



Tomorrow's Doctors, Tomorrow's Cures®

# AAMC Survey of Resident/Fellow Stipends and Benefits

October 2012

---

Learn

---

Serve

---

Lead



# Table of Contents

**INTRODUCTION** ..... 1

**SECTION ONE: RESIDENT/FELLOW STIPENDS** ..... 2

    Table 1: Resident/Fellow Stipends Nationwide .....4

    Table 2: Mean First-Year Resident Stipends Nationwide.....5

    Table 3: Changes in Nationwide Resident/Fellow Stipends .....6

    Table 4: Weighted Mean Resident/Fellow Stipends .....7

    Table 5: Mean Resident/Fellow Stipends .....8

    Table 6: 25th Percentile Resident/Fellow Stipends Nationwide.....9

    Table 7: Median (50th Percentile) Resident/Fellow Stipends Nationwide.....10

    Table 8: 75th Percentile Resident/Fellow Stipends Nationwide.....11

    Table 9: Number of Respondents to Stipend Questions.....12

**SECTION TWO: RESIDENT/FELLOW BENEFITS AND POLICIES** ..... 13

    Table 10: Percent of Respondents Offering Resident/Fellow Health Benefits, All Hospitals and Medical Schools..... 14

    Table 11: Percent of Respondents Offering Resident/Fellow Health Benefits, Other Non-Profit Hospitals ..... 15

    Table 12: Percent of Respondents Offering Resident/Fellow Health Benefits, Medical Schools ..... 16

    Table 13: Percent of Respondents Offering Resident/Fellow Health Benefits, All Other Institutions..... 17

    Table 14: Percent of Respondents Including Selected Benefits in Medical Policies, All Hospitals and Medical Schools..... 18

    Table 15: Percent of Respondents Including Selected Benefits in Medical Policies, Other Non-Profit Hospitals ..... 19

    Table 16: Percent of Respondents Including Selected Benefits in Medical Policies, Medical Schools .....20

    Table 17: Percent of Respondents Including Selected Benefits in Medical Policies, All Other Institutions .....21

    Table 18: Percent of Respondents Offering Other Resident/Fellow Benefits, All Hospitals and Medical Schools .....22

    Table 19: Percent of Respondents Offering Other Resident/Fellow Benefits, Other Non-Profit Hospitals.....23

    Table 20: Percent of Respondents Offering Other Resident/Fellow Benefits, Medical Schools .....24

    Table 21: Percent of Respondents Offering Other Resident/Fellow Benefits, All Other Institutions .....25

    Table 22: Annual Vacation and Other Paid Leave for Residents.....26

    Table 23: Time Allotted to Residents/Fellows to Attend Seminars .....27

    Table 24: Additional Benefits and Policies for Residents/Fellows.....28

## Introduction and Methodology

Since 1968, the AAMC (Association of American Medical Colleges) has published annually the *AAMC Survey of Resident/Fellow Stipends and Benefits* (formerly the *AAMC Survey of Housestaff Stipends, Benefits and Funding*). The purpose of the survey is to provide benchmarking data for the AAMC-member institutions to use in setting resident/fellow stipends for the next academic year.

The AAMC employs a two-year cycle for the Resident/Fellow Survey. An abbreviated questionnaire that collects information only about stipends and resident counts is alternated with the full survey instrument which includes a section on benefits. In 2012, the AAMC fielded the full survey instrument.

The AAMC collected data on its Web site beginning in July 2012. A memo announcing availability of the survey was emailed to the chief executive officers of hospitals that belong to the Council of Teaching Hospitals and Health Systems (COTH)<sup>1</sup>, members of the Council of Deans, and members of the AAMC Group on Resident Affairs.

In addition, anyone who completed the prior year's AAMC Resident/Fellow Survey was contacted by email. Hospital and medical school representatives were instructed to complete the survey only if their institution issues the checks for resident/fellow stipends. The instrument collected data for the 2012-2013 academic year that began July 1, 2012.

This report summarizes the responses from 151 COTH-member hospitals<sup>2</sup> and health systems, and 52 medical schools that pay for resident/fellow stipends directly. For 341 members of COTH (this number excludes 64 VA and other federal institutions) at the time the survey was conducted, this represents an overall response rate of 44 percent. For the 138 medical schools, this represents a 38 percent response rate.<sup>3</sup> These data represent a total of 110,000 residents/fellows (in all post-graduate years) across the country.

The 2012 tables display the majority of data in a cross-tabular format, which facilitates comparison of information across multiple peer groups.<sup>4</sup> Medical school data are

reported separately in many of the tables.

The tables that follow are organized into two sections:

- Section 1 presents stipend data, reported by region and ownership, for all respondents. Tables included in Section 1 present mean stipend data and values at the 25<sup>th</sup>, 50<sup>th</sup> (the median), and 75<sup>th</sup> percentiles. With the exception of **Table 2**, which presents data adjusted by the Consumer Price Index (CPI-U, for all urban consumers), the stipend data are not adjusted for regional wage or cost-of-living differences.
- Section 2 presents information on benefits and policies for residents and fellows. The information presented in Section 2 is collected only during the administration of the full-length survey.

Questions regarding the data should be directed to Jennifer Gold at [jgold@aamc.org](mailto:jgold@aamc.org), or (202) 828-0622.

<sup>1</sup> In recent years, fewer than five VA hospitals have responded to the survey, therefore, VA-specific data could not be published. As a result, in 2008, a decision was made, in consultation with the VA liaison to the Group on Resident Affairs, not to solicit VA members of COTH to participate in future surveys.

<sup>2</sup> The total number of hospital respondents may be an underestimate as several institutions operate as part of multi-hospital consortia. Some consortia reported their data jointly rather than on an institution-specific basis.

<sup>3</sup> These seemingly low response rates may suggest potential bias that reduces the reliability and validity of the information collected. Therefore, this survey's results should be used with caution when generalizing the findings from this study to inform decisions. However, please note that the response rates for both hospitals and medical schools may be understated since the true denominator is not all COTH-member hospitals and LCME-accredited medical schools, but only the subset of each that pays residents directly.

<sup>4</sup> Data were analyzed using IBM SPSS Statistics Version 19.

## Section One: Resident/Fellow Stipends

### **NATIONWIDE STIPENDS: 2012-2013**

**Table 1** presents summary data on national resident/fellow stipends for each of eight post-MD years. The 2012-2013 mean first post-MD year stipend for all responding institutions is \$50,274. The mean in **Table 1** is an unweighted mean, with each institution having the same weight, regardless of the size of its training program. 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 residents and fellows at each responding institution, is shown in **Table 4**. The weighted mean stipend for all regions at the first post-MD year is \$50,110. Comparing the data in **Tables 1** and **4** shows that weighting by the number of residents and fellows does not result in a significantly different mean stipend.

**Table 1** also displays the percent and dollar changes in mean stipends from 2011-2012 to 2012-2013 calculated for respondents reporting in both years. The mean increase for first-year stipends between 2011-2012 and 2012-2013 is \$892. The percent increase over the first-year stipend for the 2011-2012 academic year is 1.8 percent.

Traditionally, the percent increase varies slightly across residency years, however, the range is somewhat narrow. The mean percent increases range from 1.5 percent for the eighth post-graduate year to 1.9 percent for the fifth and seventh years. The section on the dollar and percent increase in **Table 1** reports only institutions that responded to both the 2011 and 2012 AAMC Resident/Fellow Surveys (185 institutions at the first post-MD year, declining to 70 institutions at the eighth year).

The majority of responding institutions (95 percent) reported that they pay the same base stipends to residents and fellows at each level across all specialties. Only 8.4 percent reported that the stipend levels were estimated.

### **NATIONWIDE STIPENDS: 1968-1969 to 2012-2013**

**Table 2** shows mean first post-MD year stipends for each academic year from 1968-1969 to 2012-2013. Since a somewhat different group of institutions responds each year, this time series of stipends does not truly represent a time trend. 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 CPI-U for the period from 1968 to 2012. Stipend data in **Table 2** are shown both in actual dollars and adjusted to constant 1968 dollars. **Table 2** shows that between academic years 2011-

2012 and 2012-2013, the stipends paid by respondents to the 2012 survey were 1.8 percent or \$880 higher than stipends paid by 2011 respondents. CPI-adjusted stipends increased by \$28 (from \$7,587 to \$7,615).

