

Stipends, Leave and Benefits

Paid Time Off & Leave

All Advanced Practice Provider Residents are eligible for 20 working days and 8 weekend days of paid time off during the 18-month contract period, including any time off arranged for holidays. Residents arrange for paid time off with their Program Director or his/her designee. Special requests for absences as result of family problems, deaths, board examinations, professional meetings and related matters must also be reviewed and approved by the Program Director. Requests for days of paid time off or leave will not be honored during the last week of training unless approved in writing by the Program Director. Paid time off should be taken on rotations approved by the Program Director or his/her designee.

Time away from training for leaves which are necessary due to illness will be made up at the discretion of the Program Director in accord with the needs of the individual to complete essential components of his/her training program. In general, time missed due to illness of a few days' duration will be made up during a contract year; training missed as a result of a prolonged illness or disability may necessitate additional training time which will be provided if the individual's performance is otherwise satisfactory. Leave requested under the federal Family and Medical Leave Act (FMLA) will be treated in accord with the rules and regulations of the University of Iowa as set forth in the University of Iowa Operations Manual, Section 22.7.

In those situations in which other leave (vacation, sick leave or professional leave) is not available or appropriate for use a leave of absence may be granted. A leave of absence is unpaid time required to meet specific needs of the residents. In most cases this will be the medical need of the resident or their immediate family. If there is a catastrophic medical condition that leads to the resident not being able to work, up to six months (or to the end of the work agreement) of leave of absence with continuation of health benefits will be provided. At the end of this period continuation of health benefits under COBRA provisions will be available.

Medical, Dental, Hospitalization and Pharmacy Coverage

Advanced Practice Provider Residents are provided with single health insurance coverage. Complete information on medical and dental coverage is available on the University of Iowa Human Resources website (<http://hr.uiowa.edu/benefits>). The University of Iowa reserves the right to change the benefits programs at any time. As with all benefits programs, the University of Iowa is unable to guarantee that the details listed and coverages of these benefits programs will be in effect throughout your employment.

Life Insurance

The University of Iowa provides life insurance coverage for all employees at no cost. Participation in the University's group term life insurance program is a condition of employment for employees who hold a 50% time or greater appointment; coverage is required.

Professional Liability

Advanced Practice Provider Residents, under contract as residents with the UIHC, are covered by Iowa's State Tort Claims Act when they are providing services within the scope of their training during assigned rotations at the University of Iowa Hospitals and Clinics and assigned rotations elsewhere in Iowa. If a claim is made against a resident arising out of an act or omission within the scope of the residency or fellowship training, the Attorney General's Office will defend the resident and the state will pay any settlement or judgment awarded. The State Tort Claims Act provides the resident with liability protection, without dollar limits, for clinical services rendered in Iowa within the scope of the training program. The State Tort Claims Act is the equivalent of an occurrence malpractice policy, and no tail coverage is required.

Should the resident be engaged in any moonlighting activity outside the scope of the training program, that resident is personally responsible for assuring that he/she has adequate liability coverage and for obtaining and maintaining that coverage. If the resident engages in an elective rotation outside the State of Iowa, liability protection is also NOT provided and the resident is responsible for obtaining his/her own short-term liability coverage.

Housing

Housing options in the Iowa City/Coralville area are many and varied. Whether they choose to rent or buy, residents/fellows and their families can choose from a variety of neighborhoods that include historic districts, urban settings, suburban developments, and country spreads. The Iowa City/Coralville area combines a sense of history and preservation with growth and new development, all within easy access to the UI Hospitals and Clinics.

Laundry and Uniforms

Lab coat and scrubs are provided without charge to physician assistant & nurse practitioner residents.



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Meals

Meals are available in the hospital cafeterias at a per item charge.

Stipends

The purpose of this stipend is to enable each resident and his/her family to maintain a comfortable standard of living within the Iowa City community. Emergency Medicine's Advanced Practice Provider stipend for 2024-25 is **\$67,000** for year one, and **\$33,500** for the first six months of year two. The stipend for 2025-26 is yet to be determined, we anticipate a slight increase.

Department of Emergency Medicine

In addition to benefits provided by the University of Iowa Hospitals and Clinics, the Department of Emergency Medicine extends the following benefits to its Advanced Practice Provider Residents:

- Advanced Cardiac Life Support Course
- Pediatric Advanced Life Support Course
- Iowa Controlled Substances licensure fee
- Iowa licensure fee
- SEMPA Membership