10 Gender equity in academic female pelvic medicine and reconstructive surgery: A cross-sectional observational study

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OBJECTIVES: To evaluate gender equity in academic female pelvic medicine and reconstructive surgery (FPMRS) divisions using gender representation, academic appointment, and research productivity.

MATERIALS AND METHODS: This was a cross-sectional observational study of all FPMRS divisions with fellowship programs during July 2020. Publicly available demographic and academic data were collected from department websites, HealthGrades.com, Google search engine, and Scopus. The H-index was used as a measure of research productivity. The M-quotient for each attending was subsequently calculated using the H-index and year of first publication to control for career length. Career length was further categorized into careers spanning 0-10, 11-20, 21-30, and greater than 30 years. The Pearson chi-square and Mann-U Whitney tests were used to compare categorical and continuous variables, respectively, and a P value < 0.05 was considered statistically significant.

RESULTS: There were 348 attendings from 72 FPMRS divisions (198 female [56.9%], 150 male [43.1%]). There was no difference in male and female attendings at the “instructor” or associate professor academic appointment (27/56 vs 29/56 and 41/78 vs 37/78, respectively). There were more female assistant professors compared to male assistant professors (94/124 vs 30/124; P < 0.001) which remained statistically significant when comparing career lengths. There were more male full professors compared to female professors (56/90 vs 34/90, P < 0.001); however, this did not maintain statistical significance when comparing career lengths (P = 0.079). There was no difference between the number of male and female division directors (36/73 vs 37/73; P = 0.2). There were more female compared to male fellowship program directors, but this difference was not significant (44/74 vs 30/74; P = 0.56). Male attendings had higher H-indices (median = 13.00) than their female (median = 7.50) counterparts (P = 0.03); however, this difference did not remain statistically significant after controlling for career length with the M-quotient (P = 0.648).

CONCLUSION: Based on our results, female attendings were more likely to be assistant professors compared to their male counterparts regardless of career length. Research productivity was not different between genders after controlling for career length. Most importantly, we found equitable representation of females and males in professor and division director positions with respect to career length.

11 Differences in medicare payments by gender and training track in female pelvic and reconstruction medicine and surgery

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OBJECTIVES: Gender disparities in medicine have been well established, with differences in attainment of roles in administration, and differences in physician income. Our objective was to determine...