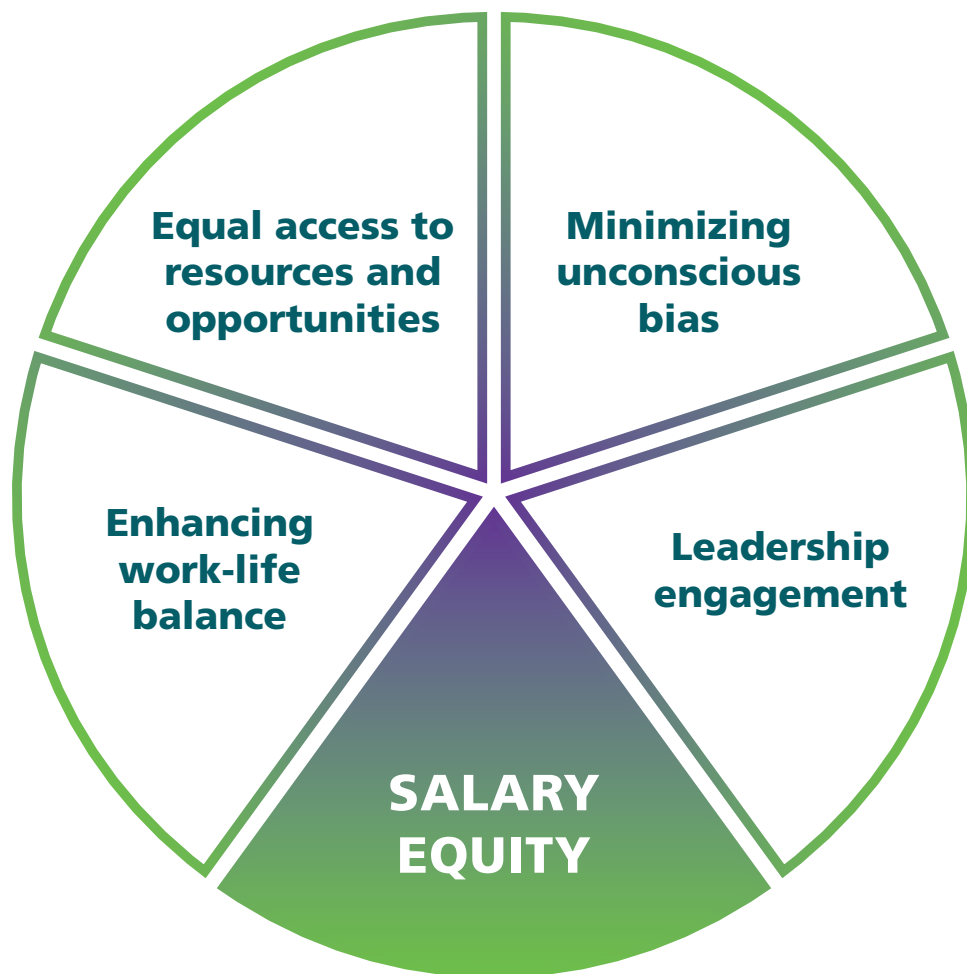


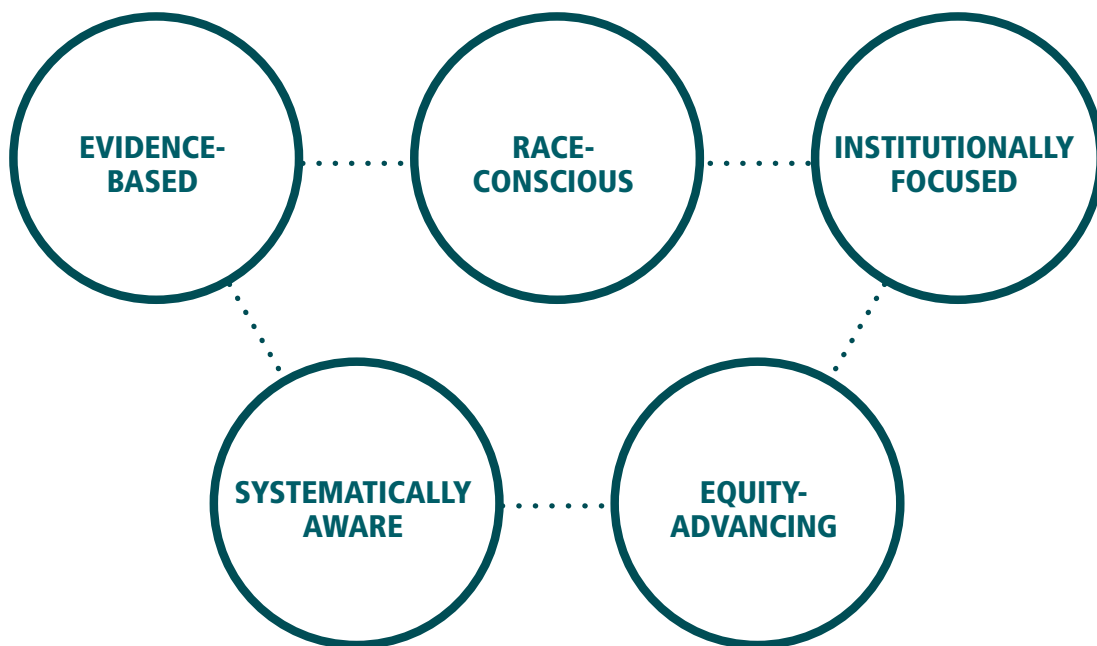
**FIGURE 1:**

Institutions may consider adopting this framework for gender equity:

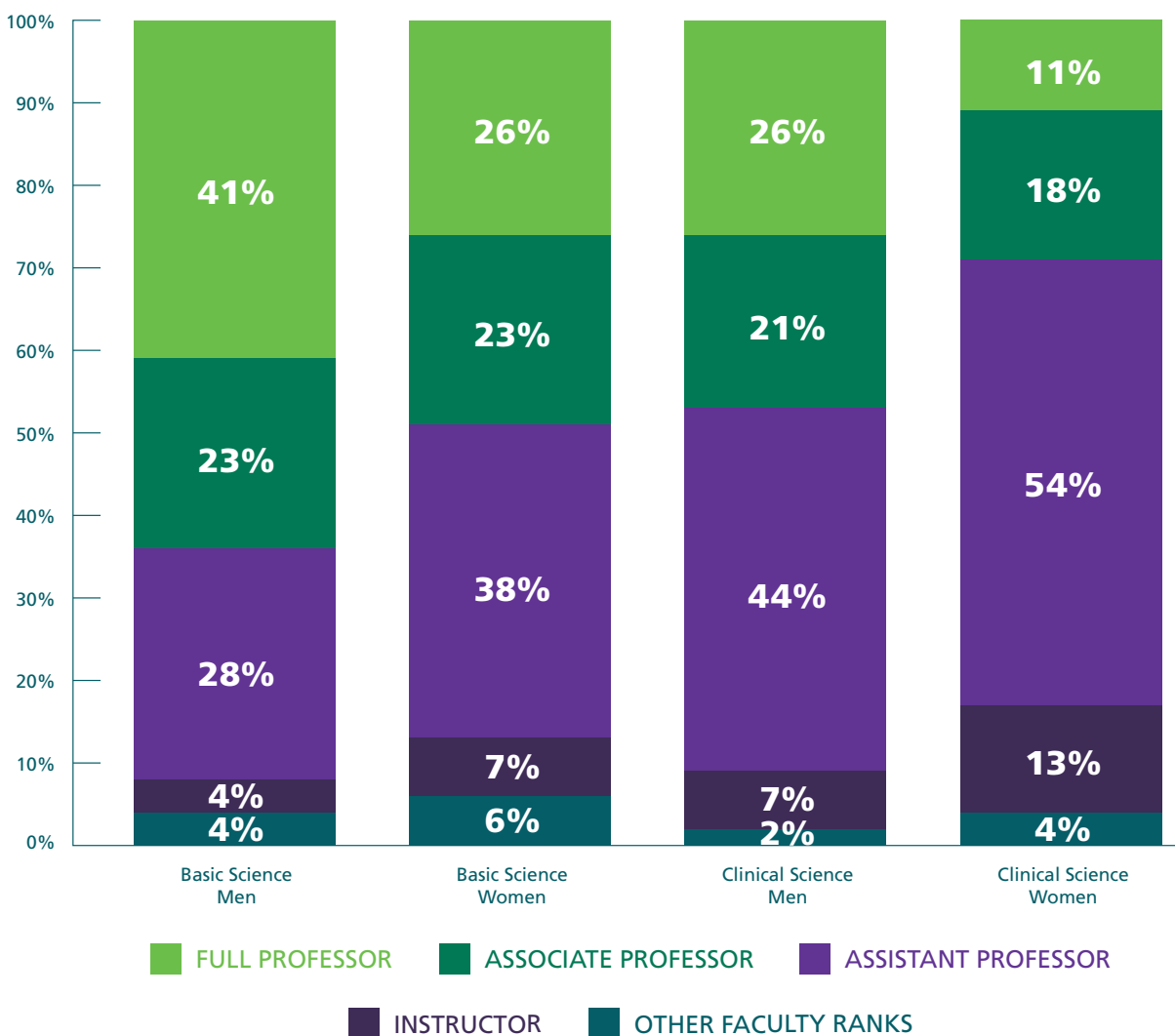


**FIGURE 2:**

In addition to applying a gender-equity framework, institutions should leverage additional broad frameworks for institutional equity. One such framework from the University of Southern California’s Center for Urban Education (2018) encourages institutions to adopt “equity-mindedness” where their practices are:



**FIGURE 3: FULL-TIME FACULTY BY DEPARTMENT TYPE, RANK, AND GENDER AT ALL U.S. MEDICAL SCHOOLS**

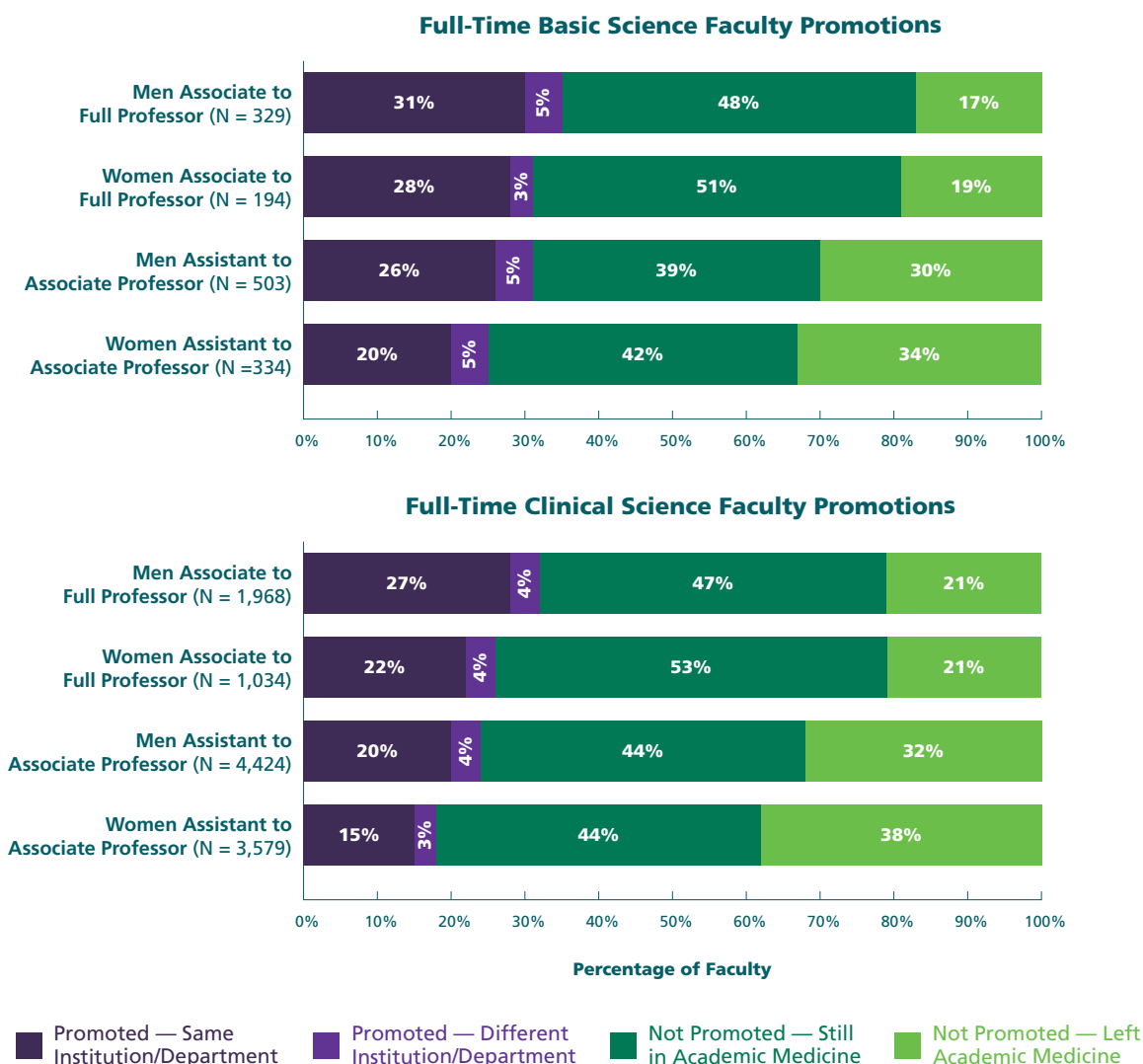


**KEY TAKEAWAY**

**Women made up a smaller percentage than men of full-time faculty at higher ranks.**

Source: Dec. 31, 2018, snapshot of the AAMC Faculty Roster. (n=175,037)

