

UTHSCSA Graduate Medical Education Policies

Section 6	Fiscal Policies and Procedures	Effective:	December 2001
		Revised:	July 2007 February 2011
Policy 6.1.	Resident Compensation	Responsibility:	Associate Dean for Graduate Medical Education

Resident Compensation

Policy All residents in UTHSCSA-sponsored ACGME-accredited programs must be provided with appropriate compensation and benefits. Individuals involved in any degree of patient care must be protected by professional liability insurance, as well.

Resident stipends are determined by the PGY level of the program, not by the number of prior years of GME completed by the resident.

All residents at the same PGY level must receive at least the same compensation; e.g., all PGY1s receive the same compensation, all PGY2s receive the same compensation, etc.

Residents whose compensation, benefits, and professional liability coverage is provided by the United States Armed Forces or the United States Federal Government are exempt from these requirements.

Waiver - Under exceptional circumstances, a program director may wish to appoint an individual, for whom no funded position exists within the residency program. Examples include but are not limited to the following:

1. proposed funding by an outside individual, agency, or government;
2. proposed position with reduced compensation;
3. proposed position without compensation.

In such situations, the program director must submit a written Request for Waiver of Policy on Resident Compensation to the GME Office. The written request must be made at least ninety (90) days before the resident's proposed appointment is to begin, and will be reviewed by the Associate Dean for Graduate Medical Education (ADGME). The ADGME will review the request within ten (10) days of its receipt by the GME Office, and will communicate a decision to the program director. In the event of a negative decision by the ADGME, the program director may appeal the decision to the GMEC at the next scheduled meeting. The GMEC shall be the final ruling body. Approval for a waiver will be for one (1) year only. The program director should await approval of the request before making a commitment to the applicant.

Contract - When a waiver is approved for funding of a resident position by an outside individual, agency, or government, a written contract must

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be prepared by the program director, and must contain all of the contractual elements required by the ACGME Institutional Requirements (template available from GME Office). The contract must detail funding and benefits, administrative fees, and other details of the arrangement, and an original copy of the contract will be filed in the GME Office. The resident will not be permitted to begin graduate medical training until the fully executed contract is on file at the GME Office.

Re-appointment - For residents in either category 2 or 3 above who are approved for a waiver, re-appointment for subsequent year(s) must be reviewed annually by the same mechanism. Along with the request for renewal of waiver, the application for re-appointment will require copies of the resident's performance evaluations and the program director's written certification that the resident is in good standing.

Waiver of compensation does not obviate the requirements for benefits and professional liability insurance outlined above.