

Compensation Update



Salary & Stipends

Overview

UWHA made its initial proposal based on an extensive review of peer institutions, the large academic medical centers competing for residents and fellows with UW. Since that review, UW has refused to increase wages, despite having the ability to, and has offered increases in compensation that fall far below inflation. **The offer to UWHA at present represents a decrease to UWHA members**, as inflation has eroded the value of UW's offer. We strongly reject this effort to increase UW's profit on the backs of residents, particularly as UW has shown nearly a year of above-budget performance.

UW has stood still, but our peers have not. The **average salary for residents increased by 4% in the AAMC's most recent survey** (1), and our review of peer institutions confirms this. UW's failure to provide a compensation increase during this bargaining year represents a failure to its residents, particularly in a city where cost of living continues to rise.

During the initial presentation of UWHA's compensation data, a member of the UW bargaining team requested analysis of the top 50 medical schools and their compensation to residents. UWHA has done this. In addition, we have expanded and completely re-surveyed the initial institutions for current compensation data. A total of 67 institutions, representing the top 50 schools of medicine as well as 17 additional, large academic medical centers, were reviewed. The results of this survey confirm the prior date: UW is woefully undercompensating its residents. Worse still, the UW has fallen further behind, with **the amount needed to simply reach parity with our peers having increased by almost 3% since last year**.

UW's overall compensation is not the only factor rapidly falling behind. The housing stipend paid to residents, even at the most recent offer from UW, remains far behind our peers, with many increasing theirs by thousands of dollars over the last year. UW's retirement match was perhaps once a stand-out benefit, but no longer. Many institutions now provide a higher match than UW, including a number whose base compensation exceeds UW's. How long will UW continue its race to the bottom?

