

MSM Comparison of Resident/Fellow Stipends and Benefits

2018-19 AAMC Survey of Resident/Fellow Benefits Report

The following information provides a list of detailed benefits provided by medical schools and hospitals nationally. Data and information are collected, aggregated and made available from the 2018-19 AAMC Survey of Resident/Fellow Stipends and Benefits Report. Survey responses are from 186 institutions (hospitals and medical schools) nationally. AAMC conducts this survey every two years.

Morehouse School of Medicine is within the 75th percentile nationally for resident stipend levels. Please see 2019-20 stipend amounts at <https://www.msm.edu/Education/GME/Documents/2019-20stipends.pdf>

PROVIDED FUNDS OR TOOLS TO RESIDENTS/FELLOWS			
<i>All MSM Programs provide the following unless otherwise indicated:</i>	Percent Yes - Nationally	Percent No - Nationally	MSM
Books	44.1%	55.9%	✓ YES
Computer/laptop (Family Medicine & Preventive Medicine)	32.0%	68.0%	✓ YES
Education Allowance (travel cost to present scholarly work)	53.6%	46.4%	✓ YES
Mobile Devices – cell phones	23.0%	77%	✓ YES
State Licensing Fees	54.0%	46.0%	✓ YES
Preparation of Posters	48.9%	51.1%	✓ YES
Professional Society Dues	36.3%	63.7%	✓ YES
Cafeteria style benefits to residents/fellows	65.4%	34.6%	✓ YES
Other – Board review, Retreats, etc.			✓ YES
Housing Costs	8.0%	91.0%	Not offered
Moving Expenses	16.0%	84.0%	Not offered

ANNUAL VACATION AND OTHER PAID LEAVE FOR RESIDENTS/FELLOWS			
	Days Offered	# and % of Hospitals and Medical Schools (n=186) that provide the same	MSM Institution/GME Programs
Annual Vacation	11 to 15 days	63 (35.8%)	✓ 15 days
Sick Days	11 to 15 days	68 (43.3%)	✓ 15 days
Holidays	0 to 10 days	137 (91.3%)	✓ YES
Personal Days	0 to 10 days	138 (97.9%)	✓ YES
Total paid time off including sick leave	29 or more days	62 (68.9%)	✓ YES
Financial Counseling and Educational Debt Management Services		Yes - 75.4%	✓ YES
Career Counseling and Placement Services		Yes - 48.1%	✓ YES
Parking		Cost shared = 34 (18.0%)	✓ YES
Housing Costs		Not offered=147 (79.0%)	Not offered
Scrubs		Fully paid = 173 (93.0%)	✓ YES

HEALTH BENEFITS Premium Medical Coverage	All Institutions n=186	MSM Institution/GME Programs
Residents/Fellows health benefits begin on 1 st recognized day of residency	88.7% Yes	✓ YES
Residents/Fellows are eligible to receive Employee Assistance Program	98.1% Yes	✓ YES
Residents/Fellows eligible to receive Employee Health Services	91.2% Yes	✓ YES
Institution offers a flexible or “cafeteria style” benefits plan to residents	58.9% Yes	✓ YES

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HEALTH BENEFITS Premium Medical Coverage	Portion Offered	All Institutions (Hospitals & Medical Schools) n=186	MSM Institution/GME Programs
Individual Coverage	Fully Paid	50	
	Cost Shared	124	✓ YES
	Other (fully paid with option for more coverage; not paid; not offered; not answered)	12	
Resident/Fellow Plus Spouse	Fully Paid	32	
	Cost Shared	137	✓ YES
	Other (fully paid with option for more coverage; not paid; not offered; not answered)	17	
Resident/Fellow Plus Domestic Partner	Fully Paid	21	
	Cost Shared	107	✓ YES
	Other (fully paid with option for more coverage; not paid; not offered; not answered)	58	
Resident/Fellow Plus Children	Fully Paid	32	
	Cost Shared	138	✓ YES
	Other (fully paid with option for more coverage; not paid; not offered; not answered)	16	
Resident/Fellow Plus Spouse and Children	Fully Paid	32	
	Cost Shared	141	✓ YES
	Other (fully paid with option for more coverage; not paid; not offered; not answered)	13	
Resident/Fellow Plus Domestic Partner and Children	Fully Paid	22	
	Cost Shared	105	✓ YES
	Other (fully paid with option for more coverage; not paid; not offered; not answered)	59	
Vision Care	Included in group medical insurance	66	
	Separate Plan Offered	113	✓ YES
	Not offered; not answered	6; 7	
Prescription Drugs	Included in group medical insurance	174	✓ YES
	Separate Plan Offered	11	
	Not offered; not answered	0; 1	
Behavioral and Mental Health Care	Included in group medical insurance	182	✓ YES
	Separate Plan Offered	2	
	Not offered; not answered	1; 1	
Substance Abuse Treatment	Included in group medical insurance	175	✓ YES
	Separate Plan Offered	1	
	Not offered; not answered	7; 3	
Dental Care	Included in group medical insurance	47	
	Separate Plan Offered	133	✓ YES
	Not offered; not answered	2; 4	
Complementary Medicine	Included in group medical insurance	62	✓ YES
	Separate Plan Offered	12	
	Not offered; not answered	105; 7	

Gym Memberships	Included in group medical insurance	22	
	Separate Plan Offered	62	✓ YES
	Not offered; not answered	99; 3	
Preventive Care (psychological or weight loss counseling)	Included in group medical insurance	137	
	Separate Plan Offered	21	✓ YES
	Not offered; not answered	24; 4	
Requires copayments and/or deductibles in medical coverage contract for services			✓ YES
	Inpatient services	87.0%	✓ YES
	Ambulatory services	93.5%	✓ YES
	Behavioral and Mental Health Care	90.2%	✓ YES
	Other services	68.8%	✓ YES
Dollar or service limits placed on benefits for certain health care services		38.1%	✓ YES
LIFE INSURANCE AND LONG-TERM DISABILITY INSURANCE PREMIUMS			
Life Insurance	Fully Paid	140 (77.8%)	✓ YES
Long-term Disability	Fully Paid	128 (71.9%)	✓ YES
Short-term Disability	Available, but not paid by institution		

RETIREMENT BENEFITS Premium Medical Coverage	Responding Institutions	MSM Institution/GME Programs
Whether Institution offers a retirement plan to Residents/Fellows	78.8% Yes	✓ Yes, 403(b)
Whether institutions offer a defined-benefit retirement Residents/Fellows	57.7% No	✓ No

RESIDENT/FELLOW WELLNESS BENEFITS	How Paid	Responding Institutions	MSM Institution/GME Programs
Access to confidential mental health assessment, counseling and treatment	Paid by Insurance Plan	86 (48.0%)	✓ YES
Access to urgent and emergency care, 24 hours a day, 7 days a week	Paid by Insurance Plan	114 (63.0%)	✓ YES
Tools for self-screening of well-being (e.g., burn-out, depression, suicide, resilience)	Paid by institution	144 (80.0%)	✓ YES
Access to lactation facilities	Paid by Institution	165 (92.0%)	✓ YES