

Survey of Resident/Fellow Stipends and Benefits Report

2019-2020

November 2019

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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.

Methodology

The 2019 AAMC Survey of Resident/Fellow Stipends and Benefits launched on July 15, 2019. The survey was administered to 123 LCME-accredited U.S. medical schools and 220 non-VA Council of Teaching Hospitals and Health Systems (COTH) members. Invitations were sent to Group on Resident Affairs (GRA) representatives with valid email addresses. 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 stipend data effective July 1, 2019. 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 343 institutions that were invited to the survey, 180 institutions responded (a 52.5% response rate for all institutions, a 43.1% response rate for medical schools, and a 46.4% response rate for hospitals and health systems). Of those 180 responding institutions, 25 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 155 institutions that indicated that they do issue the check for resident/fellow stipends (these institutions submitted data on stipends and benefits).

Of the 155 institutions submitting stipends data, 53 were medical schools (34.2% of those submitting stipends data) and 102 were hospitals and health systems (65.8% of those submitting stipend data). 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 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 2019 report includes stipends data for 85,176 residents and fellows effective July 1, 2019. Resident counts are not yet known for the 2019-2020 academic year. According to the Accreditation Council for Graduate Medical Education (ACGME), the total number of on-duty residents and fellows were 140,391 in academic year 2018-2019. This suggests an approximate coverage rate of 60.7% for the 2019-2020 report.

Some tables in the report display 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 unweighted mean first post-MD year stipend for all responding institutions is \$57,191 (based on an effective date of July 1, 2019). The mean increase for first-year unweighted stipends between 2018-2019 and stipends effective July 1, 2019 is \$1,319. The weighted mean stipend for all regions at the first post-MD year is \$57,863. A comparison of the mean unweighted stipend for the first post-MD year and the weighted mean stipend for the first post-MD year shows a difference of \$672 between weighted and unweighted mean stipends.

Of the 153 institutions that submitted stipends data and responded to the question, the majority of the institutions (98.7%) reported that they pay the same base stipends to residents and fellows at each level across all specialties.

Explanation of Tables

Throughout the report, the four COOH 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(a) present stipend data reported by region and institutional ownership. These tables include mean unweighted stipend data and values at the 25th, 50th (median), and 75th 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.

Thank you to all the AAMC members who responded to the 2019-2020 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.

States by Region Chart

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

Northeast	Midwest	South	West
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 2019-2020 first post-MD year unweighted mean stipend for all responding institutions is \$57,191. Unweighted means are means where each institution has 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 unweighted stipends from 2018-2019 to stipends effective July 1, 2019 calculated for respondents reporting in both years. Dollar and percent increases are reported only for institutions that responded to both the 2018-2019 and 2019-2020 AAMC Resident/Fellow Surveys (127 institutions at the first post-MD year, declining to 69 institutions at the eighth year). The mean increase for first-year unweighted stipends between 2018-2019 and stipends effective July 1, 2019 is \$1,319. The percent increase over the first-year unweighted stipend for the 2018-2019 academic year to stipends effective July 1, 2019 is 2.4%.

Table 1. Resident/Fellow Unweighted Stipends Nationwide, Dollar Change and Percent Change from Academic Year 2018-2019 to Stipends Effective July 1, 2019

