Rush University Medical Center
Graduate Medical Education

LEVEL OF HOUSE STAFF TRAINING AND SALARY POLICY

House staff 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.

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.

For housestaff who serve an extra year as a Rush chief resident, that year will be counted if the housestaff continues into further training at Rush. For example, a Rush Internal Medicine chief resident at the PGY-4 level would be promoted to the PGY-5 level for the first year of a subspecialty fellowship at Rush. Likewise, if a Rush fellow enters a subsequent Rush fellowship, he/she will be promoted to the next level of salary. For housestaff who serve an extra year as a Stroger chief resident, that year will be counted if the housestaff enters an integrated Rush/Stroger fellowship.

Each time a resident or fellow is promoted to the next year of training, a **GME House Staff Data Sheet** 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.

1/24/05 Approved at the RUSH GMEC Meeting
7/24/06 Draft revision presented at GMEC
11/20/06 Approved at the RUSH GMEC meeting
5/21/07 Revised and Approved at the RUSH GMEC meeting
4/26/10 Revised and Approved at the RUSH GMEC meeting
5/20/13 Reviewed and Approved at the RUSH GMEC meeting