



Group 1

SUPPORTING EVIDENCE OF DISCRIMINATIVE PRACTICE

on working female doctors at Houston College of Medicine, Texas.

Employment discrimination is illegal, but happens here.

Title VII of the Civil Rights Act of 1964

EDITOR'S NOTE: The following is the text of Title VII of the Civil Rights Act of 1964 (Pub. L. 88-352) (Title VII), as amended, as it appears in volume 42 of the United States Code, beginning at section 2000e. Title VII prohibits employment discrimination based on race, color, religion, sex and national origin. The Civil Rights Act of 1991 (Pub. L. 102-166) (CRA) and the Lily Ledbetter Fair Pay Act of 2009 (Pub. L. 111-2) amend several sections of Title VII. In addition, section 102 of the CRA (which is printed elsewhere in this publication) amends the Revised Statutes by adding a new section following section 1977 (42 U.S.C. 1981), to provide for the recovery of compensatory and punitive damages in cases of intentional violations of Title VII, the Americans with Disabilities Act of 1990, and section 501 of the Rehabilitation Act of 1973. Cross references to Title VII as enacted appear in italics following each section heading. Editor's notes also appear in italics.



<https://www.eeoc.gov/statutes/title-vii-civil-rights-act-1964>

Aim:

To investigate whether the Houston College of Medicine is involved in any systematic discrimination against women in **promotions** and **salary** setting.

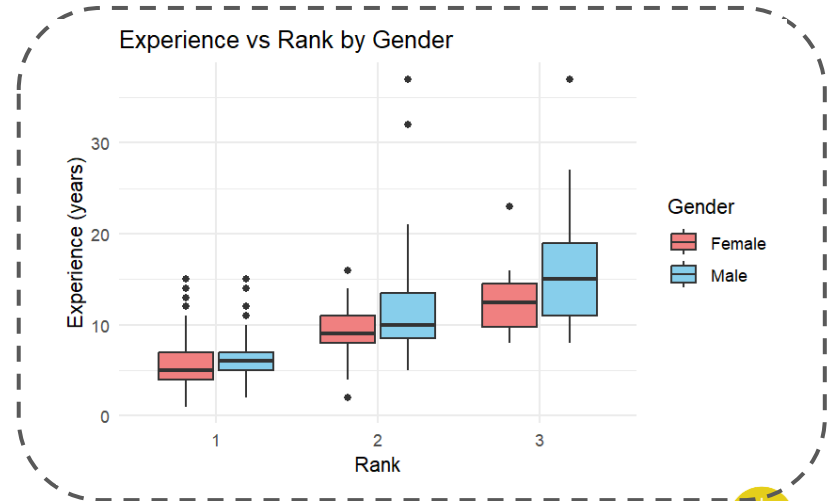
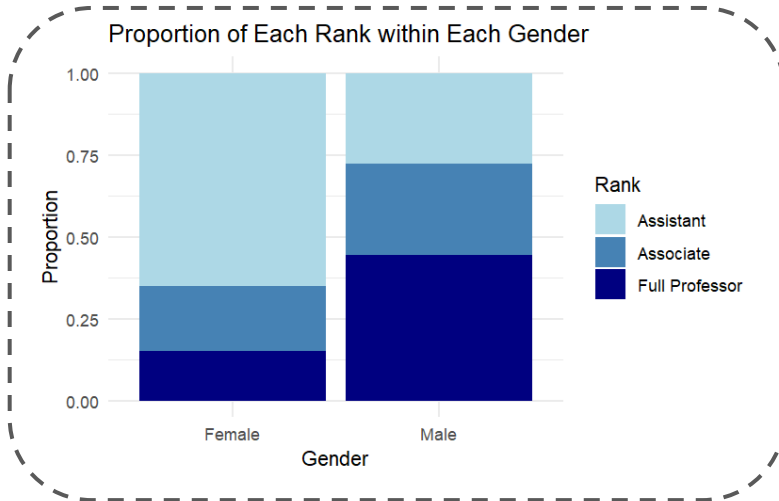
Data:

- Data on 261 employees at Houston College of medicine
- Annual salary in 1994 & 1995 / gender / clinical focus / board certification / faculty rank / publication rate etc.

