

**STATEMENT OF STIPENDS AND BENEFITS
FOR
GRADUATE MEDICAL EDUCATION**

— 2023-2024 —

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STIPENDS: UIHC highly values its core mission of educating the next generation of outstanding physicians and dentists. This is reflected in the ongoing development of new educational initiatives and programming, the development of faculty and staff, and the provision of stipends that recruit and sustain GME trainees.

Annually, the stipends levels are reviewed. The ability of house staff to maintain a comfortable standard of living with the Iowa City area is a major focus. UIHC also aims to recognize the crucial importance of our house staff members' contributions by providing competitive annual stipends as they progress through their programs.

To ensure fairness, all residents and fellows appointed to GME programs at UIHC receive compensation based on a published stipend schedule. (In some situations for Fellow Associates in non-ACGME GME programs, their departments may choose to further supplement total compensation).

Stipends for the 2023-2024 fiscal year are:

House Staff Level	2023-2024 Annual Stipend
PGY-1	\$64,000
PGY-2	\$66,500
PGY-3	\$68,700
PGY-4	\$71,400
PGY-5	\$73,800
PGY-6	\$76,500
PGY-7	\$79,400

House Staff level is equal to the number of years of graduate medical or dental training that counts toward meeting board eligibility requirements of the specialty in which the house staff member is currently training or as otherwise approved by the GME Associate Dean/Associate Hospital Director/Designated Institutional Official (DIO).

Payment of stipends begins the first day of the month following the contracted start date and continues on the first day of each following month. Federal Insurance Contributions Act (FICA) and payroll taxes are withdrawn as required by the Internal Revenue Service (IRS).

BENEFITS: An extensive program provides medical, hospital care, pharmacy, dental, and counseling services for house staff physicians, dentists, and their dependents. In addition, house staff members are provided disability, and life coverage. Details about these benefits are available online:
<http://hr.uiowa.edu/benefits/house>.

The University of Iowa reserves the right to change the benefit programs at any time. As with all benefit programs, the University of Iowa is unable to guarantee that the details listed will be in effect throughout your employment.

PROFESSIONAL LIABILITY COVERAGE: House staff members who have signed GME contracts are provided professional liability coverage at no cost via the Iowa State Tort Claims Act, Chapter 669 of the Iowa Code. The Act is the equivalent of an occurrence malpractice policy in that no tail is required. The Act is not a policy and thus has no policy number. The Act does not contain dollar limits in coverage for clinical services rendered by house staff in Iowa which are within the scope of their training program.

BOARD CERTIFICATIONS: Medical specialty certification in the United States is a voluntary process which serves multiple purposes for the trainee and the public. It is the responsibility of the resident or fellow to become familiar with the specialty specific Board eligibility requirements. Certification:

- is one mission of the training program to produce trainees who meet board eligibility criteria;
- distinguishes a physician as someone with a distinct level of expertise;
- provides more opportunities when applying for employment;
- presents resources and tools by the American Board of Medical Specialties (ABMS);
- is a commitment to life-long improvement for providing the best patient care; and
- elevates physicians into the ranks of doctors committed to the highest standards of healthcare.

For more information visit the [American Board of Medical Specialties](http://www.abms.org) site.

PAID TIME OFF AND LEAVES: **This Policy is currently being revised. The new policy will be distributed upon completion/approval by the Graduate Medical Education Committee.*