**FIGURE 4: SEVEN-YEAR PROMOTION OUTCOMES FOR FULL-TIME FIRST-TIME ASSISTANT PROFESSORS AND FIRST-TIME ASSOCIATE PROFESSORS IN ACADEMIC YEAR 2008-2009**



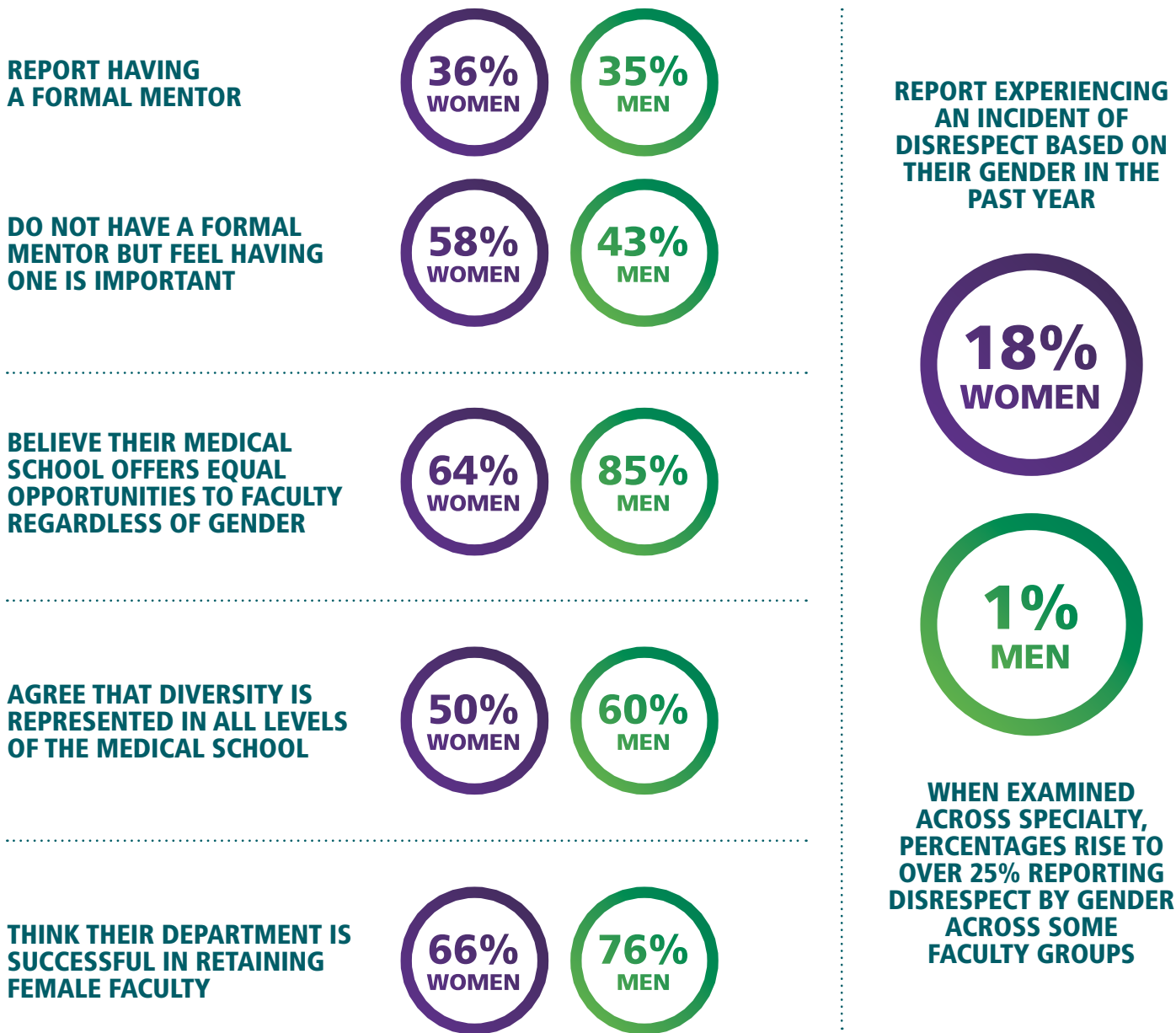
**KEY TAKEAWAY**

**The percentage of full-time women faculty who advanced in rank during a seven-year period was smaller than that for men during the same period.**

■ Source: Dec. 31, 2018, snapshot of the AAMC Faculty Roster.

Note: Each full-time faculty member whose initial assistant professor appointment or initial associate professor appointment began at any point from July 1, 2008, through June 30, 2009, was tracked for seven years to determine promotion outcomes. The total number of faculty in each initial cohort is in parentheses above. Percentages may not sum to 100% due to rounding.

**FIGURE 5: WORKPLACE ENGAGEMENT AND CULTURE**



**KEY TAKEAWAY**

**A smaller percentage of women faculty than men faculty perceived that there were equitable opportunities for all faculty regardless of gender at their medical schools.**

▲ Source: Data are from the AAMC StandPoint Faculty Engagement Survey collected between August 2015 and August 2018 across 29 institutions and representing 20,123 faculty respondents.

**FIGURE 6: ALLOCATION AND PERCEPTIONS OF EFFORT: FULL-TIME BASIC SCIENCE FACULTY**



**KEY TAKEAWAY**

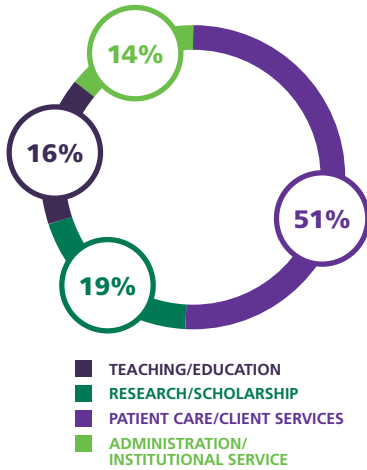
The number of working hours for an average week reported by full-time women faculty was similar to that reported by men, with two hours per week fewer among women basic science faculty.

▲ Source: Data are from the AAMC StandPoint Faculty Engagement Survey collected between August 2015 and August 2018 across 29 institutions and representing 20,123 faculty respondents.

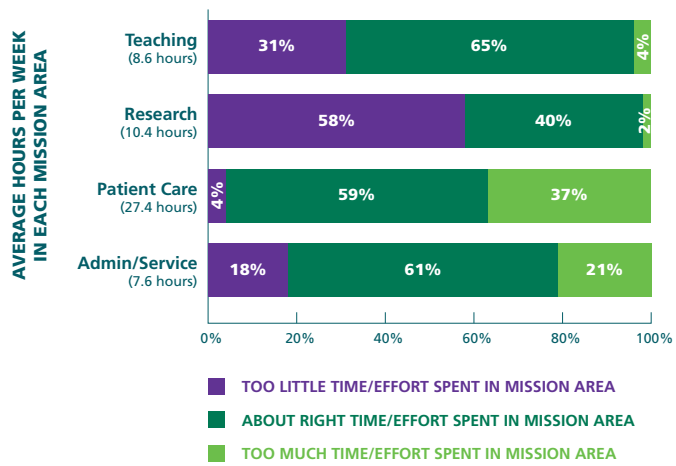
# FIGURE 7: ALLOCATION AND PERCEPTIONS OF EFFORT: FULL-TIME CLINICAL SCIENCE FACULTY

**WOMEN**

### Allocation of Effort

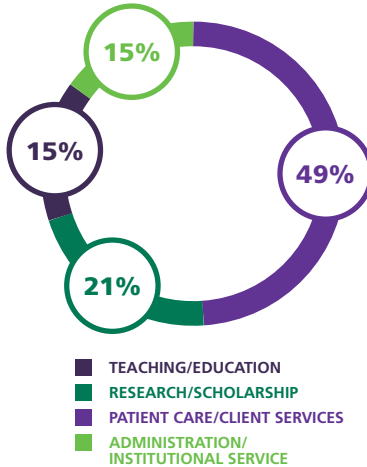


### Perceptions of Effort

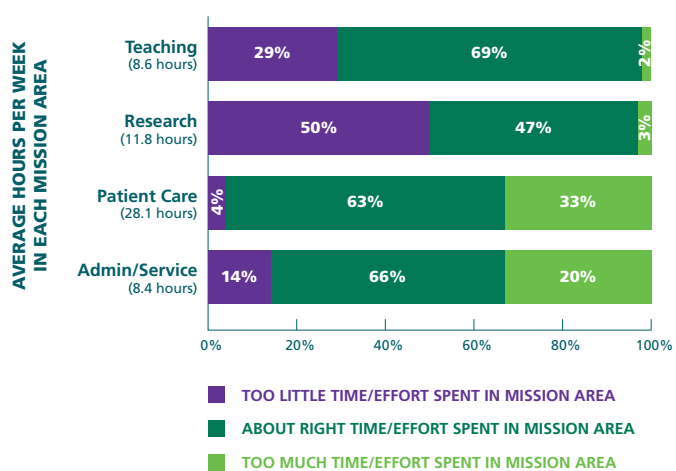


**MEN**

### Allocation of Effort



### Perceptions of Effort



## KEY TAKEAWAY

The number of working hours for an average week reported by full-time women faculty was similar to that reported by men, with three hours per week fewer among women clinical science faculty.

▲ Source: Data are from the AAMC StandPoint Faculty Engagement Survey collected between August 2015 and August 2018 across 29 institutions and representing 20,123 faculty respondents.

## Faculty Representation

### FIGURE 8: SAMPLE REPRESENTATION FOR FY 2017 FACULTY SALARY SURVEY DATA ANALYSIS



#### KEY TAKEAWAY

Similar percentages of full-time faculty were reported in the Faculty Roster and the Faculty Salary Survey in 2017 when compared by gender and department type.

● Source: FY 2017 AAMC Faculty Salary Survey. (n=96,848)

■ Source: 2017 snapshot of the AAMC Faculty Roster. (n=169,011)

Note: Data reflect only full-time faculty reported in professor, associate, assistant, and instructor ranks from both data sources.