ARGUMENT :

Despite equal workload, female doctors are faced with lower rank and salaries than their male co-workers.

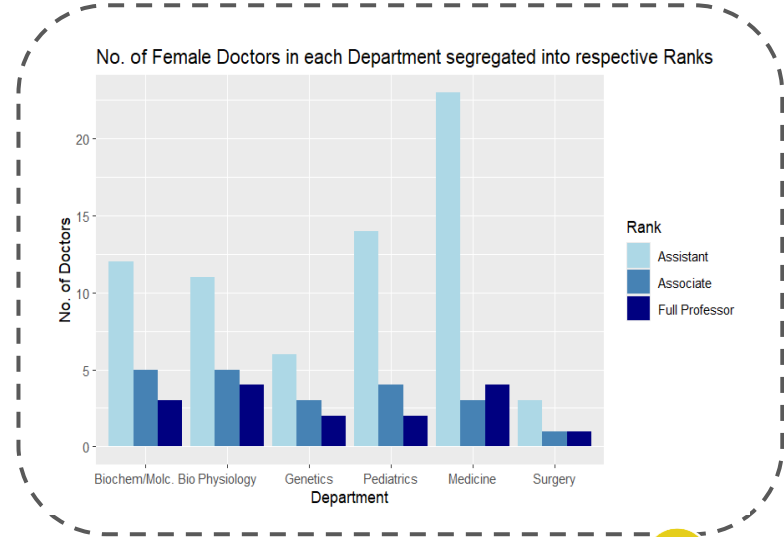
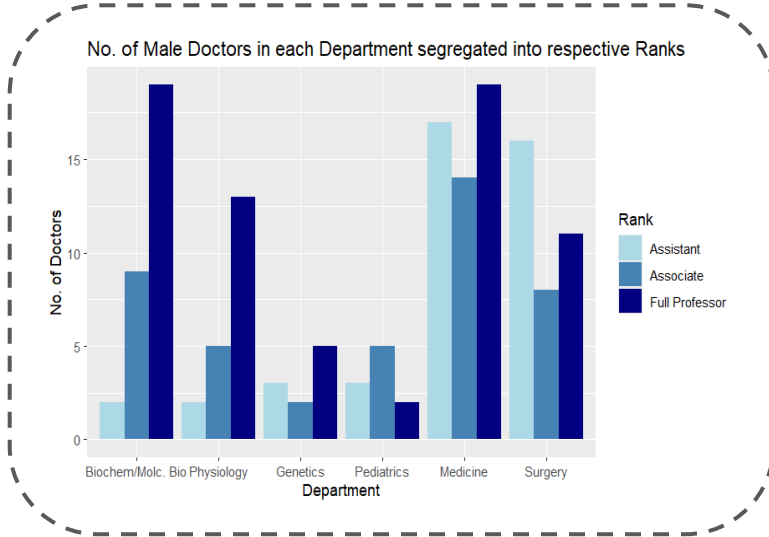
In general, female proportion as rank increases is imbalanced.



KEY TAKEAWAYS

- Small proportion of female in the Associates and Full Professor rank
- Female doctors, on average, get promoted faster.
- In theory, there should near-equal gender proportions in each rank. BUT this is NOT the case.

More males in higher ranks, more females in lower ranks.