Stipend increases have not always kept pace with increases in the CPI. In the early 1980s, CPI-adjusted first-year stipends dipped to the stipend levels (in 1968 dollars) that residents had received in the 1969-1970 academic year. The stipends subsequently remained relatively flat for several years and did not regain the 1979-1980 level of \$7,129 until 1993-1994. The CPI-adjusted mean first-year stipend for 2012-2013 at \$7,615 represents a 23 percent real increase over the \$6,200 average stipend that residents were paid in 1968-1969. Again, the changes in the stipend data shown in **Table 2** might be, in part, due to slightly different cohorts of institutions responding to the survey each year, whereas **Table 1** reports the same cohort in two successive years.

### **STIPENDS FOR COHORTS OF RESIDENTS 2011-2012 to 2012-2013**

**Table 3** shows the stipend increases for a cohort of institutions (ranging from 185 to 84 institutions by post-MD year) that responded in both 2011 and 2012. The total increase for any 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 2011-2012 to the second-year in 2012-2013 was \$2,825 or 5.7 percent.

### **STIPENDS BY REGION AND OWNERSHIP**

Stipend data by region and ownership are displayed in **Tables 4 through 9**. The four COTH ownership groups are: state; municipal (county, city, and district hospitals); church-owned; and other not-for-profits. Additionally, medical schools are reported as a separate group. **Table 4** reports the total number of residents and fellows and the weighted mean stipend (weighted by the number of residents and fellows), by region. **Table 5** shows unweighted mean stipends; **Table 6** shows stipends at the 25<sup>th</sup> percentile; **Table 7** shows median (50<sup>th</sup> percentile) stipends; and **Table 8** shows stipends at the 75<sup>th</sup> percentile. **Table 9** reports the number of COTH hospitals and medical schools in the representative categories responding to the stipend question. For **Tables 5 through 9**, regions are displayed across the tops of the tables; data for all four regions are combined at the far right. Ownership groups are listed on the left side of each table, with the data for all institutions (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 municipal hospitals, or all hospitals in the South.

Resident/Fellow Stipend Survey data are collected and reported in accordance with the U.S. Department of Justice and Federal Trade Commission Statement of Antitrust Enforcement Policy in Health Care (1996). When the number of respondents is fewer than five for any region/ownership category, data for the category are not presented.

**Table 1**  
**Resident/Fellow Stipends Nationwide**

Dollar and Percent Changes from Prior Year  
 Academic Year 2012-2013

Year of Training	N	Mean	Percentiles		
			25 <sup>th</sup>	50 <sup>th</sup>	75 <sup>th</sup>
<b>Current Year Stipends</b>					
1st Post-MD Year	203	\$50,274	\$48,113	\$49,651	\$52,409
2nd Post-MD Year	203	52,222	49,674	51,428	54,295
3rd Post-MD Year	203	54,373	51,482	53,454	56,933
4th Post-MD Year	200	56,536	53,172	55,750	59,315
5th Post-MD Year	192	58,767	55,275	57,873	61,583
6th Post-MD Year	178	61,035	57,351	59,991	63,963
7th Post-MD Year	158	63,188	59,210	62,007	66,475
8th Post-MD Year	92	65,565	60,733	64,872	69,326
<b>Dollar Change From Prior Year<sup>1</sup></b>					
1st Post-MD Year	185	\$892	\$10	\$970	\$1,325
2nd Post-MD Year	185	914	125	997	1,369
3rd Post-MD Year	185	947	84	1,018	1,408
4th Post-MD Year	182	955	148	1,080	1,400
5th Post-MD Year	174	1,093	177	1,129	1,628
6th Post-MD Year	161	1,100	0	1,146	1,640
7th Post-MD Year	136	1,156	4	1,208	1,787
8th Post-MD Year	70	999	0	1,075	1,523
<b>Percent Change From Prior Year<sup>1</sup></b>					
1st Post-MD Year	185	1.8%	0.0%	2.0%	2.5%
2nd Post-MD Year	185	1.8	0.2	2.0	2.5
3rd Post-MD Year	185	1.8	0.2	2.0	2.6
4th Post-MD Year	182	1.7	0.3	2.0	2.5
5th Post-MD Year	174	1.9	0.3	2.0	3.0
6th Post-MD Year	161	1.8	0.0	2.0	2.8
7th Post-MD Year	136	1.9	0.0	2.0	2.5
8th Post-MD Year	70	1.5	0.0	1.7	2.3

<sup>1</sup>Calculated for respondents reporting in both years.

Table 2

## Mean First-Year Resident Stipends Nationwide

Actual and Inflation-Adjusted Figures  
1968-1969 through 2012-2013<sup>1</sup>

Survey Year	Actual Stipend	Change from Prior Year			Inflation-Adjusted Stipend
		Percent	Dollars	CPI-U <sup>1</sup>	
2012-2013	\$50,274	1.78%	\$880	229.1	\$7,615
2011-2012	49,394	1.93	934	225.9	7,587
2010-2011	48,460	2.11	1,002	218.0	7,714
2009-2010	47,458	2.62	1,213	215.7	7,635
2008-2009	46,245	3.35	1,498	218.8	7,334
2007-2008	44,747	3.42	1,481	208.4	7,451
2006-2007	43,266	2.84	1,196	202.9	7,399
2005-2006	42,070	3.14	1,282	194.5	7,506
2004-2005	40,788	2.46	979	189.7	7,461
2003-2004	39,809	4.10	1,562	183.7	7,520
2002-2003	38,238	2.30	855	179.9	7,376
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	7,258
1969-1970	7,325	18.10	1,125	36.6	6,945
1968-1969	6,200	-	-	34.7	6,200

<sup>1</sup>Inflation-adjusted figures are derived using the Consumer Price Index for All Urban Consumers (CPI-U): All Items.

Source: Department of Labor, Bureau of Labor Statistics.

Note: A dash ("-") indicates data are not available



**Table 3****Changes in Nationwide Resident/Fellow Stipends**

Received by Cohorts of Residents Advancing One Year  
Academic Years 2011-2012 to 2012-2013

<b>Dollar Change<sup>1</sup></b>	<b>N</b>	<b>Mean</b>	<b>Percentiles</b>		
			<b>25<sup>th</sup></b>	<b>50<sup>th</sup></b>	<b>75<sup>th</sup></b>
1st to 2nd Post-MD Year	185	\$2,825	\$2,138	\$2,688	\$3,365
2nd to 3rd Post-MD Year	185	3,061	2,163	2,988	3,514
3rd to 4th Post-MD Year	183	3,078	2,279	3,145	3,600
4th to 5th Post-MD Year	175	3,239	2,620	3,218	3,746
5th to 6th Post-MD Year	163	3,353	2,514	3,280	4,000
6th to 7th Post-MD Year	142	3,308	2,462	3,340	3,978
7th to 8th Post-MD Year	84	3,140	2,118	3,248	4,022

  

<b>Percent Change<sup>1</sup></b>	<b>N</b>	<b>Mean</b>	<b>Percentiles</b>		
			<b>25<sup>th</sup></b>	<b>50<sup>th</sup></b>	<b>75<sup>th</sup></b>
1st to 2nd Post-MD Year	185	5.7%	4.5%	5.5%	6.8%
2nd to 3rd Post-MD Year	185	5.9	4.4	5.9	7.0
3rd to 4th Post-MD Year	183	5.7	4.4	6.0	6.6
4th to 5th Post-MD Year	175	5.8	4.7	6.0	6.8
5th to 6th Post-MD Year	163	5.8	4.5	5.8	6.7
6th to 7th Post-MD Year	142	5.5	4.1	5.5	6.6
7th to 8th Post-MD Year	84	5.0	3.5	5.3	6.6

<sup>1</sup>Calculated for respondents reporting in both years.

