



Graduate Medical Education Policy

GME COMPENSATION/STIPEND POLICY

Applies to: ESFCOM Graduate Medical Education (GME) and all accredited post-graduate medical training programs (i.e. residency or fellowship) and non-accredited clinical fellowship programs sponsored by the Elson S. Floyd College of Medicine

GMEC Approval: May 19, 2020

1.0 Policy Statement:

It is the Elson S. Floyd College of Medicine (ESFCOM) policy, as the sponsoring institution, to establish and assure consistent standards and processes for determining the appropriate stipend level for all Trainees.

2.0 Definitions

Accreditation Council for Graduate Medical Education (ACGME): accredits Sponsoring Institutions and residency and fellowship programs, confers recognition on additional program formats or components, and dedicates resources to initiatives addressing areas of importance in graduate medical education.

Designated Institutional Official (DIO): The individual in a sponsoring institution who has the authority and responsibility for oversight and responsibility of all of the ACGME-accredited programs.

Graduate Medical Education Committee (GMEC): An institutional committee of the College of Medicine charged with the responsibility of monitoring and advising on all aspects of institutional, residency, and fellowship education as required by the ACGME.

Program Director: The designated person accountable for the Program; this person must be selected by the Designated Institutional Official and possess qualifications acceptable to the appropriate Residency Review Committee (RRC) of the ACGME.

Sponsoring Institution: The organization (or entity) that assumes the ultimate financial and academic responsibility for a program of GME. The sponsoring institution has the primary purpose of providing educational programs and/or health care services (e.g., a university, a medical school, a hospital, a school of public health, a health department, a public health agency, an organized health care delivery system, a medical examiner's office, a consortium, an educational foundation).

Trainee: a physician in training at an ACGME accredited graduate medical education program, the term includes Interns, Residents, and Fellows or other trainee enrolled in an educational program whose education falls under the purview of the ESFCOM Office of Graduate Medical Education and GMEC.

3.0 Responsibilities

GMEC and DIO

4.0 Procedures

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All physician in training agreements (PITAs) will follow the GME academic calendar and stipends will reflect the stipend level in effect for that academic year. All stipends will be effective for periods not to exceed twelve (12) months, unless otherwise approved by the GME Office.

- Trainees in all ACGME-accredited programs must be provided with appropriate compensation as recommended annually by the Graduate Medical Education Committee (GMEC).
- Trainees at the same Post-Graduate Year (PGY) level of training in all programs must be paid in accordance with the stipends recommended by the GMEC.
- PGY level credit towards training in another specialty/subspecialty program is not given for time spent as an additional year Chief Resident.
- GME Trainees who successfully complete a year of training, and are reappointed, shall be advanced to the next PGY level, effective July 1st or the anniversary of their start date.

Trainees may not be paid less than, or in excess of, the stipend for the PGY level of training.

The following individuals are exempt from this requirement:

- Residents whose compensation is provided by the United States Armed Forces or the United States Federal Government.
- Additional year Chief Residents

Upon entering a training program, Trainee stipends are determined based on the number of prior GME years of training required to enter that program as indicated by ACGME; or for non-accredited fellowships the PGY-levels as approved by GMEC. (See ACGME Data Resource Book: Table A.11: Total Number of Programs, Years of Accredited Prior Training Required, and Accredited Training Lengths by Specialty and Subspecialty.)

Factors that affect Stipend Levels

- a) Advanced or dual training: Only the minimum number of training years required to fill a position per the Certification or Accreditation body count towards assigning PGY level.
- Example 1: A trainee completes one year in Pathology and switches to Internal Medicine. If the American Board of Internal Medicine (ABIM) does not allow any of the Pathology training year to count towards ABIM certification then the trainee would begin the Internal Medicine program at the PGY1 stipend level.
 - Example 2: A trainee completes two years in General Surgery and switches to Internal Medicine. If the ABIM allows one of the Surgery years to count towards ABIM Certification, then the trainee would begin the Internal Medicine program at the PGY2 level.
 - Example 3: Prior to joining the Vascular Surgery Fellowship, a trainee has completed 7 years of General Surgery at another institution, including 2 years of

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optional research. That trainee will receive PGY credit for only those years that are required to successfully complete the residency program (either by the Certification body or by the previous program.) PGY credit is not given for optional or additional years of training. That trainee would then be paid at the PGY6 level to begin Vascular Surgery.

- b) Repeat year(s): If a GME Trainee is requested to repeat a year (or a portion thereof) in the training program due to deficiency he/she will not receive credit for that year (or portion) and will continue to be paid at the same PGY level for the repeated time.
- c) Research year(s): Upon returning to full-time clinical training and with resumption of the sponsoring institution's funding, the GME trainee will receive PGY credit for a maximum of one year of research, or for the number of research years approved by the program's accreditation organization or certifying board as mandated for all trainees by the training program.

All exceptions to the established stipend rates must be justified by the program director in writing to the DIO. The program director must request and obtain approval from the GMEC before making an offer to a resident for a stipend that is greater or lower than the established approved stipend level.

The PGY level of appointment is determined by the requirements for entering and successfully completing a particular residency or fellowship program. All exceptions to starting a resident at a higher or lower level must be justified by the program director in writing to the DIO and approved by the GMEC.

Stipends and benefits for GME Trainees are reviewed annually by the Graduate Medical Education Committee.

5.0 Related Policies

GME Renewal and Promotion Policy; Clinical Competency Committee Policy

6.0 Key Search Words

Stipend; PGY

7.0 Revision History

GMEC Approval: Revision/Review Date(s)

Responsible Office: ESFCOM GME Office

Policy Contact: Designated Institutional Official

Supersedes: N/A