



AAMC SURVEY OF HOUSESTAFF STIPENDS, BENEFITS & FUNDING

November 2003 Report

AAMC DIVISION OF HEALTH CARE AFFAIRS

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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 2003 data tables are based on the short format of the survey; the 2004 survey will use the full-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 2003 *AAMC Housestaff Survey* were collected on the AAMC web site at www.aamc.org/hss beginning in July 2003. A memo announcing availability of the survey was mailed to the chief executive officer of all COH-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 exception of the questions on housestaff funding, the instrument collected data for 2003-2004, the academic year that began July 1, 2003. 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, 2003.

The data tables summarize the responses from 188 COH-member hospitals that pay for housestaff stipends directly. For 376 members of the Council of Teaching Hospitals and Health Systems at the time the survey was conducted, this represents an overall response rate of 50 percent. In addition, 20 of the 125 medical schools that pay for Housestaff stipends completed the survey. Medical school data are reported separately in Tables 5 – 12. The 2003 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 two sections. Section 1 contains stipend data, reported by region and ownership, for all respondents. Tables included in Section 1 present mean stipend data and values at the 25th, 50th and 75th percentiles. With the exception of Table 2, 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 2 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 kgserrin@aamc.org or 202-828-0541.

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HOUSESTAFF STIPENDS NATIONWIDE

Table 1 contains summary data on national housestaff stipends for each of eight post-MD years. The 2003-2004 mean first post-MD year stipend for all responding institutions is \$39,800. 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 4**. Comparing the data in **Tables 1** and **4** 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 2002-2003 to 2003-2004. The mean increase for first-year stipends between 2002-2003 and 2003-2004 was \$1,050. The percent increase over the first-year stipend for the 2003-2004 academic year is 2.7 percent.

Traditionally, the percent increase declines slightly for subsequent residency years. The lowest increases found in 2003 were increases of 2.3 for the 6th post-MD year. The section on the dollar and percent increase in **Table 1** uses only institutions that responded to both the 2002 and 2003 *AAMC Housestaff Survey* (152 institutions at the first post-MD year, declining to 35 institutions at the eighth year).

The majority of institutions (93 percent) reported that they pay the same base stipends to housestaff across all specialties and only 6 percent reported that the stipend levels were estimated (not shown in tables).

NATIONWIDE STIPENDS: 1968-69 to 2003-2004

Table 2 shows mean first post-MD year stipends from 1968-69 to the current academic year, 2003-2004. 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 stipend changes. **Table 2** shows stipends, both actual and adjusted by the Consumer Price Index (CPI), for the period from 1968 to 2003. Stipend data in **Table 2** are shown both in actual dollars and adjusted to constant 1968 dollars.

Table 2 shows that between 2002-2003 and 2003-2004, the actual stipend increase for all respondents to the 2003 survey contrasted to all respondents in 2002 was 6.5 percent or \$2,417. The change in CPI-adjusted stipends was an increase of \$193 (from \$7,288 to \$7,481). It should be noted that stipend increases have not always increased to keep pace with increases in the CPI. In the early 1980s, CPI-adjusted first-year stipends dipped to the stipend levels

(in 1968 dollars) that housestaff had 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. When compared with the \$6,200 stipends paid in 1968-69, the CPI-adjusted mean first-year stipend for 2003-2004 at \$7,481 represents a 21 percent real increase over the \$6,200 average stipend that residents were paid in 1968-69. Again, it should be noted that the changes in the stipend data shown in **Table 2** might be in part due to the fact that a slightly different cohort of institutions responds to the survey each year.

STIPENDS FOR COHORTS OF RESIDENTS 2002-2003 TO 2003-2004

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 2002-2003 to the second-year in 2003-2004 was \$1,666 or 4.2 percent.

STIPENDS BY REGION AND OWNERSHIP

Stipend data by region and ownership are displayed in **Tables 4** through **9**. The five COTH ownership groups are: state; municipal (county, city, and district hospitals); church-owned; other not for profit; and Veterans Affairs. **Table 4** reports the total number of residents and the weighted mean stipend, by region (weighted by the number of housestaff). **Table 5** shows unweighted mean stipends, **Table 6** shows stipends at the 25th percentile; **Table 7** shows median (50th percentile) stipends; and **Table 8** shows stipends at the 75th percentile. **Table 9** reports the number of COTH hospitals in the representative categories responding to the stipend question. For **Tables 4** through **9**, 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 municipal hospital in the South can compare its stipends to those paid by municipal hospitals in the South, all municipals hospitals, or all hospitals in the Southern 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

HOUSESTAFF STIPENDS

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 HOUSESTAFF STIPENDS NATIONWIDE**1***Dollar and Percent Changes from Prior Year
Academic Year 2003-2004*

