

2004 AAMC Survey of Housestaff Stipends, Benefits and Funding

November 2004 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 2004 data tables are based on the long format of the survey; the 2005 survey will use the short-length instrument. The two-year survey cycle was implemented to minimize constituents' data collection efforts, yet provide them with information that is applicable to the current academic year. 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 **2004 AAMC Housestaff Survey** were collected on the AAMC web site at <http://services.aamc.org/HSSLong> beginning in July 2004. 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. Eleven medical schools and 15 hospitals reported that they do not pay stipends directly. 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 the 2004-2005 academic year, which began July 1, 2004. 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, 2004.

The data tables summarize the responses from 223 AAMC-member institutions: twenty-eight medical schools (out of 125), and 195 teaching hospitals (not including the 11 medical schools and 15 hospitals that do not pay stipends directly). For 374 members of the Council of Teaching Hospitals and Health Systems (COTH) at the time the survey was conducted, these 210 teaching hospitals represent an overall response rate of 56 percent. The 2004 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 Eustace Koon, Senior Research Associate, Division of Health Care Affairs, at ekoon@aamc.org or 202-828-0513.

Section I: Housestaff Stipends

Housestaff Stipends Nationwide 2004-2005

Table 1 contains summary data on national housestaff stipends for each of eight post-MD years. The 2004-2005 mean first post-MD year stipend for all responding institutions is \$40,788. 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 2003-2004 to 2004-2005. The mean increase for first-year stipends between 2003-2004 and 2004-2005 was \$1,086 *less than the \$1,098 increase in the mean first-year stipend between 2002-2003 and 2003-2004*. *The mean percent increase over the first-year stipend for the 2004-2005 academic year is 2.7 percent.*

Traditionally, the percent increase declines slightly for previous residency years However, the 2004 data indicates that the percentage increases are quite similar for the first five years, ranging from 2.6 to 2.7 percent. The section on the dollar and percent increase in **Table 1** uses only institutions that responded to both the 2003 and 2004 **AAMC Housestaff Survey** (153 institutions at the first post-MD year, declining to 32 institutions at the eighth year).

Nationwide and Regional Stipends, 2003-04 through 2004-2005

Table 2 shows mean first post-MD year stipend through 6th post-MD year stipend from 2003-2004 to the 2004-2005 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 \$41,953 to \$42,625.

Stipends for Cohorts of Residents, 2003-2004 to 2004-2005

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 2003-2004 to the second-year in 2004-2005 was \$2,832 or 7.1 percent.

Nationwide Stipends, 1968-1969 through 2004-2005

Table 4 shows mean first-post MD year stipends from 1968-69 to the 2004-2005 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 to all urban consumers (CPI-U), for the period from 1968 to 2004. Stipend data in **Table 4** are shown both in actual dollars and adjusted to constant 1968 dollars.

Table 4 shows that between 2003-2004 and 2004-2005, the actual stipend increase for all respondents to the 2004 survey contrasted to all respondents in 2003 was 2.46 percent or \$979. The change in CPI-adjusted stipends was an increase of \$220 (from \$7,347 to \$7,567). 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 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 1993-1994.

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 by region and ownership; 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 (as indicated by an asterisk). This practice for the **AAMC Housestaff Survey**, which predates the antitrust 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 2004-2005
Dollar and Percent Changes from Prior Year

Year of Training	N	Mean	Percentiles		
			25th	50th	75th
Current Year Stipends					
1st Post-MD Year	215	\$40,788	\$38,919	\$40,500	\$42,403
2nd Post-MD Year	221	42,510	40,277	41,820	44,290
3rd Post-MD Year	220	44,491	41,980	43,504	46,782
4th Post-MD Year	213	46,364	43,606	45,302	48,963
5th Post-MD Year	207	48,212	45,035	47,061	50,937
6th Post-MD Year	180	50,258	46,722	49,036	53,607
7th Post-MD Year	141	51,732	48,194	50,047	55,860
8th Post-MD Year	64	54,943	50,693	53,776	58,766
Dollar Change from Last Year*					
1st Post-MD Year	153	\$1,086	\$416	\$1,148	\$1,500
2nd Post-MD Year	157	1,075	420	1,173	1,541
3rd Post-MD Year	158	1,190	430	1,203	1,698
4th Post-MD Year	152	1,194	674	1,230	1,743
5th Post-MD Year	144	1,272	640	1,348	1,859
6th Post-MD Year	120	1,393	521	1,421	1,942
7th Post-MD Year	91	1,505	911	1,495	2,028
8th Post-MD Year	32	1,642	0	1,304	2,305
Percent Change from Last Year*					
1st Post-MD Year	153	2.7%	1.0%	3.0%	3.8%
2nd Post-MD Year	157	2.6	1.0	3.0	3.7
3rd Post-MD Year	158	2.7	1.0	2.9	3.8
4th Post-MD Year	152	2.7	1.4	2.8	3.8
5th Post-MD Year	144	2.7	1.2	3.0	3.9
6th Post-MD Year	120	2.9	1.1	3.0	3.8
7th Post-MD Year	91	3.0	1.7	3.0	4.0
8th Post-MD Year	32	3.2	0.0	2.4	4.1

* Calculated for those respondents who reported in both years.



Table 2
Mean Housestaff Stipends 2003-2004 and 2004-2005
and Mean Increases by Region

	2004-2005		2003-2004		Increase*	
	N	All Respondents	N	All Respondents	%	Amount
All Regions						
1st Post-MD Year	215	\$40,788	197	\$39,809	2.7%	\$1,075
2nd Post-MD Year	221	42,510	202	41,489	2.6	1,065
3rd Post-MD Year	220	44,491	203	43,428	2.7	1,180
4th Post-MD Year	213	46,364	200	45,337	2.6	1,182
5th Post-MD Year	207	48,212	187	47,135	2.7	1,251
6th Post-MD Year	180	50,258	157	49,085	2.9	1,365
Northeast						
1st Post-MD Year	90	\$42,625	74	\$41,953	2.6%	\$1,172
2nd Post-MD Year	94	44,433	77	43,829	2.4	1,146
3rd Post-MD Year	93	46,801	77	46,146	2.4	1,216
4th Post-MD Year	91	48,853	76	48,083	2.4	1,259
5th Post-MD Year	88	50,923	72	50,054	2.6	1,392
6th Post-MD Year	81	52,875	62	51,964	2.6	1,462
South						
1st Post-MD Year	43	\$38,622	46	\$37,740	2.8%	\$1,116
2nd Post-MD Year	44	39,901	46	38,967	2.7	1,103
3rd Post-MD Year	44	41,383	46	40,532	2.7	1,139
4th Post-MD Year	43	42,923	44	42,139	2.6	1,198
5th Post-MD Year	42	44,496	41	43,419	2.7	1,226
6th Post-MD Year	35	45,891	30	44,835	2.5	1,275
Midwest						
1st Post-MD Year	57	\$40,227	49	\$39,135	2.9%	\$1,069
2nd Post-MD Year	58	41,796	50	40,567	2.8	1,069
3rd Post-MD Year	58	43,444	51	42,106	3.3	1,333
4th Post-MD Year	54	45,008	51	43,904	2.9	1,206
5th Post-MD Year	52	46,471	48	45,457	2.8	1,202
6th Post-MD Year	40	48,438	39	47,182	2.9	1,181
West						
1st Post-MD Year	21	\$39,362	22	\$38,346	2.6%	\$755
2nd Post-MD Year	21	41,742	22	40,733	2.4	749
3rd Post-MD Year	21	44,091	22	43,122	2.5	823
4th Post-MD Year	21	46,554	22	45,695	2.8	878
5th Post-MD Year	21	49,151	21	48,256	2.5	930
6th Post-MD Year	21	51,324	21	50,121	4.0	1,612

* Calculated for those respondents who reported in both years.

