

# Gender Differences in New Physician Income in the Post-Pandemic Era

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June 9, 2025

AcademyHealth's Annual Research Meeting

Minneapolis, MN



# Center for Health Workforce Studies

The Center for Health Workforce Studies (CHWS)—established in 1996—is an academic research center based at the College of Integrated Health Sciences at the University at Albany, State University of New York

## **Mission:**

To produce timely, accurate information and conduct policy-relevant research about the health workforce

## **Goal:**

To assist health, professional, and educational organizations, policy makers, planners, and other stakeholders to understand issues related to the supply, demand, distribution, and the use of health workers

# Background

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

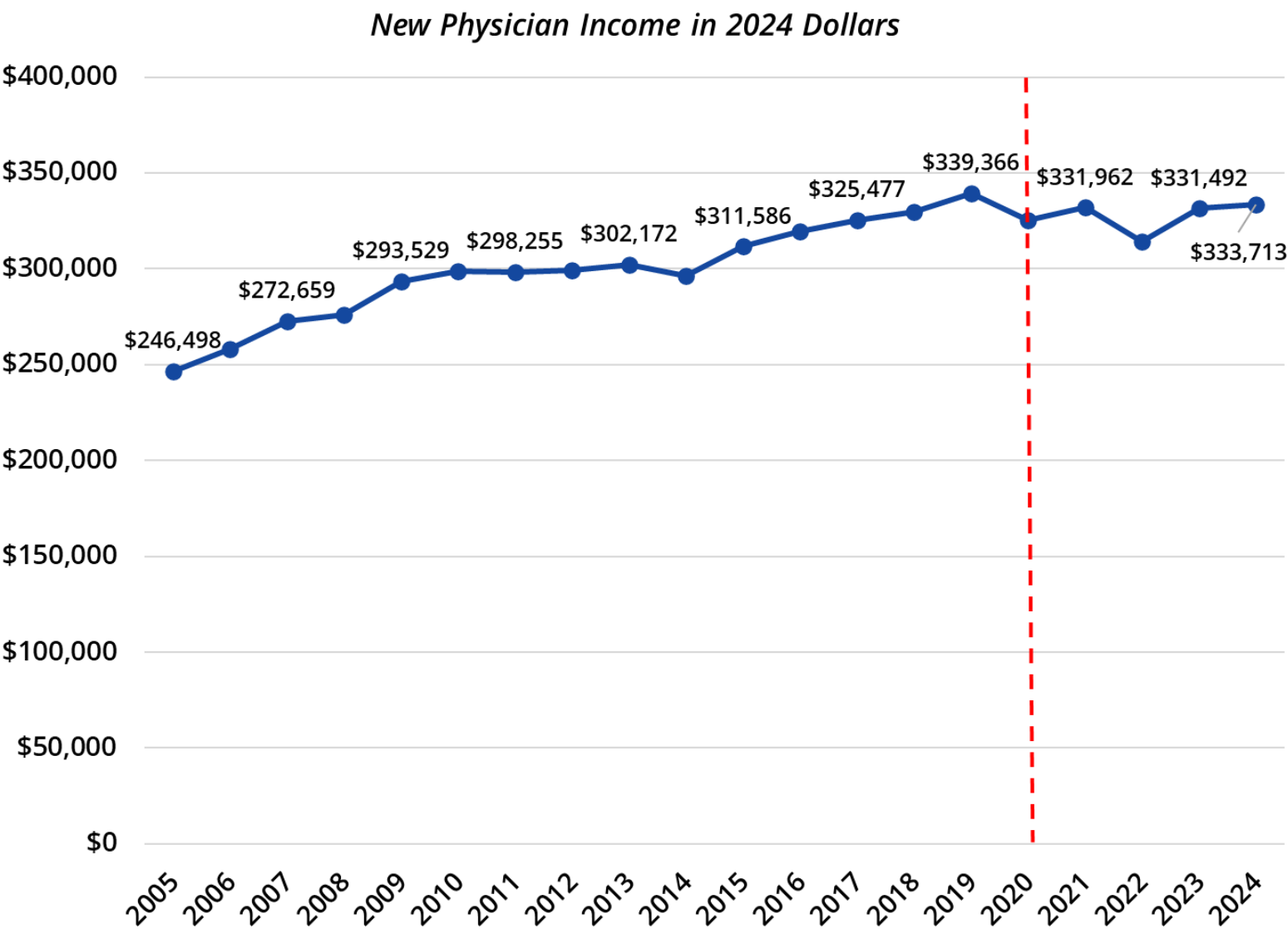
# Graduate Medical Education in New York and the US