TABLE 1:

#### PERCENTAGE OF WOMEN REPORTED IN FY 2017 FACULTY SALARY SURVEY BY DEPT./SPECIALTY

DEPARTMENT CATEGORY	INSTRUCTOR	ASST. PROF.	ASSOC. PROF.	PROFESSOR	CHIEF	CHAIR
Anatomy	47%	47%	33%	28%	**	17%
Biochemistry	47%	32%	30%	21%	**	14%
Genetics	34%	41%	32%	30%	**	**
Microbiology	59%	42%	34%	23%	**	17%
Molecular and Cell. Biology	48%	38%	35%	30%	**	28%
Neurosciences	48%	37%	30%	24%	**	17%
Pharmacology	38%	36%	34%	21%	**	18%
Physiology	35%	41%	29%	22%	**	13%
Other Basic Sciences	55%	47%	45%	33%	37%	25%
<b>BASIC SCIENCE SUBTOTAL</b>	<b>46%</b>	<b>41%</b>	<b>35%</b>	<b>26%</b>	<b>35%</b>	<b>19%</b>
Anesthesiology	40%	39%	31%	21%	16%	11%
Dermatology	52%	58%	56%	31%	44%	30%
Emergency Medicine	47%	37%	28%	18%	13%	15%
Family Medicine	51%	56%	48%	35%	35%	29%
Medicine	48%	44%	36%	24%	22%	14%
Neurology	48%	46%	40%	21%	20%	9%
OB/GYN	80%	72%	56%	36%	34%	32%
Ophthalmology	54%	44%	37%	22%	31%	13%
Otolaryngology	52%	36%	26%	19%	18%	**
Pathology	56%	50%	42%	32%	25%	20%
Pediatrics	66%	62%	51%	36%	37%	21%
Phys. Med. and Rehab.	54%	51%	50%	37%	**	25%
Psychiatry	60%	59%	48%	34%	21%	20%
Radiology	37%	32%	26%	20%	22%	17%
Surgery	30%	27%	19%	13%	9%	3%
Other Clinical Sciences	56%	56%	52%	41%	28%	49%
<b>CLINICAL SCIENCE SUBTOTAL</b>	<b>49%</b>	<b>47%</b>	<b>38%</b>	<b>26%</b>	<b>24%</b>	<b>16%</b>

#### KEY TAKEAWAY

Among full-time faculty at higher ranks, women made up a lower percentage than men.

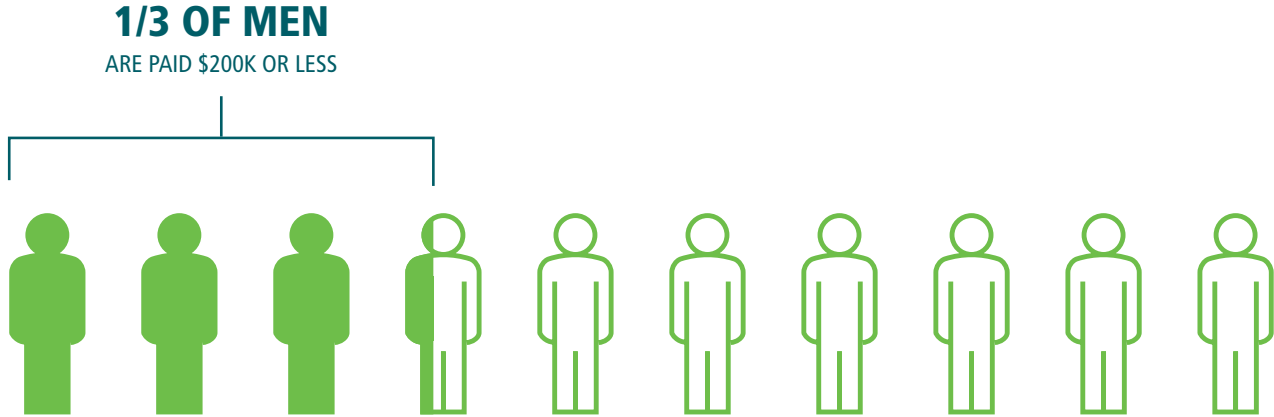
● Source: FY 2017 AAMC Faculty Salary Survey. (n=102,110)

Note: "\*\*" Indicates that fewer than five women faculty were reported. This table displays the percentage of women from the sample where gender is known, thus excluding "unknown" and "decline to answer" values.



**FIGURE 9: FY 2017 DISTRIBUTION OF MEN'S AND WOMEN'S MEDIAN COMPENSATION**

**WHO IS PAID LESS?**

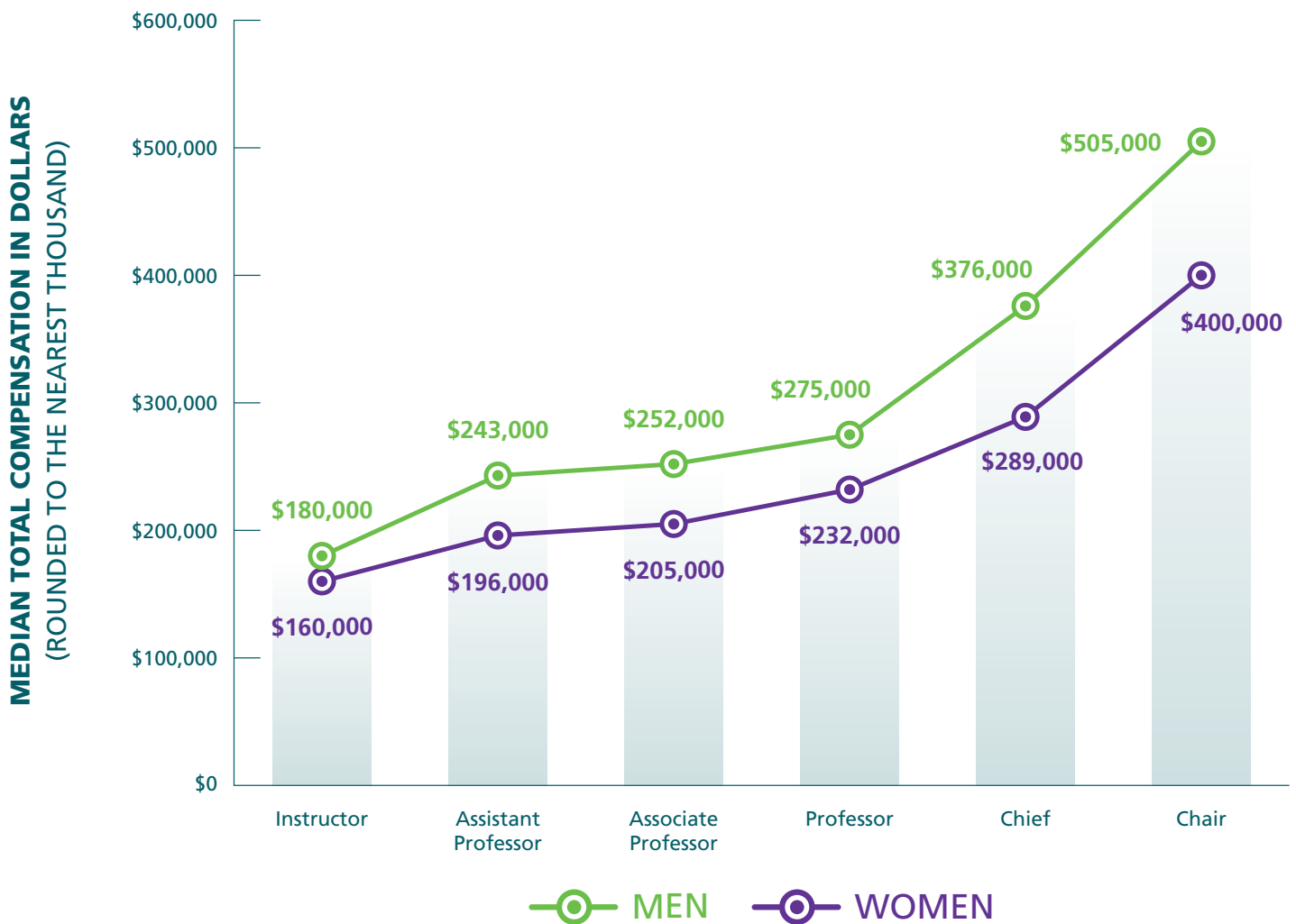


**KEY TAKEAWAY**

**Among faculty, 33% of men were paid \$200,000 or less, while 49% of women were paid \$200,000 or less.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=90,383)  
Note: Analysis excludes chairs, chiefs, and instructors.

**FIGURE 10: FY 2017 MEDIAN COMPENSATION BY GENDER AND RANK**



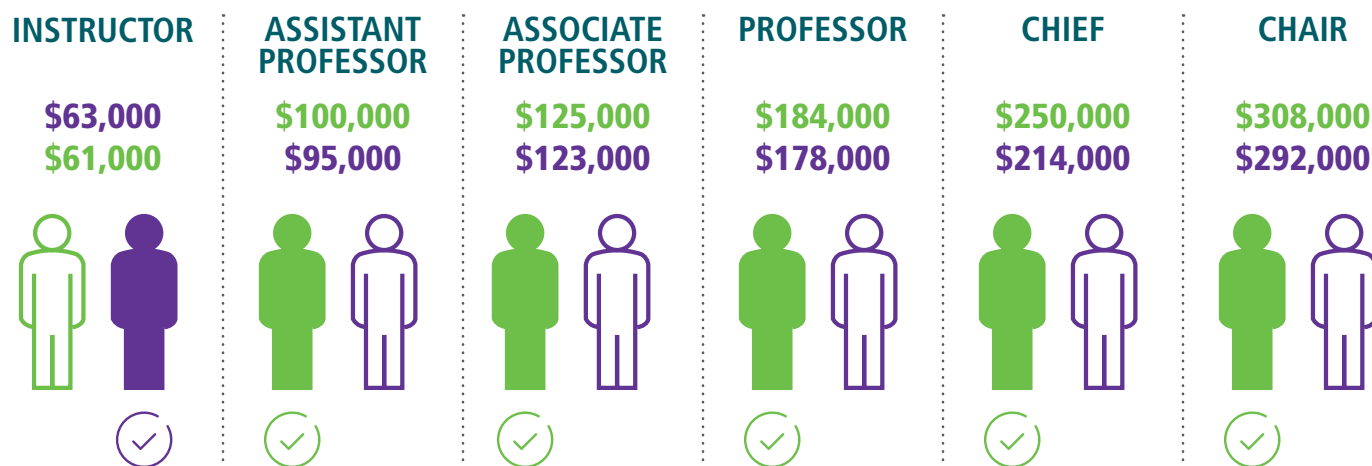
**KEY TAKEAWAY**

**In aggregate, median total compensation for men was greater than for women at every rank.**

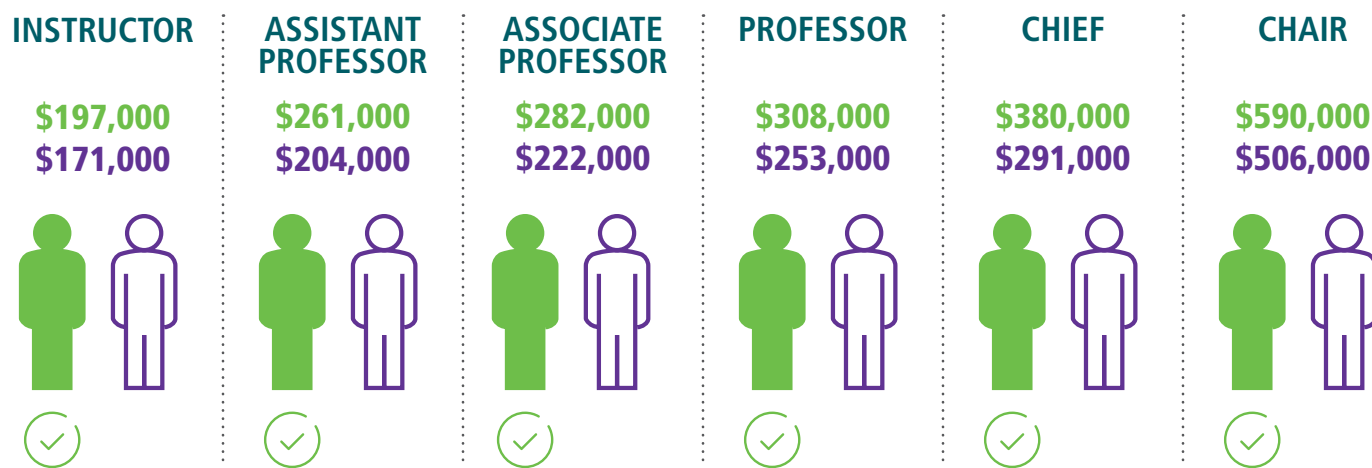
● Source: FY 2017 AAMC Faculty Salary Survey. (n=102,110)

**FIGURE 11: FY 2017 MEDIAN COMPENSATION BY GENDER, RANK, AND DEPARTMENT TYPE**

**WHO IS PAID MORE: BASIC SCIENCE**



**WHO IS PAID MORE: CLINICAL SCIENCE**



 MEN
  WOMEN

**KEY TAKEAWAY**

**Gaps in median total compensation existed for women in basic and clinical science departments but were generally larger for women in clinical science.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=102,110)

