

# **Survey of Resident/Fellow Stipends and Benefits Report**

2016-2017

November 2016

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## Executive Summary

### Background

Since 1968, the Association of American Medical Colleges has published the AAMC Survey of Resident/Fellow Stipends and Benefits. The purpose of the survey is to provide benchmarking data for AAMC member institutions to use in setting resident/fellow stipends.

Respondents and affiliated institutions are eligible for special reports based on the resident/fellow data. To request a special analysis, or if there are questions about the survey report, please email [datarequest@aamc.org](mailto:datarequest@aamc.org).

### Methodology

The 2016 AAMC Survey of Resident/Fellow Stipends and Benefits launched on July 15, 2016. The survey was administered to 124 LCME-accredited U.S. medical schools and 236 non-VA Council of Teaching Hospitals and Health Systems (COTH) members. Invitations were sent to Group on Resident Affairs (GRA) representatives. If there was not a GRA representative at an institution, the invitation was sent to the Dean (at medical schools) or the CEO (at hospitals/health systems).

The instrument collected data for the 2016-2017 academic year that began July 1, 2016. Unless stated otherwise, all respondents were eligible to answer each question. Institutions were not required to answer every question. Refer to the institution count in each table to determine how many institutions responded to a particular question. To comply with anti-trust and confidentiality policies, compensation statistics are provided only when at least five respondents are represented.

Of the 360 institutions that were invited to the survey, 181 institutions responded (a 50.3 percent response rate). Of those 181 responding institutions, 21 indicated that they do not issue the check for resident/fellow stipends (these institutions did not submit data on stipends or benefits and are not included in the report). This report summarizes the responses from 160 institutions that indicated that they do issue the check for resident/fellow stipends (these institutions submitted data on stipends and benefits).

Of the 160 institutions submitting stipends and/or benefits data, 60 were medical schools (a 48.4 percent response rate for medical schools) and 100 were COTH members (a 42.4 percent response rate for hospitals and health systems). However, the total number of hospital respondents may be an underestimate as several institutions operate as part of multi-hospital consortia, and some consortia reported their data jointly rather than on an institution-specific basis.

The 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. The response rates for both hospitals and medical schools may be understated since the denominator for the response rate is all LCME-accredited U.S. medical schools and non-VA COTH hospitals. However, the true denominator for the response rate is the number of U.S. medical schools and non-VA COTH hospitals that pay residents directly.

The 2016 report includes stipends data for 85,566 residents and fellows in academic year 2016-2017. Resident counts are not yet known for the 2016-2017 academic year. According to the Accreditation Council for Graduate Medical Education (ACGME), the total number of on-duty residents and fellows were 124,409 in academic year 2015-2016. This suggests an approximate coverage rate of 69 percent for the 2016-2017 report.

Some tables in the report display actual, or unweighted means, while other tables display weighted means. Unweighted means are means where each institution has the same weight, regardless of the size of the institution's training program. Weighted means are means that are weighted by the number of residents and fellows.

## Selected Findings

The 2016-2017 unweighted mean first post-MD year stipend for all responding institutions is \$54,107. The mean increase for first-year actual stipends between 2014-2015 and 2016-2017 is \$2,521. The weighted mean stipend for all regions at the first post-MD year is \$54,256. A comparison of the mean actual stipend for the first post-MD year and the weighted mean stipend for the first post-MD year shows a difference of \$149 between weighted and unweighted mean stipends.

The majority of responding institutions that issue resident/fellow stipend checks (93 percent) reported that they pay the same base stipends to residents and fellows at each level across all specialties.

## Explanation of Tables

The tables are organized into three sections. Section 1, Resident/Fellow Stipends, presents information on resident and fellow stipends. Section 2, Resident/Fellow Health Benefits, presents information on resident and fellow health benefits. Section 3, Resident/Fellow Non-Health Benefits, presents information on resident and fellow non-health benefits and policies.

Throughout the report, the four COTH ownership groups are: state; municipal (county, city, and district hospitals); church-owned; and other not-for-profit. Additionally, medical schools included in this report are considered nonprofit institutions and are reported as a separate group. 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 Southern region can compare its stipends to those paid by municipal hospitals in the Southern region, all municipal hospitals, or all hospitals in the Southern region.

### Section 1 Resident/Fellow Stipends

Tables 1-14 present stipend data reported by region and institutional ownership. These tables include mean actual stipend data and values at the 25<sup>th</sup>, 50<sup>th</sup> (median), and 75<sup>th</sup> percentiles. With the exception of Table 3, 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 Resident/Fellow Health Benefits

Tables 15-21 display the health benefits offered to residents and fellows for the 2016-2017 academic year. These tables include the percentage of responding institutions offering resident/fellow health benefits for all institutions combined, hospitals, medical schools, and all other institutions (including state, municipal, church, and for-profit hospitals).

### Section 3 Resident/Fellow Non-Health Benefits

Tables 22-44 present non-health benefits offered to residents and fellows. These benefits include housing, parking, meals, leave, retirement, seminar attendance, life insurance, disability insurance, child care services, and financial and career counseling services. In addition, some tables report data on policies and practices including testing for drug and/or alcohol abuse, criminal background checks, and funding for education benefits.

Thank you to all the AAMC members who responded to the 2016-2017 Survey of Resident/Fellow Stipends and Benefits and helped make this report possible. If you have any thoughts or questions, please contact survey staff at [residentstipends@aamc.org](mailto:residentstipends@aamc.org).

## States by Region Chart

The AAMC Survey of Resident/Fellow Stipends and Benefits report uses the following chart to classify states by region:

<b>Northeast</b>	<b>Midwest</b>	<b>South</b>	<b>West</b>
Connecticut	Illinois	Alabama	Alaska
Delaware	Indiana	Arkansas	Arizona
District of Columbia	Iowa	Florida	California
Maine	Kansas	Georgia	Colorado
Maryland	Michigan	Kentucky	Hawaii
Massachusetts	Minnesota	Louisiana	Idaho
New Hampshire	Missouri	Mississippi	Montana
New Jersey	Nebraska	North Carolina	Nevada
New York	North Dakota	Oklahoma	New Mexico
Pennsylvania	Ohio	Puerto Rico*	Oregon
Rhode Island	South Dakota	South Carolina	Utah
Vermont	Wisconsin	Tennessee	Washington
		Texas	Wyoming
		Virginia	
		West Virginia	

\*Puerto Rico is classified in the Southern region. However, as noted in most tables, Puerto Rican institutions are not included in regional breakdowns. They are included only in the calculation of All Regions.

## Section One: Resident/Fellow Stipends

Table 1 presents summary data on national resident/fellow stipends for each of eight post-MD years. The 2016-2017 mean first post-MD year actual stipend for all responding institutions is \$54,107. The mean is an unweighted mean, with each institution having the same weight, regardless of the size of its training program. This approach prevents larger institutions from skewing the mean.

