I. Policy Statement
   A. The purpose of this policy is to set institutional standards for the procedure used to determine salary levels for residents and fellows.
   B. This policy is important because it is necessary to offer salaries comparable to the levels of other institutions sponsoring residency programs and fellowship to maintain consistency and to attract quality resident physicians.

II. Definitions
   Not Applicable

III. Process/Content
   A. Each year the GMEC reviews the Association of American Medical Colleges Council of Teaching Hospitals annual resident stipend report, which is received by the GME office in November/December each year.
   B. The report is used as a guide in determining salaries for the upcoming academic year, July 1 through June 30. Proposed salaries are based on data reported for the Midwest states during the previous year and are presented to hospital administration for final approval.
   C. In order to maintain consistency in salaries for all training physicians, hospital paid salary will be paid in accordance with PGY training level of each resident, irrespective of previous training or completion of residencies prior to the current training program. Departments may, however, supplement salary if they choose.

IV. Attachments
   None

V. References, Regulatory References, Related Documents, or Links
   Not Applicable