	Year of Training	Institution Count	Mean Unweighted Stipend	25 th Percentile	Median	75 th Percentile
Stipends Effective July 1, 2019	1st Post-MD Year	154	\$57,191	\$54,083	\$56,912	\$58,965
	2nd Post-MD Year	155	\$59,339	\$56,196	\$59,022	\$61,785
	3rd Post-MD Year	155	\$61,636	\$57,836	\$61,350	\$64,098
	4th Post-MD Year	153	\$64,255	\$59,871	\$63,982	\$67,435
	5th Post-MD Year	149	\$66,787	\$62,171	\$66,318	\$70,000
	6th Post-MD Year	139	\$69,496	\$64,712	\$69,084	\$73,170
	7th Post-MD Year	126	\$72,515	\$67,365	\$71,847	\$75,942
	8th Post-MD Year	94	\$76,222	\$72,087	\$75,132	\$79,719
Dollar Change from 2018-2019	1st Post-MD Year	127	\$1,319	\$895	\$1,183	\$1,587
	2nd Post-MD Year	127	\$1,389	\$919	\$1,200	\$1,665
	3rd Post-MD Year	127	\$1,435	\$932	\$1,260	\$1,690
	4th Post-MD Year	127	\$1,497	\$893	\$1,323	\$1,843
	5th Post-MD Year	124	\$1,520	\$848	\$1,381	\$1,866
	6th Post-MD Year	117	\$1,635	\$947	\$1,434	\$1,951
	7th Post-MD Year	105	\$1,754	\$1,007	\$1,507	\$2,106
	8th Post-MD Year	69	\$1,846	\$766	\$1,492	\$2,159
Percent Change from 2018-2019	1st Post-MD Year	127	2.4%	1.5%	2.0%	3.0%
	2nd Post-MD Year	127	2.4%	1.5%	2.0%	3.0%
	3rd Post-MD Year	127	2.4%	1.5%	2.0%	3.0%
	4th Post-MD Year	127	2.4%	1.5%	2.0%	3.0%
	5th Post-MD Year	124	2.3%	1.2%	2.0%	3.0%
	6th Post-MD Year	117	2.4%	1.5%	2.0%	3.0%
	7th Post-MD Year	105	2.5%	1.5%	2.0%	3.0%
	8th Post-MD Year	69	2.5%	1.0%	2.0%	3.0%

Table 2 displays mean first post-MD year stipends for each academic year from 1968-1969 to stipends effective July 1, 2019. 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 unweighted and adjusted stipends by the Consumer Price Index for All Urban Consumers (CPI-U). All items from 1968-1969 to stipends effective July 1, 2019. Stipend data are shown in 2019 dollars and adjusted to constant 1969 dollars. Between academic years 2018-2019 and stipends effective July 1, 2019, stipends paid by respondents in the 2019-2020 survey were 1.9%, or \$1,065, higher than stipends paid by 2018-2019 respondents. CPI-U-adjusted stipends increase by \$21 (from \$7,728 to \$7,749). The CPI-U-adjusted mean first-year stipend stipends effective July 1, 2019 is \$7,749, which represents a 25.0% real increase over the \$6,200 mean first-year stipend that residents were paid in 1968-1969.

Table 2. Resident/Fellow First-Year Stipends Nationwide, Mean Unweighted Stipends and Mean Inflation-Adjusted Stipends, Survey Years 1968-1969 through Survey Year 2019-2020

Survey Year	Mean Unweighted Stipend	Percent Change from Prior Survey Year	Dollar Change from Prior Survey Year	CPI-U	Mean Inflation-Adjusted Stipend
2019-2020	\$57,191	1.9%	\$1,065	256.1	\$7,749
2018-2019	\$56,126	3.7%	\$1,999	252.0	\$7,728
2016-2017	\$54,127	4.9%	\$2,541	241.0	\$7,793
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	178.0	\$7,288
2000-2001	\$35,728	2.1%	\$743	172.4	\$7,191
1999-2000	\$34,985	2.6%	\$881	166.2	\$7,304
1998-1999	\$34,104	2.1%	\$717	163.0	\$7,260
1997-1998	\$33,387	1.8%	\$598	160.3	\$7,227
1996-1997	\$32,789	3.6%	\$1,139	156.7	\$7,261
1995-1996	\$31,650	2.9%	\$897	152.5	\$7,202
1994-1995	\$30,753	3.8%	\$1,121	148.0	\$7,210
1993-1994	\$29,632	3.5%	\$1,014	144.4	\$7,121
1992-1993	\$28,618	5.2%	\$1,407	140.2	\$7,083
1991-1992	\$27,211	5.2%	\$1,353	136.0	\$6,943
1990-1991	\$25,858	4.9%	\$1,209	129.9	\$6,907
1989-1990	\$24,649	3.9%	\$920	124.1	\$6,892
1988-1989	\$23,729	4.5%	\$1,013	118.0	\$6,978
1987-1988	\$22,716	3.3%	\$722	113.5	\$6,945
1986-1987	\$21,994	2.5%	\$538	109.5	\$6,970
1985-1986	\$21,456	3.1%	\$642	107.6	\$6,919
1984-1985	\$20,814	4.5%	\$895	103.7	\$6,965
1983-1984	\$19,919	5.1%	\$958	99.5	\$6,947
1982-1983	\$18,961	7.5%	\$1,320	97.0	\$6,783
1981-1982	\$17,641	9.0%	\$1,453	90.6	\$6,757
1980-1981	\$16,188	9.0%	\$1,335	82.7	\$6,792
1979-1980	\$14,853	6.4%	\$888	72.3	\$7,129
1978-1979	\$13,965	5.9%	\$779	65.2	\$7,432
1977-1978	\$13,186	4.4%	\$558	60.7	\$7,538
1976-1977	\$12,628	8.1%	\$943	56.8	\$7,715
1975-1976	\$11,685	9.3%	\$993	53.6	\$7,565
1974-1975	\$10,692	5.7%	\$578	49.0	\$7,572
1973-1974	\$10,114	4.3%	\$416	44.2	\$7,940
1972-1973	\$9,698	5.4%	\$500	41.7	\$8,070
1971-1972	\$9,198	13.3%	\$1,083	40.6	\$7,861
1970-1971	\$8,115	10.8%	\$790	38.8	\$7,258
1969-1970	\$7,325	18.1%	\$1,125	36.6	\$6,945
1968-1969	\$6,200	-	-	34.7	\$6,200

