

ABSTRACT: 2017 ELAM Institutional Action Project Symposium

Project Title: Examination of Gender Salary Equity in the UAB School of Medicine

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Background, Challenge or Opportunity: Despite an increased percentage of women faculty in academic medicine, disparities in rank achieved and compensation still exist. The AAMC notes that while the proportion of women who are full time professors has increased over the past 10 years, only 21% of professors are women. In a 17-year longitudinal follow-up study of the National Faculty Survey, Freund et al. found an adjusted mean difference between men and women's compensation of just under \$17,000 ($p=0.04$). Similar disparities have been found in a number of other specialties and roles including hospitalists, cardiologists and internal medicine residency program directors. In 2016, the Department of Medicine (DOM) embarked on a strategic plan. Based on a faculty-driven process, concern regarding a gender salary gap was raised as the most important issue to be addressed by the DOM strategic plan.

Purpose/Objectives: The purpose of this project is to examine benchmarks to assure gender equity across the Department of Medicine and ultimately the School of Medicine. Specifically, salary, rank, time to promotion, leadership positions, appointment to endowed chairs and professorships will be examined using a well-defined rubric.

Methods/Approach: A small, diverse group of faculty volunteered to work on gender salary equity issues with Dr. Cynthia Brown serving as chair of this subcommittee. Step 1: the group gathered and read publications about the experiences of other institutions with gender equity issues. Step 2: The group developed a potential algorithm for examining the salary data for the Department of Medicine. This included collecting data on rank, salary, leadership positions for which a person was paid, endowed chairs/professorships. The algorithm was based on published literature and expert opinions. Step 3: A meeting was convened with the General Counsel for the institution. Although the initial focus of the salary analysis was the DOM, after discussion with the attorneys and the dean, it was decided that a labor economist will be brought in to examine the entire School of Medicine. Step 4: It is anticipated the dean will be sharing plans to examine salaries across the institution in the next few months with the effort being financed by the SOM and Dr. Brown will be involved in the process.

Outcomes and Evaluation Strategy: The primary outcome is completion of the gender salary comparison. Secondary outcomes include assessment of other measures of academic success including award of promotion and tenure and award of endowed professorships and chairs. The gender equity subcommittee has also developed several strategies to promote women's success at UAB and uptake of these strategies will be measured.

BACKGROUND

- Recent literature has described ongoing gender disparities in rank achieved and compensation.
- In 2016, the Department of Medicine (DOM) embarked on strategic planning process.
- Equity in compensation overwhelmingly identified as top priority, particularly related to determining if gender-related differences exist and recommending corrective action.

PURPOSE

To examine benchmarks to assure gender equity across the DOM and ultimately the School of Medicine (SOM). Specifically, salary, rank, time to promotion, leadership positions, appointment to endowed professorships and chairs will be examined using a well-defined rubric.

APPROACH

Small, diverse group of faculty volunteered to work on gender salary equity.

Step 1: Review of publications about experiences of other institutions with gender equity.
Step 2: Developed potential algorithm for examining salary data for DOM, based on published literature and expert opinion.

Variables identified:

- Specialty
- Entry level salary
- Rank
- Career track

Step 3: Identified other potential measures of academic success to examine.

