

HIGHLIGHTS OF UNM HOUSESTAFF BENEFITS 2023-2024

REQUIREMENTS TO TRAIN AT UNM:

ELIGIBILITY	<ul style="list-style-type: none"> Graduate of an LCME accredited medical school in U.S. or Canada, or Graduate of an AOA accredited osteopathic school in U.S. Only graduates of LCME or AOA schools and International Medical Graduate with a valid ECFMG certificate are eligible for training licenses in New Mexico. U.S. citizen, US permanent resident with a valid work permit, visitor with a J-1 Visa. Trainees will not be allowed to participate in any educational activity, including orientation, until all work authorization documentation is received at the Office of GME. DS 2019 must be indicated by the ECFMG as complete one week prior to start date. Trainees will be subject to withdrawal of offer to train at UNM HSC for failure to comply.
SELECTION	UNM sponsored programs participate in the NRMP and other specialty matches to fill positions. The University is an Equal Opportunity employer.
LEVEL OF APPOINTMENT	The level or appointment within the training program is determined by the number of years of prerequisite (required) postgraduate training approved by the ACMGE for the current specialty.
LICENSURE	The NM Board of Medical Examiners issues a training license through the GME office to houseofficers to participate in residency programs. Any activity outside the training program (i.e., external moonlighting) requires an unrestricted New Mexico license to practice medicine.
EDUCATIONAL ACTIVITIES	Housestaff participate in the teaching programs and educational activities of their individual departments under the guidance and direction of the Division Chief, Department Chair, Program Director and the Chief of Service / Medical Director to which they are assigned.
USMLE STEP III / COMLEX III	All residents must pass USMLE Step III or COMLEX III.
COVID VACCINATION	Vaccination or approved exemption required. Please contact GMEOffice@salud.unm.edu with questions.
DRUG SCREEN	Urine Testing is required for some affiliated institutions.

LEAVE:

ANNUAL	All Housestaff earn 21 days of annual leave per contract year (typically 15 weekdays, 6 weekend days).
SICK/HEALTH	All Housestaff earn 21 days of sick leave per contract year (15 weekdays, 6 weekend days).
MATERNITY/PATERNITY	All eligible Houseofficers earn 42 days of maternity or paternity leave per contract year (30 weekdays, 12 weekend days).
FAMILY	Family leave comprises available annual and sick leave, with further leave of absence without pay (under FMLA) possible to bring the total to 4 months. Residents are required to pay their portion of health insurance premiums during months taken as leave without pay during approved family leave.
EDUCATIONAL	Five days paid leave to present papers or attend educational seminars may be granted per contract year with advance approval by the program.
PROFESSIONAL	Paid leave of up to total eight days per duration of the residency or fellowship training program for the purpose of interviewing for professional employment or further medical training.
CATASTROPHIC LEAVE	Catastrophic leave must be approved and requested in writing. It is to be used after sick and most annual leave are exhausted and offers continued pay status, not to exceed sixty (60) days.
HOLIDAYS	New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day, Christmas Eve, Christmas Day, and New Year's Eve.
WELLNESS	½ day per quarter, or saved for 1 day per half year, for each year per contract.

INSURANCE:

HEALTH	Health care coverage for Housestaff and their dependents is available through Blue Cross/Blue Shield. Care or referrals obtained from a UNM provider at the UNM Health Sciences Center require no deductible or co-payment for most services, including hospitalizations. The resident's share of the premium for this flexible plan, which can be used alternately as a PPO and as a traditional indemnity plan involving deductibles and monthly co-payments, is currently \$115.56 for individual coverage and \$335.12 for family coverage while participating in the residency program. Employee contribution is subject to annual change based on cost. The plan may be continued for up to 18 months past the end of residency training through COBRA, in which case the insured pays the entire monthly premiums.
DISABILITY	Disability insurance is provided to housestaff. Monthly shared cost is \$1.53 per month for trainees. After 90 days of disability, the plan pays 60% of salary up to age 65, up to a policy maximum. This plan can be converted to an individual policy upon termination with the University. http://app.hsac.com/unmgme
LIFE	The University carries \$75,000 group life coverage on housestaff. The policy also contains an accidental death and dismemberment component.
DENTAL	Dental insurance is available for housestaff and their dependents. Individual coverage costs the Houseofficer \$8.00 per month. Family coverage costs \$20.40 per month.
VISION	Vision coverage is available for Housestaff and eligible dependents. Individual coverage is \$1.36 per month, while family coverage is \$2.93 per month.
PROFESSIONAL LIABILITY	While engaged in residency/fellowship program activities, Housestaff are covered by the State of New Mexico Risk Management Division, pursuant to the New Mexico Tort Claims Act, Section 41-4-1 et seq., NMSA 1978. Insurance of the per occurrence type will be provided under that act. This does not extend to external moonlighting activities.

MISCELLANEOUS:

CALL ROOMS	Provided at University Hospital and the VAMC.
MEALS ON CALL/IN HOUSE	Provided at University Hospital and the VAMC.
403(b) PLAN	Voluntary tax-deferred salary reduction plan available.
HEPATITIS B VACCINE	Available at no cost to housestaff.
NUSENDA CREDIT UNION	Eligible for membership; branch office close to hospital.
EDUCATIONAL FUNDS	A minimum of \$750 per year for academic purposes.
USMLE Step III / COMLEX III	Exam fee paid by GME for the first attempt.
PARKING	Available at reduced rates of \$40/yr. in University Hospital lots.
TUTION REIMBURSEMENT	Tuition for academic credit toward a degree (e.g., masters) in health-related field. Expenses must be filed within 30 days of being incurred, and documentation of successful completion of the course/program provided at the end.
WORKOUT FACILITIES	Tennis, golf, pool and gym facilities are available to housestaff and dependents through the Johnson Gym.
UNIFORMS	White coats, laundry service provided by UH central supply.
UNION	All residents are eligible to join the UNM branch of the Committee of Interns and Residents, http://www.cirseiu.org

SALARY:

Salary 01/01/2024	HO I \$62,429	HO II \$64,453	HO III \$66,799	HO IV \$69,272
	HO V \$72,273	HO VI \$74,932	HO VII \$78,002	