

RESOLUTION: Pay Transparency

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WHEREAS, men in academic emergency medicine make 18% more than women;<sup>1</sup>

WHEREAS, in 2019 Doximity reports that male physicians make \$1.25 for every \$1 female physicians earn. This equates to \$90, 490 less compensation for the average female physician. Female specialists make 23% less than their male counterparts and female primary care physicians make 15% less than their male counterparts;<sup>2</sup>

WHEREAS, a 2016 study showed female physicians make \$18,677 less than their male counterparts even after adjusting for how hard a physician works, their productivity and years of experience;<sup>3</sup>

WHEREAS, women are viewed as less likable when they negotiate;<sup>4</sup>

WHEREAS, women are less likely to get a raise than men when they ask for a raise;<sup>5</sup>

WHEREAS, the U.S. Bureau of Labor Statistics estimates the national gender gap across industries and occupations is 19%, in other words, women are taking home .81 cents on the dollar;<sup>6</sup>

WHEREAS, minorities also suffer from the pay gap. According the US Department of Labor in April 2019, the median weekly earnings for Black men are 74.7% of the median for White men. The median earnings for Hispanic men are 70.5% of the median for White men. A Black women's median earnings are 85.8% of White women, and earnings for Hispanic women are 76.4 % of White women;<sup>7</sup>

WHEREAS, a 2013 study has shown that workers are more productive when salary is transparent;<sup>8</sup> and

WHEREAS, pay transparency can make employers aware of implicit bias in payment structures, allow employees to know their fair value and give employees a bases for negotiation; therefore, be it

RESOLVED, that ACEP author a policy statement in favor of physician salary and benefit package transparency.

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<sup>1</sup> Wiler JL, Rounds K, McGowan, Baird J. Continuation of Gender Disparities in Pay Among Academic Emergency Medicine Physicians. *Acad Emerg Med* 2019;26:286-92. <https://doi.org/10.1111/acem.136694>

<sup>2</sup> Doximity 2019 Annual Physician Compensation Report: 3<sup>rd</sup> annual study. March 2019.

[https://s3.amazonaws.com/s3.doximity.com/press/doximity\\_third\\_annual\\_physician\\_compensation\\_report\\_round4.pdf](https://s3.amazonaws.com/s3.doximity.com/press/doximity_third_annual_physician_compensation_report_round4.pdf)

<sup>3</sup> Desai T, Ali S, Fang X, Thompson W, Jawa P, Vachharajani T. Equal work for unequal pay: the gender reimbursement gap for healthcare providers in the United States. *Postgraduate Medical Journal*, 2016; postgradmedj-2016-134094 DOI: [10.1136/postgradmedj-2016-134094](https://doi.org/10.1136/postgradmedj-2016-134094)

<sup>4</sup> Amanatullah ET, Morris MW. Negotiating gender roles: gender differences in assertive negotiating are mediate by women's fear of backlash and attenuated when negotiating on behalf of others. *J Pers Soc Psychol*. 2010 Feb; 98(2):256-67

<sup>5</sup> Artz B, Goodall A, Oswald A. Do Women Ask? *Industrial Relations: A Journal of Economy and Society*. Vol 57 Issue 4.

<sup>6</sup> <https://www.bls.gov/opub/ted/2019/women-had-higher-median-earnings-than-men-in-relatively-few-occupations-in-2018.htm>

<sup>7</sup> <https://www.bls.gov/news.release/pdf/wkyeng.pdf>

<sup>8</sup>Huet-Vaughn E. Striving for Status: A Field Experiment on Relative Earnings and Labor Supply. [http://econgrads.berkeley.edu/emilianohuet-vaughn/files/2012/11/JMP\\_e.pdf](http://econgrads.berkeley.edu/emilianohuet-vaughn/files/2012/11/JMP_e.pdf)