Table 1 displays the percent and dollar changes in mean actual stipends from 2014-2015 to 2016-2017 calculated for respondents reporting in both years. Dollar and percent increases are reported only for institutions that responded to both the 2014-2015 and 2016-2017 AAMC Resident/Fellow Surveys (100 institutions at the first post-MD year, declining to 48 institutions at the eighth year). The mean increase for first-year actual stipends between 2014-2015 and 2016-2017 is \$2,356. The percent increase over the first-year actual stipend for the 2014-2015 academic year is 4.6 percent. The mean percent increases across residency years range from 3.3 percent for the fifth postgraduate year to 4.6 percent for the first and fourth postgraduate years.

**Table 1. Resident/Fellow Current Year Actual Stipends Nationwide, Dollar Change and Percent Change from 2014-2015, Academic Year 2016-2017**

	Year of Training	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>Current Year Stipends</b>	1st Post-MD Year	158	\$54,107	\$51,000	\$53,580	\$55,739
	2nd Post-MD Year	158	\$56,100	\$52,737	\$55,402	\$58,455
	3rd Post-MD Year	157	\$58,255	\$54,392	\$57,532	\$60,460
	4th Post-MD Year	157	\$60,714	\$56,674	\$60,000	\$63,000
	5th Post-MD Year	150	\$62,623	\$58,822	\$62,225	\$66,073
	6th Post-MD Year	141	\$65,450	\$61,296	\$64,565	\$68,170
	7th Post-MD Year	130	\$67,802	\$63,504	\$66,884	\$70,403
	8th Post-MD Year	81	\$71,167	\$66,769	\$70,390	\$75,186
<b>Dollar Change from 2014-2015</b>	1st Post-MD Year	100	\$2,356	\$1,562	\$2,104	\$2,866
	2nd Post-MD Year	99	\$2,428	\$1,630	\$2,174	\$2,866
	3rd Post-MD Year	99	\$2,488	\$1,641	\$2,213	\$2,959
	4th Post-MD Year	99	\$2,677	\$1,707	\$2,280	\$3,158
	5th Post-MD Year	95	\$1,982	\$1,587	\$2,404	\$3,147
	6th Post-MD Year	89	\$2,605	\$1,735	\$2,479	\$3,222
	7th Post-MD Year	81	\$2,561	\$1,572	\$2,505	\$3,252
	8th Post-MD Year	48	\$2,963	\$2,014	\$2,773	\$3,096
<b>Percent Change from Prior Year</b>	1st Post-MD Year	100	4.6%	3.1%	4.0%	5.6%
	2nd Post-MD Year	99	4.5%	3.0%	4.0%	5.6%
	3rd Post-MD Year	99	4.5%	3.0%	4.0%	5.6%
	4th Post-MD Year	99	4.6%	3.0%	4.0%	5.6%
	5th Post-MD Year	95	3.3%	2.8%	4.0%	5.3%
	6th Post-MD Year	89	4.2%	2.9%	4.0%	5.6%
	7th Post-MD Year	81	4.0%	2.5%	4.0%	5.1%
	8th Post-MD Year	48	4.5%	3.0%	4.0%	4.6%



Table 2 displays mean first post-MD year stipends for each academic year from 1969-1970 to 2016-2017. Since a different group of institutions responds each year, changes in stipends from year-to-year may reflect characteristics of different cohorts of institutions responding to the survey each year, in addition to actual stipend changes.

Table 2 also displays actual and adjusted stipends by the Consumer Price Index for All Urban Consumers (CPI-U) All Items from 1969-1970 to 2016-2017. Stipend data are shown in actual dollars and adjusted to constant 1969 dollars. Between academic years 2014-2015 and 2016-2017, stipends paid by respondents to the 2016-2017 survey were 4.9 percent, or \$2,521, higher than stipends paid by 2014-2015 respondents. CPI-U-adjusted stipends increased by \$213 (from \$7,512 to \$7,879). The CPI-U-adjusted mean first-year stipend for 2016-2017 is \$7,879, which represents a 12.2 percent real increase over the \$6,945 mean first-year stipend that residents were paid in 1969-1970.

**Table 2. Resident/Fellow First-Year Stipends Nationwide, Mean Actual Stipends and Mean Inflation-Adjusted Stipends, 1969-1970 through 2016-2017**

Survey Year	Mean Actual Stipend	Percent Change from Prior Survey Year	Dollar Change from Prior Survey Year	CPI-U	Mean Inflation-Adjusted Stipend
2016-2017	\$54,107	4.9%	\$2,521	241.0	\$7,879
2014-2015	\$51,586	1.6%	\$821	238.3	\$7,512
2013-2014	\$50,765	1.0%	\$491	233.5	\$7,544
2012-2013	\$50,274	1.8%	\$880	229.5	\$7,601
2011-2012	\$49,394	1.9%	\$934	225.7	\$7,594
2010-2011	\$48,460	2.1%	\$1,002	218.0	\$7,714
2009-2010	\$47,458	2.6%	\$1,213	215.7	\$7,635
2008-2009	\$46,245	3.4%	\$1,498	218.8	\$7,334
2007-2008	\$44,747	3.4%	\$1,481	208.4	\$7,451
2006-2007	\$43,266	2.8%	\$1,196	202.9	\$7,399
2005-2006	\$42,070	3.1%	\$1,282	194.5	\$7,506
2004-2005	\$40,788	2.5%	\$979	189.7	\$7,461
2003-2004	\$39,809	4.1%	\$1,562	183.7	\$7,520
2002-2003	\$38,238	2.3%	\$855	179.9	\$7,376
2001-2002	\$37,383	4.6%	\$1,655	41178.0	\$7,288
2000-2001	\$35,728	2.1%	\$743	172.4	\$7,191
1999-2000	\$34,985	2.6%	\$881	166.2	\$7,304
1998-1999	\$34,104	2.1%	\$717	163.0	\$7,260
1997-1998	\$33,387	1.8%	\$598	160.3	\$7,227
1996-1997	\$32,789	3.6%	\$1,139	156.7	\$7,261
1995-1996	\$31,650	2.9%	\$897	152.5	\$7,202
1994-1995	\$30,753	3.8%	\$1,121	148.0	\$7,210
1993-1994	\$29,632	3.5%	\$1,014	144.4	\$7,121
1992-1993	\$28,618	5.2%	\$1,407	140.2	\$7,083
1991-1992	\$27,211	5.2%	\$1,353	136.0	\$6,943
1990-1991	\$25,858	4.9%	\$1,209	129.9	\$6,907
1989-1990	\$24,649	3.9%	\$920	124.1	\$6,892
1988-1989	\$23,729	4.5%	\$1,013	118.0	\$6,978
1987-1988	\$22,716	3.3%	\$722	113.5	\$6,945
1986-1987	\$21,994	2.5%	\$538	109.5	\$6,970
1985-1986	\$21,456	3.1%	\$642	107.6	\$6,919
1984-1985	\$20,814	4.5%	\$895	103.7	\$6,965
1983-1984	\$19,919	5.1%	\$958	99.5	\$6,947
1982-1983	\$18,961	7.5%	\$1,320	97.0	\$6,783
1981-1982	\$17,641	9.0%	\$1,453	90.6	\$6,757
1980-1981	\$16,188	9.0%	\$1,335	82.7	\$6,792
1979-1980	\$14,853	6.4%	\$888	72.3	\$7,129
1978-1979	\$13,965	5.9%	\$779	65.2	\$7,432
1977-1978	\$13,186	4.4%	\$558	60.7	\$7,538
1976-1977	\$12,628	8.1%	\$943	56.8	\$7,715
1975-1976	\$11,685	9.3%	\$993	53.6	\$7,565
1974-1975	\$10,692	5.7%	\$578	49.0	\$7,572
1973-1974	\$10,114	4.3%	\$416	44.2	\$7,940
1972-1973	\$9,698	5.4%	\$500	41.7	\$8,070
1971-1972	\$9,198	13.30%	\$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

