

Gender Differences in Physician Income

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Health Workforce Interest Group

Seattle, WA



Center for Health Workforce Studies

- Based at the School of Public Health at the University at Albany, SUNY
- Not-for-profit academic research center
- Mission: To provide timely, accurate data and conduct policy-relevant research about the health workforce
- Goal: To inform public policies, the health and education sectors, and the public
- Center was founded in July, 1996

Background

- Previously it has been found that female physicians earn less than male physicians
- Are gender differences in physician income increasing or decreasing over time?
- New York Resident Exit Survey

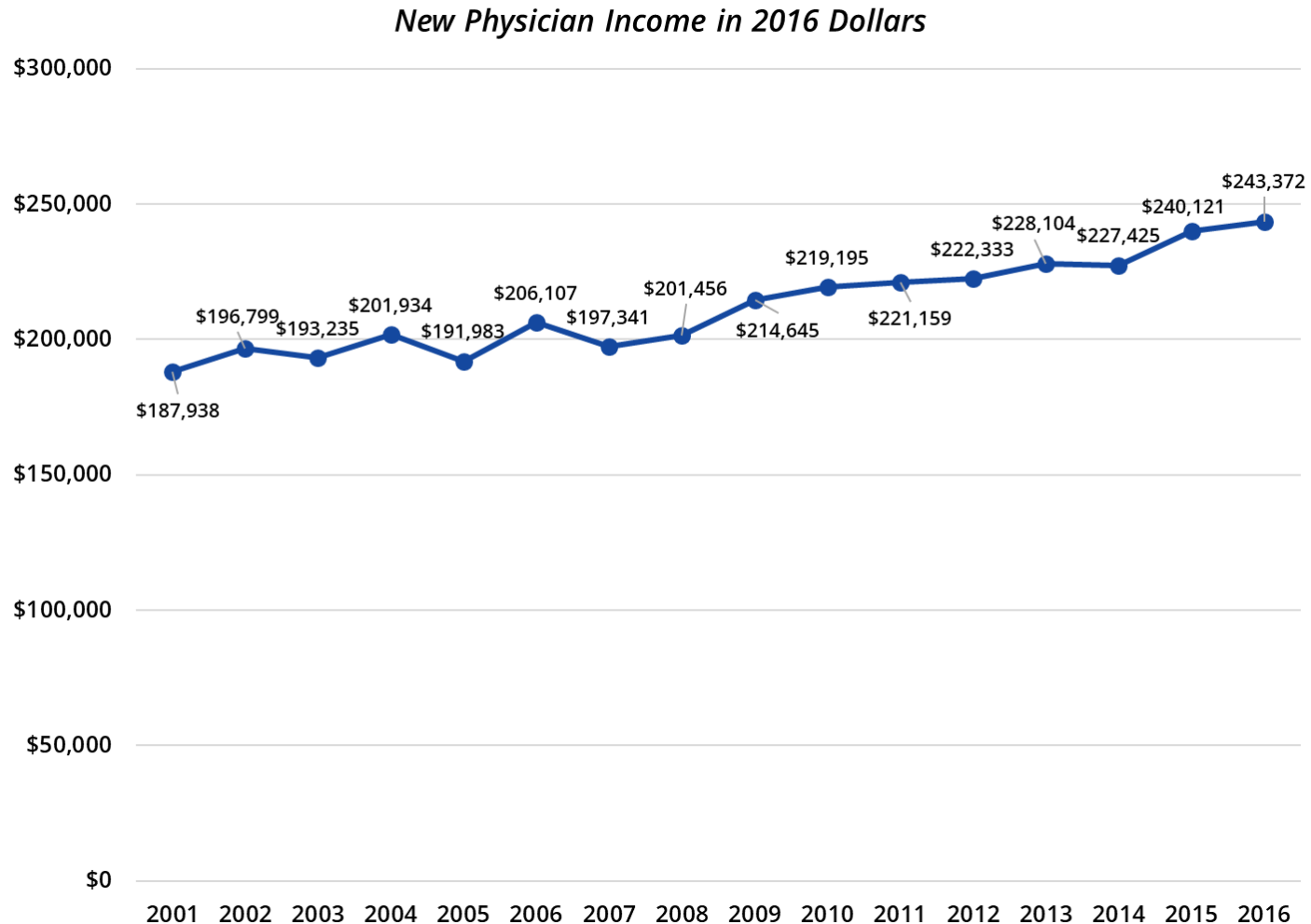
GME in the U.S. and New York

- In the US there are almost 10,000 programs and more than 120,000 residents
- In New York there are more than 1,100 programs and almost 16,000 residents
 - 12% of all programs and 13% of all residents in the US are in New York
- California trains the 2nd highest number of physicians
 - Almost 11,000 annually (or about 5,000 fewer than New York)

