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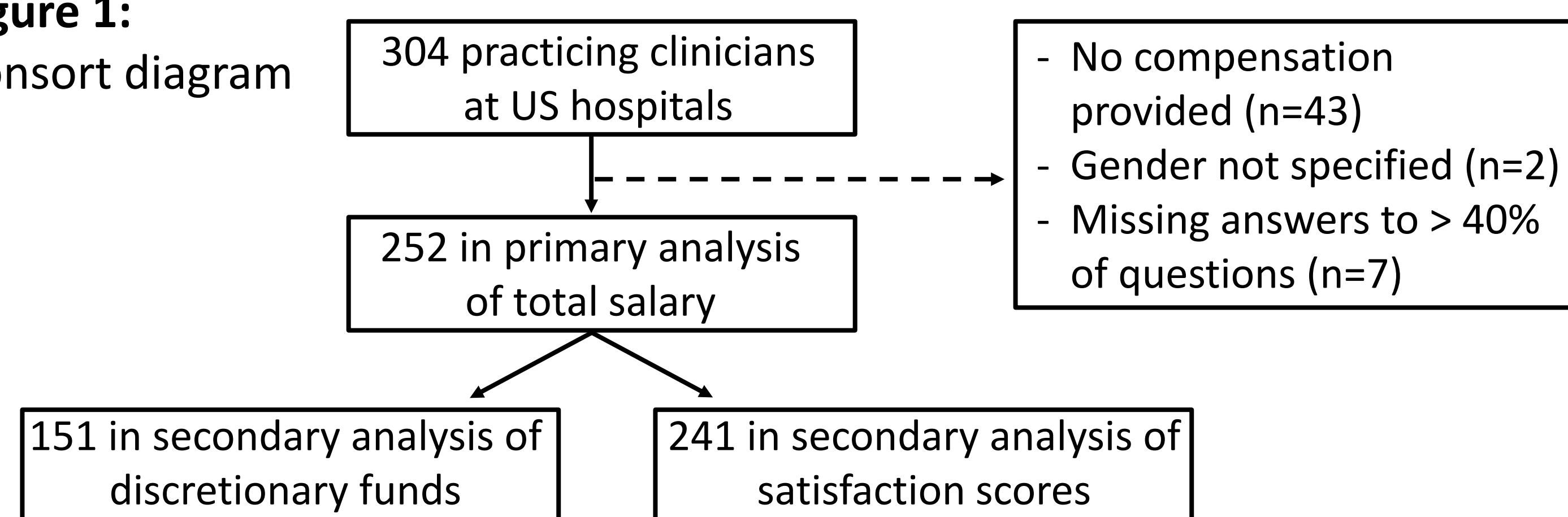
Background

- Academic physician compensation remains opaque.
- Prior studies suggest inequity between male and female physicians.
- We set out leverage social media to broadly define determinants of compensation in US academic physicians, focusing on gender.

Methods

- Online pilot survey using a convenience sample of US academic physicians in clinical practice recruited through social media.
- Questions focused on demographic information, practice environment, job requirements, compensation, and satisfaction.
- Respondents failing to provide information on gender, salary, or key compensation questions were excluded (Figure 1).
- Predictors of total salary, defined as base salary plus bonuses, and satisfaction (range 0-100) were explored in a linear regression model.
- Data and code available at <https://github.com/bnallamo/DocDollars>.

Figure 1:
Consort diagram



Results

- Of 252 respondents, 32.9% were female, 59.9% Caucasian, 35.7% associate professors or professors, 54.8% employed in an urban setting, 44.9% performed major procedures, and 72.8% practiced in internal medicine.
- Median total salary \$270,000 (Interquartile range 208,000-348,500).
- After multivariable adjustment, female physicians made \$44,512.55 less in total salary (Figure 2).
- Performing major procedures, living in a major urban area, and being a professor or associate professor also predicted greater total salary (Table).
- There was no significant interaction between gender and rank or between gender and performing major procedures.