KEY TAKEAWAYS

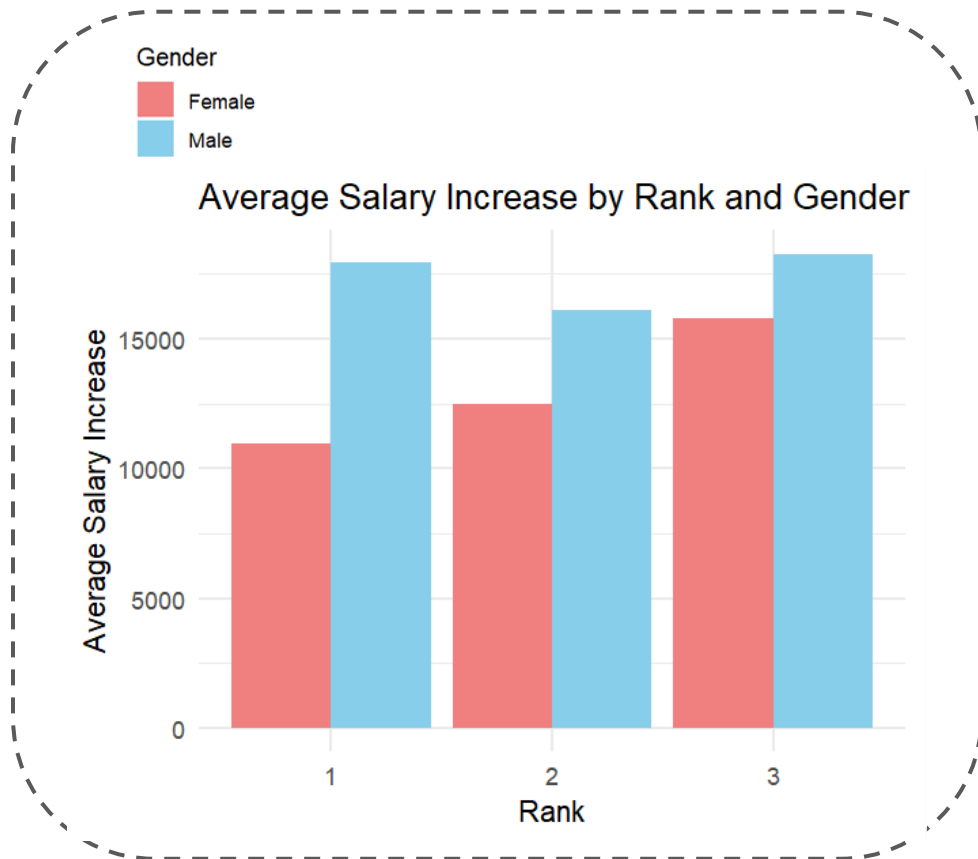
- Men dominate the higher ranks in each department.
- Very high proportion of women in the Assistant rank compared to higher ranks.

There's more.
On average, in all positions,

**Females
receive less
salary increase.**

KEY TAKEAWAYS

- For female doctors who hold the same rank as their male counterparts, their salary increase are significantly lower, with the biggest gap > \$6500.
- This indicates a ***disparity in compensation growth*** between genders, even when their positions and responsibilities are equivalent.



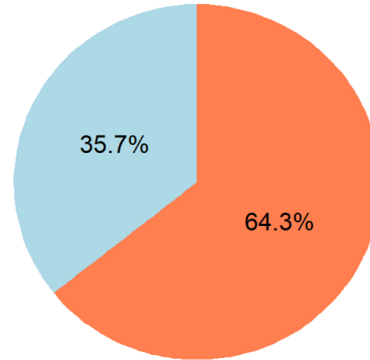
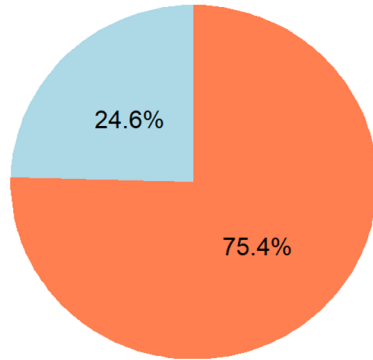
FACT FINDING

Texas' [OCCUPATIONS CODE](#) on Health Professions states, *a person may not practice medicine unless they hold a license issued by the government board.*

In clinical,
CERTIFIED
female doctors
are *less likely*
to practice
medicine.