Table 3 displays the actual stipend increases for a cohort of institutions (ranging from 51 to 100 institutions depending on post-MD year) that responded in both 2014-2015 and 2016-2017. The total increase for any cohort typically 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 2014-2015 to the second-year in 2016-2017 was \$4,235, or 8.2 percent.

**Table 3. Resident/Fellow Dollar Change and Percent Change in Actual Stipends Nationwide, Received by Academic Cohorts of Residents Advancing One Year, Academic Years 2014-2015 to 2016-2017**

	Academic Cohort	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>Dollar Change</b>	1st to 2nd Post-MD Year	100	\$4,235	\$3,224	\$3,865	\$4,704
	2nd to 3rd Post-MD Year	99	\$4,457	\$3,422	\$4,159	\$4,892
	3rd to 4th Post-MD Year	99	\$4,827	\$3,522	\$4,565	\$5,319
	4th to 5th Post-MD Year	95	\$4,170	\$3,635	\$4,482	\$5,444
	5th to 6th Post-MD Year	90	\$4,959	\$3,801	\$4,662	\$5,597
	6th to 7th Post-MD Year	83	\$4,859	\$3,371	\$4,505	\$5,879
	7th to 8th Post-MD Year	51	\$5,162	\$3,837	\$5,294	\$6,037
<b>Percent Change</b>	1st to 2nd Post-MD Year	100	8.2%	6.4%	7.7%	9.1%
	2nd to 3rd Post-MD Year	99	8.3%	6.4%	7.8%	9.1%
	3rd to 4th Post-MD Year	99	8.7%	6.6%	8.2%	9.9%
	4th to 5th Post-MD Year	95	7.2%	6.6%	7.8%	9.2%
	5th to 6th Post-MD Year	90	8.3%	6.5%	7.7%	9.4%
	6th to 7th Post-MD Year	83	7.8%	5.7%	7.3%	9.1%
	7th to 8th Post-MD Year	51	8.0%	6.0%	8.2%	9.0%

Table 4 displays the number of residents and fellows at each institution and the weighted mean stipend for each post-MD year. The mean is weighted by the number of residents and fellows. The weighted mean stipend for all regions at the first post-MD year is \$54,256. The All Regions category comprises all participating institutions. A comparison of the mean stipend for the first post-MD year in table 1 and the weighted mean stipend for the first post-MD year for all regions in table 4 shows a difference of \$149 between weighted and unweighted mean stipends.

**Table 4. Resident/Fellow Weighted Mean Stipends, by Region, Academic Year 2016-2017**

	Years of Training	Aggregate Residents	Weighted Mean Stipend
<b>All Regions</b>	1st Post-MD Year	18,156	\$54,256
	2nd Post-MD Year	18,292	\$56,258
	3rd Post-MD Year	17,459	\$58,376
	4th Post-MD Year	14,034	\$60,978
	5th Post-MD Year	9,685	\$63,164
	6th Post-MD Year	5,764	\$66,756
	7th Post-MD Year	1,801	\$68,604
	8th Post-MD Year	375	\$72,516
<b>Northeast</b>	1st Post-MD Year	5,621	\$57,674
	2nd Post-MD Year	5,639	\$59,902
	3rd Post-MD Year	5,372	\$62,410
	4th Post-MD Year	4,388	\$65,252
	5th Post-MD Year	2,942	\$68,633
	6th Post-MD Year	1,808	\$72,027
	7th Post-MD Year	543	\$75,172
	8th Post-MD Year	130	\$82,479
<b>South</b>	1st Post-MD Year	5,160	\$51,310
	2nd Post-MD Year	5,180	\$53,140
	3rd Post-MD Year	4,877	\$54,850
	4th Post-MD Year	3,973	\$57,197
	5th Post-MD Year	2,665	\$59,725
	6th Post-MD Year	1,575	\$62,092
	7th Post-MD Year	519	\$64,048
	8th Post-MD Year	88	\$67,445
<b>Midwest</b>	1st Post-MD Year	5,051	\$53,307
	2nd Post-MD Year	5,022	\$55,139
	3rd Post-MD Year	4,825	\$56,994
	4th Post-MD Year	3,717	\$59,446
	5th Post-MD Year	2,617	\$61,812
	6th Post-MD Year	1,503	\$64,337
	7th Post-MD Year	531	\$66,645
	8th Post-MD Year	136	\$66,563
<b>West</b>	1st Post-MD Year	2,324	\$54,592
	2nd Post-MD Year	2,451	\$56,755
	3rd Post-MD Year	2,385	\$59,296
	4th Post-MD Year	1,956	\$61,982
	5th Post-MD Year	1,461	\$60,847
	6th Post-MD Year	878	\$68,411
	7th Post-MD Year	208	\$67,825
	8th Post-MD Year	21	\$70,649

Table 5 displays actual stipends for institutions in all U.S. regions. The All Respondents category includes two for-profit hospitals that are not categorized as a state hospital, municipal hospital, church hospital, or other non-profit hospital. Actual stipends were reported for 158 institutions for the first post-MD year.

