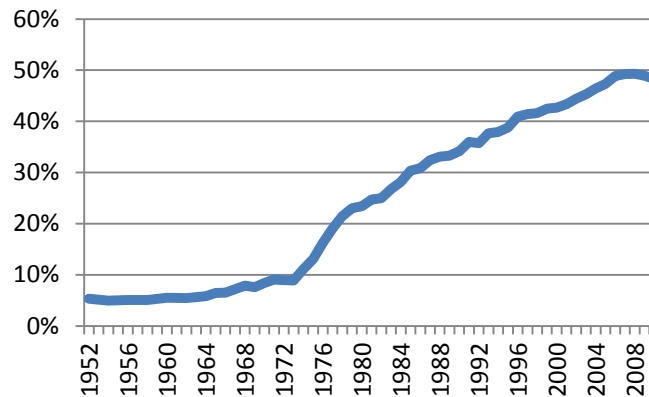


CENTER FOR RESEARCH ON GENDER IN THE PROFESSIONS
Medical Professions: The Status of Women and Men*

EDUCATION:

- The share of medical degrees earned by women increased from 5% in 1952 to 48% in 2011 (see Figure 1). Since 2006, the percentage of degrees earned by women has dropped slightly.^{1,2}

Figure 1. Percent Women Among Medical Student Graduates, 1952-2011^{1,2}



MEDICAL PRACTICE:

- Women continue to be underrepresented in medical practice. In 2010, women were 34% of physicians and surgeons in the United States; however, women were 91% of registered nurses in 2011.⁴
- Women physicians are less likely to have ownership in the practice where they work. In 2004, 41% of women owned at least part of their practice, compared to 59% of men.⁵
- Among physicians, women work 7 hours per week fewer than men, on average. A 2006 survey of physicians under 50 found that 24% of women physicians and 2% of men reported working part-time at some point.⁶

SEGREGATED SPECIALTIES:

- Women are only 29% of all physicians, yet they are overrepresented in traditionally lower-paying specialties. Pediatrics is the only specialty in which women are the majority (55%).^{3,7}
- Women have the lowest representation in surgery. In 2005, women were less than 6% of each orthopedic, thoracic, urological and neurological surgeons.⁵
- Even as more women enter the occupation, gender segregation among specialties remains constant. The index of dissimilarity (the percentage of women or men who need to change specialties in order to achieve equal gender distribution) has hovered around 25% since 1985.⁵

GENDER PAY GAP:

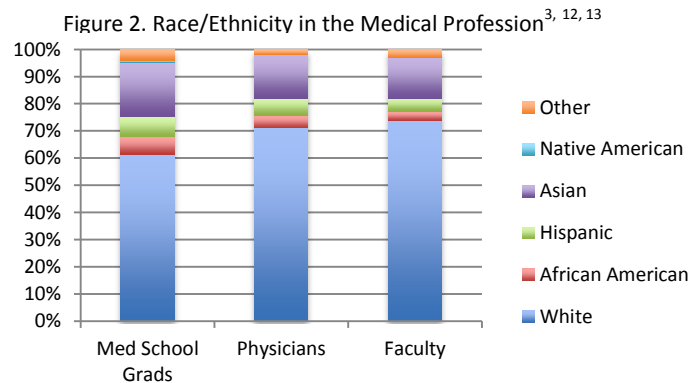
- Women physicians and surgeons make 79% of what their male colleagues earn; overall, working women earn 81% of their male counterparts.^{8,15} In 2011, women's annual median earnings were \$21,216 less than men's.⁸
- Even though women are the majority of pediatricians, they earn only 66% of what male pediatricians earn.⁵
- Women also earn less than men in the higher-paying specialties. For example, women gastroenterologists make 79% of what their male counterparts earn.⁶
- The income disparity between men and women physicians remains even when controlling for age, specialty and hours worked.⁶ This remaining income gap is not yet fully understood.