Table 4

## Weighted Mean Resident/Fellow Stipends

By Region

Academic Year 2012-2013

All Regions*	Aggregate Residents	Weighted Mean Stipend
1st Post-MD Year	19,717	\$50,110
2nd Post-MD Year	19,634	51,999
3rd Post-MD Year	18,933	54,096
4th Post-MD Year	14,521	56,313
5th Post-MD Year	9,547	58,760
6th Post-MD Year	5,231	61,774
7th Post-MD Year	1,795	64,165
8th Post-MD Year	347	67,475
<b>Northeast</b>		
1st Post-MD Year	6,612	\$53,144
2nd Post-MD Year	6,573	55,262
3rd Post-MD Year	6,301	57,846
4th Post-MD Year	4,789	60,256
5th Post-MD Year	3,013	62,951
6th Post-MD Year	1,684	66,698
7th Post-MD Year	557	70,032
8th Post-MD Year	119	76,103
<b>South</b>		
1st Post-MD Year	5,406	\$47,549
2nd Post-MD Year	5,340	49,057
3rd Post-MD Year	5,193	50,672
4th Post-MD Year	4,011	52,466
5th Post-MD Year	2,632	54,613
6th Post-MD Year	1,331	56,819
7th Post-MD Year	478	58,543
8th Post-MD Year	96	59,810
<b>Midwest</b>		
1st Post-MD Year	4,474	\$49,402
2nd Post-MD Year	4,466	51,134
3rd Post-MD Year	4,302	52,899
4th Post-MD Year	3,205	55,009
5th Post-MD Year	2,210	57,388
6th Post-MD Year	1,242	59,970
7th Post-MD Year	453	61,927
8th Post-MD Year	83	63,154
<b>West</b>		
1st Post-MD Year	3,129	\$49,501
2nd Post-MD Year	3,165	51,774
3rd Post-MD Year	3,053	54,240
4th Post-MD Year	2,446	57,025
5th Post-MD Year	1,655	59,898
6th Post-MD Year	956	62,661
7th Post-MD Year	307	65,579
8th Post-MD Year	49	68,854

Note: An asterisk (\*\*\*) indicates the inclusion of four for-profit hospitals and one Puerto Rican medical school.

**Table 5**  
**Mean Resident/Fellow Stipends**

By Region and Ownership  
Academic Year 2012-2013

<b>All Respondents*</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions**</b>
1st Post-MD Year	\$53,363	\$47,898	\$49,309	\$49,546	\$50,274
2nd Post-MD Year	55,705	49,478	50,938	51,917	52,222
3rd Post-MD Year	58,394	51,210	52,617	54,492	54,373
4th Post-MD Year	60,704	53,103	54,585	57,216	56,536
5th Post-MD Year	63,305	55,041	56,712	59,834	58,767
6th Post-MD Year	65,839	57,089	58,751	62,099	61,035
<b>State Hospitals</b>					
1st Post-MD Year	-	46,909	-	-	49,149
2nd Post-MD Year	-	48,299	-	-	50,976
3rd Post-MD Year	-	49,942	-	-	52,912
4th Post-MD Year	-	51,738	-	-	55,040
5th Post-MD Year	-	53,542	-	-	57,170
6th Post-MD Year	-	55,374	-	-	59,387
<b>Municipal Hospitals</b>					
1st Post-MD Year	-	47,949	-	-	48,263
2nd Post-MD Year	-	49,622	-	-	50,773
3rd Post-MD Year	-	51,421	-	-	53,309
4th Post-MD Year	-	53,164	-	-	55,542
5th Post-MD Year	-	55,341	-	-	58,009
6th Post-MD Year	-	57,430	-	-	60,704
<b>Church Hospitals</b>					
1st Post-MD Year	-	-	48,742	-	50,196
2nd Post-MD Year	-	-	50,237	-	51,997
3rd Post-MD Year	-	-	51,898	-	53,993
4th Post-MD Year	-	-	53,652	-	56,032
5th Post-MD Year	-	-	55,654	-	57,333
6th Post-MD Year	-	-	57,521	-	59,556
<b>Other Non-Profit Hospitals</b>					
1st Post-MD Year	53,647	49,193	49,696	50,815	51,652
2nd Post-MD Year	55,961	50,829	51,288	53,617	53,701
3rd Post-MD Year	58,689	52,682	52,977	56,956	56,058
4th Post-MD Year	60,989	54,701	55,126	59,787	58,317
5th Post-MD Year	63,803	56,809	57,471	62,592	60,771
6th Post-MD Year	66,484	59,258	59,843	64,371	63,258
<b>Medical Schools</b>					
1st Post-MD Year	51,649	47,215	48,844	49,495	48,496
2nd Post-MD Year	53,664	48,792	50,536	51,283	50,186
3rd Post-MD Year	55,972	50,438	52,140	53,137	51,957
4th Post-MD Year	58,142	52,279	53,899	55,673	53,974
5th Post-MD Year	60,285	53,953	55,738	58,113	55,971
6th Post-MD Year	62,127	55,690	57,102	60,586	57,821

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

An asterisk ("\*") indicates the inclusion of four for-profit hospitals.

A double asterisk ("\*\*") indicates the inclusion of one Puerto Rican medical school.

Table 6

## 25<sup>th</sup> Percentile Resident/Fellow Stipends Nationwide

By Region and Ownership  
Academic Year 2012-2013

All Respondents*	Northeast	South	Midwest	West	All Regions**
1st Post-MD Year	\$50,073	\$46,384	\$48,318	\$48,326	\$48,113
2nd Post-MD Year	52,074	47,933	49,795	50,100	49,674
3rd Post-MD Year	54,114	49,617	51,244	53,177	51,482
4th Post-MD Year	56,422	51,282	53,111	55,894	53,172
5th Post-MD Year	58,472	53,091	55,395	58,301	55,275
6th Post-MD Year	60,392	54,625	57,351	59,736	57,351
<b>State Hospitals</b>					
1st Post-MD Year	-	46,009	-	-	46,813
2nd Post-MD Year	-	47,403	-	-	48,433
3rd Post-MD Year	-	48,767	-	-	50,036
4th Post-MD Year	-	50,105	-	-	51,300
5th Post-MD Year	-	51,524	-	-	53,687
6th Post-MD Year	-	53,884	-	-	54,662
<b>Municipal Hospitals</b>					
1st Post-MD Year	-	46,345	-	-	46,277
2nd Post-MD Year	-	48,682	-	-	48,886
3rd Post-MD Year	-	50,114	-	-	50,730
4th Post-MD Year	-	51,078	-	-	52,628
5th Post-MD Year	-	53,182	-	-	54,755
6th Post-MD Year	-	55,617	-	-	57,443
<b>Church Hospitals</b>					
1st Post-MD Year	-	-	48,204	-	48,318
2nd Post-MD Year	-	-	49,795	-	49,927
3rd Post-MD Year	-	-	51,272	-	51,570
4th Post-MD Year	-	-	53,115	-	53,580
5th Post-MD Year	-	-	55,245	-	55,274
6th Post-MD Year	-	-	55,956	-	56,762
<b>Other Non-Profit Hospitals</b>					
1st Post-MD Year	50,036	47,933	48,435	48,230	48,805
2nd Post-MD Year	52,197	49,511	49,880	50,277	50,573
3rd Post-MD Year	54,353	50,955	51,521	53,155	52,335
4th Post-MD Year	56,775	52,523	53,436	55,399	54,424
5th Post-MD Year	59,430	54,265	55,949	57,450	56,717
6th Post-MD Year	61,776	56,150	58,211	59,272	59,056
<b>Medical Schools</b>					
1st Post-MD Year	49,113	45,726	47,180	48,001	46,610
2nd Post-MD Year	51,553	47,219	48,774	50,057	48,440
3rd Post-MD Year	53,276	48,369	50,270	52,170	50,144
4th Post-MD Year	54,753	49,948	51,717	54,750	51,766
5th Post-MD Year	55,806	51,507	53,265	57,189	53,440
6th Post-MD Year	56,691	53,381	54,762	59,420	54,889

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

An asterisk ("\*") indicates the inclusion of four for-profit hospitals.

A double asterisk ("\*\*") indicates the inclusion of one Puerto Rican medical school.

