



ASSOCIATION OF
AMERICAN
MEDICAL COLLEGES

2002 AAMC Survey of Housestaff Stipends, Benefits and Funding

November 2002 Report

AAMC Division of Health Care Affairs





INTRODUCTION

The **AAMC Survey of Housestaff Stipends, Benefits, and Funding (AAMC Housestaff Survey)** has been published annually by the Association of American Medical Colleges since 1968. In 1995, the AAMC implemented a two-year cycle for the **AAMC Housestaff Survey**. Under this plan, an abbreviated questionnaire that collects information about stipends and funding is alternated with the full survey instrument. The 2002 data tables are based on the long format of the survey; the 2003 survey will use the short-length instrument. The two-year survey cycle was implemented to minimize constituents' data collection efforts, yet provide them with current information. This can be done because, with the exception of data on stipends, information collected in the **AAMC Housestaff Survey** remains relatively stable over successive years.

Data for the **2002 AAMC Housestaff Survey** were collected on the AAMC web site at <http://services.aamc.org/HSSLong> beginning in July 2002. A memo announcing availability of the survey was mailed to the chief executive officer of all COTH-member hospitals and all members of the AAMC Group on Resident Affairs. Hospitals were instructed to complete the survey only if they cut the checks for trainee stipends. In cases where the medical school cuts the check, hospitals forwarded the memo to the medical school and the school completed the survey. In addition, a broadcast e-mail was sent to all individuals who completed the prior year **AAMC Housestaff Survey**. With the inclusion of the questions on housestaff funding, the instrument collected data for the 2002-2003 academic year, which began July 1, 2002. The funding section in the **AAMC Housestaff Survey** is always based on data for the most recently completed fiscal year, which for the majority of institutions is the academic year ending June 30, 2002.

The data tables summarize the responses from 270 COTH-member hospitals. For 377 members of the Council of Teaching Hospitals and Health Systems at the time the survey was conducted, this represents an overall response rate of 72 percent. Forty-two of the 270 respondents reported that they do not pay stipends directly; these hospitals are excluded from the data tables. In addition, 29 of the 125 medical schools completed the survey. Medical school data are reported separately in **Tables 6-10, 17, 24 and 31-35**. The 2002 tables display the majority of data in a cross-tabular format, which facilitates comparison of information across multiple peer groups.

The tables are organized into three sections. **Section I** contains stipend data, reported by region and ownership, for all respondents. Tables included in **Section I** present mean stipend data and values at the 25th, 50th and 75th percentiles. With the exception of **Table 4**, which presents data adjusted by the Consumer Price Index (CPI-U, for Urban Consumers), the stipend data are not adjusted for regional wage or cost-of-living differences. **Section II** contains data on housestaff health and other benefits and policies. **Section III** contains data on graduate medical education expenditures and the sources of funding for housestaff stipends and benefits.



Questions regarding the data, as well as requests for special analyses, should be directed to Kevin Serrin, Director of Health Systems Data Operations, at kserrin@aamc.org or 202-828-0541.



SECTION I: HOUSESTAFF STIPENDS

HOUSESTAFF STIPENDS NATIONWIDE 2002-2003

Table 1 contains summary data on national housestaff stipends for each of eight post-MD years. The 2002-2003 mean first post-MD year stipend for all responding institutions is \$38,246. The mean in **Table 1** is an unweighted mean, with each institution, regardless of the size of its training program, having the same ‘weight.’ This approach was selected to prevent the larger institutions from skewing the mean, resulting in a mean that is quite close to the median value (the value at which one-half of the sample has higher values and one-half has lower values). Another approach, weighting stipends by the number of housestaff at each responding institution, is shown in **Table 5**. Comparing the data in **Tables 1** and **5** shows that weighting by the number of housestaff does not result in a significantly different mean stipend.

Table 1 also displays the percent and dollar changes in mean stipends from 2001-2002 to 2002-2003. The mean increase for first-year stipends between 2001-2002 and 2002-2003 was \$886, less than the \$1,356 increase in the mean first-year stipend between 2000-2001 and 2001-2002. The mean percent increase over the first-year stipend for the 2002-2003 academic year is 2.5 percent.

Traditionally, the percent increase declines slightly for subsequent residency years. The lowest increases found in 2002 were increases of 2.1 and 2.2 percent for the 2nd, 3rd and 5th post-MD years. The section on the dollar and percent increase in **Table 1** uses only institutions that responded to both the 2001 and 2002 **AAMC Housestaff Survey** (171 institutions at the first post-MD year, declining to 42 institutions at the eighth year).

NATIONWIDE STIPENDS, 2001-02 THROUGH 2002-2003

Table 2 shows mean first post-MD year stipend through 6th post-MD year stipend from 2001-2002 to the 2002-2003 academic year, by region. Only those respondents who reported for both years were included in this table. **Table 2** also shows the percent and dollar amount increase for each region nationwide. For instance, in the Northeast region, the mean stipend paid at the first post-MD year increased from \$39,069 to \$39,625.

STIPENDS FOR COHORTS OF RESIDENTS 2001-2002 to 2002-2003

Table 3 shows the actual stipend increases experienced by cohorts of residents. The total increase for any resident cohort includes a step increase (the increase in payment received when entering the next post-MD level) and a base increase (the overall average increase associated with increases in the cost of living for every level). The mean increase from the first post-MD year in 2001-2002 to the second-year in 2002-2003 was \$2,435 or 6.6 percent.



NATIONWIDE STIPENDS, 1968-1969 THROUGH 2002-2003

Table 4 shows mean first-post MD year stipends from 1968-69 to the 2002-2003 academic year. Since a somewhat different group of institutions responds each year, this time series of stipends does not represent a true cohort analysis, and changes in stipends from year to year may reflect characteristics of responding institutions in addition to actual stipends changes. **Table 4** shows stipends, both actual and adjusted by the Consumer Price Index (CPI), for the period from 1968 to 2002. Stipend data in **Table 4** are shown both in actual dollars and adjusted to constant 1968 dollars.

Table 4 shows that between 2001-2002 and 2002-2003, the actual stipend increase for all respondents to the 2002 survey contrasted to all respondents in 2001 was 2.3 percent or \$863. The change in CPI- adjusted stipends was an increase of \$89 (from 7,288 to 7,377). It should be noted that stipend increases have not always increased to keep pace with increases in the CPI. In the early 1980's, CPI-adjusted first-year stipends dipped to the stipend levels (in 1968 dollars) that housestaff has received in the 1969-70 academic year. The stipends subsequently remained relatively flat for several years and did not regain the 1979-80 level of \$7,129 until 1992-93.

STIPENDS BY REGION AND OWNERSHIP

Stipend data by region and ownership are displayed in **Tables 5** through **10**. The District of Columbia and the portion of the Washington, DC metropolitan area that is located in suburban Maryland and Virginia are included in the Northeastern Region. The five COTH ownership groups are: state; municipal (county, city, and district hospitals); church-owned; other not for profit; and Veterans Affairs. **Table 5** reports the total number of residents and the weighted mean stipend, by region (weighted by the number of housestaff). **Table 6** shows unweighted mean stipends, **Table 7** shows stipends at the 25th percentile; **Table 8** shows median (50th percentile) stipends; and **Table 9** shows stipends at the 75th percentile. **Table 10** reports the number of COTH hospitals in the representative categories responding to the stipend question. For **Tables 5** through **10**, regions are displayed across the top of the tables; data for all four regions are combined at the far right. Ownership groups are listed on the left side of the tables, with the data for all hospitals (all ownership categories) shown at the beginning of each table. The inclusion of aggregate data facilitates comparison of specific region and ownership groups to those for the other regions, other ownership groups and to the national mean. For example, a state hospital in the West can compare its stipends to those paid by state hospitals in the West, all municipals hospitals, or all hospitals in the Western Region.

Whenever the number of respondents is less than five for any region/ownership category, data for the category are not presented. This practice for the **AAMC Housestaff Survey**, which predates the antitrust exemption guidelines for surveying of salary information in health care settings, promulgated by the U.S. Department of Justice and the Federal Trade Commission in 1994, complies with these guidelines.



DATA FOR VETERANS AFFAIRS COTH MEMBERS

The majority of Veterans Affairs COTH members are on full disbursement agreements with the non-federal teaching institutions that are their graduate medical education partners. In a full disbursement arrangement, the non-federal institution establishes the stipends and benefits package offered to housestaff, and the VA hospital reimburses this non-federal partner at a level that reflects the resident complement rotating through the VA teaching institution. Thus, the stipend levels reported for VA COTH members reflect those of their non-federal partners. Due to the fact that many VA institutions partner with hospitals in the “state” category, their stipend levels for a given region and the nation as a whole are often comparable to those of the institutions in the state ownership category.



Table 1
Housestaff Stipends Nationwide
2002-2003
Dollar and Percent Changes from Prior Year

Year of Training	N	Mean	Percentiles		
			25th	50th	75th
Current Year Stipends					
1st Post-MD Year	222	\$38,238	\$36,782	\$38,000	\$39,888
2nd Post-MD Year	225	39,828	38,019	39,628	41,365
3rd Post-MD Year	226	41,628	39,500	41,251	43,051
4th Post-MD Year	220	43,597	41,003	43,000	45,083
5th Post-MD Year	206	45,193	42,577	44,292	47,575
6th Post-MD Year	178	47,259	44,099	46,147	50,154
7th Post-MD Year	138	48,648	45,521	47,745	51,360
8th Post-MD Year	61	50,374	47,103	49,500	53,515
Dollar Change from Last Year*					
1st Post-MD Year	171	\$886	\$720	\$1,099	\$1,500
2nd Post-MD Year	174	796	599	1,159	1,500
3rd Post-MD Year	175	817	612	1,205	1,531
4th Post-MD Year	172	1,134	799	1,259	1,628
5th Post-MD Year	159	928	666	1,316	1,713
6th Post-MD Year	136	1,286	800	1,367	1,832
7th Post-MD Year	105	1,313	621	1,409	1,843
8th Post-MD Year	42	1,486	1,061	1,492	1,969
Percent Change from Last Year*					
1st Post-MD Year	171	2.5	2.0	3.0	4.0
2nd Post-MD Year	174	2.1	1.5	3.0	3.5
3rd Post-MD Year	175	2.1	1.5	3.0	3.7
4th Post-MD Year	172	2.7	1.8	3.0	4.0
5th Post-MD Year	159	2.2	1.5	3.0	4.0
6th Post-MD Year	136	2.9	1.8	3.0	4.0
7th Post-MD Year	105	2.8	1.4	3.0	4.0
8th Post-MD Year	42	3.1	2.5	3.0	4.4

* Calculated for those respondents who reported in both years.