Current Year Stipends	N	Mean	Percentiles		
			25 th	50 th	75 th
1st Post-MD Year	197	\$39,809	\$38,000	\$39,217	\$41,200
2nd Post-MD Year	202	\$41,489	\$39,312	\$40,824	\$42,945
3rd Post-MD Year	203	\$43,428	\$40,937	\$42,624	\$45,125
4th Post-MD Year	200	\$45,337	\$42,434	\$44,305	\$47,797
5th Post-MD Year	187	\$47,135	\$43,902	\$45,638	\$50,103
6th Post-MD Year	157	\$49,085	\$45,456	\$47,332	\$52,574
7th Post-MD Year	120	\$51,025	\$47,003	\$49,193	\$55,077
8th Post-MD Year	48	\$53,575	\$49,076	\$54,025	\$57,978

Dollar Change from Previous Year ¹	N	Mean	Percentiles		
			25 th	50 th	75 th
1st Post-MD Year	147	\$1,098	\$635	\$1,100	\$1,417
2nd Post-MD Year	150	\$1,220	\$764	\$1,134	\$1,479
3rd Post-MD Year	151	\$1,230	\$608	\$1,186	\$1,589
4th Post-MD Year	148	\$1,274	\$583	\$1,200	\$1,642
5th Post-MD Year	135	\$1,319	\$610	\$1,210	\$1,714
6th Post-MD Year	117	\$1,256	\$777	\$1,322	\$1,800
7th Post-MD Year	90	\$1,586	\$698	\$1,388	\$1,875
8th Post-MD Year	31	\$2,029	\$923	\$1,278	\$1,970

Percent Change from Previous Year ¹	N	Mean	Percentiles		
			25 th	50 th	75 th
1st Post-MD Year	147	2.9%	1.6%	3.0%	3.5%
2nd Post-MD Year	150	3.1%	2.0%	3.0%	3.5%
3rd Post-MD Year	151	2.9%	1.5%	3.0%	3.7%
4th Post-MD Year	148	2.9%	1.4%	3.0%	3.5%
5th Post-MD Year	135	2.9%	1.4%	3.0%	3.5%
6th Post-MD Year	117	2.7%	1.5%	3.0%	3.8%
7th Post-MD Year	90	3.3%	1.5%	3.0%	3.8%
8th Post-MD Year	31	3.9%	1.9%	2.8%	3.8%

¹Calculated for respondents reporting in both years.

TABLE 2 MEAN FIRST-YEAR HOUSESTAFF STIPENDS NATIONWIDE*Actual and Inflation-Adjusted Figures¹
1968-1969 through 2003-2004*

Survey Year	Actual Stipend	<i>Change from Prior Year</i>			Inflation Adjusted Stipend
		Percent	Dollar	CPI-U ²	
2003-2004	\$39,809	4.10%	\$1,562	184.6	\$7,347
2002-2003	\$38,238	2.30%	\$855	178.0	\$7,288
2001-2002	\$37,383	4.60%	\$1,655	178.0	\$7,288
2000-2001	\$35,728	2.10%	\$743	172.4	\$7,191
1999-2000	\$34,985	2.60%	\$881	166.2	\$7,304
1998-1999	\$34,104	2.10%	\$717	163.0	\$7,260
1997-1998	\$33,387	1.80%	\$598	160.3	\$7,227
1996-1997	\$32,789	3.60%	\$1,139	156.7	\$7,261
1995-1996	\$31,650	2.90%	\$897	152.5	\$7,202
1994-1995	\$30,753	3.80%	\$1,121	148.0	\$7,210
1993-1994	\$29,632	3.50%	\$1,014	144.4	\$7,121
1992-1993	\$28,618	5.20%	\$1,407	140.2	\$7,083
1991-1992	\$27,211	5.20%	\$1,353	136.0	\$6,943
1990-1991	\$25,858	4.90%	\$1,209	129.9	\$6,907
1989-1990	\$24,649	3.90%	\$920	124.1	\$6,892
1988-1989	\$23,729	4.50%	\$1,013	118.0	\$6,978
1987-1988	\$22,716	3.30%	\$722	113.5	\$6,945
1986-1987	\$21,994	2.50%	\$538	109.5	\$6,970
1985-1986	\$21,456	3.10%	\$642	107.6	\$6,919
1984-1985	\$20,814	4.50%	\$895	103.7	\$6,965
1983-1984	\$19,919	5.10%	\$958	99.5	\$6,947
1982-1983	\$18,961	7.50%	\$1,320	97.0	\$6,783
1981-1982	\$17,641	9.00%	\$1,453	90.6	\$6,757
1980-1981	\$16,188	9.00%	\$1,335	82.7	\$6,792
1979-1980	\$14,853	6.40%	\$888	72.3	\$7,129
1978-1979	\$13,965	5.90%	\$779	65.2	\$7,432
1977-1978	\$13,186	4.40%	\$558	60.7	\$7,538
1976-1977	\$12,628	8.10%	\$943	56.8	\$7,715
1975-1976	\$11,685	9.30%	\$993	53.6	\$7,565
1974-1975	\$10,692	5.70%	\$578	49.0	\$7,572
1973-1974	\$10,114	4.30%	\$416	44.2	\$7,940
1972-1973	\$9,698	5.40%	\$500	41.7	\$8,070
1971-1972	\$9,198	13.30%	\$1,083	40.6	\$7,861
1970-1971	\$8,115	10.80%	\$790	38.8	\$7,257
1969-1970	\$7,325	18.10%	\$1,125	36.6	\$6,945
1968-1969	\$6,200	-	-	34.7	\$6,200