**FIGURE 12: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY DEPARTMENT TYPE AND DEGREE**



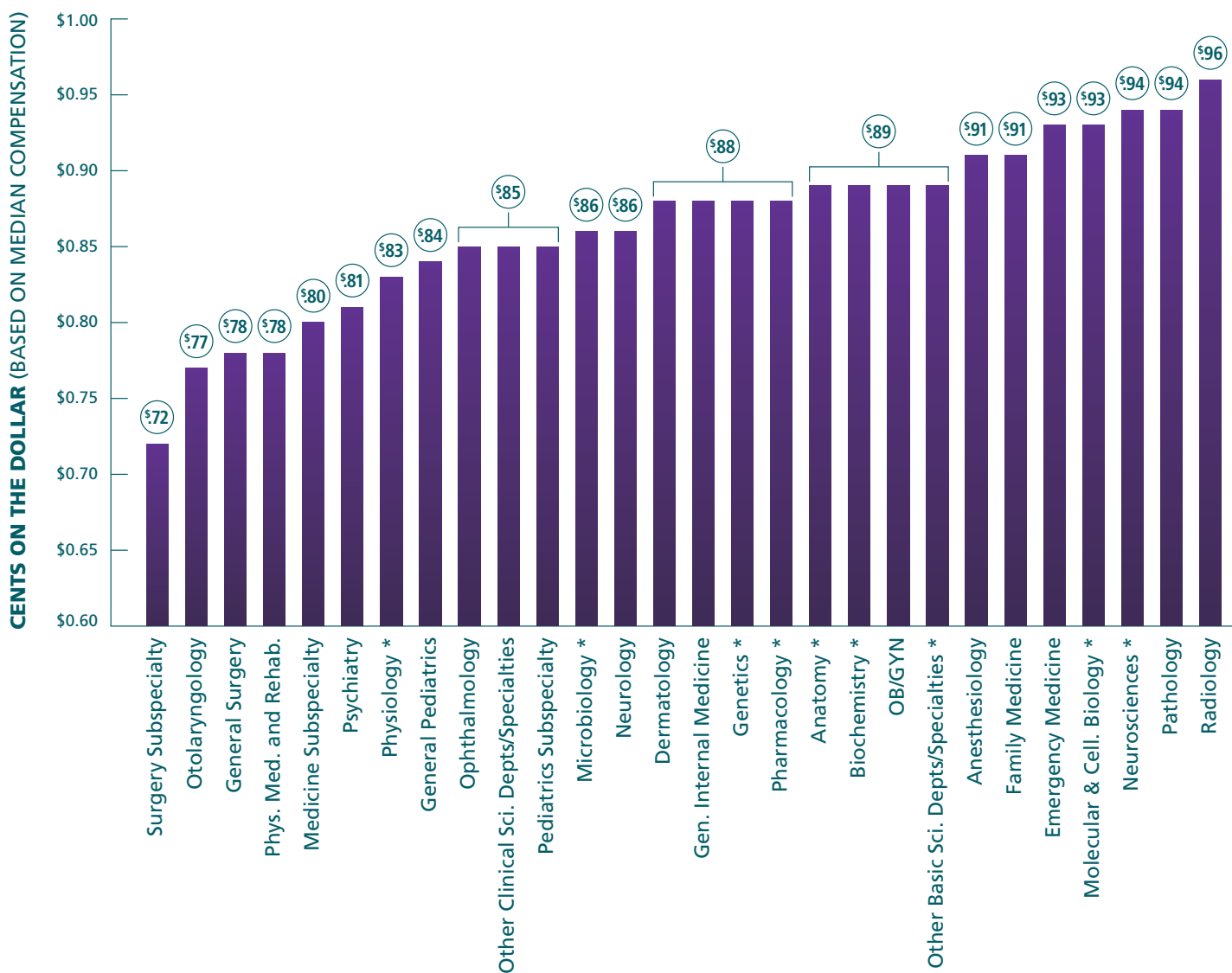
**KEY TAKEAWAY**

**Women were paid between \$0.76 and \$0.90 per \$1.00 paid to men across department and degree types.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=90,383)

Note: Analysis excludes chairs, chiefs, and instructors.

**FIGURE 13: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY DEPARTMENT AND SPECIALTY**

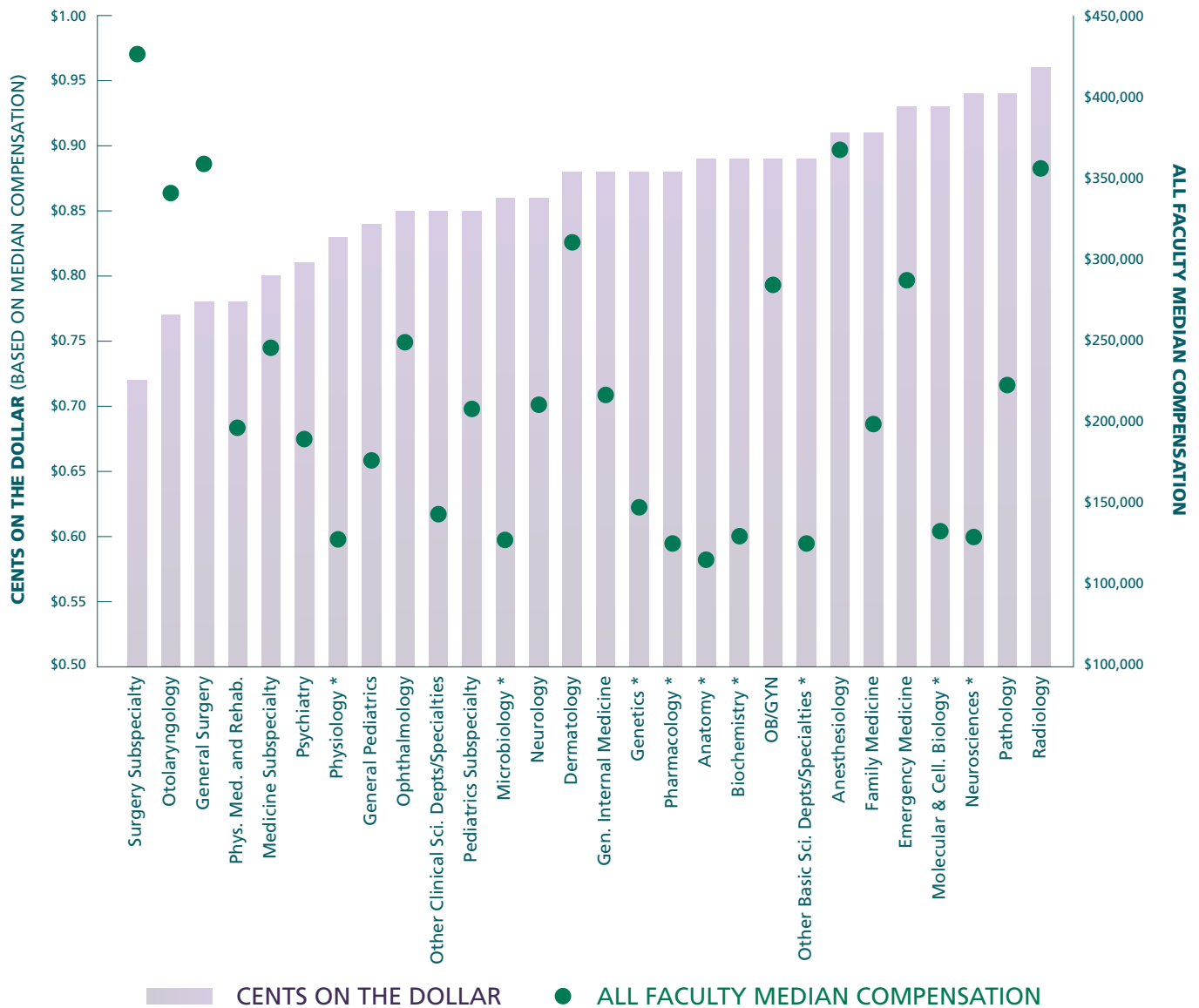


**KEY TAKEAWAY**

**Women were paid between \$0.72 and \$0.96 per \$1.00 paid to men across different departments and specialties.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=90,383)  
 Note: Analysis excludes chairs, chiefs, and instructors. "\*" indicates basic science departments/specialties.

**FIGURE 14: FY 2017 ALL FACULTY MEDIAN COMPENSATION AND CENTS ON THE DOLLAR FOR WOMEN BY DEPARTMENT AND SPECIALTY**



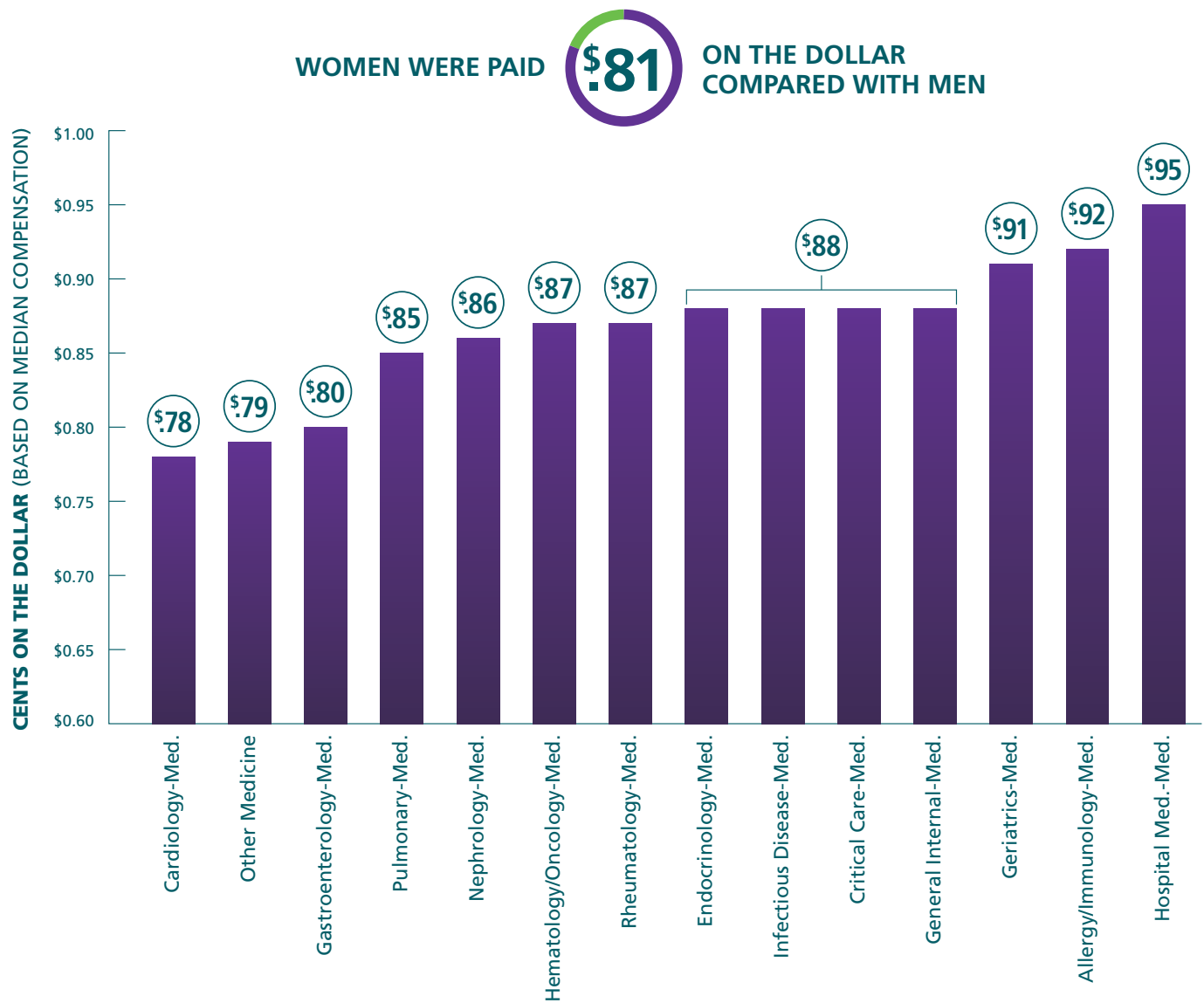
**KEY TAKEAWAY**

**Across many of the highest-paying departments and specialties, women were paid less than men.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=90,383)

Note: "\*" Indicates basic science departments/specialties. Analysis excludes chairs, chiefs, and instructors.

