

2025 GNYHA SURVEY OF RESIDENT COMPENSATION

GNYHA is conducting its annual survey of teaching hospitals ("institutions") to gather information about salary and benefits provided to residents in training programs. For the purposes of this survey, a resident is a trainee on your institution's (hospital/health system/medical school) payroll and includes trainees in programs accredited by the Accreditation Council for Graduate Medical Education, Council on Podiatric Medical Education, or Commission on Dental Accreditation.

The survey should take about **10–15** minutes to complete. Your responses are confidential and will only be shared in a de-identified, aggregate format.

After you enter your contact information and click "Next", you'll receive a personalized survey link by email. Use that link to access the survey at any time. Your responses will save automatically as you move between pages.

If you are part of a multi-hospital health system and salary structures vary across hospitals within your system, please submit a separate survey for each salary structure.

Please note: This survey must be completed on a desktop or laptop computer. It is not compatible with mobile phones or tablets.

NOTE: While GNYHA has taken note of applicable laws and rules concerning the exchange of information and believes that this survey complies with them, GNYHA is not providing any legal opinion in that regard. Each participant is obligated to ensure compliance with the antitrust laws. Also note that we may not be able to report responses to all the survey questions for compliance reasons. For any legal questions about this survey, please have your counsel contact Laura Alfredo, GNYHA's Executive Vice President of Legal, Regulatory, and Professional Affairs and General Counsel at lalfredo@gnyha.org.

If you have any questions about the survey, please contact Dina Shapiro-Luft at dshapiro-luft@gnyha.org.

Your Name: _____

Your Title: _____

Your Phone Number: _____

Your E-Mail Address: _____

Are you responding on behalf of an individual institution or a health system?

☐ Individual hospital: _____

☐ Multi-hospital health system: _____

Resident Base Salary Information

Q1 Please enter the following information on behalf of all residents in accredited programs where pay scales are identical. The data you provide should be as of January 1, 2025. Exclude any stipends (e.g. meal stipends) that may be included in a resident's base salary. Use the best estimates available at the time of survey completion.

If your institution is not currently training residents but plans to in the upcoming academic year (starting July 1, 2025), report the estimated salary levels. For post-graduate year (PGY) levels with no currently filled positions, report the salary level and indicate the filled positions as "0".

*Note: The chief differentials should **not** be included in the annual base salary, this information will be requested in a separate section.*

| PGY Level | Annual Base Salary (in dollars) | Estimated Number of Currently Filled Positions (round to nearest whole number) |
|-----------|---------------------------------|--|
| 1 | | |
| 2 | | |
| 3 | | |
| 4 | | |
| 5 | | |
| 6 | | |
| 7 | | |
| 8 | | |
| 9 | | |

Resident Base Salary Adjustments

Q2 Does your institution pay higher salaries to the following?

| | |
|--|--|
| Residents in non-accredited programs | <input type="radio"/> Yes <input type="radio"/> No |
| Residents with training in another specialty | <input type="radio"/> Yes <input type="radio"/> No |
| Fellows (for example, first-year cardiology fellow vs. PGY 4 in general surgery) | <input type="radio"/> Yes <input type="radio"/> No |
| Other, please specify: _____ | |

Q3 When do residents receive a Cost-of-Living Adjustment (COLA – not market adjustment)?

- ☐ Coinciding with the academic year
- ☐ Coinciding with the calendar year
- ☐ During another time of the year, please specify: _____

Q4 How often does your institution conduct a formal analysis of resident salary scales to ensure they are at fair market value?

- ☐ Annually
- ☐ Every 1-2 years
- ☐ Every 2+ years
- ☐ Other, please specify: _____

Chief Resident Salary Differentials

Q5 Does your institution have programs where:

| | |
|---|---|
| A subset of residents serves as chief residents in an <u>extra year</u> after they complete their program | <input type="radio"/> Yes <input type="radio"/> No (Skip Q6.1) |
| A subset of residents serves as chief residents in their <u>final year</u> | <input type="radio"/> Yes <input type="radio"/> No (Skip Q6.2) |
| <u>All residents</u> serve as chief residents in their final year | <input type="radio"/> Yes <input type="radio"/> No (Skip Q6.3) |
| Other, please specify: _____ | |

The following questions are about chief resident differentials. A chief resident differential refers to any additional compensation chief residents receive above their regular compensation for their PGY level.

Q6 What is the average differential each chief resident receives? Select 'none' if your institution does not pay chief resident differentials:

| | | | |
|----|--|----------|----------------------------|
| 1. | the subset of residents who serve as chief residents in an <u>extra year</u> after they complete their program | \$ _____ | <input type="radio"/> None |
| 2. | the subset of residents who serve as chief residents in their <u>final year</u> | \$ _____ | <input type="radio"/> None |
| 3. | <u>all the residents</u> who serve as chief residents in their final year | \$ _____ | <input type="radio"/> None |

Q7 How are chief resident differentials established at your institution?

- ☐ All programs pay chief residents the same differential
- ☐ Each program receives a fixed amount that is split among their chief residents
- ☐ Each program determines the differential which their chief residents receive
- ☐ Other, please specify: _____