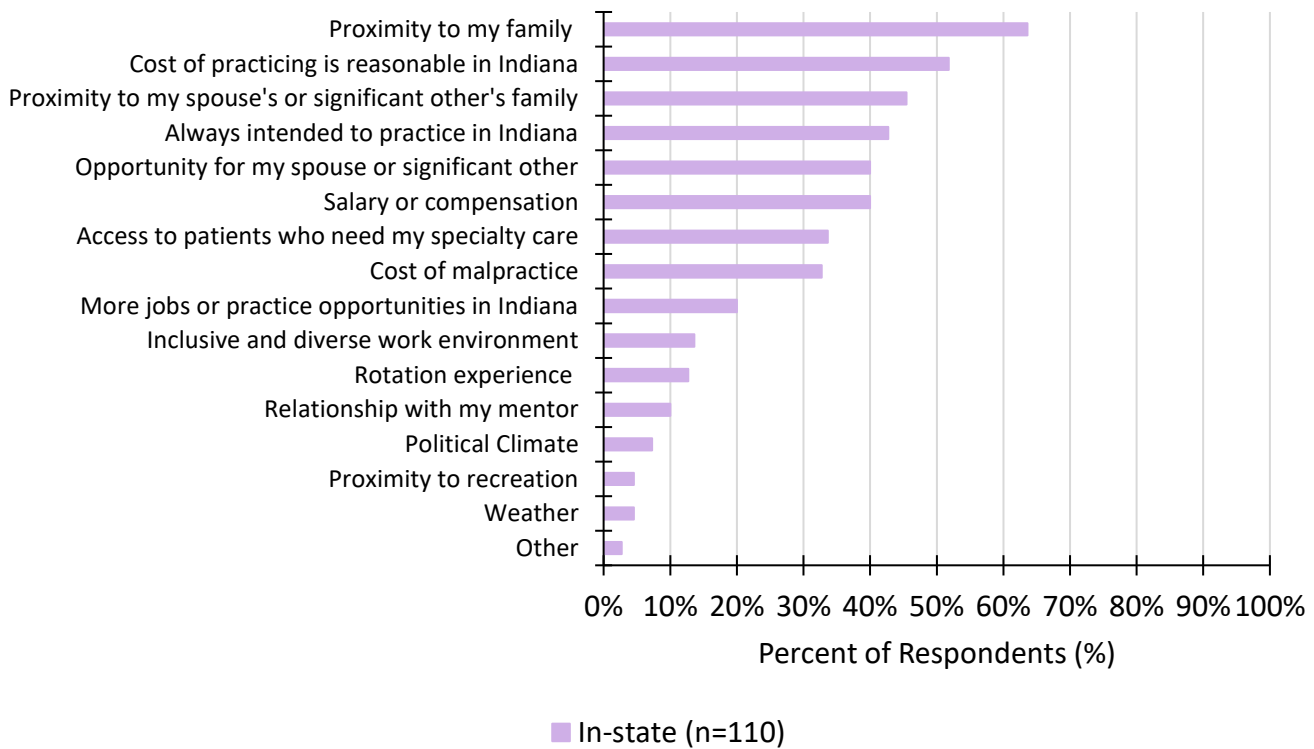
\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.

### Main Reasons to Practice in Indiana (n=110)\*



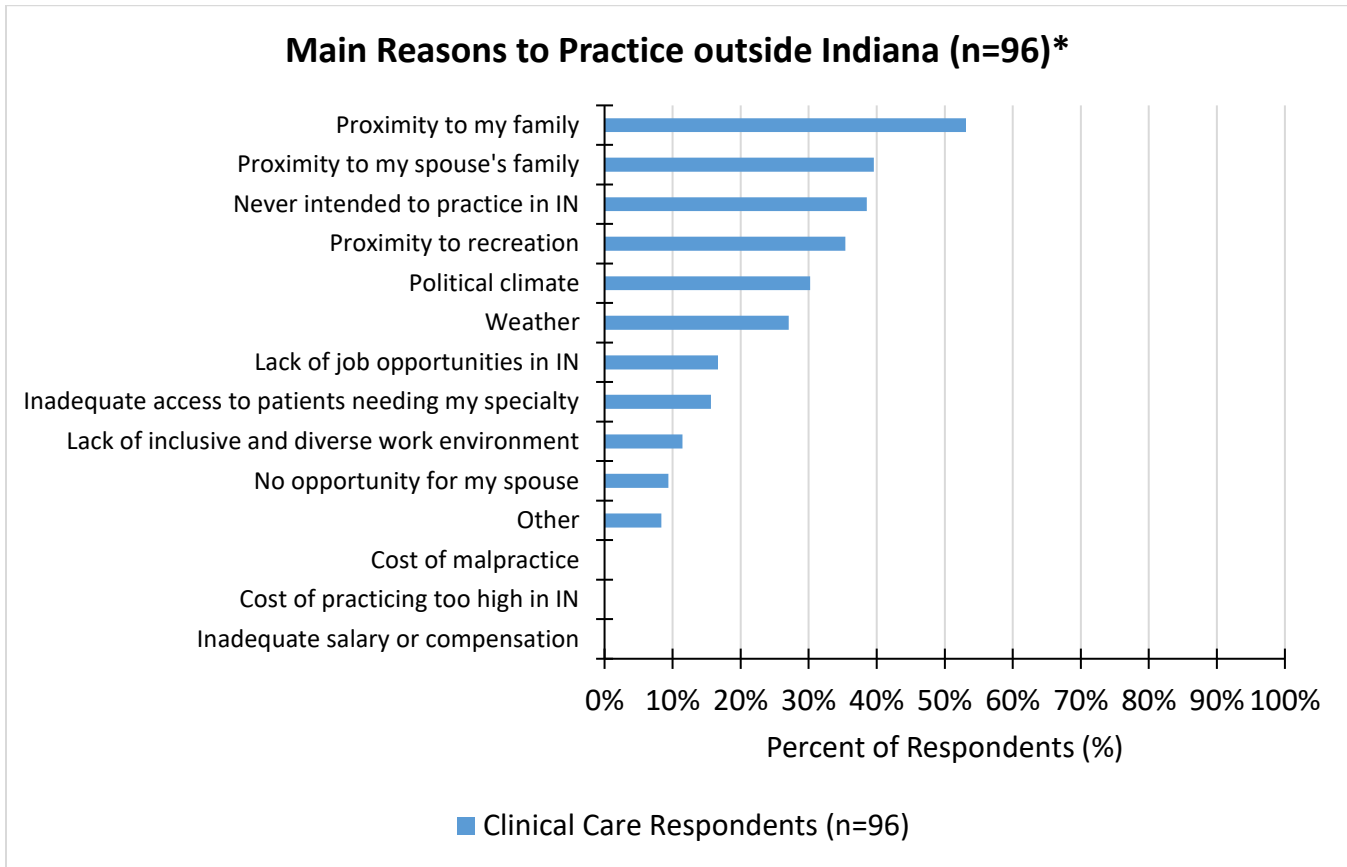
\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.

### Main Reasons to Practice in Indiana (n=110)\*

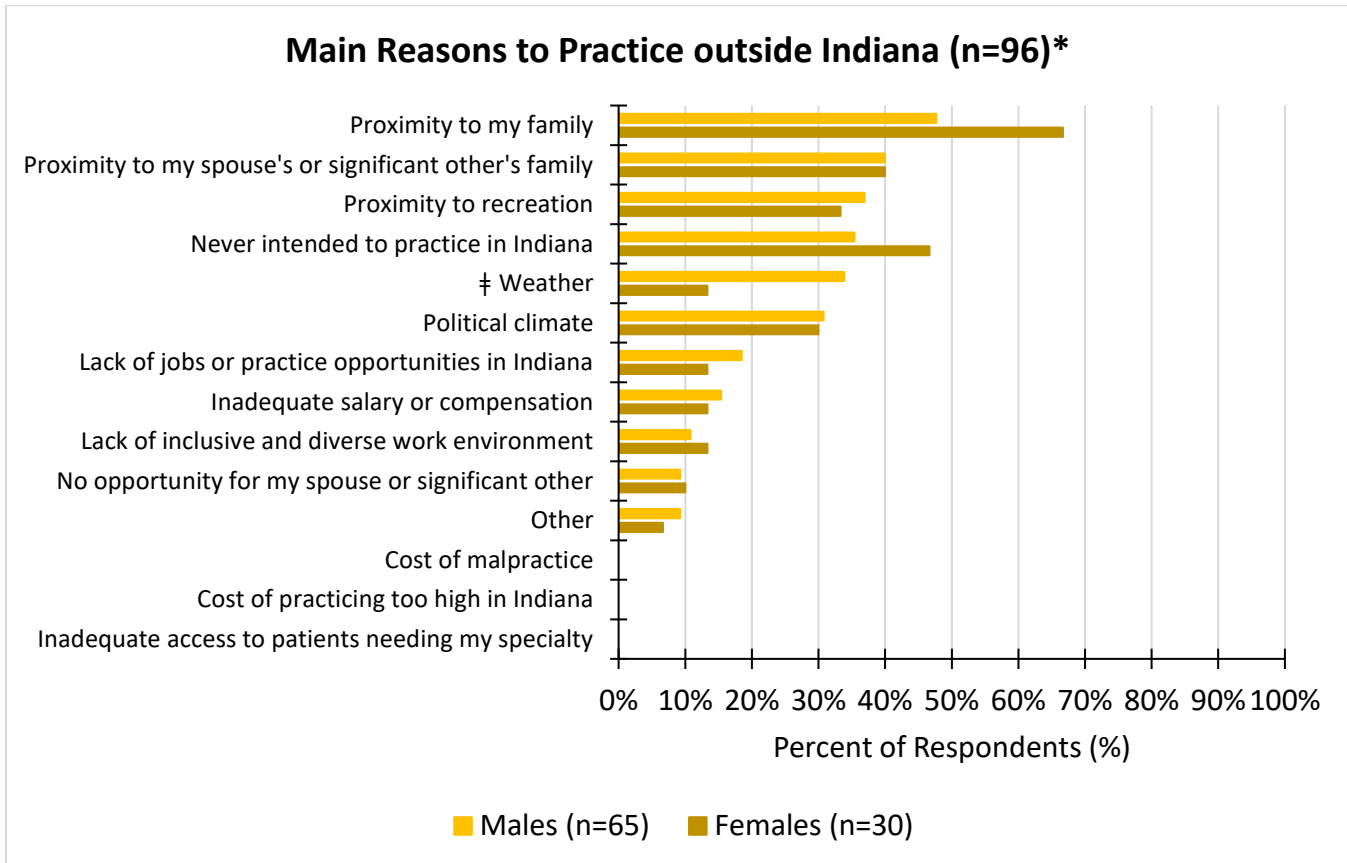


\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.

## Main Reasons to Practice Outside Indiana

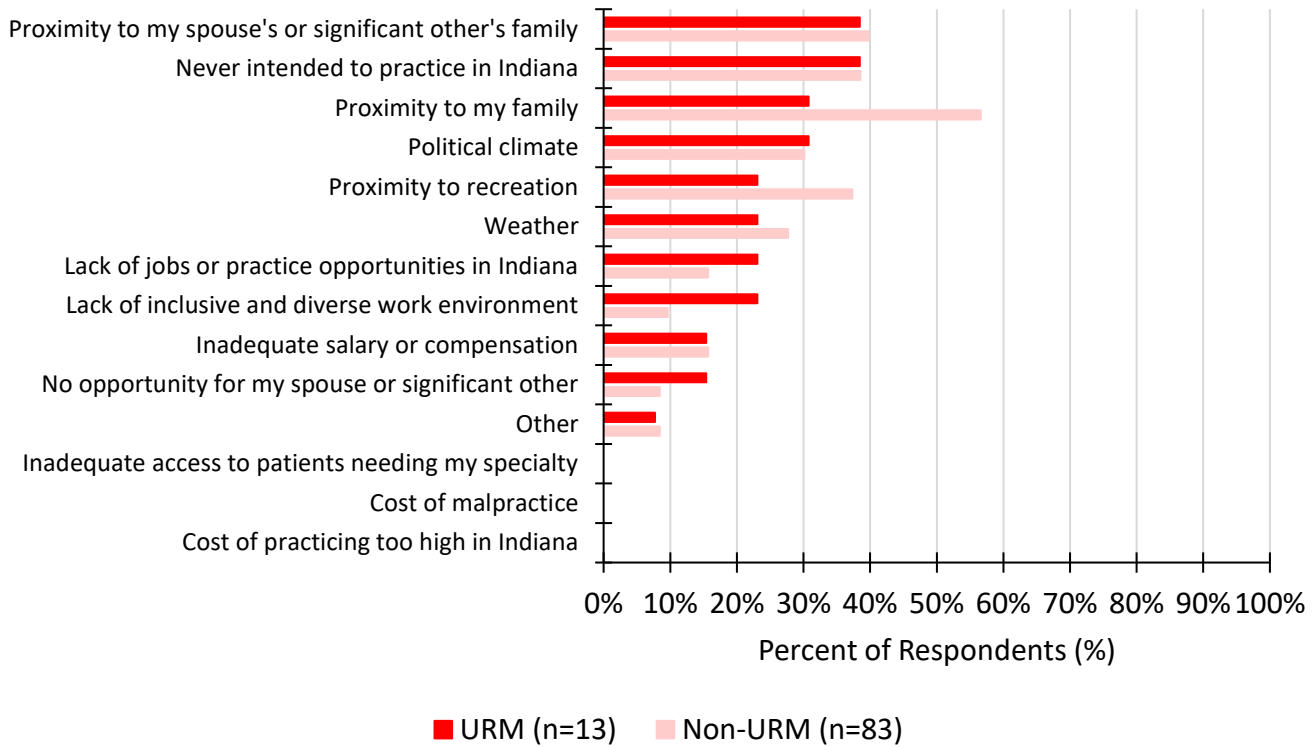


\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.



