



**Calendar Year (CY) 2024
Graduate Medical Education (GME) Survey
Summary Report**

*Office of Health Care Financing
New Jersey Department of Health*

SECTION I: INTRODUCTION

The New Jersey Department of Health (Department) administers the GME subsidy to support the training of residents and fellows. Residency programs positively affect the quality, specialty and/or subspecialty mix of the physician workforce and geographic distribution of physician specialists. More importantly, residency programs can be contributors to the supply and diversity of specialist physicians practicing in New Jersey.

New Jersey has seen changes in its demographics and health care needs. To meet the growing demand for services and increased complexity of health care delivery across a broad spectrum of populations, additional physicians (particularly those in hard-to-find specialty areas) are needed.

This Summary Report (Report) provides historical context and background (Section II), and then outlines key findings from CY 2024 GME Survey submissions (Section III).

Section II: HISTORICAL CONTEXT & BACKGROUND

The State budget funds a subsidy for teaching hospitals that provide GME services for residents and fellows. The purpose is to enhance the training of residents and fellows and to attract and retain more physicians in the state. All general acute care hospitals with residency programs are eligible for GME subsidy funding. The Department works closely with the Department of Human Services (DHS) to receive federal matching funds for the GME subsidy through the State Plan Amendment (SPA) process. In recent years, the GME subsidy has expanded to include separate funding pools for teaching hospitals most reliant on Medicaid and for trauma centers.

In SFY 2024, the State increased funding for GME by \$84.5 million and in SFY 2025 by another \$10 million – an increase of 39% in two years.

GME Funding (thousands)			
Fiscal Year	GME	GME - Supplemental	GME - Trauma
2023	\$218,000	\$24,000	\$0
2024	\$218,000	\$24,000	\$84,500
2025	\$218,000	\$34,000	\$84,500

The Department recognizes that hospitals with residency programs incur significant costs because of their education and training of residents and fellows, and as such the GME methodology includes two components:

- **Direct Medical Education (DME)** payments help compensate teaching hospitals for costs directly related to resident physicians' education, such as resident salaries, supervising physicians' costs and administrative costs associated with running GME programs.
- **Indirect Medical Education (IME)** payments cover the indirect costs associated with training residents. Teaching hospitals have higher costs than their non-teaching counterparts. Some indirect costs stem from the fact that, on average, teaching hospitals treat more severely ill patients who require specialized care. In addition, complex medical research takes place at these training centers.

Under the current methodology, costs are calculated based on the median cost per resident rather than the hospital specific costs, which helps incentivize cost management. To this end, the Department uses the most recent base year information that eligible hospitals report on their Medicare/Medicaid 2552 Cost Reports as well as certain encounter data reported to DHS and pulled from the fiscal intermediary's Medicaid Management Information System (MMIS).

SECTION III: SURVEY SUMMARY & KEY FINDINGS

Background:

Consistent with the SFY 2025 Appropriations Act, each hospital receiving a GME allocation "shall provide a report to the Commissioner of Health indicating the total number of physicians who completed their training during the calendar year, and the number of those physicians who plan to practice medicine within the State of New Jersey." In addition, "...participating hospitals shall provide to residents and fellows participating in the GME program instruction concerning prevention of opioid addiction as well as diagnosis, assessment, and treatment strategies ... To satisfy this condition, participating hospitals may develop an internal training program, enter into a partnership with a school or university, or provide financial support for residents and fellows to participate in independent educational programs or conferences that provide continuing medical education credits that are specifically focused in the subject area of addiction."

The CY 2024 GME Survey was developed by the Department to meet these requirements.

Process:

On April 1, 2025, the Department's sent email invitations to Chief Executive Officers (CEOs) and Chief Financial Officers (CFOs) of all 44 teaching hospitals in NJ with residency programs that received GME fund in SFY 2025. Responses were due back to the Department no later than May 31, 2025. The Department achieved a 100 percent compliance in the survey this year.