Table 2
Mean Housestaff Stipends 2001-2002 and 2002-2003 and Mean Increase
By Region

Year of Training	N	All Respondents		Increase *		
		2002-2003	N	2001-2002	%	Amount
All Regions						
1st Post-MD Year	222	\$38,238	246	\$37,383	2.5	\$886
2nd Post-MD Year	225	39,828	249	38,940	2.1	796
3rd Post-MD Year	226	41,628	249	40,667	2.1	817
4th Post-MD Year	220	43,597	244	42,319	2.7	1,134
5th Post-MD Year	206	45,193	233	44,142	2.2	928
6th Post-MD Year	178	47,259	201	45,680	2.9	1,286
Northeast						
1st Post-MD Year	86	\$39,625	89	\$39,069	1.0	\$386
2nd Post-MD Year	87	41,394	91	40,949	1.1	454
3rd Post-MD Year	88	43,467	91	43,008	1.0	418
4th Post-MD Year	84	45,858	87	44,685	2.4	1,070
5th Post-MD Year	79	47,723	83	46,714	2.5	1,176
6th Post-MD Year	74	49,904	71	48,493	2.4	1,122
South						
1st Post-MD Year	48	\$36,330	58	\$35,203	3.4	\$1,157
2nd Post-MD Year	49	37,486	59	36,305	3.1	1,090
3rd Post-MD Year	49	38,840	59	37,645	3.1	1,134
4th Post-MD Year	48	40,342	58	39,239	3.2	1,198
5th Post-MD Year	45	41,833	56	41,014	2.3	708
6th Post-MD Year	37	43,147	47	41,924	3.7	1,464
Midwest						
1st Post-MD Year	63	\$38,113	68	\$37,660	2.8	\$1,046
2nd Post-MD Year	64	39,536	68	38,692	2.4	880
3rd Post-MD Year	64	40,974	68	40,038	2.3	885
4th Post-MD Year	62	42,535	67	41,417	2.5	1,016
5th Post-MD Year	57	43,356	64	42,764	1.2	489
6th Post-MD Year	46	45,438	55	44,281	3.0	1,311
West						
1st Post-MD Year	25	\$37,443	31	\$36,010	4.6	\$1,646
2nd Post-MD Year	25	39,716	31	38,597	3.1	1,178
3rd Post-MD Year	25	42,295	31	40,922	3.4	1,392
4th Post-MD Year	26	44,830	32	43,355	3.4	1,465
5th Post-MD Year	25	47,433	30	45,809	3.3	1,511
6th Post-MD Year	21	49,178	28	47,603	3.0	1,444

* Calculated for those respondents who reported in both years.



Table 3
Changes in Nationwide Housestaff Stipends 2001-2002 to 2002-2003
Received by Cohorts of Residents Advancing One Year

Year of Training	N	Mean	Percentiles		
			25th	50th	75th
Dollar Changes*					
1st to 2nd Post-MD	172	\$2,435	\$2,000	\$2,500	\$3,396
2nd to 3rd Post-MD	175	2,545	2,000	2,700	3,420
3rd to 4th Post-MD	171	2,753	2,139	2,778	3,516
4th to 5th Post-MD	161	2,772	2,300	2,862	3,583
5th to 6th Post-MD	139	2,869	2,225	2,954	3,678
6th to 7th Post-MD	107	2,823	2,145	2,894	3,725
7th to 8th Post-MD	44	3,129	2,514	3,085	3,771
Percent Change*					
1st to 2nd Post-MD	172	6.6	5.4	6.8	9.0
2nd to 3rd Post-MD	175	6.6	5.3	7.0	8.8
3rd to 4th Post-MD	171	6.9	5.4	7.0	8.6
4th to 5th Post-MD	161	6.6	5.5	7.0	8.6
5th to 6th Post-MD	139	6.6	5.4	6.8	8.2
6th to 7th Post-MD	107	6.3	4.7	6.6	7.9
7th to 8th Post-MD	44	6.6	5.4	7.0	7.7

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 * Calculated for those respondents who reported in both years.



Table 4

**Mean First-Year Housestaff Stipends Nationwide
1968-1969 through 2002-2003
Actual and Inflation-Adjusted Figures ***

Year	Actual Stipend	Change from Prior Years		CPI**	Inflation- Adjusted Stipend
		Percent	Dollar		
2002-2003	\$38,238	2.3	\$855	179.9	\$7,376
2001-2002	37,383	4.6	1,655	178.0	7,288
2000-2001	35,728	2.1	743	172.4	7,191
1999-2000	34,985	2.6	881	166.2	7,304
1998-1999	34,104	2.1	717	163.0	7,260
1997-1998	33,387	1.8	598	160.3	7,227
1996-1997	32,789	3.6	1,139	156.7	7,261
1995-1996	31,650	2.9	897	152.5	7,202
1994-1995	30,753	3.8	1,121	148.0	7,210
1993-1994	29,632	3.5	1,014	144.4	7,121
1992-1993	28,618	5.2	1,407	140.2	7,083
1991-1992	27,211	5.2	1,353	136.0	6,943
1990-1991	25,858	4.9	1,209	129.9	6,907
1989-1990	24,649	3.9	920	124.1	6,892
1988-1989	23,729	4.5	1,013	118.0	6,978
1987-1988	22,716	3.3	722	113.5	6,945
1986-1987	21,994	2.5	538	109.5	6,970
1985-1986	21,456	3.1	642	107.6	6,919
1984-1985	20,814	4.5	895	103.7	6,965
1983-1984	19,919	5.1	958	99.5	6,947
1982-1983	18,961	7.5	1,320	97.0	6,783
1981-1982	17,641	9.0	1,453	90.6	6,757
1980-1981	16,188	9.0	1,335	82.7	6,792
1979-1980	14,853	6.4	888	72.3	7,129
1978-1979	13,965	5.9	779	65.2	7,432
1977-1978	13,186	4.4	558	60.7	7,538
1976-1977	12,628	8.1	943	56.8	7,715
1975-1976	11,685	9.3	993	53.6	7,565
1974-1975	10,692	5.7	578	49.0	7,572
1973-1974	10,114	4.3	416	44.2	7,940
1972-1973	9,698	5.4	500	41.7	8,070
1971-1972	9,198	13.3	1,083	40.6	7,861
1970-1971	8,115	10.8	790	38.8	7,257
1969-1970	7,325	18.1	1,125	36.6	6,945
1968-1969	6,200			34.7	6,200

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* Beginning in 2002, data are for forthcoming year

** Inflation-adjusted figures are derived using the Consumer Price Index for ALL Urban Consumers (CPI-U): All items (1982-84=100), June, Dept. of Labor, Bureau of Labor Statistics



Table 5
Weighted Mean Housestaff Stipends
By Region
2002-2003

Year of Training	Total Number of Residents	Weighted Mean
All Regions		
1st Post-MD Year	15419	\$38,065
2nd Post-MD Year	15146	39,568
3rd Post-MD Year	14415	41,285
4th Post-MD Year	10198	43,164
5th Post-MD Year	6066	44,714
6th Post-MD Year	3239	46,728
Northeast		
1st Post-MD Year	5467	\$39,819
2nd Post-MD Year	5131	41,444
3rd Post-MD Year	4866	43,404
4th Post-MD Year	3404	45,498
5th Post-MD Year	1948	47,052
6th Post-MD Year	1056	48,872
South		
1st Post-MD Year	3990	\$36,387
2nd Post-MD Year	4013	37,559
3rd Post-MD Year	3834	38,905
4th Post-MD Year	2699	40,421
5th Post-MD Year	1668	42,132
6th Post-MD Year	857	43,881
Midwest		
1st Post-MD Year	3949	\$37,787
2nd Post-MD Year	3834	39,274
3rd Post-MD Year	3671	40,806
4th Post-MD Year	2431	42,417
5th Post-MD Year	1513	43,639
6th Post-MD Year	778	45,760
West		
1st Post-MD Year	2013	\$37,174
2nd Post-MD Year	2168	39,364
3rd Post-MD Year	2044	41,566
4th Post-MD Year	1664	43,928
5th Post-MD Year	937	46,189
6th Post-MD Year	548	48,425

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Table 6
Mean Housestaff Stipends
By Region and Ownership
2002-2003

	Region					
	Northeast	South	Midwest	West	All	
-----Ownership-----						
All Respondents						
1st Post-MD Year	\$39,625	\$36,330	\$38,113	\$37,443	\$38,238	
2nd Post-MD Year	41,394	37,486	39,536	39,716	39,828	
3rd Post-MD Year	43,467	38,840	40,974	42,295	41,628	
4th Post-MD Year	45,858	40,342	42,535	44,830	43,597	
5th Post-MD Year	47,723	41,833	43,356	47,433	45,193	
6th Post-MD Year	49,904	43,147	45,438	49,178	47,259	
State Hospitals						
1st Post-MD Year		*	\$35,863	*	*	\$37,317
2nd Post-MD Year		*	36,996	*	*	38,772
3rd Post-MD Year		*	38,286	*	*	40,325
4th Post-MD Year		*	39,736	*	*	42,078
5th Post-MD Year		*	41,052	*	*	43,654
6th Post-MD Year		*	42,259	*	*	45,132
Municipal Hospitals						
1st Post-MD Year		*	\$36,544	\$37,590	\$37,555	\$38,339
2nd Post-MD Year		*	37,719	39,104	40,078	40,202
3rd Post-MD Year		*	39,132	40,879	43,445	42,764
4th Post-MD Year		*	40,541	42,730	46,119	44,791
5th Post-MD Year		*	42,092	*	48,811	46,683
6th Post-MD Year		*	43,939	*	51,376	48,924
Church Hospitals						
1st Post-MD Year	\$40,081		*	\$39,105	*	\$39,137
2nd Post-MD Year	41,776		*	40,430	*	40,611
3rd Post-MD Year	43,918		*	41,817	*	42,221
4th Post-MD Year		*	*	43,291	*	43,688
5th Post-MD Year		*	*	41,743	*	43,558
6th Post-MD Year		*	*	46,662	*	46,930