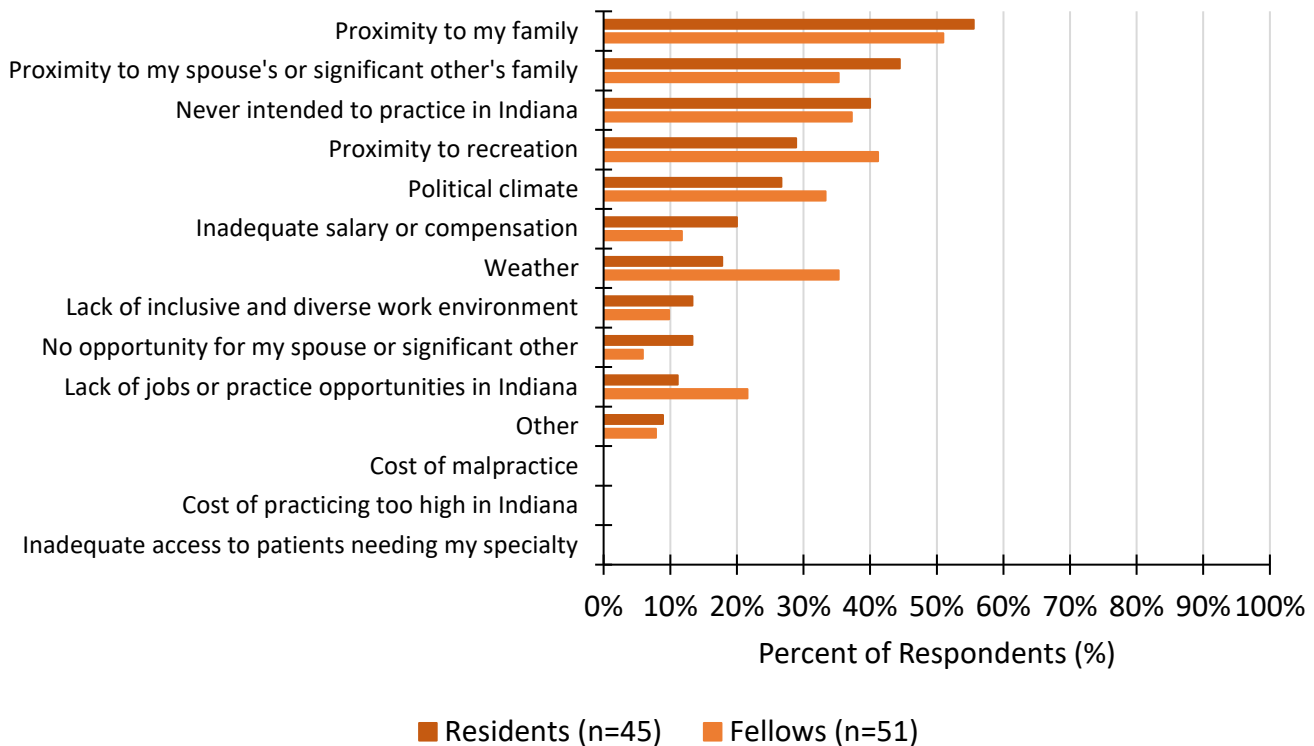
\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

### Main Reasons to Practice outside Indiana (n=96)\*



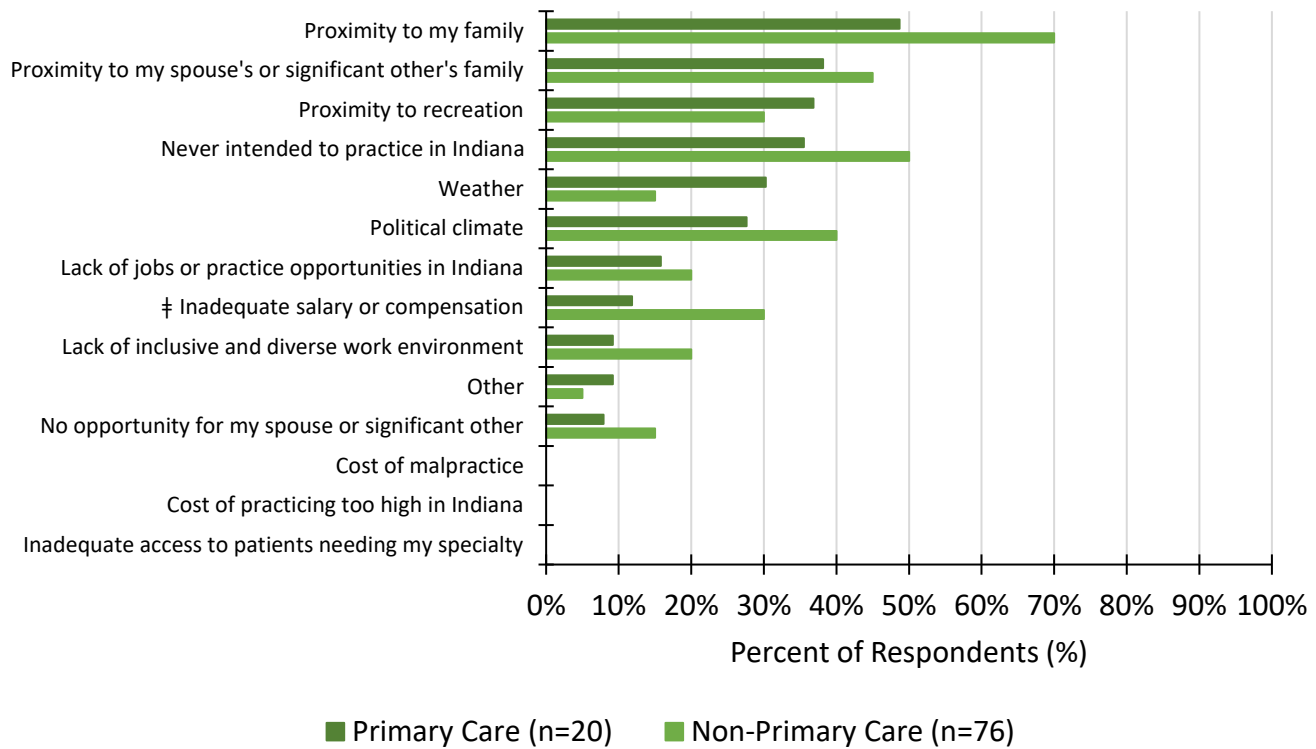
\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

### Main Reasons to Practice outside Indiana (n=96)\*



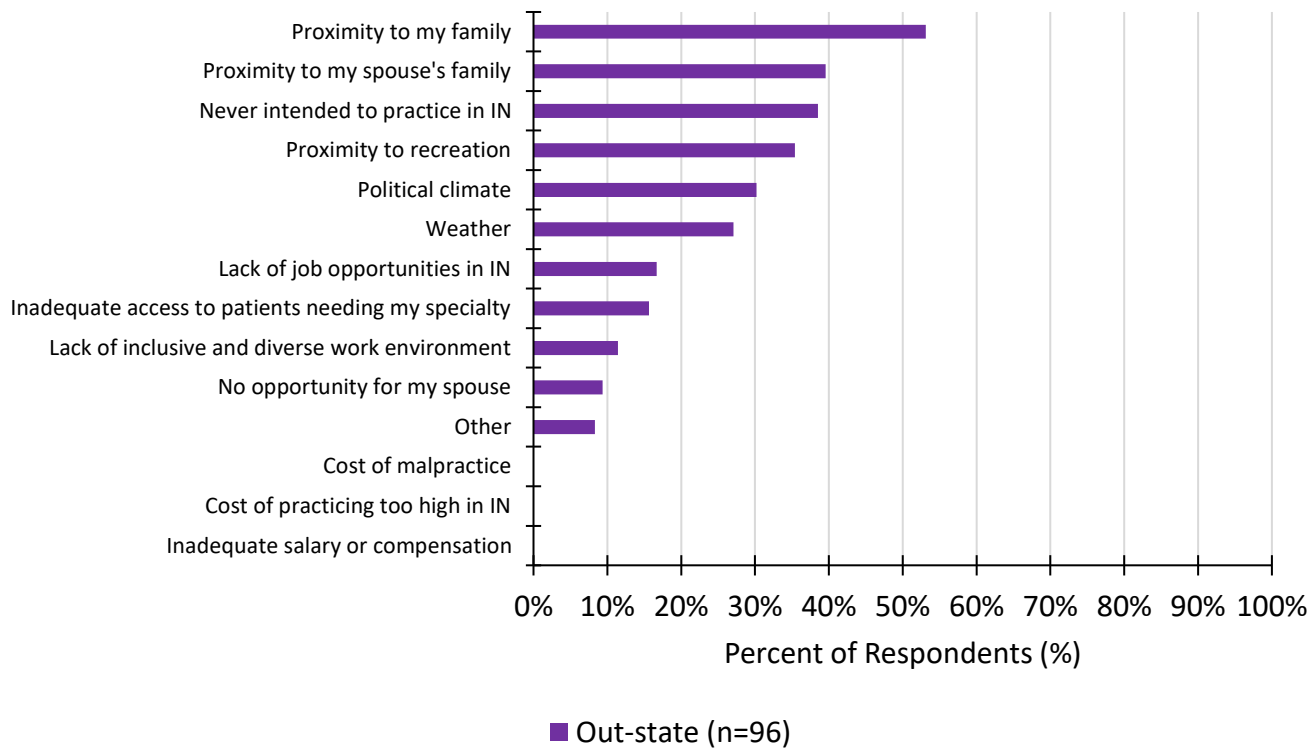
\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

### Main Reasons to Practice outside Indiana (n=96)\*



\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

### Main Reasons to Practice outside Indiana (n=96)\*



\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

## Would have Stayed in Indiana

If you had been offered a position in Indiana would you have stayed in Indiana?*	Clinical Care Respondents (n=96)	
	#	%
Yes	9	10%
No	85	90%
<b>Total</b>	<b>94</b>	<b>100%</b>
Missing	2	

\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

If you had been offered a position in Indiana would you have stayed in Indiana?*	Clinical Care Respondents (n=95)			
	Males (n=65)		Females (n=30)	
	#	%	#	%
Yes	7	11%	2	7%
No	57	89%	27	93%
<b>Total</b>	<b>64</b>	<b>100%</b>	<b>29</b>	<b>100%</b>
Missing	1		1	

\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

p-value = 0.541

If you had been offered a position in Indiana would you have stayed in Indiana?	Clinical Care Respondents (n=96)*			
	URM (n=13)		Non-URM (n=83)	
	#	%	#	%
Yes	3	23%	6	7%
No	10	77%	75	93%
<b>Total</b>	<b>13</b>	<b>100%</b>	<b>81</b>	<b>100%</b>
Missing	0		2	

\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.

p-value = 0.075

If you had been offered a position in Indiana would you have stayed in Indiana?	Clinical Care Respondents (n=96)			
	Residents (n=45)		Fellows (n=51)	
	#	%	#	%
Yes	5	11%	4	8%
No	39	89%	46	92%
<b>Total</b>	<b>44</b>	<b>100%</b>	<b>50</b>	<b>100%</b>
Missing	1		1	

*\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.*

p-value = 0.580

If you had been offered a position in Indiana would you have stayed in Indiana?	Clinical Care Respondents (n=96)			
	Primary Care (n=20)		Non-Primary Care (n=76)	
	#	%	#	%
Yes	3	16%	6	8%
No	16	84%	69	92%
<b>Total</b>	<b>19</b>	<b>100%</b>	<b>75</b>	<b>100%</b>
Missing	1		1	

*\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.*

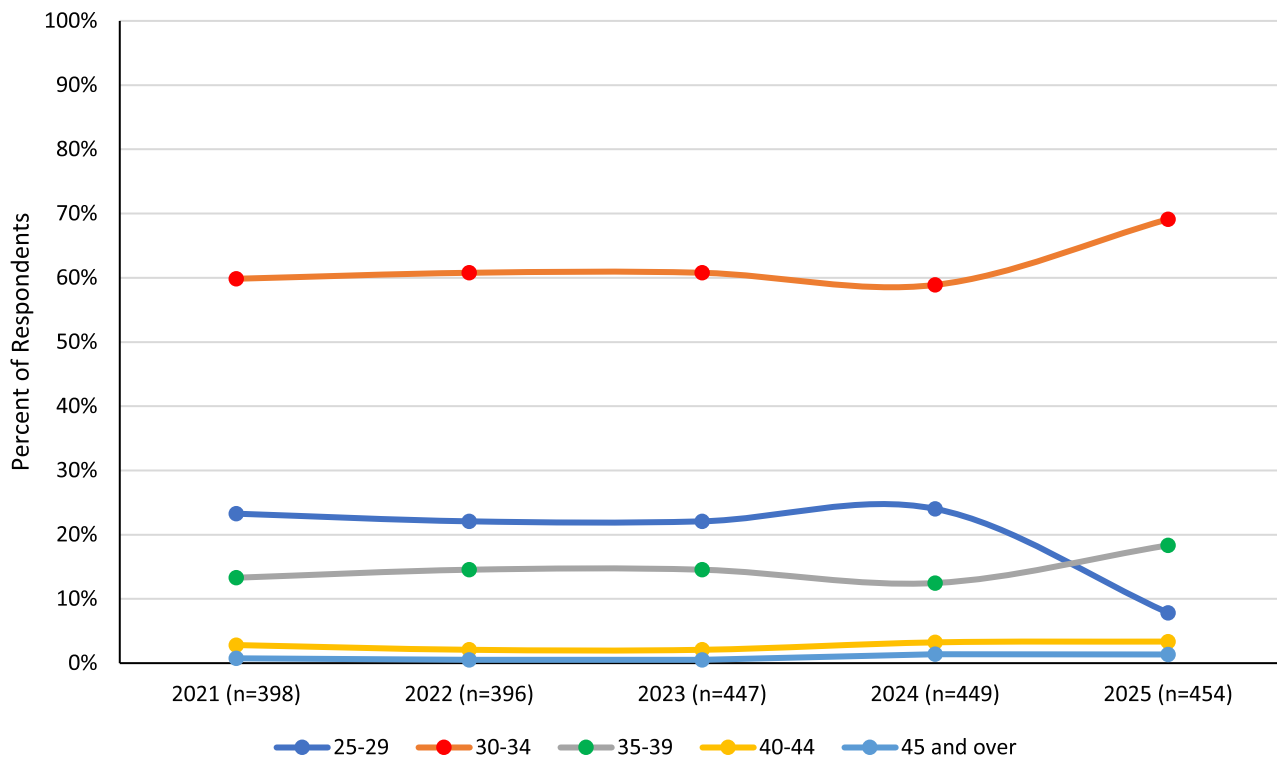
p-value = 0.303

If you had been offered a position in Indiana would you have stayed in Indiana?	Clinical Care Respondents (n=96)			
	In-state (n=0)		Out-state (n=96)	
	#	%	#	%
Yes	0	0%	9	10%
No	0	0%	85	90%
<b>Total</b>	<b>0</b>	<b>0%</b>	<b>94</b>	<b>100%</b>
Missing	0		2	

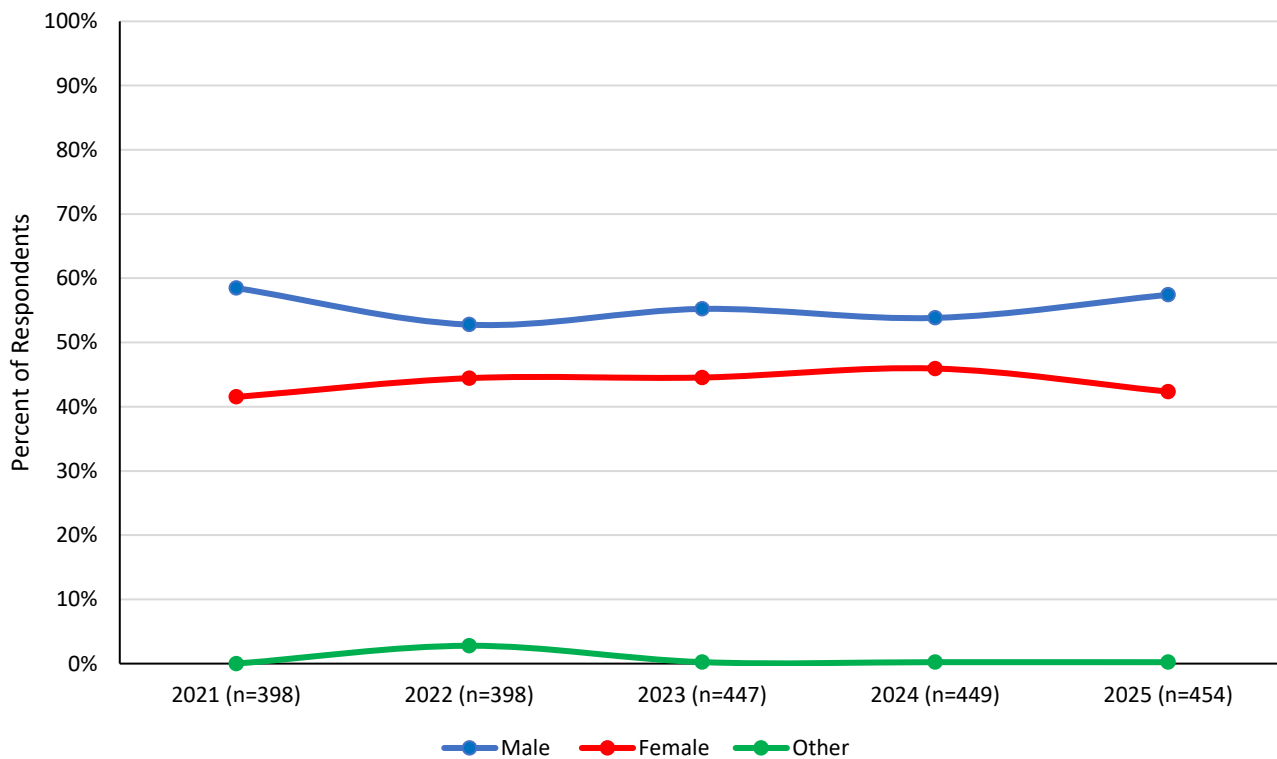
*\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.*