**Table 5. Resident/Fellow Actual Stipends for All Regions, by Ownership, Academic Year 2016-2017**

	Year of Training	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	1st Post-MD Year	158	\$54,107	\$51,000	\$53,580	\$55,739
	2nd Post-MD Year	158	\$56,100	\$52,737	\$55,402	\$58,455
	3rd Post-MD Year	157	\$58,255	\$54,392	\$57,532	\$60,460
	4th Post-MD Year	157	\$60,714	\$56,674	\$60,000	\$63,000
	5th Post-MD Year	150	\$62,623	\$58,822	\$62,225	\$66,073
	6th Post-MD Year	141	\$65,450	\$61,296	\$64,565	\$68,170
<b>State Hospitals</b>	1st Post-MD Year	13	\$52,902	\$50,217	\$52,375	\$54,300
	2nd Post-MD Year	13	\$55,019	\$52,392	\$53,853	\$56,300
	3rd Post-MD Year	13	\$57,033	\$54,314	\$55,965	\$58,300
	4th Post-MD Year	13	\$59,438	\$56,525	\$59,790	\$60,211
	5th Post-MD Year	13	\$61,721	\$59,049	\$60,410	\$62,676
	6th Post-MD Year	13	\$64,083	\$61,413	\$62,583	\$65,005
<b>Municipal</b>	1st Post-MD Year	5	\$51,613	\$50,017	\$52,630	\$52,691
	2nd Post-MD Year	5	\$53,427	\$52,732	\$54,161	\$54,309
	3rd Post-MD Year	5	\$55,452	\$55,304	\$56,111	\$56,118
	4th Post-MD Year	5	\$57,526	\$57,453	\$58,049	\$58,300
	5th Post-MD Year	5	\$59,768	\$59,499	\$60,379	\$60,844
	6th Post-MD Year	5	\$62,026	\$61,588	\$62,780	\$63,608
<b>Church Hospitals</b>	1st Post-MD Year	6	\$55,047	\$51,324	\$53,319	\$54,611
	2nd Post-MD Year	6	\$56,818	\$53,033	\$54,662	\$55,663
	3rd Post-MD Year	6	\$58,639	\$54,732	\$56,223	\$56,858
	4th Post-MD Year	6	\$60,621	\$56,300	\$57,531	\$58,440
	5th Post-MD Year	5	\$58,333	\$57,700	\$58,811	\$59,592
	6th Post-MD Year	5	\$59,822	\$59,400	\$59,757	\$60,736
<b>Other Non-Profit Hospitals</b>	1st Post-MD Year	73	\$55,790	\$53,421	\$55,180	\$58,105
	2nd Post-MD Year	73	\$57,926	\$55,035	\$56,761	\$59,920
	3rd Post-MD Year	73	\$60,307	\$56,980	\$59,419	\$62,212
	4th Post-MD Year	74	\$62,766	\$59,404	\$61,702	\$65,055
	5th Post-MD Year	73	\$64,586	\$61,134	\$64,321	\$68,439
	6th Post-MD Year	69	\$67,932	\$63,608	\$66,690	\$71,510
<b>Medical Schools</b>	1st Post-MD Year	59	\$52,370	\$50,350	\$51,755	\$53,947
	2nd Post-MD Year	59	\$54,196	\$51,975	\$53,714	\$55,866
	3rd Post-MD Year	58	\$56,138	\$53,498	\$55,466	\$57,925
	4th Post-MD Year	57	\$58,590	\$55,995	\$57,893	\$60,211
	5th Post-MD Year	53	\$60,776	\$57,882	\$60,131	\$62,702
	6th Post-MD Year	48	\$63,152	\$60,041	\$62,970	\$65,060

Table 6 displays actual stipends for institutions in the Northeastern region. The All Respondents category includes one for-profit hospital that is not categorized as a state hospital, municipal hospital, church hospital, or other non-profit hospital. Actual stipends were reported for 48 institutions for the first post-MD year.

**Table 6. Resident/Fellow Actual Stipends for Northeastern Region, by Ownership, Academic Year 2016-2017**

	Year of Training	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	1st Post-MD Year	48	\$57,611	\$54,431	\$56,516	\$59,246
	2nd Post-MD Year	48	\$60,067	\$56,549	\$58,988	\$61,635
	3rd Post-MD Year	48	\$62,728	\$59,329	\$61,542	\$65,653
	4th Post-MD Year	48	\$65,509	\$61,503	\$64,592	\$68,126
	5th Post-MD Year	46	\$68,020	\$64,413	\$67,063	\$70,359
	6th Post-MD Year	45	\$70,906	\$67,317	\$70,222	\$75,495
<b>State Hospitals</b>	1st Post-MD Year	2				
	2nd Post-MD Year	2				
	3rd Post-MD Year	2				
	4th Post-MD Year	2				
	5th Post-MD Year	2				
	6th Post-MD Year	2				
<b>Municipal Hospitals</b>	1st Post-MD Year	0				
	2nd Post-MD Year	0				
	3rd Post-MD Year	0				
	4th Post-MD Year	0				
	5th Post-MD Year	0				
	6th Post-MD Year	0				
<b>Church Hospitals</b>	1st Post-MD Year	1				
	2nd Post-MD Year	1				
	3rd Post-MD Year	1				
	4th Post-MD Year	1				
	5th Post-MD Year	0				
	6th Post-MD Year	0				
<b>Other Non-Profit Hospitals</b>	1st Post-MD Year	35	\$57,906	\$54,510	\$57,159	\$59,558
	2nd Post-MD Year	35	\$60,251	\$56,663	\$59,197	\$62,170
	3rd Post-MD Year	35	\$62,878	\$59,397	\$62,065	\$65,669
	4th Post-MD Year	35	\$65,620	\$61,568	\$64,721	\$68,252
	5th Post-MD Year	34	\$68,574	\$64,728	\$68,176	\$71,914
	6th Post-MD Year	33	\$71,681	\$67,412	\$71,084	\$76,093
<b>Medical Schools</b>	1st Post-MD Year	9	\$55,238	\$52,549	\$55,000	\$56,562
	2nd Post-MD Year	9	\$57,763	\$55,080	\$57,642	\$58,861
	3rd Post-MD Year	9	\$60,334	\$57,386	\$61,171	\$61,888
	4th Post-MD Year	9	\$63,062	\$59,910	\$64,092	\$64,743
	5th Post-MD Year	9	\$65,657	\$62,842	\$66,462	\$67,338
	6th Post-MD Year	9	\$67,771	\$64,000	\$68,170	\$69,948

Table 7 displays actual stipends for institutions in the Southern region. Actual stipends were reported for 46 institutions for the first post-MD year.