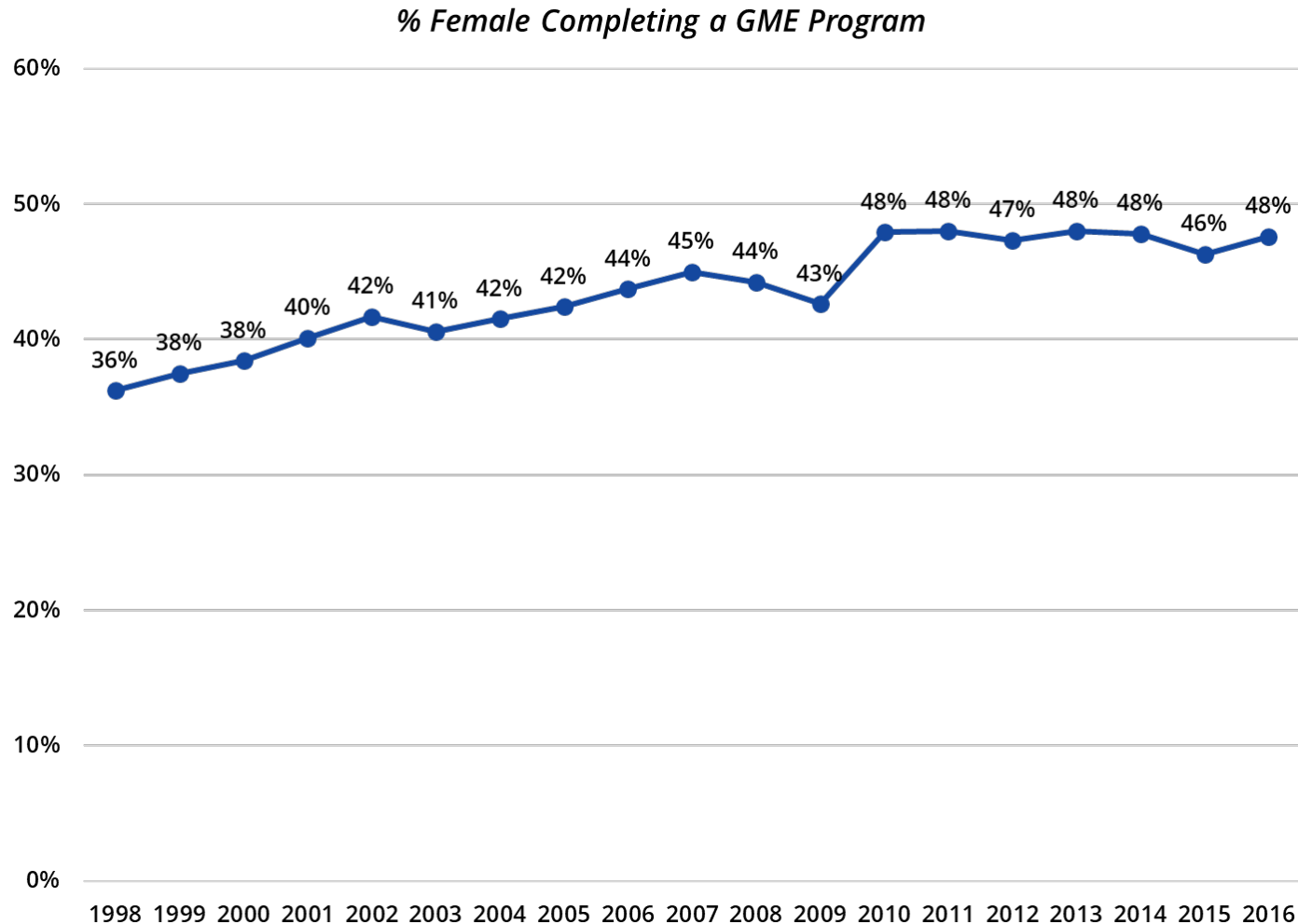
The New York Resident Exit Survey

- Conducted annually since 1998 (except for 2004 and 2006)
- A survey of all residents and fellows completing training in New York (approximately 5,000 annually)
- Substantial support and assistance from GME directors and programs directors
- Average annual response rate greater than 60%

The Income of New Physicians has Increased Over Time



The Percent of Females Completing a GME Program has Increased Over Time



Are Gender Differences in Physician Income Increasing or Decreasing?

- New York Resident Exit Survey (2001 – 2016)
- Respondents with Confirmed Practice Plans
 - IMGs on Temporary Visas were Excluded
- Series of OLS Regression Models (one for each year of the survey)
- Adjusting for a variety of factors

Variables Included in Physician Income Regression Models (2001 -2016)

Variables

Gender

Race/Ethnicity

Age

Type of Medical Education (MD or DO)

Citizenship Status

Practice Location (Urban, Rural, etc.)