# Trends

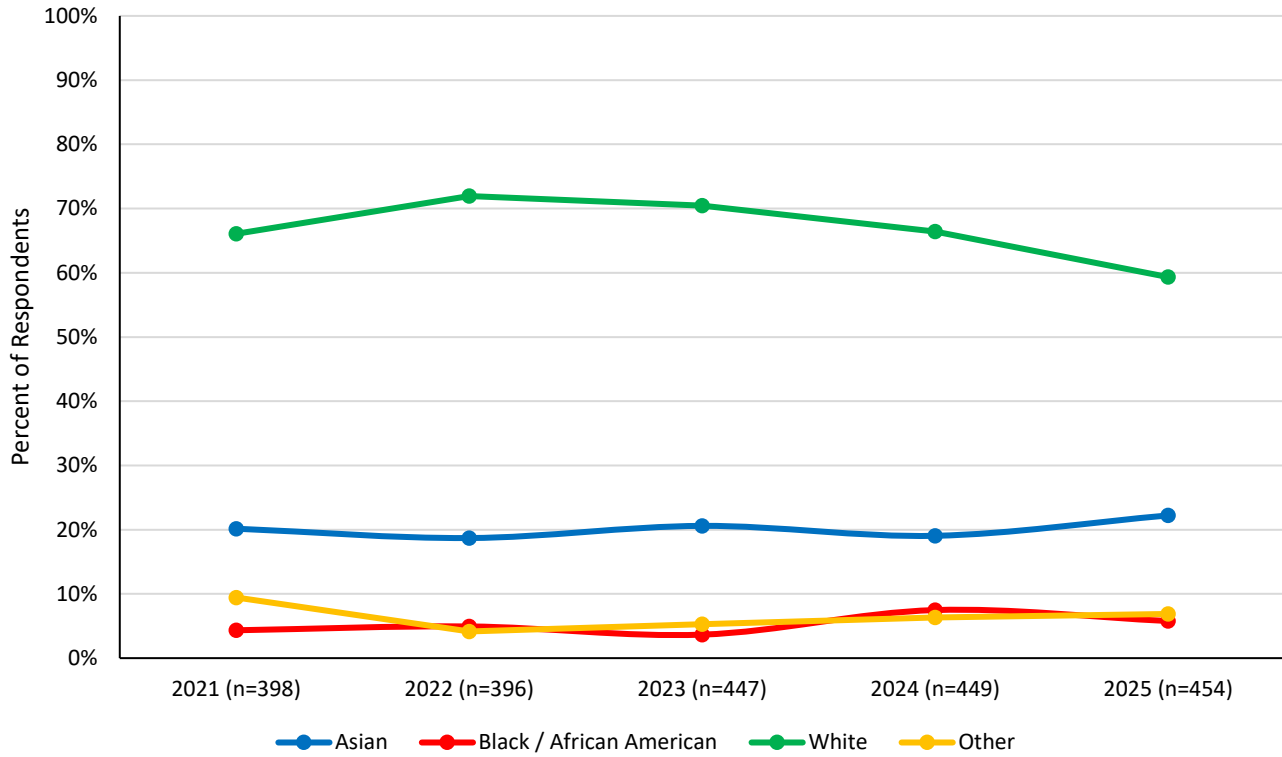
### 5-Year Trend - Age



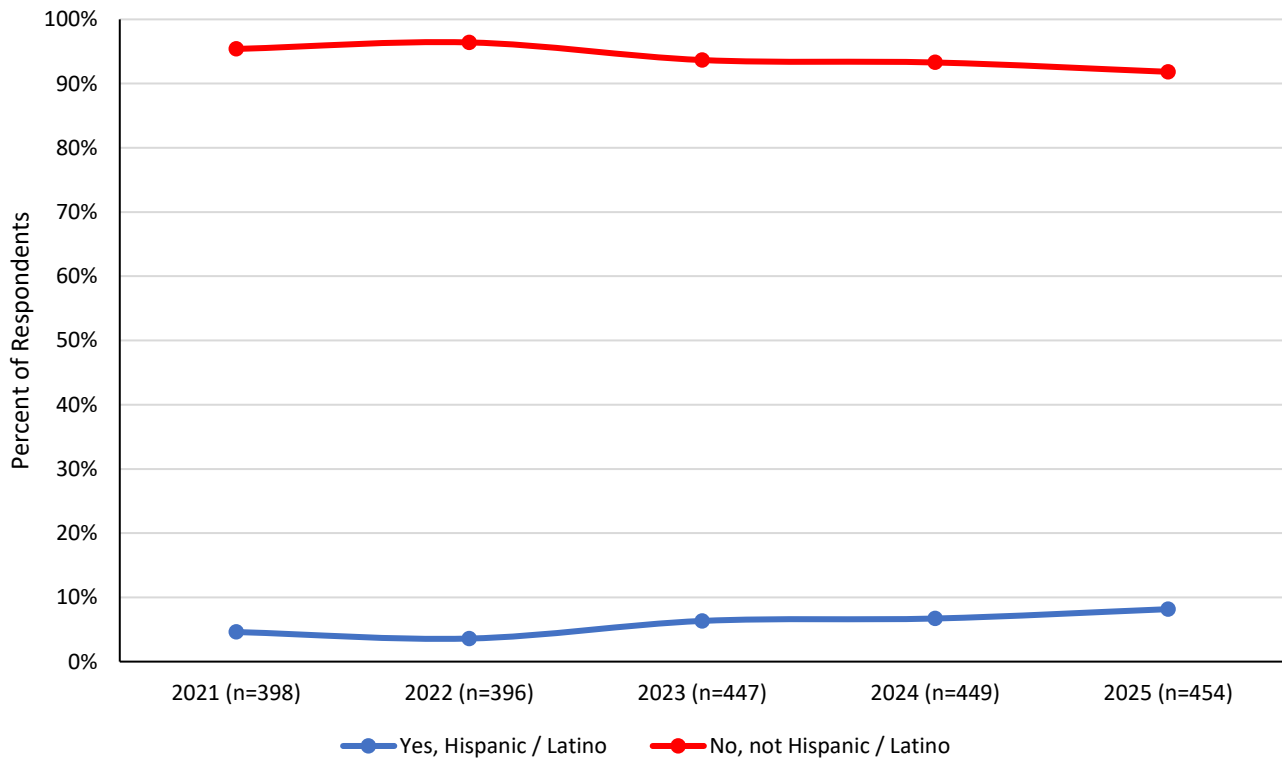
### 5-Year Trend - Gender



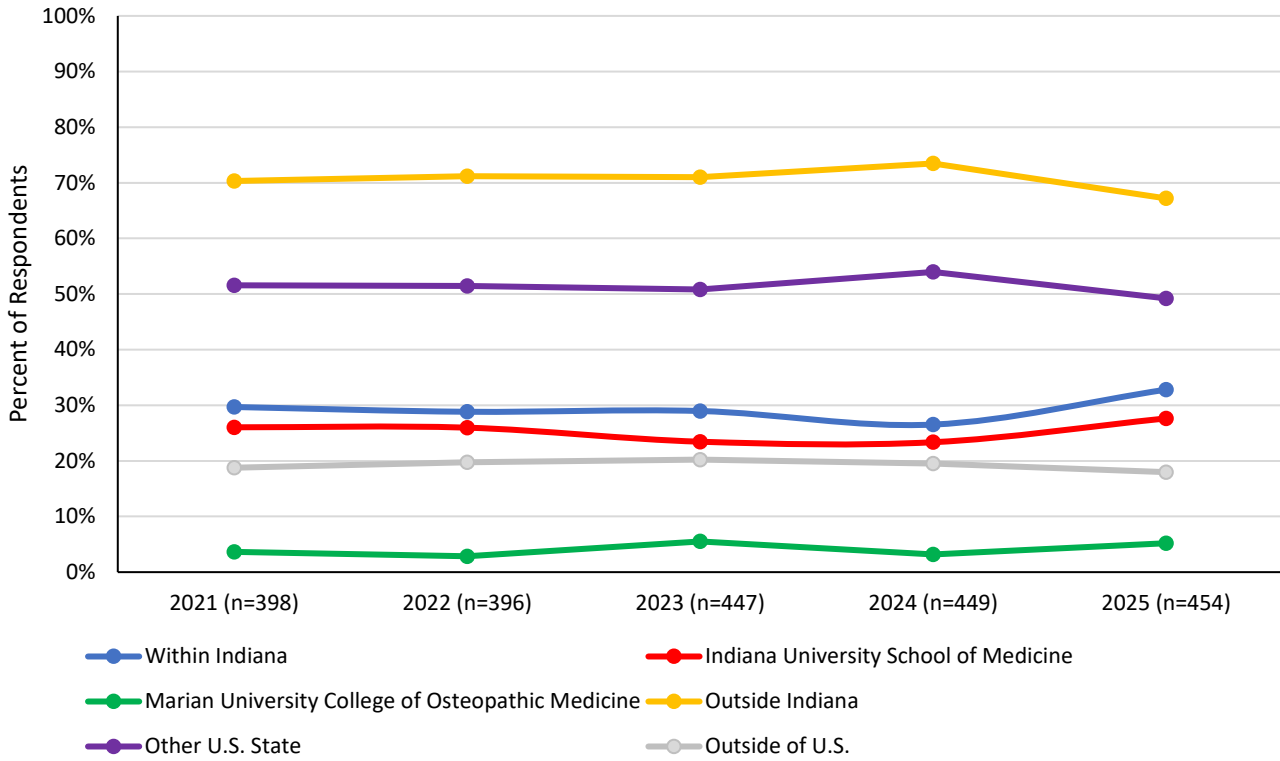
### 5-Year Trend - Race



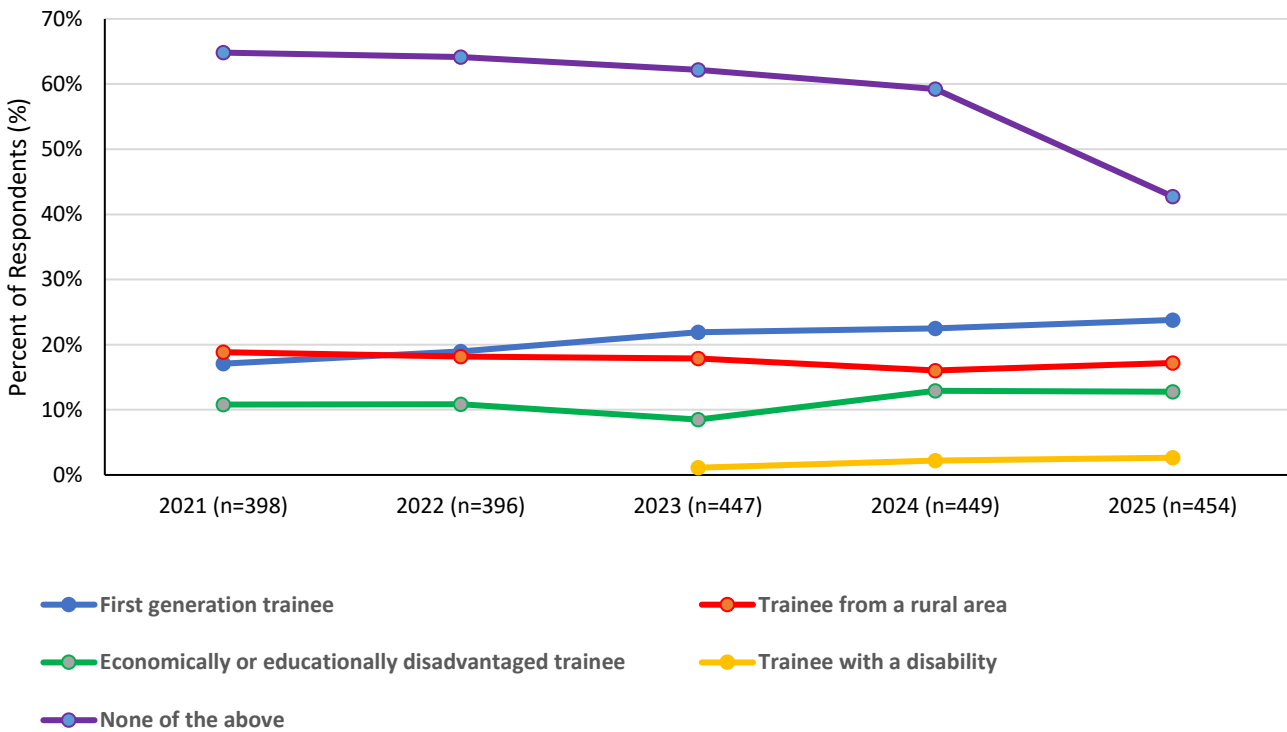
### 5-Year Trend - Ethnicity



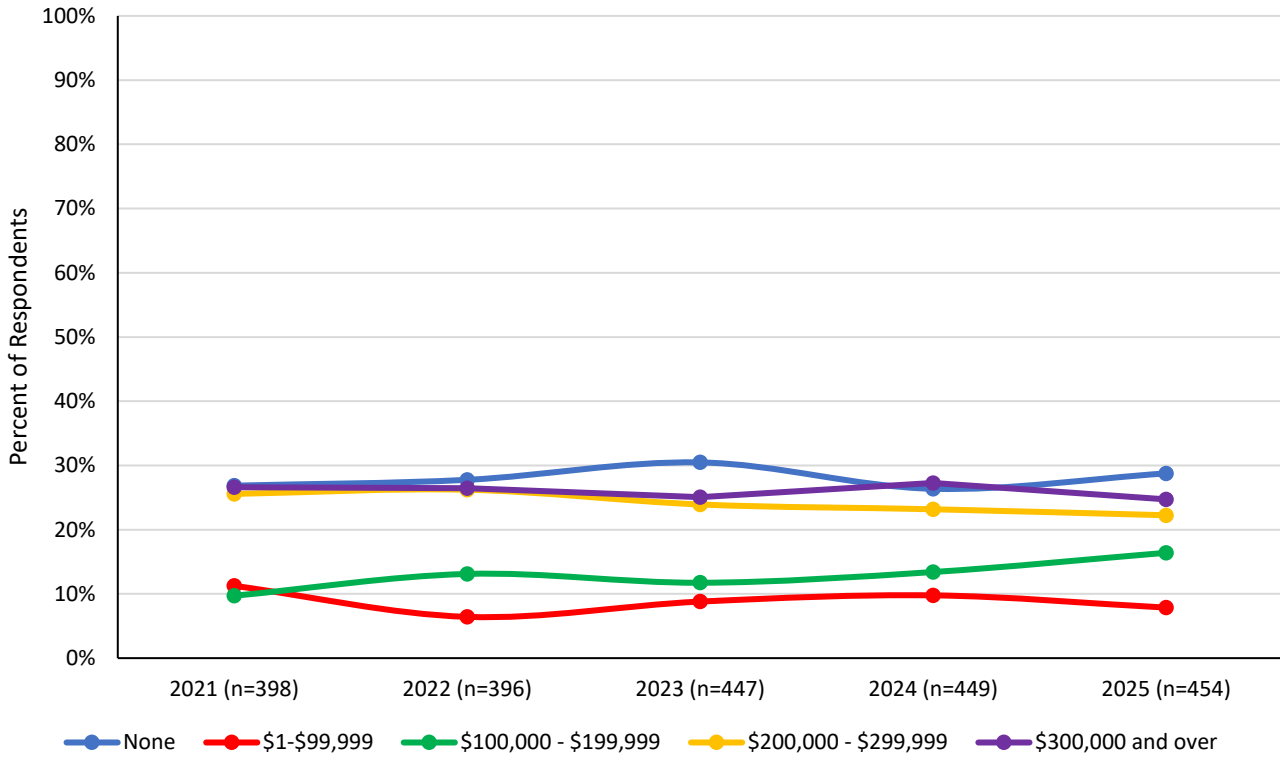
### 5-Year Trend - Medical School



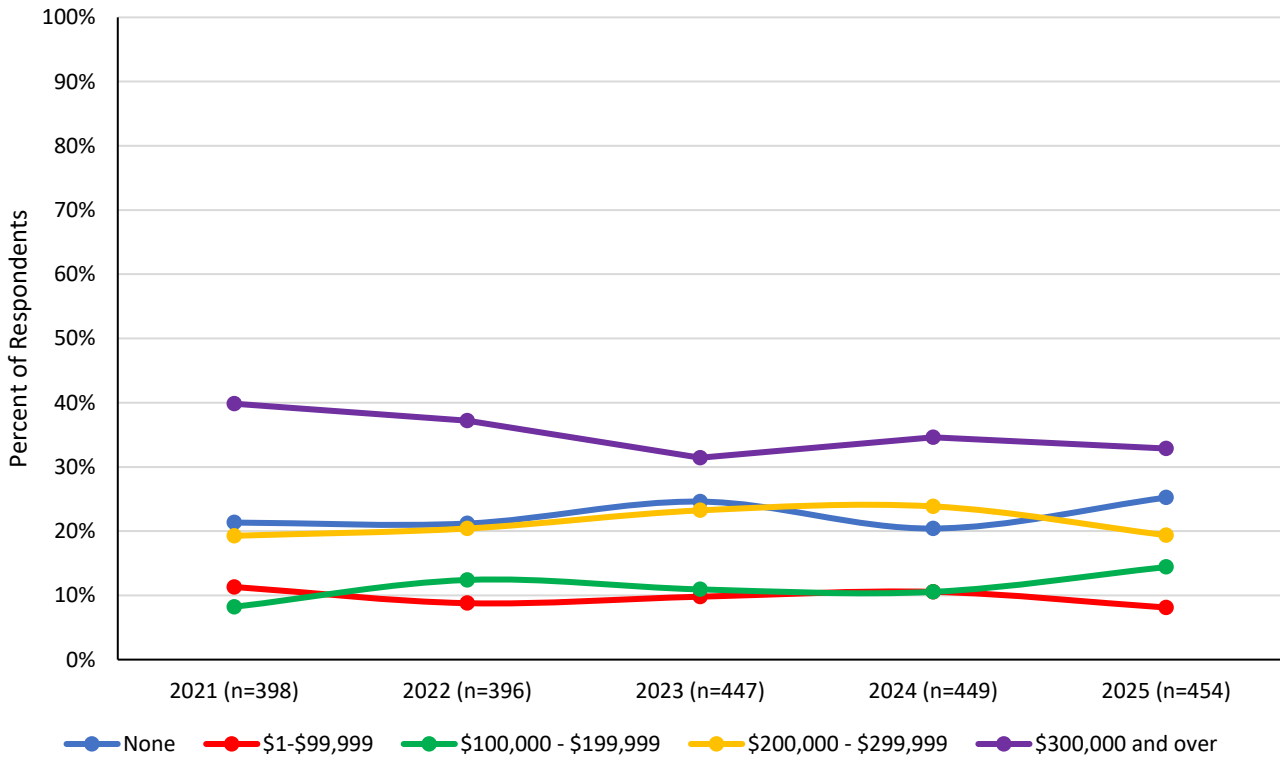
