



Massachusetts Department of Public Health

Telehealth Taskforce Physician Pipeline

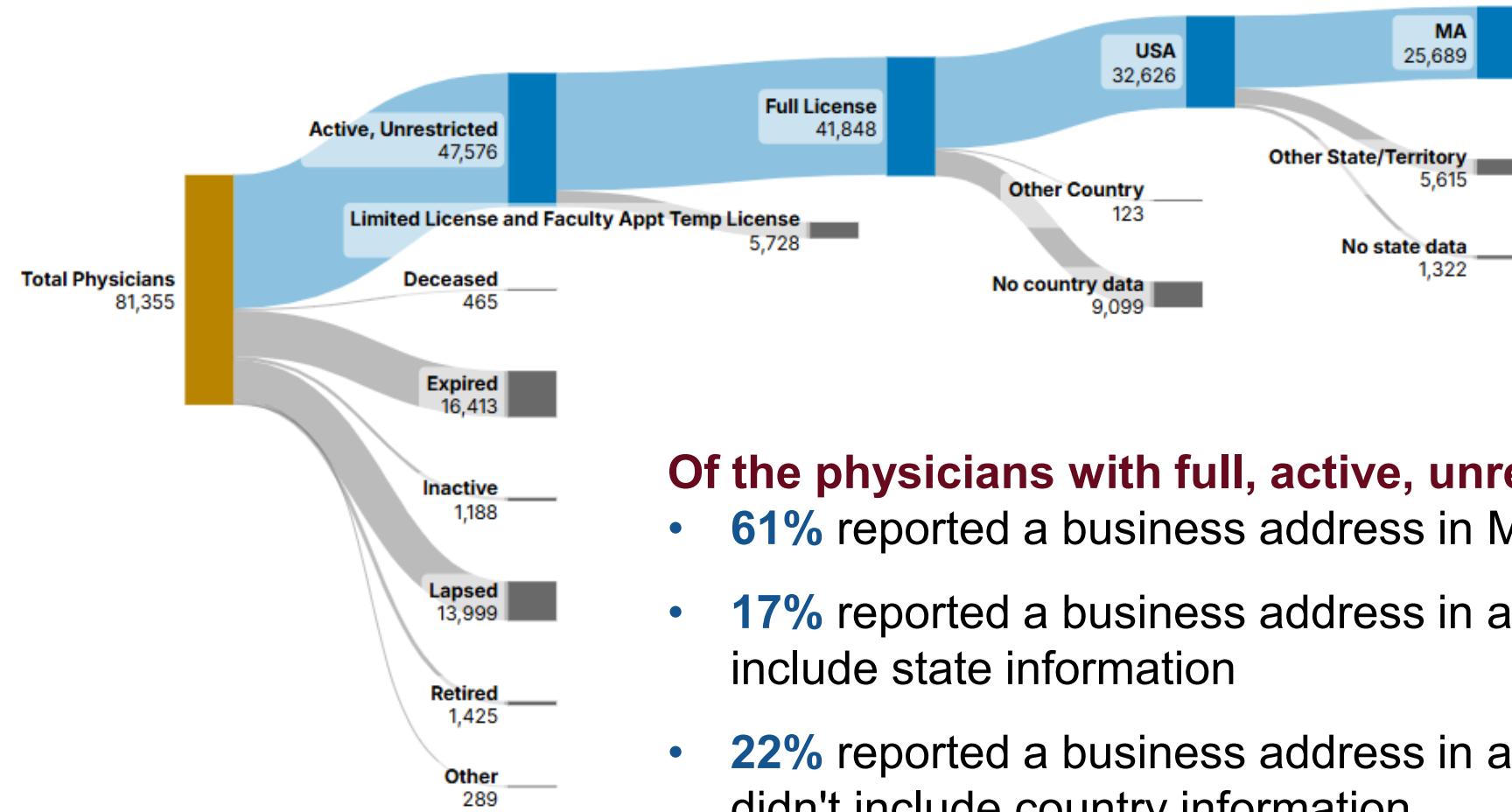
October 15, 2025

Office of Health Care Strategy and Planning

Agenda

- Overview of the physician workforce in MA
- Medical school matriculation/graduation rates
- Residency enrollment by specialty and location
- Telehealth in medical school education

Physicians Licensed in MA: Geography



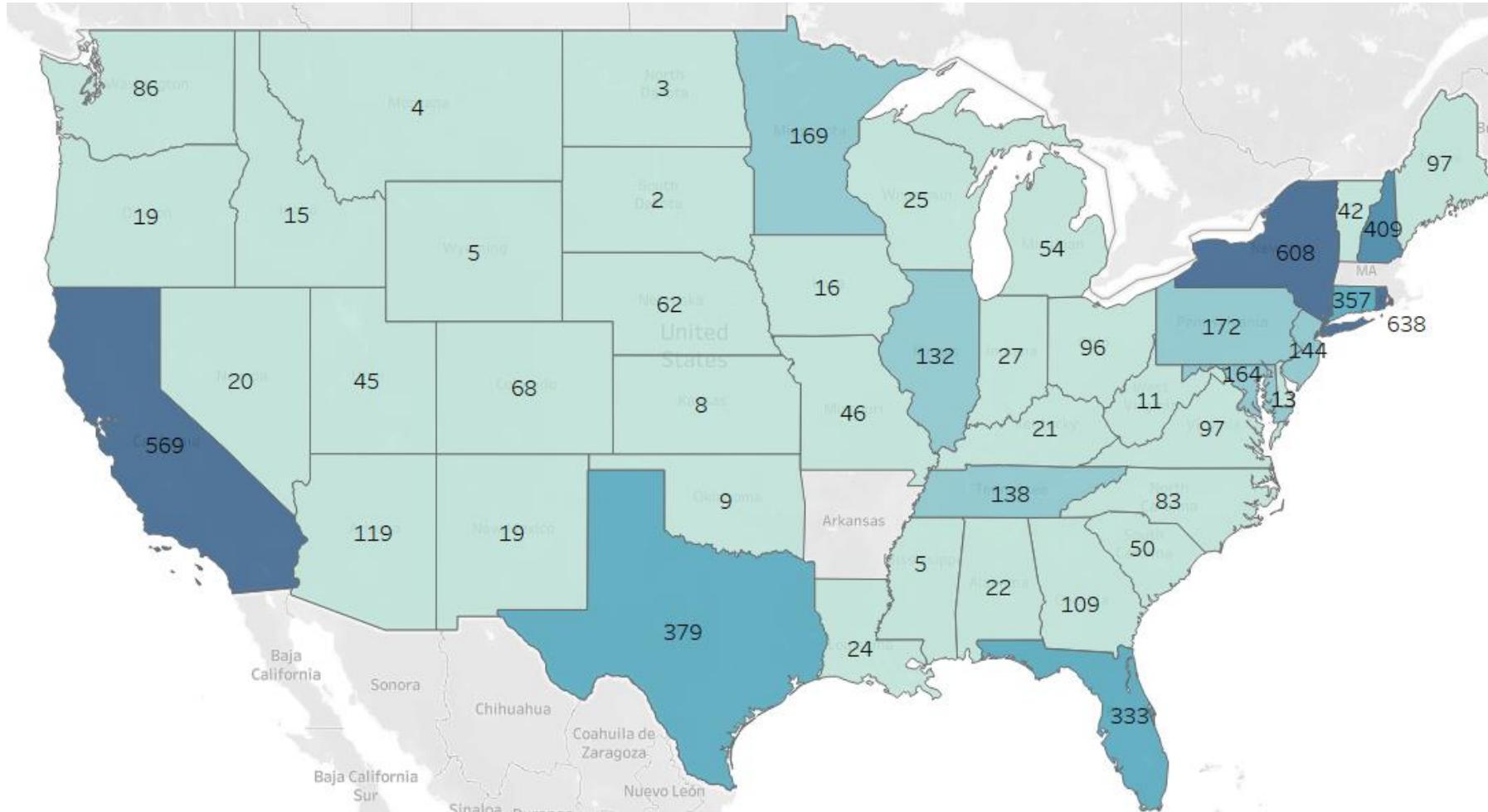
Of the physicians with full, active, unrestricted licenses*

