

VANCOUVER  
PAS 2010

PEDIATRIC ACADEMIC SOCIETIES

ANNUAL MEETING • MAY 1-4, 2010

**Closing the Gender Disparities  
Gap in Academic Medicine:  
Negotiating for Parity in  
Support.**



Marianne E. Felice, M.D.  
Professor & Chair, Department of Pediatrics,  
University of Massachusetts Medical School  
Physician-in-Chief,  
UMass Memorial Children's Medical Center

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**Marianne E. Felice, MD**

I have no relevant financial relationships to disclose or COIs to resolve.

# **Is there a disparity gap between genders in academic medicine?**



# Yes

- Women advance in academic rank more slowly than do men;
- Women hold fewer leadership positions;
- Women receive lower salaries; and
- Women receive lower resources and space allocations.



***But...***



## ***It is reported that:***

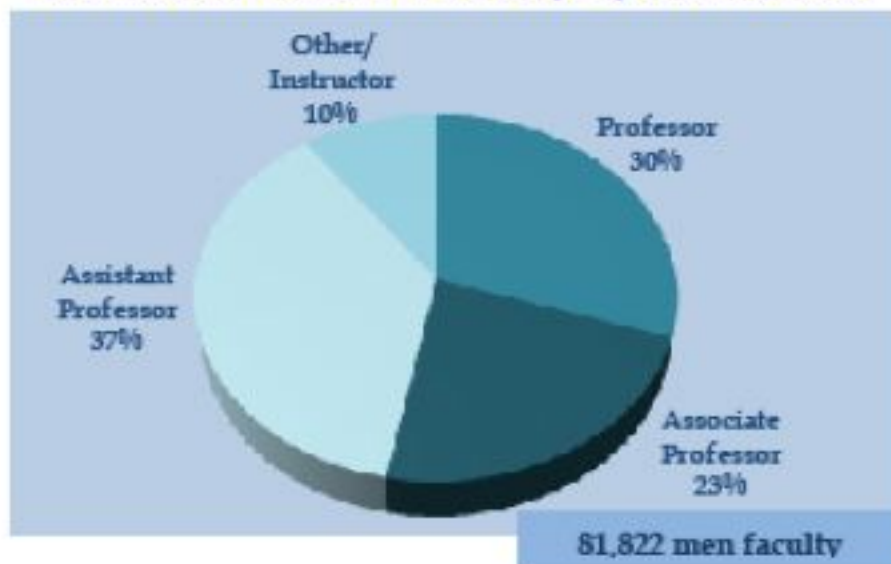
- Women clinicians work fewer hours/week than men clinicians in Canada;
- Jr. Women work fewer hours in academic settings than do men;
- Women Researchers have fewer publications and research grants across ranks; but
- Women Professors in Research hold more professional roles than men.



## Snapshot, A Ten Year Comparison Women Representation in U.S. Medical Schools, 1998 vs. 2008

	1998-99	2008-09	% Change
Medical School Applicants	43%	48%	12%
Accepted Applicants	44%	48%	9%
Residents	36%	45%	25%
Assistant Professors	34%	41%	21%
Associate Professors	23%	30%	30%
Full Professors	11%	18%	64%
Division Chiefs/Section Chiefs	16%	21%	31%
Department Chairs	8%	13%	63%
Deans	5%	12%	140%

## Distribution of Men Faculty by Rank, 2009



## Distribution of Women Faculty by Rank, 2009



## Departments of Pediatrics

### Distribution of Faculty by Department, Rank, and Gender, 2009

	Assistant Professor			Associate Professor			Full Professor			Total (All Ranks)*		
	Men		Women	Men		Women	Men		Women	Men		Women
	N	N	%	N	N	%	N	N	%	N	N	%
Pediatrics	2,937	3,714	56%	1,799	1,318	42%	2,282	826	27%	7,664	7,165	48%

\* The Total Column include faculty at Instructor and Other ranks.

**The Number of Hours Spent at Work by Rank and Gender Among 2,186 Faculty in the Life Sciences in the 50 U.S. Universities Receiving the Highest Amounts of NIH Funding in 2004**

Variable	Weighted no. (% of faculty group)	Hours worked per week					Other professional activities
		Total	Research	Patient Care	Teaching	Administrative	
<b>Professor</b>		57.6	24.8	15.1	8.5	11.0	4.8
Men	783 (81.9)	56.8	24.6	15.5	8.2	10.4	4.4
Women	172 (18.1)	60.9	24.7	13.7	9.8	13.7	6.6
<i>P</i> values for difference between men and women		.05	.63	.41	.07	.02	<.001
<b>Associate Professor</b>		55.9	21.8	19.6	8.6	8.1	3.5
Men	391 (68.7)	54.7	22.1	19.5	8.1	7.7	3.3
Women	163 (31.3)	57.8	21.6	18.9	9.5	9.1	3.9
<i>P</i> values for difference between men and women		.18	.74	.78	.13	.20	<.18
<b>Assistant Professor</b>		52.8	24.7	17.5	7.7	5.5	2.1
Men	335 (55.8)	55.3	26.7	18.2	7.3	5.7	2.3
Women	217 (44.2)	49.9	21.9	16.7	8.3	5.3	1.9
<i>P</i> values for difference between men and women		<.001	.04	.46	.21	.34	.20