### 5-Year Trend - Learner Background



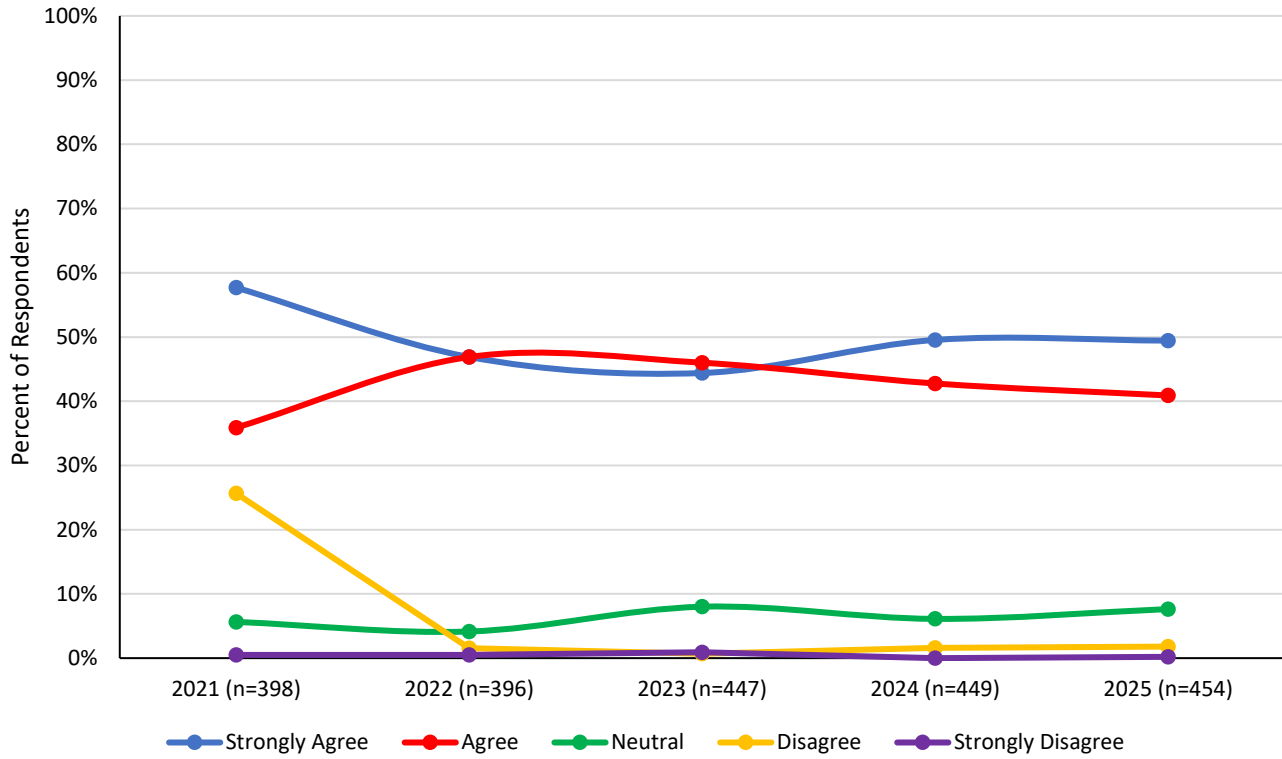
### 5-Year Trend - Individual Educational Debt



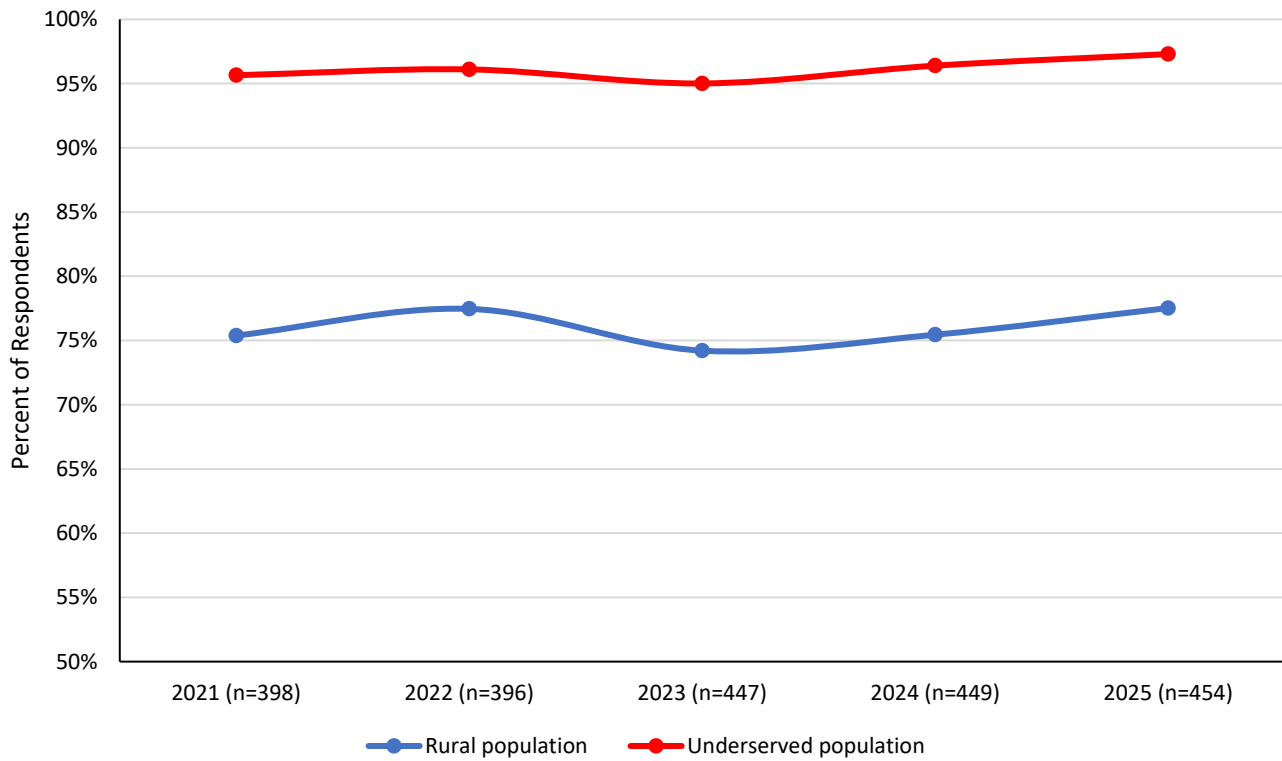
### 5-Year Trend - Household Debt



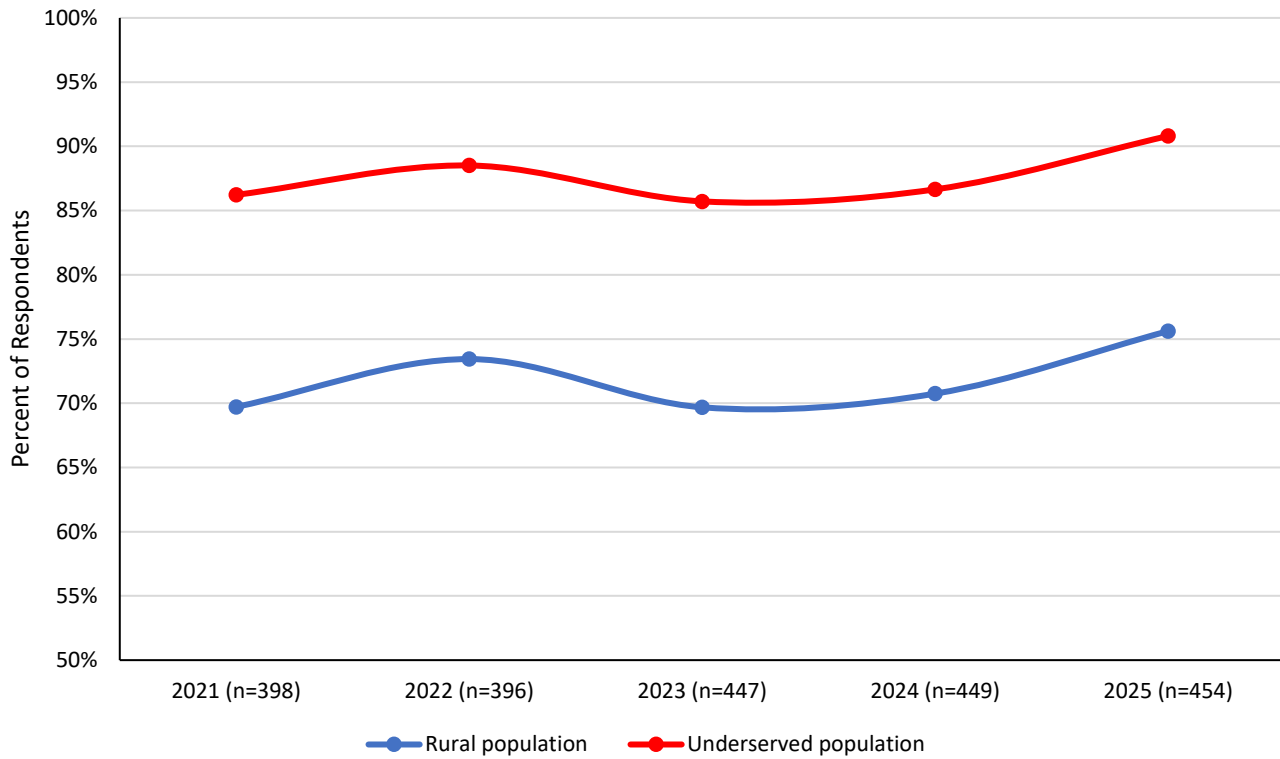
### 5-Year Trend - Program Helpful in Board Exam Preparation



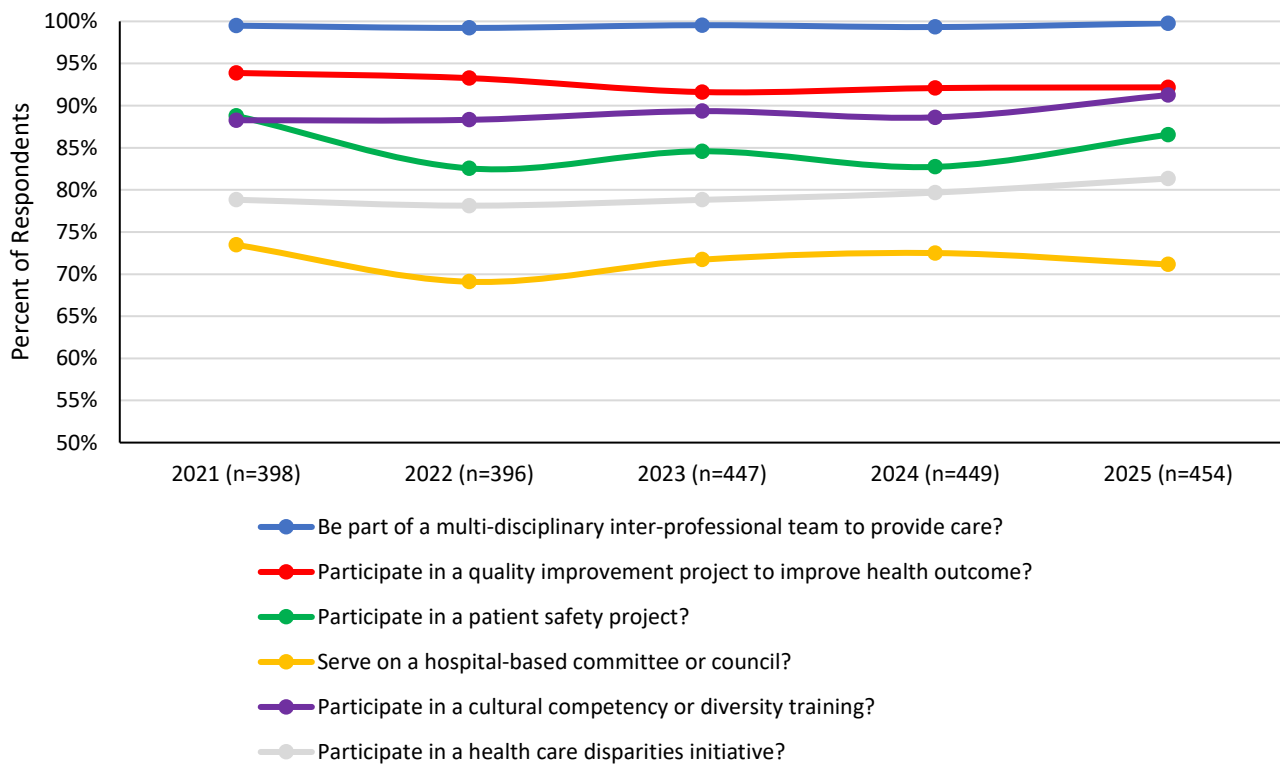
### 5-Year Trend - Had Received Rural-Underserved Training



