

Indiana Medical Education Pipeline to Practice

Hannah L. Maxey, PhD, MPH, RDH

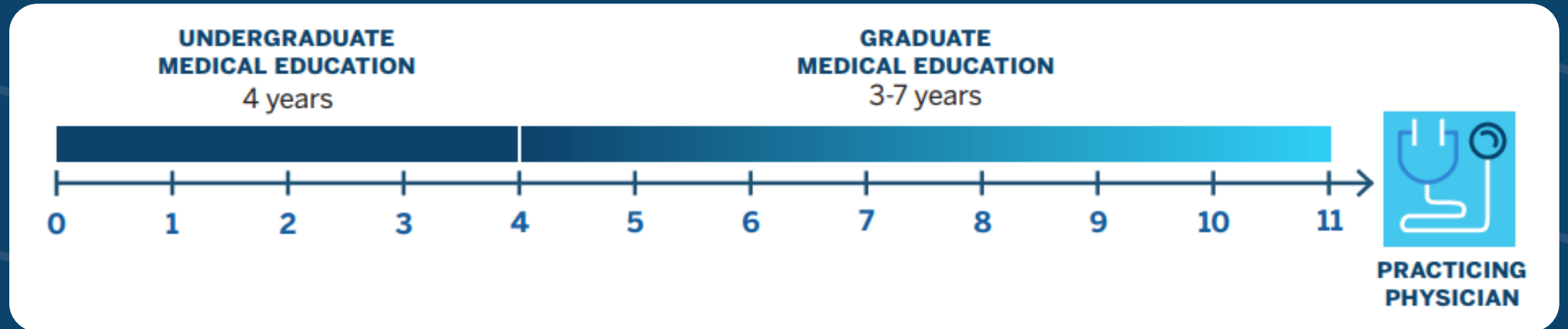
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BOWEN CENTER

FOR HEALTH WORKFORCE RESEARCH AND POLICY

Phases of the Physician Pipeline



Indiana Medical Education Pipeline to Practice



Project Summary Report

January 2025



BOWEN SNAPSHOT

Indiana's Physician Pipeline to Practice

WHAT IS THE EXTENT OF INDIANA'S PHYSICIAN WORKFORCE SHORTAGE?

SUSTAINABILITY of the physician workforce is crucial to ensuring high-quality medical care and positive health outcomes. Sixty-seven (67) of Indiana's ninety-two (92) counties are classified as a Health Professional Shortage Area (HPSA).¹ Looking at the pipeline of medical students and residents, **Indiana had 22 medical students and 25 medical residents for every 100,000 Hoosiers, which is less than our bordering states and the national average.** By 2030, Indiana is projected to need an additional 817 primary care physicians.²

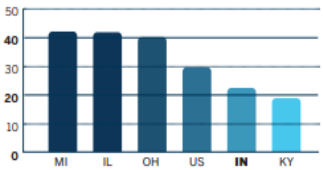
WHAT IS THE CURRENT STATE OF INDIANA'S PHYSICIAN WORKFORCE PIPELINE?

Physicians complete four years of medical school, followed by a residency, which is advanced training required before becoming independent physicians. In 2024, Indiana University School of Medicine had 349 graduates³ and Marion University College of Osteopathic Medicine had 142 graduates,⁴ for a total of 491 new medical school graduates from Indiana schools.

However, Indiana has 441 residency spots for new graduates. As a result, the physician workforce pipeline is automatically reduced by 50, negatively impacting our medical talent retention. Research suggests that physicians stay where they practice. Nationally, 68% of all physicians stayed to practice in the location where they completed residency.⁵ However, Indiana is leading the way in retaining the physician workforce pipeline. 78% of physicians who complete residency training in our state stay in Indiana.

MEDICAL STUDENTS ADJ. FOR POP.