¹Beginning in 2000, data are for the current academic year.²Inflation-adjusted figures are derived using the Consumer Price Index for All Urban Consumers (CPIU): All Items (1982-84=100), June, Department of Labor and Statistics

TABLE 3 CHANGES IN NATIONWIDE HOUSESTAFF STIPENDS*Received by Cohorts of Residents Advancing One Year
2002-2003 to 2003-2004*

Dollar Change ¹	N	Mean	Percentiles		
			25 th	50 th	75 th
1st to 2nd Post-MD Year	152	\$1,666	\$1,137	\$1,500	\$2,000
2nd to 3rd Post-MD Year	155	\$1,846	\$1,300	\$1,702	\$2,122
3rd to 4th Post-MD Year	154	\$1,816	\$1,400	\$1,693	\$2,082
4th to 5th Post-MD Year	145	\$1,785	\$1,363	\$1,657	\$2,184
5th to 6th Post-MD Year	122	\$1,639	\$1,316	\$1,600	\$2,072
6th to 7th Post-MD Year	94	\$1,990	\$1,173	\$1,617	\$2,035
7th to 8th Post-MD Year	35	\$1,780	\$1,254	\$1,692	\$2,268

Percent Change ¹	N	Mean	Percentiles		
			25 th	50 th	75 th
1st to 2nd Post-MD Year	152	4.2%	2.9%	3.8%	5.2%
2nd to 3rd Post-MD Year	155	4.4%	3.3%	4.2%	5.3%
3rd to 4th Post-MD Year	154	4.2%	3.3%	4.0%	4.8%
4th to 5th Post-MD Year	145	4.0%	3.1%	3.8%	4.5%
5th to 6th Post-MD Year	122	3.5%	2.8%	3.5%	4.5%
6th to 7th Post-MD Year	94	4.2%	2.5%	3.4%	4.4%
7th to 8th Post-MD Year	35	3.5%	2.4%	3.5%	4.4%

¹Calculated for respondents reporting in both years.

TABLE WEIGHTED MEAN HOUSESTAFF STIPENDS**4***By Region
Academic Year 2003-2004*

All Regions	Aggregate Residents	Weighted Mean Stipend
1st Post-MD Year	13,386	\$39,447
2nd Post-MD Year	13,298	\$41,121
3rd Post-MD Year	12,853	\$43,033
4th Post-MD Year	8,797	\$44,940
5th Post-MD Year	5,473	\$46,854
6th Post-MD Year	3,088	\$48,705
7th Post-MD Year	892	\$50,920
8th Post-MD Year	194	\$52,598
Northeast		
1st Post-MD Year	4,762	\$42,218
2nd Post-MD Year	4,528	\$44,087
3rd Post-MD Year	4,309	\$46,414
4th Post-MD Year	2,890	\$48,381
5th Post-MD Year	1,706	\$50,315
6th Post-MD Year	1,009	\$52,365
7th Post-MD Year	233	\$55,160
8th Post-MD Year	46	\$58,703
South		
1st Post-MD Year	2,951	\$36,405
2nd Post-MD Year	2,867	\$37,626
3rd Post-MD Year	2,770	\$39,069
4th Post-MD Year	1,904	\$40,570
5th Post-MD Year	1,180	\$42,359
6th Post-MD Year	654	\$44,242
7th Post-MD Year	193	\$46,467
8th Post-MD Year	79	\$49,077
Midwest		
1st Post-MD Year	3,477	\$39,035
2nd Post-MD Year	3,518	\$40,696
3rd Post-MD Year	3,412	\$42,351
4th Post-MD Year	2,345	\$44,261
5th Post-MD Year	1,472	\$46,080
6th Post-MD Year	758	\$48,105
7th Post-MD Year	273	\$49,645
8th Post-MD Year	47	\$52,632
West		
1st Post-MD Year	2,196	\$38,178
2nd Post-MD Year	2,385	\$40,320
3rd Post-MD Year	2,362	\$42,500
4th Post-MD Year	1,658	\$44,920
5th Post-MD Year	1,115	\$47,339
6th Post-MD Year	667	\$48,226
7th Post-MD Year	193	\$52,058
8th Post-MD Year	22	\$52,406