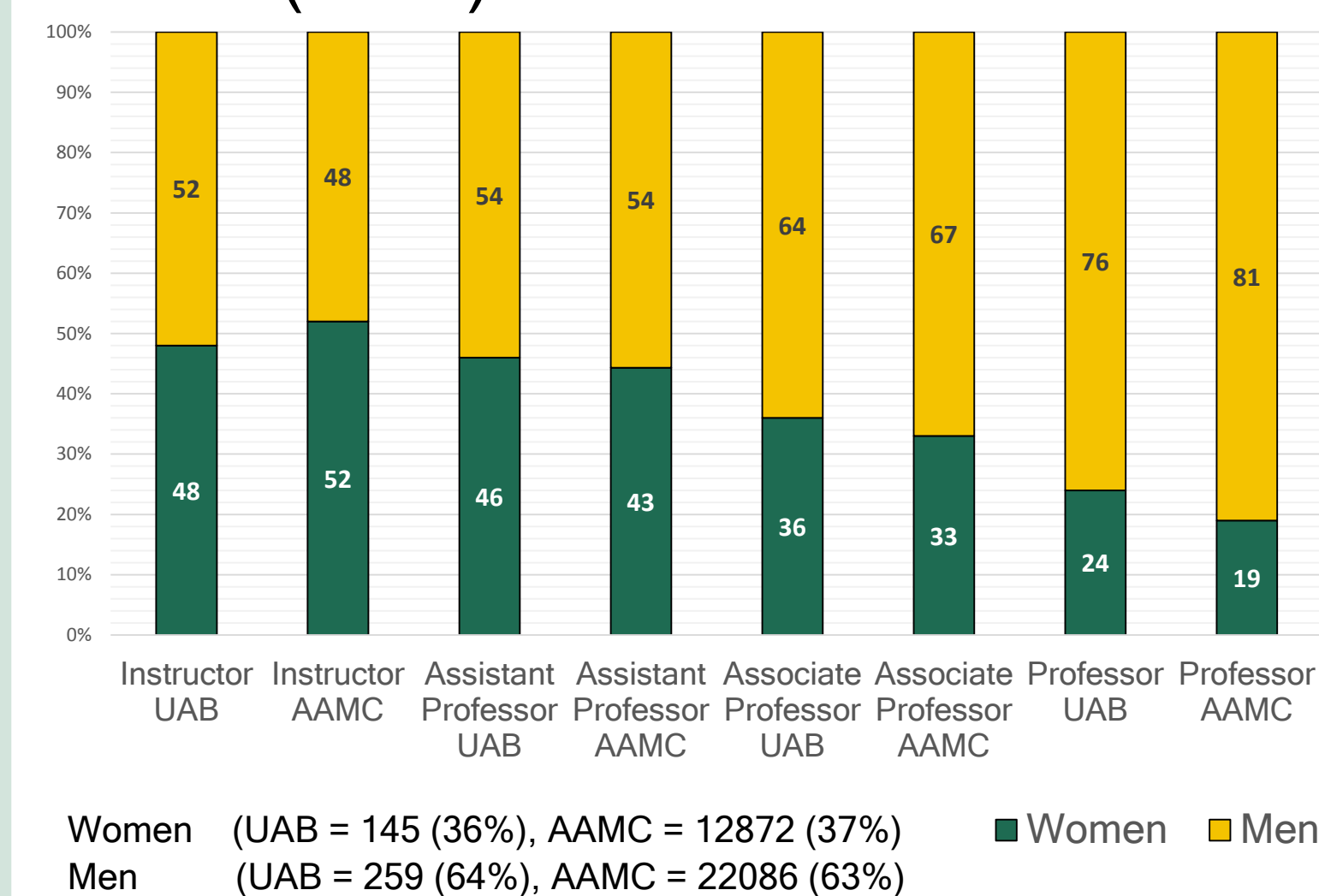
Step 4: Meeting convened with UAB General Counsel. Although initial focus of salary analysis was DOM, after discussion labor economist to examine SOM.

Step 5: Faculty Senate heard about intent to examine salaries; now interest in having DOM proceed as pilot study prior to whole SOM.