Table 7

## Median (50<sup>th</sup> Percentile) Resident/Fellow Stipends Nationwide

By Region and Ownership  
Academic Year 2012-2013

All Respondents*	Northeast	South	Midwest	West	All Regions**
1st Post-MD Year	\$52,764	\$47,798	\$48,952	\$50,042	\$49,651
2nd Post-MD Year	54,979	49,246	51,000	52,004	51,428
3rd Post-MD Year	57,574	50,985	52,529	53,888	53,454
4th Post-MD Year	60,427	53,000	54,399	56,423	55,750
5th Post-MD Year	63,010	54,487	56,571	58,891	57,873
6th Post-MD Year	66,000	56,618	58,764	61,091	59,991
<b>State Hospitals</b>					
1st Post-MD Year	-	46,641	-	-	48,357
2nd Post-MD Year	-	48,244	-	-	50,770
3rd Post-MD Year	-	49,870	-	-	52,680
4th Post-MD Year	-	51,294	-	-	55,058
5th Post-MD Year	-	53,601	-	-	56,930
6th Post-MD Year	-	54,625	-	-	58,830
<b>Municipal Hospitals</b>					
1st Post-MD Year	-	47,716	-	-	47,749
2nd Post-MD Year	-	48,950	-	-	49,431
3rd Post-MD Year	-	50,796	-	-	52,451
4th Post-MD Year	-	52,819	-	-	53,630
5th Post-MD Year	-	55,239	-	-	56,131
6th Post-MD Year	-	57,494	-	-	58,650
<b>Church Hospitals</b>					
1st Post-MD Year	-	-	48,353	-	49,346
2nd Post-MD Year	-	-	50,025	-	51,083
3rd Post-MD Year	-	-	51,988	-	52,886
4th Post-MD Year	-	-	54,267	-	54,683
5th Post-MD Year	-	-	55,600	-	56,566
6th Post-MD Year	-	-	57,810	-	58,781
<b>Other Non-Profit Hospitals</b>					
1st Post-MD Year	52,707	48,630	48,952	49,655	50,145
2nd Post-MD Year	55,034	50,236	51,150	51,597	52,017
3rd Post-MD Year	57,612	52,233	52,980	53,744	54,133
4th Post-MD Year	60,202	54,352	54,809	56,918	56,775
5th Post-MD Year	63,200	56,357	57,255	60,247	59,430
6th Post-MD Year	66,531	59,532	59,771	62,000	61,539
<b>Medical Schools</b>					
1st Post-MD Year	52,482	47,146	48,965	50,283	48,579
2nd Post-MD Year	54,313	48,700	50,195	52,004	50,269
3rd Post-MD Year	57,105	50,635	51,860	53,937	51,946
4th Post-MD Year	59,436	53,000	53,754	56,356	53,713
5th Post-MD Year	61,942	53,663	55,625	58,679	55,794
6th Post-MD Year	63,843	55,508	56,780	61,091	57,549

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

An asterisk ("\*") indicates the inclusion of four for-profit hospitals.

A double asterisk ("\*\*") indicates the inclusion of one Puerto Rican medical school.

Table 8

## 75<sup>th</sup> Percentile Resident/Fellow Stipends Nationwide

By Region and Ownership  
Academic Year 2012-2013

All Respondents*	Northeast	South	Midwest	West	All Regions**
1st Post-MD Year	\$56,345	\$49,009	\$50,180	\$50,386	\$52,409
2nd Post-MD Year	58,612	50,602	51,856	52,222	54,295
3rd Post-MD Year	61,450	52,468	53,652	54,163	56,933
4th Post-MD Year	64,400	54,618	56,051	57,258	59,315
5th Post-MD Year	67,700	56,528	58,471	60,382	61,583
6th Post-MD Year	71,000	59,440	60,893	62,287	63,963
<b>State Hospitals</b>					
1st Post-MD Year	-	47,659	-	-	50,337
2nd Post-MD Year	-	49,027	-	-	52,078
3rd Post-MD Year	-	50,612	-	-	54,201
4th Post-MD Year	-	52,217	-	-	56,608
5th Post-MD Year	-	54,473	-	-	58,991
6th Post-MD Year	-	56,741	-	-	61,295
<b>Municipal Hospitals</b>					
1st Post-MD Year	-	48,682	-	-	49,577
2nd Post-MD Year	-	50,041	-	-	51,463
3rd Post-MD Year	-	51,843	-	-	53,892
4th Post-MD Year	-	53,444	-	-	57,419
5th Post-MD Year	-	56,131	-	-	60,872
6th Post-MD Year	-	58,774	-	-	64,855
<b>Church Hospitals</b>					
1st Post-MD Year	-	-	49,804	-	52,860
2nd Post-MD Year	-	-	51,320	-	56,000
3rd Post-MD Year	-	-	53,290	-	58,500
4th Post-MD Year	-	-	54,701	-	61,000
5th Post-MD Year	-	-	56,571	-	58,495
6th Post-MD Year	-	-	58,931	-	62,592
<b>Other Non-Profit Hospitals</b>					
1st Post-MD Year	56,857	50,154	50,313	53,345	53,481
2nd Post-MD Year	59,197	51,835	51,856	57,703	55,997
3rd Post-MD Year	61,882	53,911	53,775	61,914	58,500
4th Post-MD Year	64,800	56,341	56,143	63,975	61,000
5th Post-MD Year	69,499	58,761	58,532	67,206	64,298
6th Post-MD Year	71,300	61,860	61,000	70,678	66,895
<b>Medical Schools</b>					
1st Post-MD Year	53,925	48,748	50,750	50,443	50,318
2nd Post-MD Year	56,464	50,369	52,782	52,269	52,004
3rd Post-MD Year	59,563	52,022	54,774	54,050	54,040
4th Post-MD Year	62,205	53,714	56,830	56,690	56,356
5th Post-MD Year	64,414	55,908	59,075	59,021	58,857
6th Post-MD Year	66,033	57,616	60,970	61,852	61,091

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

An asterisk ("\*") indicates the inclusion of four for-profit hospitals.

A double asterisk ("\*\*") indicates the inclusion of one Puerto Rican medical school.

**Table 9**  
**Number of Respondents to Stipend Questions**

By Region and Ownership  
 Academic Year 2012-2013

<b>All Respondents*</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions**</b>
1st Post-MD Year	69	56	51	26	203
2nd Post-MD Year	69	56	51	26	203
3rd Post-MD Year	69	56	51	26	203
4th Post-MD Year	68	55	50	26	200
5th Post-MD Year	63	53	49	26	192
6th Post-MD Year	59	49	44	25	178
<b>State Hospitals</b>					
1st Post-MD Year	3	8	3	4	18
2nd Post-MD Year	3	8	3	4	18
3rd Post-MD Year	3	8	3	4	18
4th Post-MD Year	3	8	3	4	18
5th Post-MD Year	3	8	3	4	18
6th Post-MD Year	3	8	3	4	18
<b>Municipal Hospitals</b>					
1st Post-MD Year	1	7	1	4	13
2nd Post-MD Year	1	7	1	4	13
3rd Post-MD Year	1	7	1	4	13
4th Post-MD Year	1	7	1	4	13
5th Post-MD Year	1	7	1	4	13
6th Post-MD Year	1	6	1	4	12
<b>Church Hospitals</b>					
1st Post-MD Year	3	0	7	1	11
2nd Post-MD Year	3	0	7	1	11
3rd Post-MD Year	3	0	7	1	11
4th Post-MD Year	3	0	7	1	11
5th Post-MD Year	2	0	7	1	10
6th Post-MD Year	2	0	6	1	9
<b>Other Non-Profit Hospitals</b>					
1st Post-MD Year	52	18	27	8	105
2nd Post-MD Year	52	18	27	8	105
3rd Post-MD Year	52	18	27	8	105
4th Post-MD Year	51	18	26	8	103
5th Post-MD Year	47	18	26	8	99
6th Post-MD Year	43	17	23	7	90
<b>Medical Schools</b>					
1st Post-MD Year	8	22	12	9	52
2nd Post-MD Year	8	22	12	9	52
3rd Post-MD Year	8	22	12	9	52
4th Post-MD Year	8	21	12	9	51
5th Post-MD Year	8	19	12	9	49
6th Post-MD Year	8	18	11	9	47

An asterisk (\*) indicates the inclusion of four for-profit hospitals.

A double asterisk (\*\*) indicates the inclusion of one Puerto Rican medical school.