TABLE MEAN HOUSESTAFF STIPENDS**5***By Region and Ownership
Academic Year 2003-2004*

All Respondents	Northeast	South	Midwest	West	All Regions
1st Post-MD Year	\$41,974	\$37,625	\$39,135	\$38,346	\$39,800
2nd Post-MD Year	\$43,859	\$38,869	\$40,567	\$40,733	\$41,491
3rd Post-MD Year	\$46,190	\$40,451	\$42,106	\$43,122	\$43,442
4th Post-MD Year	\$48,138	\$42,066	\$43,904	\$45,695	\$45,361
5th Post-MD Year	\$50,116	\$43,249	\$45,457	\$48,256	\$47,146
6th Post-MD Year	\$52,037	\$44,415	\$47,182	\$50,121	\$49,038
State Hospitals					
1st Post-MD Year	-	\$36,046	\$38,782	\$38,025	\$38,522
2nd Post-MD Year	-	\$37,963	\$40,302	\$39,861	\$40,303
3rd Post-MD Year	-	\$39,348	\$41,810	\$41,706	\$42,004
4th Post-MD Year	-	\$40,774	\$43,166	\$44,175	\$43,851
5th Post-MD Year	-	\$42,301	\$44,393	\$46,559	\$45,594
6th Post-MD Year	-	\$43,425	\$46,048	\$48,580	\$47,407
Municipal Hospitals					
1st Post-MD Year	\$44,559	-	-	\$37,874	\$40,105
2nd Post-MD Year	\$45,770	-	-	\$40,710	\$42,056
3rd Post-MD Year	\$49,042	-	-	\$43,698	\$44,678
4th Post-MD Year	\$50,809	-	-	\$46,349	\$46,616
5th Post-MD Year	\$52,486	-	-	\$49,026	\$48,535
6th Post-MD Year	\$53,731	-	-	\$50,213	\$50,662
Church Hospitals					
1st Post-MD Year	-	-	\$39,952	-	\$40,161
2nd Post-MD Year	-	-	\$41,304	-	\$41,630
3rd Post-MD Year	-	-	\$42,824	-	\$43,230
4th Post-MD Year	-	-	\$44,259	-	\$44,869
5th Post-MD Year	-	-	\$45,876	-	\$46,586
6th Post-MD Year	-	-	\$47,169	-	\$47,947
Other Non-Profit Hospitals					
1st Post-MD Year	\$41,676	\$38,365	\$38,839	-	\$40,154
2nd Post-MD Year	\$43,546	\$39,667	\$40,276	-	\$41,819
3rd Post-MD Year	\$45,824	\$41,433	\$41,790	-	\$43,796
4th Post-MD Year	\$47,764	\$43,308	\$43,791	-	\$45,779
5th Post-MD Year	\$49,663	\$44,424	\$45,257	-	\$47,507
6th Post-MD Year	\$51,698	\$45,374	\$47,278	-	\$49,573
Veterans Affairs Hospitals					
1st Post-MD Year	-	-	-	-	\$39,050
2nd Post-MD Year	-	-	-	-	\$41,044
3rd Post-MD Year	-	-	-	-	\$42,974
4th Post-MD Year	-	-	-	-	\$44,997
5th Post-MD Year	-	-	-	-	\$47,394
6th Post-MD Year	-	-	-	-	\$49,997
Medical Schools					
1st Post-MD Year	\$40,252	\$37,557	-	-	\$38,889
2nd Post-MD Year	\$42,130	\$38,460	-	-	\$40,379
3rd Post-MD Year	\$43,949	\$39,728	-	-	\$42,005
4th Post-MD Year	\$45,765	\$41,215	-	-	\$43,791
5th Post-MD Year	\$47,300	\$42,504	-	-	\$45,622
6th Post-MD Year	\$48,794	\$44,145	-	-	\$47,364

Note: A dash ("-") indicates that the number of respondents in that group was too small to report (fewer than five).

TABLE 6 25TH PERCENTILE HOUSESTAFF STIPENDS NATIONWIDE*By Region and Ownership
Academic Year 2003-2004*