**FIGURE 15: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY MEDICINE SPECIALTY**

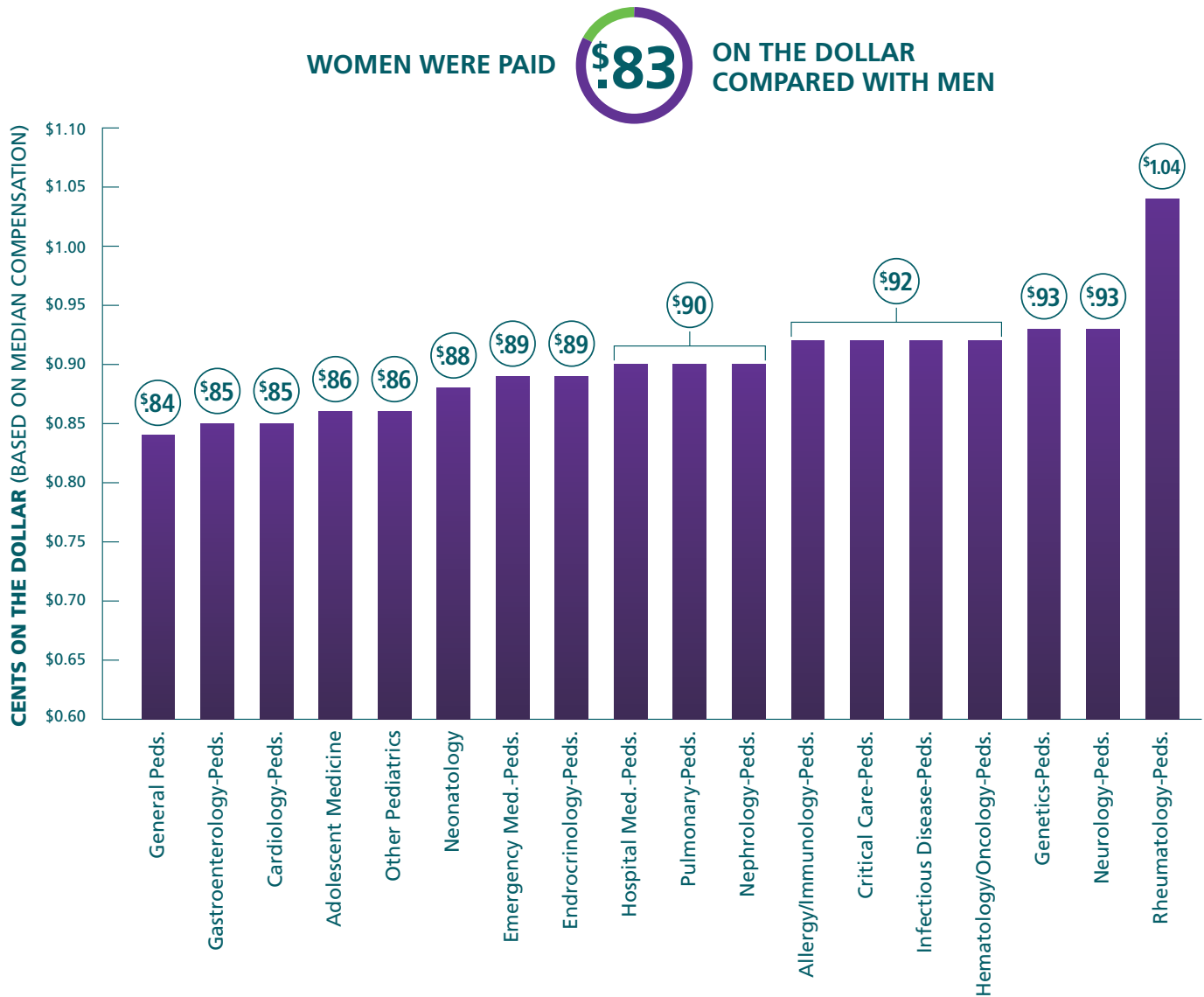


**KEY TAKEAWAY**

**Across all medicine departments and specialties, women were paid \$0.81 per \$1.00 paid to men.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=20,985)  
 Note: Analysis excludes chairs, chiefs, and instructors.

**FIGURE 16: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY PEDIATRIC SPECIALTY**



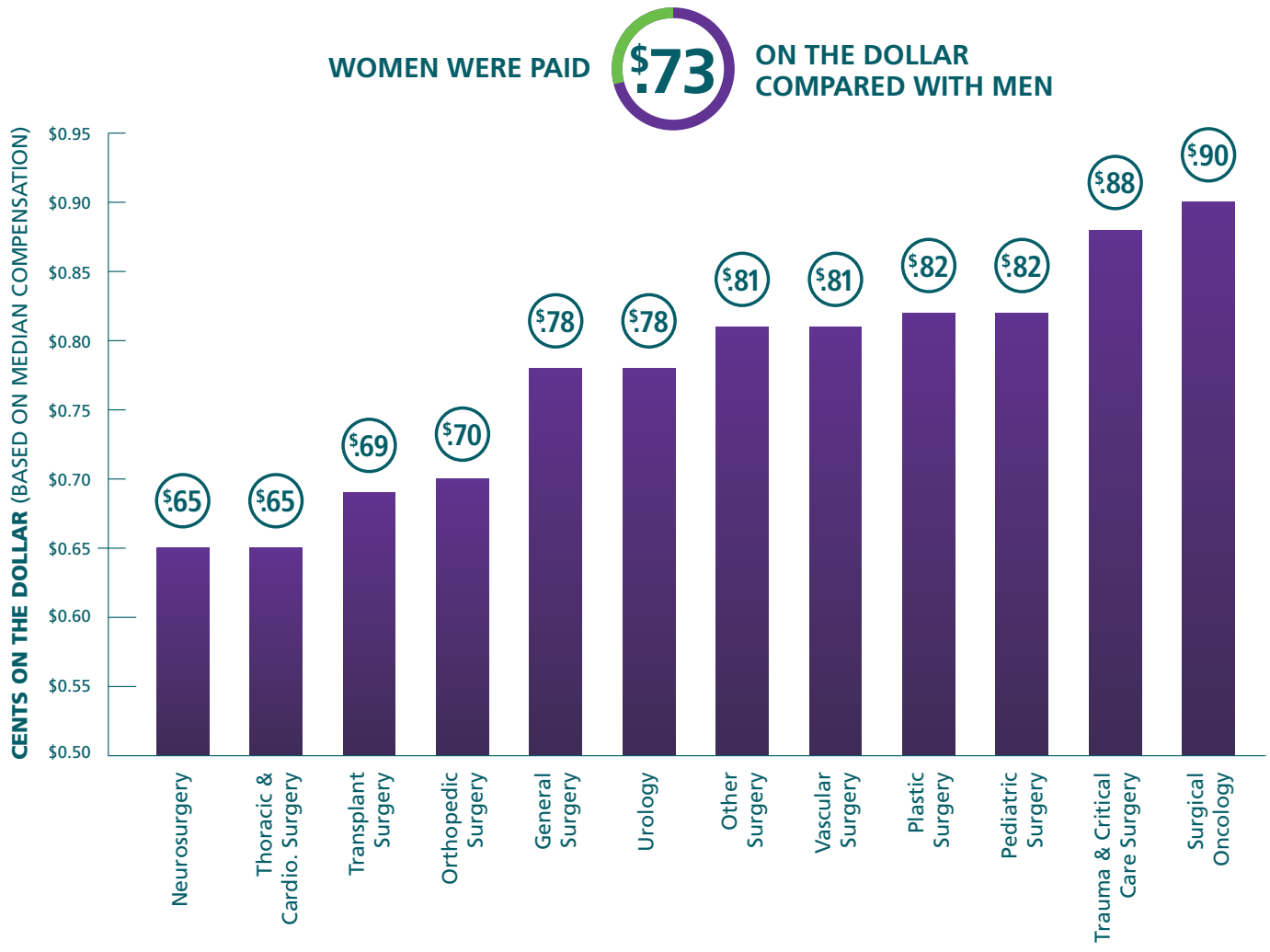
**KEY TAKEAWAY**

**Across all pediatric departments and specialties, women were paid \$0.83 per \$1.00 paid to men.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=11,400)  
 Note: Analysis excludes chairs, chiefs, and instructors.



**FIGURE 17: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY SURGICAL SPECIALTY**



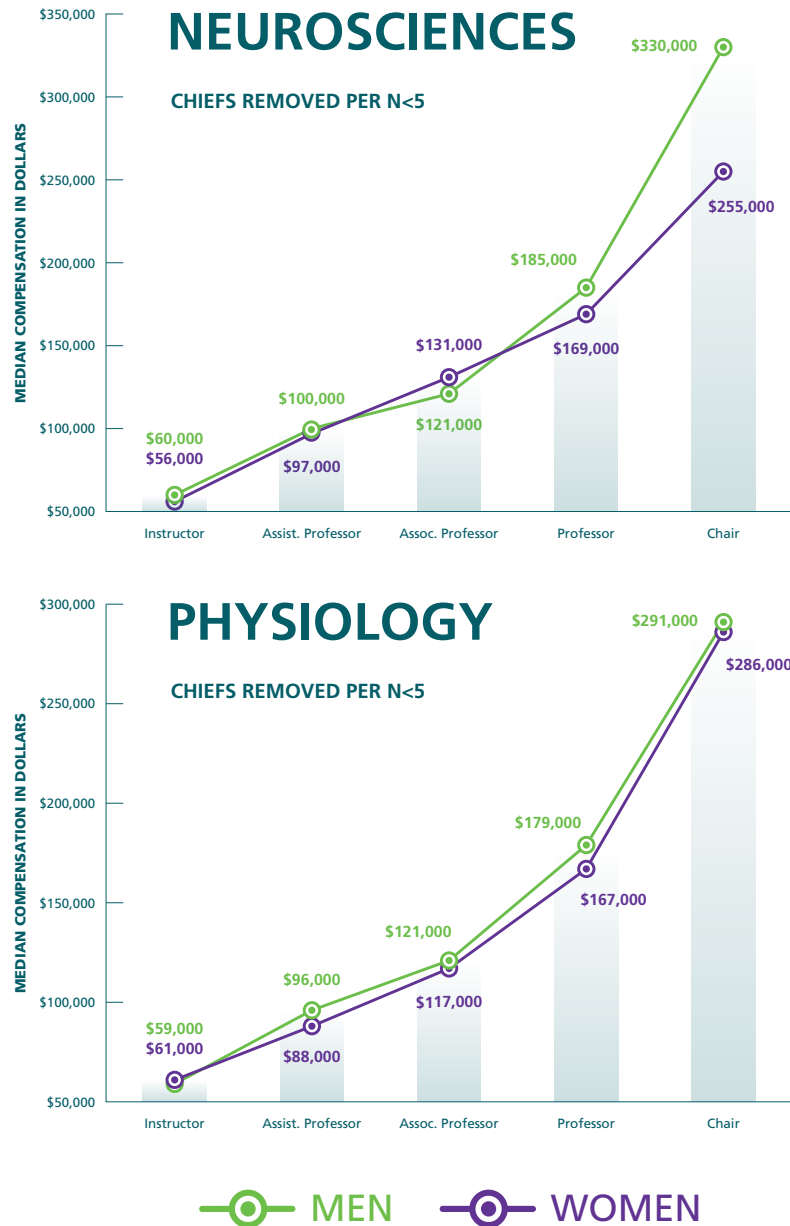
**KEY TAKEAWAY**

**Across all surgical departments and specialties, women were paid \$0.73 per \$1.00 paid to men.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=9,476)  
 Note: Analysis excludes chairs, chiefs, and instructors.

**FIGURES 18-19: FY 2017 MEDIAN COMPENSATION BY GENDER, RANK, AND SELECT DEPARTMENTS AND SPECIALTIES**

Graphs compare basic science departments with the largest and smallest differences between men's and women's compensation.