Table 6 continued
Mean Housestaff Stipends
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$39,103	\$37,039	\$37,897	\$37,654	\$38,407
2nd Post-MD Year	40,833	38,233	39,331	40,292	40,032
3rd Post-MD Year	42,838	39,626	40,765	42,850	41,837
4th Post-MD Year	45,369	41,161	42,414	45,569	43,999
5th Post-MD Year	47,128	42,801	43,817	48,834	45,754
6th Post-MD Year	49,221	44,004	45,549	*	47,734
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$40,161
2nd Post-MD Year	*	*	*	*	42,047
3rd Post-MD Year	*	*	*	*	44,065
4th Post-MD Year	*	*	*	*	45,890
5th Post-MD Year	*	*	*	*	49,029
6th Post-MD Year	*	*	*	*	54,625
Medical Schools					
1st Post-MD Year	*	\$35,788	\$38,239	*	\$37,010
2nd Post-MD Year	*	36,846	39,523	*	38,263
3rd Post-MD Year	*	38,169	40,818	*	39,653
4th Post-MD Year	*	39,654	42,149	*	41,179
5th Post-MD Year	*	41,095	43,505	*	42,777
6th Post-MD Year	*	42,648	44,818	*	44,223

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 * Number of respondents too small to report data (fewer than five respondents)



Table 7
25th Percentile Housestaff Stipends
By Region and Ownership
2002-2003

	Region				
	Northeast	South	Midwest	West	All
-----Ownership-----					
All					
1st Post-MD Year	\$38,000	\$35,531	\$37,160	\$36,504	\$36,782
2nd Post-MD Year	39,520	36,636	38,586	38,900	38,019
3rd Post-MD Year	41,243	37,689	39,991	40,848	39,500
4th Post-MD Year	43,000	39,050	41,349	43,200	41,003
5th Post-MD Year	44,142	40,150	42,600	45,302	42,577
6th Post-MD Year	45,783	41,333	43,989	46,500	44,099
State Hospitals					
1st Post-MD Year		*	\$35,250	*	*
2nd Post-MD Year		*	36,646	*	*
3rd Post-MD Year		*	38,000	*	*
4th Post-MD Year		*	39,606	*	*
5th Post-MD Year		*	40,424	*	*
6th Post-MD Year		*	40,964	*	*
Municipal Hospitals					
1st Post-MD Year		*	\$35,000	\$35,947	\$36,565
2nd Post-MD Year		*	36,000	37,770	39,564
3rd Post-MD Year		*	37,300	39,610	41,863
4th Post-MD Year		*	38,700	41,581	44,184
5th Post-MD Year		*	40,100	*	46,620
6th Post-MD Year		*	41,400	*	48,121
Church Hospitals					
1st Post-MD Year	\$40,000		*	\$38,437	*
2nd Post-MD Year	41,000		*	39,628	*
3rd Post-MD Year	42,000		*	40,976	*
4th Post-MD Year		*	*	42,318	*
5th Post-MD Year		*	*	44,068	*
6th Post-MD Year		*	*	45,599	*



Table 7 continued
25th Percentile Housestaff Stipends
By Region and Ownership
2002-2003

	Region				
	Northeast	South	Midwest	West	All
-----Ownership-----					
Other Non Profit Hospitals					
1st Post-MD Year	\$37,500	\$35,761	\$37,142	\$36,000	\$37,026
2nd Post-MD Year	39,199	36,881	38,500	38,000	38,521
3rd Post-MD Year	40,937	37,883	39,804	40,000	40,000
4th Post-MD Year	43,000	39,100	41,062	44,061	41,782
5th Post-MD Year	44,000	40,635	42,490	46,900	43,280
6th Post-MD Year	45,250	42,000	43,989	*	44,905
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$35,790
2nd Post-MD Year	*	*	*	*	37,420
3rd Post-MD Year	*	*	*	*	39,120
4th Post-MD Year	*	*	*	*	40,850
5th Post-MD Year	*	*	*	*	42,440
6th Post-MD Year	*	*	*	*	53,285
Medical Schools					
1st Post-MD Year	*	\$35,567	\$37,634	*	\$36,000
2nd Post-MD Year	*	36,259	38,425	*	37,250
3rd Post-MD Year	*	37,650	39,495	*	38,500
4th Post-MD Year	*	39,000	40,475	*	39,521
5th Post-MD Year	*	40,000	41,630	*	40,917
6th Post-MD Year	*	41,000	42,845	*	42,690

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* Number of respondents too small to report data (fewer than five respondents)



Table 8
Median (50th Percentile) Housestaff Stipends
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
All					
1st Post-MD Year	\$39,947	\$36,454	\$38,100	\$37,596	\$38,000
2nd Post-MD Year	41,423	37,500	39,582	39,786	39,628
3rd Post-MD Year	43,118	38,900	40,988	42,120	41,251
4th Post-MD Year	45,083	40,488	42,482	44,556	43,000
5th Post-MD Year	47,575	41,989	43,924	46,900	44,292
6th Post-MD Year	49,900	43,543	45,564	49,068	46,147
State Hospitals					
1st Post-MD Year	*	\$36,229	*	*	\$37,000
2nd Post-MD Year	*	37,476	*	*	37,669
3rd Post-MD Year	*	38,354	*	*	39,372
4th Post-MD Year	*	40,119	*	*	40,963
5th Post-MD Year	*	41,717	*	*	42,599
6th Post-MD Year	*	43,197	*	*	44,008
Municipal Hospitals					
1st Post-MD Year	*	\$36,577	\$37,085	\$37,596	\$37,085
2nd Post-MD Year	*	37,727	38,670	39,888	39,571
3rd Post-MD Year	*	39,232	40,320	42,276	41,548
4th Post-MD Year	*	40,210	41,841	44,794	43,210
5th Post-MD Year	*	41,539	*	47,929	45,016
6th Post-MD Year	*	44,565	*	50,175	46,592
Church Hospitals					
1st Post-MD Year	\$40,276	*	\$39,449	*	\$39,458
2nd Post-MD Year	41,900	*	40,387	*	40,914
3rd Post-MD Year	44,200	*	41,442	*	42,000
4th Post-MD Year	*	*	43,258	*	43,329
5th Post-MD Year	*	*	44,583	*	45,095
6th Post-MD Year	*	*	46,156	*	46,534



Table 8 continued
Median (50th Percentile) Housestaff Stipends
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$39,252	\$37,135	\$37,800	\$38,126	\$38,192
2nd Post-MD Year	41,000	38,130	39,200	41,537	39,747
3rd Post-MD Year	42,768	39,304	40,796	43,139	41,442
4th Post-MD Year	44,935	40,753	42,385	45,453	43,242
5th Post-MD Year	47,134	42,093	43,902	49,536	44,576
6th Post-MD Year	49,423	43,448	45,400	*	46,527
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$41,143
2nd Post-MD Year	*	*	*	*	41,840
3rd Post-MD Year	*	*	*	*	43,622
4th Post-MD Year	*	*	*	*	44,000
5th Post-MD Year	*	*	*	*	50,833
6th Post-MD Year	*	*	*	*	57,500
Medical Schools					
1st Post-MD Year	*	\$36,290	\$38,314	*	\$37,160
2nd Post-MD Year	*	37,368	39,600	*	38,425
3rd Post-MD Year	*	38,611	41,136	*	39,495
4th Post-MD Year	*	39,972	42,720	*	41,348
5th Post-MD Year	*	41,815	43,942	*	42,932
6th Post-MD Year	*	43,643	45,264	*	44,550

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 * Number of respondents too small to report data (fewer than five respondents)



Table 9
75th Percentile Housestaff Stipends
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
All					
1st Post-MD Year	\$41,765	\$37,467	\$39,000	\$38,250	\$39,888
2nd Post-MD Year	43,784	38,452	40,396	41,010	41,365
3rd Post-MD Year	45,970	39,713	42,065	43,319	43,051
4th Post-MD Year	48,603	41,348	43,374	46,030	45,083
5th Post-MD Year	50,833	43,212	44,700	49,536	47,575
6th Post-MD Year	53,187	45,107	46,404	50,196	50,154
State Hospitals					
1st Post-MD Year	*	\$36,469	*	*	\$38,250
2nd Post-MD Year	*	37,609	*	*	40,020
3rd Post-MD Year	*	39,286	*	*	42,000
4th Post-MD Year	*	40,861	*	*	43,341
5th Post-MD Year	*	42,361	*	*	44,950
6th Post-MD Year	*	43,810	*	*	46,500
Municipal Hospitals					
1st Post-MD Year	*	\$36,782	\$38,412	\$38,220	\$39,606
2nd Post-MD Year	*	38,452	39,577	40,020	40,806
3rd Post-MD Year	*	40,122	41,233	43,319	43,853
4th Post-MD Year	*	42,066	42,926	46,576	46,727
5th Post-MD Year	*	44,335	*	49,840	49,840
6th Post-MD Year	*	45,806	*	54,627	53,217
Church Hospitals					
1st Post-MD Year	\$40,300	*	\$39,730	*	\$40,276
2nd Post-MD Year	42,508	*	41,323	*	41,787
3rd Post-MD Year	45,510	*	42,900	*	42,913
4th Post-MD Year	*	*	44,470	*	44,574
5th Post-MD Year	*	*	46,002	*	47,403
6th Post-MD Year	*	*	48,402	*	49,119



Table 9 continued
75th Percentile Housestaff Stipends
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$41,200	\$37,903	\$38,405	\$40,373	\$40,000
2nd Post-MD Year	43,600	39,438	39,892	42,135	41,752
3rd Post-MD Year	45,853	41,018	41,880	45,281	43,511
4th Post-MD Year	48,090	42,642	43,186	47,386	45,400
5th Post-MD Year	49,795	44,742	44,460	51,317	47,861
6th Post-MD Year	52,557	46,050	46,500	*	50,686
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$44,898
2nd Post-MD Year	*	*	*	*	47,927
3rd Post-MD Year	*	*	*	*	50,694
4th Post-MD Year	*	*	*	*	53,452
5th Post-MD Year	*	*	*	*	56,124
6th Post-MD Year	*	*	*	*	58,798
Medical Schools					
1st Post-MD Year	*	\$36,764	\$39,000	*	\$38,515
2nd Post-MD Year	*	37,958	40,404	*	40,020
3rd Post-MD Year	*	39,471	41,859	*	41,688
4th Post-MD Year	*	41,348	43,366	*	43,060
5th Post-MD Year	*	43,212	44,927	*	44,814
6th Post-MD Year	*	45,107	46,827	*	46,404