All Respondents	Northeast	South	Midwest	West	All Regions
1st Post-MD Year	\$39,419	\$36,500	\$38,292	\$37,128	\$38,000
2nd Post-MD Year	\$41,224	\$37,500	\$39,751	\$39,580	\$39,249
3rd Post-MD Year	\$42,939	\$38,868	\$41,100	\$41,863	\$40,937
4th Post-MD Year	\$44,400	\$40,342	\$42,505	\$44,112	\$42,506
5th Post-MD Year	\$45,552	\$41,500	\$43,883	\$46,050	\$43,902
6th Post-MD Year	\$46,919	\$42,752	\$45,500	\$47,507	\$45,428
State Hospitals					
1st Post-MD Year	-	\$35,250	\$39,180	\$38,100	\$36,510
2nd Post-MD Year	-	\$36,889	\$40,430	\$40,100	\$38,452
3rd Post-MD Year	-	\$38,247	\$41,630	\$42,100	\$39,785
4th Post-MD Year	-	\$39,606	\$42,830	\$44,275	\$41,348
5th Post-MD Year	-	\$40,964	\$43,920	\$46,050	\$43,212
6th Post-MD Year	-	\$42,964	\$45,230	\$47,650	\$45,115
Municipal Hospitals					
1st Post-MD Year	\$42,427	-	-	\$36,565	\$37,021
2nd Post-MD Year	\$44,726	-	-	\$39,125	\$38,564
3rd Post-MD Year	\$47,130	-	-	\$41,371	\$40,848
4th Post-MD Year	\$49,011	-	-	\$43,492	\$42,216
5th Post-MD Year	\$50,892	-	-	\$46,675	\$43,800
6th Post-MD Year	\$52,041	-	-	\$45,456	\$45,456
Church Hospitals					
1st Post-MD Year	-	-	\$39,640	-	\$39,000
2nd Post-MD Year	-	-	\$40,602	-	\$40,000
3rd Post-MD Year	-	-	\$42,100	-	\$41,442
4th Post-MD Year	-	-	\$43,579	-	\$43,900
5th Post-MD Year	-	-	\$44,898	-	\$45,095
6th Post-MD Year	-	-	\$45,500	-	\$45,950
Other Non-Profit Hospitals					
1st Post-MD Year	\$39,000	\$37,037	\$38,192	-	\$38,336
2nd Post-MD Year	\$40,400	\$38,100	\$39,552	-	\$39,717
3rd Post-MD Year	\$42,038	\$39,522	\$40,666	-	\$41,100
4th Post-MD Year	\$43,589	\$41,136	\$42,000	-	\$42,902
5th Post-MD Year	\$45,242	\$42,661	\$43,000	-	\$44,000
6th Post-MD Year	\$46,821	\$44,240	\$44,837	-	\$46,000
Veterans Affairs Hospitals					
1st Post-MD Year	-	-	-	-	\$36,413
2nd Post-MD Year	-	-	-	-	\$38,933
3rd Post-MD Year	-	-	-	-	\$40,698
4th Post-MD Year	-	-	-	-	\$42,830
5th Post-MD Year	-	-	-	-	\$44,156
6th Post-MD Year	-	-	-	-	\$44,997
Medical Schools					
1st Post-MD Year	\$39,212	\$36,635	-	-	\$37,575
2nd Post-MD Year	\$41,423	\$37,347	-	-	\$38,702
3rd Post-MD Year	\$43,000	\$38,780	-	-	\$39,995
4th Post-MD Year	\$44,450	\$40,050	-	-	\$41,532
5th Post-MD Year	\$45,962	\$40,151	-	-	\$43,334
6th Post-MD Year	\$47,472	\$41,723	-	-	\$45,107

Note: A dash ("-") indicates that the number of respondents in that group was too small to report (fewer than five).

TABLE 7 MEDIAN (50TH PERCENTILE) HOUSESTAFF STIPENDS NATIONWIDE*By Region and Ownership
Academic Year 2003-2004*

