**FIGURE 1:**

Institutions may consider adopting this framework for gender equity:

- Equal access to resources and opportunities
- Minimizing unconscious bias
- Enhancing work-life balance
- Leadership engagement
- **SALARY EQUITY**
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:

- Evidence-based
- Race-conscious
- Systematically aware
- Institutional focus
- Equity-advancing

FIGURE 2:
**FIGURE 3: FULL-TIME FACULTY BY DEPARTMENT TYPE, RANK, AND GENDER AT ALL U.S. MEDICAL SCHOOLS**

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)
SEVEN-YEAR PROMOTION OUTCOMES FOR FULL-TIME FIRST-TIME ASSISTANT PROFESSORS AND FIRST-TIME ASSOCIATE PROFESSORS IN ACADEMIC YEAR 2008-2009

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.

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

REPORT HAVING A FORMAL MENTOR
- 36% WOMEN
- 35% MEN

DO NOT HAVE A FORMAL MENTOR BUT FEEL HAVING ONE IS IMPORTANT
- 58% WOMEN
- 43% MEN

BELIEVE THEIR MEDICAL SCHOOL OFFERS EQUAL OPPORTUNITIES TO FACULTY REGARDLESS OF GENDER
- 64% WOMEN
- 85% MEN

AGREE THAT DIVERSITY IS REPRESENTED IN ALL LEVELS OF THE MEDICAL SCHOOL
- 50% WOMEN
- 60% MEN

THINK THEIR DEPARTMENT IS SUCCESSFUL IN RETAINING FEMALE FACULTY
- 66% WOMEN
- 76% MEN

REPORT EXPERIENCING AN INCIDENT OF DISRESPECT BASED ON THEIR GENDER IN THE PAST YEAR
- 18% WOMEN
- 1% MEN

WHEN EXAMINED ACROSS SPECIALTY, PERCENTAGES RISE TO OVER 25% REPORTING DISRESPECT BY GENDER ACROSS SOME FACULTY GROUPS

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.
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.
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

### TABLE 1:

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

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

Note: Analysis excludes chairs, chiefs, and instructors.
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)
WHO IS PAID MORE: BASIC SCIENCE

<table>
<thead>
<tr>
<th>Rank</th>
<th>Men</th>
<th>Women</th>
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</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>$63,000</td>
<td>$61,000</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$100,000</td>
<td>$95,000</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>$125,000</td>
<td>$123,000</td>
</tr>
<tr>
<td>Professor</td>
<td>$184,000</td>
<td>$178,000</td>
</tr>
<tr>
<td>Chief</td>
<td>$250,000</td>
<td>$214,000</td>
</tr>
<tr>
<td>Chair</td>
<td>$308,000</td>
<td>$292,000</td>
</tr>
</tbody>
</table>

WHO IS PAID MORE: CLINICAL SCIENCE

<table>
<thead>
<tr>
<th>Rank</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>Instructor</td>
<td>$197,000</td>
<td>$171,000</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>$261,000</td>
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</tr>
<tr>
<td>Associate Professor</td>
<td>$282,000</td>
<td>$222,000</td>
</tr>
<tr>
<td>Professor</td>
<td>$308,000</td>
<td>$253,000</td>
</tr>
<tr>
<td>Chief</td>
<td>$380,000</td>
<td>$291,000</td>
</tr>
<tr>
<td>Chair</td>
<td>$590,000</td>
<td>$506,000</td>
</tr>
</tbody>
</table>

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)
FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY DEPARTMENT TYPE AND DEGREE

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

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.
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.
FY 2017 MEDIAN COMPENSATION IN CENTS ON THE DOLLAR FOR WOMEN BY MEDICINE SPECIALTY

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.
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

WOMEN WERE PAID $0.73 ON THE DOLLAR COMPARED WITH MEN

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

**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

**SURGERY**

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

**RADIOLOGY**

**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)
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)
The greatest differences in median total compensation between men and women were for faculty with an MD or equivalent degree.
Comparisons of Faculty Compensation by Gender

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

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

KEY TAKEAWAY

- 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

![Graph showing median compensation in cents on the dollar for women by full-time faculty size across medical schools.](image)

**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

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

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

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.

KEY TAKEAWAY

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

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

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

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.