Table 3 displays the unweighted stipend increases for a cohort of institutions (ranging from 77 to 127 institutions depending on post-MD year) that responded in both survey year 2018-2019 and survey year 2019-2020. 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 survey year 2018-2019 to the second year in survey year 2019-2020 was \$3,499, or 6.3%.

Table 3. Resident/Fellow Dollar Change and Percent Change in Unweighted Stipends Nationwide, Received by Academic Cohorts of Residents Advancing One Year, Academic Year 2018-2019 to Stipends Effective July 1, 2019

	Academic Cohort	Institution Count	Mean Unweighted Stipend	25 th Percentile	Median	75 th Percentile
Dollar Change	1st to 2nd Post-MD Year	127	\$3,499	\$2,747	\$3,309	\$3,763
	2nd to 3rd Post-MD Year	127	\$3,735	\$2,809	\$3,444	\$4,248
	3rd to 4th Post-MD Year	127	\$3,998	\$3,036	\$3,800	\$4,436
	4th to 5th Post-MD Year	125	\$4,028	\$3,103	\$3,873	\$4,792
	5th to 6th Post-MD Year	116	\$4,070	\$3,036	\$3,981	\$4,733
	6th to 7th Post-MD Year	106	\$4,232	\$3,089	\$3,872	\$4,889
	7th to 8th Post-MD Year	77	\$4,287	\$2,920	\$4,154	\$5,189
Percent Change	1st to 2nd Post-MD Year	127	6.3%	5.0%	5.9%	6.8%
	2nd to 3rd Post-MD Year	127	6.4%	5.0%	5.9%	7.3%
	3rd to 4th Post-MD Year	127	6.6%	5.2%	6.3%	7.2%
	4th to 5th Post-MD Year	125	6.4%	5.1%	6.2%	7.5%
	5th to 6th Post-MD Year	116	6.2%	4.7%	6.1%	7.1%
	6th to 7th Post-MD Year	106	6.2%	4.7%	5.8%	7.2%
	7th to 8th Post-MD Year	77	5.9%	4.1%	6.0%	7.3%

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 \$57,863. The All Regions category comprises all participating institutions. A comparison of the mean stipend for the first post-MD year in table 1 and weighted mean stipend for the first post-MD year for all regions in table 4 shows a difference of \$672 between weighted and unweighted mean stipends.

Table 4. Resident/Fellow Weighted Mean Stipends, by Region, Stipends Effective July 1, 2019