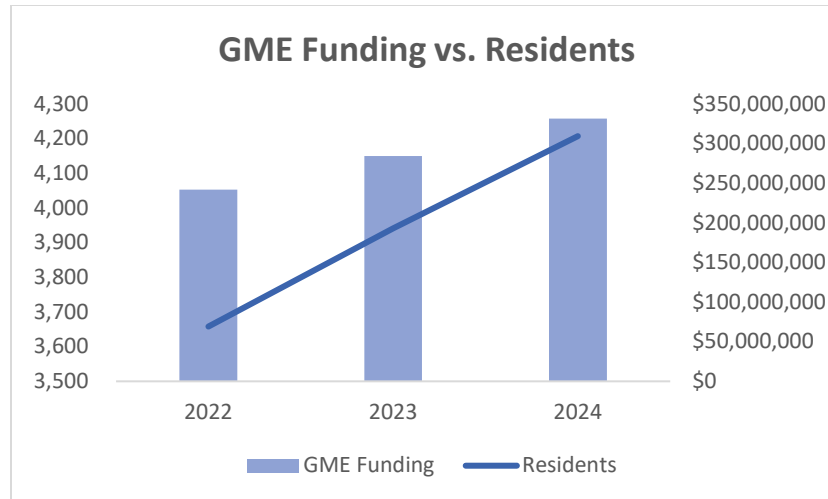
Survey Responses:

Part 1: Residents and Fellows

All 44 hospitals responded to the Department's CY 2024 GME survey. Many hospitals that responded do not have their own medical school but instead contract with an external medical school such as Rutgers, Rowan and New York Medical College.

Cooper University Hospital reported the most residents, at 376, with University Hospital in Newark reporting the second most, at 298. Likewise, Cooper reported the most fellows at 106, but Robert Wood Johnson University Hospital in New Brunswick reported the second most fellows at approximately 60.

Hospitals also reported the number of residents and fellows that completed their training. Out of 4,207 residents, 1,580 completed their residency training during the CY. This represents a completion rate for the CY of 37.56%. Out of 572 fellows, 311 completed their training fellowship during the CY. This represents a completion rate for the CY of 54.32%.



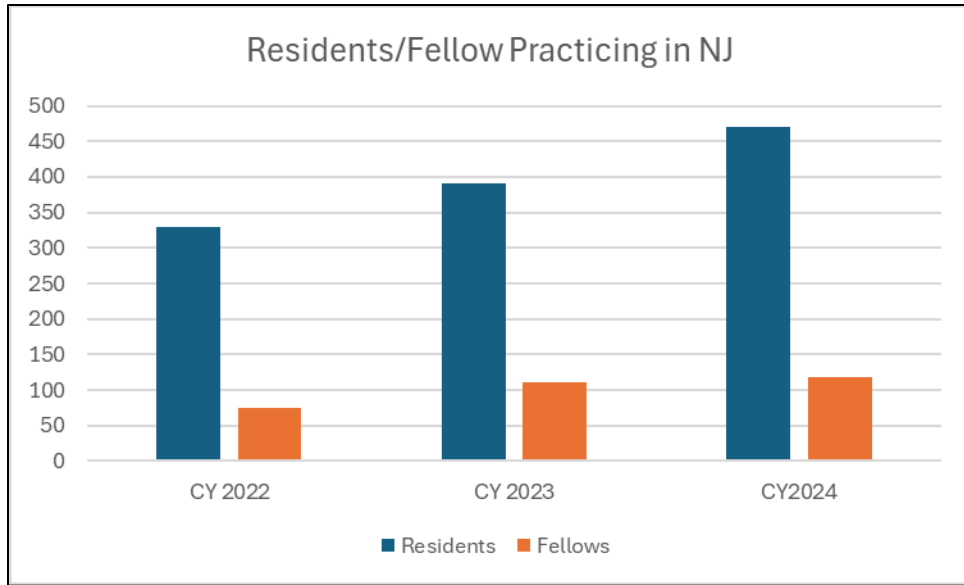
Over the last three years, the total number of residents has increased as has overall funding. Please note that the chart accounts for the timing differences between the State fiscal year and calendar years. The number of residents being trained in New Jersey hospitals has increased by an average of 275 over the last two years, coinciding with a substantial increase in State support.

New Jersey continues to struggle to retain medical trainees in the state but has made steady and consistent progress. Of the 1,580 residents that completed their training in CY 2024, only 471 (or 30%) plan to practice medicine in New Jersey. University Hospital led the way with 56 residents planning to practice medicine in the state, and Robert Wood Johnson University Hospital was second with 50 residents.