## Section Two: Resident/Fellow Benefits and Policies

**Tables 10** through **17** display the health benefits offered to residents and fellows by region and ownership for the 2012-2013 academic year. Included is the percentage of responding institutions offering resident/fellow health benefits by all hospitals and medical schools combined, other non-profit hospitals, medical schools, and all other institutions (including state, municipal, church, and for-profit hospitals). **Tables 18** through **24** present other benefits such as housing, parking, meals, annual vacation and other paid leave, retirement benefits, and seminar attendance benefits offered to residents and fellows by region. **Table 24** shows the counts of responding institutions that answered “yes” or “no” to a variety of other questions on institutional GME policies and benefits offered to residents and fellows.

### PERCENTAGE OF HEALTH BENEFITS BY REGION

**Table 10** shows the percentage of respondents that offer health benefits for all responding institutions by region. In the Western region, 46.2 percent of responding institutions offer fully paid individual medical insurance for residents and fellows; 26.9 percent pay for the resident plus spouse and children. **Tables 11** through **13** present the data in **Table 10**, disaggregated by ownership.

**Tables 14** through **17** detail the types of benefits included in the medical policies offered: vision care, prescription drugs, behavioral and mental health care, substance abuse treatment, and dental care. Institutions are most likely to include prescription drugs, behavioral and mental health care, and substance abuse treatment in their group medical insurance policies. **Tables 15** through **17** present the same data as in **Table 14**, disaggregated by ownership.

### OTHER BENEFITS OFFERED TO RESIDENTS/FELLOWS

**Table 18** reflects the percentage of all hospitals and medical schools, by region, that offer other resident/fellow benefits. For the Southern region, 64.9 percent of respondents fully pay for parking, 19.3 percent of respondents share the cost of parking with residents and fellows, 10.5 percent offer parking but do not pay for it, and 1.8 percent of institutions do not offer parking for their residents and fellows. **Tables 19** through **21** report the data in **Table 18**, disaggregated by ownership.

**Table 22** reports annual vacation and other paid leave available to residents during the 2012-2013 academic year. Nearly five percent of respondents offer between zero and 10 days of annual vacation and 37.2 percent offer 11–5 days. **Table 22** also shows the percentage of residents that receive paid holidays. Slightly more than half of residents at responding institutions receive

between zero and five days off for holidays, with 41.4 percent getting no holidays off, and another 36.8 percent getting six to 10 days off.

**Table 23** displays the percentages of time first- and second-year residents are allotted to attend educational seminars.

**Table 24** displays additional benefits offered to residents and fellows, including life insurance, disability insurance, child care services, financial and career counseling services, among other benefits. Nearly all respondents (96.5 percent) offer life insurance benefits to residents and fellows. Just under half of respondents (43.7 percent) are self-insured for residents and fellows, with most plans requiring residents to pay copayments. The majority of respondents offer a retirement plan to residents and fellows. In addition, residents are offered flexible benefits by 59.2 percent of respondents. Thirty-five percent of respondents provide on-site child care for residents and fellows; 63.5 percent offer financial counseling and educational debt management services. **Table 24** also reports data on policies and practices including testing for drug and/or alcohol abuse, criminal background checks, and funding for educational benefits (such as computers and payment of professional society dues).



Table 10

## Percent of Respondents Offering Resident/Fellow Health Benefits

By Region and Ownership, All Hospitals and Medical Schools  
Academic Year 2012-2013

<b>Individual Coverage</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	30.4%	40.4%	23.5%	46.2%	33.5%
Cost Shared	63.8	54.4	72.5	30.8	59.1
Fully Paid with Option for More Coverage	2.9	3.5	2.0	23.1	5.4
No Portion Paid	0.0	0.0	2.0	0.0	0.5
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	2.9	1.8	0.0	0.0	1.5
<b>Resident/Fellow Plus Spouse</b>					
Fully Paid	24.6	22.8	17.6	30.8	23.2
Cost Shared	69.6	71.9	76.5	46.2	69.0
Fully Paid with Option for More Coverage	2.9	1.8	2.0	23.1	4.9
No Portion Paid	0.0	0.0	3.9	0.0	1.0
Not Offered	0.0	1.8	0.0	0.0	0.5
Not Answered	2.9	1.8	0.0	0.0	1.5
<b>Resident/Fellow Plus Domestic Partner</b>					
Fully Paid	18.8	10.5	9.8	26.9	15.3
Cost Shared	60.9	35.1	56.9	42.3	50.2
Fully Paid with Option for More Coverage	4.3	3.5	2.0	23.1	5.9
No Portion Paid	0.0	0.0	3.9	0.0	1.0
Not Offered	13.0	47.4	25.5	7.7	25.1
Not Answered	2.9	3.5	2.0	0.0	2.5
<b>Resident/Fellow Plus Children</b>					
Fully Paid	24.6	22.8	17.6	30.8	23.2
Cost Shared	69.6	70.2	76.5	46.2	68.5
Fully Paid with Option for More Coverage	2.9	1.8	2.0	23.1	4.9
No Portion Paid	0.0	0.0	3.9	0.0	1.0
Not Offered	0.0	1.8	0.0	0.0	0.5
Not Answered	2.9	3.5	0.0	0.0	2.0
<b>Resident/Fellow Plus Spouse and Children</b>					
Fully Paid	26.1	22.8	17.6	26.9	23.2
Cost Shared	69.6	73.7	76.5	50.0	70.0
Fully Paid with Option for More Coverage	2.9	1.8	2.0	23.1	4.9
No Portion Paid	0.0	0.0	3.9	0.0	1.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	1.4	1.8	0.0	0.0	1.0
<b>Resident/Fellow Plus Domestic Partner and Children</b>					
Fully Paid	20.3	10.5	9.8	23.1	15.3
Cost Shared	60.9	35.1	56.9	50.0	51.2
Fully Paid with Option for More Coverage	4.3	1.8	2.0	23.1	5.4
No Portion Paid	0.0	0.0	3.9	0.0	1.0
Not Offered	11.6	47.4	25.5	3.8	24.1
Not Answered	2.9	5.3	2.0	0.0	3.0

Table 11

## Percent of Respondents Offering Resident/Fellow Health Benefits

By Region and Ownership, Other Non-Profit Hospitals  
Academic Year 2012-2013

<b>Individual Coverage</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	29.4%	27.8%	22.2%	62.5%	29.8%
Cost Shared	64.7	66.7	74.1	25.0	64.4
Fully Paid with Option for More Coverage	2.0	5.6	3.7	12.5	3.8
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	3.9	0.0	0.0	0.0	1.9
<b>Resident/Fellow Plus Spouse</b>					
Fully Paid	25.5	11.1	14.8	37.5	21.2
Cost Shared	68.6	83.3	81.5	50.0	73.1
Fully Paid with Option for More Coverage	2.0	0.0	0.0	12.5	1.9
No Portion Paid	0.0	0.0	3.7	0.0	1.0
Not Offered	0.0	5.6	0.0	0.0	1.0
Not Answered	3.9	0.0	0.0	0.0	1.9
<b>Resident/Fellow Plus Domestic Partner</b>					
Fully Paid	19.6	11.1	7.4	37.5	16.3
Cost Shared	60.8	44.4	70.4	50.0	59.6
Fully Paid with Option for More Coverage	3.9	0.0	0.0	12.5	2.9
No Portion Paid	0.0	0.0	3.7	0.0	1.0
Not Offered	11.8	44.4	18.5	0.0	18.3
Not Answered	3.9	0.0	0.0	0.0	1.9
	100.0				
<b>Resident/Fellow Plus Children</b>					
Fully Paid	25.5	11.1	14.8	37.5	21.2
Cost Shared	68.6	77.8	81.5	50.0	72.1
Fully Paid with Option for More Coverage	2.0	0.0	0.0	12.5	1.9
No Portion Paid	0.0	0.0	3.7	0.0	1.0
Not Offered	0.0	5.6	0.0	0.0	1.0
Not Answered	3.9	5.6	0.0	0.0	2.9
<b>Resident/Fellow Plus Spouse and Children</b>					
Fully Paid	27.5	11.1	14.8	25.0	21.2
Cost Shared	68.6	88.9	81.5	62.5	75.0
Fully Paid with Option for More Coverage	2.0	0.0	0.0	12.5	1.9
No Portion Paid	0.0	0.0	3.7	0.0	1.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	2.0	0.0	0.0	0.0	1.0
<b>Resident/Fellow Plus Domestic Partner and Children</b>					
Fully Paid	21.6	11.1	7.4	25.0	16.3
Cost Shared	60.8	44.4	70.4	62.5	60.6
Fully Paid with Option for More Coverage	3.9	0.0	0.0	12.5	2.9
No Portion Paid	0.0	0.0	3.7	0.0	1.0
Not Offered	9.8	44.4	18.5	0.0	17.3
Not Answered	3.9	0.0	0.0	0.0	1.9