- 61% reported a business address in Massachusetts
- 17% reported a business address in another state or didn't include state information
- 22% reported a business address in another country or didn't include country information

Source: Board of Registration in Medicine (BORIM)
Standard Release, 8/19/2025

*Note: Physicians licensed by the Board of Registration in Medicine (BORIM) include MDs and DOs. Physicians provided only 1 business address.

Where are physicians working outside of MA?



Top 5 states other than MA:

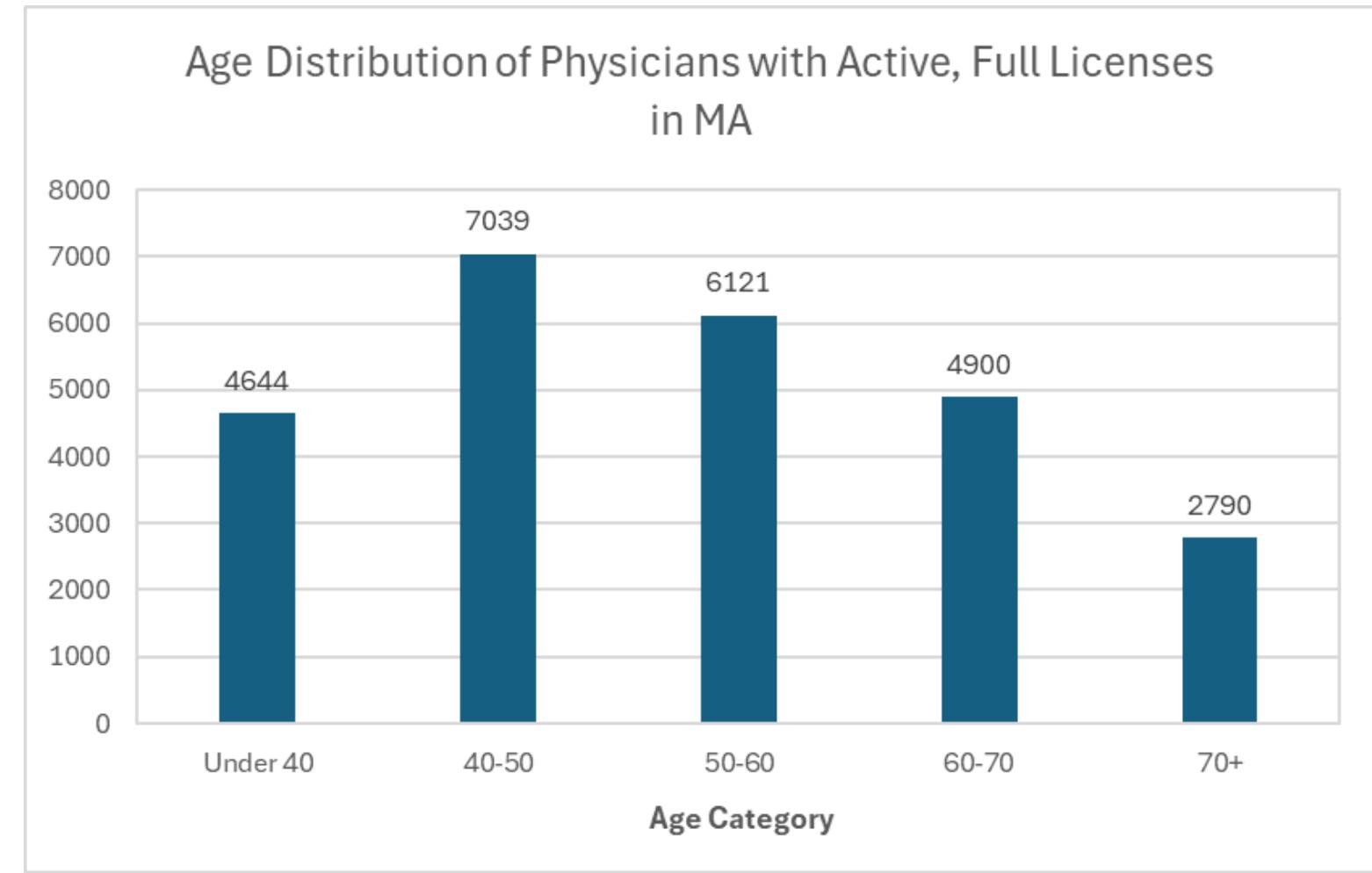
- RI (2%)
- NY (2%)
- CA (2%)
- NH (1%)
- TX (1%)

Source: BORIM Standard Release, 8/19/2025

*Note: Physicians licensed by the Board of Registration in Medicine (BORIM) include MDs and DOs. Physicians provided only 1 business address.

