



RESIDENT AND FELLOW COMPENSATION AND STIPENDS

Policy Title: WSU College of Medicine GME Resident and Fellow Compensation and Stipend Policy

Applies to: Residents and Fellows within WSU Elson S. Floyd College of Medicine Graduate Medical Education (GME) Sponsoring Institution and all accredited post-graduate medical training programs (i.e. residency or fellowship) and non-accredited clinical fellowship programs sponsored by the College of Medicine. This policy does not apply to residents whose compensation is provided by the United States Armed Forces or the United States Federal Government and Additional year Chief Residents.

Date: August 15, 2023

1.0 Policy Statement:

It is the WSU College of Medicine GME policy, as the sponsoring institution, to establish and assure consistent standards and processes for determining the appropriate stipend level for all residents and fellows.

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).

3.0 Responsibilities

GMEC and DIO

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4.0 Procedures

All physician in training agreements (PITAs) will follow the GME academic calendar (July to June) and compensation 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.

- Residents and Fellows in all ACGME-accredited programs must be provided with appropriate compensation as recommended annually by the Graduate Medical Education Committee (GMEC).
- Residents and Fellows must be paid in accordance with the approved stipends for their PGY level and program. Compensation structure may vary from program to program within WSU based on geographic differences and market conditions.
- Residents and Fellows 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 with compensation adjusted to the approved amount for the PGY level to which they are advanced
- The PGY level of appointment is determined by the requirements for entering and successfully completing a particular residency or fellowship program.

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

Upon entering a training program, resident and fellow stipends are determined based on the PGY level that they are appointed to.

If a GME Trainee is required 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.

Recommended stipends and benefits for GME Trainees are reviewed annually by the Graduate Medical Education Committee. The recommendation is reviewed, and final approval and determination made by the Dean's office.

5.0 Related Policies

GME Renewal and Promotion Policy; Clinical Competency Committee Policy

6.0 Revision History

GMEC Approval:	May 19, 2020
Revision/Review Date(s)	August 15, 2023

Responsible Office: WSU College of Medicine Sponsoring Institution

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Policy Contact: Designated Institutional Official

Supersedes: N/A