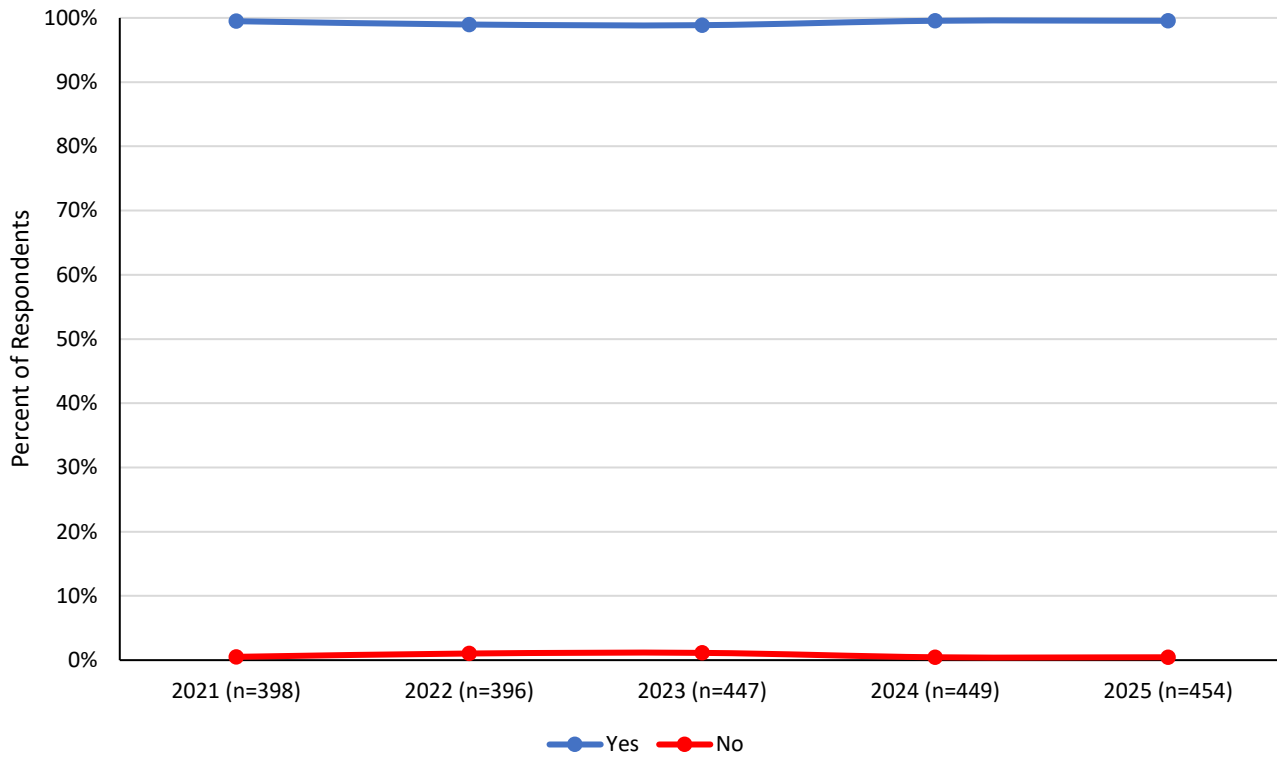
## 5-Year Trend - Felt "Fully" Competent in Serving Rural-Underserved



