Box 2. Statement on Compensation Equity among Anesthesiologists

Committee of Origin: Ad Hoc Committee on Women in Anesthesia

(Approved by the American Society of Anesthesiologists (ASA) House of Delegates on October 23, 2019)


To eliminate any lack of parity in compensation among anesthesiologists, ASA supports and recommends the following:

1. Identification of existing policies, procedures, leadership, and culture that promote compensation equity in medicine. ASA recommends further research on the magnitude of and reasons for any gender pay inequity and barriers to career advancement as well as on the best practices to close these gaps across practice settings.

2. Equitable physician compensation (including pay, benefits, clinical and administrative support, clinical schedules, institutional responsibilities, and, where appropriate, laboratory space and support for researchers) based on comparable work. At each stage of physicians’ professional careers, compensation should be determined according to objective assessment and established criteria for advancement and should not be based on characteristics of personal identity, including gender.

3. Transparency and routine assessment of the equity of physician compensation arrangements by all organizations that employ physicians. Departments, groups, and institutions should establish locally specific policies that promote
transparency in defining the criteria for initial and subsequent physician
salaries. Performance-review criteria, specific to local and institutional norms,
should be standardized for anesthesiologists, no matter what the practice
setting, to ensure ongoing fair compensation based upon transparent and pre-
determined metrics.

4. The provision of periodic implicit bias training\(^1\) for all who make compensation
decisions (e.g., department chairs, deans, search committees, human
resources personnel, partners in practice, etc.) within any entity that either
employs or compensates anesthesiologists. This would increase awareness of
how subtle differences in the evaluation of physicians’ characteristics of
personal identity, including gender, may impede compensation and career
advancement. Such training should also be available to individual physician
employees. ASA recommends that organizational policies and procedures be
implemented that address implicit bias.

5. The establishment and provision of programs in negotiation, career and
leadership development for all anesthesiologists, and physicians-in-training in
anesthesiology. ASA encourages the specific establishment of programs
targeted to anesthesiologists of diverse backgrounds.

Reference

1. AAMC. AAMA Leadership Development Courses. 2019 January 2, 2020;
Available from:
https://www.aamc.org/members/leadership/catalog/178420/unconscious_bias.html