



Empowered You.

**Resident and Fellow
Compensation Package**

Total resident/fellow benefits package

The University of Kentucky College of Medicine Office of Graduate Medical Education (UK GME) wants to support you with more than just your stipend because your life during residency or fellowship transcends working for a paycheck. It is your loved ones, your hobbies and passions, and your physical, mental, emotional, and financial well-being. That is why your total compensation package includes a competitive stipend, matched retirement, health and life insurance plans, well-being programs, learning opportunities and much more.

Competitive salaries

A competitive stipend is just the foundation of how you are rewarded for being a team member.

Each resident and fellow stipend level is based on education and regional comparators. We are committed to fair and equal pay for all of our team members. How do we do this? An annual survey compares our stipends to those of similar institutions and industries.



UK GME invests in you

Supporting you during your training, UK GME provides an extensive compensation package that goes above receiving a competitive stipend.

AVAILABLE BENEFIT	SAMPLE AMOUNT
ANNUAL SALARY	\$55,000
UK RETIREMENT SAVINGS CONTRIBUTION	\$5,000
One of the most generous retirement benefits available in the nation. You contribute 5% of gross income and UK contributes an additional 10% - a 200% match.	
UK HMO HEALTH INSURANCE CONTRIBUTION (FAMILY PLAN)	\$11,232
Coverage of up to 95 percent of the full cost of health insurance for self, spouse, and/or dependents (depending on level of coverage).	
UK LIFE AND ACCIDENTAL DEATH AND DISMEMBERMENT CONTRIBUTION	\$35
WAIVED TUITION COST	\$2,862
Up to six undergraduate credit hours each semester.*	
TOTAL COMPENSATION	\$74,129

To see more information regarding UK employee benefits, go to: uky.edu/hr/benefits.

Above the standard

The University of Kentucky is a *Chronicle of Higher Education* "Great College to Work For" thanks in part to the wide array of both standard and nontraditional benefits and rewards we offer.

In addition to a selection of health, dental, vision, and life insurance plans – allowing you to choose what best fits your needs at every stage of your life and career – UK is proud to offer a multitude of extra perks.

*The Employee Education Program is only for UK employees taking UK courses. The benefit covers up to six credit hours per semester and 18 per academic year (some exceptions available; contact HR for more information). Audited classes are not eligible. Residents and fellows are also eligible for the Family Education Program (FEP). For more information: uky.edu/hr/benefits/more-great-benefits/tuition-assistance-programs

Insurance

Health, vision and dental insurance: The University provides a generous benefits package with a variety of options for health, dental, and vision coverage for residents and fellows and their covered dependents.

Call a pharmacist: Our prescription benefit includes access to in-house pharmacists who can answer your questions about medications and lower-cost alternatives to your prescriptions.

Beyond health insurance: In addition to our generous health insurance plans, we offer plans for short-term disability, long-term care and more.

Retirement

UK HealthCare and the College of Medicine are excited to announce that as of July 1, 2021, residents and fellows are eligible to participate in the University of Kentucky's Matching Retirement Plan, in addition to current UK Voluntary Retirement Plans.

Matching retirement savings: Get a 200 percent match to your retirement savings contributions.

Vesting: You are fully vested in only three years! After providing three years of service, you will own, or vest, the University's contributions, plus interest earned. Once you are vested, all of your retirement savings account balance is yours to take with you.

Additional retirement savings: Open additional tax-deferred accounts and choose to save on taxes now or when you make withdrawals.

Catch-up opportunities: If you're 50 or older, contribute an additional \$5,500 per year to your retirement savings.

Physical well-being

Nutrition consultations with registered dietitians (free)

EatWell membership: nutrition and weight-loss program (free)

Community supported agriculture vouchers (up to \$200)

Exercise consultation with exercise specialists (free)

MoveWell fitness membership: employee gym (\$7/month)

MoveWell rewards: ongoing fitness wearable/step challenge (win cash incentives)

Physical activity challenges (earn prizes)

Refresh: app for better sleep (free)

Well-being assessments (win cash incentives)

Tobacco-cessation coaching (free nicotine replacement therapy)

Emotional/Mental well-being

Physician Wellness Program: a partnership with the Lexington Medical Society and The Woodland Group offering eight free counseling sessions to College of Medicine learners

Five counseling sessions with a licensed or certified UK therapist (free)

Health coaching and well-being consultations with certified health coaches (free)

Mindfulness-Based Stress Reduction courses (discounted for employees)

Bend, Don't Break: Create a personal practice plan from research-based techniques that help you thrive (free).

KORU Mindfulness training: mindfulness and meditation skills to reduce stress (free)

Integrative Medicine and Health: Onsite and virtual resources available to help individuals holistically achieve optimal health and healing. UK HMO acupuncture coverage based on diagnoses, massage, reiki, narrative medicine, journal workshops, art therapy, music therapy, animal-assisted therapy, yoga, meditation, tai chi, and more. (Lexington Campus only)

Caregiver support

Elder care: educational resources, referrals to community resources, support

Big Blue Family Care: Current UK students offer occasional caregiving (i.e., child care, pet care) to families of UK faculty and staff.

Lactation support: breastfeeding and lactation support in the workplace

MetLife veterinary pet insurance.

Financial well-being

Flexible spending accounts (child care, medical expenses)

Employee discounts (apartments, entertainment, electronics, travel, so much more)

Financial counseling with a Certified Financial Planner™

Biannual financial well-being webinars: topics include personal finance, investing, and contract negotiation



Work-life integration

Paid vacation, sick leave, University of Kentucky observed holidays, and bonus holidays

Expand your knowledge

Learning and career development: in-person and online classes through myUK Learning

Professional development: Foster personal and professional growth in your career.

Technology training: Enhance technology use in your current role and learn strategies to improve efficiency.

Leadership development: Opportunities are available to help attendings, program directors, chief residents, program chairs, and other resident and fellow leadership lead an engaged, successful team.

Enterprise learning: educational activities to improve job knowledge and performance

Employee recognition

Career achievement: We honor employee milestone anniversaries through monthly celebrations and yearbooks, featuring personal messages from colleagues and the option to select a gift item.

Professional and department-specific awards

“Resident of the Month” recognition: providing an opportunity for colleagues to spotlight residents who go above and beyond

STAR Program: recognizing great work across the health system through e-cards and nominations for awards and prizes

Other benefits

Lab coats and scrubs: three items provided per year (Lexington Campus only)

Parking: access to employee parking areas with parking allowance applied to payroll (Lexington Campus only)

Meal money allowance

IT allowance: annual stipend to support purchase and maintenance of a personal mobile device (Lexington Campus only)

Wellness

A comprehensive list of wellness resources available to you is accessible at: gme.med.uky.edu/gme-lexington-campus-wellness or mednet.mc.uky.edu/wellbeing.

Contact

Office of Graduate Medical Education

800 Rose Street, HQ-101
Lexington KY 40536
Email: GMEadmin@uky.edu
Phone: 859-323-2636
Fax: 859-218-7521

For more information about benefits from

UK Human Resources:

110 Scovell Hall
Lexington, KY 40506-0064
Phone: 859-257-9555
Fax: 859-323-8512
Email: humanresources@email.uky.edu