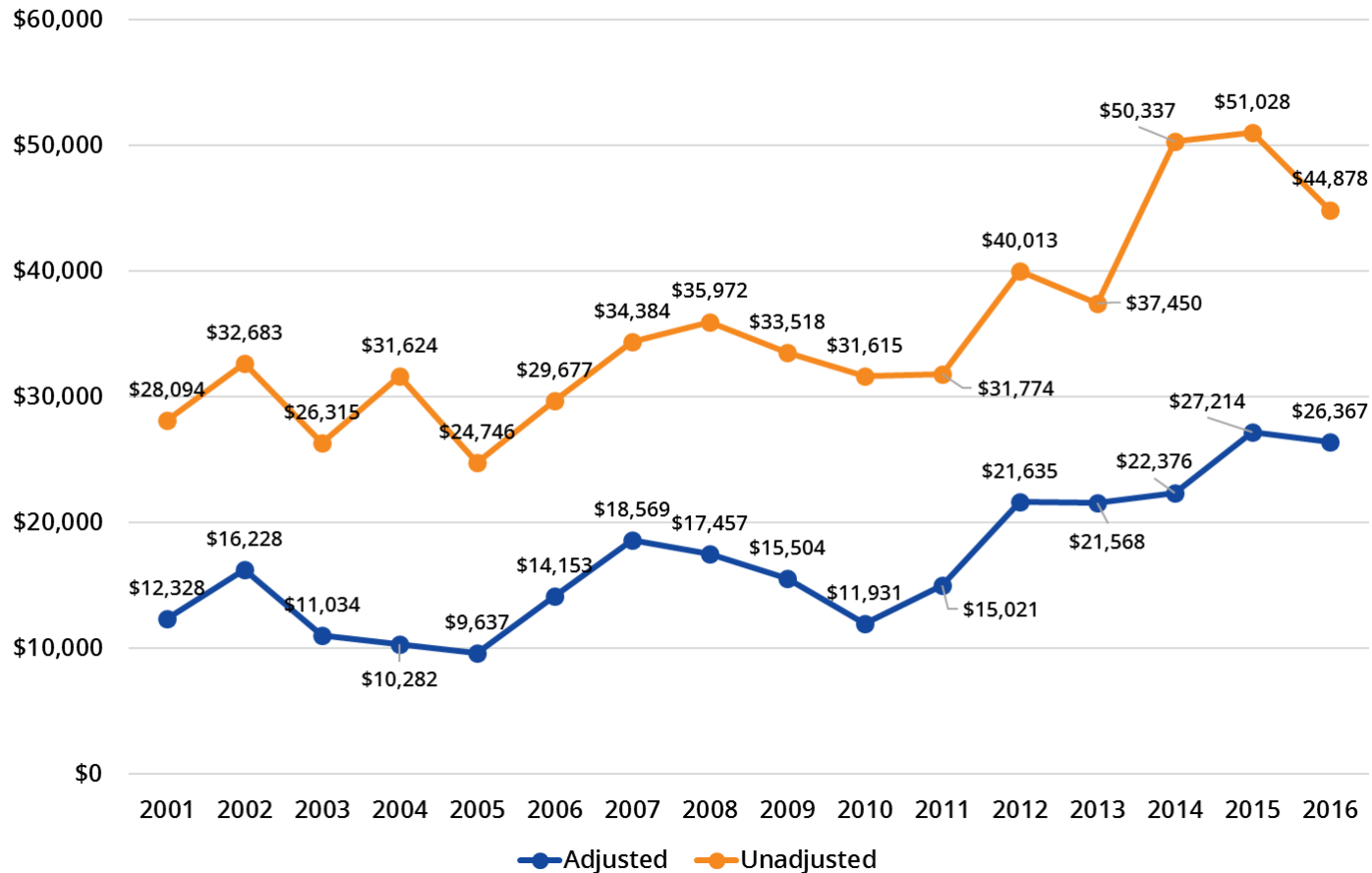
Patient Care Hours

Practice Setting (Group, Hospital Inpatient, Emergency Room, etc.)

Specialty

Gender Differences in Physician Income are Increasing

*Adjusted and Unadjusted Gender Difference in Physician Income
in 2016 Dollars*



Gender Differences in Physician Income by Primary Care Specialties, 2014-2016

	Income Difference	Significance
Family Medicine	-\$20,134	.0001
General IM	-\$15,214	.0000
General Pediatrics	-\$2,759	.0000
Obstetrics/Gynecology	-\$12,697	.0001

Negative dollars indicate that females earn less than males

Do “Very Important” Job Characteristics Affect Gender Differences in Income?

	Female	Male
Predictable start and end time each workday	43.5%*	33.3%
Length of each workday	41.5%*	30.9%
Frequency of overnight calls	54.2%*	44.7%
Frequency of weekend duties	53.0%*	43.0%

* $p < .05$ for *t*-test

Summary

- Gender differences in physician income have increased over time despite more women entering medicine
- These differences continue to persist after adjusting for a wide range of factors

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