Table 12

## Percent of Respondents Offering Resident/Fellow Health Benefits

By Region and Ownership, Medical Schools  
Academic Year 2012-2013

<b>Individual Coverage</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	50.0%	43.5%	41.7%	33.3%	42.3%
Cost Shared	37.5	47.8	58.3	44.4	48.1
Fully Paid with Option for More Coverage	12.5	4.3	0.0	22.2	7.7
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Resident/Fellow Plus Spouse</b>					
Fully Paid	37.5	21.7	33.3	22.2	26.9
Cost Shared	50.0	69.6	66.7	55.6	63.5
Fully Paid with Option for More Coverage	12.5	4.3	0.0	22.2	7.7
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Resident/Fellow Plus Domestic Partner</b>					
Fully Paid	25.0	13.0	16.7	11.1	15.4
Cost Shared	37.5	39.1	50.0	55.6	44.2
Fully Paid with Option for More Coverage	12.5	4.3	0.0	22.2	7.7
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	25.0	34.8	25.0	11.1	26.9
Not Answered	0.0	8.7	8.3	0.0	5.8
<b>Resident/Fellow Plus Children</b>					
Fully Paid	37.5	21.7	33.3	22.2	26.9
Cost Shared	50.0	69.6	66.7	55.6	63.5
Fully Paid with Option for More Coverage	12.5	4.3	0.0	22.2	7.7
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Resident/Fellow Plus Spouse and Children</b>					
Fully Paid	37.5	21.7	33.3	22.2	26.9
Cost Shared	50.0	69.6	66.7	55.6	63.5
Fully Paid with Option for More Coverage	12.5	4.3	0.0	22.2	7.7
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Resident/Fellow Plus Domestic Partner and Children</b>					
Fully Paid	25.0	13.0	16.7	11.1	15.4
Cost Shared	37.5	39.1	50.0	55.6	44.2
Fully Paid with Option for More Coverage	12.5	4.3	0.0	22.2	7.7
No Portion Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	25.0	34.8	25.0	11.1	26.9
Not Answered	0.0	8.7	8.3	0.0	5.8

Table 13

## Percent of Respondents Offering Resident/Fellow Health Benefits

By Region and Ownership, All Other Institutions  
Academic Year 2012-2013

<b>Individual Coverage</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	22.2%	50.0%	8.3%	44.4%	32.6%
Cost Shared	77.8	50.0	83.3	22.2	58.7
Fully Paid with Option for More Coverage	0.0	0.0	0.0	33.3	6.5
No Portion Paid	0.0	0.0	8.3	0.0	2.2
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Resident/Fellow Plus Spouse</b>					
Fully Paid	11.1	37.5	8.3	33.3	23.9
Cost Shared	88.9	62.5	75.0	33.3	65.2
Fully Paid with Option for More Coverage	0.0	0.0	8.3	33.3	8.7
No Portion Paid	0.0	0.0	8.3	0.0	2.2
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Resident/Fellow Plus Domestic Partner</b>					
Fully Paid	11.1	6.3	8.3	33.3	13.0
Cost Shared	88.9	18.8	33.3	22.2	37.0
Fully Paid with Option for More Coverage	0.0	6.3	8.3	33.3	10.9
No Portion Paid	0.0	0.0	8.3	0.0	2.2
Not Offered	0.0	68.8	41.7	11.1	37.0
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Resident/Fellow Plus Children</b>					
Fully Paid	11.1	37.5	8.3	33.3	23.9
Cost Shared	88.9	62.5	75.0	33.3	65.2
Fully Paid with Option for More Coverage	0.0	0.0	8.3	33.3	8.7
No Portion Paid	0.0	0.0	8.3	0.0	2.2
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Resident/Fellow Plus Spouse and Children</b>					
Fully Paid	11.1	37.5	8.3	33.3	23.9
Cost Shared	88.9	62.5	75.0	33.3	65.2
Fully Paid with Option for More Coverage	0.0	0.0	8.3	33.3	8.7
No Portion Paid	0.0	0.0	8.3	0.0	2.2
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Resident/Fellow Plus Domestic Partner and Children</b>					
Fully Paid	11.1	6.3	8.3	33.3	13.0
Cost Shared	88.9	18.8	33.3	33.3	39.1
Fully Paid with Option for More Coverage	0.0	0.0	8.3	33.3	8.7
No Portion Paid	0.0	0.0	8.3	0.0	2.2
Not Offered	0.0	68.8	41.7	0.0	34.8
Not Answered	0.0	6.3	0.0	0.0	2.2

\*All Other Institutions includes: state, municipal, church, and for-profit hospitals.

Table 14

## Percent of Respondents Including Selected Benefits in Medical Policies

By Region and Ownership, All Hospitals and Medical Schools  
Academic Year 2012-2013

<b>Vision Care</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Included in Group Medical Insurance	44.9%	28.1%	47.1%	53.8%	41.9%
Separate Plan Offered	52.2	59.6	49.0	46.2	52.7
Not Offered	1.4	10.5	2.0	0.0	3.9
Not Answered	1.4	1.8	2.0	0.0	1.5
<b>Prescription Drugs</b>					
Included in Group Medical Insurance	89.9	93.0	88.2	100.0	91.6
Separate Plan Offered	8.7	5.3	11.8	0.0	7.4
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	1.4	1.8	0.0	0.0	1.0
<b>Behavioral and Mental Health Care</b>					
Included in Group Medical Insurance	94.2	93.0	100.0	100.0	96.1
Separate Plan Offered	2.9	1.8	0.0	0.0	1.5
Not Offered	0.0	1.8	0.0	0.0	0.5
Not Answered	2.9	3.5	0.0	0.0	2.0
<b>Substance Abuse Treatment</b>					
Included in Group Medical Insurance	94.2	91.2	100.0	88.5	94.1
Separate Plan Offered	2.9	5.3	0.0	0.0	2.5
Not Offered	0.0	1.8	0.0	11.5	2.0
Not Answered	2.9	1.8	0.0	0.0	1.5
<b>Dental Care</b>					
Included in Group Medical Insurance	15.9	15.8	17.6	46.2	20.2
Separate Plan Offered	79.7	75.4	78.4	53.8	74.9
Not Offered	2.9	7.0	2.0	0.0	3.4
Not Answered	1.4	1.8	2.0	0.0	1.5

Table 15

## Percent of Respondents Including Selected Benefits in Medical Policies

By Region and Ownership, Other Non-Profit Hospitals  
Academic Year 2012-2013

<b>Vision Care</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Included in Group Medical Insurance	49.0%	27.8%	40.7%	62.5%	44.2%
Separate Plan Offered	49.0	61.1	55.6	37.5	51.9
Not Offered	0.0	11.1	0.0	0.0	1.9
Not Answered	2.0	0.0	3.7	0.0	1.9
<b>Prescription Drugs</b>					
Included in Group Medical Insurance	88.2	94.4	88.9	100.0	90.4
Separate Plan Offered	9.8	5.6	11.1	0.0	8.7
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	2.0	0.0	0.0	0.0	1.0
<b>Behavioral and Mental Health Care</b>					
Included in Group Medical Insurance	94.1	88.9	100.0	100.0	95.2
Separate Plan Offered	2.0	5.6	0.0	0.0	1.9
Not Offered	0.0	5.6	0.0	0.0	1.0
Not Answered	3.9	0.0	0.0	0.0	1.9
<b>Substance Abuse Treatment</b>					
Included in Group Medical Insurance	94.1	88.9	100.0	100.0	95.2
Separate Plan Offered	2.0	5.6	0.0	0.0	1.9
Not Offered	0.0	5.6	0.0	0.0	1.0
Not Answered	3.9	0.0	0.0	0.0	1.9
<b>Dental Care</b>					
Included in Group Medical Insurance	19.6	11.1	18.5	50.0	20.2
Separate Plan Offered	76.5	88.9	77.8	50.0	76.9
Not Offered	2.0	0.0	0.0	0.0	1.0
Not Answered	2.0	0.0	3.7	0.0	1.9

