



Policy	STIPENDS
Approved by the Graduate Medical Education Council (GMEC)	Approved 01/1995; Revised 01/2002; Revised; 06/15/2023; Revised 03/2026

PURPOSE

Inform trainees of their pay schedule, pay direct deposit process and the annual stipend determination process.

STIPEND PAY SCHEDULE & PAY PROCESS

Trainees (residents and fellows) enrolled in training programs sponsored by EVMS@ODU receive stipend checks on the 15th and 30th of each month. Trainees are expected to participate in the direct deposit program. If the trainee does not have a bank account, or does not want to participate, then the trainee must go to EVMS Human Resources to obtain a pay card. The trainee will need to log into the EVMS@ODU payroll portal and set the routing number and account number (same as direct deposit). Then on the 15th and 30th of each month, their paycheck will be deposited on their card.

ANNUAL STIPEND DETERMINATION

Eastern Virginia Medical School @ Old Dominion University strives to provide trainees with stipends which are reasonable and competitive with those stipends provided by other graduate medical education (GME) institutions within the Commonwealth of Virginia and those of the southeastern United States. Attempts are made to achieve and maintain parity with the stipend levels provided by Virginia Commonwealth University, the University of Virginia and Carilion Clinic, and which are not less than the median stipend levels of the GME institutions within the southeastern region of the United States.

- When appointed to an EVMS@ODU training program, the trainee is assigned a stipend level reflecting the number of previous years of training which are creditable toward certification by the specialty board. For those situations in which the specialty field is changed, the trainee will receive credit for stipend purposes only for those years which are accepted for credit toward certification by the board of the training program specialty. For example, a resident that completed two years of Pathology that has now matched into the EVMS@ODU OB/GYN program would start at the PGY-1 level.
- Trainees at the same postgraduate year of training receive the same stipend amount regardless of specialty. Exceptions to this policy must have prior approval of the Graduate Medical Education Council (GMEC), the Vice Dean for Graduate Medical Education, and the Dean of EVMS@ODU.
- Promotional stipend increments may be made annually upon promotion to the next post graduate year. Promotion is based on satisfactory performance of the assigned duties and acquisition of the required skills and knowledge. For further information, please see the policy on Promotion and Reappointment.
- Stipend levels are set on an annual basis. The GMEC reviews the stipend structure and benefits and makes recommendations to the EVMS@ODU Office of Business Management for the stipend structure for the next academic year. The Office of Business Management prepares a budget based upon those

recommendations and incorporates it into the overall GME budget. This budget is presented to the affiliated teaching hospitals and to the Graduate Medical Education Council (GMEC) for approval.

- e. Uncompensated training positions are prohibited. Under very unusual and exceptional individual circumstances, a Program Director may appeal to the GMEC for an exception to this policy. The Program Director must provide evidence that the trainee under consideration brings to the program exceptional skills and benefits which will enhance the educational program and rationales for the uncompensated position. Uncompensated positions still incur costs related to worker's compensation insurance, liability insurance, licensure, and institutional and program overhead for which the program will be responsible. Exemptions will not be granted for service-related reasons.
- f. EVMS@ODU reserves the right to establish and adjust stipend levels in accordance with funding limitations.

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