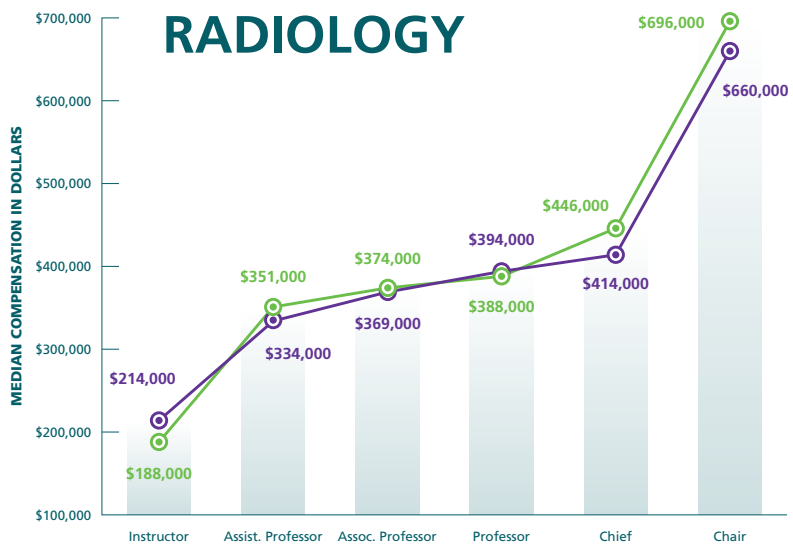
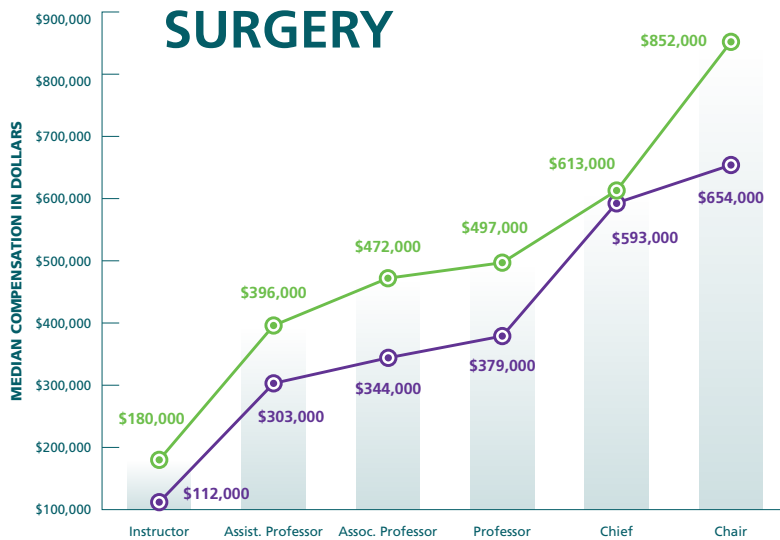
**KEY TAKEAWAY**

**Differences in median total compensation for men and women varied greatly by department and specialty.**

● Source: FY 2017 AAMC Faculty Salary Survey. Neurosciences (n=1,139), Physiology (n=1,330)

**FIGURES 20-21: FY 2017 MEDIAN COMPENSATION BY GENDER, RANK, AND SELECT DEPARTMENTS AND SPECIALTIES**

Graphs compare clinical science departments with the largest and smallest differences between men's and women's compensation.



 MEN  WOMEN

**KEY TAKEAWAY**

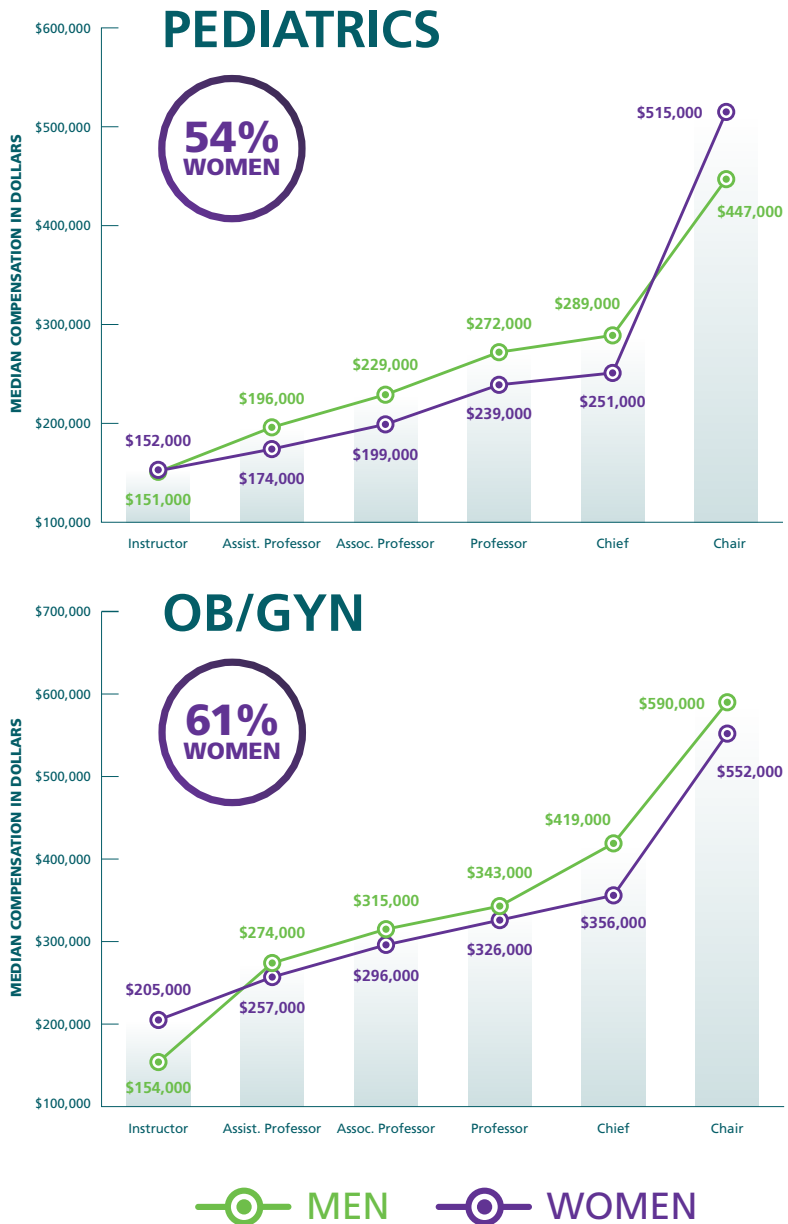
**Differences in median total compensation for men and women varied greatly by department and specialty.**

● Source: FY 2017 AAMC Faculty Salary Survey. Surgery (n=10,779), Radiology (n=6,487)

**FIGURES  
22-23:**

**FY 2017 MEDIAN COMPENSATION BY GENDER, RANK, AND SELECT DEPARTMENTS AND SPECIALTIES**

Graphs compare two departments where there is a higher percentage of women faculty than men.

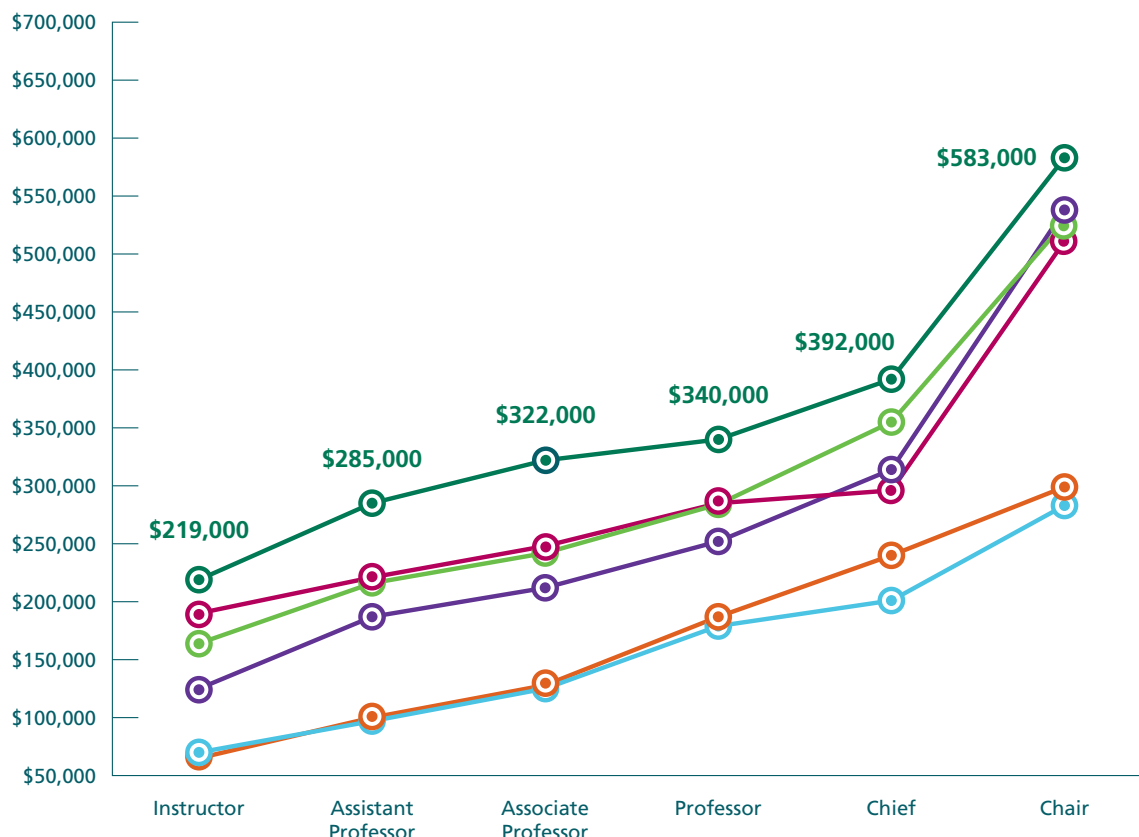


**KEY TAKEAWAY**

**Gaps in median total compensation still existed in departments and specialties where women were more represented.**

● Source: FY 2017 AAMC Faculty Salary Survey. Pediatrics (n=12,846), OB/GYN (n=3,475)

**FIGURE 24: FY 2017 MEDIAN COMPENSATION BY GENDER, RANK, AND DEGREE**



**TABLE 2: FY 2017 TOTAL COMPENSATION BY GENDER, RANK, AND DEGREE**

	Instructor	Assistant Professor	Associate Professor	Professor	Chief	Chair
<b>MD MEN</b>	\$219,000	\$285,000	\$322,000	\$340,000	\$392,000	\$583,000
<b>MD WOMEN</b>	\$190,000	\$221,000	\$248,000	\$285,000	\$296,000	\$511,000
<b>MD-PHD MEN</b>	\$164,000	\$216,000	\$242,000	\$284,000	\$355,000	\$527,000
<b>MD-PHD WOMEN</b>	\$125,000	\$187,000	\$212,000	\$252,000	\$314,000	\$538,000
<b>PHD MEN</b>	\$65,000	\$100,000	\$128,000	\$187,000	\$240,000	\$299,000
<b>PHD WOMEN</b>	\$70,000	\$97,000	\$125,000	\$179,000	\$201,000	\$283,000