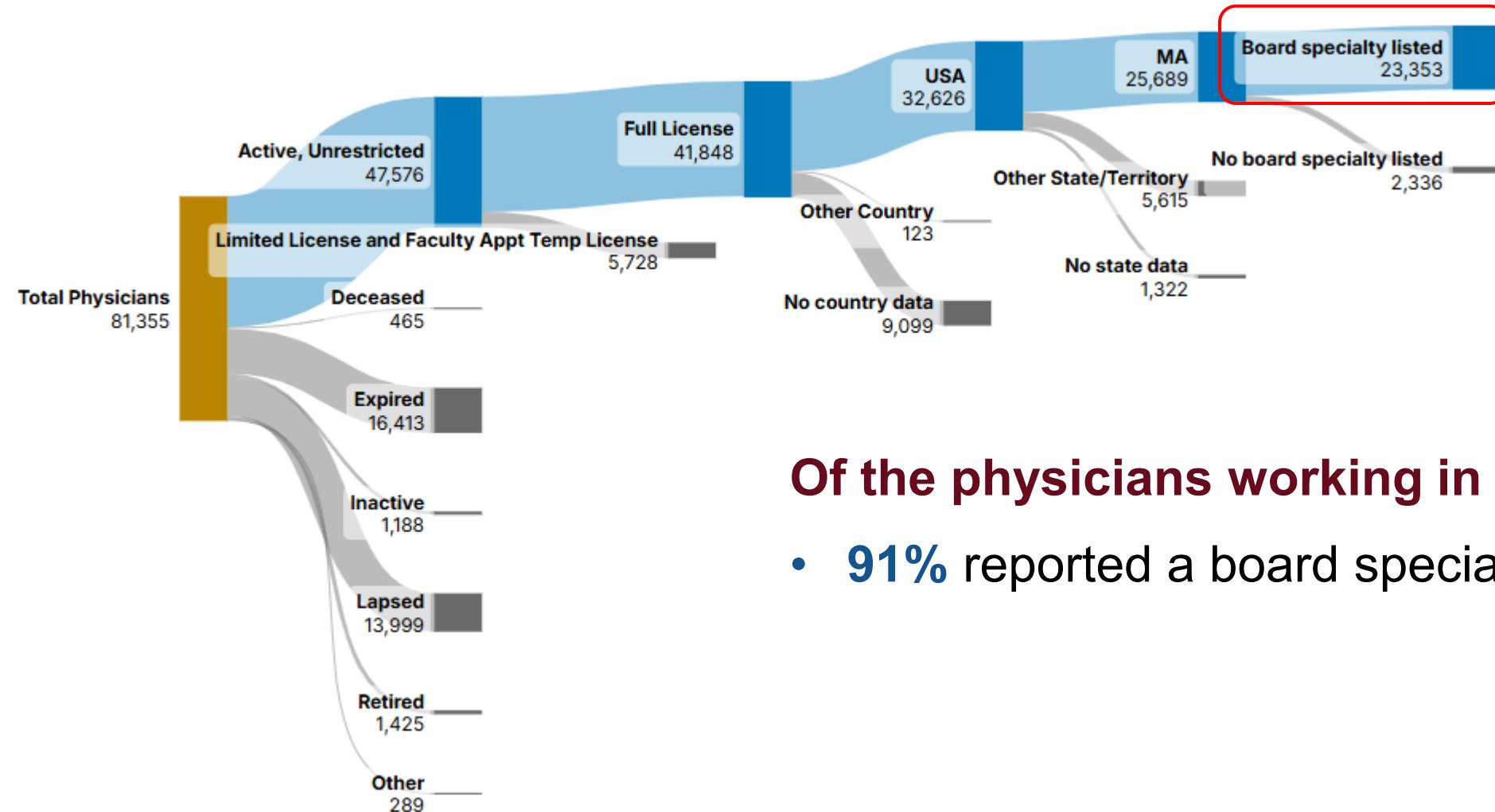
Age Distribution of MA Physicians

- Nationally, the probability of remaining "Active" decreases sharply after age 64
- Nationally, more physicians are reporting they plan to retire earlier (2022 compared to 2019)



Source: BORIM, 10/9/2025

Physicians Licensed in MA: Specialties



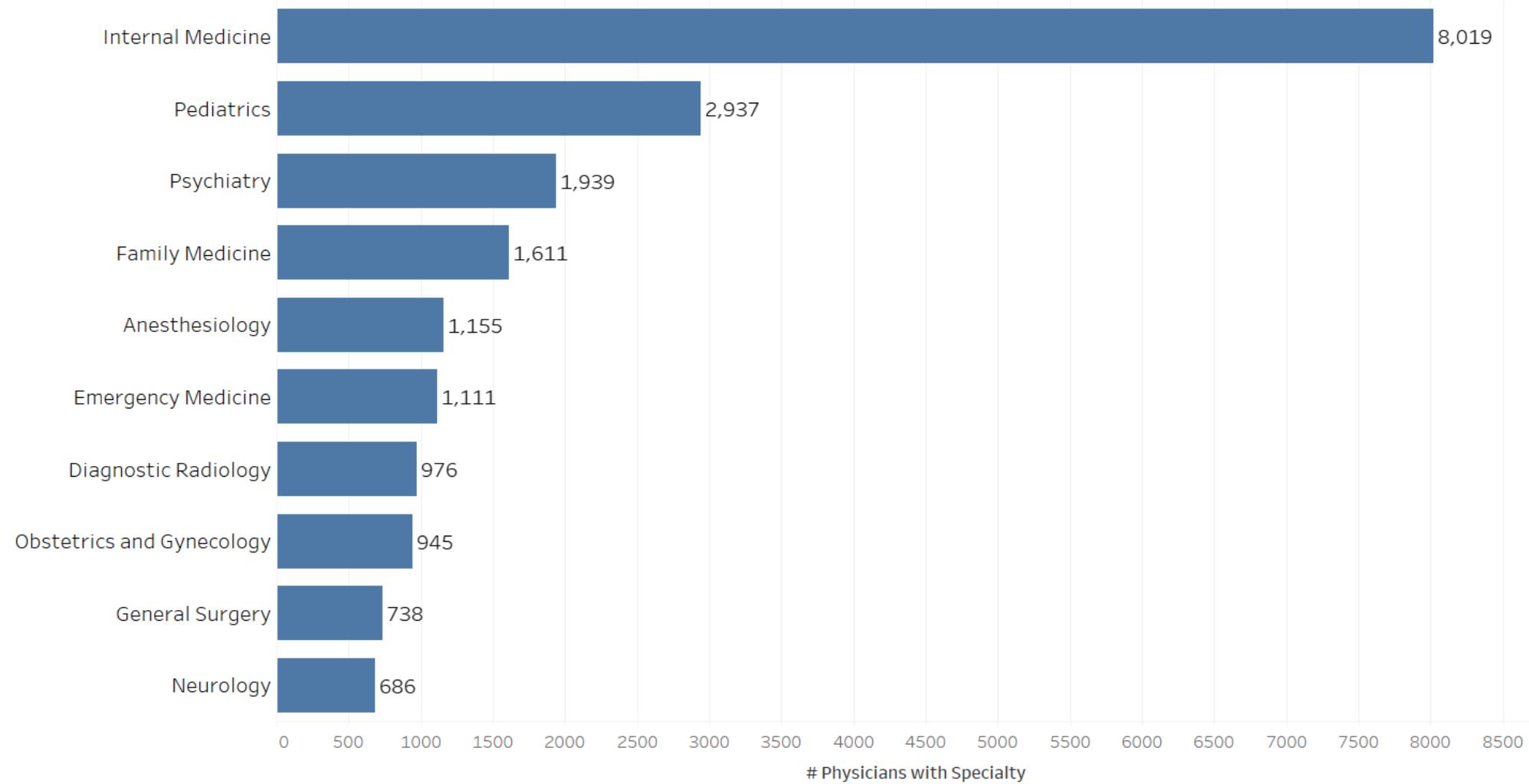
Of the physicians working in MA*

- 91% reported a board specialty**

*Note: Physicians licensed by the Board of Registration in Medicine (BORIM) include MDs and DOs. Physicians provided only 1 business address.

