



**Association of
American Medical Colleges**

655 K Street, N.W., Suite 100, Washington, D.C. 20001-2399
T 202 828 0400 F 202 828 1125
www.aamc.org

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A revised **AAMC Survey of Residents/Fellow Stipends and Benefits Report, 2018-2019** has been posted to the AAMC website. You can access this revised report below:

<http://www.aamc.org/data/stipend/>

Corrections have been made to six tables and the Selected Findings section:

- In the second paragraph of the Selected Findings, the percent of schools that issue resident/fellow stipend checks and that report that they pay the same base stipend to residents and fellows at each level across all specialties has been corrected to match the percent found in Table 11.
- In Table 1 and the corresponding text, the “Dollar Change from 2016-2017” and the “Percent Change from 2016-2017” values have been corrected.
- In Table 2 and the corresponding text, statistics calculated using 2016-2017 data have been corrected.
- In Table 3, statistics calculated using 2016-2017 data have been corrected.
- In Table 21, institution counts and their corresponding percentages have been corrected.
- In Table 26, the number of schools that could not provide data has been corrected in the text describing the table. The data in the table are unchanged.
- In Table 37, the number of schools that provided data has been corrected in the text describing the table. The data in the table are unchanged.

None of the 2018-2019 stipend data needed correcting. If you have any questions, please contact survey staff at residentstipends@aamc.org.

With regards,

Stefanie

Stefanie Wisniewski
Manager, Data Operations and Services
Association of American Medical Colleges
ResidentStipends@aamc.org

Survey of Resident/Fellow Stipends and Benefits Report

2018-2019

November 2018
(Revised June 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 2018 AAMC Survey of Resident/Fellow Stipends and Benefits launched on July 16, 2018. The survey was administered to 115 LCME-accredited U.S. medical schools and 244 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 data for the 2018-2019 academic year that began July 1, 2018. 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 359 institutions that were invited to the survey, 206 institutions responded (a 57.4% response rate). Of those 206 responding institutions, 20 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 186 institutions that indicated that they do issue the check for resident/fellow stipends (these institutions submitted data on stipends and benefits).

Of the 186 institutions submitting stipends and/or benefits data, 56 were medical schools (a 30.1% response rate for medical schools) and 130 were COTH members (a 69.9% 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 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 2018 report includes stipends data for 93,450 residents and fellows in academic year 2018-2019. Resident counts are not yet known for the 2018-2019 academic year. According to the Accreditation Council for Graduate Medical Education (ACGME), the total number of on-duty residents and fellows were 135,326 in academic year 2017-2018. This suggests an approximate coverage rate of 69.1% for the 2018-2019 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 2018-2019 unweighted mean first post-MD year stipend for all responding institutions is \$56,126. The mean increase for first-year actual stipends between 2016-2017 and 2018-2019 is \$2,204. The weighted mean stipend for all regions at the first post-MD year is \$56,150. 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 \$24 between weighted and unweighted mean stipends.

The majority of responding institutions that issue resident/fellow stipend checks (97.8%) 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 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 actual 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.

Section 2 Resident/Fellow Health Benefits

Tables 15-19 display the health benefits offered to residents and fellows for the 2018-2019 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 20-37 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 2018-2019 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 2018-2019 mean first post-MD year actual stipend for all responding institutions is \$56,126. 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 2016-2017 to 2018-2019 calculated for respondents reporting in both years. Dollar and percent increases are reported only for institutions that responded to both the 2016-2017 and 2018-2019 AAMC Resident/Fellow Surveys (123 institutions at the first post-MD year, declining to 57 institutions at the eighth year). The mean increase for first-year actual stipends between 2016-2017 and 2018-2019 is \$2,204. The percent increase over the first-year actual stipend for the 2016-2017 to 2018-2019 academic year is 4.2%.

Table 1. Resident/Fellow Current Year Actual Stipends Nationwide, Dollar Change and Percent Change from Academic Year 2016-2017 to 2018-2019

	Year of Training	Institution Count	Mean Actual Stipend	25 th Percentile	Median	75 th Percentile
Current Year Stipends	1st Post-MD Year	186	\$56,126	\$53,340	\$55,974	\$58,027
	2nd Post-MD Year	186	\$58,203	\$54,996	\$58,146	\$60,285
	3rd Post-MD Year	186	\$60,495	\$56,771	\$60,292	\$62,725
	4th Post-MD Year	183	\$63,014	\$58,938	\$62,843	\$65,756
	5th Post-MD Year	179	\$65,559	\$61,224	\$65,367	\$68,168
	6th Post-MD Year	170	\$68,032	\$63,605	\$67,910	\$70,961
	7th Post-MD Year	150	\$70,885	\$65,744	\$70,370	\$74,280
	8th Post-MD Year	107	\$74,024	\$69,629	\$73,023	\$77,642
Dollar Change from 2016-2017	1st Post-MD Year	123	\$2,204	\$1,535	\$2,297	\$3,034
	2nd Post-MD Year	123	\$2,260	\$1,575	\$2,300	\$3,136
	3rd Post-MD Year	121	\$2,376	\$1,680	\$2,375	\$3,212
	4th Post-MD Year	120	\$2,436	\$1,686	\$2,500	\$3,345
	5th Post-MD Year	114	\$2,700	\$1,796	\$2,596	\$3,516
	6th Post-MD Year	106	\$2,745	\$1,837	\$2,732	\$3,617
	7th Post-MD Year	94	\$2,848	\$1,904	\$2,870	\$3,838
	8th Post-MD Year	57	\$3,179	\$1,986	\$3,117	\$4,155
Percent Change from 2016-2017	1st Post-MD Year	123	4.2%	3.0%	4.3%	5.6%
	2nd Post-MD Year	123	4.1%	3.0%	4.1%	5.4%
	3rd Post-MD Year	121	4.2%	3.0%	4.1%	5.6%
	4th Post-MD Year	120	4.1%	2.9%	4.1%	5.6%
	5th Post-MD Year	114	4.3%	3.0%	4.1%	5.5%
	6th Post-MD Year	106	4.3%	2.9%	4.1%	5.3%
	7th Post-MD Year	94	4.3%	2.8%	4.4%	5.5%
	8th Post-MD Year	57	4.6%	2.6%	4.6%	5.9%

