1. PURPOSE

The purpose of this policy is to establish general standards for appropriate Post-Graduate Year (PGY) level appointments and commensurate stipend for residents and clinical fellows at Indiana University School of Medicine.

2. POLICY

IU School of Medicine (IUSM) will ensure that all residents are compensated at a rate commensurate to at least the level of function in the program. The rates will increase incrementally by PGY. The amount paid per PGY will be determined annually by the affiliate hospitals in cooperation with the GME Office.

3. SCOPE

This policy applies to all Indiana University School of Medicine (IUSM) GME resident physicians. This includes all residents and clinical fellows in the accredited programs as well as any resident and clinical fellow in unaccredited but parallel positions.

4. DEFINITIONS

4.1 ACGME is the Accreditation Council for Graduate Medical Education.

4.2 A resident is an IUSM resident or fellow, or a non-IUSM resident or fellow electively rotating through IUSM and provides clinical care as part of a GME program.

4.3 A stipend is a yearly sum of money paid to an IUSM resident or fellow.

4.4 A post-graduate year refers to a resident’s current clinical year of graduate medical education.

4.5 PGY Level for the purpose of this policy is based upon the level recognized as the customary level for incoming trainees in a specific program.

5. PROCEDURE

5.1 Non-ACGME accredited programs will be required to pay their residents no less than the pre-determined PGY rate for that resident’s PG level.
5.2 Programs may choose to pay chief residents who have additional responsibilities an additional stipend. Each program should document the policy in writing.

5.3 When calculating a resident’s PGY level, the program must count a Chief year (those completing an extra year after completing residency within the same program) as a post-graduate year. This will be true whether this Chief year was completed at IUSM or another institution. (Please see example at the end of the policy)

5.4 Only clinical years will be counted towards the PGY level; research years will not be counted.

5.5 Residents transferring to IUSM from another program must be paid at a PGY rate commensurate with classmates. (Please see example at the end of the policy)

5.6 Residents who elect to do a secondary residency, which is not related to their first residency (different discipline), will be compensated at the beginning PGY level for that residency program. (Please see example at the end of the policy)

5.7 Fellows who do subsequent fellowships within the same discipline will be paid at least the minimum stipend provided to a first-year fellow in the same program. Programs are required to have a policy describing how fellowship PG levels are assigned. (Please see examples at the end of the policy)

5.8 Self-funded trainees will not be hired as IUSM residents.

6. IMPLEMENTATION

The Designated Institutional Official (DIO) for Graduate Medical Education is responsible for implementation of this policy.

7. OVERSIGHT

Policy authority for this document resides with the Graduate Medical Education Committee. The DIO and the Graduate Medical Education Committee are responsible for oversight. This policy will be reviewed every three years or more often if deemed necessary.

8. REFERENCES

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<th>Supersedes: N/A</th>
<th>Michelle S. Howenstine, M.D.</th>
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Examples of PGY Level Appointments

5.3:
- A resident completes an Internal Medicine residency, and is hired as an extra-year chief before going into a Cardiology residency. The Cardiology program will be required to count the year spent as a chief as part of the PGY total. Therefore, the three years spent in Internal Medicine, plus the Chief year, would make the fellow a PGY 5 upon being hired in Cardiology.

5.5:
- A Surgery fellowship is hiring a fellow from overseas. This fellowship would like to appoint the fellow as a PGY 1, since this person has no U.S. residency or fellowship training. However, despite the lack of U.S. GME, that program will be required to pay the fellow at a PG level similar to that of his/her classmates (i.e., 1st year level of the fellowship – typically, at least a PGY 6 as it takes 5 years to complete a general surgery residency program.

5.6:
- A resident successfully completes a Pediatrics residency, and then elects to do an Emergency Medicine residency. That resident would be hired as a PGY 1, in keeping with other residents beginning that program.

5.7:
- A Radiology resident elects to participate in multiple, non-sequential fellowships within that Department. The Dept. of Radiology must pay this fellow as a PGY 6 (having completed an internship and 4 years of Radiology residency), and is allowed to pay that fellow as a PGY 6 for each following fellowship. A fellow finishing a PGY 6 year in Pediatric Radiology could be appointed again as a PGY 6 upon entering Neuroradiology.
- Alternatively, Radiology could elect to promote fellows as they complete each fellowship. A fellow finishing a PGY 6 year in Pediatric Radiology could be promoted to a PGY 7 upon entering Neuroradiology.