	Years of Training	Aggregate Residents	Weighted Mean Stipend
All Regions	1st Post-MD Year	18,071	\$57,863
	2nd Post-MD Year	17,931	\$60,070
	3rd Post-MD Year	17,175	\$62,436
	4th Post-MD Year	13,778	\$65,481
	5th Post-MD Year	9,792	\$68,384
	6th Post-MD Year	5,779	\$71,204
	7th Post-MD Year	2,049	\$74,529
	8th Post-MD Year	601	\$78,065
Northeast	1st Post-MD Year	5,676	\$61,549
	2nd Post-MD Year	5,609	\$63,869
	3rd Post-MD Year	5,332	\$66,833
	4th Post-MD Year	4,466	\$69,770
	5th Post-MD Year	3,016	\$72,753
	6th Post-MD Year	1,706	\$75,860
	7th Post-MD Year	589	\$80,452
	8th Post-MD Year	175	\$87,325
South	1st Post-MD Year	5,161	\$54,695
	2nd Post-MD Year	5,054	\$56,739
	3rd Post-MD Year	4,795	\$58,571
	4th Post-MD Year	3,737	\$61,217
	5th Post-MD Year	2,606	\$64,184
	6th Post-MD Year	1,635	\$67,081
	7th Post-MD Year	529	\$69,872
	8th Post-MD Year	167	\$73,586
Midwest	1st Post-MD Year	4,949	\$56,987
	2nd Post-MD Year	4,934	\$58,961
	3rd Post-MD Year	4,784	\$60,981
	4th Post-MD Year	3,691	\$63,772
	5th Post-MD Year	2,767	\$66,372
	6th Post-MD Year	1,671	\$68,979
	7th Post-MD Year	653	\$71,766
	8th Post-MD Year	229	\$74,492
West	1st Post-MD Year	2,285	\$57,759
	2nd Post-MD Year	2,334	\$60,499
	3rd Post-MD Year	2,264	\$63,341
	4th Post-MD Year	1,884	\$67,125
	5th Post-MD Year	1,403	\$70,763
	6th Post-MD Year	767	\$74,482
	7th Post-MD Year	278	\$77,333
	8th Post-MD Year	30	\$76,247

Table 5 displays unweighted stipends for institutions in all U.S. regions. Unweighted stipends were reported for 154 institutions for the first post-MD year.

Table 5. Resident/Fellow Unweighted Stipends for All Regions, by Ownership, Stipends Effective July 1, 2019

	Year of Training	Institution Count	Mean Unweighted Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	154	\$57,191	\$54,083	\$56,912	\$58,965
	2nd Post-MD Year	155	\$59,339	\$56,196	\$59,022	\$61,785
	3rd Post-MD Year	155	\$61,636	\$57,836	\$61,350	\$64,098
	4th Post-MD Year	153	\$64,255	\$59,871	\$63,982	\$67,435
	5th Post-MD Year	149	\$66,787	\$62,171	\$66,318	\$70,000
	6th Post-MD Year	139	\$69,496	\$64,712	\$69,084	\$73,170
State Hospitals	1st Post-MD Year	9	\$56,486	\$54,113	\$57,012	\$57,960
	2nd Post-MD Year	10	\$59,000	\$57,581	\$58,975	\$60,493
	3rd Post-MD Year	10	\$61,441	\$59,718	\$61,147	\$63,571
	4th Post-MD Year	10	\$64,102	\$62,358	\$63,473	\$66,340
	5th Post-MD Year	10	\$66,633	\$64,968	\$66,111	\$68,665
	6th Post-MD Year	10	\$69,310	\$67,360	\$68,762	\$71,133
Municipal	1st Post-MD Year	9	\$56,814	\$55,248	\$55,974	\$58,027
	2nd Post-MD Year	9	\$59,440	\$57,633	\$58,754	\$60,285
	3rd Post-MD Year	9	\$62,324	\$60,292	\$61,934	\$63,600
	4th Post-MD Year	9	\$65,129	\$62,843	\$65,030	\$67,000
	5th Post-MD Year	9	\$67,717	\$65,367	\$68,168	\$68,500
	6th Post-MD Year	7	\$70,971	\$67,132	\$71,620	\$73,588
Church	1st Post-MD Year	3				
	2nd Post-MD Year	3				
	3rd Post-MD Year	3				
	4th Post-MD Year	3				
	5th Post-MD Year	1				
	6th Post-MD Year	2				
Other Non-Profit Hospitals	1st Post-MD Year	80	\$58,778	\$56,140	\$57,744	\$60,901
	2nd Post-MD Year	80	\$61,013	\$58,239	\$59,934	\$63,262
	3rd Post-MD Year	80	\$63,463	\$60,292	\$62,607	\$65,770
	4th Post-MD Year	78	\$66,231	\$62,843	\$65,341	\$68,635
	5th Post-MD Year	78	\$68,848	\$65,270	\$67,863	\$71,713
	6th Post-MD Year	74	\$71,608	\$67,529	\$70,243	\$75,740
Medical Schools	1st Post-MD Year	53	\$55,063	\$52,778	\$53,898	\$58,109
	2nd Post-MD Year	53	\$56,959	\$54,100	\$55,646	\$60,285
	3rd Post-MD Year	53	\$58,909	\$55,800	\$57,671	\$62,130
	4th Post-MD Year	53	\$61,263	\$58,200	\$59,805	\$64,728
	5th Post-MD Year	51	\$63,677	\$60,200	\$62,171	\$67,750
	6th Post-MD Year	46	\$66,072	\$62,214	\$64,610	\$70,051