All Respondents	Northeast	South	Midwest	West	All Regions
1st Post-MD Year	\$41,751	\$37,467	\$39,230	\$38,480	\$39,217
2nd Post-MD Year	\$43,969	\$38,528	\$40,600	\$40,183	\$40,824
3rd Post-MD Year	\$46,156	\$40,085	\$42,288	\$42,615	\$42,624
4th Post-MD Year	\$48,451	\$41,348	\$43,657	\$45,300	\$44,361
5th Post-MD Year	\$50,892	\$43,003	\$45,165	\$47,950	\$45,732
6th Post-MD Year	\$52,574	\$44,697	\$46,897	\$49,976	\$47,402
State Hospitals					
1st Post-MD Year	-	\$36,468	\$39,224	\$38,290	\$38,480
2nd Post-MD Year	-	\$38,290	\$40,684	\$40,425	\$40,293
3rd Post-MD Year	-	\$39,749	\$42,149	\$42,288	\$42,100
4th Post-MD Year	-	\$41,224	\$43,470	\$45,300	\$43,740
5th Post-MD Year	-	\$42,856	\$44,395	\$48,024	\$45,068
6th Post-MD Year	-	\$44,000	\$46,563	\$49,900	\$46,801
Municipal Hospitals					
1st Post-MD Year	\$44,454	-	-	\$37,674	\$38,446
2nd Post-MD Year	\$46,292	-	-	\$39,985	\$40,183
3rd Post-MD Year	\$49,970	-	-	\$43,218	\$43,319
4th Post-MD Year	\$51,700	-	-	\$45,735	\$46,025
5th Post-MD Year	\$53,215	-	-	\$47,950	\$47,970
6th Post-MD Year	\$54,621	-	-	\$51,881	\$52,041
Church Hospitals					
1st Post-MD Year	-	-	\$40,303	-	\$40,152
2nd Post-MD Year	-	-	\$41,512	-	\$41,531
3rd Post-MD Year	-	-	\$43,000	-	\$43,000
4th Post-MD Year	-	-	\$44,241	-	\$44,241
5th Post-MD Year	-	-	\$45,594	-	\$46,047
6th Post-MD Year	-	-	\$47,122	-	\$47,332
Other Non-Profit Hospitals					
1st Post-MD Year	\$41,600	\$38,168	\$39,000	-	\$39,291
2nd Post-MD Year	\$43,711	\$39,659	\$40,284	-	\$41,120
3rd Post-MD Year	\$45,970	\$41,305	\$41,775	-	\$42,671
4th Post-MD Year	\$48,027	\$42,960	\$43,618	-	\$44,500
5th Post-MD Year	\$50,205	\$44,396	\$45,032	-	\$45,732
6th Post-MD Year	\$52,967	\$46,070	\$47,296	-	\$47,416
Veterans Affairs Hospitals					
1st Post-MD Year	-	-	-	-	\$38,796
2nd Post-MD Year	-	-	-	-	\$40,784
3rd Post-MD Year	-	-	-	-	\$42,615
4th Post-MD Year	-	-	-	-	\$44,112
5th Post-MD Year	-	-	-	-	\$46,446
6th Post-MD Year	-	-	-	-	\$49,233
Medical Schools					
1st Post-MD Year	\$40,961	\$37,450	-	-	\$39,060
2nd Post-MD Year	\$42,046	\$38,504	-	-	\$40,888
3rd Post-MD Year	\$43,315	\$39,713	-	-	\$42,939
4th Post-MD Year	\$45,022	\$41,202	-	-	\$44,450
5th Post-MD Year	\$46,940	\$43,212	-	-	\$46,560
6th Post-MD Year	\$48,763	\$45,107	-	-	\$48,262

Note: A dash ("-") indicates that the number of respondents in that group was too small to report (fewer than five).

TABLE 8 75TH PERCENTILE HOUSESTAFF STIPENDS NATIONWIDE*By Region and Ownership
Academic Year 2003-2004*

All Respondents	Northeast	South	Midwest	West	All Regions
1st Post-MD Year	\$44,454	\$38,535	\$40,086	\$39,060	\$41,200
2nd Post-MD Year	\$46,292	\$39,805	\$41,500	\$41,038	\$43,000
3rd Post-MD Year	\$49,935	\$41,921	\$43,000	\$43,539	\$45,125
4th Post-MD Year	\$51,284	\$43,363	\$45,000	\$46,025	\$47,780
5th Post-MD Year	\$53,215	\$45,191	\$46,500	\$48,432	\$50,103
6th Post-MD Year	\$55,434	\$46,350	\$47,841	\$53,608	\$52,574
State Hospitals					
1st Post-MD Year	-	\$36,551	\$39,230	\$38,480	\$39,306
2nd Post-MD Year	-	\$38,700	\$40,882	\$40,750	\$40,882
3rd Post-MD Year	-	\$39,900	42,382	\$42,475	\$42,864
4th Post-MD Year	-	\$41,508	\$43,598	\$45,300	\$45,300
5th Post-MD Year	-	\$43,315	\$44,759	\$48,300	\$47,748
6th Post-MD Year	-	\$45,428	\$46,801	\$49,900	\$49,900
Municipal Hospitals					
1st Post-MD Year	\$44,454	-	-	\$38,480	\$42,427
2nd Post-MD Year	\$46,292	-	-	\$40,824	\$46,292
3rd Post-MD Year	\$49,970	-	-	\$43,539	\$49,970
4th Post-MD Year	\$51,700	-	-	\$46,918	\$51,700
5th Post-MD Year	\$53,215	-	-	\$50,206	\$53,215
6th Post-MD Year	\$54,621	-	-	\$53,608	\$54,621
Church Hospitals					
1st Post-MD Year	-	-	\$40,638	-	\$41,000
2nd Post-MD Year	-	-	\$42,143	-	\$42,145
3rd Post-MD Year	-	-	\$43,644	-	\$44,187
4th Post-MD Year	-	-	\$45,401	-	\$45,802
5th Post-MD Year	-	-	\$47,439	-	\$48,377
6th Post-MD Year	-	-	\$49,858	-	\$49,860
Other Non-Profit Hospitals					
1st Post-MD Year	\$43,121	\$39,264	\$39,557	-	\$41,700
2nd Post-MD Year	\$45,661	\$41,153	\$41,204	-	\$43,900
3rd Post-MD Year	\$48,525	\$42,979	\$42,906	-	\$46,287
4th Post-MD Year	\$50,656	\$44,882	\$45,000	-	\$48,728
5th Post-MD Year	\$53,195	\$45,732	\$46,238	-	\$51,066
6th Post-MD Year	\$55,434	\$46,653	\$47,757	-	\$53,710
Veterans Affairs Hospitals					
1st Post-MD Year	-	-	-	-	\$39,230
2nd Post-MD Year	-	-	-	-	\$41,423
3rd Post-MD Year	-	-	-	-	\$43,539
4th Post-MD Year	-	-	-	-	\$46,918
5th Post-MD Year	-	-	-	-	\$50,206
6th Post-MD Year	-	-	-	-	\$56,278
Medical Schools					
1st Post-MD Year	\$41,000	\$38,336	-	-	\$39,999
2nd Post-MD Year	\$42,091	\$38,933	-	-	\$41,670
3rd Post-MD Year	\$43,370	\$40,698	-	-	\$43,315
4th Post-MD Year	\$45,166	\$42,920	-	-	\$45,233
5th Post-MD Year	\$47,282	\$44,156	-	-	\$47,748
6th Post-MD Year	\$49,233	\$46,350	-	-	\$49,900