Distribution of Emphasis for Board-Certified Males

Distribution of Emphasis for Board-Certified Females



Emphasis
Research Emphasis
Clinical Emphasis

KEY TAKEAWAYS

- Taking board certifications means intention to be a medicine practitioner.
- Yet, **10% LESS certified** female doctors than male actually practice medicine in College

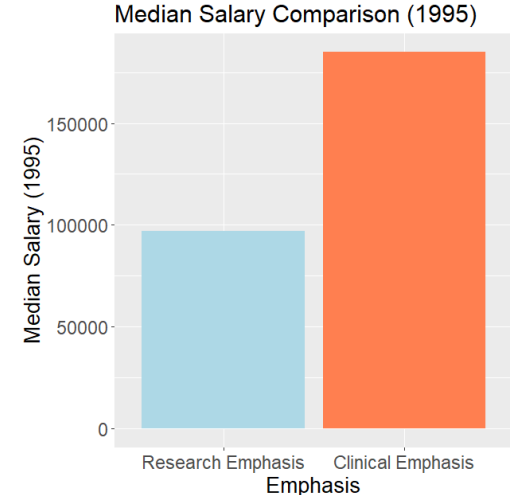
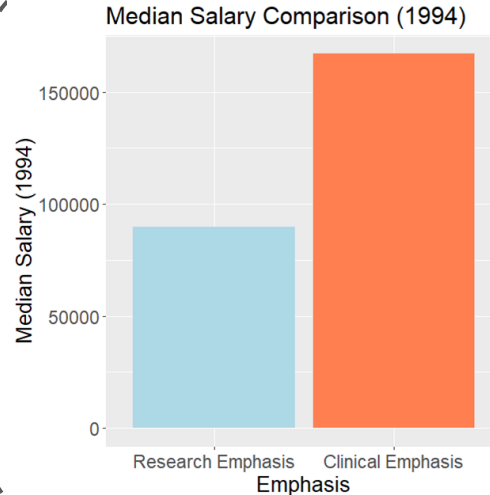
Meanwhile, those in clinical have **nearly twice the median salary** than doctors in research.

KEY TAKEAWAYS

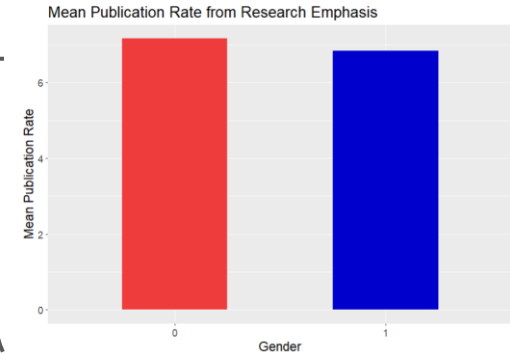
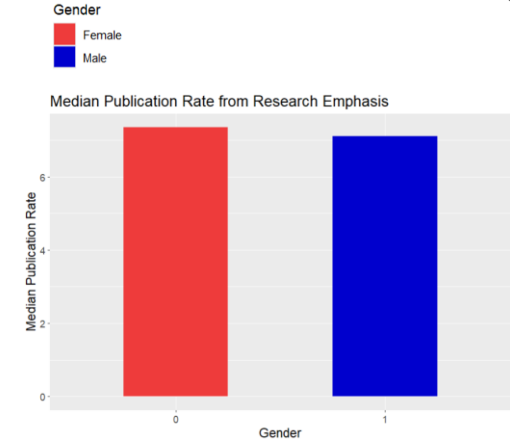
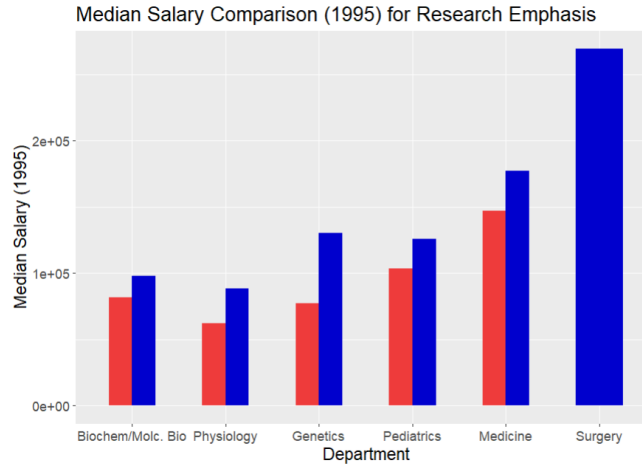
- Females have **less opportunity** to practice Clinical Emphasis, despite having **Board Certification**.
- Females are given **less opportunity** for positions with **higher salary**.

