

2016-17 AAMC Survey of Resident/Fellow Benefits Report – MSM Comparison

The following information provides a list of detailed benefits provided by medical schools and hospitals nationally. Data and information is collected, aggregated and made available from the 2016-17 AAMC Survey of Resident/Fellow Benefits. Survey responses equal 160 institutions (hospitals and medical schools) nationally.

Morehouse School of Medicine is within the 50th percentile nationally for resident stipend levels.

Please see 2017-18 stipend amounts at <http://www.msm.edu/Education/GME/Documents/2017-18GMEResidentStipendRequest-3.6.201728.1forwebsite.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	25.8%	74.2%	✓ YES
Computer/laptop (Family Medicine & Preventive Medicine)	40.1%	59.9%	✓ YES
Education Allowance (travel cost to present scholarly work)	43.6%	56.4%	✓ YES
Mobile Devices - phones, tablets, etc. (All Programs except FM & PM)	42.6%	57.4%	✓ YES
Other – Board review, Retreats, etc.	52.3%	47.7%	✓ YES
Preparation of Posters	48.7%	51.3%	✓ YES
Professional Society Dues	26.2%	73.8%	✓ YES

ANNUAL VACATION AND OTHER PAID LEAVE FOR RESIDENTS/FELLOWS			
	Days Offered	# and % of Hospitals and Medical Schools (n=160) that provide the same	MSM Institution/GME Programs
Annual Vacation	11 to 15 days	53 (35.6%)	✓ 15 days
Sick Days	11 to 15 days	62 (49.2%)	✓ 15 days
Holidays	0 to 10 days	89 (91.8%)	✓ YES
Personal Days	0 to 10 days	93 (97.9%)	✓ YES
Total paid time off including sick leave	29 or more days	78 (56.5%)	✓ YES
Financial Counseling and Educational Debt Management Services		Yes 78.0%	✓ YES
Career Counseling and Placement Services		Yes 49.4%	✓ YES
Housing Costs		Not offered = 139	Not offered
Scrubs		Fully paid = 133	✓ YES

HEALTH BENEFITS Premium Medical Coverage	All Institutions n=160	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=160	MSM Institution/GME Programs
Individual Coverage	Fully Paid	48	
	Cost Shared	101	✓ YES
Resident/Fellow Plus Spouse	Fully Paid	32	
	Cost Shared	119	✓ YES
Resident/Fellow Plus Domestic Partner	Fully Paid	25	
	Cost Shared	96	✓ YES
Resident/Fellow Plus Children	Fully Paid	32	
	Cost Shared	118	✓ YES
Resident/Fellow Plus Spouse and Children	Fully Paid	32	
	Cost Shared	118	✓ YES
Resident/Fellow Plus Domestic Partner and Children	Fully Paid	24	
	Cost Shared	95	✓ YES
Vision Care	Included in group medical insurance	47	
	Separate Plan Offered	108	✓ YES
Prescription Drugs	Included in group medical insurance	149	✓ YES
	Separate Plan Offered	10	
Behavioral and Mental Health Care	Included in group medical insurance	154	✓ YES
	Separate Plan Offered	4	
Substance Abuse Treatment	Included in group medical insurance	147	✓ YES
	Separate Plan Offered	6	
Dental Care	Included in group medical insurance	29	
	Separate Plan Offered	127	✓ YES
Institution provides own health insurance product (self-insured)		53.5% Yes	✓ YES
Requires copayments and/or deductibles in medical coverage contract for services			✓ YES
Inpatient services		88.1%	✓ YES
Ambulatory services		93.1%	✓ YES
Other services		78.2%	✓ YES

Dollar or service limits placed on benefits for certain health care services		43.6% Yes	✓ YES
LIFE INSURANCE AND LONG-TERM DISABILITY INSURANCE PREMIUMS			
Life Insurance	Fully Paid	124 (78.0%)	✓ YES
Long-term Disability	Fully Paid	117 (74.5%)	✓ YES
Maximum amount of Life Insurance Benefit	Fixed Payment	68 yes	Not a fixed payment. The payment is 2X annual salary.
	Percent of Salary	68 yes	Yes – 200.0% (75 th percentile)
Maximum amount of Long-Term Disability	Fixed Payment	26 yes	Not a fixed payment. The monthly payment is based on 60% of salary.
	Percent of Salary	108 yes	Yes– 60.0% (median)
Length of coverage to AGE (long-term disability insurance)		97 yes	Yes– mean = 66 (75 th percentile)

RETIREMENT BENEFITS Premium Medical Coverage	All Institutions n=160	MSM Institution/GME Programs
Whether Institution offers a retirement plan to Residents/Fellows	79.7% Yes	✓ Yes, 403(b)
Whether institutions offer a defined-benefit retirement Residents/Fellows	51.6% No	✓ No
Whether Institutions offer a mandatory retirement plan to Residents/Fellows	76.0% No	✓ No, 403(b) is voluntary