Table 6 displays unweighted stipends for institutions in the Northeastern region. Unweighted stipends were reported for 44 institutions for the first post-MD year.

Table 6. Resident/Fellow Unweighted Stipends for Northeastern Region, by Ownership, Stipends Effective July 1, 2019

	Year of Training	Institution Count	Mean Unweighted Stipend	25th Percentile	Median	75th Percentile
All Respondents	1st Post-MD Year	44	\$60,660	\$57,890	\$60,125	\$63,560
	2nd Post-MD Year	44	\$63,292	\$60,325	\$62,524	\$65,847
	3rd Post-MD Year	44	\$66,210	\$63,346	\$65,655	\$68,289
	4th Post-MD Year	44	\$69,102	\$65,885	\$68,336	\$71,754
	5th Post-MD Year	43	\$71,937	\$68,905	\$71,481	\$75,690
	6th Post-MD Year	42	\$74,529	\$71,198	\$73,880	\$79,016
State Hospitals	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				
Municipal	1st Post-MD Year	1				
	2nd Post-MD Year	1				
	3rd Post-MD Year	1				
	4th Post-MD Year	1				
	5th Post-MD Year	1				
	6th Post-MD Year	1				
Church Hospitals	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	1				
Other Non-Profit Hospitals	1st Post-MD Year	33	\$61,494	\$57,898	\$60,860	\$64,791
	2nd Post-MD Year	33	\$64,019	\$60,423	\$63,128	\$67,500
	3rd Post-MD Year	33	\$66,864	\$63,364	\$65,700	\$70,000
	4th Post-MD Year	33	\$69,765	\$65,947	\$68,557	\$73,250
	5th Post-MD Year	33	\$72,647	\$69,162	\$71,614	\$77,000
	6th Post-MD Year	31	\$75,431	\$71,312	\$74,984	\$80,000
Medical Schools	1st Post-MD Year	6	\$57,798	\$56,651	\$58,488	\$59,861
	2nd Post-MD Year	6	\$60,375	\$59,415	\$62,452	\$62,463
	3rd Post-MD Year	6	\$63,308	\$62,323	\$65,655	\$66,122
	4th Post-MD Year	6	\$66,140	\$64,913	\$68,336	\$69,697
	5th Post-MD Year	6	\$68,433	\$67,685	\$71,234	\$71,875
	6th Post-MD Year	6	\$70,714	\$70,660	\$73,491	\$73,859

Table 7 displays unweighted stipends for institutions in the Southern region. Unweighted stipends were reported for 45 institutions for the first post-MD year.

Table 7. Resident/Fellow Unweighted Stipends for Southern Region, by Ownership, Stipends Effective July 1, 2019

	Year of Training	Institution Count	Mean Unweighted Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	45	\$54,624	\$52,731	\$53,720	\$56,075
	2nd Post-MD Year	46	\$56,555	\$54,414	\$55,504	\$58,737
	3rd Post-MD Year	46	\$58,510	\$56,097	\$57,222	\$61,217
	4th Post-MD Year	45	\$60,929	\$58,270	\$59,704	\$63,562
	5th Post-MD Year	43	\$63,496	\$60,686	\$62,138	\$66,161
	6th Post-MD Year	39	\$65,916	\$62,587	\$64,309	\$68,894
State Hospitals	1st Post-MD Year	1				
	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				
Municipal	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	2				
Church Hospitals	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				
Other Non-Profit Hospitals	1st Post-MD Year	15	\$56,129	\$53,558	\$55,974	\$57,928
	2nd Post-MD Year	15	\$58,141	\$55,401	\$58,146	\$59,981
	3rd Post-MD Year	15	\$60,378	\$57,023	\$60,292	\$62,268
	4th Post-MD Year	14	\$63,089	\$59,417	\$62,884	\$64,883
	5th Post-MD Year	14	\$65,582	\$61,114	\$65,141	\$67,855
	6th Post-MD Year	13	\$68,446	\$63,777	\$67,910	\$70,554
Medical Schools	1st Post-MD Year	26	\$53,716	\$52,350	\$53,151	\$54,036
	2nd Post-MD Year	26	\$55,525	\$53,569	\$54,894	\$55,976
	3rd Post-MD Year	26	\$57,227	\$55,430	\$56,378	\$57,825
	4th Post-MD Year	26	\$59,557	\$57,990	\$58,766	\$60,138
	5th Post-MD Year	24	\$62,107	\$59,975	\$60,935	\$62,456
	6th Post-MD Year	22	\$64,298	\$62,018	\$63,649	\$64,887