FACT FINDING

No matter the gender, emphasis determines the salary range. Clinical emphasis provide higher median salary.



In research,
**Females
publish
MORE,
but
paid
LESS.**



KEY TAKEAWAYS

- Publication rate per year of females in median (7.35) and mean (7.17) are **higher** than males in both median (6.84) and mean (7.10).
- So, female doctors generally publish more research article per year.
- However, in all departments, females have smaller median salaries than the males.

In reference to the female doctor's salary,
**here's the
EXCESS salary
received by the males.**

KEY TAKEAWAYS

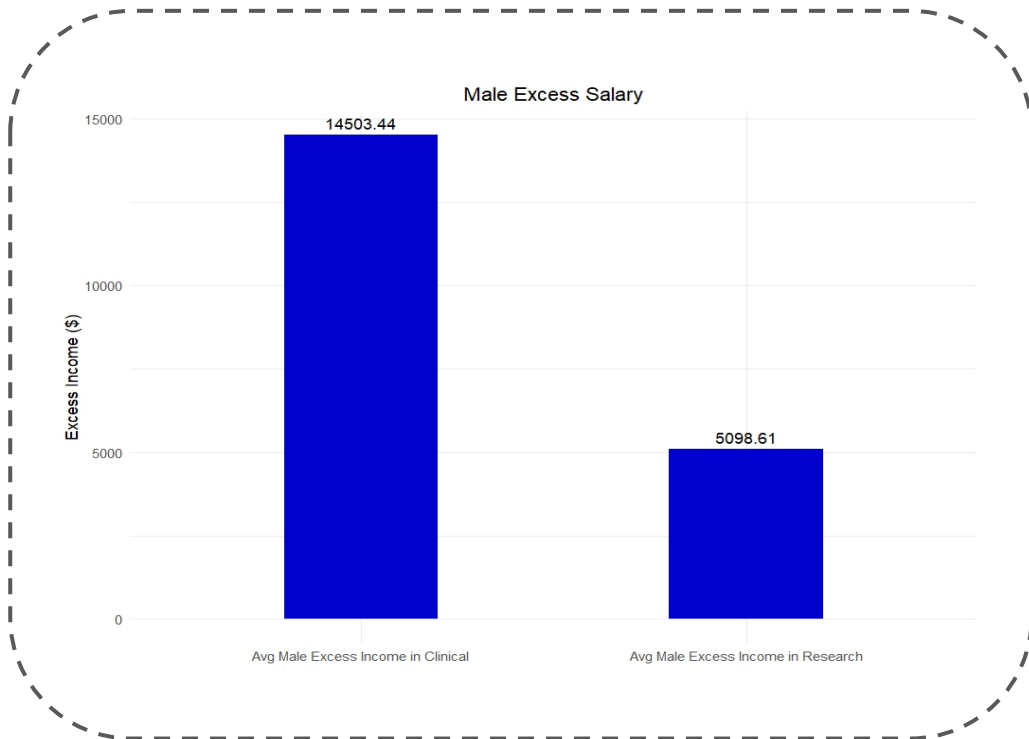
- Baseline = Female
- **Male Excess Salary** = coefficient for Gender (Male in the model)

Holding publication rate and experience constant, male receive a higher salary than female in in Clinical and Research.

Male receive:

- \$14,503 higher in clinical per year, on average
- \$5,098 per year in research, on average

A linear regression model is built using Gender, Publication Rate and Experience as predictors to predict salary.



CONCLUSION

- Men dominate the higher ranks in each department.
- Significantly lower salary increase for female doctors compared to male doctors in the same ranking, with the biggest gap > \$6500
- *10% less* certified female doctors than male actually practice medicine in College
- Females have **less opportunity** to practice Clinical Emphasis, despite having **Board Certification**.
- Female doctors generally publish more research article per year but have smaller median salaries than the males (in all department)

Dataset Evaluation:

Inaccurate representation of the population

- Higher proportion of male in the dataset
- Male have higher experience than female in the dataset