

Initiative can cut gender gap in medical school faculty salaries

December 27 2018



(HealthDay)—An institutional gender equity initiative (GEI) can reduce

gender-based salary gaps among medical school faculty, according to a study published online Dec. 21 in *JAMA Network Open*.

Avani D. Rao, M.D., from the Johns Hopkins University School of Medicine in Baltimore, Maryland, and colleagues characterized [gender disparities](#) in salary and examined the outcomes associated with a GEI. Johns Hopkins School of Medicine [annual salary](#) and promotion data were retrospectively reviewed in a quality improvement study with simulations of salary and additional accumulated wealth (AAW). All academic faculty were included from 2005 and 2016 (1,481 and 1,885, respectively).

The researchers found that a decade after GEI implementation, in 2016, the overall mean salary gap by gender decreased from –2.6 to –1.9 percent. Male faculty collected an average lifetime AAW of \$501,416 more than equivalent women in the simulation of pre-GEI disparities; these disparities persisted past retirement. In the real-time GEI simulation, the AAW gap decreased to \$210,829; the gap decreased to \$66,104 using post-GEI conditions.

"Importantly, our analyses display the positive impact of an institutional commitment to eliminating [gender](#) inequities," the authors write. "These data highlight that outcomes of directed change are not seen immediately; therefore, institutions without GEI in place should implement similar efforts promptly to prevent further delays in progress toward [gender equity](#)."

Two authors disclosed financial ties to the pharmaceutical and technology industries.

More information: [Abstract/Full Text](#)

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Citation: Initiative can cut gender gap in medical school faculty salaries (2018, December 27)
retrieved 9 April 2024 from
<https://medicalxpress.com/news/2018-12-gender-gap-medical-school-faculty.html>

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