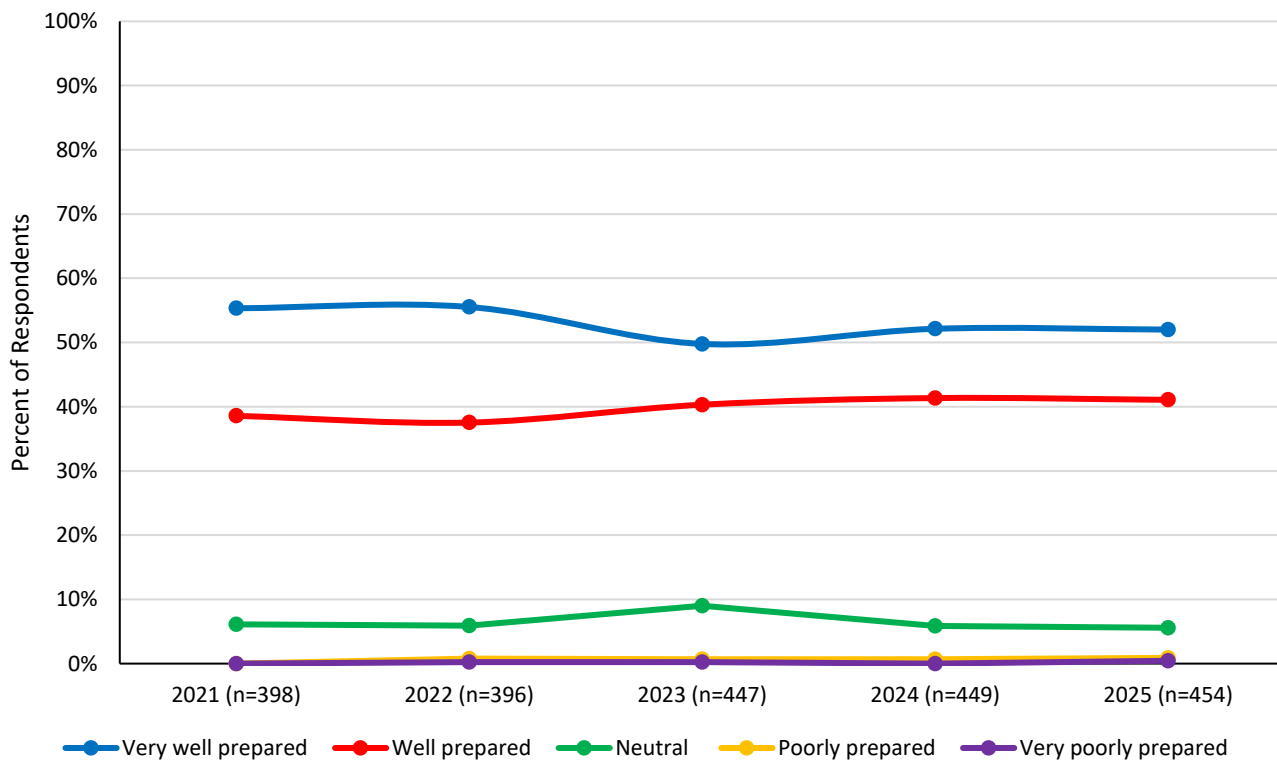
## 5-Year Trend - Program Opportunities



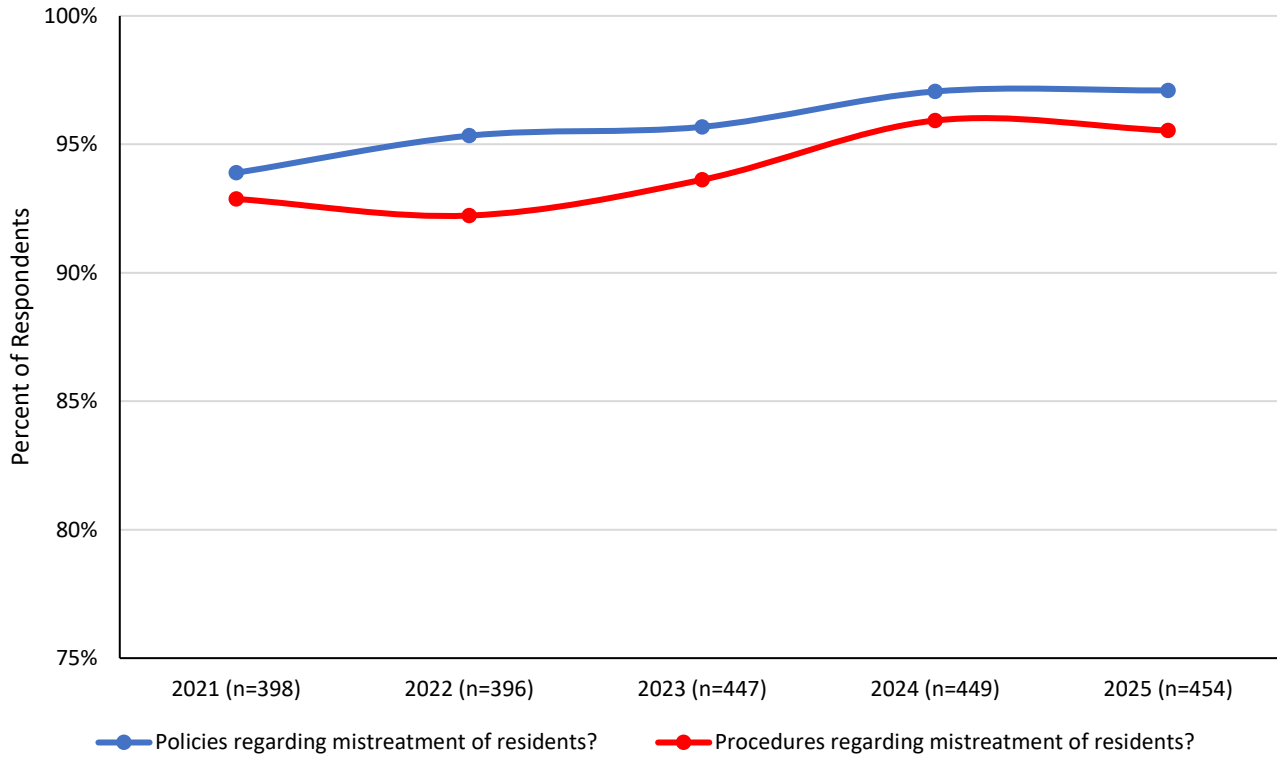
### 5-Year Trend - Teaching Opportunity



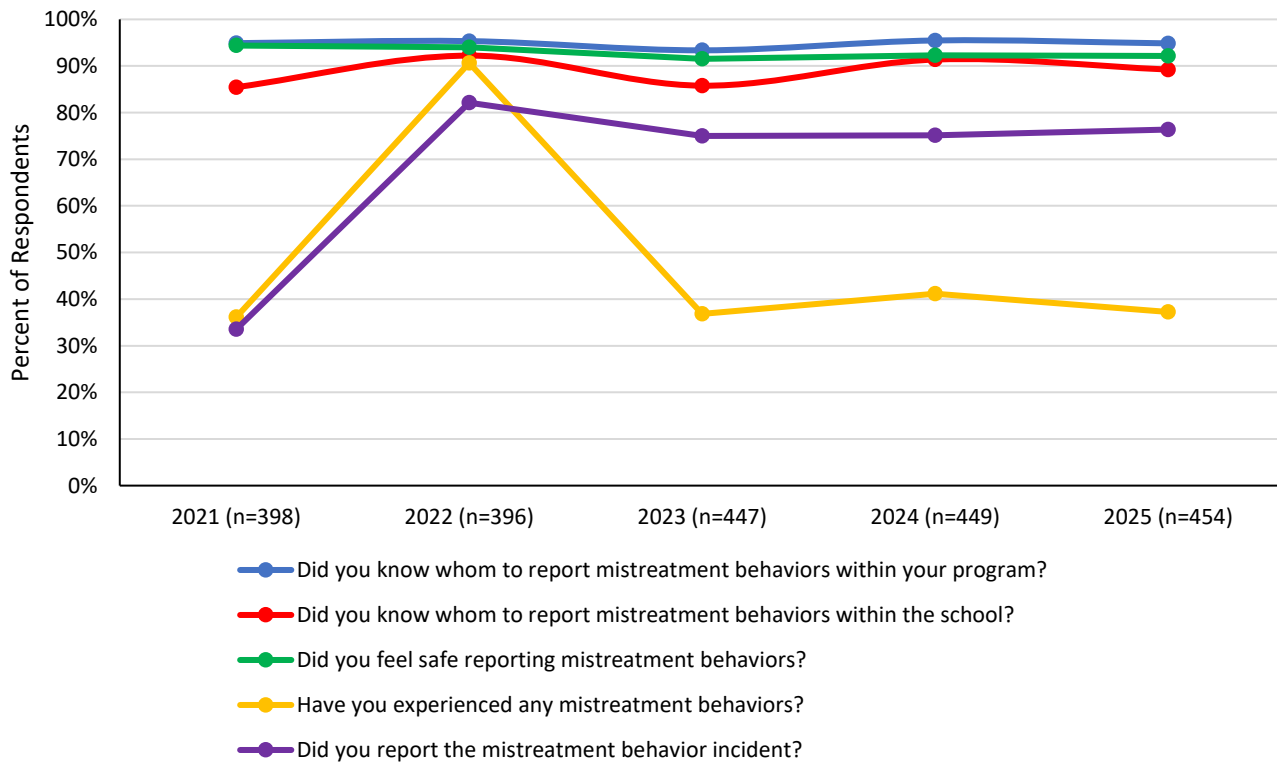
### 5-Year Trend - Teaching Preparation



### 5-Year Trend - Mistreatment Policies

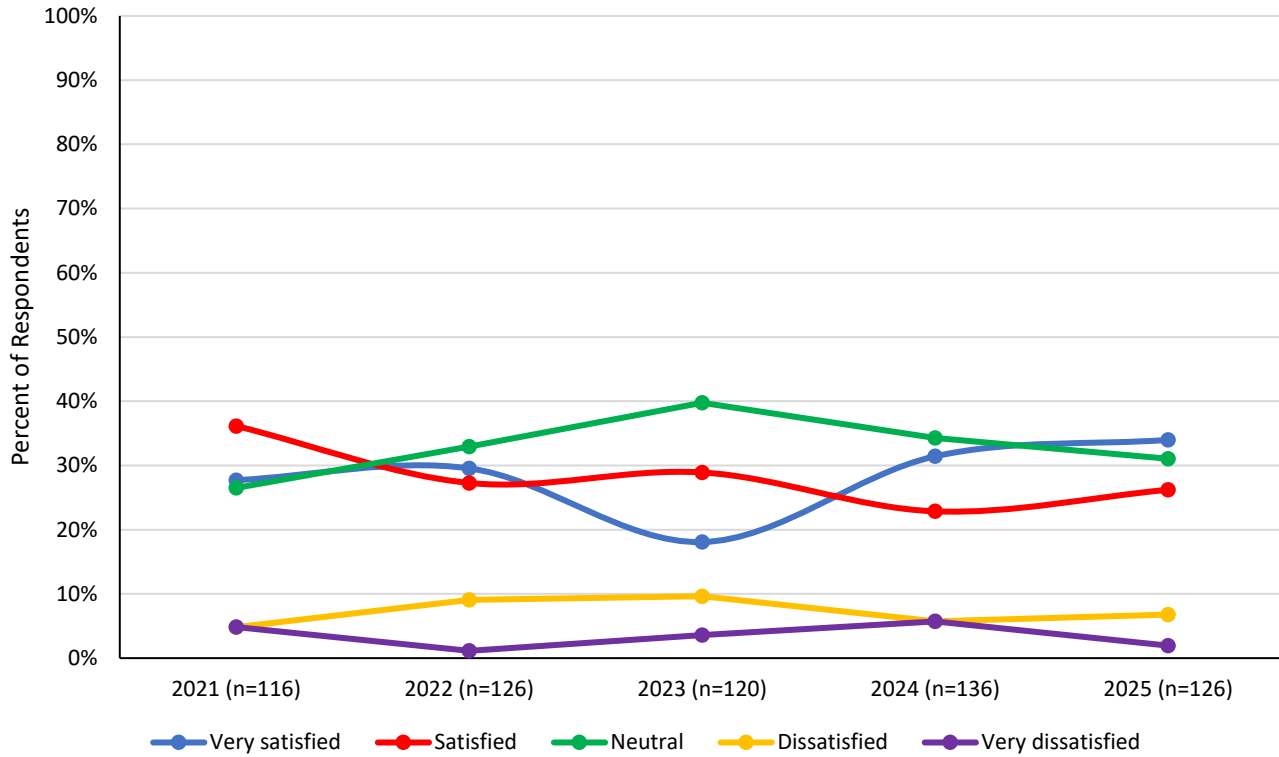


### 5-Year Trend - Mistreatment Behaviors



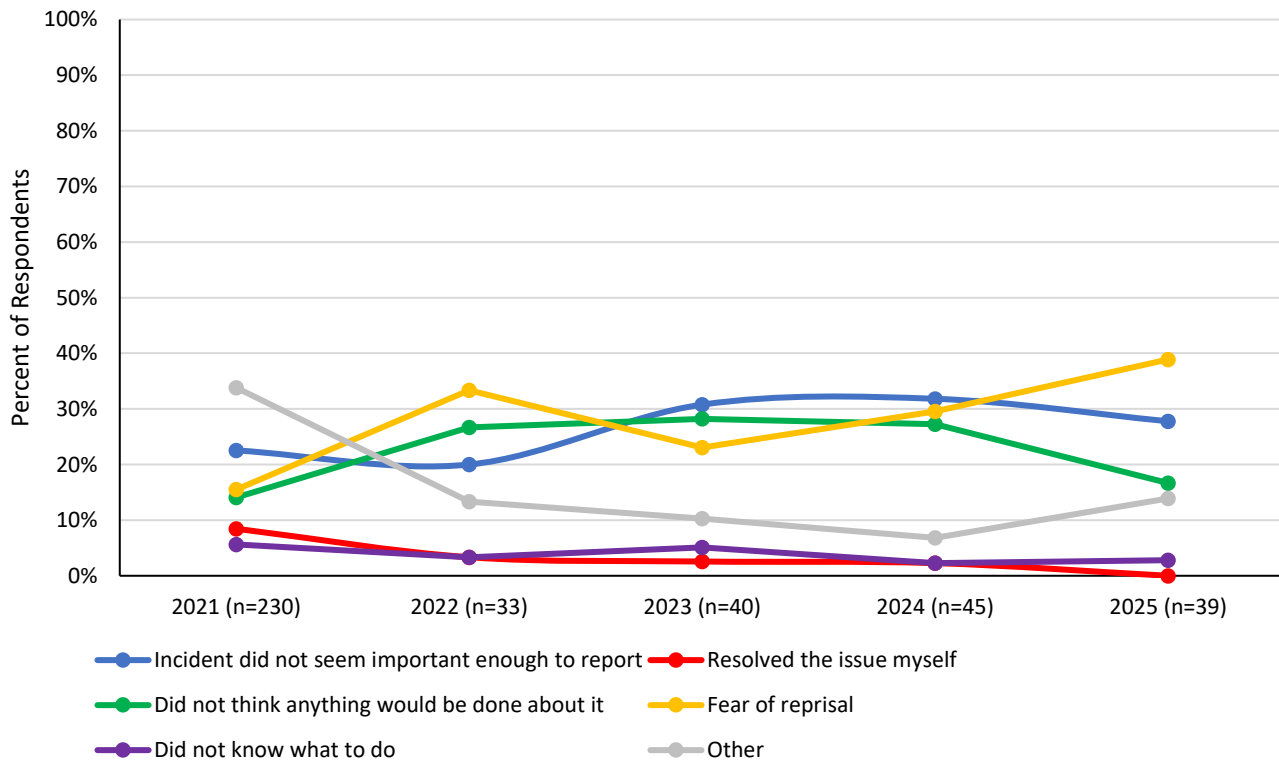
*\*Includes only those respondents who indicated "yes" for mistreatment behavior*

### 5-Year Trend - Mistreatment Handled



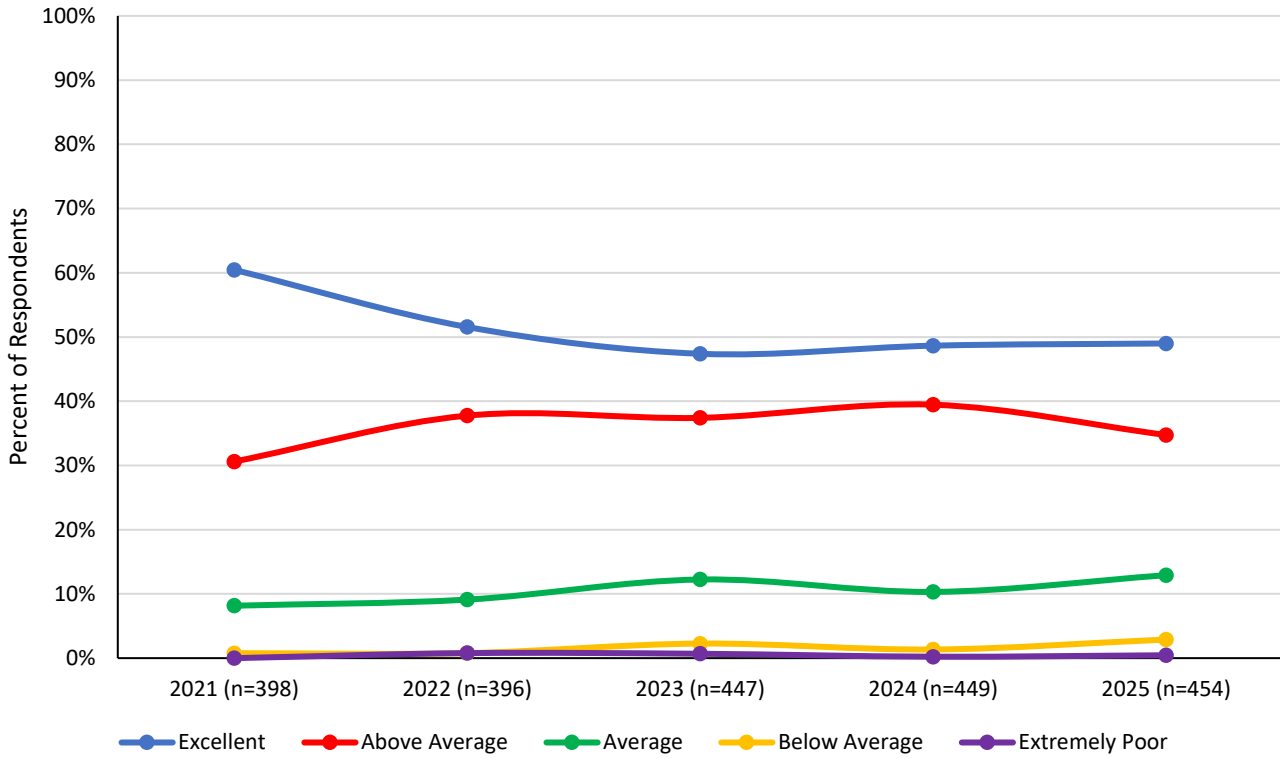
*\*Reflects responses from only those respondents who had reported any mistreatment incident.*

### 5-Year Trend - Did Not Report Mistreatment

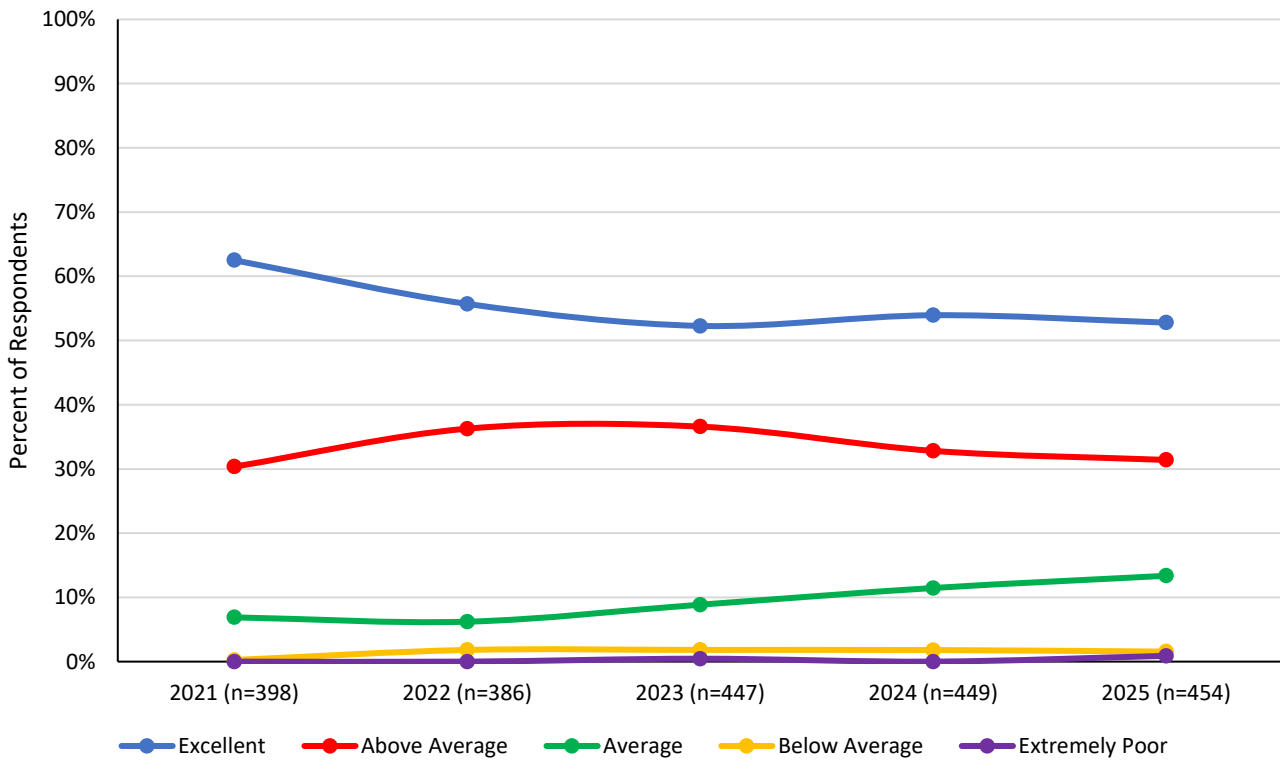


*\*Reflects responses from only those respondents who had not reported any mistreatment incident.*