Source: BORIM Standard Release, 8/19/2025

Physician Specialties in MA: Top 10



Note: Includes those with a business address in MA only. Physicians may report more than one specialty. Source: BORIM Standard Release, 8/19/2025

Primary Care Definition for Analysis

For this analysis, we estimated the primary care physician workforce by including the following specialties and subspecialties:

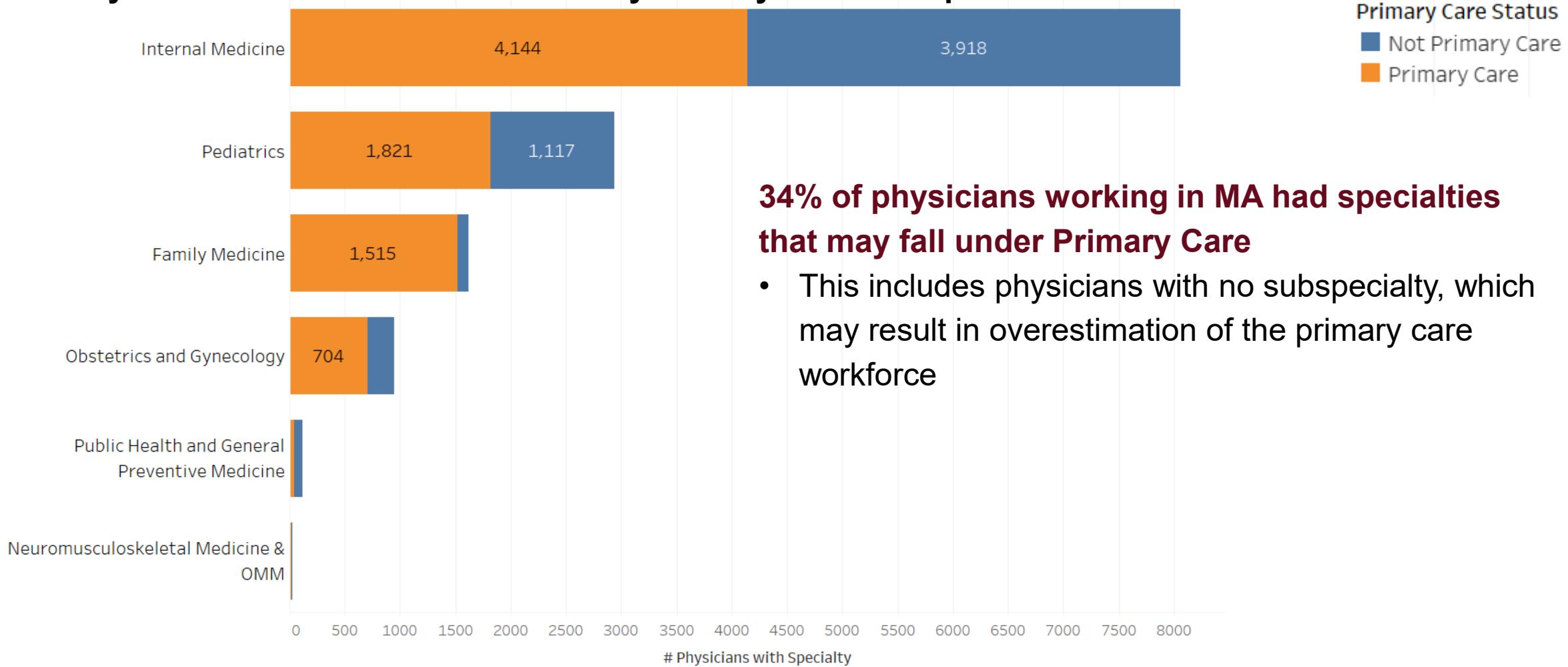
Specialty	Subspecialty
Family Medicine	Adolescent Medicine
	Geriatric Medicine
	None
Internal Medicine	Adolescent Medicine
	Geriatric Medicine
	None
Pediatrics	Adolescent Medicine
Obstetrics & Gynecology	None
Public Health & Preventive Medicine	None
Neuromusculoskeletal Medicine & Osteopathic Manual Manipulation	None

Includes specialties and subspecialties from both the [ABMS](#) and [AOA](#)

Source: <https://www.mass.gov/info-details/masshealth-primary-care-sub-capitation-included-and-excluded-provider-specialties>, Accessed 10/7/2025

Physician Specialties in MA: Primary Care

MA Physicians Estimated to be in Primary Care by Selected Specialties*



*"Primary Care" was defined as either one or more of the displayed specialties **and** either no subspecialty **or** a subspecialty in Adolescent Medicine or Geriatric Medicine. Physicians could choose more than one specialty or subspecialty. Source: BORIM Standard Release, 8/19/2025.

Primary Care Physicians by County: All Primary Care

Primary Care was defined as the number of physicians with one or more of the following specialties:

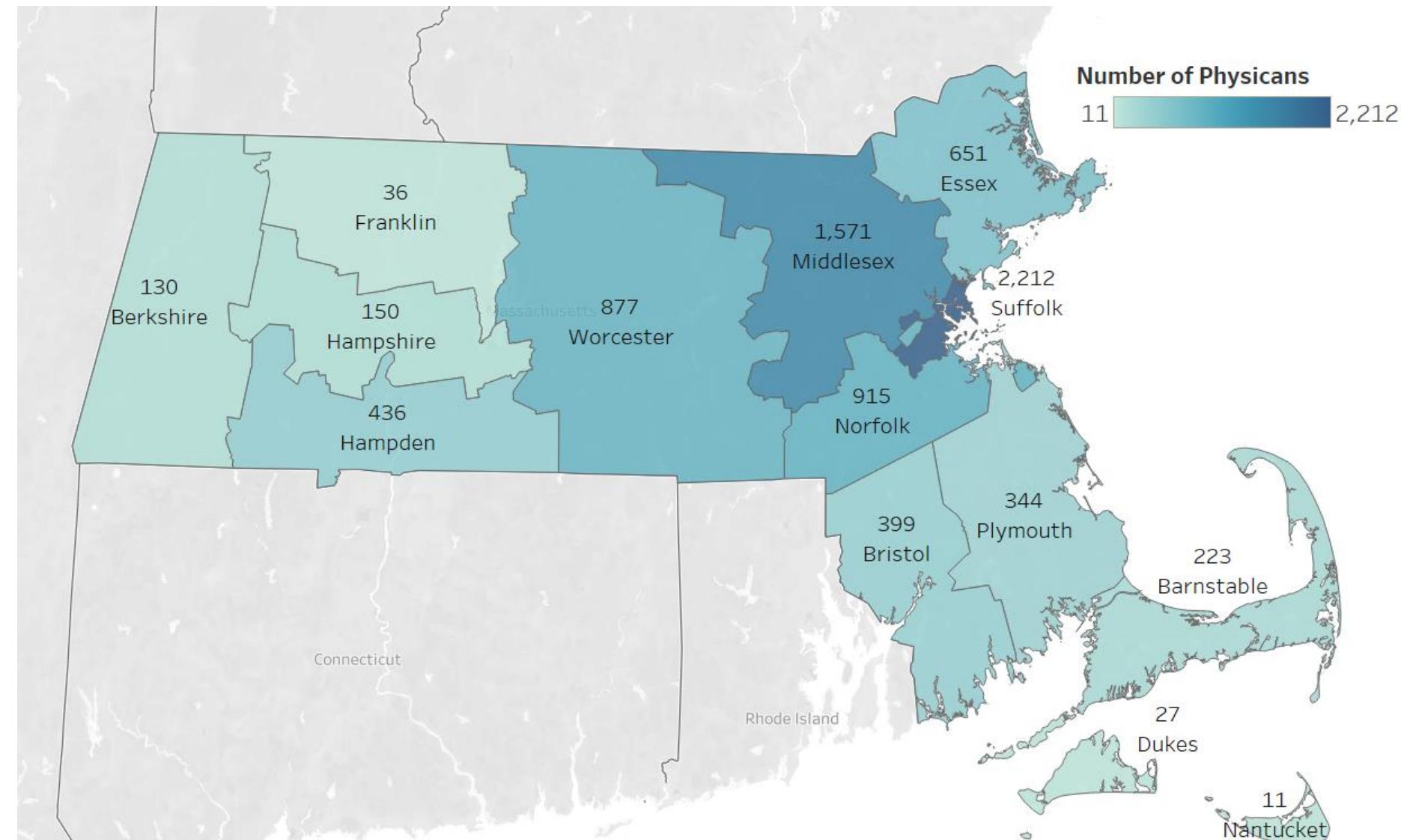
- Family Medicine
- Internal Medicine
- Pediatrics
- Obstetrics & Gynecology
- Public Health & Preventive Medicine
- Neuromusculoskeletal Medicine & Osteopathic Manual Manipulation