Table 8 displays unweighted stipends for institutions in the Midwestern region. Unweighted stipends were reported for 43 institutions for the first post-MD year.

Table 8. Resident/Fellow Unweighted Stipends for Midwestern Region, by Ownership, Stipends Effective July 1, 2019

	Year of Training	Institution Count	Mean Unweighted Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	43	\$56,457	\$54,697	\$56,464	\$57,975
	2nd Post-MD Year	43	\$58,321	\$56,680	\$58,514	\$59,908
	3rd Post-MD Year	43	\$60,183	\$58,271	\$60,312	\$62,372
	4th Post-MD Year	43	\$62,399	\$60,024	\$62,500	\$64,614
	5th Post-MD Year	43	\$64,555	\$61,994	\$64,669	\$67,136
	6th Post-MD Year	39	\$67,157	\$64,984	\$67,086	\$69,705
State Hospitals	1st Post-MD Year	4				
	2nd Post-MD Year	4				
	3rd Post-MD Year	4				
	4th Post-MD Year	4				
	5th Post-MD Year	4				
	6th Post-MD Year	4				
Municipal	1st Post-MD Year	1				
	2nd Post-MD Year	1				
	3rd Post-MD Year	1				
	4th Post-MD Year	1				
	5th Post-MD Year	1				
	6th Post-MD Year	1				
Church Hospitals	1st Post-MD Year	1				
	2nd Post-MD Year	1				
	3rd Post-MD Year	1				
	4th Post-MD Year	1				
	5th Post-MD Year	1				
	6th Post-MD Year	1				
Other Non-Profit Hospitals	1st Post-MD Year	23	\$57,121	\$56,119	\$57,493	\$58,633
	2nd Post-MD Year	23	\$59,087	\$58,112	\$59,429	\$60,877
	3rd Post-MD Year	23	\$60,976	\$59,577	\$61,205	\$62,983
	4th Post-MD Year	23	\$63,273	\$61,763	\$63,564	\$65,442
	5th Post-MD Year	23	\$65,515	\$63,574	\$65,835	\$67,384
	6th Post-MD Year	22	\$68,205	\$66,296	\$68,310	\$69,960
Medical Schools	1st Post-MD Year	14	\$55,889	\$53,621	\$55,881	\$57,490
	2nd Post-MD Year	14	\$57,616	\$55,361	\$57,239	\$59,372
	3rd Post-MD Year	14	\$59,496	\$57,097	\$59,096	\$61,723
	4th Post-MD Year	14	\$61,642	\$58,930	\$61,229	\$64,171
	5th Post-MD Year	14	\$63,577	\$60,808	\$62,933	\$66,766
	6th Post-MD Year	11	\$66,000	\$62,643	\$65,763	\$68,293

Table 9 displays unweighted stipends for institutions in the Western region. Unweighted stipends were reported for 22 institutions for the first post-MD year.