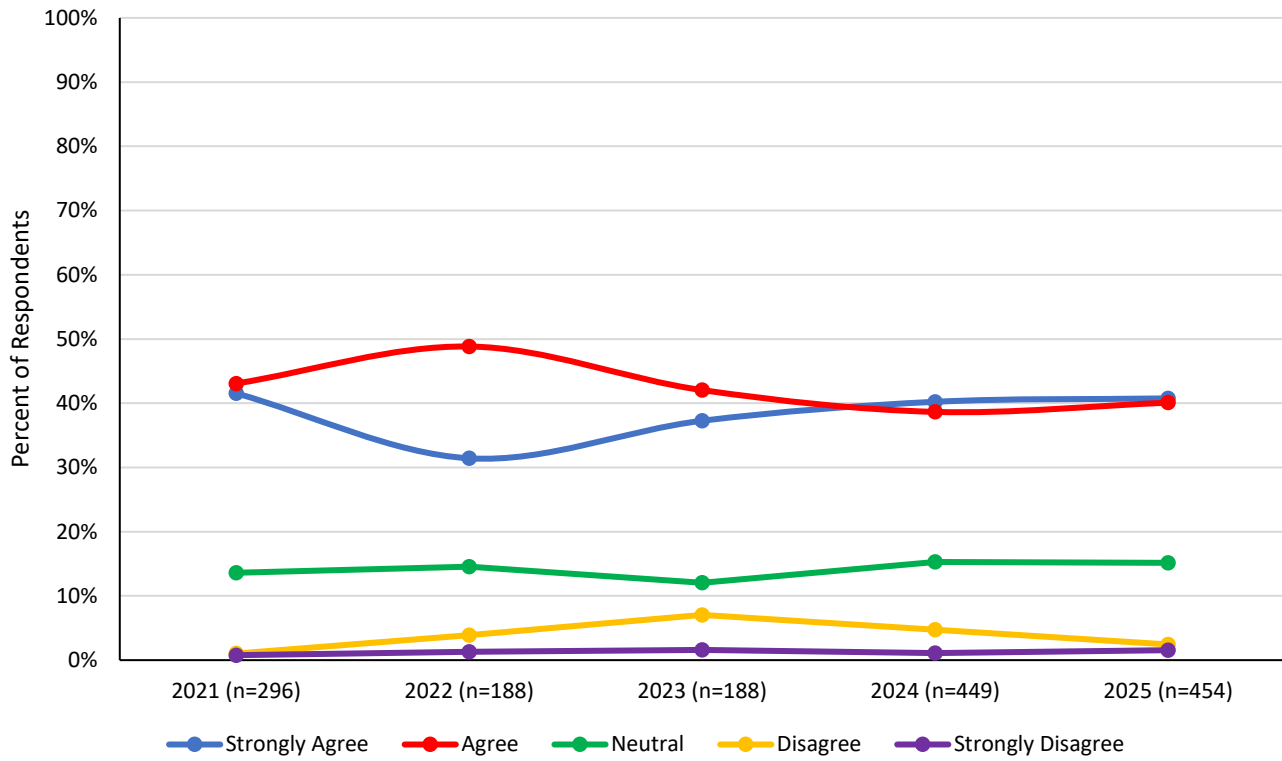
### 5-Year Trend - Quality of Program



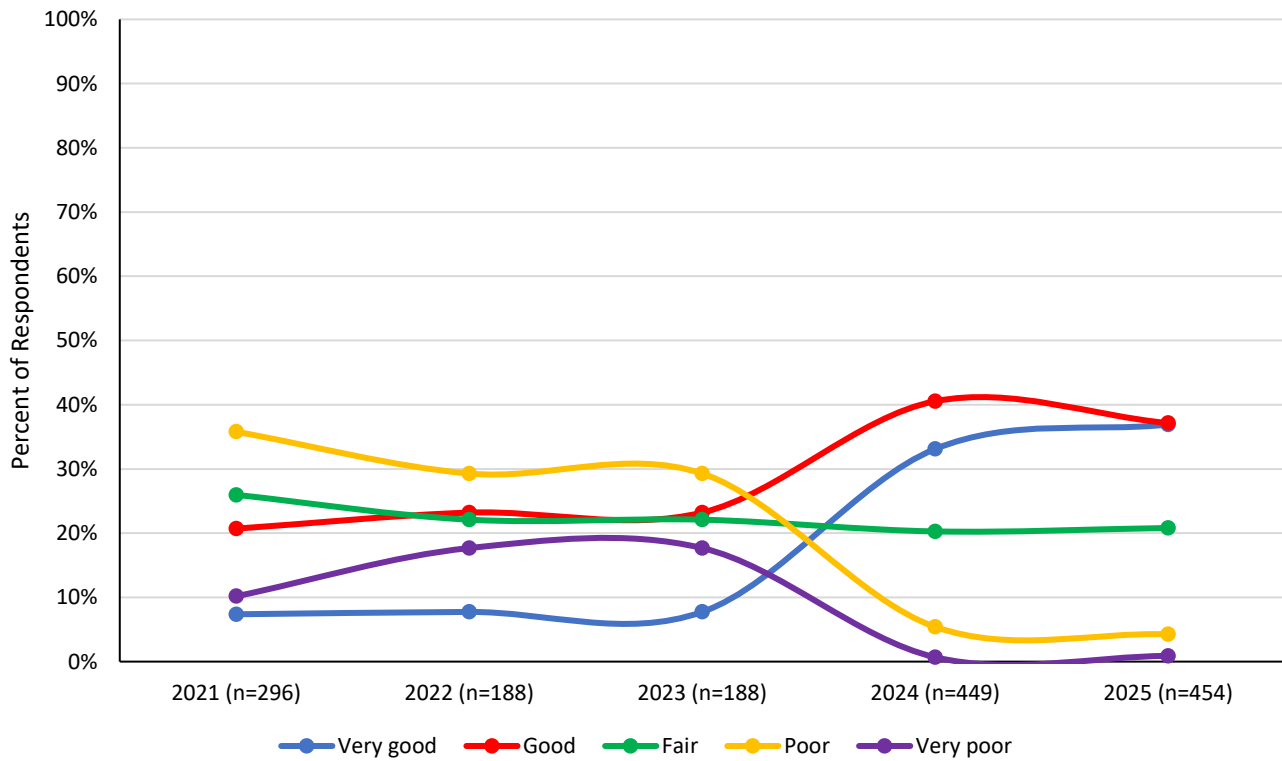
### 5-Year Trend - Faculty Performance



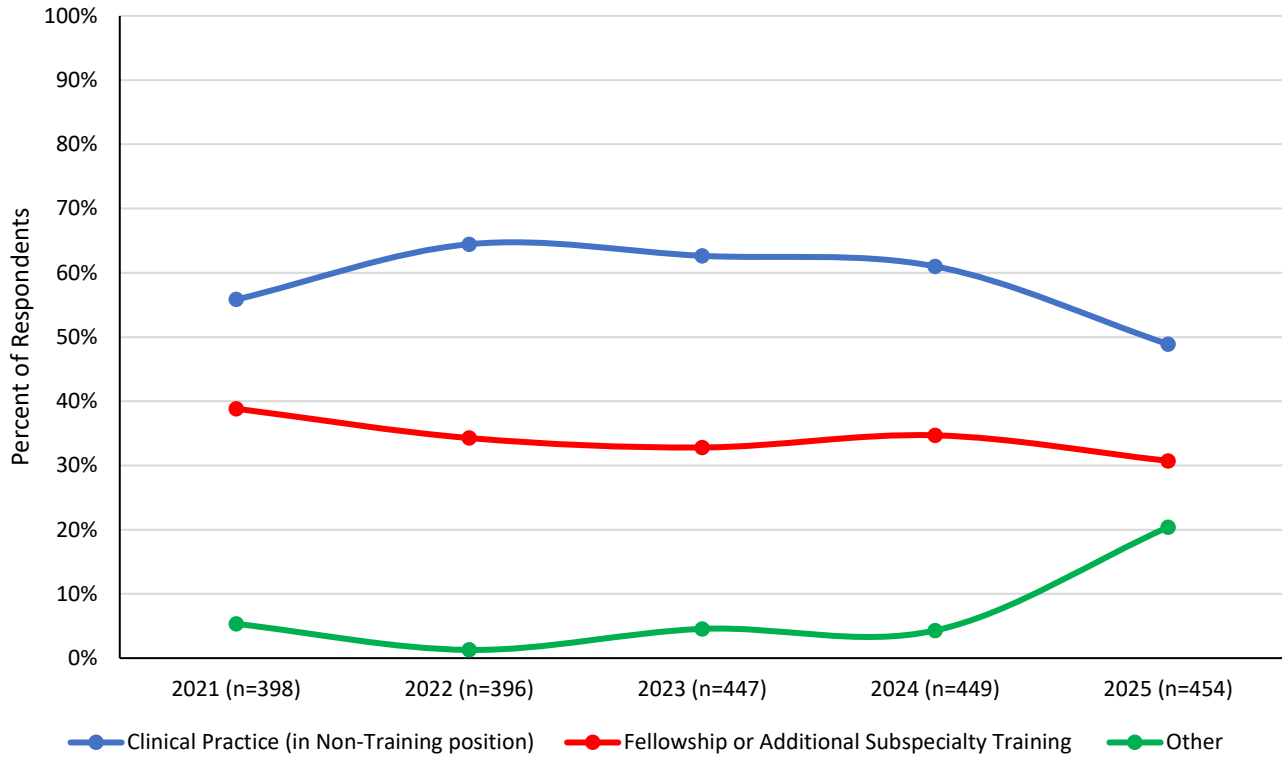
### 5-Year Trend - Resources Available to Maintain Wellness



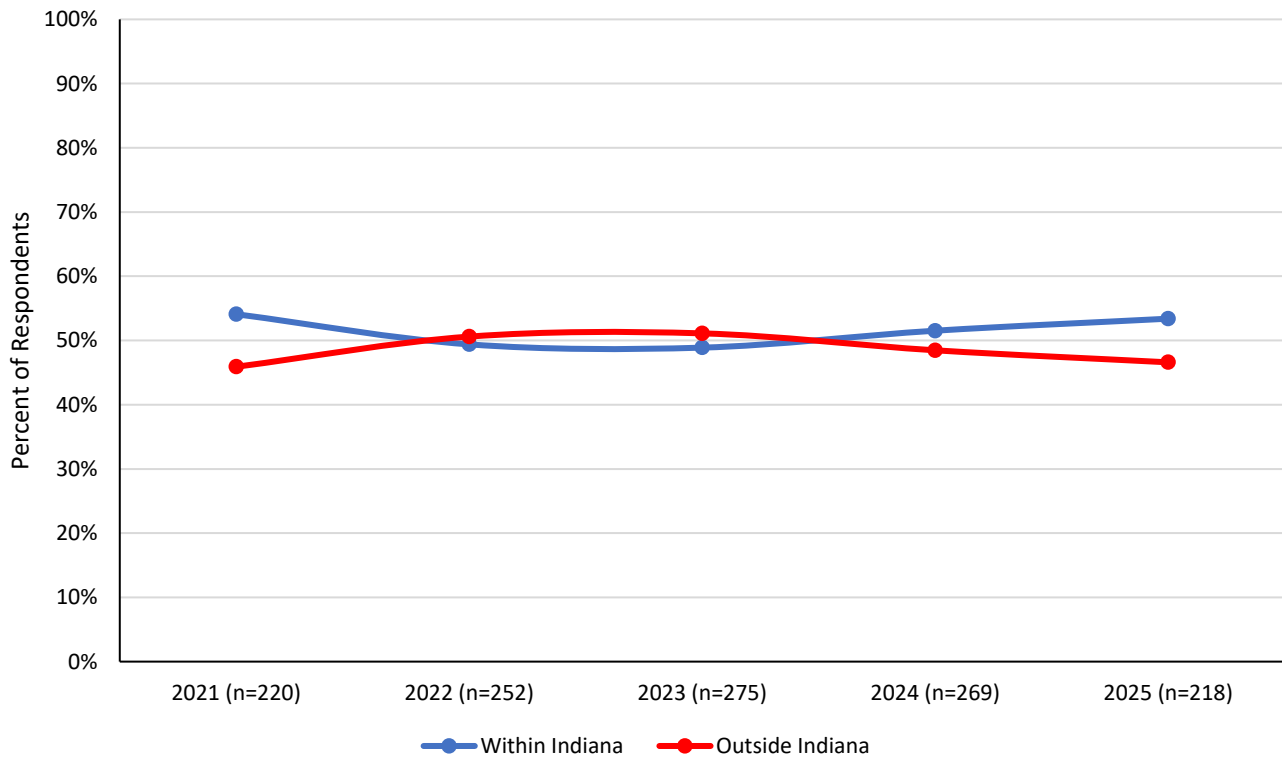
### 5-Year Trend - Overall Wellness



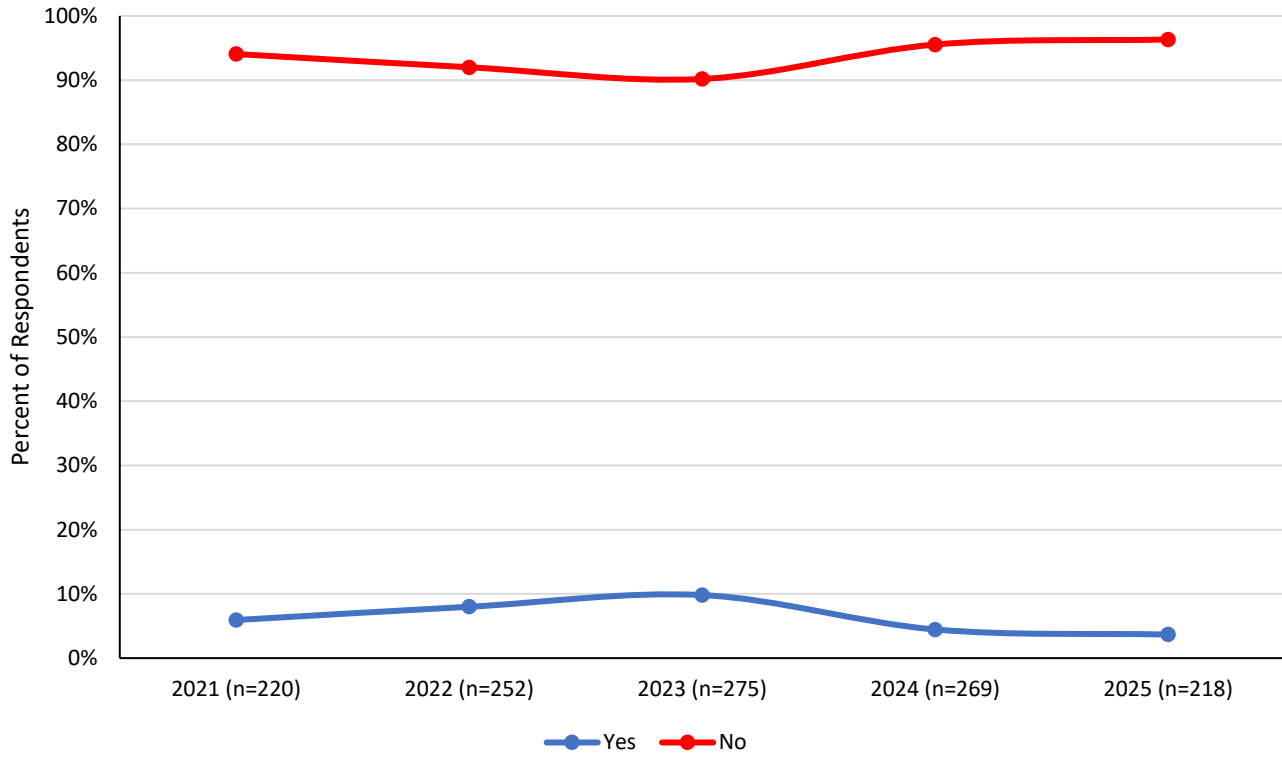
### 5-Year Trend - Plans After Graduation



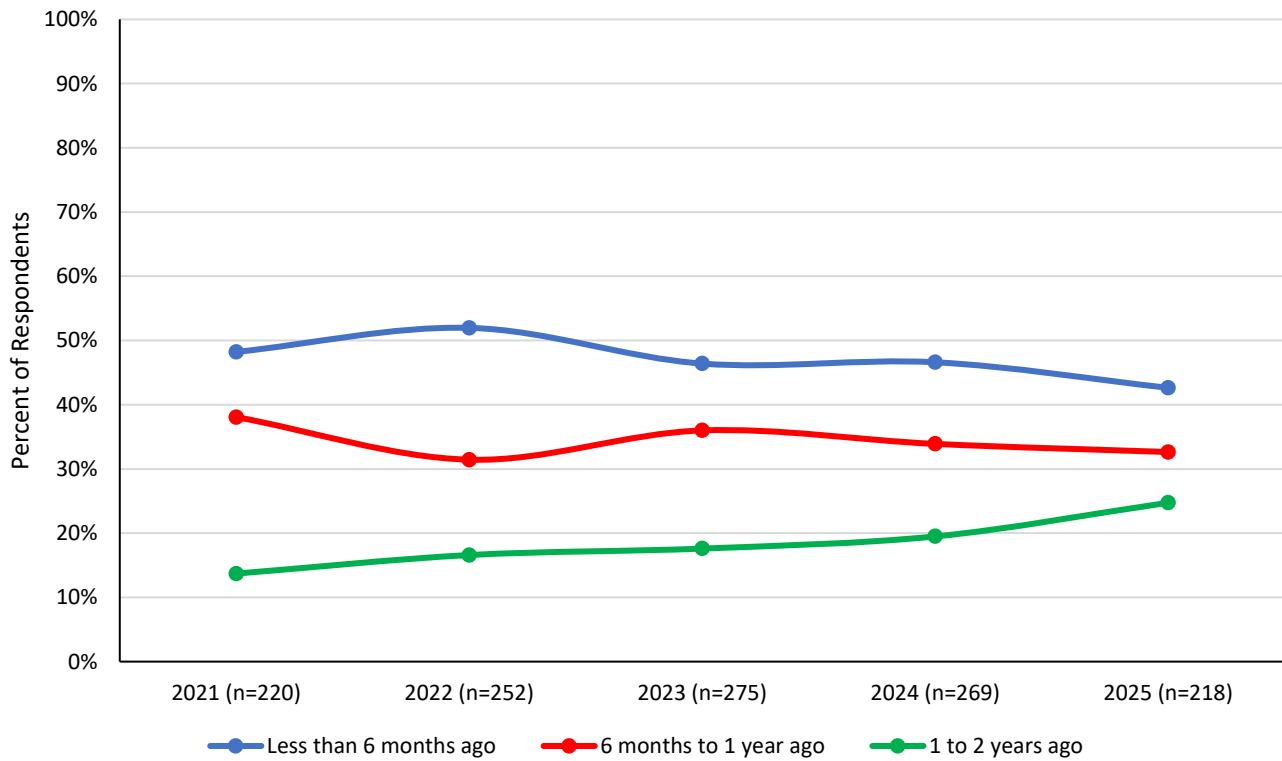
### 5-Year Trend - Primary Practice Location



