



Graduate Medical Education Departmental Policy

Policy Title: **Stipend Administration for GME Residents**

Policy Number: 43.18

Effective Date: March 15, 2023 (implementation to begin AY 23-24)

Version: Revision

I. Purpose

To administer a fair and consistent stipend policy that supports the UW Health mission by maintaining competitiveness and establishing market-based compensation compliant with applicable government regulations.

II. Scope

This policy applies to all Graduate Medical Education (GME) residents and fellows in Accreditation Council for Graduate Medical Education (ACGME) accredited programs sponsored by UW Health (UWH).

III. Definitions

Resident: The term “resident” shall refer to both residents and fellows (includes post-doctoral fellows unless otherwise specified). Also known as GME physicians.

Chief Resident: For this policy, the term applies to a resident or fellow that has administrative responsibilities in addition to their required duties and educational activities within their ACGME-accredited training.

Resident Super User: For this policy, the term applies to a resident or fellow with documented competency using Health Link, who acts as a liaison between the users within their department / program, and the Information Services (IS) Health Link Team.

Program(s): Refers to ACGME-accredited program(s).

UW Health: For the purpose of this policy, the term “UW Health” shall mean University of Wisconsin Hospitals and Clinics Authority, which is the sponsoring institution of the ACGME-accredited training programs. “UW Health” is the trade name of University of Wisconsin Hospitals and Clinics Authority and its affiliates.

Stipend: The term used to describe the base compensation, or other periodic sums of money granted to residents for services, or to defray expenses.

Program Standard Post-Graduate Year (PGY) Level: The starting level of the program based on the number of years of accredited prior training which meet prerequisite requirements as indicated by the ACGME or certifying board. For a program with prerequisite requirements of varying lengths, the starting level of the program will be based on the minimum number of years of accredited prior training required for the appointed program as indicated by the ACGME or certifying board.

IV. Procedure

A. Classification and compensation decisions will be made in a fair and equitable manner and will comply with all legal and regulatory requirements.

B. Promotions to the next PGY level are made in consultation with the program director for each training program and are based on successful completion of the current PG year and dates. Special pay programs will be developed and administered as appropriate. Appointments beyond the initial appointment are made for one year, except as specified in the [UW Health GME Resident and Fellow](#)

Handbook. A resident is promoted to subsequent levels in the program unless the department chair or program director determines that the resident has demonstrated inadequate scholarship or professional growth. Semi-annual evaluations are provided to apprise residents of their progress (see GME policies *Evaluation of Residents Faculty and Programs* 43.7, *Academic Improvement* 43.2, *Promotion of Residents* 43.13, and *Resident Expectations and Discipline* 43.4). The resident's start date and progress towards meeting PGY level requirements are the basis for determining a resident's eligibility for a stipend change.

- C. The director of GME, and the director of total rewards (or designee), work together to determine recommended stipend levels. Stipend changes are not effective until they are reviewed and approved by the UWH Graduate Medical Education Committee and the UWHC Authority Board. Residents will be informed by GME Administration of their individual stipend in the annual appointment letter or by email.
- D. Stipend and Post-Graduate Year Levels
It is the objective of UWH to maintain resident salaries at a competitive level as compared to sponsoring institutions nationwide.
 1. Residents and Non-post-doctoral Fellows
 - a. Resident PGY levels will be set at the program standard PGY level. Additional training outside of the standard prerequisite requirement is not recognized when establishing the PGY level for entry into a program.
 - b. Stipend levels will be based on the rates reported in the Association of American Medical Colleges (AAMC) annual *Survey of Resident/Fellow Stipends and Benefits Report*. To ensure competitiveness with GME programs nationwide, UWH strives to set stipends at the 75th percentile of programs nationwide.
 - c. The resident stipend level will correspond to the program's standard PGY level. Residents may qualify for a total of one additional stipend level for any of the reasons listed below:
 - A UWH dedicated non-accredited chief resident year;
 - A UW non-accredited research year as part of UWH ACGME-accredited program training;
 - Completion of prerequisite GME training that is longer than the standard requirement. Prerequisite training will only be considered if specified in ACGME requirements or an official specialty board pathway.
 2. Post-doctoral Fellows
 - a. Stipends are assigned based on the National Institutes of Health Postdoctoral Intramural Research Training Awards corresponding level.
 - b. The stipend will be set at experience level 4-5 with "initial stipend range" for the first year and "second year range" for the second year. The stipend will be set at the 25th percentile of the range.
- E. Ancillary stipends
 1. Well-being
Subject to leadership approval each year, a well-being stipend will be distributed to all residents. This is added to the base PGY stipend and paid across pay periods over the academic year.
 2. Chief Resident
 - a. A resident may receive a lump sum stipend for a chief resident year. If there is more than one chief resident per training program, the stipend will be evenly split unless directed by the program in writing, with specific allocation amounts.
 - b. A resident may serve more than one term
 - c. Qualifications to receive stipend:
 - served during an ACGME-accredited year of training

- in line with any specialty board requirements, if applicable
- training program is three or more years in length
- training program has a total program complement of more than five GME physicians in accredited years of training per year (e.g., a three-year program would need two or more residents per training year)

3. Resident Super User (RSU)

- A resident may receive a stipend, divided into two installments, twice per year, for acting as a liaison between Health Link and a clinical department.
- A resident may serve more than one term.
- Qualifications to receive stipend:
 - must pass a knowledge assessment with a minimum score of 80%
 - must attend 60% of the training meetings throughout an academic year

F. Stipend policy sharing with applicants: An applicant invited to interview for a resident position must be informed of stipend information, in writing or by electronic means, either in effect at the time of the interview or that will be in effect at the time of the applicant's eventual appointment. (IR IV.B.3.)

V. Coordination

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Signed by



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