MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

Resolution 25-17

INTRODUCED BY: MedChi Medical Student Section

SUBJECT: Gender Discrimination in Income

Whereas, Female physicians account for 30% of the workforce and 50% of all medical students;¹ and
Whereas, According to a survey of over 36,000 licensed, full-time U.S. physicians who practice at least 40 hours per week, the average national gender gap among physicians is 26.5 percent, with female physicians on average making $91,284 less than the average male physician, after factoring in all specialties examined and regional differences;⁷
Whereas, Women physicians in academic medical institutions earn over $19,000 less than their male counterparts after adjusting for years of experience, faculty rank, and specialty;² and
Whereas, Medicare reimbursements for female healthcare providers are on average $18,000 less than male healthcare providers across 13 different specialties;³ and
Whereas, The salary of a female who is a full time Professor is similar to that of a male who is a full time Associate Professor;² and
Whereas, Approximately 40% of the unadjusted difference in mean salaries between men and women is unexplained;⁵ and
Whereas, The AMA (D-200.981), the American Medical Women’s Association and the American Association of Family Physicians recognize that gender pay gap is a concern;⁴, ⁵ and
Whereas, In the state of Maryland, the gender wage gap is 35%, worse than the national average of 26.5%, with male physician’s average salary being $306,000, and female physician’s average salary being $226,000, an $80,000 difference;⁷ and
Whereas, Gender pay gaps are the most significant in southern states, Maryland included;⁷ and
Whereas, The AMA in 2013 reaffirmed policy to “encourage medical associations and other relevant organizations to study gender differences in income and advancement trends… and develop programs to address disparities where they exist” (D-200.981); and
Whereas, The AMA policy also “urges medical schools, hospitals, group practices and other physician employers to institute and monitor transparency in pay levels in order to identify and eliminate gender bias and promote gender equity throughout the profession” (D-200.981); and
Whereas, The criteria for Continuing Medical Education (CME) aims to change physicians’ competence through providing strategies for action, or physician's’ performance and patient outcomes, while also evaluating their own programs’ effectiveness in achieving these goals;  

Resolved, That MedChi create programs to educate physicians, medical students and hospital administrators about gender-based income discrimination and how to combat it, via CME sessions, including specifically addressing training in leadership development, career advancement, and negotiating compensation and benefits.

Fiscal Note: Approximately $25,000-50,000 to develop three online continuing medical education programs.

References:

   http://pmj.bmj.com/content/early/2016/06/27/postgradmedj-2016-134094  
   http://www.accme.org/requirements/accreditation-requirements-cme-providers

Relevant AMA Policy:
Gender Disparities in Physician Income and Advancement D-200.981

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

NOTES
Whereas, the gender pay gap for working women in Maryland is estimated to be approximately $8,604; and

At its meeting on September 23, 2017, the House of Delegates referred Resolution 25-17 to the Board of Trustees.