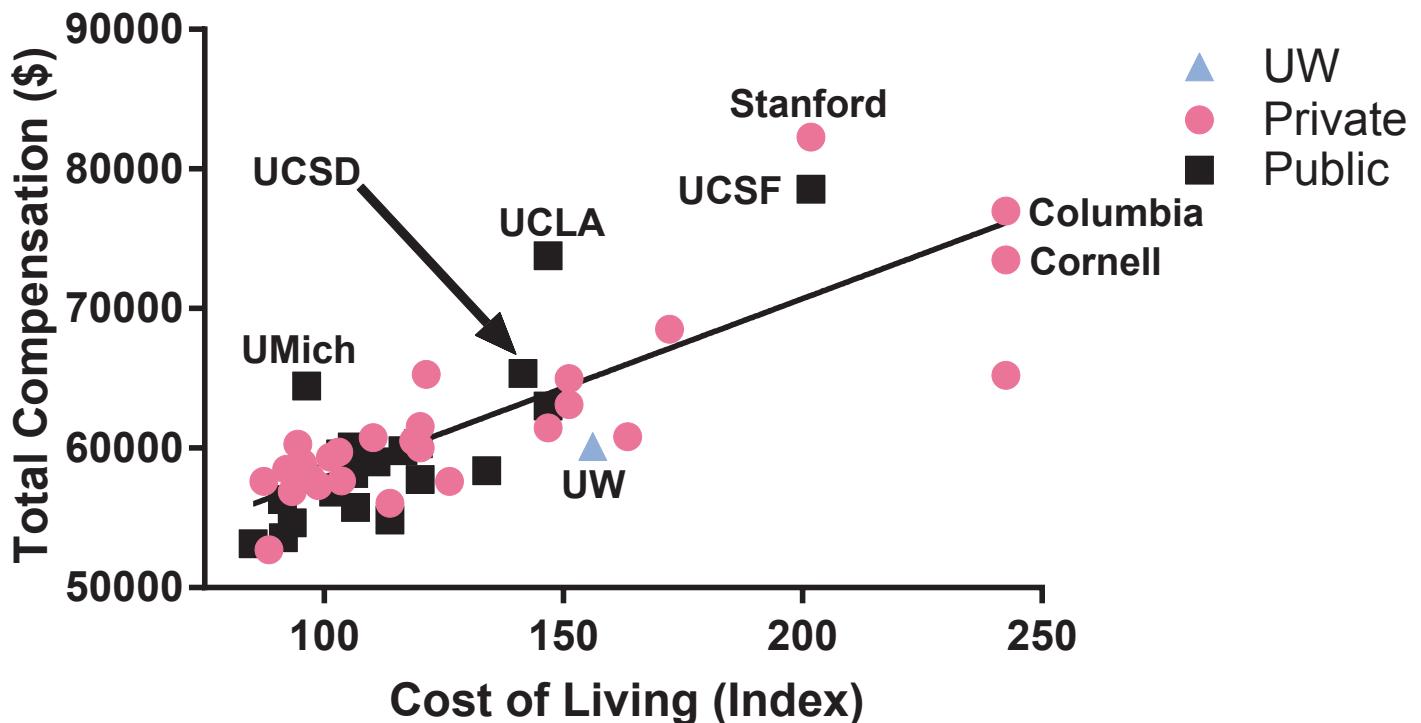
Fresh Look at Compensation

UWHA last assessed 58 large, academic medical centers, holistically evaluating compensation to residents. This analysis was repeated, with separate analysis of the top 50 schools of medicine as requested by UW. The results are striking, and consistent. UW again stands alone in terms of its compensation when compared to cost of living, whether for the top 50 institutions or the larger pool of 67. Of note, inclusion of all of the top 50 schools of medicine cannot be done with the cost of living index utilized by UWHA, as it did not include locations including Charlottesville, VA (home of UVA) or Rochester, MN (home of the Mayo Clinic). UWHA has instead utilized a paid index from the Council for Community and Economic Research (C2ER), regularly updated and cited in by a similarly broad spectrum of publications, researchers, and news organizations as the prior index.

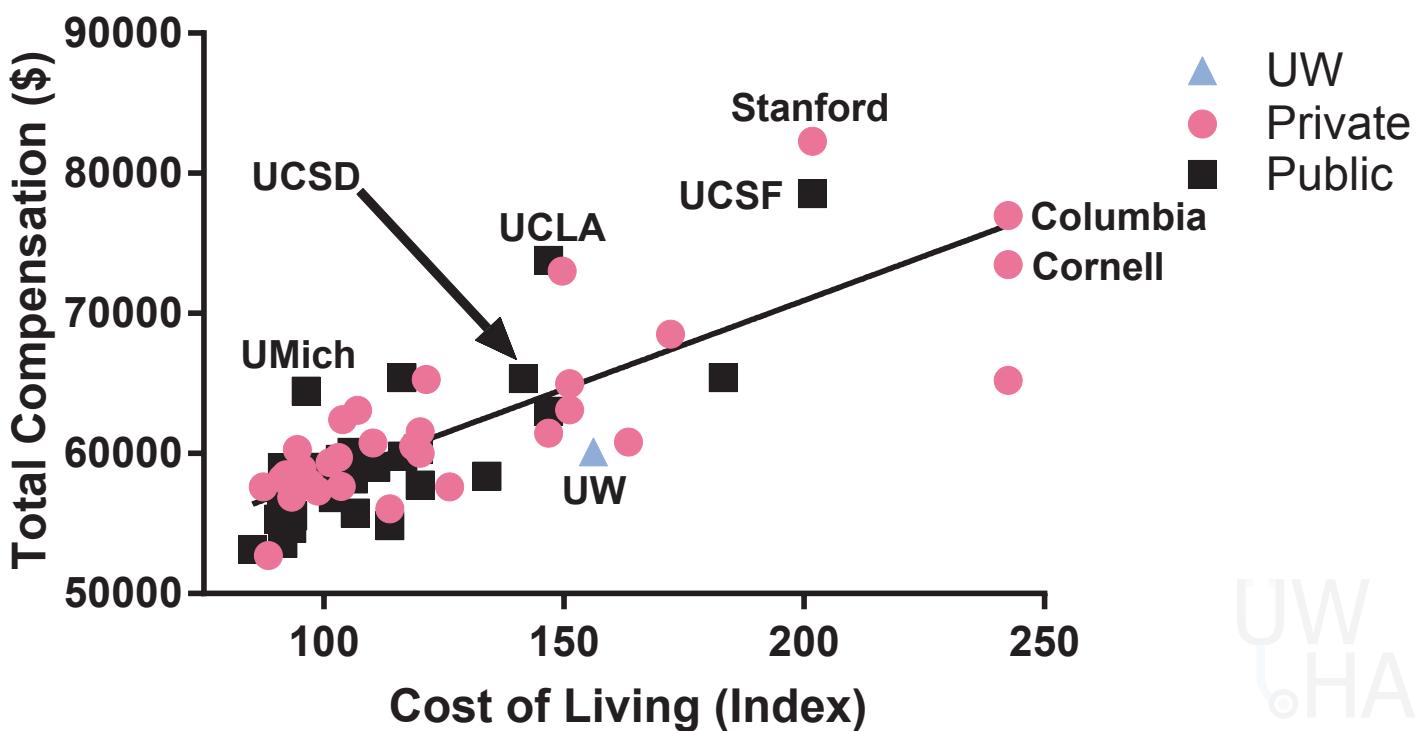
In the following graphs, the solid line represents linear regression analysis of compensation by cost of living. If an institution sits on that line, it provided compensation which would be expected for its cost of living based on the other institutions in the analysis. Some peer institutions are highlighted. The