ACADEMIC MEDICINE:

- The percentage of women medical school faculty has increased from 26% in 1997 to 37% in 2012.^{6,9} However, women make up only 20% of full professors (see Table 1).⁹
- In 2007, 14 of 124 medical school deans were women. Deans are usually chosen from medical department chairs, but in 2007, only 10 women were medical department chairs.¹⁰
- As in medical practice, gender segregation is pervasive in academia. For example, women are 54% of professors in obstetrics & gynecology but only 15% of professors in orthopedic surgery. Most of these women orthopedic surgeons are in the lower ranks of academia; women make up 19% of assistant professors, 13% of associate professors and 7% of full professors in orthopedic surgery.⁹
- Even among physician researchers awarded prestigious NIH grants, women receive lower salaries than men. This inequality persists when studies control for specialty, institutional characteristics, productivity, academic rank, work hours, and other factors.¹⁴

Table 1. Percentages of Women in Levels of Academic Medicine^{1, 2, 9, 10, 11}

Medical School Applicants	48%
Medical School Graduates	48%
Residents (2011)	46%
Assistant Professors	42%
Associate Professors	31%
Full Professors	20%
Deans (2007)	11%



RACIAL AND ETHNIC DIVERSITY:

- Racial and ethnic minorities made up 37% of medical school graduates in 2011.¹² The rest of the medical field is less diverse. Minority physicians were 29% of all physicians and 26% of medical school faculty who reported their race or ethnicity (see Figure 2).^{3, 13}
- In academic medicine, racial and ethnic minorities are particularly under-represented at the full-professor level. 37% of white faculty members are assistant professors, while 50% or more of African American, Asian, and Hispanic academic physicians are assistant professors. 31% of whites are full professors, but only 11% of African American, 16% of Asian and 19% of Hispanic academic physicians have reached the level of full professor.¹³

*Stacy J. Williams, Laura Pecenco, and Mary Blair-Loy. 2013. "Medical Professions: The Status of Women and Men." Center for Research on Gender in the Professions, UC San Diego. <http://crgp.ucsd.edu>.

¹ Institute of Education Sciences, U.S. Dept of Education. 2012. *Digest of Education Statistics*.

http://nces.ed.gov/programs/digest/d12/tables/dt12_294.asp.

² American Association of Medical Colleges (AAMC). 2010. *Table 1: Medical Students, Selected Years, 1965-2010*.

https://www.aamc.org/download/170248/data/2010_table1.pdf.

³ American Medical Association Minority Affairs Consortium. 2010. *Physician Statistics*. <http://www.ama-assn.org/ama/pub/about-ama/our-people/member-groups-sections/minority-affairs-consortium/physician-statistics.page>.

⁴ Bureau of Labor Statistics, U.S. Dept of Labor. 2012. "Table 11. Employed persons by detailed occupation, sex, race, and Hispanic or Latino ethnicity." *Household Data Annual Averages*. <http://www.bls.gov/cps/cpsaat11.htm>.

⁵ Boulis, A. and J. Jacobs. 2008. *The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America*. Ithaca, Cornell University Press.

⁶ Langston, E. 2008. *Report 19 of the Board of Trustees: Gender Disparities in Physician Income and Advancement*. American Medical Association. <http://search0.ama-assn.org/search/url?url=http://www.ama-assn.org/ama1/pub/upload/mm/19/19-A-08FinalAction.pdf&t=url&i=3>.

⁷ American Academy of Pediatrics. 2010. *Demographic Characteristics*.

<http://www.aap.org/womenpeds/Demographic%20Characteristicsupdatesept2010.pdf>.

⁸ Bureau of Labor Statistics. 2011. "Median weekly earnings of full-time wage and salary workers by detailed occupation and sex." *Household Data Annual Averages*. http://bls.gov/opub/ee/2012/cps/annavg39_2011.pdf.

⁹ AAMC. 2012. *Table 3: Distribution of Full-Time Faculty by Department, Rank, and Gender, 2012*.

https://www.aamc.org/download/305522/data/2012_table3.pdf.

¹⁰ Andrews, N. 2007. "Climbing Through Medicine's Glass Ceiling." *New England Journal of Medicine* 357.19: 1887-89.

¹¹ AAMC. 2012. *Table 2: Distribution of Residents by Specialty, 1999 Compared to 2011*.

https://www.aamc.org/download/305520/data/2012_table2.pdf.

¹² AAMC. 2012. *Table 30: Total Graduates by U.S. Medical School and Race and Ethnicity, 2011*.

<https://www.aamc.org/download/145668/data/table30-gradsschlraceeth2011.pdf>.

¹³ AAMC. 2012. *Table 3: Distribution of U.S. Medical School Faculty by Rank and Race/Hispanic Origin*.

<https://www.aamc.org/download/271898/data/11table3.pdf>.

¹⁴ Jagsi, Reshma et al. 2012. "Gender Differences in the Salaries of Physician Researchers." *JAMA* 307 (22): 2410-2417.

¹⁵ Bureau of Labor Statistics. 2013. "Median weekly earnings of full-time wage and salary workers by selected characteristics." *Household Data Annual Averages*. <http://www.bls.gov/cps/cpsaat37.htm>.