Table 3
Changes in Nationwide Housestaff Stipends 2003-2004 to 2004-2005
Received by Cohorts of Residents Advancing One Year

Year of Training	N	Mean	Percentiles		
			25th	50th	75th
Current Year Stipends					
1st Post-MD Year	140	\$2,832	\$2,000	\$2,735	\$3,475
2nd Post-MD Year	144	\$3,066	\$2,104	\$3,000	\$3,689
3rd Post-MD Year	139	\$3,059	\$2,096	\$3,019	\$3,801
4th Post-MD Year	134	\$3,159	\$2,217	\$3,041	\$3,910
5th Post-MD Year	114	\$3,167	\$2,282	\$3,076	\$3,701
6th Post-MD Year	87	\$3,443	\$2,506	\$3,093	\$3,944
7th Post-MD Year	36	\$3,352	\$1,947	\$3,285	\$4,028
Percent Change from Last Year*					
1st Post-MD Year	140	7.1%	5.2%	7.0%	8.2%
2nd Post-MD Year	144	7.3	5.2	7.3	8.5
3rd Post-MD Year	139	7.0	5.2	7.2	8.2
4th Post-MD Year	134	6.9	5.0	7.0	8.3
5th Post-MD Year	114	6.7	5.0	6.8	7.7
6th Post-MD Year	87	7.0	5.2	6.4	7.9
7th Post-MD Year	36	6.3	4.0	6.3	7.9

Table 4
Mean First-Year Housestaff Stipends Nationwide
1968-1969 through 2004-2005
Actual and Inflation-Adjusted Figures *

Survey Year	Actual Stipend	Change from Prior Year			Inflation ** Adjusted Stipend
		Percent	Dollars	CPI-U2	
2004-2005	\$40,788	2.46%	\$979	187.0	\$7,567
2003-2004	39,809	4.11%	1,571	184.6	7,347
2002-2003	38,238	2.29%	855	178.0	7,288
2001-2002	37,383	4.63%	1,655	178.0	7,288
2000-2001	35,728	2.12%	743	172.4	7,191
1999-2000	34,985	2.58%	881	166.2	7,304
1998-1999	34,104	2.15%	717	163.0	7,260
1997-1998	33,387	1.82%	598	160.3	7,227
1996-1997	32,789	3.60%	1,139	156.7	7,261
1995-1996	31,650	2.92%	897	152.5	7,202
1994-1995	30,753	3.78%	1,121	148.0	7,210
1993-1994	29,632	3.54%	1,014	144.4	7,121
1992-1993	28,618	5.17%	1,407	140.2	7,083
1991-1992	27,211	5.23%	1,353	136.0	6,943
1990-1991	25,858	4.90%	1,209	129.9	6,907
1989-1990	24,649	3.88%	920	124.1	6,892
1988-1989	23,729	4.46%	1,013	118.0	6,978
1987-1988	22,716	3.28%	722	113.5	6,945
1986-1987	21,994	2.51%	538	109.5	6,970
1985-1986	21,456	3.08%	642	107.6	6,919
1984-1985	20,814	4.49%	895	103.7	6,965
1983-1984	19,919	5.05%	958	99.5	6,947
1982-1983	18,961	7.48%	1,320	97.0	6,783
1981-1982	17,641	8.98%	1,453	90.6	6,757
1980-1981	16,188	8.99%	1,335	82.7	6,792
1979-1980	14,853	6.36%	888	72.3	7,129
1978-1979	13,965	5.91%	779	65.2	7,432
1977-1978	13,186	4.42%	558	60.7	7,538
1976-1977	12,628	8.07%	943	56.8	7,715
1975-1976	11,685	9.29%	993	53.6	7,565
1974-1975	10,692	5.71%	578	49.0	7,572
1973-1974	10,114	4.29%	416	44.2	7,940
1972-1973	9,698	5.44%	500	41.7	8,070
1971-1972	9,198	13.35%	1,083	40.6	7,861
1970-1971	8,115	10.78%	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

* Beginning in 2000, data are for the current academic 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
2004-2005

	Total Number of Residents	Weighted Mean
All Regions		
1st Post-MD Year	14,507	\$40,552
2nd Post-MD Year	14,377	42,252
3rd Post-MD Year	13,759	44,122
4th Post-MD Year	10,068	45,934
5th Post-MD Year	6,313	47,783
6th Post-MD Year	3,611	49,859
Northeast		
1st Post-MD Year	5,283	\$42,831
2nd Post-MD Year	5,072	44,825
3rd Post-MD Year	4,759	46,945
4th Post-MD Year	3,442	48,766
5th Post-MD Year	2,090	50,672
6th Post-MD Year	1,299	52,407
South		
1st Post-MD Year	3,325	\$38,341
2nd Post-MD Year	3,327	39,541
3rd Post-MD Year	3,170	41,024
4th Post-MD Year	2,374	42,463
5th Post-MD Year	1,524	44,076
6th Post-MD Year	839	45,787
Midwest		
1st Post-MD Year	3,602	\$40,049
2nd Post-MD Year	3,380	41,615
3rd Post-MD Year	3,379	43,296
4th Post-MD Year	2,351	45,002
5th Post-MD Year	1,511	46,776
6th Post-MD Year	735	48,700
West		
1st Post-MD Year	2,297	\$39,301
2nd Post-MD Year	2,598	41,531
3rd Post-MD Year	2,451	43,784
4th Post-MD Year	1,901	46,292
5th Post-MD Year	1,188	48,739
6th Post-MD Year	738	51,157



Table 6
Mean Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
All Respondents					
1st Post-MD Year	\$42,625	\$38,622	\$38,199	\$40,227	\$40,788
2nd Post-MD Year	44,433	39,901	40,416	41,796	42,510
3rd Post-MD Year	46,801	41,383	42,244	43,444	44,491
4th Post-MD Year	48,853	42,923	44,032	45,008	46,364
5th Post-MD Year	50,923	44,496	45,312	46,471	48,212
6th Post-MD Year	52,875	45,891	47,349	48,438	50,258
State Hospitals					
1st Post-MD Year	*	\$37,610	*	\$38,677	\$39,457
2nd Post-MD Year	*	39,176	*	40,444	41,064
3rd Post-MD Year	*	40,729	*	42,283	42,835
4th Post-MD Year	*	42,190	*	44,702	44,744
5th Post-MD Year	*	43,737	*	47,066	46,651
6th Post-MD Year	*	45,108	*	49,099	48,528
Municipal Hospitals					
1st Post-MD Year	\$45,958	\$37,610	*	\$38,677	\$39,457
2nd Post-MD Year	48,495	39,176	*	40,444	41,064
3rd Post-MD Year	51,297	40,729	*	42,283	42,835
4th Post-MD Year	54,737	42,190	*	44,702	44,744
5th Post-MD Year	57,572	43,737	*	47,066	46,651
6th Post-MD Year	59,699	45,108	*	49,099	48,528
Church Hospitals					
1st Post-MD Year	*	*	\$40,910	*	\$41,197
2nd Post-MD Year	42,047	*	42,300	*	42,154
3rd Post-MD Year	*	*	44,455	*	44,853
4th Post-MD Year	*	*	45,254	*	46,039
5th Post-MD Year	*	*	46,724	*	47,776
6th Post-MD Year	*	*	50,139	*	50,052

Table 6 (continued)
Mean Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$42,620	\$39,322	\$40,238	*	\$41,485
2nd Post-MD Year	44,486	40,711	41,751	*	43,231
3rd Post-MD Year	46,722	42,198	43,282	*	45,189
4th Post-MD Year	48,789	43,700	45,152	*	47,200
5th Post-MD Year	50,786	45,345	46,608	*	49,023
6th Post-MD Year	52,747	46,999	48,479	*	51,134
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$39,915
2nd Post-MD Year	*	*	*	*	42,557
3rd Post-MD Year	*	*	*	*	44,404
4th Post-MD Year	*	*	*	*	45,855
5th Post-MD Year	*	*	*	*	47,991
6th Post-MD Year	*	*	*	*	*
Medical Schools					
1st Post-MD Year	\$40,112	\$37,673	\$39,582	\$39,461	\$39,056
2nd Post-MD Year	41,717	38,749	40,986	41,454	40,524
3rd Post-MD Year	41,717	38,749	40,986	41,454	40,524
4th Post-MD Year	43,232	40,291	42,549	43,427	42,157
5th Post-MD Year	44,886	42,115	44,055	45,292	43,874
6th Post-MD Year	46,653	43,526	45,707	47,703	45,715

