

Medical Education Policy: Salary – Residents

Facility: CMC

Origin Date:

Revision Date: September 2020

Sponsor: GMEC

1. PURPOSE:

Carilion Medical Center (CMC) supports fair and equitable compensation for all residents. This policy describes the methods used to ensure a comparable level of financial support for all residents at similar levels of experience and training in all of its programs.

2. SCOPE:

This Policy applies to all Accreditation Council for Graduate Medical Education (ACGME), Council on Podiatric Medical Education (CPME), and Commission on Dental Accreditation (CODA) accredited post-graduate training programs sponsored by Carilion Medical Center (CMC).

3. DEFINITIONS:

Resident refers to all interns, residents, and fellows participating in CMC post-graduate training programs.

Graduate Medical Education Committee (GMEC) is the committee authorized by the Board of Directors and administration of Carilion Medical Center, to advise, monitor and evaluate all aspects of residency education. Membership is determined by the GMEC policy.

4. PROCEDURE:

Guidelines

The Designated Institutional Official (DIO) and Senior Administrative Director will present proposed changes in house staff salary and benefits to the GMEC on a yearly basis. Proposed changes to residents' salaries will be based on CMC budget projections, benchmark data from similar programs, and the needs of residents. Proposed changes will be taken by the DIO through the CMC budget process and must be approved through this process before implementation.

A resident's salary level will be based upon the post-graduate year of training they are entering and not based on their prior years of Graduate Medical Education (GME) training.

If a resident completes a year of training in one Carilion residency program and transfers to another residency program, the contract and pay will NOT reflect the year of service (postgraduate year) but rather the program level of training for the position to be filled. For example, if a resident completes a year in family practice and then transfers to a first-year surgical residency position, the resident is paid at the post-graduate year one (PGY1) level.

If a resident is not promoted to the next program year but continues in the program, the resident's salary will not be advanced to the next postgraduate year level of pay at the end of the current contract year, which is usually June 30. If there is an increase in the current postgraduate year pay rate for the new Academic Year, they will receive the new rate of pay. Upon promotion to the next postgraduate year, their new pay rate will be effective based on their updated contract dates.

If entering a program at a time other than July 1, the resident will receive a pay change when they advance to the next postgraduate level, which may be off cycle in the academic year.

Name	Title	Dept./Committee	Date
Daniel Harrington, MD	DIO	GMEC	March 11, 2007
Daniel Harrington, MD	DIO	GMEC	January 1, 2011
Donald Kees, MD	DIO	GMEC	June 10, 2014
Donald Kees, MD	DIO	GMEC	September 19, 2017
Donald Kees, MD	DIO	GMEC	September 15, 2020