



Graduate Medical Education Departmental Policy

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

Policy Number: 43.18

Effective Date: 1/15/2025

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) physicians and fellows in Accreditation Council for Graduate Medical Education (ACGME) accredited programs sponsored by UW Health (UWH).

III. Definitions

GME Physician: The term "GME physician" shall refer to both resident and fellow physicians, including post-doctoral fellows (unless otherwise specified).

Chief Resident: For this policy, the term applies to a GME physician 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 GME physician 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 GME physicians 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. GME Administration and UW Health Human Resources department 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.

GME physicians will be informed by GME Administration of their individual stipend in the annual appointment letter or by email.

C. Stipend and Post-Graduate Year Levels

It is the objective of UWH to maintain GME physician salaries at a competitive level as compared to sponsoring institutions nationwide.

1. GME physicians and Non-post-doctoral Fellows

- a. GME physician 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 GME physician Stipends and Benefits Report*. To ensure competitiveness, UWH strives to set stipends at the 75th percentile of comparable sponsoring institutions.
- c. The GME physician stipend level will correspond to the program's standard PGY level. GME physicians 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

Stipends are assigned based on the National Institutes of Health Postdoctoral Intramural Research Training Awards corresponding level.

D. Ancillary stipends

1. Well-being

Subject to leadership approval each year, an annual well-being stipend will be distributed to GME physicians as a lump-sum payment.

2. Chief Resident

- a. A GME physician 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 GME physician 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 GME physicians per training year)

3. Resident Super User (RSU)

- a. A GME physician may receive a stipend, divided into two installments, twice per year, for acting as a liaison between Health Link and a clinical department.
- b. A GME physician may serve more than one term.
- c. 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

E. Stipend policy sharing with applicants: An applicant invited to interview for a GME physician 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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Designated Institutional Official

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Approval Committee: Graduate Medical Education Committee

Signed by

A handwritten signature in black ink, appearing to read "Susan L. Goelzer", written in a cursive style.

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