

MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

Resolution 1-18

INTRODUCED BY: MedChi Board of Trustees

SUBJECT: Gender Discrimination in Income

1 Whereas, The Student Section introduced a resolution to deal with the issue of gender
2 discrimination in income that was referred to the Board for further study; and

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4 Whereas, Female physicians account for 30% of the workforce and 50% of all medical students;¹
5 and

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7 Whereas, According to a survey of over 36,000 licensed, full-time U.S. physicians who practice at
8 least 40 hours per week, the average national gender gap among physicians is 26.5 percent, with
9 female physicians on average making \$91,284 less than the average male physician, after factoring
10 in all specialties examined and regional differences;⁷ and

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12 Whereas, Women physicians in academic medical institutions earn over \$19,000 less than their
13 male counterparts after adjusting for years of experience, faculty rank, and specialty;² and

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15 Whereas, Medicare reimbursements for female healthcare providers are on average \$18,000 less
16 than male healthcare providers across 13 different specialties;³ and

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18 Whereas, The salary of a female who is a full time Professor is similar to that of a male who is a
19 full time Associate Professor;² and

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21 Whereas, Approximately 40% of the unadjusted difference in mean salaries between men and
22 women is unexplained;² and

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24 Whereas, The AMA (D-200.981), the American Medical Women's Association and the American
25 Association of Family Physicians recognize that gender pay gap is a concern;^{4,5} and

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27 Whereas, In the state of Maryland, the gender wage gap is 35%, worse than the national average of
28 26.5%, with male physician's average salary being \$306,000, and female physician's average
29 salary being \$226,000, an \$80,000 difference;⁷ and

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31 Whereas, Gender pay gaps are the most significant in southern states, Maryland included;⁷ and

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33 Whereas, The AMA in 2013 reaffirmed policy to "encourage medical associations and other
34 relevant organizations to study gender differences in income and advancement trends... and
35 develop programs to address disparities where they exist" (D-200.981); and

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1 Whereas, The AMA policy also “urges medical schools, hospitals, group practices and other
2 physician employers to institute and monitor transparency in pay levels in order to identify and
3 eliminate gender bias and promote gender equity throughout the profession” (D-200.981);
4 therefore be it
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6 Resolved, That MedChi restates their long-standing policy supporting the eradication of
7 gender-based income discrimination, especially in the healthcare sector, and that MedChi express
8 that position when and where appropriate.
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11 As adopted by the House of Delegate at its meeting on April 29, 2018.

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13 References:

- 14 1. Gender Pay Gap in Physician Pay Widening. American Medical Women’s Association. 2012.
15 <https://www.amwa-doc.org/news/gender-gap-in-physician-pay-widening/>
- 16 2. Anupam B. Jena, MD, PhD; Andrew R. Olenski, BS; Daniel M. Blumenthal, MD, MBA. Sex Differences in Physician Salary in US
17 Public Medical Schools. *Research*. 2016. <https://www.med.upenn.edu/gastro/documents/Jenaetal.JAMA2016Salaries.pdf>
- 18 3. Deseai T, Ali S, Fang X, Thompson W, Jawa P, Vachharajani T. Equal work for unequal pay: the gender reimbursement gap for
19 healthcare providers in the United States. *Postgraduate Medical Journal*. 2016.
20 <http://pmj.bmj.com/content/early/2016/06/27/postgradmedj-2016-134094>
- 21 4. Ross C. A state-by-state breakdown of the striking gender gap in doctors’ pay. *STAT*.
22 2017. <https://www.statnews.com/2017/04/26/gender-pay-gap-medicine/>
- 23 5. Laff M. New Study Examines Physicians’ Gender Pay Gap. *AAFP*. 2016.
24 <http://www.aafp.org/news/practice-professional-issues/20160824salarygap.html>
- 25 6. National Partnership for Women and Families. Maryland Women and the Wage Gap. 2016
26 <http://www.nationalpartnership.org/research-library/workplace-fairness/fair-pay/4-2016-md-wage-gap.pdf>
- 27 7. Doximity. First Annual Physician Compensation Report. 2017.
28 https://s3.amazonaws.com/s3.doximity.com/careers/2017_physician_compensation_report.pdf
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31 **Relevant AMA Policy:**

32 **Gender Disparities in Physician Income and Advancement D-200.981**

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34 Our AMA: (1) encourages medical associations and other relevant organizations to study gender differences in income
35 and advancement trends, by specialty, experience, work hours and other practice characteristics, and develop
36 programs to address disparities where they exist; (2) supports physicians in making informed decisions on work-life
37 balance issues through the continued development of informational resources on issues such as part-time work
38 options, job sharing, flexible scheduling, reentry, and contract negotiations; (3) urges medical schools, hospitals,
39 group practices and other physician employers to institute and monitor transparency in pay levels in order to identify
40 and eliminate gender bias and promote gender equity throughout the profession; (4) will collect and publicize
41 information on best practices in academic medicine and non-academic medicine that foster gender parity in the
42 profession; and (5) will provide training on leadership development, contract and salary negotiations and career
43 advancement strategies, to combat gender disparities as a member benefit.