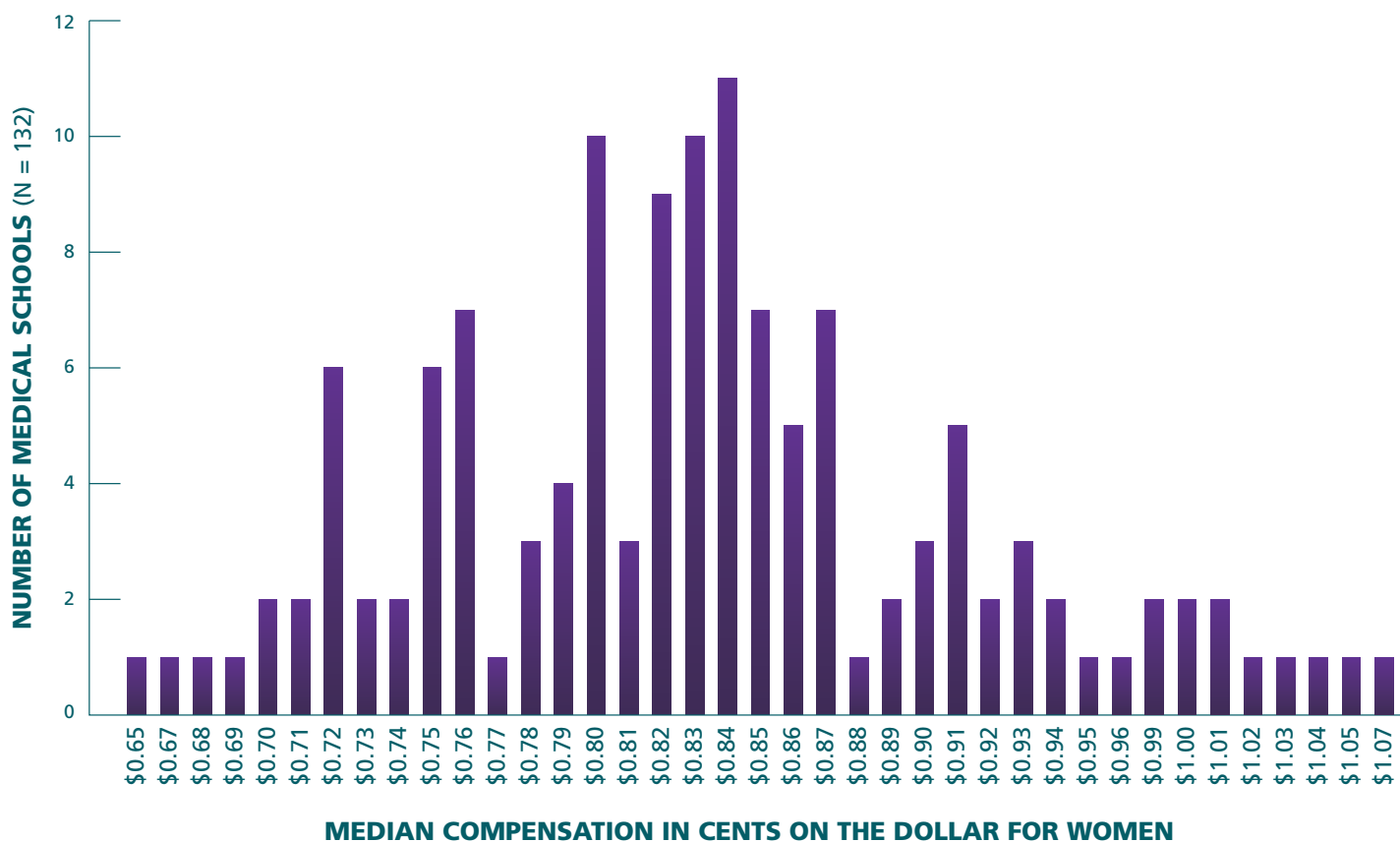
**KEY TAKEAWAY**

**The greatest differences in median total compensation between men and women were for faculty with an MD or equivalent degree.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=102,110)

## Comparisons of Faculty Compensation by Gender

**FIGURE 25: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN ACROSS MEDICAL SCHOOLS**



**MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN**

### KEY TAKEAWAY

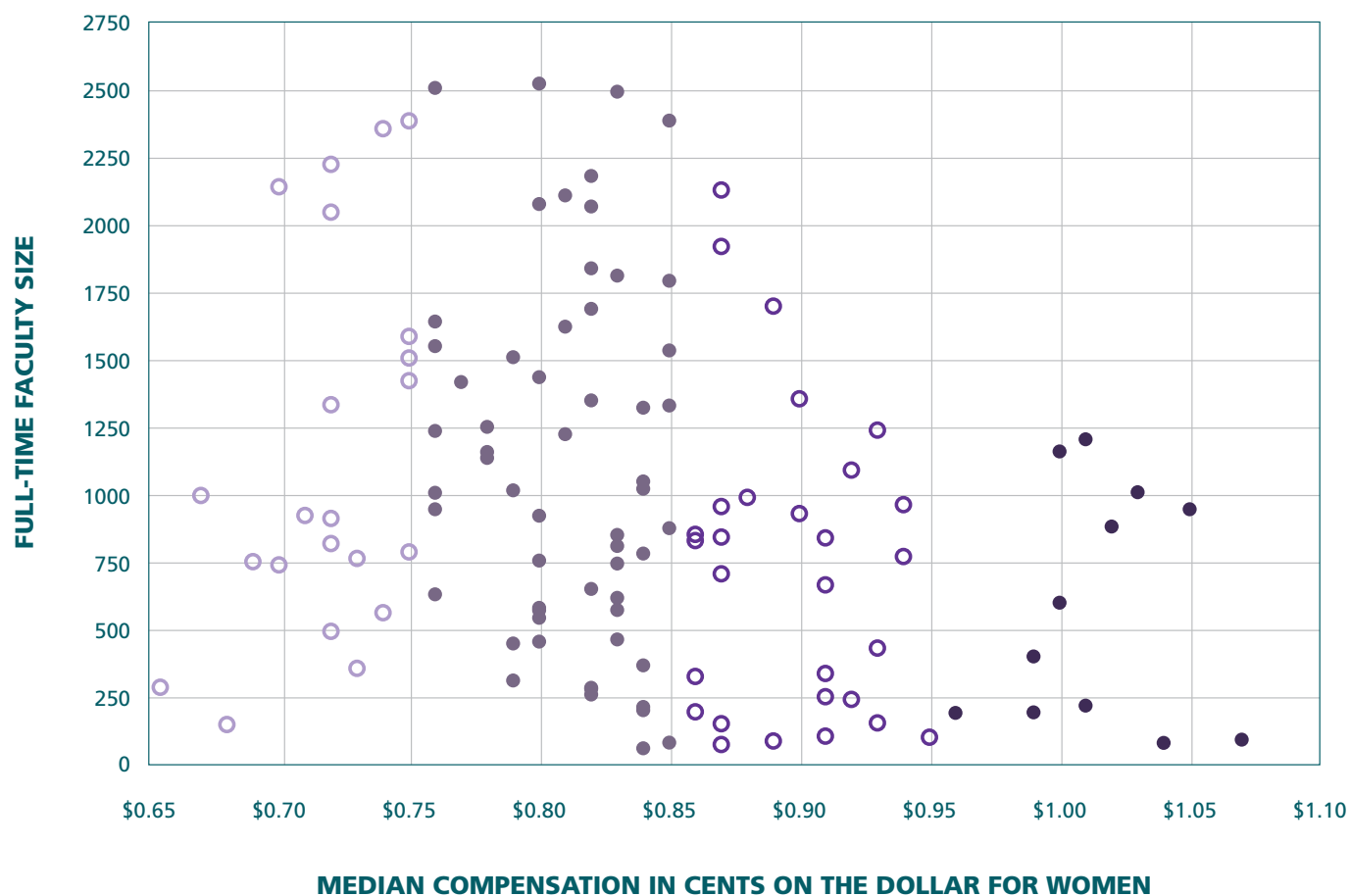
**Across a large majority of medical schools, analysis of median total compensation indicated that women were paid less than men.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n=90,259 across 132 medical schools)

Note: Thirteen outlier institutions were removed: 8 schools did not provide gender data for the FSS; 2 schools above and below the endpoints were removed; and 3 schools with less than 50 FT faculty, per the 2017 snapshot of the Faculty Roster, were removed. Median cents on the dollar amounts, per the FSS, exclude chairs, chiefs, and instructors. Full-time faculty counts in the Faculty Roster include faculty at professor, associate, assistant, instructor, and other ranks.

## Comparisons of Faculty Compensation by Gender

**FIGURE 26: FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY FULL-TIME FACULTY SIZE ACROSS MEDICAL SCHOOLS**



○ 65-75 CENTS    ● 76-85 CENTS    ○ 86-95 CENTS    ● 96-110 CENTS

### KEY TAKEAWAY

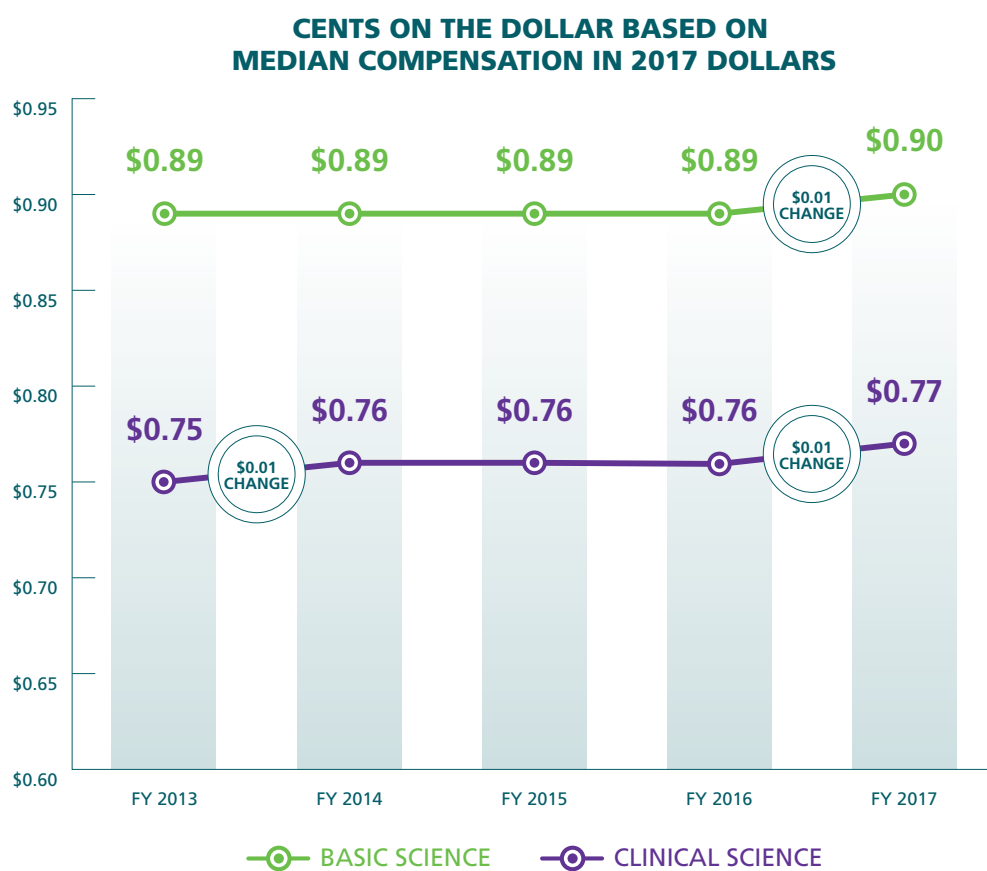
**Regardless of full-time faculty size, across a large majority of medical schools, men had a higher median total compensation than women.**

● Source: FY 2017 AAMC Faculty Salary Survey. (n =72,578 across 121 medical schools)

Note: Twenty-four outlier institutions were removed: 8 schools did not provide gender data for the FSS; 2 schools above and below the endpoints were removed; and 14 schools with less than 50 FT faculty or more than 2,700 faculty, per the 2017 snapshot of the Faculty Roster, were removed. Median cents-on-the-dollar amounts, per the FSS, exclude chairs, chiefs, and instructors. Full-time faculty counts in the Faculty Roster include faculty at professor, associate, assistant, instructor, and other ranks.

**FIGURE 27: YEARLY SNAPSHOT OF MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY DEPARTMENT TYPE FROM FY 2013 TO FY 2017**

**ACROSS A 5-YEAR SPAN, VERY LITTLE CHANGED**



**KEY TAKEAWAY**

**Analysis of the gaps between men’s and women’s median total compensation showed few changes throughout the five-year period.**

● Source: FY 2013-2017 AAMC Faculty Salary Survey. (FY 2013 n=82,473; FY 2014 n=85,774; FY 2015 n=87,798; FY 2016 n=87,426; FY 2017 n=90,383)