Table 2 displays mean first post-MD year stipends for each academic year from 1969-1970 to 2018-2019. 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 actual and adjusted stipends by the Consumer Price Index for All Urban Consumers (CPI-U) All Items from 1968-1969 to 2018-2019. Stipend data are shown in actual dollars and adjusted to constant 1968 dollars. Between academic years 2016-2017 and 2018-2019, stipends paid by respondents to the 2018-2019 survey were 3.7%, or \$1,999, higher than stipends paid by 2016-2017 respondents. CPI-U-adjusted stipends decreased by \$65 (from \$7,793 to \$7,728). The CPI-U-adjusted mean first-year stipend for 2018-2019 is \$7,728, which represents a 24.6% 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 Actual Stipends and Mean Inflation-Adjusted Stipends, 1969-1970 through 2018-2019

Survey Year	Mean Actual Stipend	Percent Change from Prior Survey Year	Dollar Change from Prior Survey Year	CPI-U	Mean Inflation-Adjusted Stipend
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	13.30%	\$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

Table 3 displays the actual stipend increases for a cohort of institutions (ranging from 67 to 123 institutions depending on post-MD year) that responded in both 2016-2017 and 2018-2019. 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 2016-2017 to the second-year in 2018-2019 was \$4,218, or 7.9%.

Table 3. Resident/Fellow Dollar Change and Percent Change in Actual Stipends Nationwide, Received by Academic Cohorts of Residents Advancing One Year, Academic Years 2016-2017 to 2018-2019

	Academic Cohort	Institution Count	Mean Actual Stipend	25 th Percentile	Median	75 th Percentile
Dollar Change	1st to 2nd Post-MD Year	123	\$4,218	\$3,357	\$4,324	\$5,088
	2nd to 3rd Post-MD Year	123	\$4,453	\$3,500	\$4,500	\$5,452
	3rd to 4th Post-MD Year	121	\$4,840	\$3,800	\$4,820	\$5,920
	4th to 5th Post-MD Year	118	\$4,917	\$3,944	\$4,886	\$6,274
	5th to 6th Post-MD Year	109	\$5,127	\$3,957	\$4,938	\$6,294
	6th to 7th Post-MD Year	96	\$5,222	\$3,984	\$5,009	\$6,253
	7th to 8th Post-MD Year	66	\$5,449	\$4,155	\$5,446	\$6,918
Percent Change	1st to 2nd Post-MD Year	123	7.9%	6.6%	8.1%	9.5%
	2nd to 3rd Post-MD Year	123	8.0%	6.6%	8.1%	9.7%
	3rd to 4th Post-MD Year	121	8.4%	6.8%	8.5%	10.3%
	4th to 5th Post-MD Year	118	8.2%	6.6%	8.3%	10.1%
	5th to 6th Post-MD Year	109	8.2%	6.2%	8.0%	10.0%
	6th to 7th Post-MD Year	96	8.0%	6.4%	7.8%	9.6%
	7th to 8th Post-MD Year	66	8.1%	6.2%	8.0%	10.2%

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 \$56,150. 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 \$24 between weighted and unweighted mean stipends.

Table 4. Resident/Fellow Weighted Mean Stipends, by Region, Academic Year 2018-2019

	Years of Training	Aggregate Residents	Weighted Mean Stipend
All Regions	1st Post-MD Year	20,371	\$56,150
	2nd Post-MD Year	20,184	\$58,290
	3rd Post-MD Year	19,374	\$60,634
	4th Post-MD Year	15,133	\$63,634
	5th Post-MD Year	10,215	\$66,277
	6th Post-MD Year	5,764	\$69,043
	7th Post-MD Year	1,929	\$71,339
	8th Post-MD Year	480	\$75,841
Northeast	1st Post-MD Year	6,212	\$59,072
	2nd Post-MD Year	6,086	\$61,276
	3rd Post-MD Year	5,785	\$64,203
	4th Post-MD Year	4,586	\$67,344
	5th Post-MD Year	2,836	\$70,250
	6th Post-MD Year	1,430	\$73,356
	7th Post-MD Year	427	\$77,984
	8th Post-MD Year	113	\$84,526
South	1st Post-MD Year	6,135	\$53,667
	2nd Post-MD Year	5,965	\$55,581
	3rd Post-MD Year	5,769	\$57,578
	4th Post-MD Year	4,314	\$60,305
	5th Post-MD Year	2,916	\$62,985
	6th Post-MD Year	1,564	\$65,401
	7th Post-MD Year	559	\$65,790
	8th Post-MD Year	123	\$71,551
Midwest	1st Post-MD Year	5,166	\$55,302
	2nd Post-MD Year	5,169	\$57,380
	3rd Post-MD Year	4,902	\$59,328
	4th Post-MD Year	3,758	\$62,017
	5th Post-MD Year	2,671	\$64,669
	6th Post-MD Year	1,678	\$67,086
	7th Post-MD Year	556	\$69,659
	8th Post-MD Year	178	\$72,111
West	1st Post-MD Year	2,858	\$56,663
	2nd Post-MD Year	2,964	\$59,194
	3rd Post-MD Year	2,918	\$61,792
	4th Post-MD Year	2,475	\$65,019
	5th Post-MD Year	1,792	\$67,745
	6th Post-MD Year	1,092	\$71,619
	7th Post-MD Year	387	\$74,435
	8th Post-MD Year	66	\$79,027

Table 5 displays actual stipends for institutions in all U.S. regions. The All Respondents category includes three for-profit hospitals that are not categorized as a state hospital, municipal hospital, church hospital, or other non-profit hospital and no Puerto Rican institutions. Actual stipends were reported for 186 institutions for the first post-MD year.