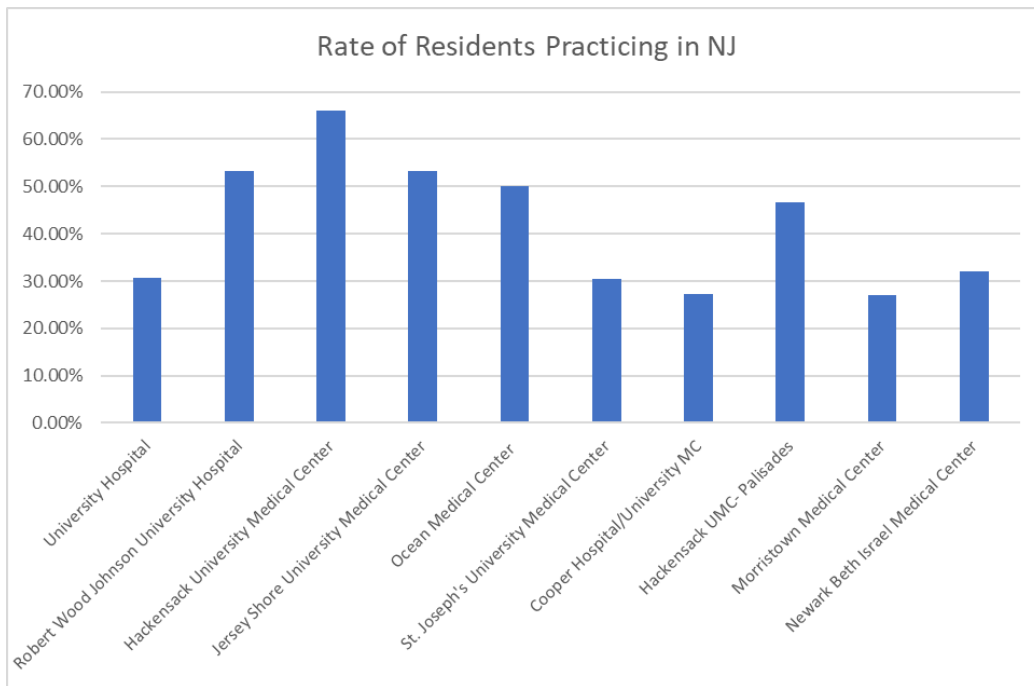
However, these figures represent a substantial increase compared to CY 2023, when 391 residents reported plans to practice medicine in the state. Likewise, the number of fellows planning to stay in state increased, albeit by a smaller amount.

	<u>CY23</u>	<u>CY24</u>	<u>Difference</u>	<u>Percentage</u>
Residents	391	471	80	20.46%
Fellows	111	118	7	6.31%
Totals	502	589	87	17.33%

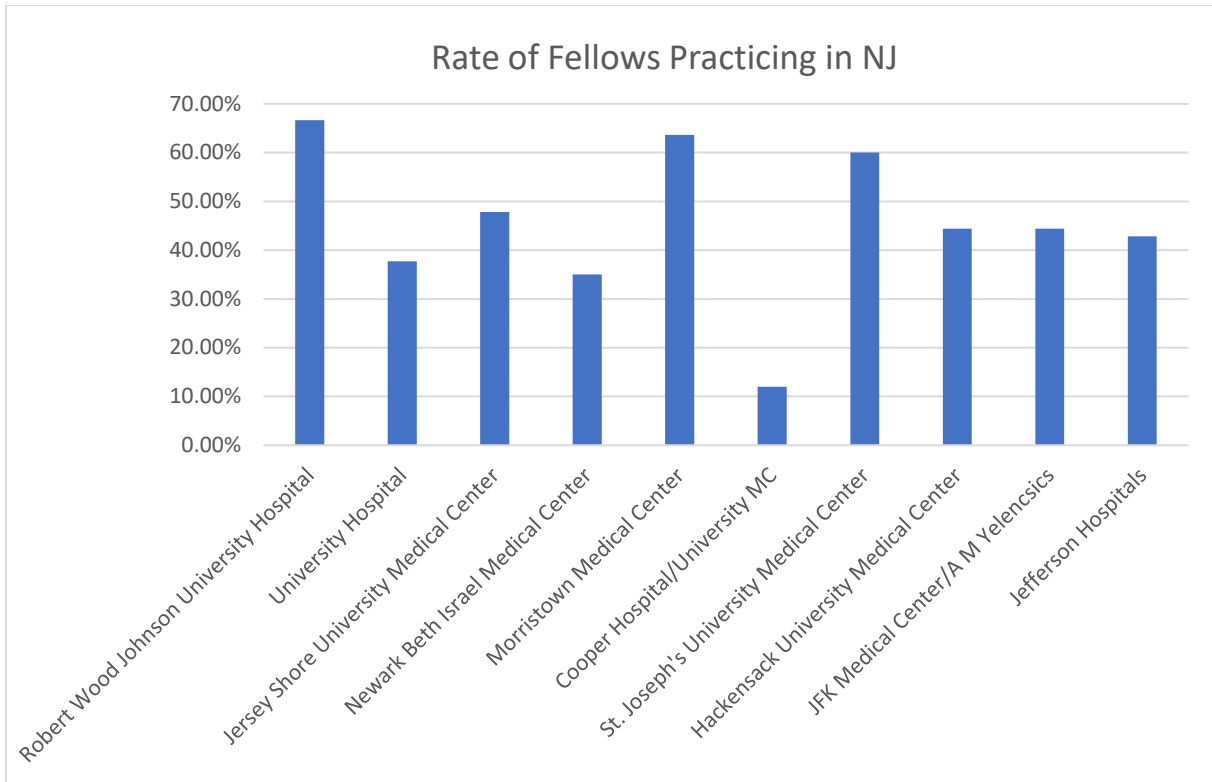
This is the second straight year of increases in the number of residents and fellows planning to stay in the state.



