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3 Title: Pay Equity for Female Physicians  
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5 Introduced by: Brent Oldham for the Medical Student Section  
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7 Original Authors: Erica Chang, Nardin Derias, Oluwatoyin Ibrionke, Kylee Kus, and Danielle Reynolds  
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9 Referred to: Reference Committee E  
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11 House Action: **APPROVED**  
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14 Whereas, women comprise more than 34 percent of the active physician workforce, an estimated  
15 46 percent of all physicians-in-training, and more than half of all medical students in the United States<sup>1</sup>,  
16 and  
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18 Whereas, female surgeons earn eight percent less annually than male surgeons when factors  
19 such as age, specialty, faculty rank, and other factors are controlled for<sup>1</sup>, and  
20

21 Whereas, women will only pay off 33 percent of their student loans after five years compared  
22 with 44 percent of men even though men and women graduate with about the same amount of debt<sup>1</sup>,  
23 and  
24

25 Whereas, women earn about 90 percent of what men are paid until age 35. After age 35, median  
26 earnings for women are typically 82 percent of what men are paid<sup>2</sup>, and  
27

28 Whereas, the discrepancy between starting salaries of male and female physicians cannot be  
29 explained by specialty choice, practice setting, work hours or other characteristics<sup>3</sup>, and  
30

31 Whereas, female and male surgeons showed similar surgical outcomes such as length of stay,  
32 complications, and readmission<sup>4</sup>, and  
33

34 Whereas, patients treated by female surgeons had a statistically significant decrease in 30-day  
35 mortality compared to male surgeons<sup>4</sup>, and  
36

37 Whereas, the gender pay gap in primary care is 16 percent and the gender pay gap among  
38 specialists is 37 percent<sup>3</sup>, and  
39

40 Whereas, both employed and self-employed male physicians earn more (\$341,000 and \$277,000,  
41 respectively) than their female counterparts (\$261,000 and \$217,000, respectively)<sup>5</sup>, and  
42

43 Whereas, compensation policies focused on transparency and consistency have reduced the  
44 wage gap among female surgeons at multiple universities<sup>6</sup>, and  
45

46 Whereas, women represent only about 10 percent of chairs of surgery in the United States<sup>7</sup>, and  
47

48 Whereas, disparities in compensation and inequities have contributed to a disproportionately  
49 low number of female physicians achieving academic advancement and serving in leadership positions<sup>7</sup>;  
50 therefore be it  
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52 RESOLVED: That MSMS affirm that physician compensation should be equitable based on  
53 comparable work and not based on gender.  
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55 WAYS AND MEANS COMMITTEE FISCAL NOTE: \$1,000 or more for costs related to the adoption of new or  
56 revised MSMS or AMA policy.

**Relevant MSMS Policy:** None

**Relevant AMA Policy:**

Advancing Gender Equity in Medicine D-65.989

1. Our AMA will draft and disseminate a report detailing its positions and recommendations for gender equity in medicine, including clarifying principles for state and specialty societies, academic medical centers and other entities that employ physicians, to be submitted to the House for consideration at the 2019 Annual Meeting.
2. Our AMA will: (a) advocate for institutional, departmental and practice policies that promote transparency in defining the criteria for initial and subsequent physician compensation; (b) advocate for pay structures based on objective, gender-neutral objective criteria; (c) encourage a specified approach, sufficient to identify gender disparity, to oversight of compensation models, metrics, and actual total compensation for all employed physicians; and (d) advocate for training to identify and mitigate implicit bias in compensation determination for those in positions to determine salary and bonuses, with a focus on how subtle differences in the further evaluation of physicians of different genders may impede compensation and career advancement.
3. Our AMA will recommend as immediate actions to reduce gender bias: (a) elimination of the question of prior salary information from job applications for physician recruitment in academic and private practice; (b) create an awareness campaign to inform physicians about their rights under the Lilly Ledbetter Fair Pay Act and Equal Pay Act; (c) establish educational programs to help empower all genders to negotiate equitable compensation; (d) work with relevant stakeholders to host a workshop on the role of medical societies in advancing women in medicine, with co-development and broad dissemination of a report based on workshop findings; and (e) create guidance for medical schools and health care facilities for institutional transparency of compensation, and regular gender-based pay audits.
4. Our AMA will collect and analyze comprehensive demographic data and produce a study on the inclusion of women members including, but not limited to, membership, representation in the House of Delegates, reference committee makeup, and leadership positions within our AMA, including the Board of Trustees, Councils and Section governance, plenary speaker invitations, recognition awards, and grant funding, and disseminate such findings in regular reports to the House of Delegates and making recommendations to support gender equity.
5. Our AMA will commit to pay equity across the organization by asking our Board of Trustees to undertake routine assessments of salaries within and across the organization, while making the necessary adjustments to ensure equal pay for equal work.

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<sup>1</sup> <https://www.womensurgeons.org/page/SalaryStatement>

<sup>2</sup> <http://annals.org/aim/fullarticle/2678630/achieving-gender-equity-physician-compensation-career-advancement-position-paper-american>

<sup>3</sup> <http://annals.org/aim/fullarticle/2678630> (5) <https://www.bmj.com/content/359/bmj.j4366>

<sup>4</sup> <https://www.bmj.com/content/359/bmj.j4366>

<sup>5</sup> <https://www.healthaffairs.org/doi/abs/10.1377/hlthaff.2010.0597>

<sup>6</sup> <https://www.mdedge.com/acssurgerynews/article/164978/practice-management/objective-compensation-systems-can-eliminate>

<sup>7</sup> <http://annals.org/aim/fullarticle/2678630/achieving-gender-equity-physician-compensation-career-advancement-position-paper-american>