AND

Either no subspecialty or a subspecialty in Adolescent Medicine or Geriatric Medicine.

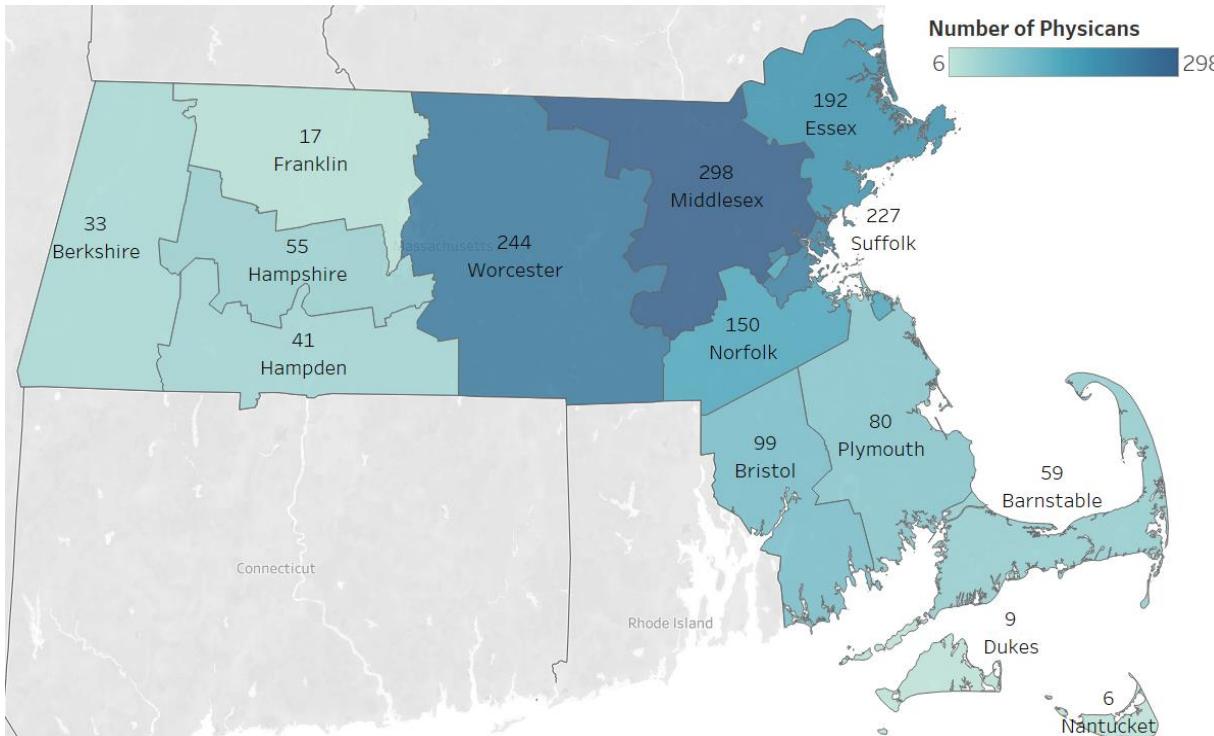
Physicians could select more than one specialty or subspecialty.

Source: BORIM Standard Release, 8/19/2025.

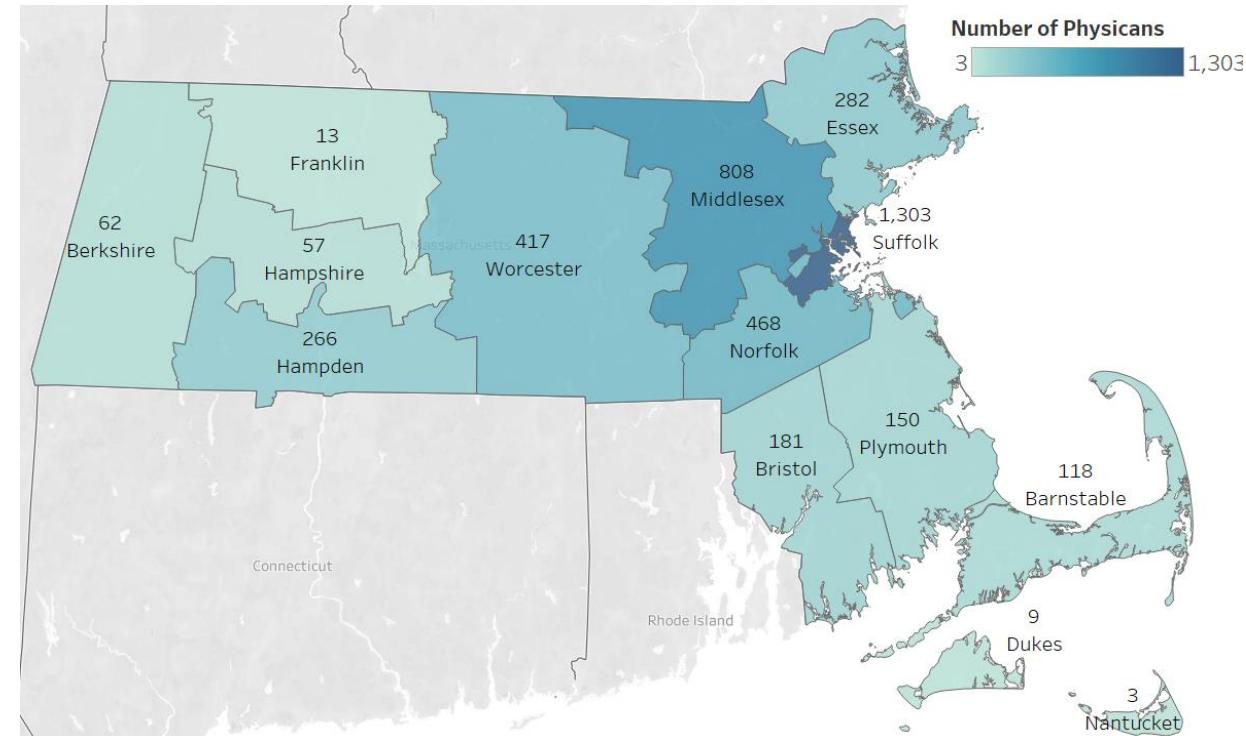


Primary Care Physicians by County: Family and Internal Medicine

Primary Care: Family Medicine includes the number of physicians with the Family Medicine specialty and either no subspecialty or a subspecialty in Adolescent Medicine and/or Geriatric Medicine.