Of course, there is variation across hospitals in terms of the rate of residents and fellows planning to practice medicine in state. Hackensack University Medical Center reported the highest rate of residents planning to practice in New Jersey.



Morristown Medical Center and Robert Wood Johnson University Hospital reported the highest rate of fellows planning to practice medicine in state.



Part 2: Opioid Training

Prevention of Opioid Addiction as well as Diagnosis, Assessment, and Treatment Strategies: Based on responses from hospitals, all hospitals provided the required training; however, there is variation in how hospitals are choosing to satisfy this requirement.

Total Hospitals	Type of Training
25	Internal training program, developed by your hospital
4	A partnership with a school or university to provide the training
2	Provision of financial support for residents and fellows to participate in independent educational programs or conferences that provide continuing medical education credits that are specifically focused in the subject area of addiction
1	A partnership with a school or university to provide the training; provision of financial support for residents and fellows to participate in independent educational programs or conferences that provide continuing medical education credits that are specifically focused in the subject area of addiction
6	Internal training program, developed by your hospital; a partnership with a school or university to provide the training

4	Internal training program, developed by your hospital, A partnership with a school or university to provide the training, Provision of financial support for residents and fellows to participate in independent educational programs or conferences that provide continuing medical education credits that are specifically focused in the subject area of addiction
1	Internal training program, developed by your hospital; provision of financial support for residents and fellows to participate in independent educational programs or conferences that provide continuing medical education credits that are specifically focused in the subject area of addiction
1	Other

Provider Types that Receive Training: Based on responses from all hospitals (44), there is variation in terms of what clinical staff (provider types) are required/eligible to take the training beyond residents and fellows. Below is a list of all the provider types identified in the survey:

Total Hospitals	Type of Training
1	Residents
1	Fellows, Physicians, Nurses, Pharmacists, Social Workers, Other health care practitioners/providers not otherwise listed
7	Residents, Fellows
1	Residents, Physicians
4	Residents, Fellows, Physicians
2	Residents, Fellows, Physicians, Nurses, Pharmacists
1	Residents, Fellows, Physicians, Nurses, Social Workers
18	Residents, Fellows, Physicians, Nurses, Pharmacists, Social Workers, Other health care practitioners/providers not otherwise listed
1	Residents, Physicians, Pharmacists
1	Residents, Physicians, Nurses, Other health care practitioners/providers not otherwise listed
2	Residents, Physicians, Nurses, Pharmacists, Social Workers, Other health care practitioners/providers not otherwise listed
2	Residents, Fellows, Physicians, Nurses, Pharmacists, Social Workers
2	Residents, Physicians, Nurses, Pharmacists, Social Workers
1	Residents, Physicians, Nurses, Pharmacists