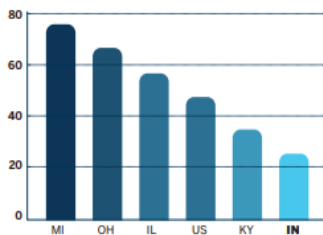
STUDENTS PER 100,000 PEOPLE



Source: JAMA 2024 Facts: Enrollment, Graduates, and MD-PhD Data, Total Enrollment by U.S. Medical School and Gender, U.S. Census, State Population Totals: 2020-2024

MEDICAL RESIDENTS ADJ. FOR POP.

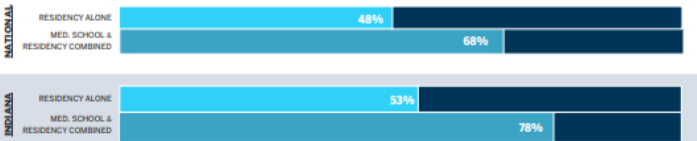
RESIDENTS PER 100,000 PEOPLE



Source: ACGME Data Resource Book, ACGME Data Resource Book, U.S. Census, State Population Totals and Components of Change: 2020-2024, State Population Totals: 2020-2024

PHYSICIAN RETENTION (2023)

FROM RESIDENCY PROGRAMS AND MED. SCHOOL