Table 5. Resident/Fellow Actual Stipends for All Regions, by Ownership, Academic Year 2018-2019

	Year of Training	Institution Count	Mean Actual Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	186	\$56,126	\$53,340	\$55,974	\$58,027
	2nd Post-MD Year	186	\$58,203	\$54,996	\$58,146	\$60,285
	3rd Post-MD Year	186	\$60,495	\$56,771	\$60,292	\$62,725
	4th Post-MD Year	183	\$63,014	\$58,938	\$62,843	\$65,756
	5th Post-MD Year	179	\$65,559	\$61,224	\$65,367	\$68,168
	6th Post-MD Year	170	\$68,032	\$63,605	\$67,910	\$70,961
State Hospitals	1st Post-MD Year	12	\$54,246	\$51,976	\$54,850	\$56,581
	2nd Post-MD Year	12	\$56,536	\$53,807	\$56,846	\$59,130
	3rd Post-MD Year	12	\$58,805	\$56,099	\$58,897	\$61,723
	4th Post-MD Year	12	\$61,346	\$58,455	\$61,405	\$64,239
	5th Post-MD Year	12	\$63,722	\$61,005	\$63,592	\$66,784
	6th Post-MD Year	12	\$66,405	\$63,548	\$66,312	\$69,323
Municipal	1st Post-MD Year	15	\$54,911	\$53,267	\$54,165	\$56,376
	2nd Post-MD Year	15	\$57,155	\$55,272	\$56,503	\$58,801
	3rd Post-MD Year	15	\$59,673	\$57,605	\$58,664	\$61,986
	4th Post-MD Year	15	\$62,255	\$59,864	\$60,953	\$64,788
	5th Post-MD Year	13	\$64,954	\$62,225	\$63,457	\$66,900
	6th Post-MD Year	13	\$67,821	\$64,420	\$66,494	\$69,874
Church Hospitals	1st Post-MD Year	7	\$54,293	\$53,613	\$54,309	\$55,113
	2nd Post-MD Year	7	\$55,817	\$54,550	\$55,661	\$57,229
	3rd Post-MD Year	7	\$57,786	\$56,434	\$56,867	\$59,569
	4th Post-MD Year	7	\$59,865	\$57,673	\$58,968	\$62,317
	5th Post-MD Year	7	\$62,006	\$59,088	\$61,500	\$64,853
	6th Post-MD Year	6	\$62,669	\$60,458	\$61,754	\$62,980
Other Non-Profit Hospitals	1st Post-MD Year	93	\$57,671	\$55,597	\$56,837	\$59,717
	2nd Post-MD Year	93	\$59,825	\$57,165	\$58,938	\$61,892
	3rd Post-MD Year	93	\$62,283	\$59,137	\$61,155	\$63,829
	4th Post-MD Year	91	\$64,887	\$61,471	\$63,878	\$67,330
	5th Post-MD Year	91	\$67,585	\$63,850	\$66,492	\$70,167
	6th Post-MD Year	88	\$69,981	\$65,919	\$68,673	\$73,502
Medical Schools	1st Post-MD Year	56	\$54,414	\$51,949	\$53,773	\$57,169
	2nd Post-MD Year	56	\$56,344	\$53,539	\$55,403	\$59,130
	3rd Post-MD Year	56	\$58,371	\$55,327	\$57,479	\$61,583
	4th Post-MD Year	55	\$60,810	\$57,705	\$60,000	\$64,032
	5th Post-MD Year	54	\$63,080	\$59,825	\$61,963	\$66,498
	6th Post-MD Year	49	\$65,501	\$62,275	\$65,111	\$68,964

Table 6 displays actual stipends for institutions in the Northeastern region. 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 57 institutions for the first post-MD year.

Table 6. Resident/Fellow Actual Stipends for Northeastern Region, by Ownership, Academic Year 2018-2019

	Year of Training	Institution Count	Mean Actual Stipend	25th Percentile	Median	75th Percentile
All Respondents	1st Post-MD Year	57	\$59,114	\$56,650	\$58,900	\$61,367
	2nd Post-MD Year	57	\$61,584	\$58,867	\$60,900	\$63,671
	3rd Post-MD Year	57	\$64,402	\$62,013	\$63,100	\$65,700
	4th Post-MD Year	56	\$67,147	\$63,992	\$66,228	\$68,789
	5th Post-MD Year	56	\$69,867	\$66,499	\$69,381	\$72,350
	6th Post-MD Year	52	\$72,498	\$68,428	\$71,795	\$75,671
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 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				
Church Hospitals	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	1				
Other Non-Profit Hospitals	1st Post-MD Year	42	\$59,785	\$56,782	\$59,272	\$61,898
	2nd Post-MD Year	42	\$62,110	\$59,108	\$61,499	\$63,729
	3rd Post-MD Year	42	\$64,858	\$61,641	\$63,694	\$67,347
	4th Post-MD Year	41	\$67,559	\$63,270	\$66,810	\$70,154
	5th Post-MD Year	41	\$70,425	\$66,273	\$70,000	\$74,000
	6th Post-MD Year	38	\$72,998	\$68,035	\$72,933	\$77,320
Medical Schools	1st Post-MD Year	7	\$57,678	\$55,131	\$59,136	\$59,277
	2nd Post-MD Year	7	\$60,432	\$58,867	\$60,700	\$61,298
	3rd Post-MD Year	7	\$63,497	\$62,471	\$62,500	\$64,368
	4th Post-MD Year	7	\$66,442	\$65,310	\$66,119	\$66,996
	5th Post-MD Year	7	\$68,654	\$67,187	\$67,874	\$69,837
	6th Post-MD Year	7	\$71,342	\$69,045	\$69,619	\$72,228

Table 7 displays actual stipends for institutions in the Southern region. Actual stipends were reported for 52 institutions for the first post-MD year.