- In the US, there are more than 13,400 GME programs and 158,000 residents
- In New York, there are more than 1,400 GME programs and 19,500 residents
  - 11% of all GME programs and 12% of all residents in the US are in New York
- California trains the 2nd highest number of physicians
  - More than 14,200 annually (about 5,300 fewer than New York)
- Approximately 50% of all physicians trained in NY practice in another state

# New York Resident Exit Survey

- New York State annually trains more than 19,500 physicians and each year and more than 5,000 physicians complete a training program annually
  - Approximately 50% of graduates enter patient care/clinical practice
- The New York Resident Exit Survey has been conducted annually since 1998 (with the exceptions of 2004, 2006, and 2020)
  - Survey of all residents and fellows completing training in New York
  - Average annual response rate of 60%
  - Collects information on demographics, upcoming practice characteristics, expected starting income, and job market experiences, among others
  - Monitors trends over time

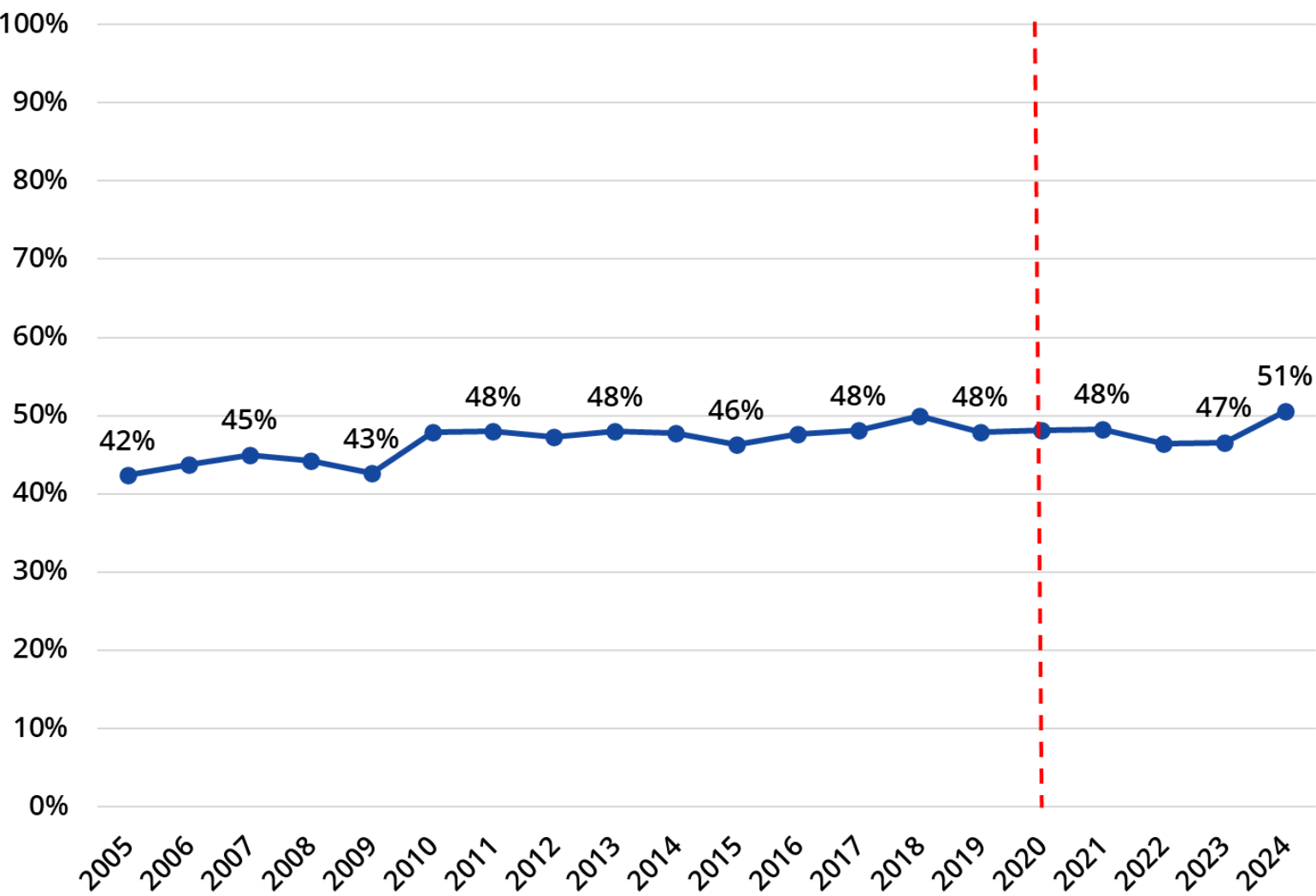
# Income of New Physicians Has Increased Over Time



