Resident/Fellow Salary and

Benefits for AY23-24

PURPOSE:
This policy addresses Accreditation Council for Graduate Medical Education (ACGME) Institutional
Requirements: II.D. Resident Salary and Benefits:

> *The Sponsoring Institution, in collaboration with each of its ACGME-accredited programs
> and participating sites, must provide all residents/fellows with financial support and benefits
> to ensure that they are able to fulfill the responsibilities of their ACGME-accredited
> program(s).*

DEFINITIONS:
See the *NSU Graduate Medical Education Glossary of Terms* dated April 1, 2021; the *ACGME Glossary
of Terms* dated March 10, 2023; as well as the *Common Acronyms/Abbreviations Used in Graduate
Medical Education* last updated April 4, 2019.

POLICY:
NSU-KPCOM is committed to offering a competitive salary and benefits package to residents/fellows in
keeping with the ACGME-accreditation requirements and the NSU Office of Human Resources.

Resident Salary (Effective Academic Year 2023-2024):

PGY 1	$59,638
PGY 2	$61,911
PGY 3	$64,183
PGY 4	$66,749
PGY 5	$69,419

Sports Medicine Fellowship Salary (Effective Academic Year 2023-2024):

Fellowship Year 1	$62,000

Correctional Medicine Fellowship Salary (Effective Academic Year 2023-2024):

Fellowship Year 1	$66,749

Payment to residents/fellows shall be in accordance with University's regular payroll and expense
reimbursement protocols.

Chief Resident Stipend: $2,000 per contract year

Licensure & National Board Exam (COMLEX Level III or USMLE Step III) Cost Reimbursement
Residents are reimbursed for the costs of the application and activation fees for Florida state medical licensure training permit (required of each resident to begin training).

Residents are also reimbursed for the testing fee and cost of one board examination when passed – either the COMLEX Level 3 or the USMLE Step 3. There will be no reimbursement for any failed examination.

Days Away from Training - Sick Leave, Vacation/Personal Leave, and Continuing Medical Education Days:

- Sick Leave – up to five days per year

- Vacation/Personal Leave
  o PGY1 residents are allowed up to 15 days of time away from training
  o PGY2 and above residents are allowed up to 22 days of time away from training
  o These days are advanced at the start of each July 1

- Continuing Medical Education Days – up to five days per academic year.

Un-used days at the end of each year do not roll over to them next year.

Residents/Fellows are allowed up to an additional six weeks of time away from training for purposes of parental, caregiver, and medical leave once during training, without exhausting all other allowed time away from training and without extending training. The program director and the program clinical competency committee will determine whether a given resident has met training requirements or must extend their period of training because of additional leave time.

Note: Some ACGME specialty-specific program accreditation requirements limit a resident's/fellow's time away from training. If the allotted time away from training is less than the number of NSU allowed vacation days, the residents/fellows will be limited to the time allotted by ACGME for accreditation purposes. This will be noted in the KPCOM program specific handbook.

Malpractice:
The University shall, at its own expense, add the resident/fellow as a participant under the University's professional liability program, which shall provide a minimum of one million dollars per incident, three million dollars aggregate on an occurrence basis with no deductible by the resident.

Coverage shall not be available under the University's professional liability program for services performed by the resident/fellow outside of assigned Program activities (e.g., when the resident/fellow is moonlighting, no coverage is afforded under the University's professional liability program).

Employee Benefits:
The following benefits are available to all residents/fellows in accordance with current Personnel Policies of the University:

- Access to Health Insurance, Dental Insurance, Vision Insurance and Flexible Spending Plans (HealthCare and Dependent Care) starting the 1st day of employment.

- Free Group Life Insurance and Long-term and Short term disability after 3 months of employment – 100% of annual premium paid by NSU.

- Access to the NSU Employee Assistance Program, confidential counseling services, consistent with such benefits offered to university employees in the "faculty and senior administrators" job category.

- Participation in the NSU 401(k) Retirement Plans starting one-month after your date of hire. Eligible to receive the NSU 401(k) Match one-month following your one-year anniversary with NSU. NSU 401(k) Match ranges from 2% to 10% of the employee's salary based on employee's percent of contribution.

On-Call Rooms:
Resident/fellow will be entitled to utilize the designated on-call rooms provided by the training site when on-call.

Meals:
Residents will have access to the training site's cafeteria/food service while on duty.

White Coats:
Two (2) Lab coats will be provided during the first year of training.

Continuing Medical Education:
Residents/fellows are allotted funds every year to cover air/car travel, registration, and meals, and/or for books, board prep materials or other educational expenses and up to five days (PTO) per academic year to attend professional conferences.
> PGY 1 - up to $1,000
> PGY 2 – up to $1,500
> PGY 3 & 4 – up to $2,000

Unspent monies do not carry forward to the following year.

Additional Benefits may be available based on the training program and/or training location. These Program-Level Benefits will be delineated in each Program Handbook.

Psychiatry – Orlando: Each resident receives a VA laptop, VA cellphone, and FPS & APA membership.

Psychiatry – Bay Pines: Each resident receives a VA laptop and FPS & APA membership.
Psychiatry – Bay Pines: Each resident will be reimbursed up to $10 per meal per for 2 meals for each

Reviewed and Approved by GMEC on March 11, 2021 & April 13, 2023