Table 7. Resident/Fellow Actual Stipends for Southern Region, by Ownership, Academic Year 2018-2019

	Year of Training	Institution Count	Mean Actual Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	52	\$53,630	\$51,729	\$52,582	\$55,468
	2nd Post-MD Year	52	\$55,400	\$53,456	\$54,302	\$56,831
	3rd Post-MD Year	52	\$57,370	\$55,184	\$56,049	\$59,392
	4th Post-MD Year	50	\$59,798	\$57,469	\$58,437	\$61,917
	5th Post-MD Year	49	\$62,091	\$59,400	\$60,920	\$64,135
	6th Post-MD Year	46	\$64,329	\$61,470	\$63,462	\$67,554
State Hospitals	1st Post-MD Year	5	\$52,503	\$51,607	\$52,099	\$53,369
	2nd Post-MD Year	5	\$54,338	\$53,410	\$53,763	\$55,272
	3rd Post-MD Year	5	\$56,152	\$55,159	\$55,442	\$57,028
	4th Post-MD Year	5	\$58,538	\$57,736	\$57,953	\$59,433
	5th Post-MD Year	5	\$60,615	\$59,702	\$60,014	\$61,658
	6th Post-MD Year	5	\$63,224	\$62,592	\$62,678	\$64,483
Municipal	1st Post-MD Year	6	\$54,350	\$53,522	\$53,635	\$54,739
	2nd Post-MD Year	6	\$56,027	\$55,238	\$55,370	\$56,319
	3rd Post-MD Year	6	\$58,377	\$57,135	\$58,098	\$59,143
	4th Post-MD Year	6	\$60,681	\$59,845	\$60,477	\$61,096
	5th Post-MD Year	6	\$62,787	\$61,712	\$62,676	\$63,665
	6th Post-MD Year	5	\$64,753	\$64,420	\$64,565	\$65,317
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	18	\$54,555	\$52,058	\$53,737	\$56,075
	2nd Post-MD Year	18	\$56,353	\$53,464	\$55,261	\$57,981
	3rd Post-MD Year	18	\$58,528	\$55,284	\$57,574	\$60,418
	4th Post-MD Year	17	\$60,979	\$57,319	\$60,000	\$63,190
	5th Post-MD Year	17	\$63,439	\$59,207	\$62,225	\$66,034
	6th Post-MD Year	17	\$65,751	\$61,253	\$64,565	\$68,331
Medical Schools	1st Post-MD Year	23	\$52,963	\$51,500	\$51,998	\$53,665
	2nd Post-MD Year	23	\$54,721	\$53,105	\$53,658	\$55,058
	3rd Post-MD Year	23	\$56,465	\$54,912	\$55,590	\$56,686
	4th Post-MD Year	22	\$58,931	\$57,469	\$58,001	\$59,751
	5th Post-MD Year	21	\$61,153	\$59,400	\$60,000	\$61,216
	6th Post-MD Year	19	\$63,234	\$61,492	\$62,496	\$65,788

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 52 institutions for the first post-MD year.

Table 8. Resident/Fellow Actual Stipends for Midwestern Region, by Ownership, Academic Year 2018-2019

	Year of Training	Institution Count	Mean Actual Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	52	\$55,155	\$53,490	\$55,593	\$56,620
	2nd Post-MD Year	52	\$56,991	\$54,999	\$57,105	\$58,685
	3rd Post-MD Year	52	\$58,866	\$56,787	\$59,050	\$60,814
	4th Post-MD Year	52	\$61,065	\$58,700	\$61,033	\$63,359
	5th Post-MD Year	50	\$63,374	\$60,824	\$63,379	\$65,871
	6th Post-MD Year	47	\$65,672	\$62,991	\$65,624	\$68,293
State Hospitals	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				
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	3				
	6th Post-MD Year	3				
Church Hospitals	1st Post-MD Year	5	\$53,701	\$53,500	\$53,726	\$54,309
	2nd Post-MD Year	5	\$54,557	\$54,500	\$54,600	\$55,661
	3rd Post-MD Year	5	\$55,878	\$56,368	\$56,500	\$56,867
	4th Post-MD Year	5	\$57,464	\$57,120	\$58,225	\$58,968
	5th Post-MD Year	5	\$59,623	\$58,854	\$59,321	\$61,500
	6th Post-MD Year	5	\$61,123	\$60,415	\$60,588	\$62,920
Other Non-Profit Hospitals	1st Post-MD Year	23	\$56,161	\$55,361	\$56,216	\$57,442
	2nd Post-MD Year	23	\$58,151	\$57,319	\$58,103	\$60,185
	3rd Post-MD Year	23	\$60,094	\$59,134	\$60,300	\$62,070
	4th Post-MD Year	23	\$62,440	\$61,183	\$62,843	\$64,676
	5th Post-MD Year	23	\$64,803	\$63,412	\$65,159	\$66,813
	6th Post-MD Year	23	\$67,111	\$65,639	\$67,549	\$69,098
Medical Schools	1st Post-MD Year	17	\$54,684	\$52,790	\$54,267	\$56,000
	2nd Post-MD Year	17	\$56,482	\$53,592	\$56,096	\$57,924
	3rd Post-MD Year	17	\$58,420	\$55,306	\$57,944	\$60,320
	4th Post-MD Year	17	\$60,548	\$57,202	\$60,373	\$62,843
	5th Post-MD Year	17	\$62,635	\$59,046	\$62,695	\$65,554
	6th Post-MD Year	14	\$64,996	\$61,891	\$65,004	\$67,409

Table 9 displays actual stipends for institutions in the Western region. Actual stipends were reported for 25 institutions for the first post-MD year.