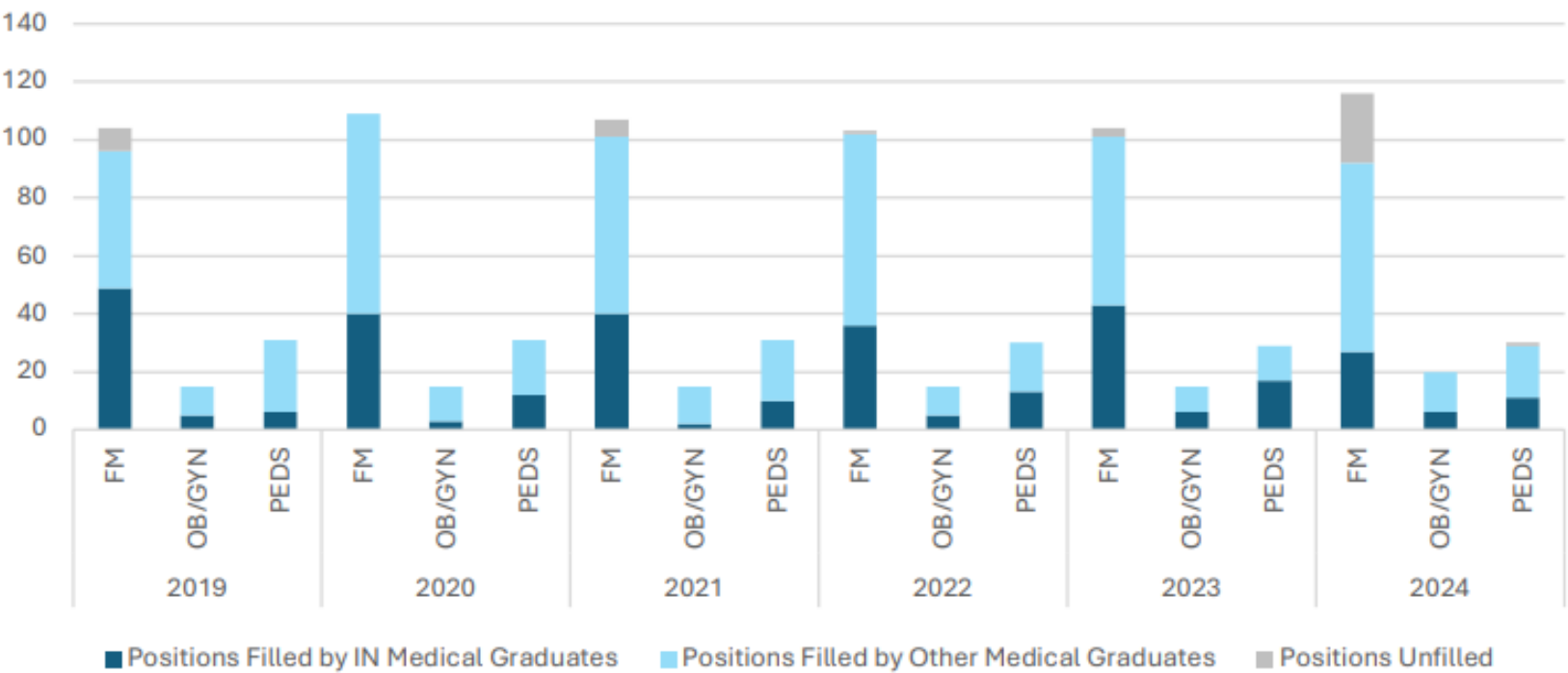
INDIANA'S PHYSICIAN PIPELINE-TO-PRACTICE IN CONTEXT



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A Deep Dive into Indiana: Top Findings

Figure 1.5 Residency Positions Matched to Indiana Medical Graduates, 2019 - 2024



There are more family medicine resident slots than Indiana medical school graduates interested in FM.

Very few OB/GYN or Pediatric residents remain in Indiana



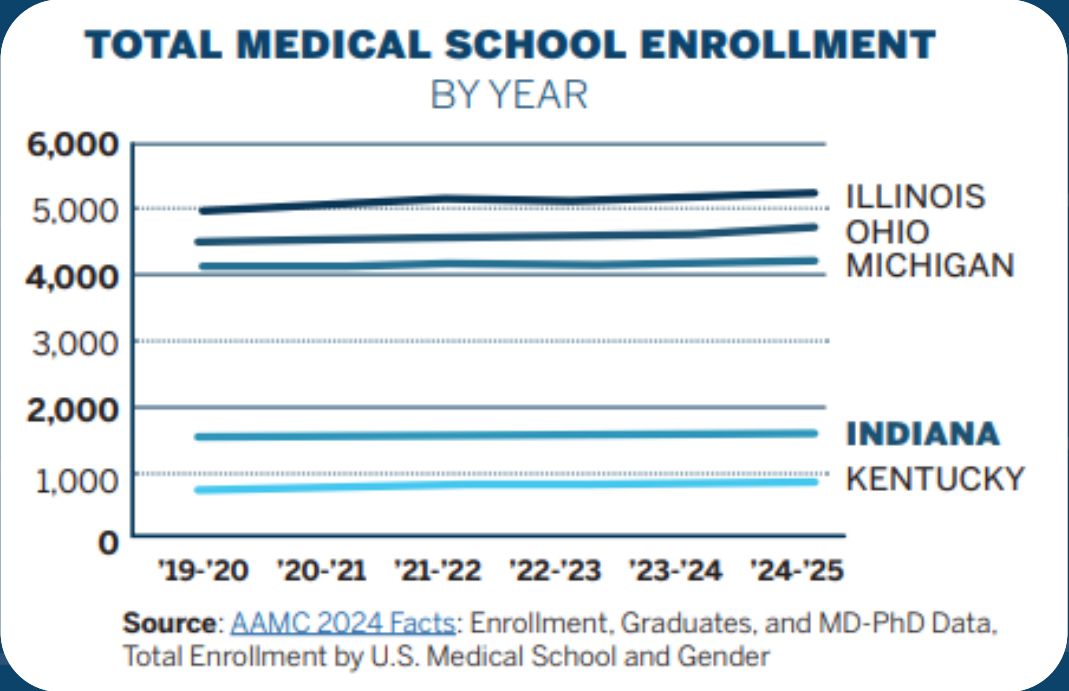
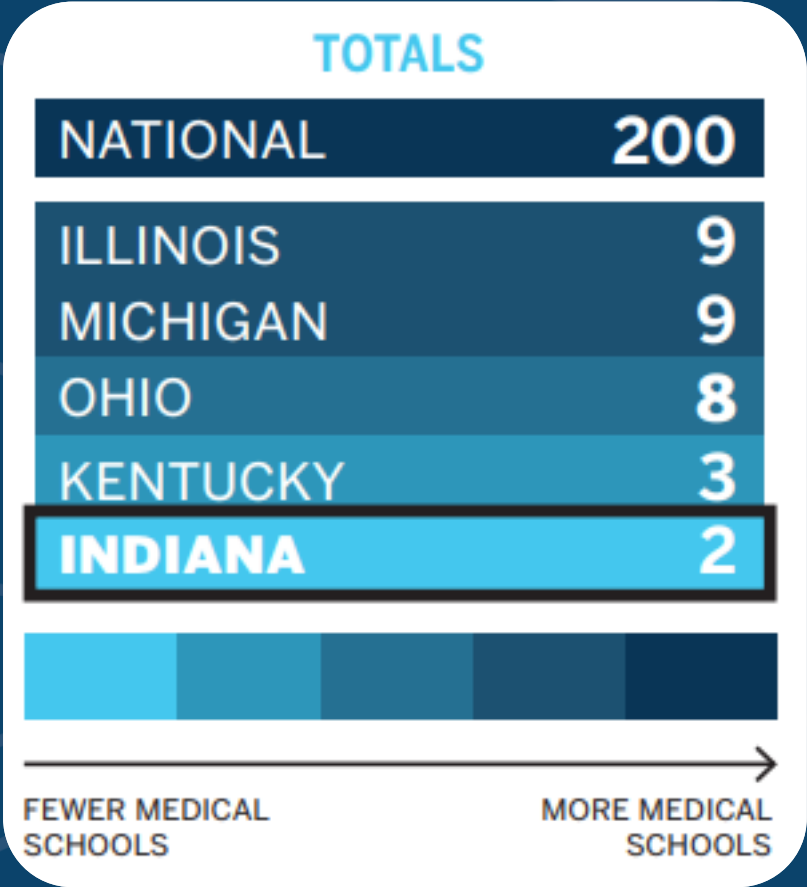
Undergraduate Medical Education: In Context