Table 16

## Percent of Respondents Including Selected Benefits in Medical Policies

By Region and Ownership, Medical Schools  
Academic Year 2012-2013

<b>Vision Care</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Included in Group Medical Insurance	50.0%	34.8%	41.7%	33.3%	38.5%
Separate Plan Offered	37.5	47.8	50.0	66.7	50.0
Not Offered	12.5	13.0	8.3	0.0	9.6
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Prescription Drugs</b>					
Included in Group Medical Insurance	100.0	91.3	83.3	100.0	92.3
Separate Plan Offered	0.0	4.3	16.7	0.0	5.8
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Behavioral and Mental Health Care</b>					
Included in Group Medical Insurance	100.0	95.7	100.0	100.0	98.1
Separate Plan Offered	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Substance Abuse Treatment</b>					
Included in Group Medical Insurance	100.0	95.7	100.0	88.9	96.2
Separate Plan Offered	0.0	0.0	0.0	0.0	0.0
Not Offered	0.0	0.0	0.0	11.1	1.9
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Dental Care</b>					
Included in Group Medical Insurance	0.0	21.7	0.0	44.4	17.3
Separate Plan Offered	87.5	56.5	91.7	55.6	69.2
Not Offered	12.5	17.4	8.3	0.0	11.5
Not Answered	0.0	4.3	0.0	0.0	1.9

Table 17

## Percent of Respondents Including Selected Benefits in Medical Policies

By Region and Ownership, All Other Institutions  
Academic Year 2012-2013

<b>Vision Care</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Included in Group Medical Insurance	22.2%	18.8%	66.7%	66.7%	41.3%
Separate Plan Offered	77.8	75.0	33.3	33.3	56.5
Not Offered	0.0	6.3	0.0	0.0	2.2
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Prescription Drugs</b>					
Included in Group Medical Insurance	88.9	93.8	91.7	100.0	93.5
Separate Plan Offered	11.1	6.3	8.3	0.0	6.5
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Behavioral and Mental Health Care</b>					
Included in Group Medical Insurance	88.9	93.8	100.0	100.0	95.7
Separate Plan Offered	11.1	0.0	0.0	0.0	2.2
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	6.3	0.0	0.0	2.2
<b>Substance Abuse Treatment</b>					
Included in Group Medical Insurance	88.9	87.5	100.0	77.8	89.1
Separate Plan Offered	11.1	12.5	0.0	0.0	6.5
Not Offered	0.0	0.0	0.0	22.2	4.3
Not Answered	0.0	0.0	0.0	0.0	0.0
<b>Dental Care</b>					
Included in Group Medical Insurance	11.1	12.5	33.3	44.4	23.9
Separate Plan Offered	88.9	87.5	66.7	55.6	76.1
Not Offered	0.0	0.0	0.0	0.0	0.0
Not Answered	0.0	0.0	0.0	0.0	0.0

\*All Other Institutions includes: state, municipal, church, and for-profit hospitals.



Table 18

## Percent of Respondents Offering Other Resident/Fellow Benefits

By Region and Ownership, All Hospitals and Medical Schools  
Academic Year 2012-2013

<b>Housing</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	0.0%	1.8%	0.0%	0.0%	0.5%
Cost Shared	20.3	5.3	0.0	7.7	9.4
Not Paid	8.7	10.5	7.8	3.8	8.4
Not Offered	69.6	78.9	88.2	80.8	78.3
Not Answered	1.4	3.5	3.9	7.7	3.4
<b>Parking</b>					
Fully Paid	50.7	64.9	64.7	50.0	58.1
Cost Shared	18.8	19.3	15.7	15.4	17.7
Not Paid	15.9	10.5	9.8	26.9	14.3
Not Offered	13.0	1.8	7.8	3.8	7.4
Not Answered	1.4	3.5	2.0	3.8	2.5
<b>Meals When Working</b>					
Fully Paid	11.6	19.3	31.4	26.9	20.7
Cost Shared	20.3	29.8	19.6	38.5	25.1
Not Paid	26.1	31.6	27.5	11.5	26.1
Not Offered	39.1	17.5	17.6	23.1	25.6
Not Answered	2.9	1.8	3.9	0.0	2.5
<b>Meals When on Call</b>					
Fully Paid	60.9	73.7	84.3	80.8	72.4
Cost Shared	24.6	19.3	7.8	19.2	18.2
Not Paid	4.3	3.5	5.9	0.0	3.9
Not Offered	7.2	1.8	2.0	0.0	3.4
Not Answered	2.9	1.8	0.0	0.0	1.5

Table 19

## Percent of Respondents Offering Other Resident/Fellow Benefits

By Region and Ownership, Other Non-Profit Hospitals  
Academic Year 2012-2013

<b>Housing</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	0.0%	5.6%	0.0%	0.0%	1.0%
Cost Shared	21.6	5.6	0.0	0.0	11.5
Not Paid	9.8	11.1	14.8	0.0	10.6
Not Offered	66.7	77.8	77.8	100.0	74.0
Not Answered	2.0	0.0	7.4	0.0	2.9
<b>Parking</b>					
Fully Paid	52.9	88.9	70.4	87.5	66.3
Cost Shared	23.5	11.1	18.5	0.0	18.3
Not Paid	13.7	0.0	7.4	0.0	8.7
Not Offered	7.8	0.0	0.0	12.5	4.8
Not Answered	2.0	0.0	3.7	0.0	1.9
<b>Meals When Working</b>					
Fully Paid	15.7	22.2	37.0	25.0	23.1
Cost Shared	25.5	38.9	29.6	62.5	31.7
Not Paid	25.5	33.3	18.5	0.0	23.1
Not Offered	29.4	5.6	11.1	12.5	19.2
Not Answered	3.9	0.0	3.7	0.0	2.9
<b>Meals When on Call</b>					
Fully Paid	64.7	83.3	88.9	75.0	75.0
Cost Shared	25.5	16.7	11.1	25.0	20.2
Not Paid	3.9	0.0	0.0	0.0	1.9
Not Offered	2.0	0.0	0.0	0.0	1.0
Not Answered	3.9	0.0	0.0	0.0	1.9

Table 20

## Percent of Respondents Offering Other Resident/Fellow Benefits

By Region and Ownership, Medical Schools  
Academic Year 2012-2013

<b>Housing</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	0.0%	0.0%	0.0%	0.0%	0.0%
Cost Shared	12.5	4.3	0.0	11.1	5.8
Not Paid	0.0	8.7	0.0	0.0	3.8
Not Offered	87.5	78.3	100.0	88.9	86.5
Not Answered	0.0	8.7	0.0	0.0	3.8
<b>Parking</b>					
Fully Paid	37.5	52.2	50.0	33.3	46.2
Cost Shared	12.5	13.0	16.7	22.2	15.4
Not Paid	37.5	21.7	25.0	44.4	28.8
Not Offered	12.5	4.3	8.3	0.0	5.8
Not Answered	0.0	8.7	0.0	0.0	3.8
<b>Meals When Working</b>					
Fully Paid	0.0	17.4	8.3	11.1	11.5
Cost Shared	12.5	26.1	0.0	33.3	19.2
Not Paid	25.0	30.4	58.3	11.1	32.7
Not Offered	62.5	21.7	33.3	44.4	34.6
Not Answered	0.0	4.3	0.0	0.0	1.9
<b>Meals When on Call</b>					
Fully Paid	25.0	73.9	66.7	77.8	65.4
Cost Shared	50.0	13.0	0.0	22.2	17.3
Not Paid	0.0	8.7	25.0	0.0	9.6
Not Offered	25.0	0.0	8.3	0.0	5.8
Not Answered	0.0	4.3	0.0	0.0	1.9

