

Salary and Benefits

Salary for residents in each year of training is outlined in the University of Washington Housestaff Association collective bargaining agreement.

AY20-21 UW Stipend Schedule			
R-level	Yearly	Additional Compensation*	Total Salary**
2	\$62,940	\$2,900	\$65,840
3	\$65,532	\$2,900	\$68,432
4	\$68,340	\$2,900	\$71,240
5	\$71,280	\$2,900	\$74,180

Washington State does not have a personal income tax

* This additional compensation consists of home call stipend (\$2,400 annually), travel allowance (\$100 annually).

In addition, we reimburse residents for travel and meeting costs for accepted abstracts (one per research project). We also pay for all seniors to go to ASTRO. These academic benefits average \$1600 per year per resident. We also provide a subscription to RadOnc Questions, a question bank (\$200/year) and contract with Dr. Barry Rosenstein to provide dedicated weekly Radiation Biology didactics.

Residents are also reimbursed for Washington state medical license fees (\$391/year), ABR fees (\$640/year), USMLE Step III fees and any other required certifications not provided by the residency program. A fee-exempt DEA license is available to all UW-affiliated trainees.

**Chief Residents also receive a \$175 per month (\$2,100 annually) Chief Resident supplement.

Medical, Dental and Life Insurance

Major medical, dental, basic life, accident and long-term disability insurance plans are provided to all house staff and their dependents through the University of Washington. Coverage begins on the first day of your appointment. Optional supplemental life insurance and a flexible spending account for medical expenses are available. ([See benefits summary PDFs.](#))

Retirement Plans

The UW Retirement Plan is a fully portable, tax-deferred, defined contribution plan. Employee contribution is based on age and is matched 100% by the university. You may enroll at the date of

appointment, but will be automatically enrolled two years from the date of appointment. Additional tax-deferred retirement savings can be deducted through the Voluntary Investment Program, a 403(b) program.

Vacation and Sick Leave

In AY20-21, all full-time residents receive 24 days (18 weekdays) of paid vacation. Beginning July 2021, all full-time residents will receive 28 days (20 weekdays) of paid vacation per academic year.

Residents receive 17 days of paid sick and health maintenance leave at the start of each one year appointment period that will be broken down as 12 business days and 5 weekend days. Unused sick leave rolls over between academic years.

Residents also receive one paid personal holiday per calendar year.

The Department of Radiation Oncology has a strong dedication to residents and their families. We are committed to working with residents to support them as they grow and care for their families. All trainees are eligible for paid leave through Washington State's [Paid Family Medical Leave \(PFML\) program](#). PFML provides weekly payments that may be used independent of or in conjunction to UW leave benefits for qualified events.

Call Responsibilities

Residents take after hours and weekend home-call 21 weeks over 4 years (roughly 7 weeks during PGY-2, 6 weeks during PGY-3, 5 weeks during PGY-4, and 3 weeks during PGY-5).

Conference Travel

Conference fees and travel for accepted abstracts are covered by the program (one per research project). All senior residents receive support to attend the annual ASTRO conference (\$1600 average annually).

Meals

Meal reimbursement is provided at the UW Medical Center and Harborview Medical based on trainee schedules.

Parking and Transportation

Parking at the VA and Northwest Hospital/Proton Center is free for residents. At UW Medical Center and Harborview Medical Center parking is available at a reduced rate through residents' Husky Card accounts. UW shuttle networks provide direct connections between most training sites. If a shuttle is not available, and a resident must travel during the day between two centers, the program will pay for rideshare transportation.

The UW Transportation Services department offers residents a wide range of transportation benefits including a fully subsidized transit pass and personal commute planning services. The free ORCA transit pass allows for unlimited individual use on bus, light rail and other transit services throughout the region. Bike trails and residential streets make commuting by foot or bike safe and convenient from nearby neighborhoods.

Professional Liability Insurance

The University of Washington provides professional liability insurance coverage for residents with unlimited coverage for professional activities conducted in properly accredited settings.

Libraries and Information Services

The Health Sciences Libraries at [University of Washington](#) and [Harborview Medical Center](#) provide a wide array of onsite and online resources, including [access](#) to journals and textbooks including Gunderson & Tepper's Clinical Radiation Oncology, Practical Radiation Oncology Physics: A Companion to Gunderson & Tepper's Clinical Radiation Oncology, Khan's Treatment Planning in Radiation Oncology, Abeloff's Clinical Oncology, DeVita, Hellman & Rosenberg's Cancer: Principles & Practice of Oncology, UpToDate, and others. Library services include article retrieval to obtain a reprint of any journal article not available immediately within 1-2 days.

Residents have access to technology resources from UW IT Connect. These include robust email and calendar tools, secure remote network access, file storage, free and low-cost software, online technology courses, use of audio/video equipment and extensive Wi-Fi networks. The program and UW also make basic statistical (prism, matlab, SAS) and research (RedCap) software available.

Miscellaneous

The majority of professional societies offer free memberships to residents. Residents also enjoy tuition exemption at UW; access to UW childcare centers; enrollment priority at off-site childcare centers; and a variety of perks and discounts available to UW employees.