Stipends & Additional Compensation Policy

Scope: All Residents (Job Class Code 0328, 0329) and Fellows (Job Class Code 0444) participating in accredited University of Washington graduate medical education programs (i.e., residencies or fellowships).

Policy: Stipends: Residents/fellows are paid a stipend to assist in defraying the cost of living and other expenses during training. Stipends are generally paid by the University of Washington and according to the UWSOM stipend schedule, which is determined annually by the University of Washington in consultation with the Graduate Medical Education Committee (GMEC), the Institutional Resident/Fellow Advisory Committee (IRFAC) and the affiliated hospitals. Factors that are considered in determining the UWSOM stipend schedule include but are not limited to, the institutional budget, most recent available changes in the cost of living in King County, and the need to remain competitive with the mean salary of institutions in the Council of Teaching Hospitals (COTH), which are hospitals under the common ownership with a university, and the Association of American Medical Colleges (AAMC) mean salary for the western region.

Trainees will be paid according to the training year in which they are participating in the ACGME-accredited year of a UW GME training program\(^1\), and will receive a stipend increase for each additional year of ACGME training. In general, trainees will not receive credit for prior training in a specialty that is not required for entry into the current program. Trainees in any given level of training will be reimbursed at the same rate, and there will be no differentials among the various specialty fields.

All stipends and the UWSOM stipend schedule will be effective for periods not to exceed twelve (12) months, unless otherwise approved by the GME Office. Trainees required to participate in overnight call or to perform other duties related to their residency program past midnight on their last night of service will receive pay and all benefits (including health insurance, professional liability coverage and workers’ compensation) for hours worked past the end date of their appointment agreement.

Grants & Other Funding Sources: The UWSOM stipend schedule may not apply to trainees who are paid directly by other sources, or to those who receive a stipend under a training grant and who hold a title of Senior Fellow Trainee (Job Class Code 0442). Federal taxation rules may also vary for trainees paid under training grants, as stipends paid through training grants are generally not subject to various Federal taxes, including FICA and Medicare taxes. Programs must inform applicants and current trainees of applicable stipend rates if they will be paid from a training grant, and if these rates differ from the UWSOM stipend schedule, at any time during their training. Departments are highly encouraged to supplement grant-funded trainees’ stipends up to levels defined in the UWSOM stipend schedule, in order to ensure parity among trainees at the same level of training. Supplements will be paid using REG earn type appointments (0328) for residents, and (0444) for fellows using program or department funds.

Exceptions: Programs may request a one-step stipend increase for trainees who have previously completed clinical training experiences deemed relevant to the current training program. If approved, the department will be responsible for supplementing any stipend.

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\(^1\) Starting training levels may vary for programs with alternative training pathways such as Pain Medicine, Dermatology, Occupational Medicine, Critical Care Medicine, Sleep Medicine, Nuclear Medicine, Child & Adolescent Psychiatry, and Radiology fellowships.
differentials between the reimbursement rate of the participating hospitals and the trainee’s stipend rate. Requests for exceptions must be submitted by the program to the GME Office at least two months prior to the program start date of the resident/fellow or before initiating the trainee’s appointment agreement (e.g., RFPA signature page), whichever is earlier. Requests must include the following information:

- Rationale for the exception (e.g., additional relevant clinical training, chief residency year),
- Previous clinical training and/or other experiences listed by year of participation, and
- Resident’s/fellow’s CV, including all previous clinical and research training.

Additional Duties & Compensation: Trainees may receive additional compensation or remuneration for duties outside the scope of the training program. These activities must be approved by the program and the GME Office and include:

- Orientation: Additional compensation will be provided to trainees who participate in UW Medicine Orientation and/or program orientations, and who complete required online training modules if required before the official program start date.
- Additional Duties: Extra compensation or academic discretionary funds may be provided to trainees who participate in duties outside of their regularly assigned program duties (e.g., clinical coverage during special events like graduation and award dinners, training health care providers on new electronic medical record systems). Programs must request approval by the GME Office to provide extra compensation to trainees for such additional duties.
- Moonlighting: Trainees may be compensated for moonlighting activities either by Temporary Supplement (TPS) or academic discretionary funds. Coordination of TPS payments is by the Office of Faculty Compensation.

Chief Residents/Fellows: Trainees may be designated as chief residents/fellows and receive an added stipend of $150.00 per month under the following circumstances:

- The trainee designated as chief resident/fellow is completing an additional year of training beyond that which is required for certification, or is in the final year of training in a program in which there is a designated chief resident/fellow position with administrative responsibilities for the training program in addition to clinical duties appropriate to the final year of training in the program.
- There is a written job description for the chief resident/fellow position that clearly outlines the administrative, educational, and teaching duties required.
- The administrative and teaching duties of the chief resident/fellow position in addition to expected clinical duties are judged by the GME Position Allocation Committee (GMEPAC) to be significant. The GMEPAC will review documentation pertinent to each chief resident/fellow position and approve the additional stipend when in the Committee’s judgment the position meets the above criteria.
- Fellowship programs with a chief fellow designation are responsible for funding the additional $150 monthly supplement using either departmental or program funds. Programs must use the Fellow (0444) appointment and enter in OPUS using an Extra Compensation (E/C) line distribution. This chief fellow stipend will not be billed to the institutions. Please follow E/C approval instructions from the Payroll web site before entering this information in OPUS.