Note: All dollar amounts are adjusted for inflation to 2024.

# Percent of Females Completing a GME Program Has Increased Over Time

*% Female Completing a GME Program*



Note: All dollar amounts are adjusted for inflation to 2024.

# Are Gender Differences in Physician Income Increasing or Decreasing Post-Pandemic?

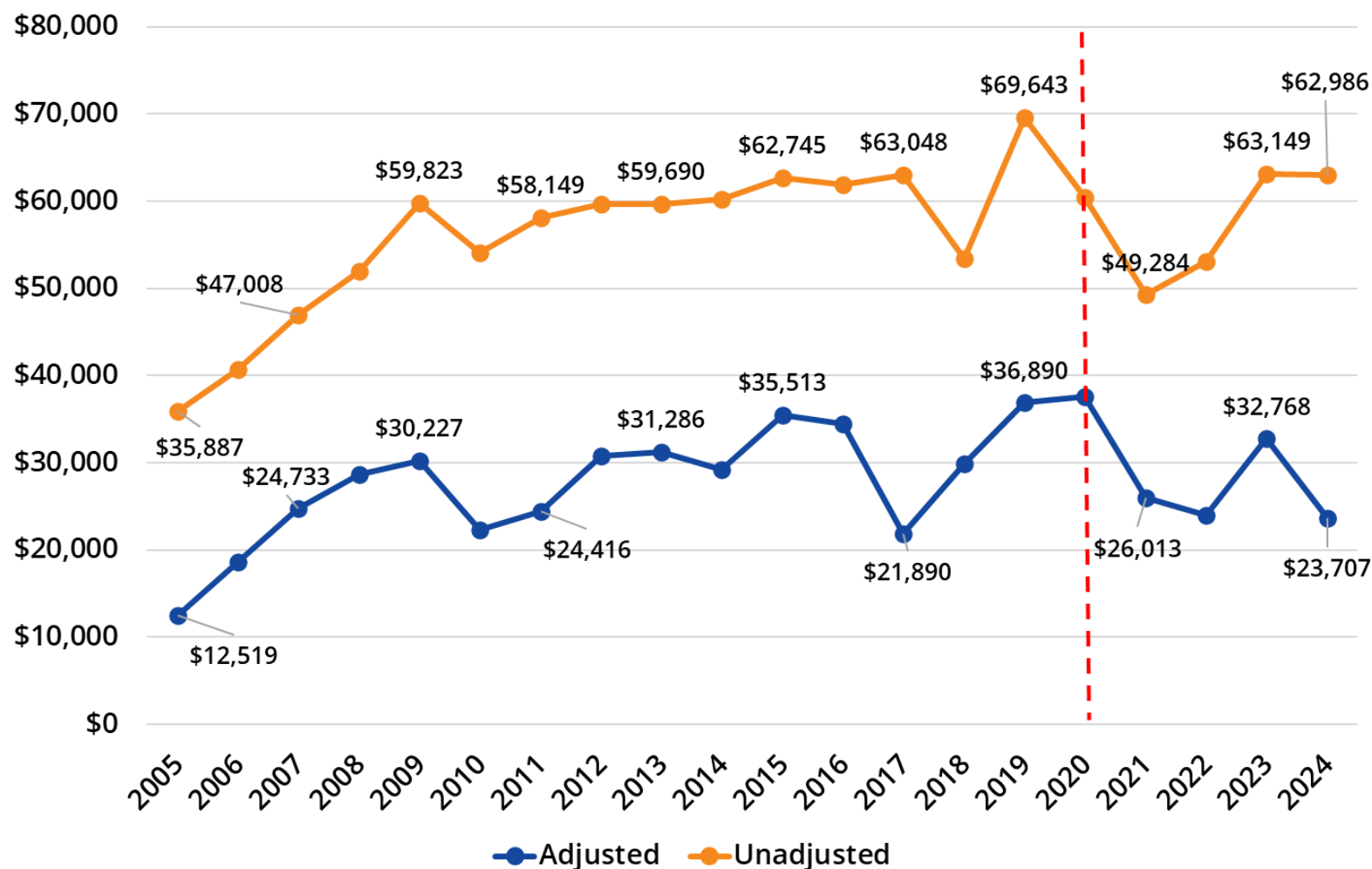
- New York Resident Exit Survey (2005–2024)
- Respondents with confirmed practice plans
- IMGs on temporary visas were excluded
- Analyses:
  - Series of OLS Regression Models (one for each year of the survey)
  - Interaction effects were added (gender multiplied by specialty) and 2 additional models were run – one before and one after the pandemic
- Adjusting for a variety of factors