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* Number of respondents too small to report data (fewer than five respondents)



Table 10
Number of Respondents to Stipend Question
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
All					
1st Post-MD Year	86	48	63	25	222
2nd Post-MD Year	87	49	64	25	225
3rd Post-MD Year	88	49	64	25	226
4th Post-MD Year	84	48	62	26	220
5th Post-MD Year	79	45	57	25	206
6th Post-MD Year	74	37	46	21	178
State Hospitals					
1st Post-MD Year	4	10	4	4	22
2nd Post-MD Year	4	11	4	4	23
3rd Post-MD Year	4	11	4	4	23
4th Post-MD Year	4	10	4	4	22
5th Post-MD Year	4	10	4	4	22
6th Post-MD Year	4	10	4	4	22
Municipal Hospitals					
1st Post-MD Year	3	6	5	9	23
2nd Post-MD Year	4	6	5	9	24
3rd Post-MD Year	4	6	5	9	24
4th Post-MD Year	4	6	5	9	24
5th Post-MD Year	4	6	4	9	23
6th Post-MD Year	4	5	4	8	21
Church Hospitals					
1st Post-MD Year	5	1	11	2	19
2nd Post-MD Year	5	1	11	2	19
3rd Post-MD Year	5	1	11	2	19
4th Post-MD Year	4	1	11	2	18
5th Post-MD Year	3	1	9	2	15
6th Post-MD Year	4	1	7	2	14



Table 10 continued
Number of Respondents to Stipend Question
By Region and Ownership
2002-2003

-----Ownership-----	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	67	18	33	7	125
2nd Post-MD Year	67	18	33	7	125
3rd Post-MD Year	68	18	33	7	126
4th Post-MD Year	64	18	31	8	121
5th Post-MD Year	61	16	30	7	114
6th Post-MD Year	54	11	23	4	92
Veteran Affairs Hospitals					
1st Post-MD Year	3	2	0	0	5
2nd Post-MD Year	3	2	1	0	6
3rd Post-MD Year	3	2	1	0	6
4th Post-MD Year	4	2	1	0	7
5th Post-MD Year	3	2	0	0	5
6th Post-MD Year	4	1	0	0	5
Medical Schools					
1st Post-MD Year	2	10	10	3	25
2nd Post-MD Year	2	10	10	3	25
3rd Post-MD Year	2	10	10	3	25
4th Post-MD Year	2	10	10	3	25
5th Post-MD Year	2	9	10	3	24
6th Post-MD Year	2	9	8	3	22



SECTION II: HOUSESTAFF BENEFITS AND POLICIES

Tables 11 through 17 display the various health benefits offered to residents and clinical fellows by region and ownership for the 2002-2003 academic year. Included is the percentage of responding institutions' offering housestaff health benefits by all hospitals and medical schools combined, state hospitals, municipal hospitals, church hospitals, other non-profit hospitals, veterans' affairs hospitals and medical schools. **Tables 18 through 28** show other benefits such as parking, housing, annual vacation, retirement benefits, and childcare services, offered to residents and clinical fellows, by region. **Table 29** conveys the percentage of responding institutions that answered "yes or "no" to various questions on housestaff policies regarding HIV, sexual harassment, substance abuse, immunizations and moonlighting.

PERCENTAGE OF HEALTH BENEFITS BY REGION

Table 11 shows the percentage of health benefits for all responding institutions, by region. For example, in the West region, 69.2 percent of responding institutions offer fully paid group medical insurance for residents/fellows; 38.5 percent also pay for family coverage. **Tables 12 – 17** repeat the format of **Table 11**, but disaggregate the ownership categories.

OTHER HOUSESTAFF BENEFITS (NOT HEALTH BENEFITS)

Table 18 reflects the percentage of all hospitals and medical schools that offer other housestaff benefits, by region. For the Northeast region, 1.1 percent of respondents fully pay for housing, 20.2 percent of respondents share the cost of housing with housestaff, 12.4 percent offer housing, but do not pay for it, and 66.3 percent of institutions do not offer housing for its residents and fellows. **Tables 19 – 24** repeat the data in **Table 18** by region and ownership.

Table 25 reports annual vacation and other paid leave available to first-year housestaff in the 2002-2003 academic year. For first year housestaff, 12.2 percent of respondents provide between 1 and 10 days of annual vacation and 43.2 percent provide 11 – 15. **Table 25** also gives the percentage of first-year housestaff that receive paid holidays. The majority of first-year housestaff, 46.4 percent, get zero days off for holidays. Nearly 8 percent of first-year housestaff receive 1 to 5 holidays, 37.9 percent receive 6 to 10 holidays and 8.1 percent receive 11 to 15 holidays. **Table 26** provides similar data for second-year housestaff.

Table 27 presents the percentage of time allotted to first and second year housestaff to attend educational seminars, and the hospital's contribution to these seminars. **Table 28** exhibits additional benefits offered to housestaff, including life insurance, disability, supplemental insurance, childcare services, and financial and career counseling services. For example, 36 percent of respondents provide on-site childcare services for housestaff, and over half (56 percent) offer financial counseling or debt management services.



HOUSESTAFF POLICIES

Table 29 reports data on various policies of interest to housestaff, including policies on HIV exposure, immunization, Family Leave Act, substance abuse, sexual harassment and moonlighting. All responding institutions have formal written procedures for residents to follow in the event of an exposure to blood-borne pathogens such as HIV and Hepatitis B, including prophylactic drug treatments for exposure to HIV. Most institutions (97 percent) have a policy regarding suspected alcohol or drug abuse by housestaff. Most institutions (97 percent) have regulations concerning moonlighting by housestaff; however, only 50 percent of the respondents' states have prohibitions against or regulations for housestaff moonlighting. Seventy-nine percent of respondents allow housestaff to moonlight in their own facilities.



Table 11

**Percent of Respondents Offering Housestaff Health Benefits, by Region
All Hospitals and Medical Schools
2002-2003**

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	33.7	58.0	51.6	69.2	48.0
	Cost Shared	65.2	42.0	48.4	30.8	51.5
	Not Paid	1.1	0.0	0.0	0.0	0.4
	Not Offered	0.0	0.0	0.0	0.0	0.0
Family	Fully Paid	25.8	26.0	34.4	38.5	29.7
	Cost Shared	73.0	58.0	65.6	61.5	66.4
	Not Paid	1.1	16.0	0.0	0.0	3.9
	Not Offered	0.0	0.0	0.0	0.0	0.0
Vision Benefits						
Individual	Fully Paid	10.3	3.2	29.6	63.6	18.5
	Cost Shared	46.2	19.4	29.6	18.2	31.5
	Not Paid	17.9	48.4	18.5	18.2	26.9
	Not Offered	25.6	29.0	22.2	0.0	23.1
Family	Fully Paid	7.7	0.0	22.2	54.5	13.9
	Cost Shared	48.7	19.4	37.0	18.2	34.3
	Not Paid	15.4	51.6	18.5	18.2	26.9
	Not Offered	28.2	29.0	22.2	9.1	25.0
Prescription Drug Benefits						
Individual	Fully Paid	28.6	25.0	16.7	*	27.0
	Cost Shared	66.7	50.0	83.3	*	64.9
	Not Paid	4.8	12.5	0.0	*	5.4
	Not Offered	0.0	12.5	0.0	*	2.7
Family	Fully Paid	23.8	25.0	16.7	*	24.3
	Cost Shared	71.4	50.0	83.3	*	67.6
	Not Paid	4.8	12.5	0.0	*	5.4
	Not Offered	0.0	12.5	0.0	*	2.7
Psychiatric Benefits						
Individual	Fully Paid	11.1	14.3	*	*	19.0
	Cost Shared	88.9	85.7	*	*	81.0
	Not Paid	0.0	0.0	*	*	0.0
	Not Offered	0.0	0.0	*	*	0.0
Family	Fully Paid	0.0	14.3	*	*	14.3
	Cost Shared	100.0	85.7	*	*	85.7
	Not Paid	0.0	0.0	*	*	0.0
	Not Offered	0.0	0.0	*	*	0.0



Table 11 (Continued)

Percent of Respondents Offering Housestaff Health Benefits, by Region
All Hospitals and Medical Schools
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	33.3	50.0	*	*	40.6
	Cost Shared	60.0	50.0	*	*	53.1
	Not Paid	0.0	0.0	*	*	0.0
	Not Offered	6.7	0.0	*	*	6.3
Family	Fully Paid	26.7	20.0	*	*	28.1
	Cost Shared	66.7	50.0	*	*	50.0
	Not Paid	0.0	20.0	*	*	6.3
	Not Offered	6.7	10.0	*	*	15.6
Group Dental Insurance						
Individual	Fully Paid	29.5	26.0	37.5	65.4	35.1
	Cost Shared	59.1	32.0	50.0	34.6	47.8
	Not Paid	8.0	32.0	10.9	0.0	13.2
	Not Offered	3.4	10.0	1.6	0.0	3.9
Family	Fully Paid	20.5	6.0	26.6	46.2	21.9
	Cost Shared	63.6	38.0	59.4	53.8	55.7
	Not Paid	12.5	46.0	12.5	0.0	18.4
	Not Offered	3.4	10.0	1.6	0.0	3.9
Housestaff eligible for Employee Assistance Program (EAP) Services		93.2	86.0	95.3	88.5	91.7
Housestaff eligible for Employee Health Screening Services		95.5	94.0	98.4	88.5	95.2
Life Insurance						
	Fully Paid	76.4	78.0	81.3	84.6	79.0
	Cost Shared	18.0	14.0	12.5	7.7	14.4
	Not Paid	4.5	6.0	4.7	3.8	4.8
	Not Offered	1.1	2.0	1.6	3.8	1.7
Long Term Disability Insurance						
	Fully Paid	65.2	78.0	75.0	80.8	72.5
	Cost Shared	16.9	6.0	14.1	11.5	13.1
	Not Paid	7.9	12.0	7.8	7.7	8.7
	Not Offered	10.1	4.0	3.1	*	5.7