**Table 7. Resident/Fellow Actual Stipends for Southern Region, by Ownership, Academic Year 2016-2017**

	Year of Training	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	1st Post-MD Year	46	\$51,148	\$50,023	\$50,575	\$52,764
	2nd Post-MD Year	46	\$52,846	\$51,553	\$52,379	\$54,443
	3rd Post-MD Year	45	\$54,579	\$53,454	\$54,043	\$56,215
	4th Post-MD Year	44	\$56,981	\$55,547	\$56,322	\$58,967
	5th Post-MD Year	41	\$59,045	\$57,451	\$58,430	\$60,691
	6th Post-MD Year	38	\$61,245	\$58,955	\$61,108	\$63,531
<b>State Hospitals</b>	1st Post-MD Year	6	\$50,291	\$50,053	\$50,155	\$51,019
	2nd Post-MD Year	6	\$52,249	\$51,798	\$52,118	\$52,754
	3rd Post-MD Year	6	\$53,844	\$53,486	\$53,928	\$54,534
	4th Post-MD Year	6	\$56,115	\$55,388	\$56,284	\$56,784
	5th Post-MD Year	6	\$58,133	\$57,576	\$58,500	\$59,103
	6th Post-MD Year	6	\$60,307	\$59,353	\$61,085	\$61,901
<b>Municipal</b>	1st Post-MD Year	3				
	2nd Post-MD Year	3				
	3rd Post-MD Year	3				
	4th Post-MD Year	3				
	5th Post-MD Year	3				
	6th Post-MD Year	3				
<b>Church Hospitals</b>	1st Post-MD Year	0				
	2nd Post-MD Year	0				
	3rd Post-MD Year	0				
	4th Post-MD Year	0				
	5th Post-MD Year	0				
	6th Post-MD Year	0				
<b>Other Non-Profit Hospitals</b>	1st Post-MD Year	13	\$51,963	\$50,280	\$51,429	\$53,580
	2nd Post-MD Year	13	\$53,690	\$51,999	\$52,842	\$55,358
	3rd Post-MD Year	13	\$55,562	\$53,581	\$54,043	\$57,470
	4th Post-MD Year	13	\$57,685	\$55,671	\$56,144	\$59,804
	5th Post-MD Year	13	\$59,946	\$57,600	\$58,474	\$62,254
	6th Post-MD Year	12	\$62,148	\$59,328	\$62,264	\$64,724
<b>Medical Schools</b>	1st Post-MD Year	24	\$50,836	\$49,900	\$50,572	\$51,419
	2nd Post-MD Year	24	\$52,474	\$50,872	\$52,187	\$53,029
	3rd Post-MD Year	23	\$54,123	\$52,078	\$53,817	\$54,834
	4th Post-MD Year	22	\$56,748	\$55,411	\$56,254	\$58,189
	5th Post-MD Year	19	\$58,645	\$56,495	\$58,255	\$60,004
	6th Post-MD Year	17	\$60,877	\$58,341	\$60,840	\$62,146

Table 8 displays actual stipends for institutions in the Midwestern region. The All Respondents category includes one for-profit hospital that is not categorized as a state hospital, municipal hospital, church hospital, or other non-profit hospital. Actual stipends were reported for 48 institutions for the first post-MD year.

**Table 8. Resident/Fellow Actual Stipends for Midwestern Region, by Ownership, Academic Year 2016-2017**

	Year of Training	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	1st Post-MD Year	48	\$53,165	\$51,342	\$53,332	\$54,692
	2nd Post-MD Year	48	\$54,903	\$53,013	\$54,919	\$56,390
	3rd Post-MD Year	48	\$56,735	\$55,168	\$56,678	\$58,464
	4th Post-MD Year	48	\$58,810	\$57,093	\$58,597	\$61,231
	5th Post-MD Year	47	\$60,854	\$58,834	\$60,900	\$63,344
	6th Post-MD Year	43	\$62,993	\$60,771	\$63,037	\$65,385
<b>State Hospitals</b>	1st Post-MD Year	2				
	2nd Post-MD Year	2				
	3rd Post-MD Year	2				
	4th Post-MD Year	2				
	5th Post-MD Year	2				
	6th Post-MD Year	2				
<b>Municipal</b>	1st Post-MD Year	2				
	2nd Post-MD Year	2				
	3rd Post-MD Year	2				
	4th Post-MD Year	2				
	5th Post-MD Year	2				
	6th Post-MD Year	2				
<b>Church Hospitals</b>	1st Post-MD Year	5	\$52,362	\$50,684	\$53,244	\$53,394
	2nd Post-MD Year	5	\$53,558	\$52,520	\$54,570	\$54,754
	3rd Post-MD Year	5	\$54,848	\$54,392	\$55,752	\$56,693
	4th Post-MD Year	5	\$56,321	\$56,000	\$57,200	\$57,862
	5th Post-MD Year	5	\$58,333	\$57,700	\$58,811	\$59,592
	6th Post-MD Year	5	\$59,822	\$59,400	\$59,757	\$60,736
<b>Other Non-Profit Hospitals</b>	1st Post-MD Year	19	\$53,935	\$52,894	\$53,998	\$55,839
	2nd Post-MD Year	19	\$55,731	\$54,563	\$55,637	\$58,137
	3rd Post-MD Year	19	\$57,693	\$56,122	\$57,835	\$60,149
	4th Post-MD Year	19	\$59,790	\$58,006	\$60,250	\$62,248
	5th Post-MD Year	19	\$61,925	\$60,130	\$62,200	\$64,808
	6th Post-MD Year	18	\$63,976	\$62,546	\$64,075	\$66,409
<b>Medical Schools</b>	1st Post-MD Year	19	\$52,761	\$51,110	\$52,290	\$54,542
	2nd Post-MD Year	19	\$54,506	\$52,702	\$53,908	\$56,330
	3rd Post-MD Year	19	\$56,360	\$54,403	\$55,753	\$58,221
	4th Post-MD Year	19	\$58,455	\$56,248	\$57,893	\$60,735
	5th Post-MD Year	19	\$60,495	\$57,998	\$60,131	\$63,338
	6th Post-MD Year	16	\$62,868	\$60,375	\$62,971	\$65,307



Table 9 displays actual stipends for institutions in the Western region. Actual stipends were reported for 16 institutions for the first post-MD year.

**Table 9. Resident/Fellow Actual Stipends for Western Region, by Ownership, Academic Year 2016-2017**

	Year of Training	Institution Count	Mean Actual Stipend	25 <sup>th</sup> Percentile	Median	75 <sup>th</sup> Percentile
<b>All Respondents</b>	1st Post-MD Year	16	\$54,935	\$53,860	\$53,947	\$55,371
	2nd Post-MD Year	16	\$57,145	\$55,680	\$55,736	\$57,297
	3rd Post-MD Year	16	\$59,736	\$57,849	\$57,925	\$59,516
	4th Post-MD Year	17	\$62,218	\$60,211	\$60,211	\$62,152
	5th Post-MD Year	16	\$61,474	\$62,436	\$62,676	\$64,851
	6th Post-MD Year	15	\$66,780	\$65,005	\$65,005	\$66,662
<b>State Hospitals</b>	1st Post-MD Year	3				
	2nd Post-MD Year	3				
	3rd Post-MD Year	3				
	4th Post-MD Year	3				
	5th Post-MD Year	3				
	6th Post-MD Year	3				
<b>Municipal</b>	1st Post-MD Year	0				
	2nd Post-MD Year	0				
	3rd Post-MD Year	0				
	4th Post-MD Year	0				
	5th Post-MD Year	0				
	6th Post-MD Year	0				
<b>Church Hospitals</b>	1st Post-MD Year	0				
	2nd Post-MD Year	0				
	3rd Post-MD Year	0				
	4th Post-MD Year	0				
	5th Post-MD Year	0				
	6th Post-MD Year	0				
<b>Other Non-Profit Hospitals</b>	1st Post-MD Year	6	\$57,616	\$54,412	\$56,781	\$60,713
	2nd Post-MD Year	6	\$60,491	\$56,241	\$60,336	\$64,524
	3rd Post-MD Year	6	\$63,869	\$58,409	\$63,735	\$68,756
	4th Post-MD Year	7	\$66,008	\$61,202	\$62,152	\$71,266
	5th Post-MD Year	7	\$61,054	\$63,528	\$66,508	\$74,055
	6th Post-MD Year	6	\$70,750	\$65,770	\$68,860	\$72,759
<b>Medical Schools</b>	1st Post-MD Year	7	\$52,877	\$52,032	\$53,848	\$53,947
	2nd Post-MD Year	7	\$54,673	\$53,906	\$55,512	\$55,736
	3rd Post-MD Year	7	\$56,758	\$55,994	\$57,670	\$57,925
	4th Post-MD Year	7	\$58,998	\$58,235	\$60,114	\$60,211
	5th Post-MD Year	6	\$61,092	\$59,568	\$62,245	\$62,664
	6th Post-MD Year	6	\$63,429	\$61,810	\$64,672	\$65,005