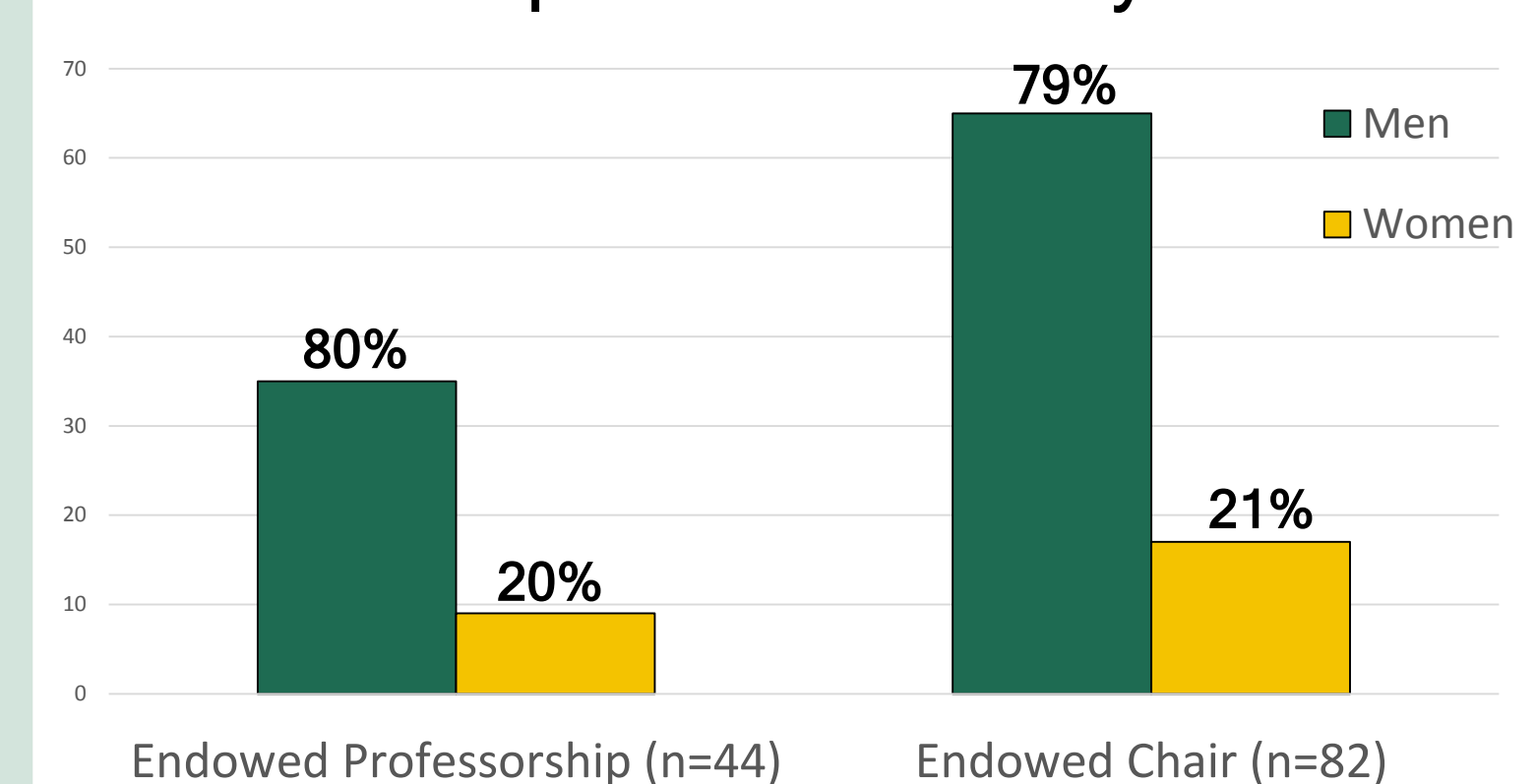
OUTCOMES

- Algorithm for salary analysis developed with faculty committee and key leaders.
- Faculty have begun to develop suggested strategies to reduce potential unconscious bias.
- Strategies to be shared with UAB leadership.

Department of Internal Medicine Faculty by Rank and Gender, UAB (2017) and AAMC (2014)



Proportion of SOM Endowed Professorships and Chairs by Gender



DISCUSSION

- To date, have examined rank and endowments by gender.
- As has been observed nationally, proportion of women lower in all ranks.
- Men hold higher number of endowed professorships and chairs compared to women, which provide additional resources to achieve academic success.

CONCLUSION

- Anticipate DOM evaluation will move forward as pilot, with SOM to follow.
- Anticipated dean will be sharing plans to examine salaries across SOM in next few months.
- School-wide salary analysis to be funded by SOM and ELAM fellow to be member of gender salary equity committee.