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* Number of respondents too small to report data (fewer than five respondents)



Table 12

**Percent of Respondents Offering Housestaff Health Benefits, by Region
State Hospitals
2002-2003**

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	*	63.6	*	*	52.2
	Cost Shared	*	36.4	*	*	47.8
	Not Paid	*	0.0	*	*	0.0
	Not Offered	*	0.0	*	*	0.0
Family	Fully Paid	*	18.2	*	*	21.7
	Cost Shared	*	72.7	*	*	73.9
	Not Paid	*	9.1	*	*	4.3
	Not Offered	*	0.0	*	*	0.0
Vision Benefits						
Individual	Fully Paid	*	0.0	*	*	16.7
	Cost Shared	*	20.0	*	*	33.3
	Not Paid	*	60.0	*	*	25.0
	Not Offered	*	20.0	*	*	25.0
Family	Fully Paid	*	0.0	*	*	16.7
	Cost Shared	*	20.0	*	*	33.3
	Not Paid	*	60.0	*	*	25.0
	Not Offered	*	20.0	*	*	25.0
Prescription Drug Benefits						
Individual	Fully Paid	*	*	*	*	20.0
	Cost Shared	*	*	*	*	80.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	0.0
Family	Fully Paid	*	*	*	*	20.0
	Cost Shared	*	*	*	*	80.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	0.0
Psychiatric Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*



Table 12 (Continued)

Percent of Respondents Offering Housestaff Health Benefits, by Region
State Hospitals
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Group Dental Insurance						
Individual	Fully Paid	*	27.3	*	*	30.4
	Cost Shared	*	27.3	*	*	39.1
	Not Paid	*	36.4	*	*	21.7
	Not Offered	*	9.1	*	*	8.7
Family	Fully Paid	*	0.0	*	*	13.0
	Cost Shared	*	27.3	*	*	43.5
	Not Paid	*	63.6	*	*	34.8
	Not Offered	*	9.1	*	*	8.7
Housestaff eligible for Employee Assistance Program (EAP) Services						
		*	81.8	*	*	91.3
Housestaff eligible for Employee Health Screening Services						
		*	100.0	*	*	100.0
Life Insurance						
	Fully Paid	*	63.6	*	*	73.9
	Cost Shared	*	18.2	*	*	17.4
	Not Paid	*	18.2	*	*	8.7
Long Term Disability Insurance						
	Fully Paid	*	72.7	*	*	78.3
	Cost Shared	*	*	*	*	4.3
	Not Paid	*	27.3	*	*	13.0
	Not Offered	*	*	*	*	4.3

* Number of respondents too small to report data (fewer than five respondents)



Table 13

**Percent of Respondents Offering Housestaff Health Benefits, by Region
Municipal Hospitals
2002-2003**

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	*	50.0	60.0	77.8	66.7
	Cost Shared	*	50.0	40.0	22.2	33.3
	Not Paid	*	0.0	0.0	0.0	0.0
	Not Offered	*	0.0	0.0	0.0	0.0
Family	Fully Paid	*	50.0	40.0	33.3	45.8
	Cost Shared	*	50.0	60.0	66.7	54.2
	Not Paid	*	0.0	0.0	0.0	0.0
	Not Offered	*	0.0	0.0	0.0	0.0
Vision Benefits						
Individual	Fully Paid	*	*	*	*	36.4
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	45.5
	Not Offered	*	*	*	*	18.2
Family	Fully Paid	*	*	*	*	27.3
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	45.5
	Not Offered	*	*	*	*	27.3
Prescription Drug Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Psychiatric Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*



Table 13 (Continued)

Percent of Respondents Offering Housestaff Health Benefits, by Region
Municipal Hospitals
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	*	*	*	*	80.0
	Cost Shared	*	*	*	*	20.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	0.0
Family	Fully Paid	*	*	*	*	60.0
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	40.0
Group Dental Insurance						
Individual	Fully Paid	*	50.0	60.0	66.7	60.9
	Cost Shared	*	33.3	20.0	33.3	26.1
	Not Paid	*	16.7	20.0	0.0	8.7
	Not Offered	*	0.0	0.0	0.0	4.3
Family	Fully Paid	*	50.0	80.0	44.4	56.5
	Cost Shared	*	33.3	0.0	55.6	30.4
	Not Paid	*	16.7	20.0	0.0	8.7
	Not Offered	*	0.0	0.0	0.0	4.3
Housestaff eligible for Employee Assistance Program (EAP) Services						
		*	100.0	100.0	77.8	91.3
Housestaff eligible for Employee Health Screening Services						
		*	100.0	100.0	77.8	91.3
Life Insurance						
	Fully Paid	*	83.3	80.0	77.8	70.8
	Cost Shared	*	16.7	*	11.1	12.5
	Not Paid	*	*	20.0	11.1	12.5
	Not Offered	*	*	*	*	4.2
Long Term Disability Insurance						
	Fully Paid	*	100.0	60.0	66.7	62.5
	Cost Shared	*	*	*	11.1	8.3
	Not Paid	*	*	40.0	22.2	20.8
	Not Offered	*	*	*	*	8.3

* Number of respondents too small to report data (fewer than five respondents)



Table 14
Percent of Respondents Offering Housestaff Health Benefits, by Region
Church Hospitals
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	40.0	*	72.7	*	55.0
	Cost Shared	60.0	*	27.3	*	45.0
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	0.0	*	0.0	*	0.0
Family	Fully Paid	20.0	*	36.4	*	25.0
	Cost Shared	80.0	*	63.6	*	70.0
	Not Paid	0.0	*	0.0	*	5.0
	Not Offered	0.0	*	0.0	*	0.0
Vision Benefits						
Individual	Fully Paid	*	*	14.3	*	12.5
	Cost Shared	*	*	71.4	*	62.5
	Not Paid	*	*	14.3	*	12.5
	Not Offered	*	*	0.0	*	12.5
Family	Fully Paid	*	*	14.3	*	12.5
	Cost Shared	*	*	71.4	*	62.5
	Not Paid	*	*	14.3	*	12.5
	Not Offered	*	*	0.0	*	12.5
Prescription Drug Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Psychiatric Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*



Table 14 (Continued)

Percent of Respondents Offering Housestaff Health Benefits, by Region
Church Hospitals
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Group Dental Insurance						
Individual	Fully Paid	60.0	*	54.5	*	50.0
	Cost Shared	40.0	*	36.4	*	45.0
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	0.0	*	9.1	*	5.0
Family	Fully Paid	20.0	*	36.4	*	25.0
	Cost Shared	80.0	*	54.5	*	70.0
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	0.0	*	9.1	*	5.0
Housestaff eligible for Employee Assistance Program (EAP) Services						
		100.0	*	100.0	*	100.0
Housestaff eligible for Employee Health Screening Services						
		100.0	*	100.0	*	95.0
Life Insurance						
	Fully Paid	80.0	*	90.9	*	90.0
	Cost Shared	20.0	*	9.1	*	10.0
Long Term Disability Insurance						
	Fully Paid	60.0	*	81.8	*	75.0
	Cost Shared	20.0	*	18.2	*	20.0
	Not Paid	20.0	*	*	*	5.0

* Number of respondents too small to report data (fewer than five respondents)



Table 15

**Percent of Respondents Offering Housestaff Health Benefits, by Region
Other Non Profit Hospitals
2002-2003**

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	30.9	72.2	48.5	75.0	44.1
	Cost Shared	67.6	27.8	51.5	25.0	55.1
	Not Paid	1.5	0.0	0.0	0.0	0.8
	Not Offered	0.0	0.0	0.0	0.0	0.0
Family	Fully Paid	23.5	38.9	30.3	62.5	29.9
	Cost Shared	75.0	44.4	69.7	37.5	66.9
	Not Paid	1.5	16.7	0.0	0.0	3.1
	Not Offered	0.0	0.0	0.0	0.0	0.0
Vision Benefits						
Individual	Fully Paid	12.9	0.0	30.0	*	17.9
	Cost Shared	48.4	9.1	20.0	*	32.1
	Not Paid	19.4	54.5	40.0	*	30.4
	Not Offered	19.4	36.4	10.0	*	19.6
Family	Fully Paid	9.7	0.0	20.0	*	14.3
	Cost Shared	51.6	9.1	30.0	*	35.7
	Not Paid	16.1	54.5	40.0	*	28.6
	Not Offered	22.6	36.4	10.0	*	21.4
Prescription Drug Benefits						
Individual	Fully Paid	31.3	*	*	*	26.1
	Cost Shared	68.8	*	*	*	69.6
	Not Paid	0.0	*	*	*	4.3
	Not Offered	0.0	*	*	*	0.0
Family	Fully Paid	25.0	*	*	*	21.7
	Cost Shared	75.0	*	*	*	73.9
	Not Paid	0.0	*	*	*	4.3
	Not Offered	0.0	*	*	*	0.0
Psychiatric Benefits						
Individual	Fully Paid	14.3	*	*	*	22.2
	Cost Shared	85.7	*	*	*	77.8
	Not Paid	0.0	*	*	*	0.0
	Not Offered	0.0	*	*	*	0.0
Family	Fully Paid	0.0	*	*	*	11.1
	Cost Shared	100.0	*	*	*	88.9
	Not Paid	0.0	*	*	*	0.0
	Not Offered	0.0	*	*	*	0.0



Table 15 (Continued)