Table 10 displays what portion of respondents estimated the stipends offered by their institutions for the 2016-2017 academic year.

**Table 10. Percent of Institutions That Estimated Their Stipends, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	159	3.8%	96.2%

Table 11 displays what portion of respondents' base stipends are the same across all specialties for the 2016-2017 academic year.

**Table 11. Percent of Institutions Whose Base Stipends Are the Same across All Specialties, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	158	94.3%	5.7%

Table 12 displays what portion of respondents paid higher stipends to chief residencies for the 2016-2017 academic year.

**Table 12. Percent of Institutions That Provide Higher Stipends to Chief Residencies, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	158	64.6%	35.4%

Table 13 displays what portion of respondents paid higher stipends to residents/fellows other than chief residencies for the 2016-2017 academic year.

**Table 13. Percent of Institutions That Provide Higher Stipends to Residents/Fellows Other Than Chief Residencies, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	158	16.5%	83.5%

Table 14 displays the frequency with which stipends are adjusted at each institution for the 2016-2017 academic year.

**Table 14. How Often Stipends Are Adjusted, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent</b>
<b>Annually</b>	131	82.4%
<b>Every Other Year</b>	3	1.9%
<b>Every Three Years</b>	2	1.3%
<b>Other</b>	23	14.5%
<b>Total</b>	159	100.0%

## Section Two: Resident/Fellow Health Benefits

Table 15 displays what portion of the premium for medical coverage is offered to residents and fellows by institutions.

**Table 15. Number of Respondents Offering Residents/Fellows Premium Medical Coverage, by Ownership, Academic Year 2016-2017**

	Portion Offered	All Institutions (n=160)	All Hospitals (n=100)	Medical Schools (n=60)
<b>Individual Coverage</b>	Fully Paid	48	25	23
	Cost Shared	101	67	34
	Fully Paid with Option for More Coverage	10	8	2
	No Portion Paid	1	0	1
	Not Offered	0	0	0
	Not Answered	0	0	0
<b>Resident/Fellow Plus Spouse</b>	Fully Paid	32	20	12
	Cost Shared	119	74	45
	Fully Paid with Option for More Coverage	7	6	1
	No Portion Paid	2	0	2
	Not Offered	0	0	0
	Not Answered	0	0	0
<b>Resident/Fellow Plus Domestic Partner</b>	Fully Paid	25	16	9
	Cost Shared	96	64	32
	Fully Paid with Option for More Coverage	5	4	1
	No Portion Paid	2	0	2
	Not Offered	29	14	15
	Not Answered	3	2	1
<b>Resident/Fellow Plus Children</b>	Fully Paid	32	20	12
	Cost Shared	118	74	44
	Fully Paid with Option for More Coverage	7	6	1
	No Portion Paid	2	0	2
	Not Offered	0	0	0
	Not Answered	1	0	1
<b>Resident/Fellow Plus Spouse and Children</b>	Fully Paid	32	20	12
	Cost Shared	118	74	44
	Fully Paid with Option for More Coverage	7	6	1
	No Portion Paid	2	0	2
	Not Offered	0	0	0
	Not Answered	1	0	1
<b>Resident/Fellow Plus Domestic Partner and Children</b>	Fully Paid	24	15	9
	Cost Shared	95	63	32
	Fully Paid with Option for More Coverage	7	6	1
	No Portion Paid	2	0	2
	Not Offered	29	14	15
	Not Answered	3	2	1

Table 16 displays which selected benefits are included in the institutions' medical coverage for residents and fellows.

**Table 16. Number of Respondents Including Selected Benefits in Medical Coverage, by Ownership, Academic Year 2016-2017**

		<b>All Institutions (n=160)</b>	<b>All Hospitals (n=100)</b>	<b>Medical Schools (n=60)</b>
<b>Vision Care</b>	Included in Group Medical Insurance	47	31	16
	Separate Plan Offered	108	67	41
	Not Offered	5	2	3
	Not Answered	0	0	0
<b>Prescription Drugs</b>	Included in Group Medical Insurance	149	93	56
	Separate Plan Offered	10	6	4
	Not Offered	0	0	0
	Not Answered	1	1	0
<b>Behavioral and Mental Health Care</b>	Included in Group Medical Insurance	154	96	58
	Separate Plan Offered	4	2	2
	Not Offered	1	1	0
	Not Answered	1	1	0
<b>Substance Abuse Treatment</b>	Included in Group Medical Insurance	147	92	55
	Separate Plan Offered	6	3	3
	Not Offered	7	5	2
	Not Answered	0	0	0
<b>Dental Care</b>	Included in Group Medical Insurance	29	22	7
	Separate Plan Offered	127	77	50
	Not Offered	2	0	2
	Not Answered	2	1	1

Table 17 displays the number and percentage of institutions that provide their own health insurance product to residents and fellows for the 2016-2017 academic year.

**Table 17. Percent of Respondents That Provide Own Health Insurance Product (Self-Insured), Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	157	53.5%	46.5%

Table 18 displays the number and percentage of institutions that require copayments or deductibles for inpatient, ambulatory, and other services in the residents/fellows medical coverage contract for the 2016-2017 academic year.

**Table 18. Percent of Respondents Requiring Copayments and/or Deductibles in Medical Coverage Contract, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>Inpatient Services</b>	159	88.1%	11.9%
<b>Ambulatory Services</b>	159	93.1%	6.9%
<b>Other Services</b>	119	78.2%	21.8%

Table 19 displays the number and percentage of institutions that place dollar or service limits on health care benefits for the 2016-2017 academic year.

**Table 19. Whether Dollar or Service Limits Are Placed on Benefits for Certain Health Care Services, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	156	43.6%	56.4%

Table 20 displays the number and percentage of institutions that begin health benefits on the first day of residency for the 2016-2017 academic year.

**Table 20. Whether Resident Health Benefits Begin on the First Recognized Day of Residency, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	159	88.7%	11.3%

Table 21 displays the number and percentage of institutions that offer an employee assistance program and/or employee health services for the 2016-2017 academic year.