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



Table 7
25th Percentile Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
All Regions					
1st Post-MD Year	\$40,225	\$37,500	\$39,217	\$38,182	\$38,919
2nd Post-MD Year	41,539	38,700	41,000	40,183	40,277
3rd Post-MD Year	43,433	40,010	42,533	42,620	41,980
4th Post-MD Year	45,408	41,424	44,089	45,232	43,606
5th Post-MD Year	47,064	42,938	45,158	47,625	45,035
6th Post-MD Year	48,326	44,121	46,423	49,250	46,722
State Hospitals					
1st Post-MD Year	*	\$36,780	*	\$38,100	\$37,500
2nd Post-MD Year	*	38,064	*	40,100	38,847
3rd Post-MD Year	*	39,427	*	42,100	40,544
4th Post-MD Year	*	40,959	*	45,300	41,966
5th Post-MD Year	*	42,681	*	47,625	43,676
6th Post-MD Year	*	44,356	*	49,250	45,428
Municipal Hospitals					
1st Post-MD Year	\$43,441	\$37,844	*	\$37,077	\$38,408
2nd Post-MD Year	44,726	39,027	*	40,342	39,767
3rd Post-MD Year	47,130	40,463	*	43,147	41,491
4th Post-MD Year	49,011	41,642	*	45,513	43,102
5th Post-MD Year	50,892	42,687	*	48,584	44,584
6th Post-MD Year	52,041	44,415	*	51,048	47,476
Church Hospitals					
1st Post-MD Year	*	*	\$40,424	*	\$40,565
2nd Post-MD Year	42,000	*	41,800	*	41,613
3rd Post-MD Year	*	*	43,315	*	43,353
4th Post-MD Year	*	*	44,542	*	45,000
5th Post-MD Year	*	*	45,950	*	46,090
6th Post-MD Year	*	*	47,050	*	47,150



Table 7 (continued)
25th Percentile Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$40,111	\$38,329	\$39,602	*	\$39,823
2nd Post-MD Year	41,500	39,414	41,000	*	41,084
3rd Post-MD Year	43,378	40,978	42,394	*	42,500
4th Post-MD Year	45,169	42,145	44,284	*	44,357
5th Post-MD Year	46,958	43,710	45,128	*	45,639
6th Post-MD Year	48,136	45,544	47,285	*	47,500
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$36,052
2nd Post-MD Year	*	*	*	*	38,706
3rd Post-MD Year	*	*	*	*	40,103
4th Post-MD Year	*	*	*	*	40,328
5th Post-MD Year	*	*	*	*	41,711
6th Post-MD Year	*	*	*	*	*
Medical Schools					
1st Post-MD Year	\$38,534	\$37,368	\$38,175	\$38,450	\$38,111
2nd Post-MD Year	39,469	38,094	39,749	40,461	39,438
3rd Post-MD Year	40,105	39,555	41,559	42,519	41,108
4th Post-MD Year	41,116	40,851	43,230	44,570	42,480
5th Post-MD Year	42,875	41,700	44,939	46,500	44,268
6th Post-MD Year	45,000	43,476	45,851	48,272	45,576

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



Table 8
50th Percentile Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
All Regions					
1st Post-MD Year	\$42,513	\$38,535	\$40,545	\$39,252	\$40,500
2nd Post-MD Year	44,707	39,763	41,847	41,517	41,820
3rd Post-MD Year	47,130	41,426	43,342	43,539	43,504
4th Post-MD Year	49,011	42,299	44,897	45,562	45,302
5th Post-MD Year	51,267	44,138	46,410	48,542	47,061
6th Post-MD Year	53,136	45,725	48,185	50,532	49,036
State Hospitals					
1st Post-MD Year	*	\$37,484	*	\$39,215	\$39,215
2nd Post-MD Year	*	38,528	*	40,824	40,949
3rd Post-MD Year	*	40,085	*	42,620	42,625
4th Post-MD Year	*	41,508	*	45,300	44,295
5th Post-MD Year	*	43,315	*	48,300	45,795
6th Post-MD Year	*	45,063	*	49,900	47,820
Municipal Hospitals					
1st Post-MD Year	\$44,454	\$38,686	*	\$38,790	\$40,548
2nd Post-MD Year	46,292	39,684	*	41,094	41,504
3rd Post-MD Year	49,970	40,937	*	43,524	43,524
4th Post-MD Year	51,700	42,111	*	46,577	46,577
5th Post-MD Year	53,215	43,556	*	49,293	48,708
6th Post-MD Year	54,621	45,911	*	51,469	51,048
Church Hospitals					
1st Post-MD Year	*	*	\$40,995	*	\$41,000
2nd Post-MD Year	42,797	*	42,487	*	42,487
3rd Post-MD Year	*	*	43,800	*	44,000
4th Post-MD Year	*	*	45,000	*	45,019
5th Post-MD Year	*	*	46,284	*	46,900
6th Post-MD Year	*	*	48,238	*	49,141



Table 8 (continued)
50th Percentile Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$42,513	\$39,624	\$40,500	*	\$40,793
2nd Post-MD Year	44,529	40,957	41,998	*	42,533
3rd Post-MD Year	47,058	42,394	43,422	*	44,179
4th Post-MD Year	49,039	43,606	44,946	*	46,000
5th Post-MD Year	51,267	44,915	46,500	*	47,530
6th Post-MD Year	53,113	46,087	48,431	*	49,755
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$38,917
2nd Post-MD Year	*	*	*	*	41,423
3rd Post-MD Year	*	*	*	*	43,370
4th Post-MD Year	*	*	*	*	44,709
5th Post-MD Year	*	*	*	*	46,640
6th Post-MD Year	*	*	*	*	*
Medical Schools					
1st Post-MD Year	\$40,171	\$38,171	\$38,784	\$39,310	\$38,875
2nd Post-MD Year	42,218	39,252	40,812	41,591	40,166
3rd Post-MD Year	43,716	40,839	42,840	43,878	41,967
4th Post-MD Year	45,862	42,125	44,355	45,431	44,076
5th Post-MD Year	47,721	44,406	45,355	48,504	45,799
6th Post-MD Year	49,221	45,769	47,160	50,408	47,768

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



Table 9
75th Percentile Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
All Regions					
1st Post-MD Year	\$44,454	\$39,933	\$41,289	\$40,320	\$42,403
2nd Post-MD Year	46,842	41,127	42,745	42,125	44,290
3rd Post-MD Year	49,565	42,706	44,290	43,980	46,782
4th Post-MD Year	51,800	44,251	45,948	46,797	48,963
5th Post-MD Year	54,043	45,997	47,213	49,877	50,937
6th Post-MD Year	56,368	47,835	49,219	51,469	53,607
State Hospitals					
1st Post-MD Year	*	\$38,276	*	\$39,252	\$40,170
2nd Post-MD Year	*	40,303	*	41,640	41,608
3rd Post-MD Year	*	42,111	*	43,975	43,388
4th Post-MD Year	*	43,582	*	46,000	45,300
5th Post-MD Year	*	45,246	*	48,300	48,131
6th Post-MD Year	*	46,457	*	49,900	49,900
Municipal Hospitals					
1st Post-MD Year	\$44,454	\$40,314	*	\$39,181	\$42,427
2nd Post-MD Year	46,292	41,332	*	41,572	45,118
3rd Post-MD Year	49,970	42,806	*	43,870	47,840
4th Post-MD Year	51,700	44,138	*	46,887	49,683
5th Post-MD Year	53,215	45,740	*	50,123	52,054
6th Post-MD Year	54,621	47,990	*	53,607	54,621
Church Hospitals					
1st Post-MD Year	*	*	\$41,888	*	\$42,000
2nd Post-MD Year	44,464	*	42,850	*	42,950
3rd Post-MD Year	*	*	44,596	*	45,513
4th Post-MD Year	*	*	45,352	*	46,830
5th Post-MD Year	*	*	46,849	*	49,424
6th Post-MD Year	*	*	50,838	*	52,100



Table 9 (continued)
75th Percentile Housestaff Stipends By Region and Ownership
2004-2005

Ownership	Region				
	Northeast	South	Midwest	West	All
Other Non Profit Hospitals					
1st Post-MD Year	\$44,384	\$40,067	\$41,127	*	\$43,048
2nd Post-MD Year	46,766	41,346	42,688	*	45,020
3rd Post-MD Year	49,187	42,986	44,334	*	47,924
4th Post-MD Year	51,800	44,776	46,285	*	49,987
5th Post-MD Year	54,020	46,819	47,601	*	52,033
6th Post-MD Year	56,376	48,468	49,257	*	54,989
Veteran Affairs Hospitals					
1st Post-MD Year	*	*	*	*	\$44,304
2nd Post-MD Year	*	*	*	*	47,805
3rd Post-MD Year	*	*	*	*	49,693
4th Post-MD Year	*	*	*	*	51,871
5th Post-MD Year	*	*	*	*	54,639
6th Post-MD Year	*	*	*	*	*
Medical Schools					
1st Post-MD Year	\$41,863	\$38,965	\$40,950	\$40,082	\$40,376
2nd Post-MD Year	43,125	39,720	41,970	42,495	42,089
3rd Post-MD Year	44,527	41,520	43,343	44,192	43,826
4th Post-MD Year	46,261	43,780	44,934	46,158	45,516
5th Post-MD Year	48,669	45,230	46,859	48,766	47,660
6th Post-MD Year	50,478	47,412	48,359	51,015	49,695