**Percent of Respondents Offering Housestaff Health Benefits, by Region
Other Non Profit Hospitals
2002-2003**

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	41.7	*	*	*	47.1
	Cost Shared	58.3	*	*	*	52.9
	Not Paid	0.0	*	*	*	0.0
	Not Offered	0.0	*	*	*	0.0
Family	Fully Paid	33.3	*	*	*	35.3
	Cost Shared	66.7	*	*	*	52.9
	Not Paid	0.0	*	*	*	5.9
	Not Offered	0.0	*	*	*	5.9
Group Dental Insurance						
Individual	Fully Paid	26.5	27.8	33.3	75.0	31.5
	Cost Shared	64.7	22.2	54.5	25.0	53.5
	Not Paid	7.4	38.9	12.1	0.0	12.6
	Not Offered	1.5	11.1	0.0	0.0	2.4
Family	Fully Paid	19.1	0.0	21.2	62.5	19.7
	Cost Shared	66.2	38.9	66.7	37.5	60.6
	Not Paid	13.2	50.0	12.1	0.0	17.3
	Not Offered	1.5	11.1	0.0	0.0	2.4
Housestaff eligible for Employee Assistance Program (EAP) Services		91.2	83.3	97.0	87.5	91.3
Housestaff eligible for Employee Health Screening Services		95.6	94.4	100.0	100.0	96.9
Life Insurance						
	Fully Paid	85.3	88.9	84.8	75.0	85.0
	Cost Shared	14.7	11.1	12.1	12.5	13.4
	Not Paid	*	*	3.0	*	0.8
	Not Offered	*	*	*	12.5	0.8
Long Term Disability Insurance						
	Fully Paid	72.1	77.8	78.8	87.5	75.6
	Cost Shared	19.1	11.1	12.1	12.5	15.7
	Not Paid	4.4	11.1	6.1	*	5.5
	Not Offered	4.4	*	3.0	*	3.1

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 * Number of respondents too small to report data (fewer than five respondents)



Table 16
Percent of Respondents Offering Housestaff Health Benefits, by Region
Veterans Affairs Hospitals
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	*	*	*	*	14.3
	Cost Shared	*	*	*	*	85.7
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	0.0
Family	Fully Paid	*	*	*	*	14.3
	Cost Shared	*	*	*	*	85.7
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	0.0
Vision Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Prescription Drug Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Psychiatric Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*



Table 16 (Continued)

Percent of Respondents Offering Housestaff Health Benefits, by Region
Veterans Affairs Hospitals
2002-2003

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Group Dental Insurance						
Individual	Fully Paid	*	*	*	*	0.0
	Cost Shared	*	*	*	*	85.7
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	14.3
Family	Fully Paid	*	*	*	*	0.0
	Cost Shared	*	*	*	*	85.7
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	14.3
Housestaff eligible for Employee Assistance Program (EAP) Services						
		*	*	*	*	85.7
Housestaff eligible for Employee Health Screening Services						
		*	*	*	*	100.0
Life Insurance						
	Fully Paid	*	*	*	*	14.3
	Cost Shared	*	*	*	*	42.9
	Not Paid	*	*	*	*	42.9
Long Term Disability Insurance						
	Fully Paid	*	*	*	*	14.3
	Not Paid	*	*	*	*	14.3
	Not Offered	*	*	*	*	71.4

* Number of respondents too small to report data (fewer than five respondents)



Table 17

**Percent of Respondents Offering Housestaff Health Benefits, by Region
Medical schools
2002-2003**

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	*	50.0	50.0	*	52.0
	Cost Shared	*	50.0	50.0	*	48.0
	Not Paid	*	0.0	0.0	*	0.0
	Not Offered	*	0.0	0.0	*	0.0
Family	Fully Paid	*	0.0	50.0	*	28.0
	Cost Shared	*	70.0	50.0	*	60.0
	Not Paid	*	30.0	0.0	*	12.0
	Not Offered	*	0.0	0.0	*	0.0
Vision Benefits						
Individual	Fully Paid	*	12.5	*	*	20.0
	Cost Shared	*	25.0	*	*	26.7
	Not Paid	*	37.5	*	*	20.0
	Not Offered	*	25.0	*	*	33.3
Family	Fully Paid	*	0.0	*	*	6.7
	Cost Shared	*	25.0	*	*	33.3
	Not Paid	*	50.0	*	*	26.7
	Not Offered	*	25.0	*	*	33.3
Prescription Drug Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Psychiatric Benefits						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*



Table 17 (Continued)

Percent of Respondents Offering Housestaff Health Benefits, by Region
 Medical schools
 2002-2003

		Region				
		Northeast	South	Midwest	West	All
Counseling, Psychologic Support						
Individual	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Group Dental Insurance						
Individual	Fully Paid	*	20.0	30.0	*	32.0
	Cost Shared	*	30.0	50.0	*	36.0
	Not Paid	*	40.0	20.0	*	28.0
	Not Offered	*	10.0	0.0	*	4.0
Family	Fully Paid	*	0.0	10.0	*	12.0
	Cost Shared	*	30.0	60.0	*	44.0
	Not Paid	*	60.0	30.0	*	40.0
	Not Offered	*	10.0	0.0	*	4.0
Housestaff eligible for Employee Assistance Program (EAP) Services						
		*	90.0	80.0	*	88.0
Housestaff eligible for Employee Health Screening Services						
		*	90.0	90.0	*	84.0
Life Insurance						
	Fully Paid	*	80.0	70.0	*	76.0
	Cost Shared	*	*	20.0	*	12.0
	Not Paid	*	10.0	*	*	4.0
	Not Offered	*	10.0	10.0	*	8.0
Long Term Disability Insurance						
	Fully Paid	*	90.0	70.0	*	80.0
	Cost Shared	*	*	20.0	*	12.0
	Not Paid	*	*	10.0	*	4.0
	Not Offered	*	10.0	*	*	4.0

* Number of respondents too small to report data (fewer than five respondents)



Table 18
Percent of Respondents Offering Other Housestaff Benefits, by Region
All Hospitals and Medical Schools
2002-2003

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	1.1	6.0	1.6	3.8	2.6
Cost Shared	20.2	8.0	3.1	0.0	10.5
Not Paid	12.4	10.0	12.5	15.4	12.2
Not Offered	66.3	76.0	82.8	80.8	74.7
Parking					
Fully Paid	56.2	68.0	68.8	53.8	62.0
Cost Shared	22.5	16.0	6.3	11.5	15.3
Not Paid	18.0	8.0	20.3	19.2	16.6
Not Offered	3.4	8.0	4.7	15.4	6.1
Meals, When Working					
Fully Paid	14.8	16.0	37.5	38.5	24.1
Cost Shared	30.7	36.0	14.1	15.4	25.4
Not Paid	19.3	20.0	23.4	26.9	21.5
Not Offered	35.2	28.0	25.0	19.2	28.9
Meals, When on Call					
Fully Paid	64.8	70.0	85.9	73.1	72.8
Cost Shared	25.0	30.0	7.8	26.9	21.5
Not Paid	4.5	0.0	3.1	0.0	2.6
Not Offered	5.7	0.0	3.1	0.0	3.1



Table 19
Percent of Respondents Offering Other Housestaff Benefits, by Region
State Hospitals
2002-2003

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	*	9.1	*	*	4.3
Cost Shared	*	0.0	*	*	0.0
Not Paid	*	9.1	*	*	8.7
Not Offered	*	81.8	*	*	87.0
Parking					
Fully Paid	*	36.4	*	*	21.7
Cost Shared	*	27.3	*	*	21.7
Not Paid	*	9.1	*	*	30.4
Not Offered	*	27.3	*	*	26.1
Meals, When Working					
Fully Paid	*	9.1	*	*	4.3
Cost Shared	*	27.3	*	*	13.0
Not Paid	*	18.2	*	*	30.4
Not Offered	*	45.5	*	*	52.2
Meals, When on Call					
Fully Paid	*	63.6	*	*	60.9
Cost Shared	*	36.4	*	*	34.8
Not Paid	*	0.0	*	*	4.3
Not Offered	*	0.0	*	*	0.0

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 * Number of respondents too small to report data (fewer than five respondents)



Table 20
Percent of Respondents Offering Other Housestaff Benefits, by Region
Municipal Hospitals
2002-2003

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	*	0.0	0.0	0.0	0.0
Cost Shared	*	0.0	0.0	0.0	4.2
Not Paid	*	0.0	0.0	11.1	8.3
Not Offered	*	100.0	100.0	88.9	87.5
Parking					
Fully Paid	*	33.3	60.0	66.7	45.8
Cost Shared	*	66.7	0.0	0.0	29.2
Not Paid	*	0.0	40.0	22.2	20.8
Not Offered	*	0.0	0.0	11.1	4.2
Meals, When Working					
Fully Paid	*	16.7	40.0	66.7	43.5
Cost Shared	*	33.3	20.0	22.2	21.7
Not Paid	*	33.3	20.0	0.0	17.4
Not Offered	*	16.7	20.0	11.1	17.4
Meals, When on Call					
Fully Paid	*	50.0	100.0	77.8	78.3
Cost Shared	*	50.0	0.0	22.2	21.7
Not Paid	*	0.0	0.0	0.0	0.0
Not Offered	*	0.0	0.0	0.0	0.0

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 * Number of respondents too small to report data (fewer than five respondents)



Table 21
Percent of Respondents Offering Other Housestaff Benefits, by Region
Church Hospitals
2002-2003

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	0.0	*	0.0	*	0.0
Cost Shared	40.0	*	0.0	*	15.0
Not Paid	40.0	*	9.1	*	20.0
Not Offered	20.0	*	90.9	*	65.0
Parking					
Fully Paid	40.0	*	100.0	*	80.0
Cost Shared	0.0	*	0.0	*	5.0
Not Paid	60.0	*	0.0	*	15.0
Not Offered	0.0	*	0.0	*	0.0
Meals, When Working					
Fully Paid	0.0	*	72.7	*	40.0
Cost Shared	40.0	*	9.1	*	30.0
Not Paid	60.0	*	9.1	*	25.0
Not Offered	0.0	*	9.1	*	5.0
Meals, When on Call					
Fully Paid	20.0	*	100.0	*	70.0
Cost Shared	60.0	*	0.0	*	25.0
Not Paid	20.0	*	0.0	*	5.0
Not Offered	0.0	*	0.0	*	0.0

=====
 * Number of respondents too small to report data (fewer than five respondents)