Capacity and retention



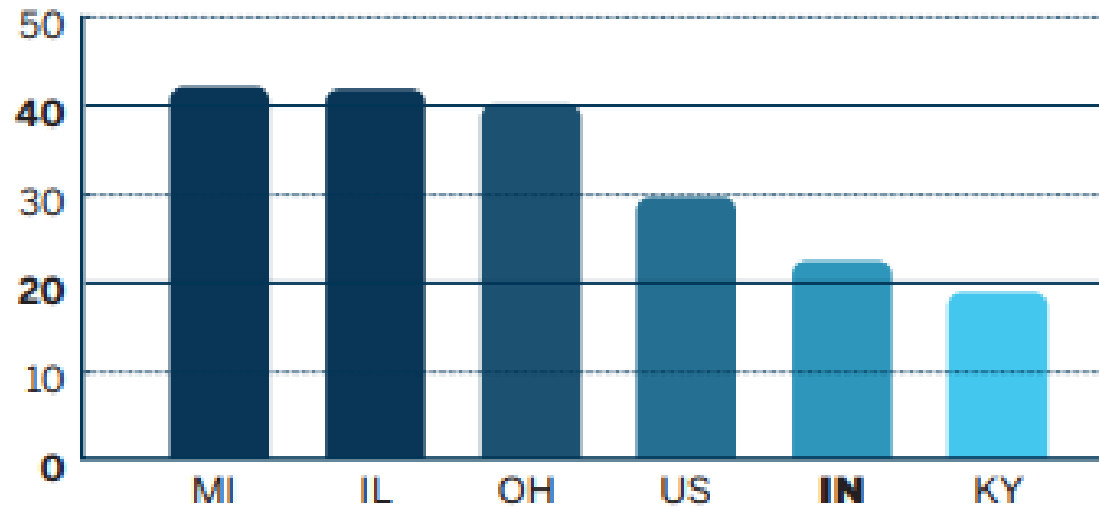
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Undergraduate Medical Education