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



Table 10
Number of Respondents to Stipend Question
By Region and Ownership
2004-2005

Ownership	Region				All
	Northeast	South	Midwest	West	
All Regions					
1st Post-MD Year	90	43	57	21	211
2nd Post-MD Year	94	44	58	21	217
3rd Post-MD Year	93	44	58	21	216
4th Post-MD Year	91	43	54	21	209
5th Post-MD Year	88	42	52	21	203
6th Post-MD Year	81	35	40	21	177
State Hospitals					
1st Post-MD Year	2	6	4	5	17
2nd Post-MD Year	2	7	4	5	18
3rd Post-MD Year	2	7	4	5	18
4th Post-MD Year	2	7	4	5	18
5th Post-MD Year	2	7	4	5	18
6th Post-MD Year	2	6	4	5	17
Municipal Hospitals					
1st Post-MD Year	7	6	4	6	23
2nd Post-MD Year	8	6	4	6	24
3rd Post-MD Year	8	6	4	6	24
4th Post-MD Year	8	6	4	6	24
5th Post-MD Year	8	6	3	6	23
6th Post-MD Year	8	5	3	5	21
Church Hospitals					
1st Post-MD Year	4	0	8	1	13
2nd Post-MD Year	5	0	8	1	14
3rd Post-MD Year	4	0	8	1	13
4th Post-MD Year	4	0	8	1	13
5th Post-MD Year	3	0	8	1	12
6th Post-MD Year	4	1	6	1	12

Table 10 (continued)
Number of Respondents to Stipend Question
By Region and Ownership
2004-2005

Ownership	Region				All
	Northeast	South	Midwest	West	
Other Non Profit Hospitals					
1st Post-MD Year	62	16	31	2	111
2nd Post-MD Year	64	16	31	2	113
3rd Post-MD Year	64	16	31	2	113
4th Post-MD Year	62	15	28	2	107
5th Post-MD Year	60	15	27	2	104
6th Post-MD Year	52	12	18	3	85
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	3	2	0	0	5
5th Post-MD Year	3	2	0	0	5
6th Post-MD Year	3	1	0	0	4
Medical Schools					
1st Post-MD Year	6	9	7	6	28
2nd Post-MD Year	6	9	7	6	28
3rd Post-MD Year	6	9	7	6	28
4th Post-MD Year	6	9	7	6	28
5th Post-MD Year	6	8	7	6	27
6th Post-MD Year	6	8	6	6	26

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 2004-2005 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 respondents that offer benefits for all responding institutions, by region. For example, in the Midwest region, 36.2 percent of responding institutions offer fully paid group medical insurance for residents/fellows; 24.1 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 Midwest region, 65.6 percent of respondents fully pay for parking, 6.9 percent of respondents share the cost of parking with housestaff, 24.1 percent offer parking, but do not pay for it, and 3.4 percent of institutions do not offer parking 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 2004-2005 academic year. For first year housestaff, 9.5 percent of respondents provide between 1 and 10 days of annual vacation and 39.8 percent provide 11 – 15. **Table 25** also gives the percentage of first-year housestaff that receive paid holidays. The majority of first-year housestaff, 54.7 percent, get zero days off for holidays. Less than 8 percent of first-year housestaff receive 1 to 5 holidays, 28.7 percent receive 6 to 10 holidays and 9.0 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** displays additional benefits offered to housestaff, including life insurance, disability, supplemental insurance, childcare services, and financial and career counseling services. For example, 35 percent of respondents provide on-site childcare services for housestaff, and 60 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. All reporting institutions (100 percent) have a policy regarding suspected alcohol or drug abuse by housestaff. Almost all institutions (99 percent) have regulations concerning moonlighting by housestaff; however, only 45 percent of the respondents' states have prohibitions against or regulations for housestaff moonlighting. Seventy-seven 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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	31.9	44.2	36.2	50.0	38.5
	Cost Shared	68.1	55.8	63.8	50.0	61.5
	Not Paid	0.0	0.0	0.0	0.0	0.0
	Not Offered	0.0	0.0	0.0	0.0	0.0
Family	Fully Paid	25.5	25.6	24.1	31.8	26.6
	Cost Shared	73.4	62.8	75.9	68.2	70.6
	Not Paid	0.0	11.6	0.0	0.0	2.3
	Not Offered	1.1	0.0	0.0	0.0	0.5
Vision Benefits						
Individual	Fully Paid	9.6	5.6	22.7	50.0	14.9
	Cost Shared	32.7	16.7	45.5	37.5	32.7
	Not Paid	23.1	33.3	9.1	12.5	21.8
	Not Offered	34.6	44.4	22.7	0.0	30.6
Family	Fully Paid	5.8	0.0	22.7	50.0	11.8
	Cost Shared	34.6	15.8	45.5	37.5	33.3
	Not Paid	23.1	42.1	9.1	12.5	23.5
	Not Offered	36.5	42.1	22.7	0.0	31.4
Prescription Drug Benefits						
Individual	Fully Paid	35.0	*	12.5	*	29.4
	Cost Shared	60.0	*	87.5	*	67.7
	Not Paid	5.0	*	0.0	*	2.9
	Not Offered	0.0	*	0.0	*	0.0
Family	Fully Paid	5.0	*	0.0	*	2.9
	Cost Shared	30.0	*	12.5	*	26.5
	Not Paid	60.0	*	87.5	*	67.7
	Not Offered	5.0	*	0.0	*	2.9
Psychiatric Benefits						
Individual	Fully Paid	30.8	*	*	*	25.0
	Cost Shared	61.5	*	*	*	70.0
	Not Paid	7.7	*	*	*	5.0
	Not Offered	30.8	*	*	*	25.0
Family	Fully Paid	15.4	*	*	*	15.0
	Cost Shared	69.2	*	*	*	75.0
	Not Paid	7.7	*	*	*	5.0
	Not Offered	7.7	*	*	*	5.0

Table 11 (continued)
Percent of Respondents Offering Housestaff Health Benefits, by Region
All Hospitals and Medical Schools
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Counseling/Psychologic Support						
Individual	Fully Paid	50.0	*	50.0	*	42.9
	Cost Shared	42.9	*	37.5	*	50.0
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	7.1	*	12.5	*	7.1
Family	Fully Paid	28.6	*	37.5	*	28.6
	Cost Shared	50.0	*	50.0	*	57.1
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	21.4	*	12.5	*	14.3
Group Dental Insurance						
Individual	Fully Paid	22.3	32.6	32.8	68.2	32.1
	Cost Shared	62.8	34.8	53.4	31.8	51.1
	Not Paid	8.5	25.6	13.8	0.0	12.7
	Not Offered	6.4	7.0	0.0	0.0	4.1
Family	Fully Paid	18.1	11.6	20.7	31.8	19.5
	Cost Shared	66.0	39.5	62.1	63.6	58.8
	Not Paid	9.5	41.9	15.5	4.6	17.2
	Not Offered	6.4	7.0	1.7	0.0	4.5
Housestaff eligible for Employee Assistance Program (EAP) Services		95.7	95.5	98.2	90.9	95.9
Housestaff eligible for employee Health Screening Services		98.9	90.9	96.4	81.8	95.0
Life Insurance						
	Fully Paid	75.5	74.4	87.9	81.8	79.6
	Cost Shared	10.6	18.6	6.9	13.6	11.3
	Not Paid	8.5	7.0	5.2	4.5	6.8
	Not Offered	5.3	0.0	0.0	0.0	2.3
Long Term Disability Insurance						
	Fully Paid	69.9	77.3	75.4	63.6	71.8
	Cost Shared	7.5	9.1	12.3	13.6	9.5
	Not Paid	6.5	9.1	10.5	22.7	9.5
	Not Offered	16.1	4.5	1.8	0.0	9.1

* 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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	*	66.7	*	40.0	41.2
	Cost Shared	*	33.3	*	60.0	58.8
	Not Paid	*	0.0	*	0.0	0.0
	Not Offered	*	0.0	*	0.0	0.0
Family	Fully Paid	*	50.0	*	40.0	35.3
	Cost Shared	*	50.0	*	60.0	64.7
	Not Paid	*	0.0	*	0.0	0.0
	Not Offered	*	0.0	*	0.0	0.0
Vision Benefits						
Individual	Fully Paid	*	*	*	*	12.5
	Cost Shared	*	*	*	*	37.5
	Not Paid	*	*	*	*	25.0
	Not Offered	*	*	*	*	25.0
Family	Fully Paid	*	*	*	*	12.5
	Cost Shared	*	*	*	*	37.5
	Not Paid	*	*	*	*	25.0
	Not Offered	*	*	*	*	25.0
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 12 (continued)
Percent of Respondents Offering Housestaff Health Benefits, by Region
State Hospitals
2004-2005

