

Supplementary Data

TABLE

Solutions Used to Address Housing and Travel for Rural Residency Programs

Category	Solution	Solution Quote
Providing housing	Program-owned housing	“[The housing] is about five minutes from the hospital... It’s a small apartment building that the hospital purchased a few years ago to house our interns, our locums, things like that, so it has worked out great with the residency program. It has an onsite manager. He manages the keys and any service calls and things. It’s kinda like a resident inn.”
	Program-rented housing	“We rent a house from the IHS [Indian Health Service]”
	Special arrangements with developers	“[We’re working with] a local investor and developer to develop these old buildings that are across the street from the hospital to tear those down and build. I think we are hoping to build 6 high-end townhomes there. Those would be basically reserved for resident housing... Essentially, the hospital would guarantee rent for 10 years or something.”
	Philanthropic support	“We are in the midst of, hopefully, in the next 6 months, looking at securing housing... through philanthropic donation for residents.”
	Student housing	“We do have student housing available that we will use for the residents when they come down for their hosted session here. We used it last weekend, and they loved it. We know when they come back for a longer time, they’ll be happy there.”
	Hotel arrangements	“With our partnership with [a particular hospital], they pay for them to stay at the Marriott.”
	Short-term rentals	“Our philanthropy arm is actually paying for that Airbnb for when the residents are down... so they’re actually helping in that way.”
	Staying with local people	“[Hospital foundation leadership] has solicited multiple donors in the community to provide guest suites, housing on their personal properties for program directors and for residents that have come up for electives.”
Funding housing	Subsidized housing	“We actually have housing sub leases... We are providing housing to residents at a 50% rate of what it normally is. That was great because the housing market is very competitive out there.”

	Housing stipend	“We actually offer a monthly housing stipend for residents. If they live at the county—anywhere in the county—they get a \$1,600 a month stipend.”
	Assisting with mortgages	:We’re tryin’ to provide support, like low-cost mortgage.”
	Moving stipend	“They have a \$3,000 moving stipend.”
Helping find housing	Connecting residents with realtors	“We have found a way to have somebody independent of the residency, but who works in the health system give guided tours. Then if people want a meeting with a realtor to look at housing market, they can do that. The realtor also was willing to give options for apartments or home rentals for people who were interested in that. The residents have given us the feedback that that was very much appreciated.”
Reducing travel expenses	Finding local rotations	“Our main strategy would be just to try to find rotations within the 60-mile radius, which is the requirement... That was our main strategy was try to get everything as localized as we can.”
	Reimbursing for gas	“We do reimburse them for gas mileage outside of a certain boundary.”
	Providing travel stipends	“They have a monthly travel stipends that we anticipate will cover their travel.”
	Not requiring travel for didactics	“We don't ask them to travel for their didactics. Wherever they are, if they're at the Core program doing a rotation there, they can participate at that site. They don't have to come to their site. They go to the site that's closest to wherever they are geographically. That's one of the things.”
	Telehealth	“We’ve put into place a lot of the telehealth pieces to minimize travel as much as possible.”
	Thoughtful scheduling	“We've made their clinic day either Monday so they could travel there Sunday night and stay and have clinic Monday. Or Friday, so they could travel there Friday, and then, if they needed to stay overnight Friday, that they could... During that 4-day week, housing was provided.”