Undergraduate Medical Education

MEDICAL STUDENTS ADJ. FOR POP.
STUDENTS PER 100,000 PEOPLE



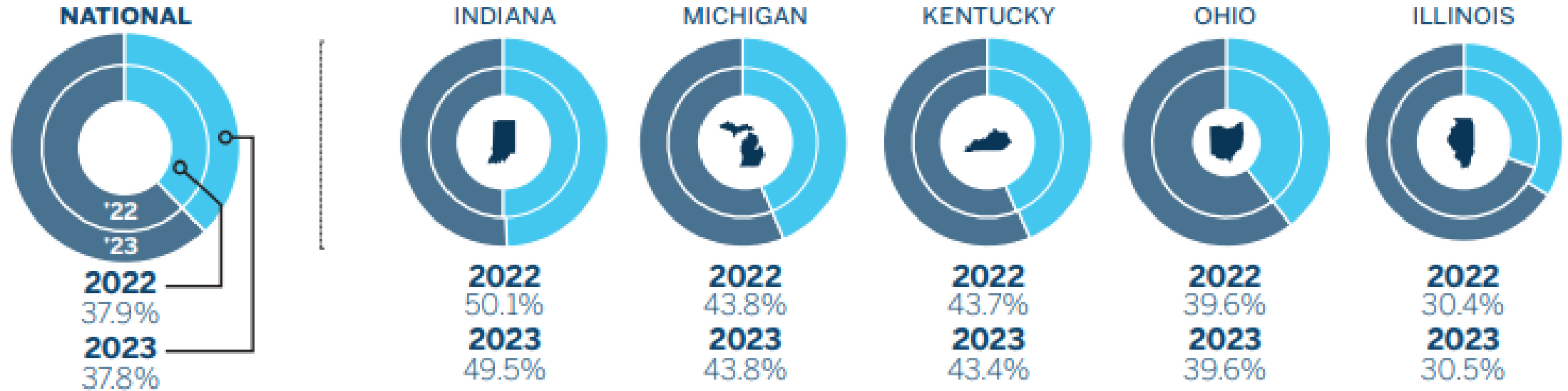
Source: [AAMC 2024 Facts: Enrollment, Graduates, and MD-PhD Data](#),
Total Enrollment by U.S. Medical School and Gender. U.S. Census, [State
Population Totals: 2020-2024](#)



Undergraduate Medical Education

MEDICAL SCHOOL RETENTION

PERCENT OF PHYSICIANS RETAINED FROM MEDICAL SCHOOL 2022-23



Source: AAMC U.S. Physician Workforce Data Dashboard, <https://www.aamc.org/data-reports/report/us-physician-workforce-data-dashboard>