		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	*	66.6	*	60.0	41.1
	Cost Shared	*	16.7	*	40.0	47.1
	Not Paid	*	16.7	*	0.0	5.9
	Not Offered	*	0.0	*	0.0	5.9
Family	Fully Paid	*	16.7	*	40.0	17.6
	Cost Shared	*	33.3	*	60.0	58.9
	Not Paid	*	50.0	*	0.0	17.6
	Not Offered	*	0.0	*	0.0	5.9
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	100.0
Life Insurance						
	Fully Paid	*	66.7	*	80.0	58.8
	Cost Shared	*	0.0	*	20.0	17.6
	Not Paid	*	33.3	*	0.0	17.6
	Not Offered	*	0.0	*	0.0	5.9
Long Term Disability Insurance						
	Fully Paid	*	83.3	*	80.0	82.4
	Cost Shared	*	0.0	*	0.0	5.9
	Not Paid	*	16.7	*	20.0	11.8
	Not Offered	*	0.0	*	0.0	0.0

* 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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	75.0	20.0	*	50.0	52.2
	Cost Shared	25.0	80.0	*	50.0	47.8
	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	20.0	*	33.3	39.1
	Cost Shared	50.0	80.0	*	66.7	60.9
	Not Paid	0.0	*	*	0.0	0.0
	Not Offered	0.0	*	*	0.0	0.0
Vision Benefits						
Individual	Fully Paid	0.0	*	*	*	23.1
	Cost Shared	40.0	*	*	*	46.2
	Not Paid	20.0	*	*	*	7.7
	Not Offered	40.0	*	*	*	23.1
Family	Fully Paid	0.0	*	*	*	21.4
	Cost Shared	40.0	*	*	*	42.9
	Not Paid	20.0	*	*	*	14.3
	Not Offered	40.0	*	*	*	21.4
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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Counseling/Psychologic Support						
Individual	Fully Paid	*	*	*	*	66.7
	Cost Shared	*	*	*	*	16.7
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	16.7
Family	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*
Group Dental Insurance						
Individual	Fully Paid	0.0	20.0	75.0	66.7	34.8
	Cost Shared	62.5	60.0	0.0	33.3	43.5
	Not Paid	25.0	20.0	25.0	0.0	17.4
	Not Offered	12.5	0.0	0.0	0.0	4.3
Family	Fully Paid	0.0	20.0	75.0	33.3	26.1
	Cost Shared	62.5	60.0	0.0	66.7	52.2
	Not Paid	25.0	20.0	25.0	0.0	17.4
	Not Offered	12.5	0.0	0.0	0.0	4.3
Housestaff eligible for Employee Assistance Program (EAP) Services		87.5	100.0	*	100.0	95.7
Housestaff eligible for employee Health Screening Services		100.0	100.0	*	83.3	95.7
Life Insurance						
	Fully Paid	37.5	60.0	*	83.3	65.2
	Cost Shared	0.0	40.0	*	0.0	8.7
	Not Paid	37.5	0.0	*	16.7	17.4
	Not Offered	25.0	0.0	*	0.0	8.7
Long-Term Disability Insurance						
	Fully Paid	28.6	100.0	*	50.0	59.1
	Cost Shared	14.3	0.0	*	50.0	22.7
	Not Paid	0.0	0.0	*	0.0	0.0
	Not Offered	57.1	0.0	*	0.0	18.2

* 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
2004-2005

			Region				
			Northeast	South	Midwest	West	All
Group Medical Insurance							
Individual	Fully Paid		20.0	*	12.5	*	20.0
	Cost Shared		80.0	*	87.5	*	80.0
	Not Paid		0.0	*	0.0	*	0.0
	Not Offered		0.0	*	0.0	*	0.0
Family	Fully Paid		0.0	*	12.5	*	6.7
	Cost Shared		80.0	*	87.5	*	79.9
	Not Paid		0.0	*	0.0	*	6.7
	Not Offered		20.0	*	0.0	*	6.7
Vision Benefits							
Individual	Fully Paid		*	*	*	*	28.6
	Cost Shared		*	*	*	*	42.8
	Not Paid		*	*	*	*	0.0
	Not Offered		*	*	*	*	28.6
Family	Fully Paid		*	*	*	*	14.2
	Cost Shared		*	*	*	*	42.9
	Not Paid		*	*	*	*	0.0
	Not Offered		*	*	*	*	42.9
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
2004-2005

		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	*	25.0	*	20.0
	Cost Shared	80.0	*	75.0	*	73.3
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	20.0	*	0.0	*	6.0
Family	Fully Paid	0.0	*	25.0	*	13.3
	Cost Shared	80.0	*	75.0	*	73.3
	Not Paid	0.0	*	0.0	*	6.7
	Not Offered	20.0	*	0.0	*	6.7
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	*	100.0
Life Insurance						
	Fully Paid	80.0	*	100.0	*	86.6
	Cost Shared	0.0	*	0.0	*	6.7
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	20.0	*	0.0	*	6.7
Long Term Disability Insurance						
	Fully Paid	60.0	*	75.0	*	66.7
	Cost Shared	0.0	*	0.0	*	6.7
	Not Paid	0.0	*	25.0	*	13.3
	Not Offered	40.0	*	0.0	*	13.3

* 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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	29.9	47.4	43.8	*	36.9
	Cost Shared	70.1	52.6	56.3	*	63.1
	Not Paid	0.0	0.0	0.0	*	0.0
	Not Offered	0.0	0.0	0.0	*	0.0
Family	Fully Paid	26.9	31.6	25.0	*	27.9
	Cost Shared	73.1	57.9	75.0	*	70.5
	Not Paid	0.0	10.5	0.0	*	1.6
	Not Offered	0.0	0.0	0.0	*	0.0
Vision Benefits						
Individual	Fully Paid	7.9	0.0	14.3	*	9.1
	Cost Shared	34.2	11.1	57.1	*	32.7
	Not Paid	26.3	11.1	14.3	*	21.8
	Not Offered	31.6	77.8	14.3	*	36.4
Family	Fully Paid	5.3	0.0	14.3	*	7.3
	Cost Shared	36.8	11.1	57.1	*	34.5
	Not Paid	26.3	11.1	14.3	*	21.8
	Not Offered	31.6	77.8	14.3	*	36.4
Prescription Drug Benefits						
Individual	Fully Paid	31.3	*	20.0	*	29.2
	Cost Shared	68.8	*	80.0	*	70.8
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	0.0	*	0.0	*	0.0
Family	Fully Paid	31.3	*	20.0	*	29.2
	Cost Shared	68.8	*	80.0	*	70.8
	Not Paid	0.0	*	0.0	*	0.0
	Not Offered	0.0	*	0.0	*	0.0
Psychiatric Benefits						
Individual	Fully Paid	27.3	*	*	*	28.6
	Cost Shared	72.7	*	*	*	71.4
	Not Paid	0.0	*	*	*	0.0
	Not Offered	0.0	*	*	*	0.0
Family	Fully Paid	18.2	*	*	*	21.4
	Cost Shared	81.8	*	*	*	78.6
	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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Counseling/Psychologic Support						
Individual	Fully Paid	50.0	*	*	*	57.9
	Cost Shared	50.0	*	*	*	42.1
	Not Paid	0.0	*	*	*	0.0
	Not Offered	0.0	*	*	*	0.0
Family	Fully Paid	33.3	*	*	*	42.1
	Cost Shared	58.4	*	*	*	52.6
	Not Paid	8.3	*	*	*	5.3
	Not Offered	0.0	*	*	*	0.0
Group Dental Insurance						
Individual	Fully Paid	26.9	31.6	34.4	*	30.3
	Cost Shared	65.7	36.8	50.0	*	56.6
	Not Paid	7.5	21.1	15.6	*	11.5
	Not Offered	0.0	10.5	0.0	*	1.6
Family	Fully Paid	22.4	15.8	18.8	*	20.5
	Cost Shared	68.7	42.1	62.5	*	62.3
	Not Paid	9.0	31.6	18.8	*	15.6
	Not Offered	0.0	10.5	0.0	*	1.6
Housestaff eligible for Employee Assistance Program (EAP) Services		95.5	89.5	100.0	*	95.0
Housestaff eligible for employee Health Screening Services		98.5	89.5	100.0	*	97.0
Life Insurance						
	Fully Paid	86.6	89.5	93.8	*	88.5
	Cost Shared	10.4	5.3	0.0	*	7.4
	Not Paid	3.0	5.3	6.3	*	4.1
	Not Offered	0.0	0.0	0.0	*	0.0
Long Term Disability Insurance						
	Fully Paid	4.5	0.0	0.0	*	2.5
	Cost Shared	77.6	78.9	75.0	*	77.0
	Not Paid	10.4	15.8	15.6	*	13.1
	Not Offered	7.5	5.3	9.4	*	7.4