Note: A dash ("-") indicates that the number of respondents in that group was too small to report (fewer than five).

TABLE 9 NUMBER OF RESPONDENTS TO STIPEND QUESTIONS*By Region and Ownership
Academic Year 2003-2004*

All Respondents	Northeast	South	Midwest	West	All Regions
1st Post-MD Year	76	46	50	22	194
2nd Post-MD Year	79	47	51	22	199
3rd Post-MD Year	79	47	52	22	200
4th Post-MD Year	78	45	52	22	197
5th Post-MD Year	74	42	47	21	184
6th Post-MD Year	66	32	38	19	155
State Hospitals					
1st Post-MD Year	4	6	5	5	20
2nd Post-MD Year	4	7	5	5	21
3rd Post-MD Year	4	7	5	5	21
4th Post-MD Year	4	7	5	5	21
5th Post-MD Year	4	7	5	5	21
6th Post-MD Year	4	6	5	5	20
Municipal Hospitals					
1st Post-MD Year	7	4	3	7	21
2nd Post-MD Year	8	4	3	7	22
3rd Post-MD Year	8	4	3	7	22
4th Post-MD Year	8	4	3	7	22
5th Post-MD Year	8	4	3	7	22
6th Post-MD Year	8	2	2	5	17
Church Hospitals					
1st Post-MD Year	4	1	8	2	15
2nd Post-MD Year	4	1	8	2	15
3rd Post-MD Year	4	1	8	2	15
4th Post-MD Year	4	1	8	1	14
5th Post-MD Year	3	1	8	1	13
6th Post-MD Year	3	1	7	1	12
Other Non-Profit Hospitals					
1st Post-MD Year	53	25	29	2	109
2nd Post-MD Year	55	25	30	2	112
3rd Post-MD Year	55	25	30	2	112
4th Post-MD Year	54	23	30	3	110
5th Post-MD Year	51	21	26	2	100
6th Post-MD Year	43	14	20	2	79
Veterans Affairs Hospitals					
1st Post-MD Year	3	3	1	2	9
2nd Post-MD Year	3	3	1	2	9
3rd Post-MD Year	3	3	2	2	10
4th Post-MD Year	3	3	2	2	10
5th Post-MD Year	3	3	1	2	9
6th Post-MD Year	3	3	0	2	8
Medical Schools					
1st Post-MD Year	5	7	4	4	20
2nd Post-MD Year	5	7	4	4	20
3rd Post-MD Year	5	7	4	4	20
4th Post-MD Year	5	7	4	4	20
5th Post-MD Year	5	6	4	4	19
6th Post-MD Year	5	6	4	4	19

OVERVIEW

Tables 10 through 12 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.

Whereas the information in Section 1 reflects data for the current academic year (2003-2004), the data in Section 2 represent fiscal information for 2002-2003, the most recent year for which financial data are available at most AAMC member institutions. For many institutions, this was for the period from July 1, 2002 to June 30, 2003.

STIPENDS AND BENEFITS AS A PERCENTAGE OF OPERATING BUDGETS

Table 10 shows the percentage of institutions' operating budgets allocated to housestaff stipends and benefits. For all institutions, stipends and benefits comprised on average 5.6 percent of respondents' 2002-2003 operating budgets. The percentage of the operating budget devoted to housestaff stipends and benefits was higher in the West and South regions, and lower in the Northeast and Midwest. As noted earlier, changes in the mean values in this and other tables might be due to the fact that a slightly different set of institutions responds to the survey each year. The data tend to reflect characteristics of the respondents as well as overall trends for COTH members. In addition, because the AAMC Housestaff Survey does not collect information on fluctuations in institutions' total operating budgets, it is not possible to analyze whether the differences are caused by changes in housestaff stipend and benefits expenditures or changes in the organizations' overall operating budgets.