Table 9. Resident/Fellow Actual Stipends for Western Region, by Ownership, Academic Year 2018-2019

	Year of Training	Institution Count	Mean Actual Stipend	25 th Percentile	Median	75 th Percentile
All Respondents	1st Post-MD Year	25	\$56,527	\$55,597	\$56,923	\$57,233
	2nd Post-MD Year	25	\$58,850	\$58,188	\$58,747	\$59,130
	3rd Post-MD Year	25	\$61,473	\$61,015	\$61,453	\$61,972
	4th Post-MD Year	25	\$64,245	\$63,181	\$63,879	\$64,575
	5th Post-MD Year	24	\$67,141	\$65,280	\$66,493	\$67,452
	6th Post-MD Year	25	\$69,993	\$68,040	\$68,964	\$70,247
State Hospitals	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				
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	3				
	6th Post-MD Year	4				
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	10	\$57,877	\$55,984	\$56,058	\$57,156
	2nd Post-MD Year	10	\$60,330	\$58,308	\$58,363	\$59,034
	3rd Post-MD Year	10	\$63,265	\$61,015	\$61,038	\$61,358
	4th Post-MD Year	10	\$66,207	\$63,222	\$63,879	\$63,880
	5th Post-MD Year	10	\$69,389	\$65,648	\$67,099	\$67,382
	6th Post-MD Year	10	\$72,309	\$68,219	\$69,606	\$70,247
Medical Schools	1st Post-MD Year	9	\$55,075	\$52,329	\$57,132	\$57,233
	2nd Post-MD Year	9	\$57,051	\$54,026	\$59,130	\$59,130
	3rd Post-MD Year	9	\$59,165	\$55,992	\$61,453	\$61,453
	4th Post-MD Year	9	\$61,515	\$58,064	\$63,878	\$63,879
	5th Post-MD Year	9	\$64,083	\$60,579	\$66,492	\$66,493
	6th Post-MD Year	9	\$66,529	\$62,808	\$68,964	\$68,964

Table 10 displays what portion of respondents estimated the stipends offered by their institutions for the 2018-2019 academic year.

Table 10. Percent of Institutions That Estimated Their Stipends, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	184	10.9%	89.1%

Table 11 displays what portion of respondents' base stipends are the same across all specialties for the 2018-2019 academic year.

Table 11. Percent of Institutions Whose Base Stipends Are the Same across All Specialties, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	185	97.8%	2.2%

Table 12 displays what portion of respondents paid higher stipends to chief residencies for the 2018-2019 academic year.

Table 12. Percent of Institutions That Provide Higher Stipends to Chief Residencies, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	185	65.9%	34.1%

Table 13 displays what portion of respondents paid higher stipends to residents/fellows other than chief residencies for the 2018-2019 academic year.

Table 13. Percent of Institutions That Provide Higher Stipends to Residents/Fellows Other Than Chief Residencies, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	184	15.8%	84.2%

Table 14 displays the frequency with which stipends are adjusted at each institution for the 2018-2019 academic year.

Table 14. How Often Stipends Are Adjusted, Academic Year 2018-2019

	Institution Count	Percent
Annually	153	82.3%
Every Other Year	8	4.3%
Every Three Years	6	3.2%
Other	19	10.2%
Total	186	100.0%

Table 14(a) provides a summary of how resident/fellow stipends are adjusted. One-hundred eighty-four respondents (55 medical schools and 129 teaching hospitals) answered the question. Of those respondents, 99 selected more than one approach to adjusting stipends.

Table 14(a). How Stipends Are Adjusted, Academic Year 2018-2019

	Institution Count	Percent
Board of regents	7	3.8%
Board of trustees	17	9.2%
Cost-of-living adjustment	42	22.8%
GME office recommendation	115	62.5%
Review of market data	106	57.6%
Union agreement	21	11.4%
Other	44	23.9%

Note: Respondents could select multiple answers.

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 2018-2019

	Portion Offered	All Institutions (n=186)	All Hospitals (n=130)	Medical Schools (n=56)
Individual Coverage	Fully Paid	50	31	19
	Cost Shared	124	90	34
	Fully Paid with Option for More Coverage	8	5	3
	No Portion Paid	0	0	0
	Not Offered	0	0	0
	Not Answered	4	4	0
Resident/Fellow Plus Spouse	Fully Paid	32	22	10
	Cost Shared	137	95	42
	Fully Paid with Option for More Coverage	10	7	3
	No Portion Paid	2	2	0
	Not Offered	1	0	1
	Not Answered	4	4	0
Resident/Fellow Plus Domestic Partner	Fully Paid	21	15	6
	Cost Shared	107	76	31
	Fully Paid with Option for More Coverage	10	7	3
	No Portion Paid	3	2	1
	Not Offered	40	25	15
	Not Answered	5	5	0
Resident/Fellow Plus Children	Fully Paid	32	22	10
	Cost Shared	138	95	43
	Fully Paid with Option for More Coverage	10	7	3
	No Portion Paid	2	2	0
	Not Offered	0	0	0
	Not Answered	4	4	0
Resident/Fellow Plus Spouse and Children	Fully Paid	32	22	10
	Cost Shared	141	98	43
	Fully Paid with Option for More Coverage	10	7	3
	No Portion Paid	2	2	0
	Not Offered	0	0	0
	Not Answered	1	1	0
Resident/Fellow Plus Domestic Partner and Children	Fully Paid	22	15	7
	Cost Shared	105	75	30
	Fully Paid with Option for More Coverage	10	7	3
	No Portion Paid	3	2	1
	Not Offered	41	26	15
	Not Answered	5	5	0

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 2018-2019

		All Institutions (n=186)	All Hospitals (n=130)	Medical Schools (n=56)
Vision Care	Included in Group Medical Insurance	66	45	21
	Separate Plan Offered	113	82	31
	Not Offered	6	2	4
	Not Answered	1	1	0
Prescription Drugs	Included in Group Medical Insurance	174	120	54
	Separate Plan Offered	11	9	2
	Not Offered	0	0	0
	Not Answered	1	1	0
Behavioral and Mental Health Care	Included in Group Medical Insurance	182	127	55
	Separate Plan Offered	2	2	0
	Not Offered	1	0	1
	Not Answered	1	1	0
Substance Abuse Treatment	Included in Group Medical Insurance	175	123	52
	Separate Plan Offered	1	1	0
	Not Offered	7	3	4
	Not Answered	3	3	0
Dental Care	Included in Group Medical Insurance	47	33	14
	Separate Plan Offered	133	93	40
	Not Offered	2	1	1
	Not Answered	4	3	1
Complementary Medicine	Included in Group Medical Insurance	62	45	17
	Separate Plan Offered	12	10	2
	Not Offered	105	68	37
	Not Answered	7	7	0
Gym Memberships	Included in Group Medical Insurance	22	18	4
	Separate Plan Offered	62	45	17
	Not Offered	99	64	35
	Not Answered	3	3	0
Preventive Care	Included in Group Medical Insurance	137	95	42
	Separate Plan Offered	21	15	6
	Not Offered	24	16	8
	Not Answered	4	4	0

Table 17 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 2018-2019 academic year.