# Variables Included in Physician Income Regression Models (2005-2024)

Variables
Gender
Race/Ethnicity
Age
Type of Medical Education (MD or DO)
Medical School Location (IMG or USMG)
Citizenship Status
Practice Location (Urban, Rural, etc.)
Patient Care Hours
Practice Setting (Group, Hospital Inpatient, Emergency Room, etc.)
Specialty (25 Specialties)

# Gender Differences in Physician Income Persists

*Adjusted and Unadjusted Gender Difference in Physician Income  
in 2024 Dollars*



Note: All dollar amounts are adjusted for inflation to 2024.

# Gender Differences in Primary Care Physician Income Before and After the Pandemic

Primary Care Specialty	Income Differences (2016-2019)	Income Differences (2021-2024)
Family Medicine	-\$19,629*	-\$22,721
General Internal Medicine	-\$14,360*	-\$22,885*
General Pediatrics	-\$1,677*	-\$15,237*
Obstetrics/Gynecology	-\$7,481*	-\$21,002*

Negative dollars indicate the amounts females earn less than males.

\* $P < 0.05$

# Gender Differences in Medicine Subspecialty Physician Income Before and After the Pandemic

Medicine Subspecialty	Income Differences (2016-2019)	Income Differences (2021-2024)
Cardiology	-\$34,593	-\$6,021
Gastroenterology	-\$4,544*	-\$4,787
Geriatrics	\$20,686*	-\$13,221
Hematology/Oncology	-\$33,209	-\$19,392
Nephrology	-\$9,002*	-\$60,583
Pulmonary Disease	-\$29,011	-\$37,902

Negative dollars indicate the amounts females earn less than males.

\* $P < 0.05$

# Gender Differences in Surgical Subspecialty Physician Income Before and After the Pandemic

Surgical Subspecialty	Income Differences (2016-2019)	Income Differences (2021-2024)
Ophthalmology	-\$43,558	-\$53,071
Orthopedics	\$23,221*	\$59,595*
Otolaryngology	-\$69,994	-\$54,189
Urology	-\$57,983	-\$23,926

Negative dollars indicate the amounts females earn less than males.

\* $P < 0.05$

# Conclusions

- Gender differences in physician income remain despite more women entering medicine over the last 2 decades
- These disparities persist after adjusting for a wide range of factors including specialty and expected hours worked
- Moreover, female physicians generally earn less than their male counterparts within most specialties
  - Albeit, not all of these differences were statistically significant
- Notably, the COVID-19 pandemic did not substantially alter these income inequities

# Acknowledgements

Funding for this study was provided by New York State Department of Health.

The content of this presentation are those of the authors and do not necessarily represent of the College of Integrated Health Sciences, University at Albany, or the New York State Department of Health.

# Questions?

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