**Academic Productivity by Rank and Gender Among 2,186 Faculty in the Life Sciences  
in the 50 U.S. Universities Receiving the Highest Amounts of NIH Funding in 2004**

Variable	Unweighted No.	Mean total publications	Mean publications in the past three years	Mean journal impact factor score	Mean professional service activities
<b>Professor</b>					
Men	783	127.8	15.6	6.5	2.6
Women	172	84.8	13.3	5.7	3.1
<i>P</i> values for difference between men & women		<.00	.01	.05	.01
<b>Associate Professor</b>					
Men	391	40.9	10.2	5.6	1.3
Women	163	32.3	8.5	5.1	1.6
<i>P</i> values for difference between men & women		.02	.01	.35	.16
<b>Assistant Professor</b>					
Men	335	19.1	6.4	5.9	0.6
Women		14.7	5.9	5.7	0.5
<i>P</i> values for difference between men & women		.01	.37	.81	.35

# Work Patterns Between Male & Female Physicians In Canada

Work Hours per Week per population

	<u>Average Hrs/week</u>	<u>Average Hrs/week Direct Pt. Care</u>
<b>Women</b>	<b>47.5</b>	<b>30.0</b>
<b>Men</b>	<b>53.8</b>	<b>35.0</b>

**P < 0.01**

From: 2007 National Physician Survey. Weizblit, Noble, Baerlocher. Med Educ. 2009 (May); 43 (5): 442-8.

# Research Faculty Salaries

Assistant Professors: \$21,600 less

Associate  
Professors: \$8,500 less

Full Professors: \$13,700 less

**Professional Activities by Gender Among 962 Full Professors in the Life Sciences at the 50 U.S. Universities Receiving the Highest Amounts of NIH Funding in 2004**

Full Professors: No. (%)			
Variables	Men (n = 790)	Women (n = 172)	P value
<b>Roles</b>			
Chair or associate chair of a department	198 (24.9)	36 (20.8)	.38
University-wide administrator	53 (6.7)	22 (13.1)	.03
Member of review panel or study section for a federal agency	438 (55.4)	114 (66.5)	.05
Journal editor or editorial board member	467 (59.1)	121 (70.5)	.04
Consultant to government	211 (26.7)	51 (29.5)	.56
Director or associate director of a research institute or center	103 (13.0)	24 (13.8)	.84
Chair of a university-wide committee	146 (18.5)	48 (28.1)	.03
Officer of a professional association	208 (26.4)	63 (36.7)	.04
Member of a board or review panel of a foundation	223 (28.3)	56 (32.7)	.38
<b>Total number of roles</b>			
0	89 (11.3)	8 (4.6)	.02
1	127 (16.1)	21 (12.3)	
2	185 (23.4)	42 (24.6)	
3	175 (22.2)	28 (16.3)	
≥4	214 (27.1)	72 (42.2)	
Mean no. of roles	2.59	3.12	<.001

# What can we do to close the disparity gap?

**As an institution...**

**and**

**As individuals**



# Closing Disparity Gap in Institutions

- Get more women on search committees.
- Increase numbers of women in high-level positions in each medical school (more than one voice to be heard).
- Have an active and progressive “Women’s Faculty Committee” or Women’s Leadership Group.
- Ask Office of Faculty Affairs to conduct a salary survey of faculty, dept by dept, faculty by faculty (Univ of AZ College of Medicine, 2003; Univ of MA Medical School).
- Honor men and women in high-level positions who have mentored or advocated for women’s issues.



(continued)

# Closing Disparity Gap in Institutions

(continued)

- Have the most respected (tenured) women leaders take data to the dean comparing national data with an individual medical school.
- Have the most respected (tenured) male leader take data to the dean comparing national data with the individual medical school.
- Reward chairs who attract and retain faculty, particularly women and minorities.
- Develop an institutional mentoring program.
- Find a way to make the (school, dean, provost) look good by correcting the disparity.
- Look for common issues that apply to women as well as men.



# Closing the Disparity Gap for Yourself

- Be certain of your facts before crying FOUL
- Ask, respectfully, how salaries are set in the department.



# Objective Methods to Set Salaries in Pediatrics

MGMA Report

AAMC Salary Report

AAAP Salary Survey

# Closing the Disparity Gap for Yourself



- Be certain of your facts before crying FOUL
- Ask, respectfully, how salaries are set in the department.
- Compare apples with apples and oranges with oranges (subspecialty, rank, % FTE).
- Take a course in negotiation.
- Learn business skills and business vocabulary.
- Before discussing with your chair, practice with a trusted colleague.
- Make **REASONABLE** requests based on facts not wishful thinking and don't whine.
- Learn how to not cry when you are upset.
- Ask what you need to do to have a higher salary.
- Sometimes salary is not the most important issue to be negotiated for parity.
- Get promoted (rank ~ salary).

**Be patient...**

**we have time & numbers  
on our side.**

