

Policy Title:	LEVEL OF HOUSE STAFF TRAINING AND SALARY POLICY
Most Recent Approval Date:	September 6th, 2022
Contact:	Rush University Medical Center Designated Institutional Official (DIO)
Related Policies/Documents:	<ol style="list-style-type: none"> 1. Recruitment, Eligibility, Selection and Appointment Policy 2. Evaluation, Promotion, and Dismissal of HS Policy 3. House Staff Agreement of Appointment
Regulatory Elements:	2022 ACGME Institutional Requirements (II.D.)

Policy:

House staff in all programs at the same level of training must be paid in accordance with the stipends set by the Graduate Medical Education Committee (GMEC). Residents/Fellows may not be paid less than the stipend set by the GMEC for their level of training.

Resident salaries are based upon the **current level of clinical training**. Training level is based upon the **position-specific job description** and the minimum number of years of **prior GME training** required to enter or to continue in a program.

Fellow salary calculations are based on cumulative relevant previous training in accredited programs and extra-year chief resident years. Training in non-accredited programs will not count in the calculation of level of training. House staff will begin training in Rush fellowships by promoting to the next PG level unless non-accredited training is included in their current PGY calculation.

This policy will determine salaries for house staff who start a training program at Rush beginning in the 2023-24 academic year. Salaries and PG levels for previous years will not be recalculated, and no retroactive pay will be available.

A research year not required for Board eligibility shall not be counted toward determination of pay level advancement.

For example, a first year Pediatrics resident would be paid at the PGY-1 level as no prior GME training is required to enter the program. A fellow in Gastroenterology would begin as a PGY-4, as a three year Internal Medicine residency is a prerequisite. A first year Dermatology resident would be assigned PGY-2 status as a year of prior training is required to enter the program. There is a separate salary scale for house staff in the Psychology residency program.

Each time a resident or fellow is promoted to the next year of training, a **GME House Staff Spreadsheet** must be submitted to the Office of GME. If this promotion occurs off schedule, i.e. not on July 1, the resident/fellow will receive the new level of salary effective upon the date of promotion and will also receive any cost of living adjustments effective July 1 with the new house staff agreement.

In certain circumstances, a variation on this policy may be requested. If a department **fully** funds a house staff position, the pay level may be increased with the approval of the Chair and the Program Director. Any deviation from this policy for GME funded house staff must be approved **in writing** by the Associate Dean for Graduate Medical Education prior to the acceptance of appointment.

The Rush values of Innovation, Collaboration, Accountability, Respect, and Excellence provides the foundation of how we treat each other, our patients, and their loved ones.

- Approved at GMEC 01/24/2005
- Revised and Approved at GMEC 11/20/2006
- Revised and Approved at GMEC 05/21/2007
- Revised and Approved at GMEC 04/26/2010
- Revised and Approved at GMEC 05/20/2013
- Revised and Approved at GMEC 07/18/2016
- Revised and Approved at GMEC 07/23/2018
- Revised and Approved at GMEC 01/25/2021
- Revised and Approved by GMEC 09/06/2022