* 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
2004-2005

		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
2004-2005

		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	*	*	*	*	28.6
	Cost Shared	*	*	*	*	57.1
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	14.3
Family	Fully Paid	*	*	*	*	14.3
	Cost Shared	*	*	*	*	71.4
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	14.3
Housestaff eligible for Employee Assistance Program (EAP) Services		*	*	*	*	100.0
Housestaff eligible for employee Health Screening Services		*	*	*	*	100.0
Life Insurance						
	Fully Paid	*	*	*	*	28.6
	Cost Shared	*	*	*	*	28.6
	Not Paid	*	*	*	*	42.8
	Not Offered	*	*	*	*	0.0
Long Term Disability Insurance						
	Fully Paid	*	*	*	*	0.0
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	100.0

* 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
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Group Medical Insurance						
Individual	Fully Paid	*	*	*	*	60.0
	Cost Shared	*	*	*	*	10.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	30.0
Family	Fully Paid	*	*	*	*	33.33
	Cost Shared	*	*	*	*	33.33
	Not Paid	*	*	*	*	33.33
	Not Offered	*	*	*	*	*
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	*	*	*	*	20.0
	Cost Shared	*	*	*	*	60.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	20.0
Family	Fully Paid	*	*	*	*	36.4
	Cost Shared	*	*	*	*	27.2
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	36.4
Psychiatric Benefits						
Individual	Fully Paid	*	*	*	*	60.0
	Cost Shared	*	*	*	*	20.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	20.0
Family	Fully Paid	*	*	*	*	71.4
	Cost Shared	*	*	*	*	14.3
	Not Paid	*	*	*	*	14.3
	Not Offered	*	*	*	*	0.0

Table 17 (continued)
Percent of Respondents Offering Housestaff Health Benefits, by Region
Medical Schools
2004-2005

		Region				
		Northeast	South	Midwest	West	All
Counseling/Psychologic Support						
Individual	Fully Paid	*	*	*	*	60.0
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	40.0
Family	Fully Paid	*	*	*	*	66.6
	Cost Shared	*	*	*	*	16.7
	Not Paid	*	*	*	*	0.0
	Not Offered	*	*	*	*	16.7
Group Dental Insurance						
Individual	Fully Paid	*	*	*	*	75.0
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	12.5
	Not Offered	*	*	*	*	12.5
Family	Fully Paid	*	*	*	*	40.0
	Cost Shared	*	*	*	*	0.0
	Not Paid	*	*	*	*	40.0
	Not Offered	*	*	*	*	20.0
Housestaff eligible for Employee Assistance Program (EAP) Services		100.0	100.0	85.7	80.0	92.3
Housestaff eligible for employee Health Screening Services		100.0	75.0	71.4	60.0	76.9
Life Insurance						
	Fully Paid	*	*	*	*	33.3
	Cost Shared	*	*	*	*	33.3
	Not Paid	*	*	*	*	16.7
	Not Offered	*	*	*	*	16.7
Long Term Disability Insurance						
	Fully Paid	*	*	*	*	*
	Cost Shared	*	*	*	*	*
	Not Paid	*	*	*	*	*
	Not Offered	*	*	*	*	*

* 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
2004-2005

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	1.1	6.9	0.0	4.6	2.3
Cost Shared	18.9	4.5	3.4	0.0	10.0
Not Paid	16.8	4.5	12.1	4.5	11.8
Not Offered	63.2	84.1	84.5	90.9	75.9
Parking					
Fully Paid	47.4	75.0	65.6	45.5	57.7
Cost Shared	18.9	15.9	6.9	13.6	14.5
Not Paid	27.4	6.8	24.1	18.2	21.4
Not Offered	6.3	2.3	3.4	22.7	6.4
Meals, When Working					
Fully Paid	16.7	20.5	39.7	36.4	25.4
Cost Shared	25.0	38.6	24.1	22.7	27.1
Not Paid	30.2	25.0	17.2	31.8	25.8
Not Offered	28.1	15.9	19.0	9.1	21.7
Meals, When on Call					
Fully Paid	68.8	75.0	84.5	68.2	74.2
Cost Shared	21.9	25.0	8.6	27.3	19.5
Not Paid	6.3	0.0	0.0	0.0	2.7
Not Offered	3.0	0.0	6.9	4.5	3.6

Table 19
Percent of Respondents Offering Other Housestaff Benefits, by Region
State Hospitals
2004-2005

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	*	16.7	*	0.0	5.9
Cost Shared	*	0.0	*	0.0	5.9
Not Paid	*	0.0	*	0.0	11.7
Not Offered	*	83.3	*	100.0	76.5
Parking					
Fully Paid	*	50.0	*	0.0	23.5
Cost Shared	*	50.0	*	40.0	29.4
Not Paid	*	0.0	*	40.0	41.2
Not Offered	*	0.0	*	20.0	5.9
Meals, When Working					
Fully Paid	*	16.7	*	0.0	11.8
Cost Shared	*	16.7	*	0.0	23.5
Not Paid	*	33.3	*	80.0	41.2
Not Offered	*	33.3	*	20.0	23.5
Meals, When on Call					
Fully Paid	*	66.7	*	80.0	70.6
Cost Shared	*	33.3	*	20.0	23.5
Not Paid	*	0.0	*	0.0	5.9
Not Offered	*	0.0	*	0.0	0.0

* 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
2004-2005

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	0.0	0.0	*	0.0	0.0
Cost Shared	14.3	0.0	*	0.0	4.6
Not Paid	28.6	0.0	*	0.0	13.6
Not Offered	57.1	100.0	*	100.0	81.8
Parking					
Fully Paid	0.0	50.0	*	66.6	40.9
Cost Shared	14.3	50.0	*	0.0	18.2
Not Paid	85.7	0.0	*	16.7	36.4
Not Offered	0.0	0.0	*	16.7	4.5
Meals, When Working					
Fully Paid	25.0	16.7	*	83.3	39.1
Cost Shared	25.0	66.6	*	0.0	26.1
Not Paid	25.0	16.7	*	16.7	26.1
Not Offered	25.0	0.0	*	0.0	8.7
Meals, When on Call					
Fully Paid	75.0	66.7	*	83.3	73.9
Cost Shared	25.0	33.3	*	16.7	26.1
Not Paid	0.0	*	*	0.0	0.0
Not Offered	0.0	*	*	0.0	0.0

* 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
2004-2005

	Region				All
	Northeast	South	Midwest	West	
Housing					
Fully Paid	0.0	*	0.0	*	0.0
Cost Shared	20.0	*	12.5	*	13.3
Not Paid	20.0	*	0.0	*	6.7
Not Offered	60.0	*	87.5	*	80.0
Parking					
Fully Paid	60.0	*	75.0	*	66.6
Cost Shared	0.0	*	0.0	*	6.7
Not Paid	40.0	*	25.0	*	26.7
Not Offered	0.0	*	0.0	*	0.0
Meals, When Working					
Fully Paid	20.0	*	75.0	*	46.7
Cost Shared	20.0	*	25.0	*	33.3
Not Paid	40.0	*	0.0	*	13.3
Not Offered	20.0	*	0.0	*	6.7
Meals, When on Call					
Fully Paid	40.0	*	100.0	*	66.6
Cost Shared	40.0	*	0.0	*	26.7
Not Paid	20.0	*	0.0	*	6.7
Not Offered	*	*	*	*	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
2004-2005

