

A Resolution in Recognition of Women in Medicine at McGovern Medical School and the supportive efforts of the Women Faculty Forum and Diversity and Inclusion Committee

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Whereas: Workforce diversity is defined as the presence of people from many different backgrounds, and workforce inclusion represents how these individuals can be equitably promoted, compensated, and supported in their careers; and

Whereas: There is a known gap between men and women medical school faculty in salary, and these gaps widen over their career trajectory;^{1,2} and

Whereas: Among faculty in US medical schools, there are gender differences in academic rank, with women substantially less likely than men to be full professors, even after accounting for age, experience, specialty and measures of research productivity;³ and

Whereas: The McGovern Medical School has 42% women faculty; and

Whereas: Our McGovern Medical School Faculty Senate is well-situated to develop and advance specific proposals to the administration; therefore, be it

RESOLVED, that we recognize our women faculty at McGovern Medical School during Women in Medicine Month in September; and, be it further

RESOLVED, that we support the administration's current undertakings to assess salaries across the organization and their commitment to pay equity; and, be it further

RESOLVED, that our Faculty Senate work with and support the efforts of the Women Faculty Forum and the Faculty Diversity and Inclusion Committee in their endeavors to support women at McGovern Medical School.

¹ Jena AB, Olenski AR, Blumenthal DM. Sex differences in physician salary in US public medical schools. *JAMA Intern Med.* 2016;176:1294-1304

² Freund KM, Raj A, Kaplan SE, Terrin N, Breeze JL, Urech TH, and Carr PL. Inequities in academic compensation by gender: a follow-up to the national faculty cohort study. *Acad. Med.* 2016;91:1068-1073.

³ Jena AB, Khullar D, Ho O, Olenski AR, Blumenthal DM. Sex differences in academic rank in US medical schools in 2014. *JAMA* 2015;314:1149-1158