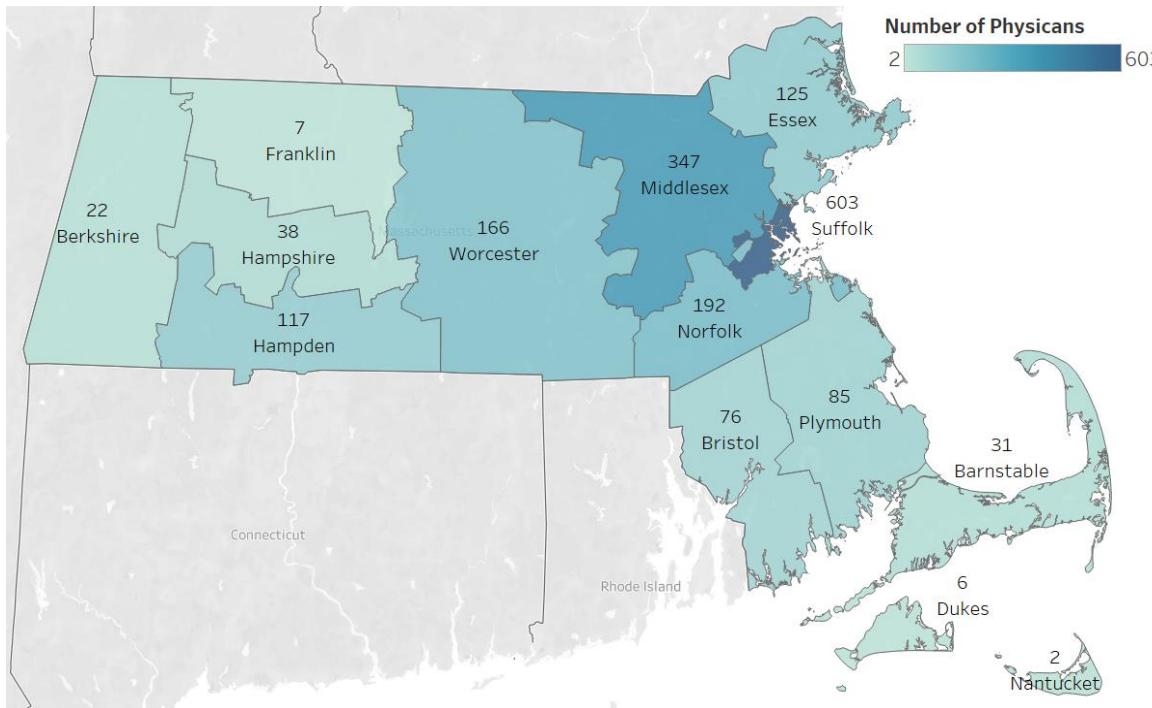
Primary Care: Internal Medicine includes number of physicians with the Internal Medicine specialty and either no subspecialty or a subspecialty in Adolescent Medicine and/or Geriatric Medicine.



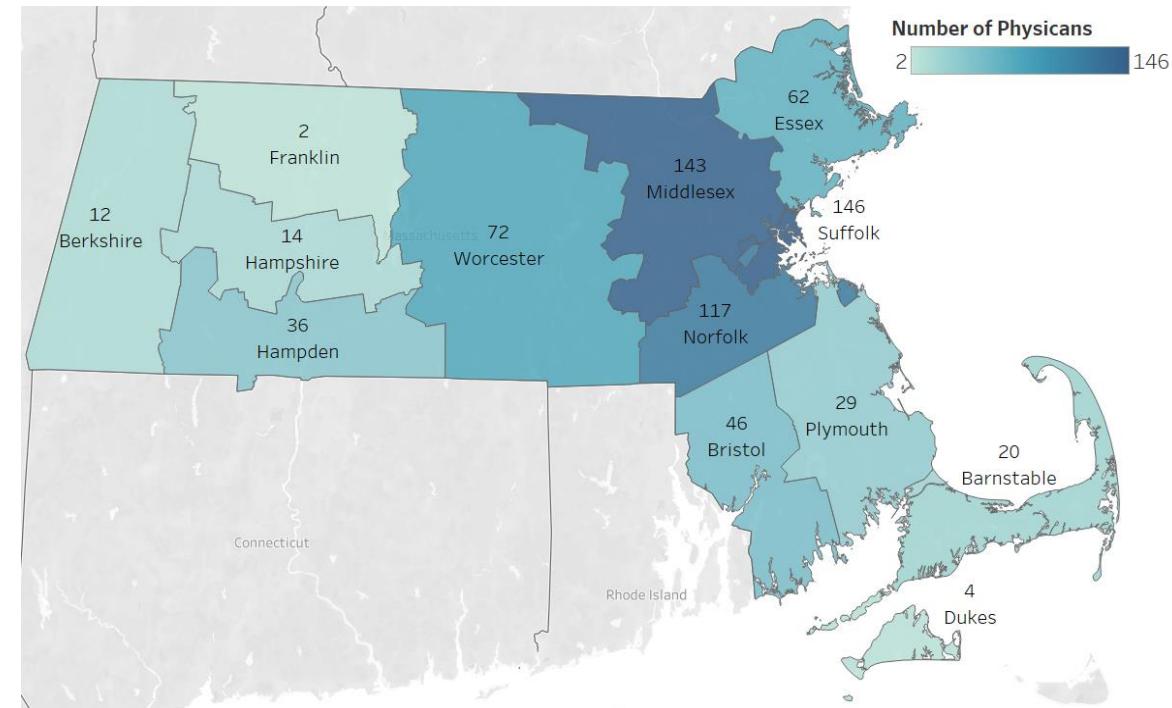
Physicians could select more than one specialty or subspecialty. Source: BORIM Standard Release, 8/19/2025.

Primary Care Physicians by County: Pediatrics and OB/GYN

Primary Care: Pediatrics includes number of physicians with a specialty in Pediatrics and either no subspecialty or a subspecialty in Adolescent Medicine.