Analysis of the mean percentage of operating budgets devoted to housestaff stipends and benefits by institutional ownership in Table 10 shows that state and municipal hospitals spend a slightly larger percentage of their total budgets on housestaff stipends and benefits than church-owned, other not-for-profit and Veterans Affairs hospitals.

RATIO OF BENEFITS TO STIPENDS

Table 11 shows the ratio of benefit expenditures to stipends expenditures. 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 .23, 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

Table 12 reports the distribution of funding sources for 2000-2001 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 87 percent of the total funding in 2003-2004.

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 appropriation earmarked for housestaff expenses.

Table 12 excludes data from Veterans Affairs hospitals, which are almost uniformly supported through federal VA appropriations

TABLE 10 STIPENDS AND BENEFITS A PERCENTAGE OF TOTAL OPERATING BUDGET*By Region and Ownership*
Fiscal Year 2002-2003¹

Mean Values	Northeast	South	Midwest	West	All Regions
All Respondents	4.9%	6.0%	4.9%	9.0%	5.6%
State Hospitals	-	4.2%	-	-	4.8%
Municipal Hospitals	6.6%	-	-	3.7%	4.5%
Church Hospitals	-	-	1.5%	-	1.8%
Other Non Profit Hospitals	4.1%	2.9%	3.0%	-	3.8%
Veterans Affairs Hospitals	-	-	-	-	3.0%
Medical Schools	-	-	-	-	33.9%
Median Values					
All Respondents	3.4%	3.0%	2.0%	3.7%	3.1%
State Hospitals	-	4.4%	-	-	3.8%
Municipal Hospitals	5.0%	-	-	3.0%	4.5%
Church Hospitals	-	-	1.5%	-	1.6%
Other Non Profit Hospitals	3.0%	2.6%	2.2%	-	2.9%
Veterans Affairs Hospitals	-	-	-	-	3.2%
Medical Schools	-	-	-	-	5.9%

¹Data are reported for the most recently completed fiscal year.

Note: A dash ("-") indicates that the number of respondents in that group was too small to report (fewer than five).

TABLE RATIO OF BENEFITS TO STIPENDS**11***By Region and Ownership
Fiscal Year 2002-2003¹*

Mean Values	Northeast	South	Midwest	West	All Regions
All Respondents	0.29	0.22	0.26	0.46	0.29
State Hospitals	-	0.19	-	-	0.22
Municipal Hospitals	0.3	-	-	0.19	0.24
Church Hospitals	-	-	0.33	-	0.29
Other Non Profit Hospitals	0.3	0.23	0.25	-	0.27
Veterans Affairs Hospitals	-	-	-	-	0.25
Medical Schools	0.27	0.24	-	-	0.23
Median Values					
All Respondents	0.28	0.22	0.25	0.21	0.25
State Hospitals	-	0.18	-	-	0.20
Municipal Hospitals	0.32	-	-	0.18	0.20
Church Hospitals	-	-	0.33	-	0.30
Other Non Profit Hospitals	0.28	0.24	0.24	-	0.30
Veterans Affairs Hospitals	-	-	-	-	0.20
Medical Schools	0.23	0.22	-	-	0.20

¹Data are reported for the most recently completed fiscal year.

Note: A dash ("-") indicates that the number of respondents in that group was too small to report (fewer than five).

TABLE 12 FUNDING SOURCES FOR STIPENDS AND BENEFITS BY OWNERSHIP*Sources for Residents and Fellows Combined
Fiscal Year 2002-2003¹*

Funding Source	All Respondents	State Hospitals	Municipal Hospitals	Church Hospitals	Other Not for Profit Hospitals	Medical Schools
Patient Revenues/General Operating Funds	87.4%	86.5%	91.9%	94.8%	91.1%	33.2%
State and Municipal Appropriations	2.4%	5.8%	1.3%	0.0%	1.4%	12.4%
Veterans Affairs Appropriations	1.8%	1.3%	1.6%	0.0%	0.5%	11.5%
Physician Fee Revenue	1.3%	0.7%	0.0%	0.0%	2.0%	0.6%
Medical School University Funds	1.4%	4.5%	0.5%	0.0%	0.4%	10.9%
National Institutes of Health	0.1%	0.7%	0.0%	0.0%	0.0%	0.2%
Other Federal Agencies	1.1%	0.2%	0.7%	0.7%	1.6%	0.1%
Endowment Income	0.1%	0.0%	0.3%	0.0%	0.0%	0.0%
Foundation Grants, Voluntary Agencies	0.0%	0.0%	0.0%	0.0%	0.0%	0.1%
Other	4.3%	0.3%	3.7%	4.4%	3.0%	30.9%
<i>Total</i>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
<i>Number of Respondents</i>	205	21	22	15	116	20

¹Data are reported for the most recently completed fiscal year.
Note: Excludes Veterans Affairs and For-Profit Hospitals.