Table 21

## Percent of Respondents Offering Other Resident/Fellow Benefits

By Region and Ownership, All Other Institutions  
Academic Year 2012-2013

<b>Housing</b>	<b>Northeast</b>	<b>South</b>	<b>Midwest</b>	<b>West</b>	<b>All Regions</b>
Fully Paid	0.0%	0.0%	0.0%	0.0%	0.0%
Cost Shared	22.2	6.3	0.0	11.1	8.7
Not Paid	11.1	12.5	0.0	11.1	8.7
Not Offered	66.7	81.3	100.0	55.6	78.3
Not Answered	0.0	0.0	0.0	22.2	4.3
<b>Parking</b>					
Fully Paid	44.4	56.3	66.7	33.3	52.2
Cost Shared	0.0	37.5	8.3	22.2	19.6
Not Paid	11.1	6.3	0.0	33.3	10.9
Not Offered	44.4	0.0	25.0	0.0	15.2
Not Answered	0.0	0.0	0.0	11.1	2.2
<b>Meals When Working</b>					
Fully Paid	0.0	18.8	41.7	44.4	26.1
Cost Shared	0.0	25.0	16.7	22.2	17.4
Not Paid	22.2	31.3	16.7	22.2	23.9
Not Offered	77.8	25.0	16.7	11.1	30.4
Not Answered	0.0	0.0	8.3	0.0	2.2
<b>Meals When on Call</b>					
Fully Paid	77.8	62.5	91.7	88.9	78.3
Cost Shared	0.0	31.3	8.3	11.1	15.2
Not Paid	0.0	0.0	0.0	0.0	0.0
Not Offered	22.2	6.3	0.0	0.0	6.5
Not Answered	0.0	0.0	0.0	0.0	0.0

\*All Other Institutions includes: state, municipal, church, and for-profit hospitals.

**Table 22**  
**Annual Vacation and Other Paid Leave**

For Residents  
 Academic Year 2012-2013

<b>Annual Vacation</b>	<b>Respondents</b>	<b>%</b>	<b>Cumulative</b>
0 to 10 days	9	4.7	4.7
11 to 15 days	71	37.2	41.9
16 to 21 days	83	43.5	85.3
22 to 28 days	19	9.9	95.3
29 days or more	9	4.7	100.0
Total	191	100.0	
Median vacation days	20		

  

<b>Sick Days</b>			
0 days	22	14.3	14.3
1 to 5 days	17	11.0	25.3
6 to 10 days	30	19.5	44.8
11 to 30 days	85	55.2	100.0
31 days or more	0	0.0	100.0
Total	154	100.0	
Median sick leave	12		

  

<b>Holidays</b>			
0 days	55	41.4	41.4
1 to 5 days	15	11.3	52.7
6 to 10 days	49	36.8	89.5
11 to 30 days	14	10.5	100.0
31 days or more	0	0.0	100.0
Total	133	100.0	
Median holidays	5		

  

<b>Personal Days</b>			
0 days	87	69.0	69.0
1 to 5 days	29	23.0	92.0
6 to 10 days	5	4.0	96.0
11 to 30 days	5	4.0	100.0
31 days or more	0	0.0	100.0
Total	126	100.0	
Median personal days	0		

  

<b>Total Paid Time Off, including sick leave</b>			
0 to 10 days	2	1.0	1.0
11 to 15 days	10	5.1	6.1
16 to 21 days	34	17.3	23.4
22 to 28 days	39	19.9	43.3
29 days or more	111	56.6	100.0
Total	196	100.0	
Median days off	30		

**Table 23****Time Allotted to Residents/Fellows to Attend Seminars**

Academic Year 2012-2013

<b>Educational Seminar Days</b>	<b>Respondents</b>	<b>%</b>	<b>Cumulative</b>
<b>First Year</b>			
0 days	8	21.1	21.1
1 to 5 days	24	63.2	84.3
6 to 9 days	6	15.8	100.1
10 or more days	0	0.0	100.1
Total	38	100.1	
Median educational seminar days	5.0		
<b>Second Year</b>			
0 days	0	0.0	0.0
1 to 5 days	28	70.0	70.0
6 to 9 days	10	25.0	95.0
10 or more days	2	5.0	100.0
Total	40	100.0	100.0
Median educational seminar days	5.0		

Table 24

## Additional Benefits and Policies for Residents/Fellows

All Respondents

Academic Year 2012-2013

Life Insurance and Long-term Disability Insurance Premiums		Number	Percent
Life Insurance Premium Coverage			
Fully paid by institution		154	77.8%
Cost shared by institution and resident		26	13.1
Available, but no portion paid by institution		11	5.6
Not offered		7	3.5
Long-term Disability Insurance Premium Coverage			
Fully paid by institution		151	76.6%
Cost shared by institution and resident		20	10.2
Available, but no portion paid by institution		18	9.1
Not offered		8	4.1
Maximum Amount of Life Insurance Benefits		Percentiles	
		25 <sup>th</sup>	50 <sup>th</sup>
Fixed payment		\$25,000	\$50,000
Percent of salary		100%	100%
		75 <sup>th</sup>	
			\$100,000
			200%
Maximum Amount of Long-term Disability Insurance Benefit		Percentiles	
		25 <sup>th</sup>	50 <sup>th</sup>
Fixed payment		\$2,000	\$6,250
Percent of salary		60%	60%
		75 <sup>th</sup>	
			\$30,000
			66%
Length of coverage: To age		65	65
Length of coverage: In years		1.0	2.0
			12.5
Other Resident/Fellow Benefits		Yes	No
Does the institution provide its own health insurance product (self insured) to provide medical benefits to residents and fellows?		86	111
Does your health benefits contract require residents/fellows to pay copayments and/or deductibles for:			
Inpatient services		163	36
Ambulatory services		181	18
Other		50	14
Are dollar or service limits placed on benefits for certain health care services?		89	109
Do resident health benefits begin on the first recognized day of residency?		177	21
Are residents/fellows eligible to receive services from:			
The Institution's Employee Assistance Program		194	4
The Institution's Employee Health Services		183	12

Table 24 (Continued)

## Additional Benefits and Policies for Residents/Fellows

All Respondents

Academic Year 2012-2013

Other Resident/Fellow Benefits (continued)	Yes	No
Does your institution offer a flexible or "cafeteria style" benefits plan for residents/fellows?	119	82
Are residents able to save unused on-call meal stipends?	86	112
Does your institution offer a retirement plan to residents?	140	58
If yes, is it a defined-benefit plan?	71	65
If yes, is participation in the plan mandatory?	29	110
Is the time off to attend off-site educational seminars in addition to vacation leave?	164	23
Does the institution or program contribute a per-diem stipend or contribute to payments for meeting costs?	148	39
If the institution or program contributes a per diem stipend or contributes to payments for meeting costs, indicate the specific fees and maximum amounts:		
First-Year Residents		
Registration Fee	60	
Per Diem	39	
Unspecified	75	
Median Maximum Amount	\$1,000	
Second-Year Residents		
Registration Fee	72	
Per Diem	48	
Unspecified	84	
Median Maximum Amount	\$1,200	
Does your institution provide on-site child care for children of residents/fellows?	69	129
If the institution does not provide child care or the facility does not have space, does the institution assist residents/fellows with locating child care for their children?	46	82
Do you offer financial counseling and educational debt management services to residents/fellows?	125	72
Do you offer career counseling or placement services?	104	92
Resident/Fellow Policies	Yes	No
Does the institution require the following types of drug and/or alcohol testing for residents/fellows:		
Pre-appointment testing	136	60
Random testing	32	160



Table 24 (Continued)

## Additional Benefits and Policies for Residents/Fellows

All Respondents

Academic Year 2012-2013

<b>Resident/Fellow Policies (continued)</b>	<b>Yes</b>	<b>No</b>
Testing when probable cause is present	181	16
Repeat testing in the absence of probable cause	44	147
Are drug and alcohol rehabilitation services covered under resident/fellow health benefits?	188	8
Has the institution ever experienced instances where residents/fellows required reasonable accommodations under the Americans with Disabilities Act (ADA)?	130	66
Does your institution require criminal background checks of residents/fellows?		
At entry	190	
During the residency program	8	
At the end of the program	1	
Not at all	9	
Does your institution require checks of state's child abuse registry?		
At entry	132	
During the residency program	5	
At the end of the program	1	
Not at all	55	
Does your institution require checks of state's sex offender registry?		
At entry	132	
During the residency program	2	
At the end of the program	0	
Not at all	57	
Does the institution (not the department) provide, or provide funds, to residents/fellows for:		
Computer	52	138
Handheld electronic device	61	131
Books	84	108
Professional society dues	73	118
Preparation of posters	90	98
Generic "education allowance"	91	105
Other	28	53