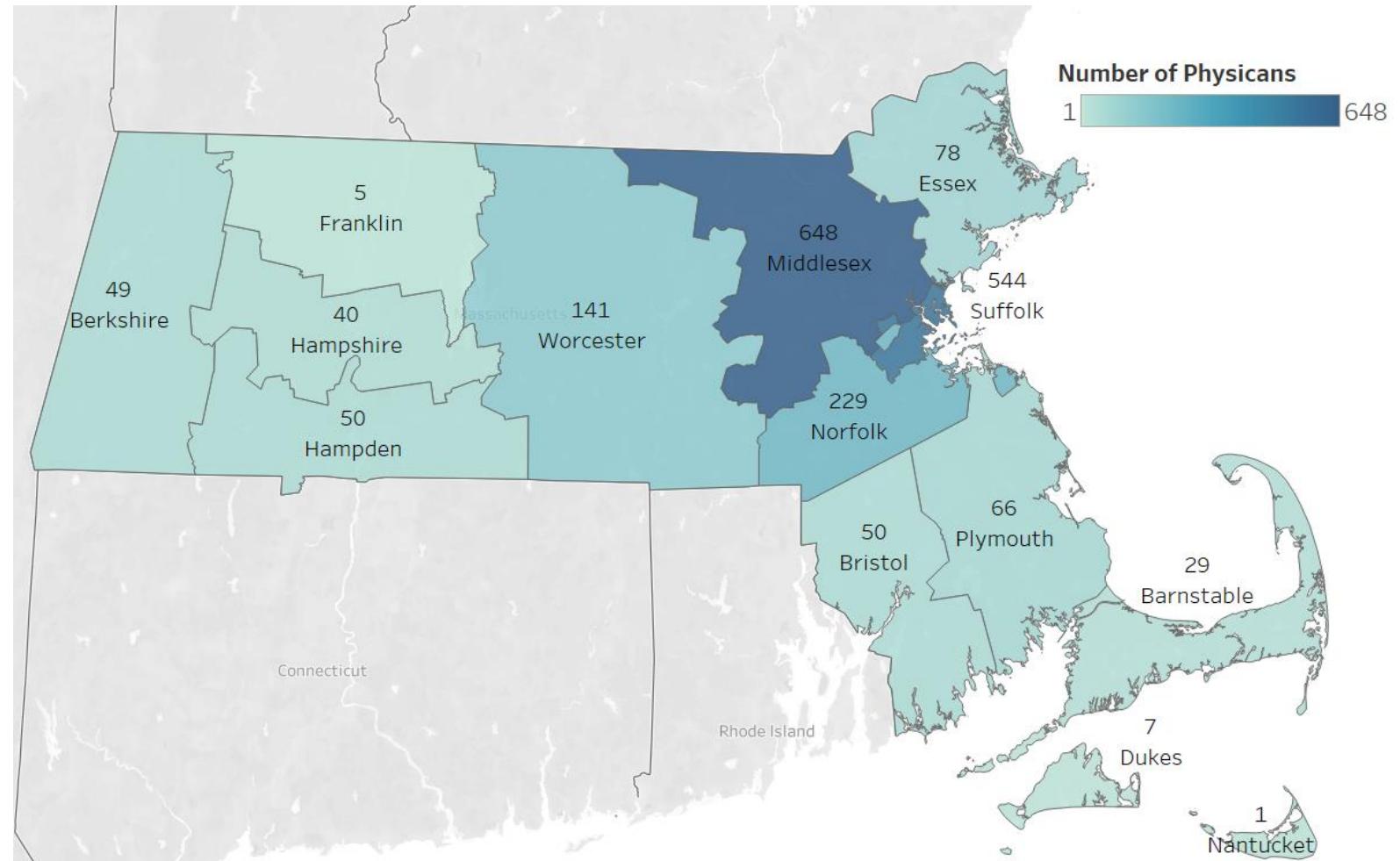
Primary Care: OB/GYN includes number of physicians with a specialty in Obstetrics & Gynecology and no subspecialty.



Physicians could select more than one specialty or subspecialty. Source: BORIM Standard Release, 8/19/2025.

Primary Care Physicians by County: Psychiatry

Psychiatry: Includes number of physicians with all subspecialties and those with no subspecialty.



Physicians could select more than one specialty or subspecialty. Source: BORIM Standard Release, 8/19/2025.

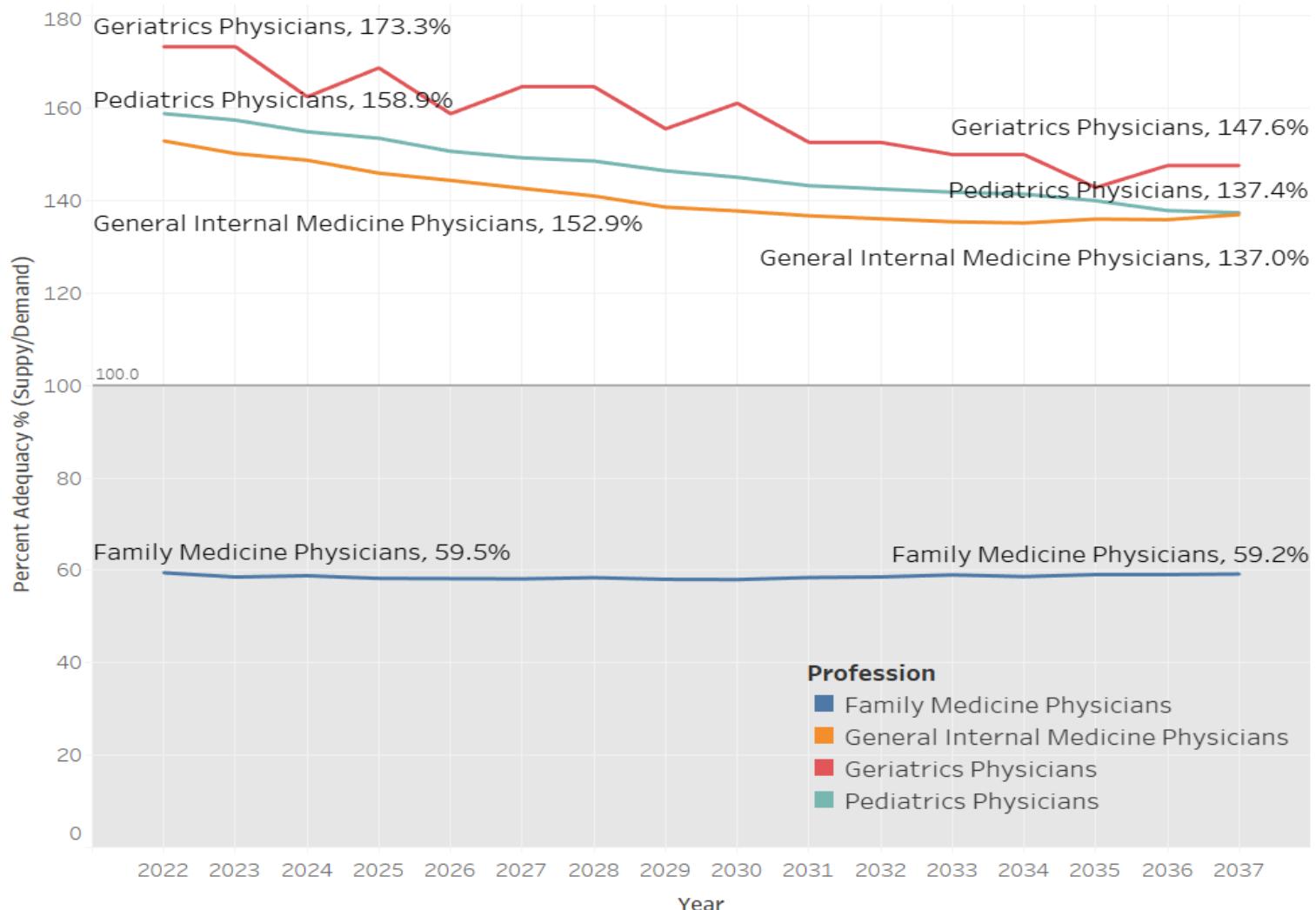
PCP Projections: Health Resources and Service Administration (HRSA)

- Percent adequacy = supply/demand.
- Goal is greater than 100%

Summary:

- The number of Family Medicine Physicians will not be enough to meet the need
- The percent adequacy is projected to decrease for Geriatricians, Pediatricians, and General Internal Medicine Physicians, but will still stay above 100%

HRSA Projected Percent Adequacy of Primary Care Physicians, 2022 - 2037



Source: [HRSA workforce projections](#), Accessed 10/9/25

Matriculation & Graduation by Medical School

DPH conducted outreach at the end of September 2025 with the four medical schools in Massachusetts to obtain high-level data on matriculation, graduation, and residency enrollment over the last 3 years.