Table 22

**Percent of Respondents Offering Other Housestaff Benefits, by Region
Other Non Profit Hospitals
2002-2003**

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	1.5	0.0	3.0	12.5	2.4
Cost Shared	19.1	11.1	6.1	0.0	13.4
Not Paid	11.8	5.6	18.2	12.5	12.6
Not Offered	67.6	83.3	72.7	75.0	71.7
Parking					
Fully Paid	60.3	88.9	72.7	62.5	67.7
Cost Shared	22.1	0.0	12.1	12.5	15.7
Not Paid	13.2	11.1	15.2	12.5	13.4
Not Offered	4.4	0.0	0.0	12.5	3.1
Meals, When Working					
Fully Paid	17.6	22.2	33.3	50.0	24.4
Cost Shared	35.3	33.3	15.2	12.5	28.3
Not Paid	16.2	16.7	18.2	25.0	17.3
Not Offered	30.9	27.8	33.3	12.5	29.9
Meals, When on Call					
Fully Paid	70.6	83.3	87.9	87.5	78.0
Cost Shared	23.5	16.7	9.1	12.5	18.1
Not Paid	1.5	0.0	0.0	0.0	0.8
Not Offered	4.4	0.0	3.0	0.0	3.1



Table 23
Percent of Respondents Offering Other Housestaff Benefits, by Region
Veterans Affairs Hospitals
2002-2003

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	*	*	*	*	14.3
Cost Shared	*	*	*	*	14.3
Not Paid	*	*	*	*	0.0
Not Offered	*	*	*	*	71.4
Parking					
Fully Paid	*	*	*	*	71.4
Cost Shared	*	*	*	*	0.0
Not Paid	*	*	*	*	0.0
Not Offered	*	*	*	*	28.6
Meals, When Working					
Fully Paid	*	*	*	*	28.6
Cost Shared	*	*	*	*	14.3
Not Paid	*	*	*	*	0.0
Not Offered	*	*	*	*	57.1
Meals, When on Call					
Fully Paid	*	*	*	*	42.9
Cost Shared	*	*	*	*	28.6
Not Paid	*	*	*	*	0.0
Not Offered	*	*	*	*	28.6

=====
 * Number of respondents too small to report data (fewer than five respondents)



Table 24
Percent of Respondents Offering Other Housestaff Benefits, by Region
Medical Schools
2002-2003

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	*	10.0	0.0	*	4.0
Cost Shared	*	10.0	0.0	*	4.0
Not Paid	*	20.0	10.0	*	12.0
Not Offered	*	60.0	90.0	*	80.0
Parking					
Fully Paid	*	90.0	60.0	*	68.0
Cost Shared	*	0.0	0.0	*	4.0
Not Paid	*	10.0	40.0	*	24.0
Not Offered	*	0.0	0.0	*	4.0
Meals, When Working					
Fully Paid	*	10.0	20.0	*	12.0
Cost Shared	*	40.0	20.0	*	24.0
Not Paid	*	30.0	50.0	*	40.0
Not Offered	*	20.0	10.0	*	24.0
Meals, When on Call					
Fully Paid	*	80.0	70.0	*	68.0
Cost Shared	*	20.0	10.0	*	20.0
Not Paid	*	0.0	20.0	*	8.0
Not Offered	*	0.0	0.0	*	4.0

=====
 * Number of respondents too small to report data (fewer than five respondents)



Table 25

**Annual Vacation and Other Paid Leave
for First-Year Housestaff
2002-2003**

	Respondents	%	Cumulative
Annual Vacation			
1 to 10 days	26	12.1	12.1
11 to 15 days	92	43.0	55.1
16 to 21 days	82	38.3	93.5
22 to 28 days	9	4.2	97.7
29 or more days	5	2.3	100.0
Total	214	100.0	
Median vacation days	15		
Holidays			
0 days	100	46.9	46.9
1 to 5 days	16	7.5	54.5
6 to 10 days	80	37.6	92.0
11 to 15 days	17	8.0	100.0
Total	213	100.0	
Median holidays	4		
Personal Days			
0 days	168	79.2	79.2
1 to 5 days	40	18.9	98.1
6 to 10 days	3	1.4	99.5
More than 15 days	1	0.5	100.0
Total	212	100.0	
Median personal days	0		
Total Paid Time off, including sick leave			
1 to 10 days	1	0.5	0.5
11 to 15 days	19	8.9	9.3
16 to 21 days	26	12.1	21.5
22 to 28 days	29	13.6	35.0
29 to 42 days	100	46.7	81.8
More than 42 days	39	18.2	100.0
Total	214	100.0	
Median days off	32		



Table 26
Annual Vacation and Other Paid Leave
for Second-Year Housestaff
2002-2003

	Respondents	%	Cumulative
Annual Vacation			
1 to 10 days	13	6.1	6.1
11 to 15 days	84	39.4	45.5
16 to 21 days	97	45.5	91.1
22 to 28 days	12	5.6	96.7
29 or more days	7	3.3	100.0
Total	213	100.0	
Median vacation days	20		
Holidays			
0 days	100	47.2	47.2
1 to 5 days	16	7.5	54.7
6 to 10 days	79	37.3	92.0
11 to 15 days	17	8.0	100.0
Total	212	100.0	
Median holidays	4		
Personal Days			
0 days	166	78.3	78.3
1 to 5 days	41	19.3	97.6
6 to 10 days	4	1.9	99.5
More than 15 days	1	0.5	100.0
Total	212	100.0	
Median personal days	0		
Total Paid Time off, including sick leave			
1 to 10 days	1	0.5	0.5
11 to 15 days	12	5.6	6.1
16 to 21 days	30	14.1	20.2
22 to 28 days	22	10.3	30.5
29 to 42 days	105	49.3	79.8
More than 42 days	43	20.2	100.0
Total	213	100.0	
Median days off	33		



Table 27

**Time Allotted Housestaff to Attend Seminars
2002-2003**

	Respondents	%	Cumulative
Educational Seminar Days - First Year			
0 days	21	35.6	35.6
1-5 days	29	49.2	84.7
6-9 days	7	11.9	96.6
10 or more days	2	3.4	100.0
Total	59	100.0	
Median seminar days	5		
Educational Seminar Days - Second Year			
0 days	9	15.3	15.3
1-5 days	37	62.7	78.0
6-9 days	11	18.6	96.6
10 or more days	2	3.4	100.0
Total	50	100.0	
Median seminar days	5		
Hospital Contribution to Seminar Expenses			
First-year staff	146	50.0	50.0
Second-year staff	146	50.0	100.0



Table 28
Additional Housestaff Benefits
All Respondents

	25 th	50 th	75 th	
Maximum amount of life insurance benefits				
Fixed Payment:	\$12,000	\$50,000	\$100,000	
Percent of Salary:	100%	100%	200%	
Maximum amount of long-term disability insurance benefit				
Fixed Payment:	\$2,000	\$2,000	\$3,500	
Percent of Salary:	60%	60%	67%	
Length of coverage:				
To Age:	65	65	65	
In Years:	2	5	10	
				Percent Response
				<u>Yes</u> <u>No</u>
Insurance and Retirement Benefits				
Is employee-paid supplemental life insurance available?			77	23
Is supplemental, employee-paid disability insurance available?			56	44
Does your health benefits contract require housestaff to pay co-payments and/or deductibles for:				
Inpatient services			68	32
Ambulatory services			85	15
Are dollar or service limits placed on benefits for certain health care services?			62	38
Does your institution offer a flexible or "cafeteria-style" benefits plan for housestaff physicians?			55	45
Are your housestaff enrolled in a defined benefit retirement plan?			30	70



Table 28 continued
Additional Housestaff Benefits
All Respondents

	Percent Response	
	<u>Yes</u>	<u>No</u>
Childcare Service Benefits		
Does your institution provide on-site child care of housestaff?	36	64
If the hospital does not provide child care or the facility does not have space, does the hospital assist housestaff with locating childcare for their children?	30	70
Financial and Career Counseling Service Benefits		
Do you offer financial counseling and educational debt management Services to housestaff?	56	44
Do you offer career counseling or placement services?	48	52
HIV Policies		
Does your hospital have formal written procedures for residents to follow in the event of an exposure to blood-borne pathogens such as HIV and Hepatitis B?	100	0
If yes, do these procedures include prophylactic drug treatments for exposure to HIV?	100	0
If yes, do these procedures include counseling?	98	2
Are prophylactic treatments provided free of charge?	97	3



Table 29
Housestaff Policies

	Percent Response	
	<u>Yes</u>	<u>No</u>
Immunization Policies		
Does your institution require housestaff to keep immunizations current?	99	1
Does your hospital require documentation or proof for immunity?	96	4
Are immunizations provided free of charge to housestaff?	95	5
If you require housestaff to keep immunizations current, which of the following are included in this policy?		
Measles	95	5
Mumps	85	15
Rubella	96	4
Hepatitis B	85	15
Tetanus	74	26
Are housestaff physicians tested for tuberculosis?	99	1
Family Leave Act		
Does the hospital have a policy regarding housestaff leave under the Family Leave Act?	99	1
Have you had housestaff take time off under the provisions of the Act?	85	15



Table 29
Housestaff Policies

	<u>Percent</u> <u>Yes</u>	<u>Response</u> <u>No</u>
Substance Abuse Policies		
Do you have a policy regarding suspected alcohol/drug Abuse by housestaff?	97	3
Does the hospital have a policy regarding treatment and rehabilitation of housestaff with documented alcohol/drug abuse problems?	96	4
Does the hospital conduct pre-employment drug and/or alcohol testing for housestaff?	53	47
Does the hospital conduct drug and/or alcohol testing for probable cause?	82	18
Has the hospital experienced instances where housestaff required reasonable accommodations under the Americans with Disabilities Act (ADA)?	53	47



Table 29 (Continued)
Housestaff Policies

	Percent Response	
	<u>Yes</u>	<u>No</u>
Sexual Harassment Policies		
Does your hospital have a sexual harassment policy that applies to residents?	100	0
If yes, does the policy apply to other hospital staff?	99	1
If yes, is the policy distributed/discussed at resident orientation?	97	3
Are residents offered dedicated educational programs on sexual harassment and other non-professional behavior?	80	20
Moonlighting Policies		
Does your institution have regulations concerning moonlighting by housestaff?	97	3
Does your state have prohibitions against or regulations for housestaff moonlighting?	50	50
Does your institution allow housestaff to moonlight in its facilities?	79	21



SECTION III: HOUSESTAFF FUNDING

Tables 30 through 35 are designed to provide insight into the financing of stipends and benefits for residents and clinical fellows. Included is the percentage of institutions' operating expenditures devoted to housestaff stipends and benefits; the ratio of benefits to stipends; the sources of funding for residents and clinical fellows; and the mean and median budgets for housestaff stipends and benefits, disaggregated by region and ownership. This data reflects the 2002-2003 academic year.

