



Shannon Internal Medicine Residency Program
Total Compensation Package
Per fiscal year
(AY27-28)

Financial Benefits

	PGY1	PGY2	PGY3
Salary	\$67,723	\$69,755	\$71,848
New program commencement bonus (only applicable for PGY1 2027*)	\$5,000	-	-
Chief Resident Stipend (only for PGY3 Chief Resident(s)**)	N/A	N/A	\$2,400
Retirement Fund Contributions (in addition to salary) Retirement plan eligibility after three (3) months of service. After 15 months of service, Shannon will match your contribution for each dollar you contribute to the plan, up to the first 3% and 50 cents on the dollar for the next 2%.	%	%	%
Continuing Medical Education (CME) & Program Allowance	\$2,500	\$2,500	\$2,500

Vacation, Sick and Other Leave

	PGY1	PGY2	PGY3
Paid Time Off (PTO) [†] (PTO must be utilized within the current academic year and does not roll over.) (PTO is permitted for vacation, holidays (not provided below), personal business, family illness, short-term personal illness, or any other reason with the approval of the Program Director and according to Program needs and guidelines. See Program policies/handbook for more specific guidance.)	19 days	23 days	23 days
Extended Illness Bank (EIB) [†] (PGY 1 accrue 1.536 hours per pay period; PGY2 and PGY3 accrue 1.848 hours per pay period; rolls over each academic year.) (Utilization of EIB is permitted after a resident has been absent from work due to personal illness for two (2) consecutive shifts per occurrence. Immediate access to EIB is granted under specific circumstances, including personal work-related injuries, hospitalizations, or day surgery procedures. See Shannon EIB policy and Program policies/handbook for additional details.)	5 days	6 days	6 days
Holiday Days [†] (Independence Day, Thanksgiving Day, Christmas Day, New Year's Day)	4 days	4 days	4 days
CME (Requests for CME time must be made in accordance with departmental/Program policy, must not interfere with the educational and service needs of the program, and shall be approved by the Program Director. Resident, if invited to present reports of research, posters, or papers, may request additional CME time. See Program policies/handbook for more specific guidance.)	5 days	5 days	5 days

Leaves of Absence: Paid Bereavement Leave (up to 3 days); Medical/Parental/Caregiver Leave In accordance with ACGME Institutional Requirement 4.8., residents/fellows are provided with a minimum of six weeks of approved medical, parental, and caregiver leave(s) of absence for qualifying reasons that are consistent with applicable laws at least once and at any time during an ACGME-accredited program, starting the day the resident/fellow is required to report. Residents will be provided with at least the equivalent of 100 percent of their salary for the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken. Further, residents/fellows are provided a minimum of one week of paid time off reserved for use outside of the first six weeks of the first approved medical, parental, or caregiver leave(s) of absence taken.	varies	varies	varies
† Residents are afforded appropriate leaves of absence including PTO, subject to approval by the Program Director. Leaves of absences are provided in compliance with the policies and regulations set forth by Employer, Program, ACGME, and applicable laws. PTO is subject to the policies and regulations of the Employer and Program. Restrictions upon scheduling of vacation/PTO time may occur secondary to education and service requirements of the Program. PTO requests must be submitted prior to expected leave and granted by the Program Director, in accordance with departmental/Program policy. See Program policies/handbook for more specific guidance. Resident PTO requests must also align with institutional policy, program policy, and the training requirements mandated by their respective medical specialty boards, which dictate the maximum allowable days away from the program to ensure board eligibility. Consequently, depending on the specialty, residents may not be able to utilize all institutionally provided PTO days without potentially extending their residency training. All allotted PTO must be utilized within the current academic year and does not roll over. Unused days are not eligible for financial payout upon separation or at the conclusion of the academic year/residency training completion, including instances where a resident is unable to utilize their full allotment due to specialty board restrictions. Furthermore, while the hospital recognizes certain standard staff holidays, residents may still be scheduled to work on these days to ensure continuous clinical coverage and patient care responsibilities. Clinics are closed on holidays. Other observed holidays are specific to program and rotation. See Program policies/handbook for more specific guidance.			
Value of additional benefits			
	PGY1	PGY2	PGY3
WebTPA Health Plan: see Monthly Premiums Sheet for Dependent coverage	\$9,384	\$9,384	\$9,384
Flexible Spending Account (Optional) – Healthcare Spending Account and Dependent Care Spending Account *You may contribute up to \$3,050 annually for qualified medical expenses. *You may contribute up to \$5,000 each year to a Dependent Care Spending Account.	*	*	*
Dental Insurance (see Monthly Premiums Sheet for Dependent coverage)	\$364	\$364	\$364
Vision Insurance (Optional – see Monthly Premiums Sheet)	*	*	*
Life Insurance & Accidental Death and Dismemberment (AD&D) Insurance - 1.5x your base stipend (additional Life and AD&D Insurance available)	Included	Included	Included
Professional Liability Insurance: \$500,000 per occurrence; \$1,000,000 annual aggregate	\$11,000	\$11,000	\$11,000
ACP / MKSAP Internal Medicine Board Review & Certification Prep – 3-year Subscription	\$495	N/A	N/A
ACP Internal Medicine In-Training Exam (ITE)	\$145	\$145	\$145
V1.3_updated June 2026			

Exam Prep - UWorld	\$375	\$375	\$375
Certification (ACLS)	\$200	N/A	\$200
Communication (cell phone reimbursement)	\$600	\$600	\$600
Free meals at hospital	\$10,000	\$10,000	\$10,000
Dues (American College of Physicians)	\$145	\$145	\$145
Physician in Training Permit (Temporary License)	\$200	N/A	N/A
Texas State Licensure Fees (reimbursement up to \$1,500)	N/A	\$1,500	N/A
Shannon IM Residency Monogrammed Scrubs (PGY1 - 3 sets initially), (PGY2 & PGY3 - 1 scrub top)	\$240	\$40	\$40
Lab coats (PGY1 only - 2 lab coats)	\$90	N/A	N/A
Shannon Health Club individual membership	\$713	\$713	\$713
	PGY1	PGY2	PGY3
Cumulative value of benefits	\$104,174	\$106,521	\$107,314
Cumulative value of benefits – New program with commencement bonus*	\$109,174	-	-
Cumulative value of benefits – Chief Resident(s) Stipend**	-	-	\$109,714

Other Benefits:

- Short Term Disability
- Long Term Disability
- Accident Coverage
- Critical Illness Coverage
- Direct Deposit
- Identity Theft Protection
- Employee Assistance Program
- FMLA
- Shannon On Demand (telehealth visits)
- Pharmacy
- In-house Moonlighting Opportunities Available
- Air Ambulance
- Health Club Membership Discounts
- Medical Supply Discounts
- AT&T, Verizon, & T-Mobile Discount on Monthly Bill
- Wellness Program (Shannon WellSteps)
- Onsite Childcare
- Full privileges at TAMU Health Science Center Medical Library
- Residents' Lounge
- Free Parking at Hospital and Clinics