- I. **Amount of Paid Time Off:** Each house staff physician and dentist is eligible for 15 working days and 6 weekend days of paid time off each year, including any time off arranged over holidays. House staff members must arrange for paid time off with their Program Director or his/her designee. All UIHC GME training programs encourage their house staff members to seek health care when needed; in that regard, programs must afford their house staff members time off for health care appointments, including medical, dental, and mental health appointments which occur during working hours. Time away from training for leaves which are necessary due to illness will be made up at the discretion of the Program Director in accord with the needs of the house staff member to complete essential components of his/her training program; in general, time missed due to illness or appointments of a few hours' or days' duration will be made up during a contract year.
- II. **Additional Time Off:** Requests for absences which go beyond the amount stated in paragraph I above must be reviewed and approved by the Program Director. Examples of such requests are those due to family problems, deaths, board examinations, and professional meetings. Training missed as a result of prolonged illness or disability may necessitate additional training time which will be provided (and may require extension of the program) if the house staff member's performance is otherwise satisfactory. Leave requested under the federal Family and Medical Leave Act (FMLA) of 1993 is treated in accord with the rules and regulations of the University of Iowa as set forth in the University Operations Manual, Section 22.7.
- III. **Impact of Time Off on Board Certification Requirements:** It is the responsibility of the Program Director to ensure that the house staff member is aware of current Board Certification Requirements applicable to the residents/fellows in his/her specific program. It is important to note that any request for leave beyond the amount stated in paragraph I above must be made in writing and then reviewed and approved by the Program Director to ensure that timely completion of board certification requirements can still be achieved and to apprise the house staff member of requirements and/or concerns.
- IV. **Time Off during Rotations External to Home Program:** Taking days as paid time off and absences for other purposes during rotations outside the house staff member's residency or fellowship program must be arranged between the involved programs.
- V. **Last Week of Training:** Requests for days of paid time off or leave are not honored during the last week of training, unless approved in writing by the Program Director.
- VI. **Maternity Leave:**
 - A. **Amount of Maternity Leave:** In keeping with the recommendations of the American College of Obstetricians and Gynecologists relating to pregnancy-associated disability, female house staff members are entitled to up to 6 weeks of paid disability (maternity) leave for each pregnancy. If additional leave, either before or after delivery, is required for medical reasons associated with the pregnancy, this time is also treated as paid disability leave upon receipt of written documentation from the house staff member's physician, up to a maximum of an additional 4 weeks beyond the initial 6 weeks of maternity leave. If a house staff member wishes to arrange additional time away from the program for personal reasons, consultation with and approval by the Program Director is required and any such time is treated as an unpaid leave of absence. House staff members are not required to use maternity leave, and, in order to ensure timely completion of board eligibility requirements, a house staff member may elect to use scheduled days of paid time off in lieu of maternity leave. If the use of maternity leave leads to a need for an extension of training to complete board eligibility requirements, the house staff member must consult with the Program Director and receive his/her approval for such an extension; during the period of extension the house staff member continues to receive a stipend and benefits. A copy of any approved maternity leave must be filed in the trainee's file in the GME Office.
 - B. **Benefit Coverage Retention:** During a maternity-related unpaid leave of absence, the house staff member has the option of retaining fringe benefit coverage through payment of premium costs during the leave period.
- VII. **Parental Leave:**
 - A. **Amount of Parental Leave:** The University of Iowa Hospitals and Clinics and the GME Office recognize the importance of the early development of a relationship between parent and child; thus, non-birth parent house staff members, including domestic partners as defined by UI policy, who are enrolled (with a signed and current contract) in GME residency or fellowship programs at UIHC, have available 5 working days, per event, of paid time off for parental leave related to each recent birth or adoption of their child. A qualified event for use of this leave is defined as a birth or adoption occurring at a specific time and is not defined by the number of children involved in the birth or adoption event (e.g., the birth or adoption of two children at the same time means the parent has available 5 working days of parental leave, not 10 working days). Foster care and guardianship are excluded from this policy.
 - B. **Usage Details:** Parental leave must be used within the first 3 months of the birth or adoption, but may not be used during the last 2 weeks of training, unless the child is born or adopted in the 4 weeks prior to the end of training. Parental leave is exclusive of any allotted vacation leave. However, during a parental leave, a house staff member is not required to use parental leave and may use vacation leave in lieu of parental leave in order to ensure timely completion of board eligibility requirements. Any request for parental leave must be made in writing and then reviewed and approved by the Program Director to ensure timely completion of board requirements. A copy of the approved request must be filed in the trainee's file in the GME Office.