STIPENDS AND BENEFITS AS A PERCENTAGE OF OPERATING BUDGETS

Table 30 shows the percentage of institutions' operating budgets allocated to housestaff stipends and benefits. For all institutions, stipends and benefits comprised on average 7.3 percent of respondents' 2002-2003 operating budgets. The percentage of the operating budget devoted to housestaff stipends and benefits was higher in the South and Midwest regions and lower in the West and Northeast.

RATIO OF BENEFITS TO STIPENDS

Table 31 shows the ratio of benefit expenditures to stipends expenditures by region and ownership. It should be noted that this is not the ratio of benefits to total (benefit plus stipend) expenditures. For example, for this table, \$2,000,000 in benefit expenditures and \$8,000,000 in stipend expenditures corresponds to a ratio of .25 (and not .20).

For all responding institutions, the ratio of benefits to stipends was .25, largely comparable to previous findings in the **AAMC Housestaff Survey**. On average, spending on housestaff benefits as a ratio of spending on stipends was quite comparable across the region and ownership groups.

FUNDING SOURCES FOR HOUSESTAFF STIPENDS AND BENEFITS

Table 32 reports the distribution of funding sources for 2002-2003 housestaff stipend and benefits expenditures for residents and clinical fellows combined. Patient revenue and general operating appropriations continue to be the primary funding source for stipends and benefits, contributing 81 percent of the total funding in 2002-2003.

Among ownership groups, private hospitals (church-owned and other not-for-profit) continue to rely more heavily on patient revenues to fund housestaff expenditures than do public hospitals. In contrast, medical schools and state and municipal hospitals appear to depend more heavily on state or local government appropriations earmarked for housestaff expenses.

Table 32 excludes data from Veterans Affairs hospitals, which are almost uniformly supported through federal VA appropriations. Whereas **Table 32** reported the distribution of funding sources for housestaff stipend and benefits for residents and fellows combined, **Tables 33 and 34** report funding sources for residents' stipends and clinical fellows stipends separately.



EXPENDITURES FOR STIPENDS AND BENEFITS

Table 35 displays the mean and median values in actual dollar amounts of expenditures on stipends and benefits by ownership and region. The mean for all hospital expenditures on stipends and benefits is \$13,833,862. Within the West and South regions, expenditures for stipends and benefits were higher than in the Northeast and Midwest regions.



Table 30
Stipends and Benefits as a Percentage of Total Operating Budget
By Region and Ownership
2002-2003 **

Ownership	Region				
	Northeast	South	Midwest	West	All
Mean Values					
All	5.4	12.7	6.7	4.6	7.3
State Hospitals	*	5.6	*	*	6.1
Municipal Hospitals	*	5.3	*	3.2	4.0
Church Hospitals	*	*	1.9	*	3.7
Other Non Profit Hospitals	4.6	17.6	2.8	*	6.1
Veteran Affairs Hospitals	*	*	*	*	3.0
Medical Schools	*	*	35.4	*	29.1
Median Values					
All	3.1	3.9	2.5	2.9	3.0
State Hospitals	*	4.2	*	*	4.3
Municipal Hospitals	*	4.2	*	3.0	3.5
Church Hospitals	*	*	1.4	*	1.8
Other Non Profit Hospitals	3.0	3.3	2.4	*	2.9
Veteran Affairs Hospitals	*	*	*	*	3.8
Medical Schools	*	*	10.5	*	5.0

=====
 ** Data are reported for the most recently completed fiscal year
 * Number of respondents too small to report data (fewer than five respondents)



Table 31
Ratio of Benefits to Stipends
By Region and Ownership
2002-2003 **

Ownership	Region				
	Northeast	South	Midwest	West	All
Mean Values					
All	0.26	0.21	0.25	0.24	0.25
State Hospitals	*	0.21	*	*	0.22
Municipal Hospitals	*	0.18	0.19	0.23	0.22
Church Hospitals	*	*	0.28	*	0.27
Other Non Profit Hospitals	0.26	0.24	0.27	0.28	0.26
Veteran Affairs Hospitals	*	*	*	*	0.20
Medical Schools	*	0.19	0.25	*	0.22
Median Values					
All	0.25	0.20	0.25	0.25	0.25
State Hospitals	*	0.23	*	*	0.23
Municipal Hospitals	*	0.19	0.19	0.24	0.22
Church Hospitals	*	*	0.25	*	0.25
Other Non Profit Hospitals	0.25	0.22	0.25	0.26	0.25
Veteran Affairs Hospitals	*	*	*	*	0.20
Medical Schools	*	0.19	0.27	*	0.22

=====
 ** Data are reported for the most recently completed fiscal year
 * Number of respondents too small to report data (fewer than five respondents)



Table 32

**Funding Sources for Stipends and Benefits, by Ownership
Sources for Residents and Fellows Combined
2002-2003 ****

Funding Source	Ownership					
	All	State Hosp	Municipal Hosp	Church Hosp	Other Profit Hosp	Non Medical Schools
Patient Revenues/General Operating Funds	81.0	61.5	73.6	78.5	87.6	43.7
State and Municipal Appropriations	2.9	10.0	5.9	0.5	0.8	13.6
Managed Care Organization Payments	0.1	0.0	0.0	0.0	0.1	0.0
Veterans Affairs Appropriations	2.1	6.2	3.5	0.0	0.7	10.3
Physician Fee Revenue	0.5	1.6	0.5	0.0	0.3	1.5
Medical School-University Funds	1.5	11.4	0.3	0.1	0.2	7.5
National Institutes of Health	0.2	0.7	0.7	0.0	0.0	0.3
Other Federal Agencies	1.1	1.2	4.4	10.6	0.5	0.2
Endowment Income	0.1	0.0	0.0	0.0	0.1	0.1
Foundation Grants, Voluntary Agencies	0.1	0.3	0.1	0.0	0.0	0.5
Other	10.6	7.1	11.0	10.3	9.7	22.4
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	167	20	17	13	98	19

=====
 ** Data are reported for the most recently completed fiscal year
 Excludes Veterans Affairs and For-Profit Hospitals



Table 33
Funding Sources for Stipends and Benefits, by Ownership
Sources for Residents Stipends
2002-2003 **

Funding Source	Ownership					
	All	State Hosp	Municipal Hosp	Church Hosp	Other Profit Hosp	Non Medical Schools
Patient Revenues/General Operating Funds	81.7	63.5	74.2	78.2	87.7	45.1
State and Municipal Appropriations	2.8	10.8	5.6	0.5	0.8	13.9
Managed Care Organization Payments	0.1	0.0	0.0	0.0	0.1	0.0
Veterans Affairs Appropriations	1.9	5.9	3.3	0.0	0.7	10.4
Physician Fee Revenue	0.3	0.5	0.4	0.0	0.2	0.7
Medical School-University Funds	1.3	10.9	0.2	0.1	0.1	7.6
National Institutes of Health	0.1	0.3	0.7	0.0	0.0	0.0
Other Federal Agencies	1.0	0.1	4.5	10.7	0.4	0.1
Endowment Income	0.0	0.0	0.0	0.0	0.0	0.1
Foundation Grants, Voluntary Agencies	0.0	0.1	0.0	0.0	0.0	0.1
Other	10.7	7.9	11.1	10.5	9.8	22.0
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	167	20	17	13	98	19

=====
 ** Data are reported for the most recently completed fiscal year
 Excludes Veterans Affairs and For-Profit Hospitals



Table 34
Funding Sources for Stipends and Benefits, by Ownership
Sources for Clinical Fellow Stipends
2002-2003 **

Funding Source	Ownership					
	All	State Hosp	Municipal Hosp	Church Hosp	Other Profit Hosp	Non Medical Schools
Patient Revenues/General Operating Funds	59.0	45.1	39.1	91.9	80.3	31.5
State and Municipal Appropriations	4.7	3.5	22.8	1.6	0.4	11.1
Managed Care Organization Payments	0.0	0.0	0.0	0.0	0.0	0.0
Veterans Affairs Appropriations	6.1	8.1	16.6	0.0	2.5	9.3
Physician Fee Revenue	5.0	10.1	4.9	0.0	1.2	8.2
Medical School-University Funds	7.8	14.8	4.0	0.0	5.4	7.0
National Institutes of Health	2.0	4.5	5.9	0.0	0.2	2.2
Other Federal Agencies	3.9	10.4	1.8	6.4	2.6	0.7
Endowment Income	0.7	0.2	0.4	0.0	1.3	0.0
Foundation Grants, Voluntary Agencies	1.8	2.0	1.6	0.0	0.5	4.3
Other	9.1	1.2	2.9	0.0	5.6	25.8
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	64	10	5	3	37	9

=====
 ** Data are reported for the most recently completed fiscal year
 Excludes Veterans Affairs and For-Profit Hospitals



Table 35
Expenditures for Stipends and Benefits
By Region and Ownership
2002-2003 **

Ownership	Region				
	Northeast	South	Midwest	West	All
Mean Values					
All	\$13,389,700	\$16,040,714	\$11,790,939	\$15,718,685	\$13,833,862
State Hospitals	*	18,090,015	*	*	17,339,519
Municipal Hospitals	*	*	13,562,820	17,771,795	19,046,880
Church Hospitals	*	*	5,308,739	*	6,929,340
Other Non Profit Hospitals	14,002,498	14,162,241	10,566,642	2,774,572	12,674,877
Veteran Affairs Hospitals	*	*	*	*	3,011,470
Medical Schools	*	20,757,079	17,548,548	*	20,408,008
Median Values					
All	\$10,168,142	\$15,864,522	\$7,097,667	\$10,744,205	\$10,472,000
State Hospitals	*	19,582,155	*	*	18,363,792
Municipal Hospitals	*	*	14,682,376	9,936,162	16,577,210
Church Hospitals	*	*	5,156,834	*	5,285,000
Other Non Profit Hospitals	11,955,942	11,018,051	5,838,550	3,138,000	9,343,147
Veteran Affairs Hospitals	*	*	*	*	2,006,153
Medical Schools	*	21,400,000	17,431,996	*	18,761,678

=====
 ** Data are reported for the most recently completed fiscal year
 * Number of respondents too small to report data (fewer than five respondents)