

GROUP INSURANCE BENEFITS:

- Health insurance is provided to the Resident at no cost. Premium coverage is available at a minimum cost. Dependent coverage is not paid, but is available at group rates.
- Dental Insurance is provided at no cost to the resident.
- \$100,000 of life insurance is provided to the resident. Dependent coverage is not provided, but may be purchased at group rates.
- Disability insurance is provided to the Resident at no cost. Monthly disability benefits start after total disability for a continuous period, which exceeds the 30-day waiting period. Dependent coverage is not available.
- Professional liability insurance (PLI) is provided through the UT System Professional Liability Self-Insurance Program at no cost to the Resident. This insurance does not cover any professional activities not assigned by the training program.

RETIREMENT BENEFITS:

The UT System Medical Foundation makes available to residents and fellows a 403(b) tax-deferred annuity program. The program is currently offered through and administered by TIAA-CREF. Investment options include a traditional annuity, four common stock accounts, a real estate account, two bond accounts, a money market account and an equities and fixed income account. Participants may contribute through payroll deduction up to the IRS limit.

PROFESSIONAL MEMBERSHIPS:

Residents will automatically be enrolled as a member of the Harris County Medical Society and the Texas Medical Association. Annual dues for these organizations are paid on behalf of the resident by the Texas Medical Association Insurance Trust.

UT SYSTEM MEDICAL FOUNDATION:

Residents / Fellows are employees of the UT System Medical Foundation. For further information, including more specific insurance plan information, please see the web page listed below:

<http://utsmf.hsc.uth.tmc.edu/>

Or call: 713-500-5243

**This information was taken from the Graduate Medical Education web page of the University of Texas Medical School at Houston. For additional information, please see:*

<http://med.uth.tmc.edu/administration/gme/index.html>

The University of Texas Medical School at Houston

Graduate Medical Education

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THE UNIVERSITY of TEXAS
HEALTH SCIENCE CENTER AT HOUSTON
MEDICAL SCHOOL

**RESIDENT
AND
FELLOW
BENEFITS**

2008-2009

STIPENDS

2008-2009 RESIDENT / FELLOW SALARIES

PL-1	\$ 41,245
PL-2	\$ 42,047
PL-3	\$ 43,235
PL-4	\$ 44,652
PL-5	\$ 46,089
PL-6	\$ 47,894
PL-7	\$ 49,841

BENEFITS

VACATION:

Resident Physicians classified as PL-1 are permitted the equivalent of two (2) calendar weeks of vacation each year. Resident Physicians classified as PL-2 and above are permitted the equivalent of three (3) calendar weeks of vacation each year. The Resident Physician must coordinate vacation scheduling with the respective Program, as well as with other Resident Physicians in the department to ensure adequate coverage. It is the responsibility of the fellow Resident Physicians of the Program to cover for one another during a Resident Physician's absence. No more than two (2) consecutive weeks vacation may be taken without permission of the Program Director.

SICK LEAVE:

Paid sick leave accumulates at a rate of eight hours each month and accumulates to a maximum of thirty days. Paid sick leave carries forward from year to year, but will not be compensated upon termination. If the event an illness exceeds accumulated paid sick leave and vacation time, a leave of absence without pay may be granted.

LEAVE OF ABSENCE:

Leave of Absence (LOA), including Leave Without Pay (LWOP): All requests for LOA must be approved by the Program Director in accordance with applicable state and federal laws and accreditation requirements. LOA may be comprised of paid leave (including both paid sick leave and vacation) and/or LWOP. When LOA is requested for a medical reason (including pregnancy and maternity leave), the Resident must exhaust all accumulated vacation and sick leave prior to beginning any LWOP. Consistent with the Federal Family and Medical Leave Act of 1993 (FMLA), the UT System Foundation will grant up to 12 calendar weeks of leave in a 12-month period to residents. The duration of LOA must be consistent with satisfactory completion of training (credit toward specialty board certification), which will be determined by each department in consultation with the GME Office. A Resident may continue his or her insurance coverage during LOA at the Resident's own expense.

EMPLOYEE ASSISTANCE AND WORK/LIFE PROGRAM:

Residents are eligible to use both the UT Employee Assistance Program (EAP) and the Work/Life Program.

- The Employee Assistance Program offers services to help residents resolve problems in their personal lives that may affect performance in their Programs. Refer to the Employee Assistance Program web page at www.uteap.org for specific services available.
- The Family Work/Life Programs offer assistance in balancing your work and personal lives through a variety of services. Additional specific information is available at <http://www.uthouston.edu/worklife/>

UNIFORMS/BADGES:

Four three-quarter-length coats are supplied to each Resident in his or her first year, and one additional coat is supplied in each subsequent year of training. Additionally, each Resident is furnished an official identification badge.

FOOD SERVICES/CALL ROOMS:

Residents on duty are provided with access to adequate food services 24 hours a day in all institutions. Residents on call are provided with access to appropriate sleeping quarters.

RECREATION CENTER:

Residents are able to receive a discount membership to the UTHSC-H Recreation Center. Additional information is available at: <http://ae.uth.tmc.edu/recreat/index.html>