Graduate Medical Education: In Context

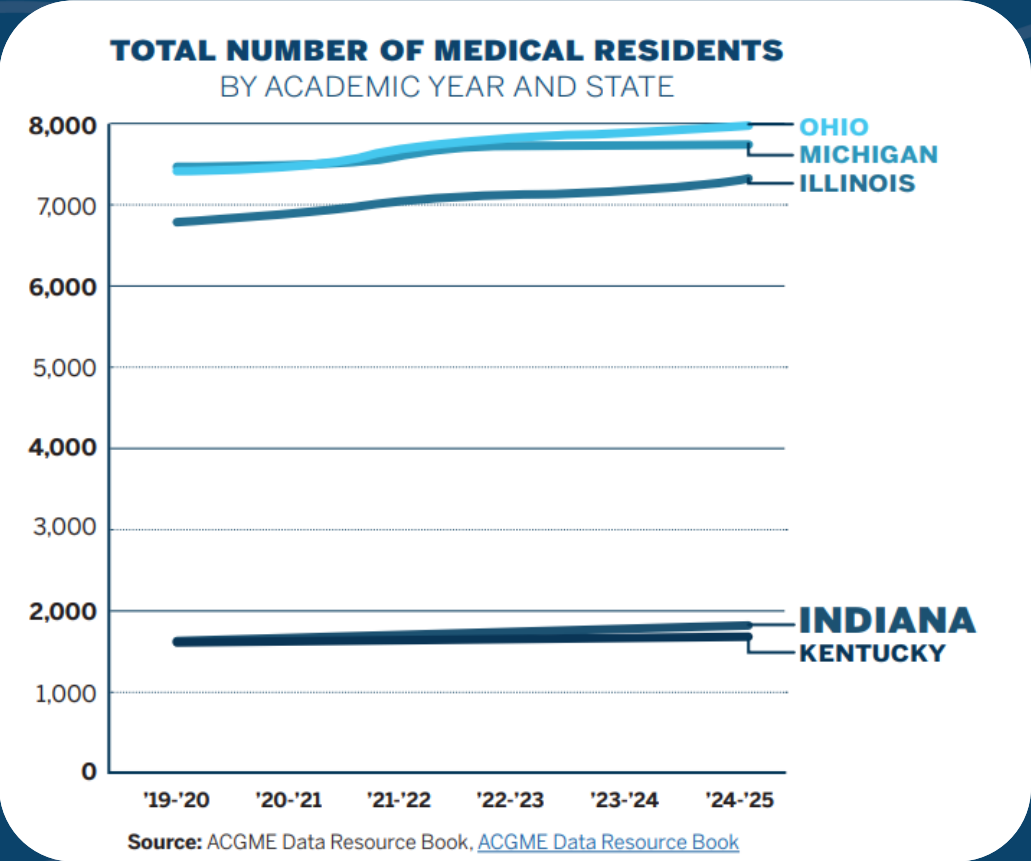
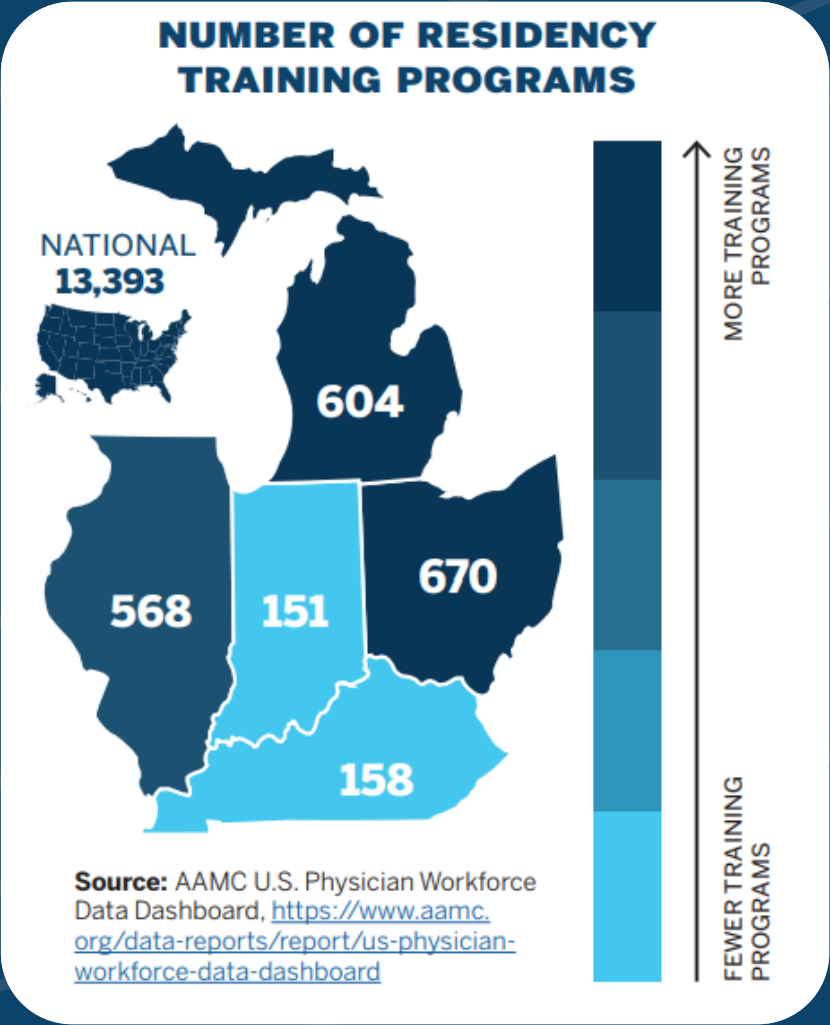
Capacity and retention