**Table 21. Whether Residents/Fellows Are Eligible to Receive Services, Academic Year 2016-2017**

		<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	Employee Assistance Program	159	98.1%	1.9%
	Employee Health Services	159	91.2%	8.8%

### Section Three: Resident/Fellow Non-Health Benefits

Table 22 displays the number and percentage of institutions that indicated a significant change in benefits from previous years in the 2016-2017 academic year.

**Table 22. Whether There Were Significant Changes in Benefits This Year, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	160	8.8%	91.3%

Table 23 displays the number and percentage of institutions that offer a flexible benefits plan to residents/fellows for the 2016-2017 academic year.

**Table 23. Whether Institution Offers a Flexible or "Cafeteria Style" Benefits Plan to Residents/Fellows, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	158	58.9%	41.1%

Table 24 displays the number and percentage of institutions that offer life insurance and long-term disability insurance premiums to residents/fellows for the 2016-2017 academic year.

**Table 24. Life Insurance and Long-term Disability Insurance Premiums, All Respondents, Academic Year 2016-2017**

		<b>Institution Count</b>	<b>Percent</b>
<b>Life Insurance Premium Coverage</b>	Fully Paid	124	78.0%
	Cost Shared	5	3.1%
	Available, but not paid by institution	3	1.9%
	Not Offered	27	17.0%
	Total	159	100.0%
<b>Long-term Disability Insurance Premium Coverage</b>	Fully Paid	117	74.5%
	Cost Shared	9	5.7%
	Available, but not paid by institution	27	17.2%
	Not Offered	4	2.6%
	Total	157	100.0%



Table 24b displays the number and percentage of institutions that offer institution-paid supplemental life insurance and long-term disability insurance above and beyond what was described in table 24 for the 2016-2017 academic year.

**Table 24b. Institution-Paid Supplemental Life Insurance and Long-Term Disability Insurance Above and Beyond What Was Described in Table 24, Academic Year 2016-2017**

		Institution Count	Percent Responded Yes	Percent Responded No
<b>Respondents from Table 24</b>	Life Insurance	155	47.7%	52.3%
	Long-Term Disability Insurance	155	38.1%	61.9%

Table 25 displays the maximum amount of life insurance benefit of institutions for the 2016-2017 academic year.

**Table 25. Maximum Amount of Life Insurance Benefit, All Respondents, Academic Year 2016-2017**

	Institution Count	Mean	25th Percentile	Median	75th Percentile
<b>Fixed Payment</b>	68	\$134,547	\$33,000	\$50,000	\$100,000
<b>Percent of Salary</b>	68	136.0%	100.0%	100.0%	150.0%

Table 26 displays the maximum amount of long-term disability insurance benefit of institutions for the 2016-2017 academic year.

**Table 26. Maximum Amount of Long-Term Disability Insurance Benefit, All Respondents, Academic Year 2016-2017**

	Institution Count	Mean	25th Percentile	Median	75th Percentile
<b>Fixed Payment</b>	26	\$39,062	\$2,500	\$11,250	\$36,000
<b>Percent of Salary</b>	108	61.0%	60.0%	60.0%	65.0%

Table 27 displays the length of coverage of long-term disability insurance benefit provided by institutions for the 2016-2017 academic year.

**Table 27. Length of Coverage of Long-Term Disability Insurance Benefit, All Respondents, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Mean</b>	<b>25th Percentile</b>	<b>Median</b>	<b>75th Percentile</b>
<b>Length of Coverage: To Age</b>	97	64	65	65	65

Table 28 displays the level of coverage for selected resident and fellow benefits offered by institutions.

**Table 28. Portion of Respondents by Level of Coverage for Selected Resident/Fellow Benefits, by Ownership, Academic Year 2016-2017**

		<b>All Institutions (n=160)</b>	<b>All Hospitals (n=100)</b>	<b>Medical Schools (n=60)</b>
<b>Housing Costs</b>	Fully Paid	0	0	0
	Cost Shared	7	6	1
	Not Paid	12	7	5
	Not Offered	139	86	53
	Not Answered	2	1	1
<b>Parking</b>	Fully Paid	85	62	23
	Cost Shared	32	19	13
	Not Paid	26	14	12
	Not Offered	16	5	11
	Not Answered	1	0	1
<b>Meals When Working</b>	Fully Paid	29	22	7
	Cost Shared	45	25	20
	Not Paid	37	24	13
	Not Offered	46	27	19
	Not Answered	3	2	1
<b>Meals When On Call</b>	Fully Paid	97	68	29
	Cost Shared	42	24	18
	Not Paid	9	3	6
	Not Offered	10	4	6
	Not Answered	2	1	1
<b>Scrubs</b>	Fully Paid	133	93	40
	Cost Shared	7	2	5
	Not Paid	5	0	5
	Not Offered	12	3	9
	Not Answered	3	2	1

Table 29 displays the number and percentage of institutions that allow residents/fellows to save unused on-call meal stipends for the 2016-2017 academic year.

**Table 29. Whether Residents/Fellows Are Able to Save Unused On-Call Meal Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	151	39.7%	60.3%

Table 30 displays the number and percentage of institutions that offer a retirement plan to residents/fellows for the 2016-2017 academic year.

**Table 30. Whether Institutions Offer a Retirement Plan to Residents/Fellows, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	158	79.7%	20.3%

Table 30b displays the number and percentage of 122 of the 126 institutions that answered “Yes” in table 30 (offering a retirement plan to resident/fellows) responding to whether they provide a defined-benefit retirement plan to residents/fellows for the 2016-2017 academic year

**Table 30b. Whether Institutions Offer a Defined-Benefit Retirement Plan to Residents/Fellows, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>Institutions Responding “Yes” in Table 30</b>	122	48.4%	51.6%

Table 30c displays the number and percentage of 125 of the 126 institutions that answered “Yes” in table 30 (offering a retirement plan to resident/fellows) responding to whether they require residents/fellows to have a retirement plan for the 2016-2017 academic year.

**Table 30c. Whether Institutions Offer a Mandatory Retirement Plan to Residents/Fellows, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>Institutions Responding “Yes” in Table 30</b>	125	24.0%	76.0%

Table 31 displays the annual vacation and other paid leave available to residents during the 2016-2017 academic year.

