Nephrology Fellows’ Job Market Experiences: Findings from the 2015 Nephrology Fellow Survey

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BACKGROUND
• Nephrology has experienced declining fellowship match rates in recent years driven in part by perceptions of a poor job market
• The specialty relies heavily on international medical graduates (IMGs) to fill fellowship slots
• IMGs’ experiences in the nephrology job market relative to US medical graduates (USMGs) are not well understood

RESEARCH OBJECTIVE
• To compare job market experiences of IMG and USMG nephrology fellows using data from the 2015 Nephrology Fellows Survey

METHODS
• 2015 Nephrology Fellow Survey:
  • Online survey of nephrology fellows’ training and job market experiences
  • Respondents (n=375):
    • Fellows in 1st and 2nd year of training (325 of 895 total fellows—36.3% response rate)
    • Fellows in 3rd, 4th and 5th year of training (n=50)—subspecialty training or research positions
    • Majority of respondents (64%) were IMGs
  • Performed descriptive and comparative analyses of survey data between IMG and USMG respondents using Stata 13

CONCLUSIONS & IMPLICATIONS FOR PRACTICE
• IMGs’ job market experiences as they complete training are markedly more difficult than USMGs’ experiences
• IMGs make an important contribution to nephrology care in underserved areas, but they also encounter significant challenges in finding satisfactory job opportunities
• Nephrology’s reliance on IMGs to fill fellowship slots coupled with the difficulties IMGs encounter on the job market—particularly the dearth of positions supporting visas—suggests a mismatch between the specialty’s training pipeline and job market
• If opportunities for IMGs to enter US graduate medical education are reduced, new ways to incentivize physicians to enter specialties such as nephrology and/or service in underserved areas may be needed

PRINCIPAL FINDINGS
Nephrology fellows who are IMGs are:
• Significantly older than USMGs (mean=34.3 vs. 32.5—p<0.01)
• Less likely to have educational debt than USMGs (29% vs. 78%—p<0.01)
• More likely than USMGs to indicate having obligations to work in Health Professional Shortage Areas (24% vs. 1%—p<0.01)
• More likely than USMGs to report applying for large numbers of jobs (35% vs. 8% for 10+ jobs—p<0.01) and changing plans because of limited opportunities (56% vs. 23%—p<0.01)

![Fellows Reporting Difficulty Finding a Satisfactory Position](chart1)
![Fellows Reporting No or Very Few Jobs](chart2)
![Fellows Who Would Recommend the Specialty to Others](chart3)