Table 17. Percent of Respondents Requiring Copayments and/or Deductibles in Medical Coverage Contract, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
Inpatient Services	184	87.0%	13.0%
Ambulatory Services	184	93.5%	6.5%
Behavioral and Mental Health Care	184	90.2%	9.8%
Other Services	112	68.8%	31.3%

Table 18 displays the number and percentage of institutions that place dollar or service limits on health care benefits for the 2018-2019 academic year.

Table 18. Whether Dollar or Service Limits Are Placed on Benefits for Certain Health Care Services, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	181	38.1%	61.9%

Table 19 provides a summary of the services provided by employee assistance programs to residents/fellows. All 186 respondents (56 medical schools and 130 teaching hospitals) answered the question. Of those respondents, 175 indicated more than one service provided by their institution's Employee Assistance Program.

Table 19. Describe services provided by your institution's Employee Assistance Program (EAP) to residents/fellows, Academic Year 2018-2019

	Institution Count	Percent
Clinical services: Individual assessment and short-term counseling	169	90.9%
Clinical services: Clinical staff to serve same-day appointments	107	57.5%
Clinical services: Assessment, referral, and follow-up support	164	88.2%
Clinical services: Substance abuse profession services	143	76.9%
Child care and parenting information	129	69.4%
Elder care resources	121	65.1%
Legal care: Unlimited phone consultations	44	23.7%
Legal care: Attorney referral, free 1/2 hour face-to-face consultation and/or discount on services	84	45.2%
Financial counsel: Unlimited phone consultations	79	42.5%
Ergonomics awareness and personal evaluation	73	39.2%
Institution does not have EAP or EAP is not available to residents/fellows	2	1.1%

Note: Respondents could select multiple answers.

Section Three: Resident/Fellow Non-Health Benefits

Table 20 displays the number and percentage of institutions that offer a flexible benefits plan to residents/fellows for the 2018-2019 academic year.

Table 20. Whether Institution Offers a Flexible or "Cafeteria Style" Benefits Plan to Residents/Fellows, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	179	65.4%	34.6%

Table 21 displays the number and percentage of institutions that offer life insurance, long-term disability insurance, short-term disability insurance premiums, and paid maternity/paternity and parental/family leave to residents/fellows for the 2018-2019 academic year.

Table 21. Life Insurance and Disability Insurance Premiums, and Paid Family Leave, All Respondents, Academic Year 2018-2019

		Institution Count	Percent
Life Insurance Premium Coverage	Fully Paid	140	76.5%
	Cost Shared	32	17.5%
	Available, but not paid by institution	7	3.8%
	Paid by department	1	0.5%
	Not Offered	3	1.6%
	Total	183	100.0%
Long-term Disability Insurance Premium Coverage	Fully Paid	128	69.9%
	Cost Shared	28	15.3%
	Available, but not paid by institution	21	11.5%
	Paid by department	1	0.5%
	Not Offered	5	2.7%
	Total	183	100.0%
Short-term Disability Insurance Premium Coverage	Fully Paid	93	51.1%
	Cost Shared	31	17.0%
	Available, but not paid by institution	28	15.4%
	Paid by department	1	0.5%
	Not Offered	29	15.9%
	Total	182	100.0%

Table 21. Life Insurance and Disability Insurance Premiums, and Paid Family Leave, All Respondents, Academic Year 2018-2019, continued

		Institution Count	Percent
Paid Maternity Leave	Fully Paid	100	55.2%
	Cost Shared	37	20.4%
	Available, but not paid by institution	23	12.7%
	Paid by department	2	1.1%
	Not Offered	19	10.5%
	Total	181	100.0%
Paid Paternity Leave	Fully Paid	85	47.0%
	Cost Shared	27	14.9%
	Available, but not paid by institution	33	18.2%
	Paid by department	2	1.1%
	Not Offered	34	18.8%
	Total	181	100.0%
Paid Parental or other Family Leave	Fully Paid	80	44.2%
	Cost Shared	35	19.3%
	Available, but not paid by institution	46	25.4%
	Paid by department	2	1.1%
	Not Offered	18	9.9%
	Total	181	100.0%

Table 22 displays the level of coverage for selected resident and fellow benefits offered by institutions.

Table 22. Portion of Respondents by Level of Coverage for Selected Resident/Fellow Benefits, by Ownership, Academic Year 2018-2019

		All Institutions (n=186)	All Hospitals (n=130)	Medical Schools (n=56)
Housing Costs	Fully Paid	0	0	0
	Cost Shared	16	12	4
	Not Paid	17	12	5
	Not Offered	147	101	46
	Not Answered	5	5	0
Parking	Fully Paid	104	79	25
	Cost Shared	34	22	12
	Not Paid	30	17	13
	Not Offered	14	9	5
	Not Answered	3	3	0
Meals When Working	Fully Paid	38	27	11
	Cost Shared	68	41	27
	Not Paid	32	26	6
	Not Offered	43	33	10
	Not Answered	4	3	1
Meals When On Call	Fully Paid	123	92	31
	Cost Shared	49	29	20
	Not Paid	6	5	1
	Not Offered	5	2	3
	Not Answered	2	2	0
Scrubs or Lab Coats	Fully Paid	173	122	51
	Cost Shared	8	5	3
	Not Paid	1	1	0
	Not Offered	1	0	1
	Not Answered	2	2	0
Cell Phones	Fully Paid	20	13	7
	Cost Shared	22	16	6
	Not Paid	9	9	0
	Not Offered	127	86	41
	Not Answered	7	6	1