two graphs demonstrate how the top 50 and larger group of 67 schools are nearly identical in terms of the relationship between compensation and cost of living and show just how far UW has to go.

Top 50 US Medical Schools Total Compensation by Cost of Living



Total Compensation by Cost of Living

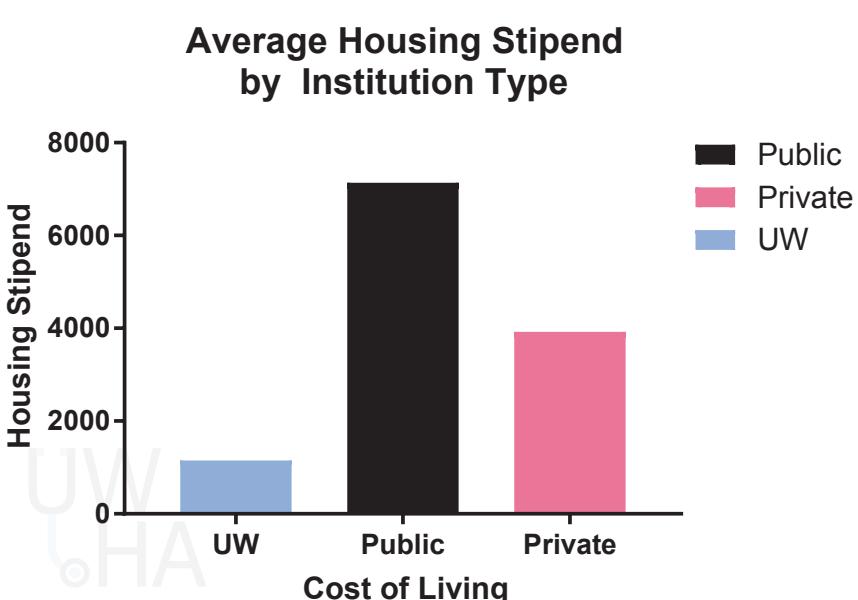
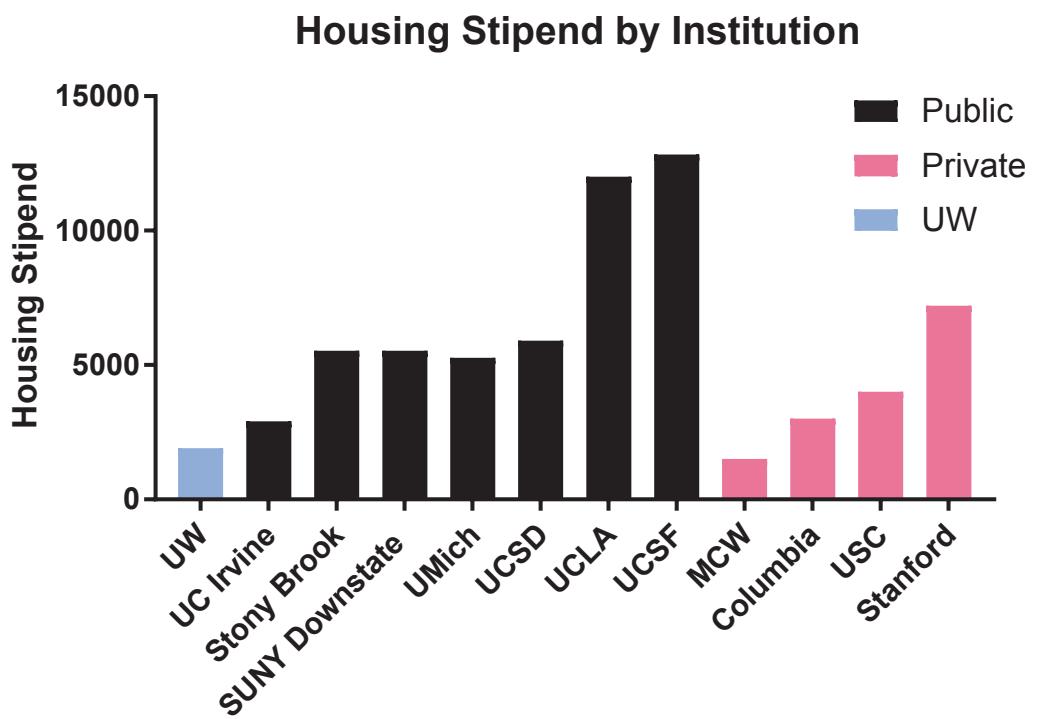