	Region				All
	Northeast	South	Midwest	West	
Housing					
Fully Paid	1.5	5.3	0.0	*	2.5
Cost Shared	20.9	10.5	3.1	*	13.9
Not Paid	17.9	0.0	15.6	*	14.7
Not Offered	59.7	84.2	81.3	*	68.9
Parking					
Fully Paid	56.7	94.7	71.9	*	66.4
Cost Shared	23.9	0.0	9.4	*	16.4
Not Paid	14.9	5.3	18.7	*	13.9
Not Offered	4.5	0.0	0.0	*	3.3
Meals, When Working					
Fully Paid	17.9	26.3	40.6	*	26.2
Cost Shared	26.9	36.8	21.9	*	27.1
Not Paid	32.8	21.1	9.4	*	24.6
Not Offered	22.4	15.8	28.1	*	22.1
Meals, When on Call					
Fully Paid	73.1	89.5	90.6	*	80.3
Cost Shared	17.9	10.5	3.1	*	12.3
Not Paid	6.0	0.0	0.0	*	3.3
Not Offered	3.0	0.0	6.3	*	4.1

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



Table 23
Percent of Respondents Offering Other Housestaff Benefits, by Region
Veterans Affairs Hospitals
2004-2005

	Region				All
	Northeast	South	Midwest	West	
Housing					
Fully Paid	*	*	*	*	14.3
Cost Shared	*	*	*	*	14.3
Not Paid	*	*	*	*	0.0
Not Offered	*	*	*	*	71.4
Parking					
Fully Paid	*	*	*	*	42.9
Cost Shared	*	*	*	*	0.0
Not Paid	*	*	*	*	14.2
Not Offered	*	*	*	*	42.9
Meals, When Working					
Fully Paid	*	*	*	*	14.3
Cost Shared	*	*	*	*	28.6
Not Paid	*	*	*	*	14.2
Not Offered	*	*	*	*	42.9
Meals, When on Call					
Fully Paid	*	*	*	*	57.1
Cost Shared	*	*	*	*	28.6
Not Paid	*	*	*	*	0.0
Not Offered	*	*	*	*	14.3

* 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
2004-2005

	Region				
	Northeast	South	Midwest	West	All
Housing					
Fully Paid	0.0	0.0	0.0	0.0	0.0
Cost Shared	0.0	0.0	0.0	0.0	0.0
Not Paid	0.0	22.2	0.0	0.0	6.9
Not Offered	100.0	77.8	100.0	100.0	93.1
Parking					
Fully Paid	14.3	77.8	42.8	50.0	48.3
Cost Shared	14.3	0.0	14.3	0.0	6.9
Not Paid	57.1	22.2	28.6	16.7	31.0
Not Offered	14.3	0.0	14.3	33.3	13.8
Meals, When Working					
Fully Paid	0.0	11.1	14.2	16.7	10.4
Cost Shared	14.3	33.3	28.6	49.9	31.0
Not Paid	14.3	44.5	28.6	16.7	27.6
Not Offered	71.4	11.1	28.6	16.7	31.0
Meals, When on Call					
Fully Paid	71.4	55.6	57.1	50.0	58.6
Cost Shared	28.6	44.4	28.6	50.0	37.9
Not Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	14.3	0.0	3.5

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

Table 25
Annual Vacation and Other Paid Leave
For First-Year Housestaff
2004-2005

	Respondents	%	Cumulative
Annual Vacation			
1 to 10 days	20	9.5	9.5
11 to 15 days	84	39.8	49.3
16 to 21 days	85	40.3	89.6
22 to 28 days	14	6.6	96.2
29 or more	8	3.8	100.0
<i>Total</i>	211	100.0	
<i>Median vacation days</i>	15		
Holidays			
0 days	122	54.7	54.7
1 to 5 days	17	7.6	62.3
6 to 10 days	64	28.7	91.0
11 to 15 days	20	9.0	100.0
<i>Total</i>	223	100.0	
<i>Median holidays</i>	0		
Personal Days			
0 days	180	80.7	80.7
1 to 5 days	38	17.0	97.8
6 to 10 days	2	0.9	98.7
11 to 15 days	3	1.4	100.0
<i>Total</i>	223	100.0	
<i>Median personal days</i>	0		
Total Paid Time off, including sick leave			
1 to 10 days	2	0.9	0.9
11 to 15 days	15	7.0	7.9
16 to 21 days	28	13.0	20.9
22 to 28 days	134	62.4	83.3
29 or more	36	16.7	100.0
<i>Total</i>	215	100.0	
<i>Median days off</i>	32		

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

Table 26
Annual Vacation and Other Paid Leave
For Second-Year Housestaff
2004-2005

	Respondents	%	Cumulative
Annual Vacation			
1 to 10 days	10	4.7	4.7
11 to 15 days	76	36.0	40.8
16 to 21 days	98	46.5	87.2
22 to 28 days	18	8.5	95.7
29 or more	9	4.3	100.0
<i>Total</i>	211	100.0	
<i>Median vacation days</i>	20		
Holidays			
0 days	123	55.2	55.2
1 to 5 days	16	7.2	62.3
6 to 10 days	64	28.7	91.0
11 to 15 days	20	9.0	100.0
<i>Total</i>	223	100.0	
<i>Median holidays</i>	0		
Personal Days			
0 days	180	80.7	80.7
1 to 5 days	37	16.6	97.3
6 to 10 days	3	1.3	98.7
11 to 15 days	3	1.3	100.0
<i>Total</i>	223	100.0	
<i>Median holidays</i>	0		
Total Paid Time off, including sick leave			
1 to 10 days	1	0.5	0.5
11 to 15 days	14	6.5	7.0
16 to 21 days	25	11.6	18.6
22 to 28 days	133	61.9	80.5
29 or more	42	19.5	100.0
<i>Total</i>	215	100.0	
<i>Median days off</i>	32		

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



Table 27
Time Allotted Housestaff to Attend Seminars
2004-2005

	Respondents	%	Cumulative
Educational Seminar Days – First Year			
0 day	14	34.1	34.1
1 to 5 days	19	46.3	80.5
6 to 9 days	7	17.1	97.6
10 or more days	1	2.4	100.0
<i>Total</i>	41	100.0	
<i>Median vacation days</i>	5		
Educational Seminar Days – Second Year			
0 day	4	9.8	9.8
1 to 5 days	23	56.1	65.9
6 to 9 days	12	29.3	95.1
10 or more days	2	4.9	100.0
<i>Total</i>	41	100.0	
<i>Median vacation days</i>			
Hospital Contribution to seminar Expenses			
First-year staff	147	50.9	50.9
Second-year staff	142	49.1	100.0

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

Table 28
Additional Housestaff Benefits
All Respondents
2004-2005

	Percentiles			
	25th	50th	75th	
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	\$2,500	\$3,500	
Percent of salary	60%	60%	67%	
Length of coverage:				
To Age:	65	65	65	
In Years	2	3	20	
				Yes
				No
Insurance and Retirement Benefits				
Is employee-paid supplemental life insurance available?				78
Is supplemental, employee-paid disability insurance available?				57
Does your health benefits contract require housestaff to pay co-payments and/or deductibles for:				
Inpatient services				75
Ambulatory services				88
Are dollar or service limits placed on benefits for certain health care services?				55
Does your institution offer a flexible or "cafeteria-style" benefits plan for housestaff physicians?				56
Are your housestaff enrolled in a defined benefit retirement plan?				32
				Yes
				No
Childcare Service Benefits				
Does your institution provide on-site child care of housestaff?				35
If the hospital does not provide childcare or the facility does not have space does the hospital assist housestaff with locating childcare for their children?				31
Financial and Career Counseling Service Benefits				
Do you offer financial counseling and educational debt management services to housestaff?				60
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
If yes, do these procedures include prophylactic drug treatments for exposure to HIV?				100
If yes, do these procedures include counseling?				99
Are prophylactic treatments provided free of charge?				96

Table 29
Housestaff Policies
2004-2005

	Yes	No
Immunization Policies		
Does your institution require housestaff to keep immunizations current?	97	3
Does your hospital require documentation or proof for immunity?	98	2
Are immunizations provided free of charge to housestaff?	94	6
If you require housestaff to keep immunizations current, which of the following are included in this policy?		
Measles	93	7
Mumps	87	13
Rubella	95	5
Hepatitis B	87	13
Tetanus	73	27
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?	98	2
Have you had housestaff take time off under the provisions of the Act?	89	11
Substance Abuse Policies		
Do you have a policy regarding suspected alcohol/drug abuse by housestaff?	100	0
Does the hospital have a policy regarding treatment and rehabilitation of housestaff with documented alcohol/drug abuse problems?	97	3
Does the hospital conduct pre-employment drug and/or alcohol testing for housestaff?	58	42
Does the hospital conduct drug and/or alcohol testing for probable cause?	85	15
Has the hospital experienced instances where housestaff required reasonable accommodations under the Americans with Disabilities Act (ADA)?	55	45
	Yes	No
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?	98	2
If yes, is the policy distributed/discussed at resident orientation?	98	2
Are residents offered dedicated educational programs on sexual harassment and other non-professional behavior?	83	17
Moonlighting Policies		
Does your institution have regulations concerning moonlighting by housestaff?	99	1
Does your state have prohibitions against or regulations for housestaff moonlighting?	45	55
Does your institution allow housestaff to moonlight in its facilities?	77	23

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. These data reflect the 2004-2005 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 6.2 percent of respondents' 2003-2004 operating budgets. The percentage of the operating budget devoted to housestaff stipends and benefits was higher in the South and Northeast regions and lower in the West and Midwest.

