

# Indiana's Physician Pipeline to Practice

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

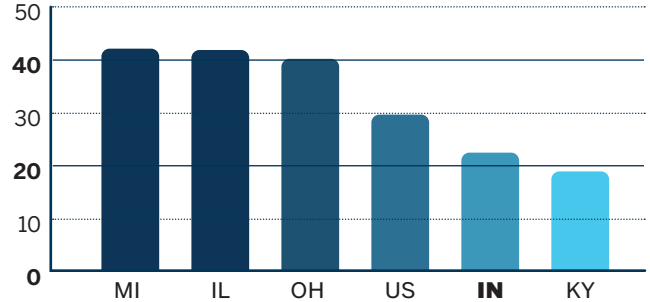
**S**USTAINABILITY of the physician workforce is crucial to ensuring high-quality medical care and positive health outcomes. Sixty-seven (67) of Indiana's ninety-two (92) counties are classified as a Health Professional Shortage Area (HPSA).<sup>1</sup> Looking at the pipeline of medical students and 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.<sup>2</sup>

## 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 graduates<sup>3</sup> and Marion University College of Osteopathic Medicine had 142 graduates,<sup>4</sup> for a total of 491 new medical school graduates from Indiana schools.

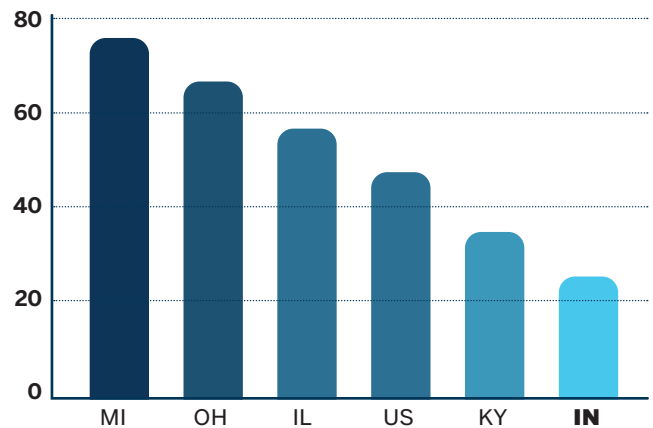
However, Indiana has 441 residency spots for new graduates. As a result, the physician workforce pipeline is automatically reduced by 50, negatively impacting our medical talent retention. Research suggests that physicians stay where they practice. Nationally, 68% of all physicians stayed to practice in the location where they completed residency.<sup>5</sup> 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: [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](#)

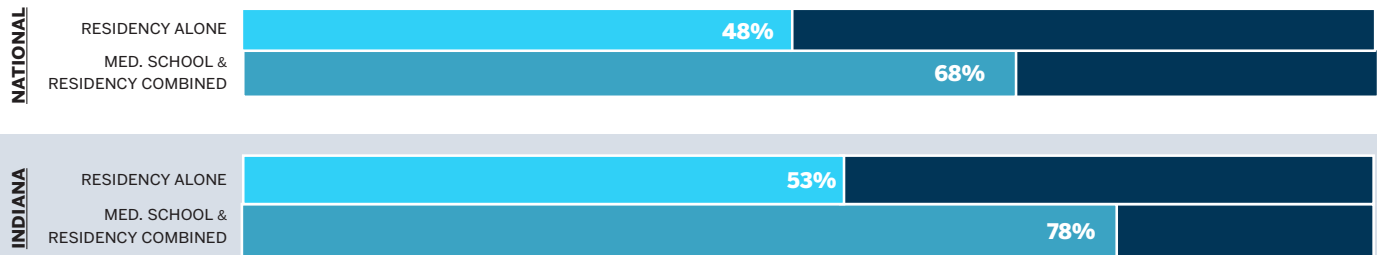
## MEDICAL RESIDENTS ADJ. FOR POP. RESIDENTS PER 100,000 PEOPLE



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 UNIVERSITY**  
SCHOOL OF MEDICINE

## HOW DO WE SUPPORT PHYSICIAN RECRUITMENT AND RETENTION IN INDIANA?

Recruiting physicians into practice in Indiana and retaining them in the communities they serve is critical to strengthening Indiana’s physician workforce. Loan repayment programs (LRP) are incentive strategies state’s use to support recruitment and retention. The National Health Service Corps State Loan Repayment Program (NHSC SLRP), receives matching federal funds and is operated within federal guidelines. While some states have both an NHSC SLRP and fully state-funded and state-run LRP program, Indiana only has the NHSC SLRP.

As shown in the table below, Indiana’s NHSC SLRP amount is lower than neighboring states, and three of our four neighboring states have additional state-run programs.

### HOW DO WE COMPARE?

PROGRAM	IN	IL	KY	MI	OH
<b>Federal Match NHSC SLRP</b>	Up to \$80,000 for a maximum 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)	—
<b>State Run Programs</b>	—	<b>Community Healthcare Professional Loan Repayment Program (Psychiatrist):</b> Up to \$160,000 max (\$40,000/year)	<b>Healthcare Worker Loan Relief Program of the Commonwealth:</b> Up to \$300,000 max for 6 years (\$50,000/year)	—	<b>Physician Loan Repayment Program:</b> Up to \$120,000 max for 4 years (\$25,000/year years 1-2; \$35,000/year years 3-4)  <b>Substance Use Disorder Loan Repayment Program:</b> Up to \$50,000 max for 2 years (\$25,000/year)

### WHAT ARE THE OPPORTUNITIES FOR INDIANA?

- **Use state funds wisely to grow the physician workforce.** Indiana needs more residency spots in certain medical specialties and geographic areas of our state. Some specialties can’t fill their current spots, while others have too many applicants for too few spots. Using a data-driven approach can guide these critical funding decisions. This way, we can keep more talented Hoosier medical school graduates.
- **Make Indiana’s loan repayment program competitive.** Executive branch leaders can consider modifying Indiana’s current NHSC SLRP program to match or exceed the amounts offered by neighboring states. Policymakers may also consider the creation of new incentive programs based on the needs of Hoosiers.

- 1 Health Resources & Services Administration Health Profession Shortage Area Tool. Available at <https://data.hrsa.gov/tools/shortage-area/hpsa-find>
- 2 Cultivating the Physicians of the Future through Targeted Funding Initiatives. Indiana Commission for Higher Education. Available at [https://www.in.gov/che/files/TrippUmbach\\_IndianaGME-Report\\_FINAL.pdf](https://www.in.gov/che/files/TrippUmbach_IndianaGME-Report_FINAL.pdf)
- 3 2024 Facts: Enrollment, Graduates, and MD-PhD Data. American Association of Medical Colleges. Available at <https://www.aamc.org/data-reports/students-residents/data/facts-enrollment-graduates-and-md-phd>
- 4 Marion University Wood College of Osteopathic Medicine Outcomes. Available at <https://www.marian.edu/osteopathic-medical-school/about-com/outcomes>
- 5 Association of American Medical Colleges 2024 Resident Report. Available at <https://www.aamc.org/data-reports/students-residents/data/report-residents/2024/executive-summary>