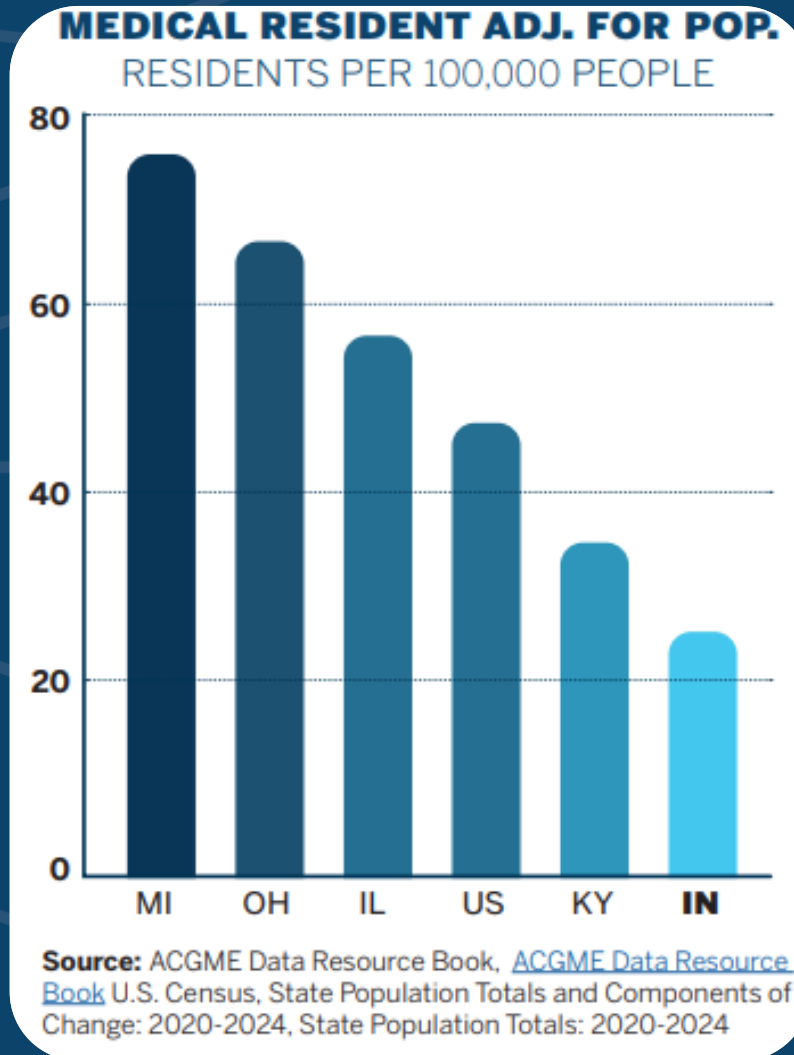
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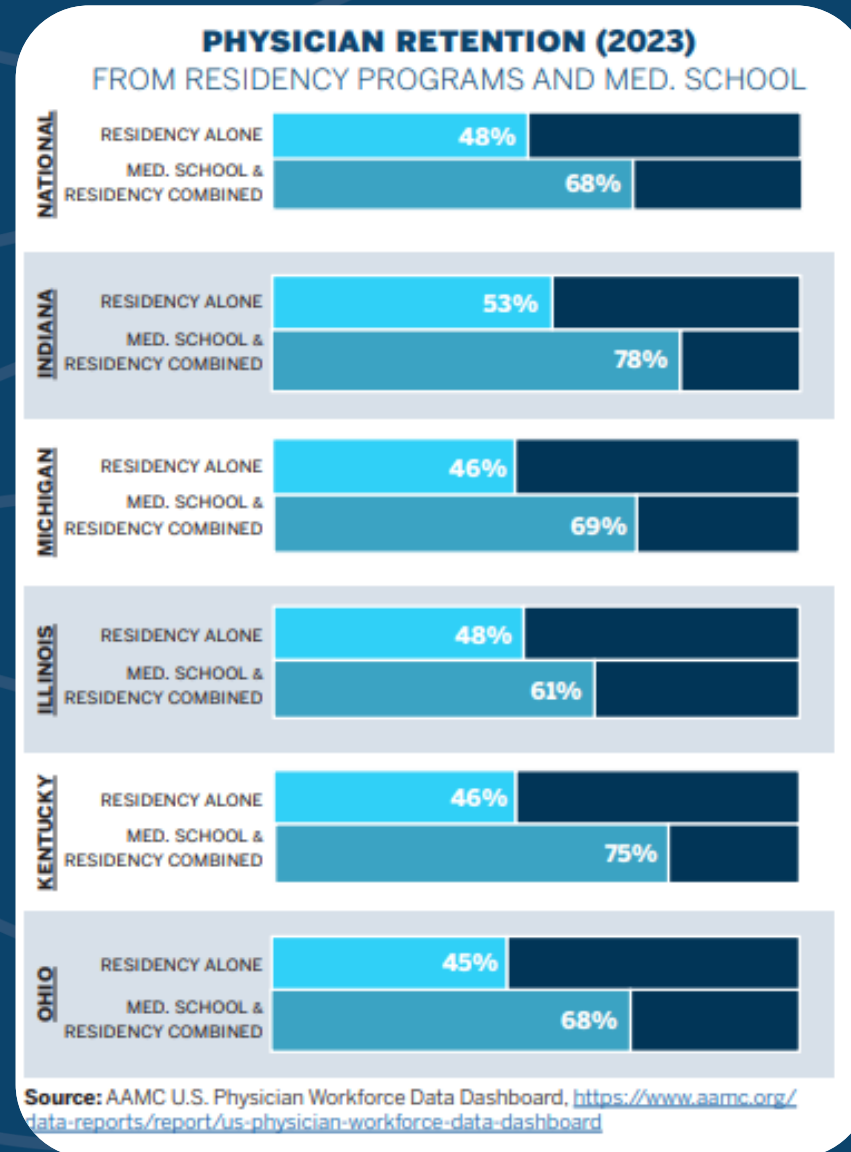
Graduate Medical Education