Appendix: Survey Responses

Hospital	Total Residents	Total Fellows	Residents Completing Training	Fellows Completing Training	Residents Planning to Practice in NJ	Fellows Planning to Practice in NJ
Atlanticare Regional Medical Center	65.00	0.00	19.00	0.00	7.00	0.00
Capital Health Medical Center - Hopewell	75.00	0.00	25.00	0.00	6.00	0.00
Capital Health Regional Medical Center	105.00	0.00	43.00	0.00	6.00	0.00
CarePoint Health - Bayonne Medical Center	57.00	6.00	17.00	2.00	5.00	1.00
CarePoint Health - Christ Hospital	21.00	0.00	2.00	0.00	2.00	0.00
CarePoint Health - Hoboken University Medical Center	37.00	1.00	37.00	1.00	5.00	0.00
CentraState Medical Center	18.00	1.00	6.00	1.00	1.00	0.00
Community Medical Center	111.00	2.00	27.00	0.00	3.00	0.00
Cooper Hospital/University MC	376.00	106.00	92.00	50.00	25.00	6.00
Deborah Heart and Lung Center	2.00	32.00	0.00	14.00	0.00	2.00
Englewood Hospital and Medical Center	64.81	2.42	17.00	1.00	6.00	0.00
Hackensack UMC- Palisades	62.17	1.62	45.00	2.00	21.00	0.00
Hackensack University MC- Mountainside	47.00	0.00	16.00	0.00	5.00	0.00
Hackensack University Medical Center	210.31	37.11	59.00	9.00	39.00	4.00
Hunterdon Medical Center	19.00	2.00	7.00	2.00	2.00	2.00
Inspira Medical Center - Mullica Hill	99.98	2.95	36.00	0.00	7.00	0.00
Inspira Medical Center - Vineland	161.31	7.56	58.00	5.00	14.00	2.00
Jefferson Hospitals	127.25	18.98	39.00	7.00	16.00	3.00
Jersey City Medical Center	82.00	7.00	27.00	1.00	4.00	1.00
Jersey Shore University Medical Center	158.25	40.83	60.00	23.00	32.00	11.00
JFK Medical Center/A M Yelencsics	66.19	9.65	23.00	9.00	6.00	4.00
Monmouth Medical Center	112.99	0.50	37.00	0.00	8.00	0.00
Morristown Medical Center	219.90	29.60	74.00	11.00	20.00	7.00
New Bridge Medical Center	36.00	0.00	8.00	0.00	2.00	0.00
Newark Beth Israel Medical Center	139.00	40.00	53.00	20.00	17.00	7.00
Ocean Medical Center	101.05	3.47	52.00	2.00	26.00	2.00
Overlook Medical Center	102.70	4.71	24.00	0.00	7.00	0.00
Penn Medicine Princeton Medical Center	36.17	0.00	0.00	0.00	0.00	0.00
Raritan Bay Medical Center	38.69	0.00	8.00	0.00	2.00	0.00
Robert Wood Johnson University Hospital	246.48	60.32	94.00	48.00	50.00	32.00
RWJ University Hospital - Somerset	25.00	0.00	9.00	0.00	5.00	0.00
St. Barnabas Medical Center	163.00	15.00	110.00	15.00	7.00	0.00
St. Clare's Hospital - Denville	66.97	0.00	11.50	0.00	3.00	0.00
St. Joseph's University Medical Center	211.71	24.65	82.00	10.00	25.00	6.00
St. Luke's Warren Hospital	18.00	0.00	6.00	0.00	2.00	0.00
St. Mary's General Hospital	68.14	3.75	12.50	0.00	4.00	0.00
St. Michael's Medical Center	61.50	31.00	20.00	10.00	4.00	0.00
St. Peter's University Hospital	114.80	10.50	29.00	3.00	5.00	2.00
Trinitas Regional Medical Center	55.00	3.00	16.00	1.00	7.00	0.00
University Hospital	298.00	58.00	183.00	61.00	56.00	23.00
Virtua - West Jersey Health System	44.86	0.00	32.00	0.00	3.00	0.00
Virtua Our Lady of Lourdes Hospital	65.91	9.91	32.00	3.00	3.00	3.00
Virtua Willingboro Hospital (Lourdes MC of Burlington)	0.79	0.00	0.00	0.00	0.00	0.00
Virtua-Mem. Hospital of Burlington County	15.21	0.00	32.00	0.00	3.00	0.00
Total	4,207.13	572.52	1,580.00	311.00	471.00	118.00