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 (benefits 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 0.25 (and not 0.20).

For all responding institutions, the ratio of benefits to stipends was 0.28, 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 2004-2005 housestaff stipend and benefits expenditures for residents and clinical fellows combined. Patient revenue and general operating funds continue to be the primary funding source for stipends and benefits, contributing 81.2 percent of the total funding in 2004-2005.

Table 32 excludes data from Veterans Affairs hospitals, which are almost uniformly supported through federal VA appropriations, although other hospital categories and medical schools receive some monies from 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 expenditures on stipends and benefits is \$22,740,506. Within the West and Northeast regions, expenditures for stipends and benefits were higher than in the South and Midwest regions.

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

Ownership	Region					All
	Northeast	South	Midwest	West		
Mean Values						
All Respondents	4.7%	7.3%	3.6%	1.8%	6.2%	
State Hospitals	*	4.5	*	*	3.5	
Municipal Hospitals	2.0	2.9	*	2.7	2.5	
Church Hospitals	2.0	*	2.9	*	2.6	
Other Non Profit Hospitals	5.3	7.6	11.2	*	7.1	
Veteran Affairs Hospitals	*	*	*	*	2.2	
Medical Schools	6.3	13.5	15.3	4.5	10.2	
Median Values						
All Respondents	2.3%	3.0%	3.0%	1.9%	2.7%	
State Hospitals	3.5	4.4	*	*	3.6	
Municipal Hospitals	*	3.0	*	2.0	2.6	
Church Hospitals	1.5	3.2	1.9	*	2.0	
Other Non Profit Hospitals	2.7	2.3	3.0	*	2.7	
Veteran Affairs Hospitals	*	*	*	*	2.0	
Medical Schools	3.0	2.8	2.3	2.9	2.8	

** 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 **

Ownership	Region				
	Northeast	South	Midwest	West	All
Mean Values					
All Respondents	0.28	0.25	0.32	0.24	0.28
State Hospitals	*	0.25	*	*	0.29
Municipal Hospitals	0.25	0.27	*	0.26	0.26
Church Hospitals	0.26	*	0.57	*	0.42
Other Non Profit Hospitals	0.28	0.24	0.26	*	0.27
Veteran Affairs Hospitals	*	*	*	*	0.25
Medical Schools	0.28	0.25	0.30	0.21	0.26
Median Values					
All Respondents	0.27	0.25	0.27	0.27	0.25
State Hospitals	*	0.25	*	*	0.28
Municipal Hospitals	0.27	0.25	*	0.27	0.27
Church Hospitals	0.25	*	0.25	*	0.26
Other Non Profit Hospitals	0.27	0.22	0.23	*	0.25
Veteran Affairs Hospitals	*	*	*	*	0.25
Medical Schools	0.22	0.24	0.33	0.18	0.27

** 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 **

Funding Source	Ownership					
	All	State Hosp	Municipal Hosp	Church Hosp	Other Non Profit Hosp	Medical Schools
Patient Revenues/General Operating Funds	81.2%	55.0%	84.3%	89.5%	84.6%	56.7%
State and Municipal Appropriations	1.9	8.7	0.7	0.1	1.5	6.8
Managed Care Organization Payments	0.9	0.0	2.4	0.0	0.1	0.1
Veterans Affairs Appropriations	2.2	3.8	0.8	5.0	1.9	6.9
Physician Fee Revenue	1.2	3.1	0.1	0.4	1.6	3.0
Medical School-University Funds	1.8	2.9	0.1	0.6	1.6	12.7
National Institutes of Health	0.3	1.8	0.0	1.1	0.1	1.2
Other Federal Agencies	1.0	0.7	1.1	0.0	1.1	0.1
Endowment Income	0.0	0.0	0.0	0.0	0.1	0.1
Foundation Grants, Voluntary Agencies	0.1	0.4	0.0	0.1	0.1	0.6
Other	9.4	23.5	10.5	3.2	7.3	11.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	169	16	20	13	96	24

** Data are reported for the most recently completed fiscal year

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

Funding Source	Ownership					
	All	State Hosp	Municipal Hosp	Church Hosp	Other Non Profit Hosp	Medical Schools
Patient Revenues/General Operating Funds	84.0%	55.0%	94.2%	89.3%	82.7%	59.4%
State and Municipal Appropriations	2.1	9.3	0.7	0.1	1.7	7.4
Managed Care Organization Payments	1.1	0.0	2.7	0.0	0.1	0.1
Veterans Affairs Appropriations	2.2	3.6	0.9	5.1	2.3	7.0
Physician Fee Revenue	1.1	1.7	0.0	0.4	1.7	1.9
Medical School-University Funds	1.8	2.8	0.1	0.6	1.8	11.1
National Institutes of Health	0.2	1.6	0.0	1.1	0.1	0.2
Other Federal Agencies	1.0	0.3	1.2	0.0	1.2	0.1
Endowment Income	0.0	0.0	0.0	0.0	0.1	0.0
Foundation Grants, Voluntary Agencies	0.1	0.3	0.0	0.1	0.1	0.1
Other	6.4	25.3	0.2	3.3	8.2	12.7
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	166	16	20	13	94	23

** Data are reported for the most recently completed fiscal year



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

Funding Source	Ownership					
	All	State Hosp	Municipal Hosp	Church Hosp	Other Non Profit Hosp	Medical Schools
Patient Revenues/General Operating Funds	66.6%	55.2%	7.8%	97.0%	92.4%	32.1%
State and Municipal Appropriations	0.4	1.2	0.7	0.0	0.2	1.7
Managed Care Organization Payments	0.0	0.0	0.0	0.0	0.0	0.2
Veterans Affairs Appropriations	0.8	6.5	0.5	0.0	0.4	6.2
Physician Fee Revenue	1.9	18.2	0.5	3.0	1.0	13.7
Medical School-University Funds	1.9	3.9	0.1	0.0	0.9	26.7
National Institutes of Health	0.8	4.5	0.0	0.0	0.4	10.3
Other Federal Agencies	0.8	4.2	0.0	0.0	1.1	0.2
Endowment Income	0.1	0.5	0.0	0.0	0.0	0.8
Foundation Grants, Voluntary Agencies	0.3	1.8	0.0	0.0	0.1	5.6
Other	26.4	4.0	90.4	0.0	3.6	2.5
Total	100.0	100.0	100.0	100.0	100.0	100.0
Number of Respondents	70	8	11	4	36	11

** Data are reported for the most recently completed fiscal year



Table 35
Expenditures for Stipends and Benefits
By Region and Ownership **

Ownership	Ownership				
	Northeast	South	Midwest	West	All
Mean Values					
All	\$24,480,737	\$19,033,750	\$18,340,578	\$38,498,984	\$22,740,506
State Hospitals	*	30,726,950	*	*	20,846,246
Municipal Hospitals	17,678,506	20,650,867	*	*	33,814,276
Church Hospitals	*	*	13,848,875	*	10,441,602
Other Non Profit Hospitals	28,362,922	14,765,450	22,680,133	*	24,442,121
Veteran Affairs Hospitals	*	*	*	*	6,253,043
Medical Schools	*	18,640,026	17,025,900	21,094,813	19,059,252
Median Values					
All	\$10,253,831	\$18,589,684	\$8,517,000	\$14,215,462	\$12,723,341
State Hospitals	*	29,047,071	*	*	19,720,009
Municipal Hospitals	13,771,497	19,560,566	*	*	13,567,465
Church Hospitals	*	*	12,750,000	*	7,255,777
Other Non Profit Hospitals	11,443,128	11,146,629	8,425,191	*	11,146,629
Veteran Affairs Hospitals	*	*	*	*	4,432,560
Medical Schools	*	15,796,902	15,304,475	18,617,895	18,448,506

** Data are reported for the most recently completed fiscal year

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