**In this document, “Resident” refers to both specialty Residents and subspecialty Fellows.**

**Purpose:**
This policy is to ensure that each Resident in a University of Colorado School of Medicine (CUSOM) Graduate Medical Education Committee (GMEC)-approved residency or fellowship has a confirmed funding to support their salary and benefits for the duration of the training program.

**Policy:**

1. **Allowable Funding Sources for GME Residents Stipends and Benefits:**
   a. CUSOM GME hospital funding – funds provided to GME from the affiliated hospitals through the GME Master Affiliation Agreements (MAA)
   b. Department or Grant funding – funds provided to CUSOM GME through a department speedtype
      i. International funding sources are required to pay the Department/Division that is recruiting the Resident in full prior to the Resident’s start date, or the Resident will not receive a CUSOM GME training agreement and will not start the training program.
      1. For Residents who are funded by international organizations, there must be a Memorandum of Understanding (MOU) executed a minimum of 6 months prior to the Resident beginning the training program. The MOU must specify that the international organization will provide the funds in full to the Department/Division prior to the Resident beginning the training program
         i. The Associate Dean for GME must be included as a signor on MOUs between international organizations and GMEC approved residencies and fellowships.
   c. Military funding – funds paid directly to the Resident through their military employment
      i. Military-funded Residents are not eligible for university benefits
      ii. The department must cover the cost of annual malpractice fee for the military-funded Residents

2. **Confirmation of Funding is Required Prior to Approval of National Residency Match Program (NRMP) Increases in Quota:**
   a. CUSOM GME Residencies and Fellowships are required to have a confirmed funding source before the GME Associate Dean or delegate will approve an NRMP increase in quota.
      i. If the program is waiting on confirmation of funding from an affiliated teaching hospital and must obtain approval for the NRMP quota increase in advance, a letter of support signed by the Department Chair is required.
         1. The letter must indicate that the department will fund the position if
they increase the NRMP quota and are denied funding by the hospital/s.

3. **Self-Funded Positions:**
   a. CUSOM GME does not reserve positions for self-funded applicants. All applicants must apply for a residency/fellowship position through NRMP (when applicable) or through the program-specific application process.
      i. Residents are not allowed to be paid directly by an external organization with the following exceptions:
         1. Military funding
         2. Fellowships with program wide GMEC approval for zero compensation based on the following reasons:
            i. ACGME Fellowships with approval for Advancing Innovation in Residency Education (AIRE) track for practicing physicians specialized in Hospice and Palliative Care.
            ii. American Board of Medical Specialties (ABMS) board requirement for practicing physicians who did not take their boards within 7 years of completion of training and must complete additional GME training to become board certified in Pediatrics.
   b. Restrictions on self-funded positions that prohibits the department from accepting in-kind donations from or on behalf of the fellow to support the fellow’s salary and benefits because this is considered unfair competition.