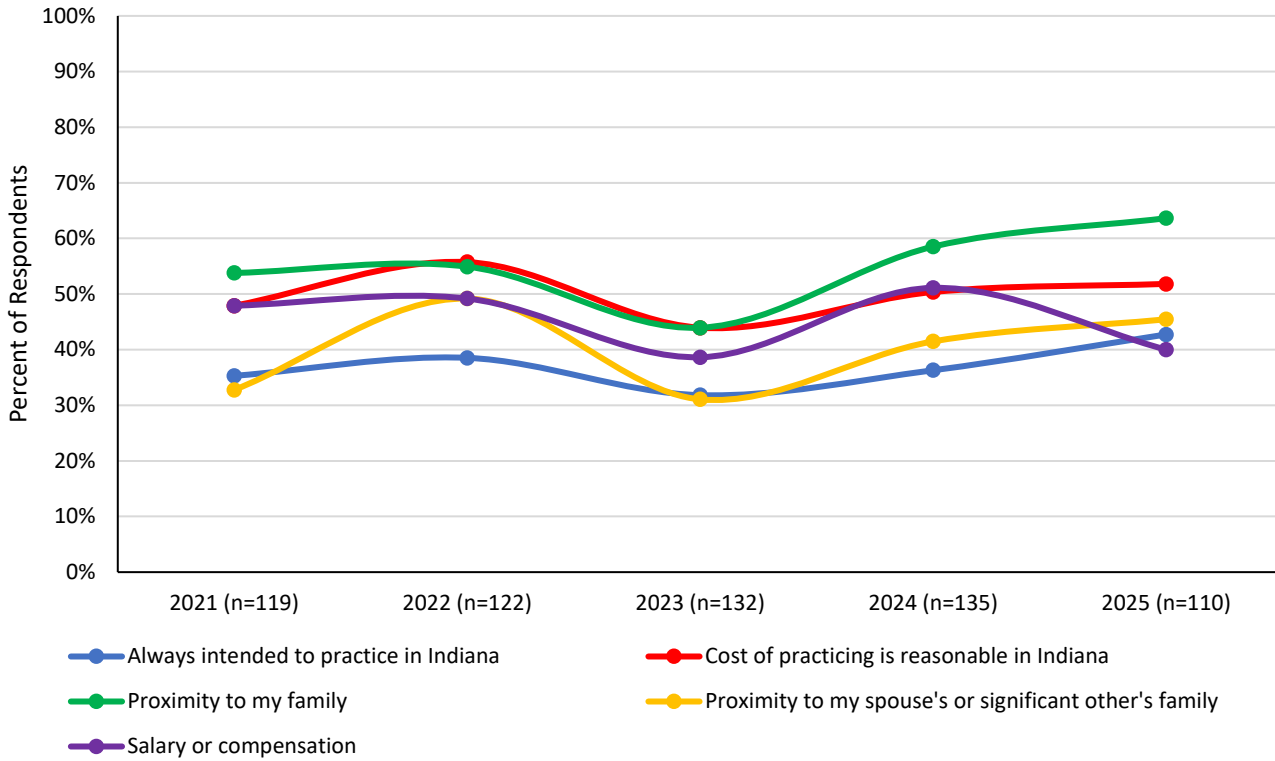
### 5-Year Trend - Visa Requirement



### 5-Year Trend - Accepted a Position

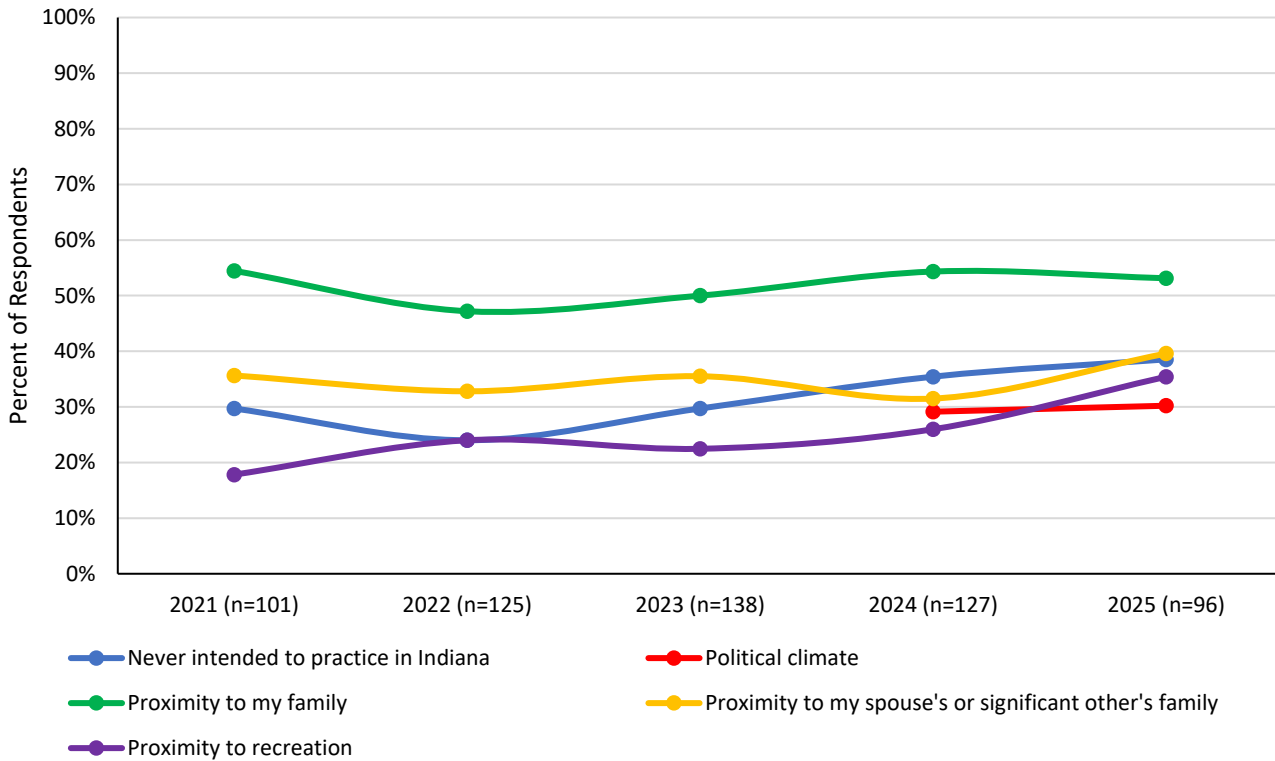


### 5-Year Trend - Main Reasons to Practice in IN



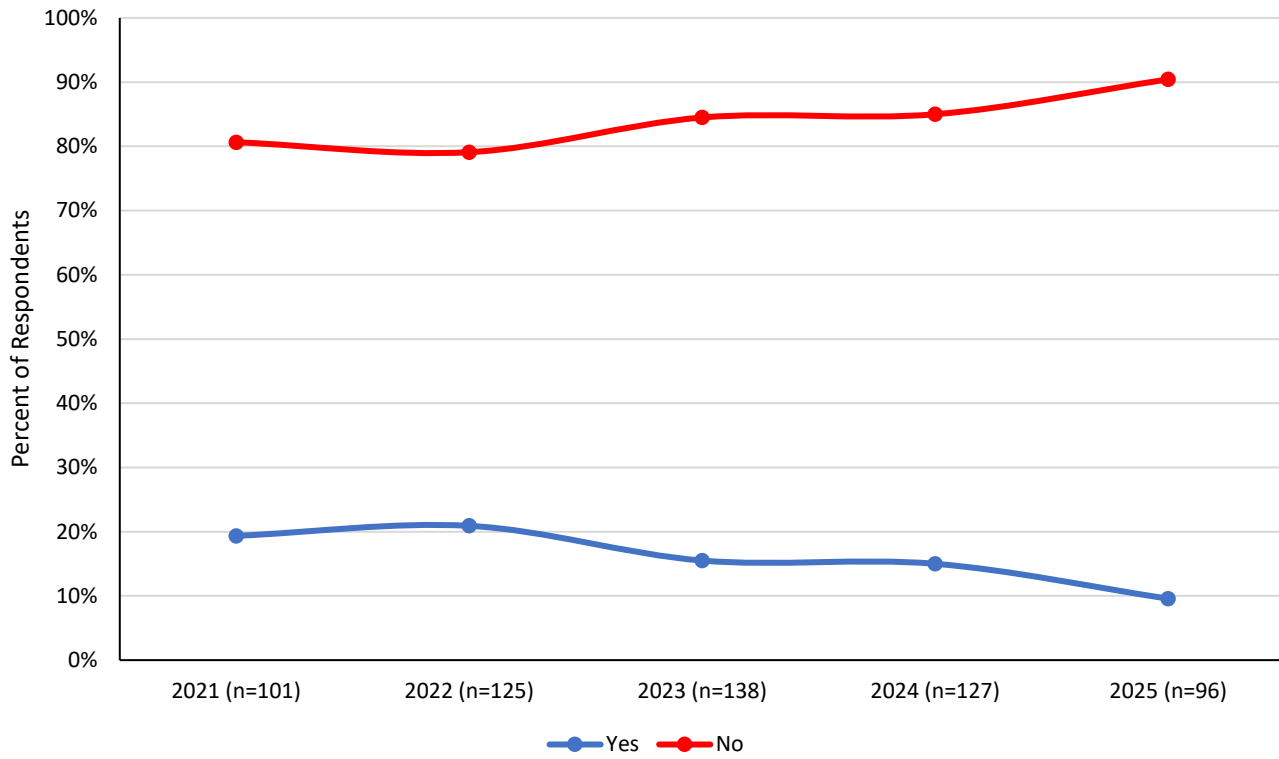
*\*Reflects responses from only those respondents who indicated their primary practice location was in Indiana.*

### 5-Year Trend - Main Reasons not to Practice in IN



*\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.*

### 5-Year Trend - If offered a position, would have stayed in IN



*\*Reflects responses from only those respondents who indicated their primary practice location was outside Indiana.*

# 2025 IUSM GME Exit Survey

## Indiana University School of Medicine 2025 Graduate Medical Education Exit Survey

In an effort to improve our program and document where our graduates go after their residency or fellowship program, we would like you to please respond to the following questions. **Your responses to these questions will be kept strictly confidential.** A summary report will be created and only aggregated results will be shared with the program director. Your responses are very important to us, but if you do not want to answer a question, you may leave it blank. Your decision to participate in this survey will not affect your graduation from the program.

### **DEMOGRAPHICS:**

1. First name: \_\_\_\_\_ Middle initial: \_\_\_\_\_ Last name: \_\_\_\_\_

2. Birth Year: \_\_\_\_\_

3. Degree(s): **Please mark ALL that apply.**

- MD
- DO
- MBBS
- PhD
- EdD
- Other (please specify): \_\_\_\_\_

4. Gender:

- Male
- Female
- Transgender male
- Transgender female
- Non-Binary
- My identity is not listed above (please specify): \_\_\_\_\_
- Prefer not to disclose

5. Which of the following describes your race? **Please mark ALL that apply.**

- American Indian/ Alaskan Native (*A person having origins in any of the original peoples of North and South America (including Central America) and who maintains tribal affiliation or community attachment.*)
- Asian (*A person having origins in any of the original peoples of the Far East, Southeast Asia, or the Indian subcontinent including, for example, Cambodia, China, India, Japan, Korea, Malaysia, Pakistan, the Philippine Islands, Thailand, and Vietnam.*)
- Black/African American (*A person having origins in any of the Black racial groups of Africa.*)
- Middle Eastern or North African (*A person having origins in any of the original peoples of the Middle East or North Africa*)
- Native Hawaiian/ Pacific Islander (*A person having origins in any of the original peoples of Hawaii, Guam, Samoa, or other Pacific Islands.*)
- White (*A person having origins in any of the original peoples of Europe*)
- Other (please specify): \_\_\_\_\_

6. Do you consider yourself to be Hispanic or Latino?

- Yes
- No

7a. What do you consider your:

- Hometown State: \_\_\_\_\_
- High School State: \_\_\_\_\_
- College State: \_\_\_\_\_

7b. From what medical school did you graduate and where was it located?

- Name of Your Medical School (within the U.S.) \_\_\_\_\_
- State \_\_\_\_\_
- Name of Your Medical School (Outside the U.S.) \_\_\_\_\_
- Country \_\_\_\_\_

8a. What is your current level of educational debt?

- None
- Less than \$50,000
- \$50,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 - \$199,999
- \$200,000 - \$249,999
- \$250,000 - \$299,999
- \$300,000 - \$349,999
- \$350,000 - \$399,999
- \$400,000 - \$449,999
- \$450,000 - \$499,999
- \$500,000 and over

8b. Considering others in your household, what is the current total level of educational debt?

- None
- Less than \$50,000
- \$50,000 - \$99,999
- \$100,000 - \$149,999
- \$150,000 - \$199,999
- \$200,000 - \$249,999
- \$250,000 - \$299,999
- \$300,000 - \$349,999
- \$350,000 - \$399,999
- \$400,000 - \$449,999
- \$450,000 - \$499,999
- \$500,000 and over

9. What do you consider yourself? **Please mark ALL that apply.**

- First generation trainee (e.g., first to go to college)
- Trainee from a rural area (e.g., area located outside a Metropolitan Statistical Area)
- Economically or educationally disadvantaged trainee (e.g., someone who is placed at special risk by socioeconomic and educational background)
- Trainee with a disability (e.g., cognitive, hearing, motor, visual, etc.)
- None of the above

10a. What do you expect to be doing after completion of your current residency or fellowship program? **Please mark only ONE option.**

- Clinical Practice (in a non-training position)
- Fellowship or additional subspecialty training
- Academic position
- Research position (non-clinical)
- Non-medical career
- Left the country
- Military
- Unemployed
- Other-please specify: \_\_\_\_\_
- Undecided or don't know yet

10b. If you will be in an academic position, what percent of your time will be spent on the following activities (must equal 100)?

- Patient Care
- Teaching
- Research
- Administration

11. Do you have an obligation or visa requirement to work in a designated health professional shortage area (HPSA) or medically underserved area (MUA) when you complete your training?

- Yes
- No

12a. Where is the location of your primary activity after completing your current residency or fellowship program?

- Same city or county as current training
- Same region in Indiana, but different city or county
- Other area in Indiana
- Other U.S. state (not Indiana)
- Outside of U.S.
- Undecided

12b. What is the name and address of your principal work location after completing your current residency or fellowship program?

Name of facility: \_\_\_\_\_

Street address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip code: \_\_\_\_\_

**PRACTICE CHARACTERISTICS:**

13. How would you characterize the practice that you will be joining?

- Single specialty group
- Multi-specialty group
- Hospital - based practice
- Locum tenens
- Other

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
- Other (please specify): \_\_\_\_\_

15. Did you receive any offers from practices based in the following hospitals or health care systems in Indiana?

**Please mark ALL that apply.**

- IUH West: Arnett/Frankfort/White/Tipton
- IUH East: Ball/Fort Wayne/Jay
- IUH South: Bedford/Bloomington/Morgan/Paoli
- IUH Metro – Academic Department: North/Saxony/West/AAHC/Riley
- IUH Metro – Community Medicine: North/Saxony/West/AAHC/Riley
- Ascension St. Vincent (Evansville)
- Eskenazi Hospital (Indianapolis)
- Good Samaritan Hospital (Vincennes)
- Memorial Hospital and Health Care Center (Jasper)
- Regional Health Systems (Merrillville)
- Veterans Administration (Indianapolis)
- Other hospital or health system in Indiana

16. When did you accept a position?

- Less than 6 months ago
- 6 months to 1 year ago
- 1 to 2 years ago
- Have not accepted a position yet

17a. 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 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): \_\_\_\_\_

17b. If you had you been offered a position in Indiana, would you have stayed in Indiana?

- Yes
- No

**PROGRAM ASSESSMENT:**

18. The residency or fellowship program provided resources and training to prepare for my specialty exams.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree
- Board exam in my field does not exist

19a. In your residency or fellowship program, did you <u>receive training</u> to serve:	<u>Yes</u>	<u>No</u>
i. Rural populations	<input type="radio"/>	<input type="radio"/>
ii. Underserved populations	<input type="radio"/>	<input type="radio"/>

19b. How <u>competent</u> do you feel providing care to:	<u>Fully</u>	<u>Partially</u>	<u>Not at all</u>
i. Rural populations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
ii. Underserved populations	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**CLINICAL LEARNING ENVIRONMENT:**

20. In your residency or fellowship program, did you have an opportunity to:	<u>Yes</u>	<u>No</u>
a. Be part of a multi-disciplinary inter-professional team to provide care?	<input type="radio"/>	<input type="radio"/>
b. Participate in a quality improvement project to improve health outcome?	<input type="radio"/>	<input type="radio"/>
c. Participate in a patient safety project?	<input type="radio"/>	<input type="radio"/>
d. Serve on a hospital-based committee or council?	<input type="radio"/>	<input type="radio"/>
e. Participate in a cultural competency or diversity training?	<input type="radio"/>	<input type="radio"/>
f. Participate in a health care disparities initiative?	<input type="radio"/>	<input type="radio"/>

**RESIDENT AS TEACHER:**

21. In your residency or fellowship program:

- a. Were you provided an opportunity to teach in a clinical environment?
  - Yes
  - No
  
- b. How prepared did you feel to teach in a clinical environment?
  - Very well prepared
  - Well prepared
  - Neutral
  - Poorly prepared
  - Very poorly prepared

**PROGRAM INCLUSIVENESS:**

22. During my training, I have felt a sense of equity, inclusion, and belonging.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

23a. Do you know about the following at IUSM:	<u>Yes</u>	<u>No</u>
i. Policies regarding mistreatment of residents?	<input type="radio"/>	<input type="radio"/>
ii. Procedures for reporting mistreatment of residents?	<input type="radio"/>	<input type="radio"/>

23b. Do you know about the following at IUSM:	<u>Yes</u>	<u>No</u>
i. Did you know whom to report mistreatment behaviors within your <i>program</i> ?	<input type="radio"/>	<input type="radio"/>
ii. Did you know whom to report mistreatment behaviors within the <i>school</i> ?	<input type="radio"/>	<input type="radio"/>
iii. Did you feel safe reporting mistreatment behaviors?	<input type="radio"/>	<input type="radio"/>
iv. Have you experienced any mistreatment behaviors?	<input type="radio"/>	<input type="radio"/>
v. Did you report the mistreatment behavior incident?	<input type="radio"/>	<input type="radio"/>

23c. If you did report mistreatment, how satisfied were you with the way it was handled?

- Very satisfied
- Satisfied
- Neutral
- Dissatisfied
- Very dissatisfied

23d. If there were any incidents of mistreatment behaviors that you did not report, why did you not report them?

- Incident did not seem important enough to report
- Resolved the issue myself
- Did not think anything would be done about it
- Fear of reprisal
- Did not know what to do
- Other (please specify): \_\_\_\_\_

**PROGRAM QUALITY:**

24. I would rate the overall quality of my residency or fellowship program as:

- Excellent
- Above average
- Average
- Below average
- Extremely poor

25. Overall, I would rate the faculty in my residency or fellowship program as:

- Excellent
- Above average
- Average
- Below average
- Extremely poor

**WELLNESS:**

26. During my training, I have had resources readily available to assist with my wellness:

- Strongly Agree
- Agree
- Neutral
- Disagree
- Strongly Disagree

27. I would rate my overall wellness as:

- Very good
- Good
- Fair
- Poor
- Very poor

28. Please add your **suggestions for improving** the residency or fellowship program.

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29. Is there anything else that you would like us to know about your experience at IUSM.

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***Q29 is the last question. Thank you for completing the 2025 Graduate Medical Education Exit Survey!***

## Exit Survey Response Rates: 2008 – 2025

GME Exit Surveys: 2008 - 2025	
Survey Year	Response Rate
2008	60%
2009	62%
2010	61%
2011	68%
2012	73%
2013	69%
2014	88%
2015	90%
2016	89%
2017	84%
2018	77%
2019	52%
2020	91%
2021	82%
2022	93%
2023	85%
2024	98%
2025	97%