Table 22. Portion of Respondents by Level of Coverage for Selected Resident/Fellow Benefits, by Ownership, Academic Year 2018-2019, continued

		All Institutions (n=186)	All Hospitals (n=130)	Medical Schools (n=56)
Moving Expenses	Fully Paid	5	4	1
	Cost Shared	23	20	3
	Not Paid	6	2	4
	Not Offered	148	101	47
	Not Answered	3	3	0
USMLE Preparation	Fully Paid	20	13	7
	Cost Shared	30	21	9
	Not Paid	20	12	8
	Not Offered	112	81	31
	Not Answered	3	3	0
USMLE Test	Fully Paid	29	20	9
	Cost Shared	28	18	10
	Not Paid	13	8	5
	Not Offered	111	80	31
	Not Answered	4	4	0
State Licensing Fees	Fully Paid	78	53	25
	Cost Shared	23	17	6
	Not Paid	16	9	7
	Not Offered	66	49	17
	Not Answered	2	2	0
Specialty Board Fees	Fully Paid	14	9	5
	Cost Shared	20	15	5
	Not Paid	21	13	8
	Not Offered	123	87	36
	Not Answered	7	6	1

Table 23 displays the number and percentage of institutions that offer a retirement plan to residents/fellows for the 2018-2019 academic year.

Table 23. Whether Institutions Offer a Retirement Plan to Residents/Fellows, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	184	78.8%	21.2%

Table 23b displays the number and percentage of 142 of the 145 institutions that answered “Yes” in table 23 (offering a retirement plan to resident/fellows) responding to whether they provide a defined-benefit retirement plan to residents/fellows for the 2018-2019 academic year

Table 23b. Whether Institutions Offer a Defined-Benefit Retirement Plan to Residents/Fellows, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
Institutions Responding “Yes” in Table 23	142	42.3%	57.7%

Table 23c provides a summary of the maximum retirement matching contributions made to residents/fellows, regardless of matching formulas. The following table is based on 128 respondents (34 medical schools and 94 teaching hospitals).

Table 23c. Percent of Stipends Matched as Employer Retirement Contributions, Academic Year 2018-2019

	Institution Count	Percent
0%	63	49.2%
0.01-1.99%	3	2.3%
2.00-2.99%	7	5.5%
3.00-3.99%	19	14.8%
4.00-4.99%	11	8.6%
5.00-5.99%	7	5.5%
6.00-6.99%	12	9.4%
7.00%+	6	4.7%

Table 23d provides a summary of the vesting period for retirement matching contributions made to residents/fellows. The following table is based on 84 respondents (18 medical schools and 66 teaching hospitals).

Table 23d. Vesting Period for Retirement Matching Contributions to be Fully Vested, Academic Year 2018-2019

	Institution Count	Percent
Immediately	23	27.4%
After a year	13	15.5%
After two years	10	11.9%
After more than two years	38	45.2%
Total	84	100%

Table 24 displays the number and percentage of institutions that provide the same number of days of paid leave during a year to residents/fellows, regardless of post-graduate year, for the 2018-2019 academic year.

Table 24. Whether Residents/Fellows Receive the Same Number of Days of Paid Leave, Regardless of Post-Graduate Year, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	182	83%	17%

Table 25 displays the annual vacation and other paid leave available to residents during the 2018-2019 academic year.

Table 25. Annual Vacation and Other Paid Leave for Residents, Academic Year 2018-2019

	Days	Institution Count	Percent
Annual Vacation	0 to 10	6	3.4%
	11 to 15	63	35.8%
	16 to 21	82	46.6%
	22 to 28	23	13.1%
	29 or more	2	1.1%
	Total	176	100.0%
Sick Days	0 to 10	74	47.1%
	11 to 15	68	43.3%
	16 to 21	7	4.5%
	22 to 28	1	0.6%
	29 or more	7	4.5%
	Total	157	100.0%
Holidays	0 to 10	137	91.3%
	11 to 15	13	8.7%
	16 to 21	0	0.0%
	22 to 28	0	0.0%
	29 or more	0	0.0%
	Total	150	100.0%
Personal Days	0 to 10	138	97.9%
	11 to 15	1	0.7%
	16 to 21	1	0.7%
	22 to 28	1	0.7%
	29 or more	0	0.0%
	Total	141	100.0%
Other Days	0 to 10	93	93.9%
	11 to 15	3	3.0%
	16 to 21	2	2.0%
	22 to 28	0	0.0%
	29 or more	1	1.0%
	Total	99	100.0%
Total Paid Time, Including Sick Days	0 to 10	0	0.0%
	11 to 15	2	2.2%
	16 to 21	8	8.9%
	22 to 28	18	20.0%
	29 or more	62	68.9%
	Total	90	100.0%

Table 26 displays the percentages of time first- and second-year residents are allotted to attend educational seminars for the 2018-2019 academic year. Of the 186 institutions, 133 reported that they could not report this because the number of days varies by department.

Table 26. Time Allotted to Residents/Fellows to Attend Seminar, Academic Year 2018-2019

	Educational Seminar Days	Institution Count	Percent
First Year	0	14	28.6%
	1 to 5	28	57.1%
	6 to 9	5	10.2%
	10 or more	2	4.1%
	Total	49	100.0%
Second Year	0	2	4.3%
	1 to 5	36	76.6%
	6 to 9	7	14.9%
	10 or more	2	4.3%
	Total	47	100.0%

Table 27 displays the number and percentage of institutions that allow time off to attend seminars in addition to the vacation leave for the 2018-2019 academic year.

