

MEDCHI, THE MARYLAND STATE MEDICAL SOCIETY
HOUSE OF DELEGATES

Resolution 3-19

INTRODUCED BY: Montgomery County Medical Society

SUBJECT: Advancing Gender Equity in Medicine

Whereas MedChi commissioned a study by Merritt Hawkins related to physician compensation in Maryland in 2018; and

Whereas the survey findings demonstrate considerable disparity in gender compensation within Maryland; and

Whereas, the Merritt Hawkins study revealed male family medicine physician earn an average of 48% more than female family medicine physicians, male internists earn an average of 36% more than female internists, and male psychiatrists earn an average of 35% more than female psychiatrists, and

Whereas, according to the Merritt Hawkins study, these disparities can only be partly explained by the fewer hours female physicians work relative to male physicians (11.2% few hours compared to at least 35% less compensation); and

Whereas, it appears this gender disparity exists not only in employment arrangements, but also in independent private practice, and

Whereas, the American Medical Association has passed policy D-65.989 (Advancing Gender Equity in Medicine) in 2018 (see attached) which outlines an action plan for the AMA; and

Whereas, MedChi, The Maryland State Medical Society needs to be a leader in advancing gender equity in medicine in Maryland; therefore be it

Resolved, that within Maryland, MedChi 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 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; and be it further

Resolved, that MedChi 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) create guidance for medical schools and health care facilities for institutional transparency of compensation, and regular gender-based pay audits; and be it further

Resolved, that MedChi will strive for the inclusion of women members including, but not limited to, membership, representation in the MedChi House of Delegates, reference committee makeup, and leadership positions within MedChi, including the Board of Trustees, committees, councils and section governance, plenary speaker invitations, and recognition awards; and be it further

Resolved, that MedChi will commit to pay equity across the organization.

As amended and adopted by the House of Delegates at its meeting on April 28, 2019.