Resident/Fellow Recruitment Agreement FAQs

The Resident/Fellow Recruitment Agreement will not replace currently established recruitment processes. Departments will continue to be accountable for these positions and verify that they have been budgeted, approved, and posted, meeting all recruitment requirements.

Q. Will this repayment option replace existing Loan Repayment through the National Institute of Health (NIH)?
   A. No, this recruitment package will be in addition to any existing loan repayment awards and/or packages.

Q. Will the WRVU targets for residents or fellows that have accepted this incentive increase?
   A. No, WRVU targets are to be set by the department/division and will not have any bearing on this incentive.

Q. When is the effective date?
   A. Department and/or divisions can begin offering this incentive package to recruits on December 1, 2018.

Q. When will the monthly payments to Residents or Fellows begin?
   A. All payments will be paid a monthly basis consistent with University pay dates and subject to deductions required by law. The first monthly payment will be made 30 days from the start of employment with UHealth.

Q. Can this recruitment package incentive be used for external recruits?
   A. Currently this is only an internal recruitment tool and truly meant to retain our internally trained Residents and Fellows.

Q. Will this recruitment package incentive push our residents or fellows over 75% of fair market value?
   A. This will need to be reviewed on a case by case basis due to the physician’s total individual compensation, specialty, and rank in the department.

Q. Does the Resident or Fellow recruitment package incentive apply to recruits that will be hired as instructors?
   A. No, this incentive only applies to Assistant Professors.

Q. Does the Resident or Fellow recruitment package incentive apply to recruits that will be hired as Chief Residents?
   A. No, this incentive only applies to Assistant Professors.

Q. Will the Resident or Fellow be permitted to accept the incentive, but for less money?
   A. Yes.
Q. Is the penalty for terminating the recruitment package incentive prematurely pro-rated based upon number of years completed?
   A. No. Full penalty will apply and all funds would have to be repaid.

Q. If the spouse or significant other of the Resident or Fellow is still completing their training and they found out that they have an offer outside Miami and/or cannot find a job in Miami, Can the person we hire only be charged a portion of the penalty if they chose to leave due to these types of circumstances?
   A. Under those circumstances, individual cases will be reviewed by Drs. Abraham and Ford.

Q. If the recruitment package incentive is offered, can the Resident or Fellow decline the incentive and still accept the faculty position?
   A. Yes. (However, the incentive can’t be reenacted at any future date).