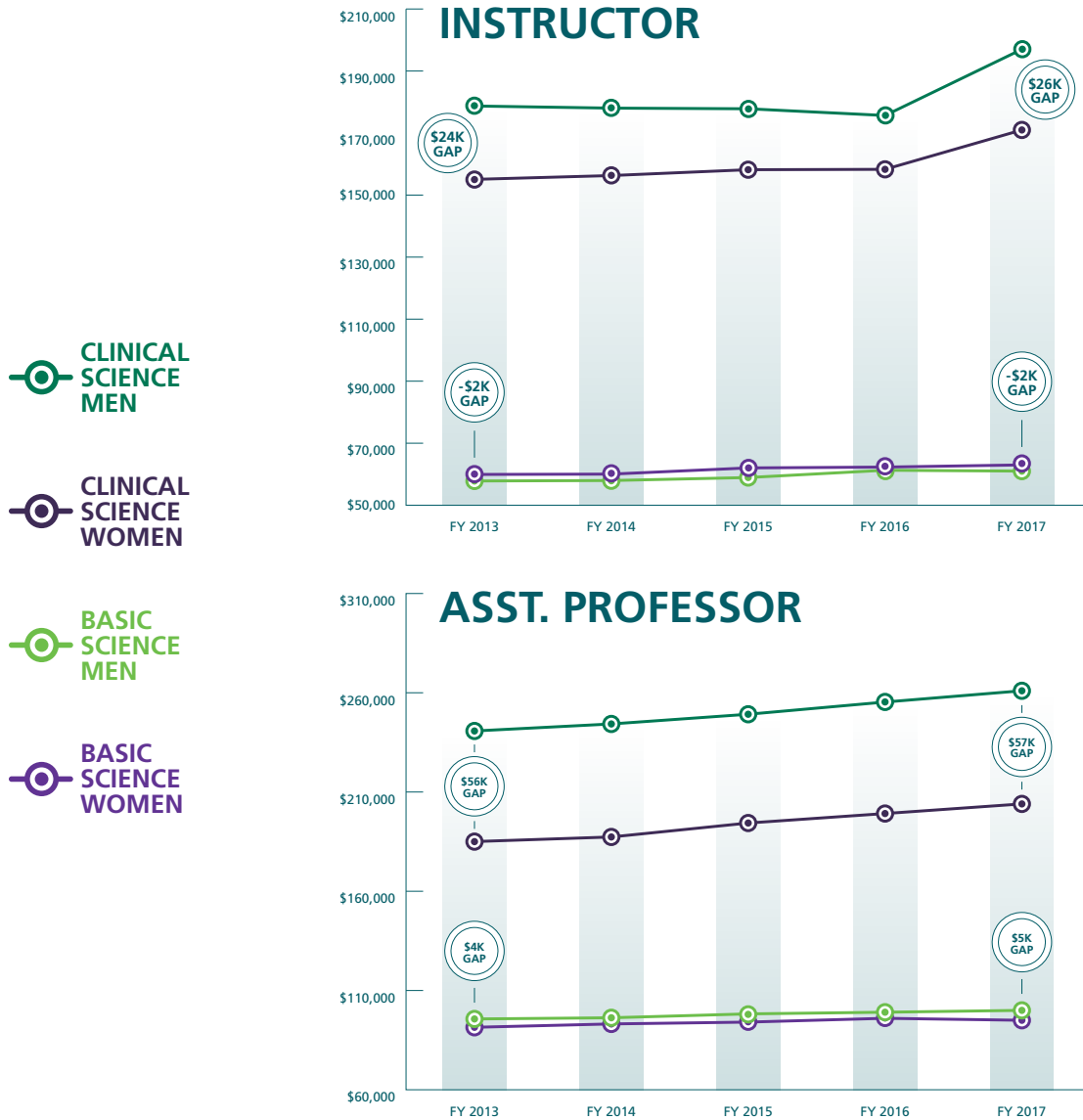
Note: Analysis excludes chairs, chiefs, and instructors.



## Comparisons of Faculty Compensation by Gender

**FIGURES  
28-29:**

### YEARLY SNAPSHOT OF MEDIAN COMPENSATION BY GENDER AND RANK IN 2017 DOLLARS



#### KEY TAKEAWAY

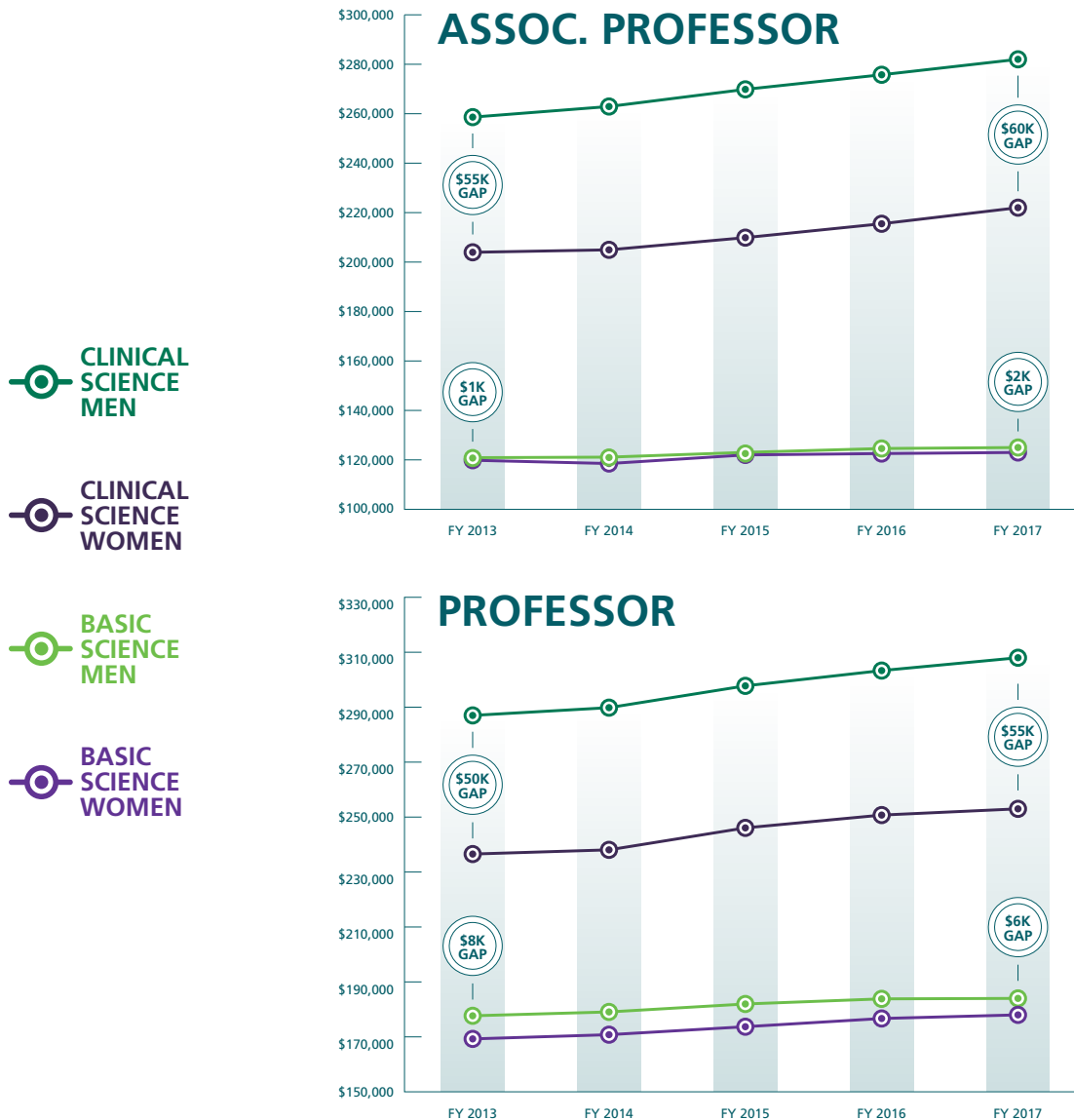
**Gaps in median total compensation for women and men were present across each rank over the five-year period, except for women basic science instructors.**

- Source: FY 2013-2017 AAMC Faculty Salary Survey. Instructor (FY 2013 n=6,236; FY 2014 n=6,376; FY 2015 n=6,065; FY 2016 n=5,678; FY 2017 n=6,465), Assistant Professor (FY 2013 n=40,719; FY 2014 n=42,839; FY 2015 n=43,856; FY 2016 n=43,571; FY 2017 n=45,667)

Note: Analysis excludes chairs, chiefs, and instructors.

## Comparisons of Faculty Compensation by Gender

# FIGURES 30-31: YEARLY SNAPSHOT OF MEDIAN COMPENSATION BY GENDER AND RANK IN 2017 DOLLARS



### KEY TAKEAWAY

**Gaps in median total compensation for women and men were present across each rank over the five-year period, except for women basic science instructors.**

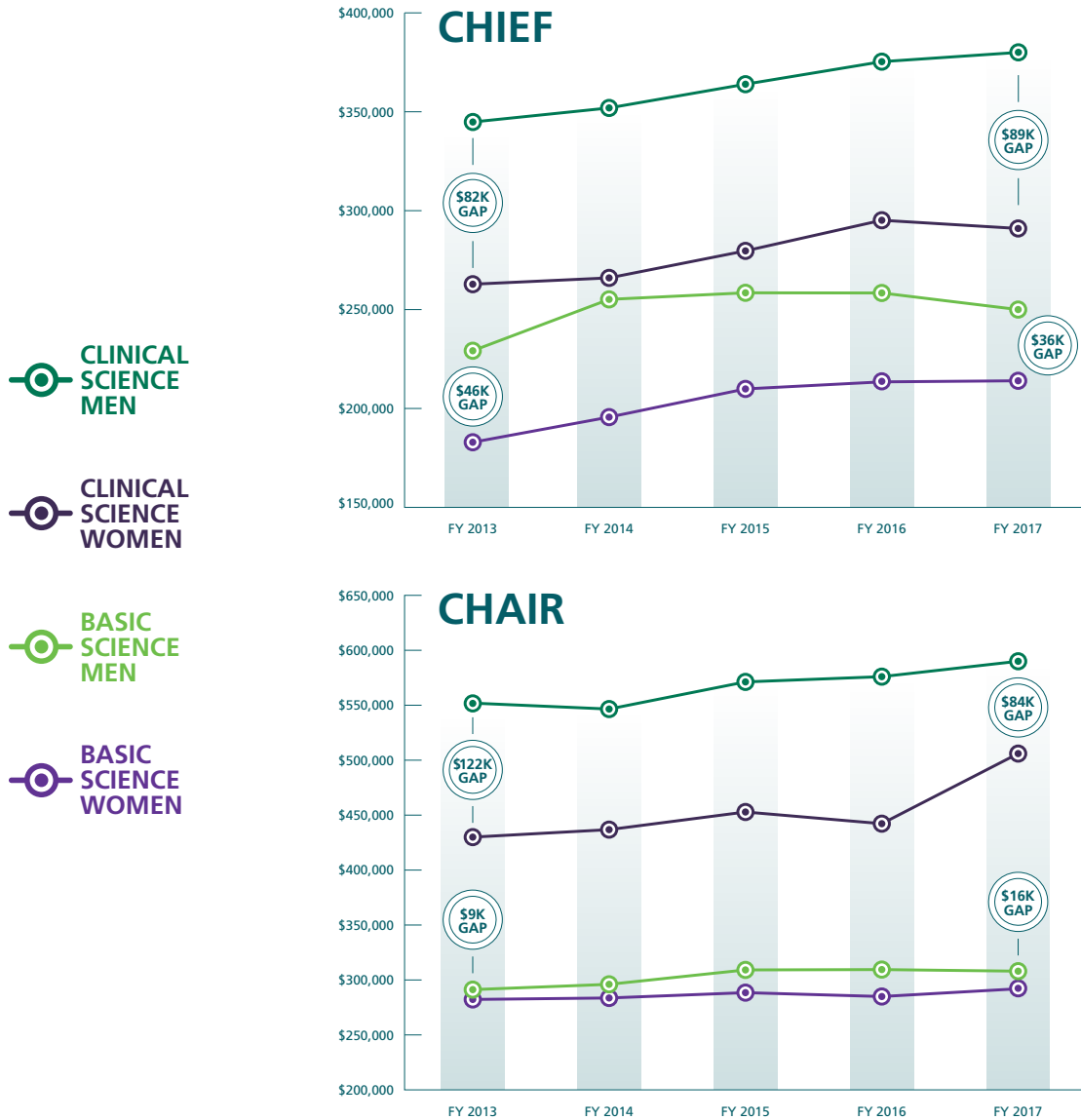
● Source: FY 2013-2017 AAMC Faculty Salary Survey. Associate Professor (FY 2013 n=20,923; FY 2014 n=21,617; FY 2015 n=22,220; FY 2016 n=22,064; FY 2017 n=22,928), Professor (FY 2013 n=20,831; FY 2014 n=21,318; FY 2015 n=21,722; FY 2016 n=21,791; FY 2017 n=21,788)

Note: Analysis excludes chairs, chiefs, and instructors.

## Comparisons of Faculty Compensation by Gender

**FIGURES  
32-33:**

### YEARLY SNAPSHOT OF MEDIAN COMPENSATION BY GENDER AND RANK IN 2017 DOLLARS



#### KEY TAKEAWAY

**Gaps in median total compensation for women and men were present across each rank over the five-year period, except for women basic science instructors.**

● Source: FY 2013-2017 AAMC Faculty Salary Survey. Chief (FY 2013 n=2,804; FY 2014 n=2,724; FY 2015 n=2,833; FY 2016 n=2,996; FY 2017 n=3,002), Chair (FY 2013 n=2,237; FY 2014 n=2,364; FY 2015 n=2,228; FY 2016 n=2,235; FY 2017 n=2,260)

Note: Analysis excludes chairs, chiefs, and instructors.