Table 27. Whether Time Off to Attend Seminars Is In Addition to Vacation Leave, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	170	88.8%	11.2%

Table 28 displays the number and percentage of institutions that contribute a per-diem stipend or contribute to payments for meeting costs for the 2018-2019 academic year.

Table 28. Whether the Institution or Program Contributes To Meeting Costs, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	170	73.5%	26.5%

Table 29 displays the specific fees and maximum amounts of institutions who contribute a per-diem stipend or contribute to payments for meeting costs for the 2018-2019 academic year. Only institutions responding “Yes” in table 28 were eligible to answer this question. Respondents could select more than one contribution type.

Table 29. Contribution Type and Maximum Benefit to Meeting Costs, All Respondents, Academic Year 2018-2019

	Contribution Type	All Respondents
First Year	Registration Fee	60
	Per Diem	55
	Unspecified	73
	Median Maximum Amount	1,000
Second Year	Registration Fee	73
	Per Diem	68
	Unspecified	80
	Median Maximum Amount	1,495

Table 30 displays the number and percentage of institutions that provide child care, and the portion offered, for children of residents/fellows for the 2018-2019 academic year.

Table 30. Whether Institutions Provide Child Care for Children of Residents/Fellows, All Respondents, Academic Year 2018-2019

		Institution Count	Percent
On-site Care	Fully Paid	1	0.6%
	Cost Shared	10	5.5%
	Available, but Not Paid by Institution	42	23.2%
	Not Offered	128	70.7%
Off-site Care	Fully Paid	0	0.0%
	Cost Shared	9	4.9%
	Available, but Not Paid by Institution	44	24.2%
	Not Offered	129	70.9%
Sick Child Care	Fully Paid	3	1.7%
	Cost Shared	10	5.5%
	Available, but Not Paid by Institution	19	10.5%
	Not Offered	149	82.3%
Urgent or Back-Up Care	Fully Paid	3	1.7%
	Cost Shared	13	7.2%
	Available, but Not Paid by Institution	19	10.6%
	Not Offered	145	80.6%

Table 31 displays the number and percentage of institutions that do not provide child care but assist residents/fellows with locating child care.

Table 31. Whether Institutions That Do Not Provide Child Care Assist Residents/Fellows with Locating Child Care, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	144	43.1%	56.9%

Table 32 displays the number and percentage of institutions that offer financial counseling and educational debt management services to residents/fellows for the 2018-2019 academic year.

Table 32. Whether Institutions Offer Financial Counseling and Educational Debt Management Services to Resident/Fellows, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	183	75.4%	24.6%

Table 33 displays the number and percentage of institutions that offer career counseling or placement services to residents/fellows for the 2018-2019 academic year.

Table 33. Whether Institutions Offer Career Counseling or Placement Services to Residents/Fellows, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	183	48.1%	51.9%

Table 34 displays the number and percentage of institutions that require different types of drug and/or alcohol testing for residents/fellows for the 2018-2019 academic year.

Table 34. Whether Institutions Require Various Drug and/or Alcohol Testing for Residents/Fellows, All Respondents, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
Pre-Appointment Testing	138	75.8%	24.2%
Random Testing	26	14.7%	85.3%
Testing When Probable Cause Is Present	170	95.5%	4.5%
Repeat Testing in the Absence of Probable Cause	39	22.2%	77.8%

Table 35 displays the number and percentage of institutions that cover drug and alcohol rehabilitation services under resident/fellow health benefits for residents/fellows for the 2018-2019 academic year.

Table 35. Drugs and Alcohol Rehabilitation Services Covered under Resident/Fellow Health Benefits, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
All Respondents	179	93.9%	6.1%

Table 36 displays the number and percentage of institutions (not departments) that provide various tools, or funds for tools, to residents/fellows for the 2018-2019 academic year.

Table 36. Whether Institutions Provide Funds or Tools to Residents/Fellows, All Respondents, Academic Year 2018-2019

	Institution Count	Percent Responded Yes	Percent Responded No
Computers	178	32.0%	68.0%
Books	179	44.1%	55.9%
Professional Society Dues	179	36.3%	63.7%
Preparation of Posters	178	48.9%	51.1%
Generic "Education Allowance"	181	53.6%	46.4%
Research Support	178	56.2%	43.8%
Statistical Support	179	60.9%	39.1%
Medical Editing Support for Writing Grants and Manuscripts	178	37.1%	62.9%

Table 37 displays the number and percentage of institutions that provide wellness benefits, and the portion offered, for residents/fellows for the 2018-2019 academic year. The following table is based on 182 respondents (55 medical schools and 127 teaching hospitals) that provided data for at least one wellness benefit.

Table 37. Whether Institutions Provide Resident/Fellow Wellness Benefits and How Wellness Benefits are Paid For, All Respondents, Academic Year 2018-2019

		Institution Count	Percent
Access to confidential mental health assessment, counseling, and treatment	Paid by Institution	131	72.0%
	Paid by Department	7	3.8%
	Paid by Program	3	1.6%
	Paid by Insurance Plan	86	47.3%
	Other Payment	4	2.2%
	Not Offered	0	0.0%
Access to urgent and emergency care, 24 hours a day, 7 days a week	Paid by Institution	83	45.6%
	Paid by Department	1	0.5%
	Paid by Program	1	0.5%
	Paid by Insurance Plan	114	62.6%
	Other Payment	2	1.1%
	Not Offered	0	0.0%
Tools for self-screening of well-being (e.g., screening for burn-out, depression, suicide, resilience, wellness and related constructs)	Paid by Institution	144	80.0%
	Paid by Department	7	3.9%
	Paid by Program	6	3.3%
	Paid by Insurance Plan	23	12.8%
	Other Payment	6	3.3%
	Not Offered	12	6.7%
Access to lactation facilities	Paid by Institution	165	91.7%
	Paid by Department	3	1.7%
	Paid by Program	1	0.6%
	Paid by Insurance Plan	6	3.3%
	Other Payment	5	2.8%
	Not Offered	4	2.2%

Note: Respondents could select multiple answers.