Table 9. Resident/Fellow Unweighted Stipends for Western Region, by Ownership, Stipends Effective July 1, 2019

	Year of Training	Institution Count	Mean Unweighted Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	22	\$56,940	\$55,733	\$57,104	\$58,175
	2nd Post-MD Year	22	\$59,245	\$58,330	\$59,215	\$60,285
	3rd Post-MD Year	22	\$61,862	\$60,465	\$62,235	\$62,913
	4th Post-MD Year	21	\$65,030	\$63,879	\$65,158	\$66,953
	5th Post-MD Year	20	\$67,588	\$65,825	\$68,168	\$68,730
	6th Post-MD Year	19	\$70,516	\$68,161	\$70,961	\$71,710
State Hospitals	1st Post-MD Year	1				
	2nd Post-MD Year	1				
	3rd Post-MD Year	1				
	4th Post-MD Year	1				
	5th Post-MD Year	1				
	6th Post-MD Year	1				
Municipal	1st Post-MD Year	4				
	2nd Post-MD Year	4				
	3rd Post-MD Year	4				
	4th Post-MD Year	4				
	5th Post-MD Year	4				
	6th Post-MD Year	3				
Church Hospitals	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				
Other Non-Profit Hospitals	1st Post-MD Year	9	\$57,466	\$56,131	\$57,104	\$57,500
	2nd Post-MD Year	9	\$59,703	\$58,188	\$59,300	\$59,530
	3rd Post-MD Year	9	\$62,487	\$60,265	\$62,235	\$62,586
	4th Post-MD Year	8	\$65,658	\$64,151	\$65,090	\$65,256
	5th Post-MD Year	8	\$68,472	\$65,825	\$67,511	\$68,730
	6th Post-MD Year	8	\$71,290	\$68,531	\$70,280	\$71,652
Medical Schools	1st Post-MD Year	7	\$56,069	\$53,219	\$57,233	\$58,126
	2nd Post-MD Year	7	\$58,044	\$54,988	\$59,130	\$60,389
	3rd Post-MD Year	7	\$60,213	\$56,853	\$61,453	\$62,851
	4th Post-MD Year	7	\$62,665	\$59,095	\$63,879	\$65,716
	5th Post-MD Year	7	\$65,183	\$61,497	\$66,493	\$68,332
	6th Post-MD Year	7	\$67,783	\$63,920	\$68,964	\$71,343

Table 10 displays what portion of respondents estimated the stipends offered by their institutions, effective July 1st, 2019.

Table 10. Percent of Institutions That Estimated Their Stipends, Effective July 1, 2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	154	18.2%	81.8%

Table 11 displays what portion of respondents' base stipends are the same across all specialties effective July 1st, 2019.

Table 11. Percent of Institutions Whose Base Stipends Are the Same across All Specialties, Effective July 1, 2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	153	98.7%	1.3%

Table 12 displays what portion of respondents paid higher stipends to chief residencies effective July 1, 2019

Table 12. Percent of Institutions That Provide Higher Stipends to Chief Residencies, Effective July 1, 2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	154	64.9%	35.1%

Table 13 displays what portion of respondents paid higher stipends to residents/fellows other than chief residencies effective July 1, 2019.

Table 13. Percent of Institutions That Provide Higher Stipends to Residents/Fellows Other Than Chief Residencies, Effective July 1, 2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	155	16.8%	83.2%

Table 13(a) displays types of residents/fellows other than chief residencies that are paid higher stipends effective July 1, 2019. Of responding institutions, 26 (15 medical schools and 11 teaching hospitals) answered the question.

Table 13(a). Which Type of Residents/fellows are paid Higher Stipends, Effective July 1, 2019

	Institution Count	Percent
Resident/fellow faculty	8	30.8%
Residents/fellows with an H-1B visa	4	15.4%
Residency association officers	2	7.7%
Trainees with prior GME experience	4	15.4%
Other	12	46.2%

Note: Respondents could select multiple answers.

Table 14 displays the last time stipends were adjusted at each institution.

Table 14. When was the Last Time Stipends Were Adjusted

	Institution Count	Percent
Last Year	123	79.4%
Two Years Ago	9	5.8%
Three Years Ago	3	1.9%
Other	20	12.9%
Total	155	100.0%

Table 14(a) provides a summary of how resident/fellow stipends are adjusted. Of responding institutions, 155 (53 medical schools and 102 teaching hospitals) answered the question.

Table 14(a). How Stipends Are Adjusted

	Institution Count	Percent
Board of regents	6	3.9%
Board of trustees	16	10.3%
Cost-of-living adjustment	35	22.6%
GME office recommendation	94	60.6%
Review of market data	96	61.9%
Union agreement	13	8.4%
Other	35	22.6%

Note: Respondents could select multiple answers.