Medical School	Avg. Matriculation	MA In-State Matriculants (n, %)	Estimated All-time Graduation Rate*	% Enrolled in MA Residency
Harvard Medical School	165	22 (13%)	99.7%	53%
Tufts Medical School	202	64 (32%)	99%	29%
UMass Medical School	222	139 (62%)	97%	42%
Boston University Medical School	141	36 (26%)	99.5%	24%

**Includes students who graduated more than 4 years after MD program enrollment due to dual-degree programs, additional research years, or other reasons. BU graduation rate reflects the 2016 matriculant cohort, which is now complete.*

Most Common Specialties: All Graduates vs. Graduates Remaining in Massachusetts

DPH conducted outreach at the end of September 2025 with the four medical schools in Massachusetts to obtain high-level data on matriculation, graduation, and residency enrollment over the last 3 years.

Medical School	Years	Top Matched Specialties (All Graduates)	Top Matched Specialties (Graduates Remaining in MA)
Harvard Medical School	2023-2025	Internal Medicine, Anesthesiology, Radiology, Psychiatry, OB/GYN	Internal Medicine, Anesthesiology, General Surgery
Tufts Medical School	2023-2025	Internal Medicine, Anesthesiology, Pediatrics, Psychiatry, General Surgery	Internal Medicine, Anesthesiology, General Surgery
UMass Medical School	2022-2024	Internal Medicine, Pediatrics, Family Medicine, OBGYN, Emergency Medicine	Internal Medicine, Family Medicine, Pediatrics
Boston University Medical School	2023-2025	Internal Medicine, Pediatrics, Surgery, Anesthesiology, Emergency Medicine	Internal Medicine, Pediatrics, Anesthesiology/ General Surgery/ Psychiatry

Telehealth Curricula in Medical Schools

DPH also conducted outreach at the end of September 2025 with the four medical schools in Massachusetts to obtain overviews of how telehealth is incorporated into their curricula.



HARVARD
MEDICAL SCHOOL

Tufts
UNIVERSITY

School of
Medicine



UMass Chan
MEDICAL SCHOOL

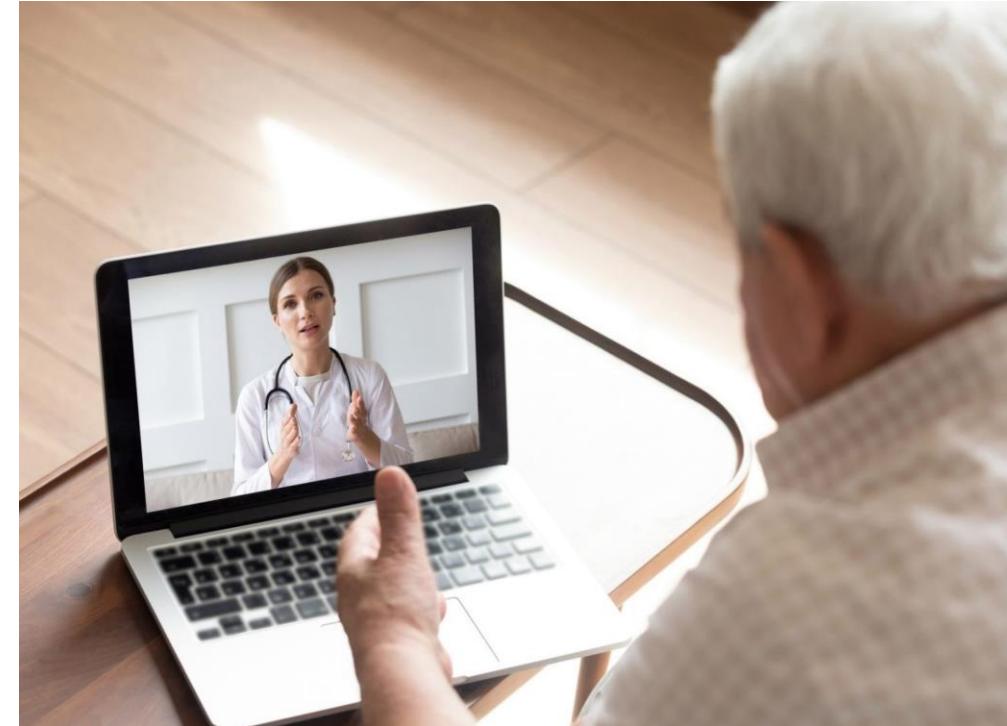


School of Medicine

Harvard Medical School

Key Learning Objectives

- Understand how COVID-19 accelerated telehealth adoption and its benefits, challenges, and risks
- Implement best practices for participating in telemedicine visits, including HIPAA compliance and patient safety
- Perform physical exam maneuvers adapted for video visits to support clinical reasoning
- Analyze telehealth experiences to develop recommendations for integrating medical students and trainees
- Learn about telehealth payment and policy considerations after the pandemic



Tufts Medical School



Incorporated in the Family Medicine Clerkship

Key Learning Objectives

- Describe the history and role of telemedicine during the pandemic and its future in primary care
- Outline the steps of a telemedicine visit
- Demonstrate verbal and nonverbal communication skills for history-taking, assessment, and care planning
- Perform parts of the physical exam feasible via telemedicine

Key Learning Objectives

- Describe the evidence base supporting Hospital at Home quality and safety
- Describe current adoption of Hospital at Home in the United States
- Describe barriers to further scale of Hospital at Home
- Understand patient engagement and portal use in telehealth



Participate in telehealth visits with real patients during clinical training

Boston University Medical School –



Incorporated in the Family Medicine Clerkship

Key Learning Objectives

- Read and discuss: *“Trauma-informed telehealth in the COVID-19 era and beyond”* (Gerber et al.)
- Explore benefits and drawbacks of telehealth
- Best practices for trauma-informed, patient-centered virtual visits:
 - Verify patient location and consent
 - Ensure privacy and respect patient preferences/environment
 - Maintain professional appearance and communication (body language, eye contact)
 - Respond sensitively to patient cues and develop a mutual agenda
 - Consider social determinants of health
- Skills assessed via OSCE telehealth encounter at the end of clerkship



Massachusetts Department of Public Health

Thank you!

<https://www.mass.gov/the-massachusetts-health-care-workforce-center-hcwc>