**Table 31. Annual Vacation and Other Paid Leave for Residents, Academic Year 2016-2017**

	Days	Institution Count	Percent
<b>Annual Vacation</b>	0 to 10	7	4.7%
	11 to 15	53	35.6%
	16 to 21	74	49.7%
	22 to 28	13	8.7%
	29 or more	2	1.3%
	Total	149	100.0%
<b>Sick Days</b>	0 to 10	48	38.1%
	11 to 15	62	49.2%
	16 to 21	8	6.3%
	22 to 28	3	2.4%
	29 or more	5	4.0%
	Total	126	100.0%
<b>Holidays</b>	0 to 10	89	91.8%
	11 to 15	8	8.2%
	16 to 21	0	0.0%
	22 to 28	0	0.0%
	29 or more	0	0.0%
	Total	97	100.0%
<b>Personal Days</b>	0 to 10	93	97.9%
	11 to 15	0	0.0%
	16 to 21	2	2.1%
	22 to 28	0	0.0%
	29 or more	0	0.0%
	Total	95	100.0%
<b>Total Paid Time Off, Including Sick Leave</b>	0 to 10	3	2.2%
	11 to 15	6	4.3%
	16 to 21	23	16.7%
	22 to 28	28	20.3%
	29 or more	78	56.5%
	Total	138	100.0%

Table 32 displays the percentages of time first- and second-year residents are allotted to attend educational seminars for the 2016-2017 academic year. Of the 160 institutions, 132 reported that they could not report this because the number of days varies by department.

**Table 32. Time Allotted to Residents/Fellows to Attend Seminar, Academic Year 2016-2017**

	<b>Educational Seminar Days</b>	<b>Institution Count</b>	<b>Percent</b>
<b>First Year</b>	0	7	22.6%
	1 to 5	15	48.4%
	6 to 9	6	19.4%
	10 or more	3	9.7%
	Total	31	100.0%
<b>Second Year</b>	0	1	3.2%
	1 to 5	19	61.3%
	6 to 9	8	25.8%
	10 or more	3	9.7%
	Total	31	100.0%

Table 33 displays the number and percentage of institutions that allow time off to attend seminars in addition to the vacation leave for the 2016-2017 academic year.

**Table 33. Whether Time Off to Attend Seminars Is In Addition to Vacation Leave, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	150	92.7%	7.3%

Table 34 displays the number and percentage of institutions that contribute a per-diem stipend or contribute to payments for meeting costs for the 2016-2017 academic year.

**Table 34. Whether the Institution or Program Contributes To Meeting Costs, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	152	77.6%	22.4%

Table 35 displays the specific fees and maximum amounts of institutions who contribute a per-diem stipend or contribute to payments for meeting costs for the 2016-2017 academic year. Only institutions responding “Yes” in table 34 were eligible to answer this question. Respondents could select more than one contribution type.

**Table 35. Contribution Type and Maximum Benefit to Meeting Costs, All Respondents, Academic Year 2016-2017**

	<b>Contribution Type</b>	<b>All Respondents</b>
<b>First Year</b>	Registration Fee	43
	Per Diem	36
	Unspecified	66
	Median Maximum Amount	900
<b>Second Year</b>	Registration Fee	52
	Per Diem	43
	Unspecified	76
	Median Maximum Amount	1200

Table 36 displays the number and percentage of institutions that provide child care, and the portion offered, for children of residents/fellows for the 2016-2017 academic year.

**Table 36. Whether Institutions Provide Child Care for Children of Residents/Fellows, All Respondents, Academic Year 2016-2017**

	<b>Portion Offered</b>	<b>Institution Count</b>	<b>Percent</b>
<b>On-site Care</b>	Fully Paid	0	0.0%
	Cost Shared	6	3.8%
	Available, but Not Paid by Institution	44	28.0%
	Not Offered	107	68.2%
	Total	157	100.0%
<b>Off-site Care</b>	Fully Paid	0	0.0%
	Cost Shared	5	3.2%
	Available, but Not Paid by Institution	40	25.5%
	Not Offered	112	71.3%
	Total	157	100.0%

Table 37 displays the number and percentage of institutions that do not provide child care, but assist residents/fellows with locating child care.

**Table 37. Whether Institutions That Do Not Provide Child Care Assist Residents/Fellows with Locating Child Care, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	148	39.9%	60.1%

Table 38 displays the number and percentage of institutions that offer financial counseling and educational debt management services to residents/fellows for the 2016-2017 academic year.

**Table 38. Whether Institutions Offer Financial Counseling and Educational Debt Management Services to Resident/Fellows, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	159	78.0%	22.0%

Table 39 displays the number and percentage of institutions that offer career counseling or placement services to residents/fellows for the 2016-2017 academic year.

**Table 39. Whether Institutions Offer Career Counseling or Placement Services to Residents/Fellows, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	160	49.4%	50.6%

Table 40 displays the number and percentage of institutions that require different types of drug and/or alcohol testing for residents/fellows for the 2016-2017 academic year.

**Table 40. Whether Institutions Require Various Drug and/or Alcohol Testing for Residents/Fellows, All Respondents, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>Pre-Appointment Testing</b>	115	72.8%	27.2%
<b>Random Testing</b>	21	13.4%	86.6%
<b>Testing When Probable Cause Is Present</b>	143	91.7%	8.3%
<b>Repeat Testing in the Absence of Probable Cause</b>	22	14.4%	85.6%



Table 41 displays the number and percentage of institutions that cover drug and alcohol rehabilitation services under resident/fellow health benefits for residents/fellows for the 2016-2017 academic year.

**Table 41. Drugs and Alcohol Rehabilitation Services Covered under Resident/Fellow Health Benefits, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	160	92.5%	7.5%

Table 42 displays the number and percentage of institutions that experienced instances where residents/fellows required reasonable accommodations under the Americans with Disabilities Act (ADA).

**Table 42. Whether Institutions Experienced Residents/Fellows Requiring Reasonable Accommodations under Americans with Disabilities Act (ADA), Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>All Respondents</b>	160	71.9%	28.1%

Table 43 displays the number of institutions that require background investigations, by type, of residents/fellows for the 2016-2017 academic year.

**Table 43. Whether Institutions Require Background Investigations of Residents/Fellows, All Respondents, Academic Year 2016-2017**

		<b>All Respondents</b>
<b>Criminal Background Checks</b>	At Entry	155
	During the Residency Program	11
	At the End of the Program	0
	Not at All	4
<b>Checks of State's Child Abuse Registry</b>	At Entry	107
	During the Residency Program	10
	At the End of the Program	1
	Not at All	41
<b>Check of State's Sex Offender Registry</b>	At Entry	115
	During the Residency Program	9
	At the End of the Program	0
	Not at All	33

Table 44 displays the number and percentage of institutions (not departments) that provide various tools, or funds for tools, to residents/fellows for the 2016-2017 academic year.

**Table 44. Whether Institutions Provide Funds or Tools to Residents/Fellows, All Respondents, Academic Year 2016-2017**

	<b>Institution Count</b>	<b>Percent Responded Yes</b>	<b>Percent Responded No</b>
<b>Books</b>	155	25.8%	74.2%
<b>Computer</b>	157	40.1%	59.9%
<b>Generic "Education Allowance"</b>	156	43.6%	56.4%
<b>Mobile Devices (e.g., phones, tablets, data plan)</b>	155	42.6%	57.4%
<b>Other</b>	155	52.3%	47.7%
<b>Preparation of Posters</b>	158	48.7%	51.3%
<b>Professional Society Dues</b>	84	26.2%	73.8%