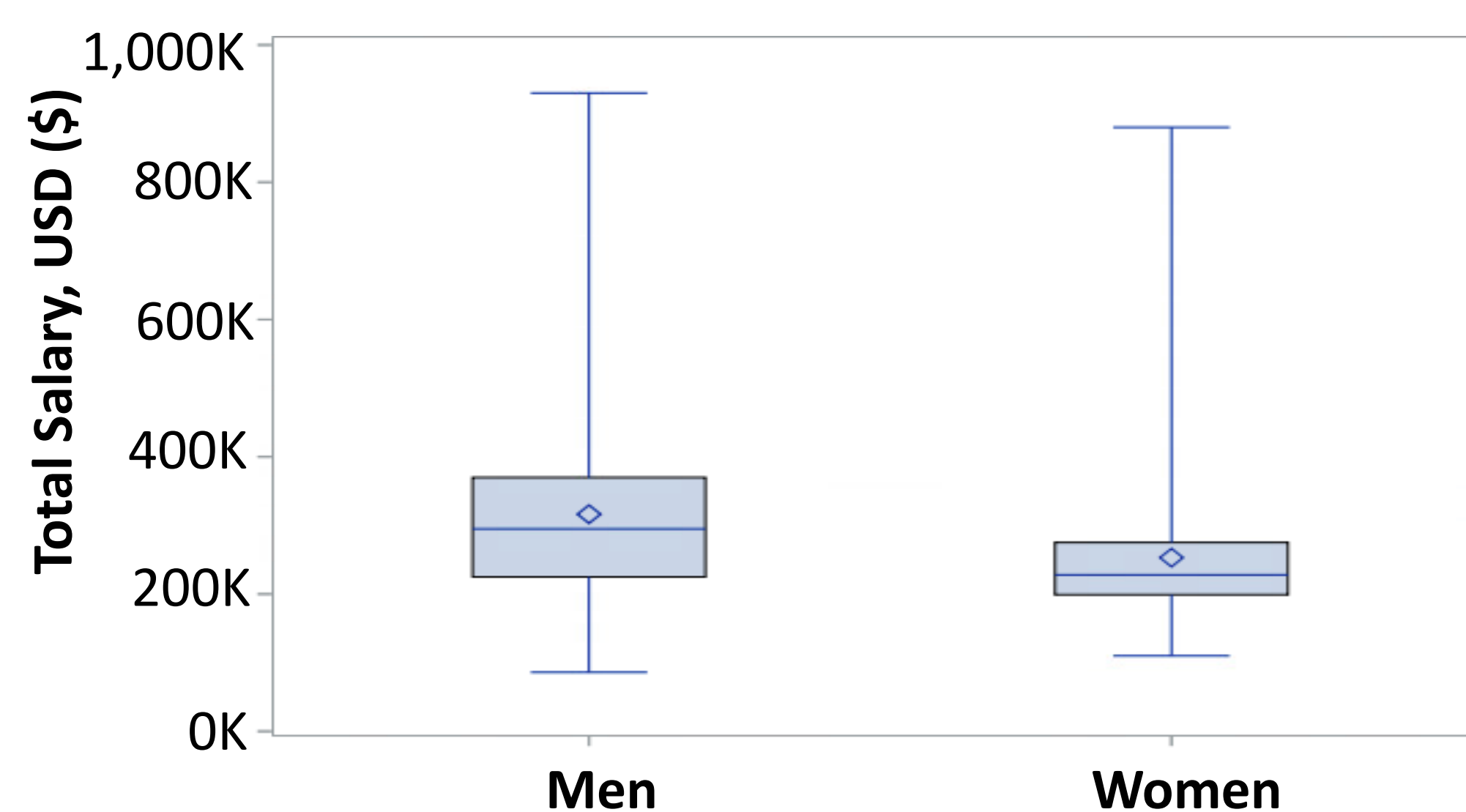


Figure 2: Salary by gender. Female physicians continued to make \$44,512.55 less than men after multivariable adjustment.

- Median job satisfaction in 241 respondents was 77.0 (Interquartile range 64.0-86.0).
- In a multivariable model, only years since clinical training ended but not total salary or other covariates predicted physician satisfaction.

Results

Table: Multivariable Analysis of Total Salary

	Coefficient	Standard Error	p-value
Female Gender	-44,512.55	15,387.03	0.004
Age (ref = age ≤ 35)			
36-40	10,208.46	20,205.47	0.614
41-45	2,439.32	28,420.16	0.932
46-50	26,159.57	44,089.05	0.554
51-55	38,142.54	61,547.78	0.536
56-60	36,734.67	74,010.80	0.620
≥ 61	139,998.98	83,887.05	0.097
Non-Caucasian Race (ref = Caucasian)	1,005.89	15,596.14	0.949
Academic Rank (ref = professor)			
Lecturer	-82,201.00	40,442.62	0.043
Assistant Professor	-30,600.60	32,424.62	0.346
Associate Professor	32,772.74	30,315.40	0.281
Performs Major Procedures	84,597.03	14,321.37	<0.001
Years Since End of Training (ref = ≤ 5)			
6-10	15,347.16	21,740.13	0.481
11-15	57,119.67	36,475.62	0.119
≥ 16	7,165.04	50,692.29	0.888
Living in urban or suburban area (ref = major urban area)	-34,772.02	16,291.87	0.034

Conclusions

- Gender disparities exist with respect to academic physician compensation.
- Social media can effectively increase transparency surrounding salary.
- Further studies are needed to better define these disparities and to enhance transparency surrounding physician compensation.

Disclosures: The authors have no conflicts of interest related to this work to disclose.