

The following are responsible for the accuracy of the information contained in this document

Responsible Policy Administrator
Associate Dean for Graduate Medical Education

Responsible Department
Graduate Medical Education

Contact (508) 856-2903

Policy Statement

A. NO PREVIOUS ACGME ACCREDITED TRAINING

Residents with no prior ACGME-accredited residency training will be paid at their functional level in their training programs (e.g. PGY1 stipend for first year in Internal Medicine; PGY4 stipend if entering a Medicine subspecialty fellowship) regardless of their year of medical school graduation, international residency training or work experience.

B. PRIOR ACGME-ACCREDITED TRAINING

1. Residents and fellows who have completed prerequisite training in an ACGME-accredited residency shall be paid at their functional level in their training program (e.g. PGY2 stipend in the first year of Neurology or Dermatology, PGY4 in Medicine Subspecialties,).
2. Residents or fellows who have completed one or more years of (non-required) training in another ACGME-accredited residency or fellowship program (e.g. those who have switched programs or specialties), shall be paid at their functional level in their new training program (e.g. PGY1 in Emergency Medicine after completion of two years of Pediatrics).
3. Incoming fellows who have completed an incremental Chief Resident year (e.g. PGY4 Internal Medicine or Pediatrics) shall be credited for the incremental year and start their fellowships at PGY5 stipend Level (PGY4 functional Level).
4. Incoming fellows who have completed a four-year vs three-year residency prior to fellowship (e.g. Emergency Medicine) shall be credited for the additional year of core residency training and start their fellowships at PGY5 stipend Level (PGY4 functional Level).

C. COMBINED TRAINING PROGRAMS

Stipend levels for residents in combined training programs will recognize the number of years in the jointly accredited residency training, rather than the functional level of either specialty program. The stipend levels for fellowship training following completion of a

combined training program will recognize the number of years completed in the combined program. (e.g. first year medicine subspecialty fellow who has completed four years of combined Med-Peds training will be compensated as a PGY5.)

D. RESEARCH ACTIVITY - PRIOR TO OR DURING TRAINING

1. Residents/Fellows who have completed **optional research** prior to Residency or Fellowship training shall be paid at their **functional stipend level** when they begin their clinical training program.
2. Residents/Fellows who complete an **optional research** year between required clinical training years shall be paid at their **functional stipend level** when they resume their clinical training program.
3. Residents/fellows who **required/strongly encouraged elect an approved/sanctioned research pathway** during their residency or fellowship training will be credited for one year in their stipend level upon resumption of the clinical training program.

E. STIPEND LEVEL CAP

The maximum stipend level provided to any resident or fellow may exceed the stipend level for the required length of training in the specialty based on circumstances described above:

- residents who resume clinical training after one to two years of required/encouraged research
- fellows who served a Chief Resident year beyond the required program length of training (e.g. Internal Medicine or Pediatric PGY4 Chief Resident year) required length of previous program (e.g. four-year Emergency Medicine Residency or four-year combined Medicine Pediatrics).

F. CHIEF RESIDENT BONUS

The Medical School will establish a Chief Resident stipend bonus schedule for all eligible Residency Programs. Individual departments may supplement this bonus based on other Department responsibilities.

G. ADDITIONAL COMPENSATION

Additional compensation *may* be provided to Residents or Fellows in non-ACGME-Accredited programs for clinical or administrative responsibilities beyond their regular Residency or Fellowship Program duties, at the discretion of the Program Director. Such compensation may accompany a faculty level appointment.

Reason for Policy

In order to ensure fair and consistent compensation across residency and fellowship programs.

Entities Affected By This Policy

- ◆ All UMass Chan residents and fellows in ACGME-Accredited and Non-standard training programs
- ◆ All UMass Chan residency and fellowship Program Directors and Coordinators

Related Documents

- ◆ UMass Chan GME Personnel Policies

Scope

This policy applies to all residents and fellows enrolled in UMass Chan training positions.

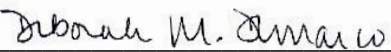
Responsibilities

UMass Chan Graduate Medical Education Committee, in conjunction with UMASS Memorial Health (UMMH) and as part of the collective bargaining process with the Committee of Interns and Residents (CIR), will establish a stipend schedule for residents and fellows, PGY1 through PGY8. Stipends will be uniform by PGY level regardless of training program.

Procedures

- ◆ All incoming residents and fellows will be advised of the stipend and PGY-level policy
- ◆ The Program Coordinators will send each incoming resident/fellow an appointment agreement that clearly states their stipend level (and functional level in the program, if different)
- ◆ The Program Coordinators will send each reappointed resident/fellow a reappointment agreement that clearly states their stipend level (and functional level in the program, if different)
- ◆ The GME Office will submit required data via Human Resources Personnel Action forms or other agreed upon data format to upload into the Human Resources employment database.

Approvals



Deborah M. DeMarco, MD
Associate Dean for
Graduate Medical Education

February 10, 1998
Date
Amended, 8/5/2022

Forms / Instructions

In support of this policy, the following forms are included:

Name	Number
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Appendices

In support of this policy, the following appendices are included:

Name	Number
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