


Title: Graduate Medical Education - Determining Salary/Stipend Level of Residents

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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 and fellowship programs to maintain consistency and to attract quality resident physicians.

II. Definitions

- a. **Resident** – Resident means an intern, resident, or fellow who is formally accepted, enrolled, and participating in an approved MUHC medical training program. (based on CMS Guidelines for Teaching Physicians, Interns, and Residents and ACGME Glossary of Terms)

III. Process/Content

- a. The Association of American Medical Colleges (AAMC) publishes an annual resident stipend report, which is used to determine the proposed salaries for the upcoming academic year.
- b. The AAMC report contains salaries by region, therefore the Midwest mean is used to set stipends for MUHC trainees.
- c. In order to maintain consistency in salaries for all training physicians, salaries will be paid according to the PGY status level of the position the resident is recruited into.

IV. Attachments

- a. Not Applicable

V. References, Regulatory References, Related Documents, or Links

- b. Not Applicable