Graduate Medical Education



Graduate Medical Education (and UME)



State Investments

Residencies and Incentives for Retention



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Graduate Medical Education

Funding			Residents	
GME Award Type	Total Amount	Amount for Family Medicine, OBGYN, and/or Peds	Total Number of Contracted Residents	Total Number of Contracted Residents for Family Medicine, OBGYN, and/or Peds
Feasibility Study	\$929,263	\$375,000	NA	NA
Program Development	\$6,750,000	\$2,500,000	NA	NA
Residency Expansion	\$34,876,056	\$10,576,057*	265	82*
Medical Education Board	\$2,382,197	\$1,000,000	327	327
Total	\$44,937,516	\$14,451,057 (32%)	592	409* (69%)



Incentives for Retention



	Indiana	Illinois	Kentucky	Michigan	Ohio	
Federal Match NHSC SLRP	Up to \$80,000 max for 4 years (\$20,000/year)	Up to \$100,000 max for 4 years (\$25,000/year)	Up to \$300,000 max for 6 years (\$50,000/year)	Up to \$300,000 maximum for 10 years (\$10,000/year min)	N/A	
State Run Programs	N/A	Community Healthcare Professional Loan Repayment Program (Psychiatrist): Up to \$160,000 max (\$40,000/year)	Healthcare Worker Loan Relief Program of the Commonwealth: Up to \$300,000 max for 6 years (\$50,000/year)	N/A	Physician Loan Repayment Program: Up to \$120,000 max for 4 years (\$25,000/year years 1-2; \$35,000/year years 3-4)	Substance Use Disorder Loan Repayment Program: Up to \$50,000 max for 2 years (\$25,000/year)



Take it home and considerations

- **If we train them, we retain them.**
 - **GME expansion is the top priority for physician workforce development in Indiana.**
 - **Opportunities exist to make Indiana retention incentives more competitive.**
- **Strategic, intentional, and data driven planning will strengthen Indiana's medical education pipeline to practice.**



Thank you!



FOR MORE INFORMATION:

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bowenctr@iu.edu ■ [@IUBowenCtr](https://twitter.com/IUBowenCtr)