When the analysis of what UW would need to pay first-year residents is re-run, the results are nearly identical whether utilizing the original index or the new, C2ER index. The average of the two linear regression analyses is **\$65,739.32, almost 3% above the previously-calculated value** of \$64036.83 based on last year's data. Our peers are moving forward. UW is doing worse than sitting still: it is falling further behind. UW resists a raise above 1%, when the average for over 120 institutions surveyed by the AAMC from 2018 to 2019 was 4%. Indeed, the 25th percentile of raises was during that period was 3%. Why is UW incapable (or, worse, unwilling) to offer what even the worst of our peers can?

Housing Stipends Fall Further Behind

UW's salary is not the only element proving deficient. Since our initial analysis, housing stipends have climbed at a number of institutions. Of the 67 institutions in the aformentioned analysis, UW's housing stipend is lower than all but one, the Medical College of Wisconsin. Note that this generously assumes that the movement of funds from the transportation stipend to the housing stipend proposed by UW takes effect. Without it, UW's housing stipend fails to even match that of that institution on the shores of Lake Michigan. When was the last time you heard Milwaukee placed in the same category as Seattle for cost of living?

When comparing to the average, UW's stipend is less than both the public and private institutions represented in this analysis, and this generously moderates the



significant stipends offered in high-cost west coast cities like Los Angeles and San Francisco. The data would be worse for UW if not for the fact that Stanford compensates for a comparatively low stipend with a salary more than \$10k more than that offered by UW. If UW expects residents to continue to be able to come to Seattle, a serious offer needs to be made. The lack of competitive, fair, and reasonable compensation and benefits will have, and is having, long-term effects to the diversity of residents at UW.

Retirement Matching No Longer Stands Out

Once, UW's retirement match of 5% may have been a stand-out offer among academic institutions. It is no longer. Of the 67 institutions in this analysis, 15 offer retirement matching, ranging from a low of 1.1% to a high of 10%, with that incredible number being made even better by virtue of it being a 2:1 match. Caution should be used with these data, as they are almost certainly undercounting institutions which offer matching. It is challenging to determine retirement benefits at many institutions, as information is hidden behind password-protected HR portals. Comparing with public institutions, UW is below the average, with only UVM offering a lower match. In the graph below, the arrows further highlight institutions where compensation is higher than what UW offers. No only do they also match retirement, they pay residents better. UW may be bound by state agreements with respect to retirement, but it can no longer point to retirement as a reason for lower compensation. Our peers offer comparable or better benefits with better salaries.

