

PMID	TITLE	AUTHORS	JOURNAL/BOOK	PUBLICATION YEAR	SUMMARY	CATEGORY	TYPE
19116472	A Simple Model to Optimize Resource Allocations When Expanding the Faculty: Research Base: A Case Study	Keith A. Joiner, MD, MPH	Acad Med	2009	Construction of new biomedical research facilities has outpaced the funding sources for faculty to occupy those facilities. This puts a premium on the efficient allocation of central resources for faculty recruitment. The author developed a mathematical model to determine the optimal structure (dollars, space) for allocating resource packages when recruiting new faculty, based on expected financial returns from those faculty. Surprisingly, the optimal strategy was to allocate homogeneous recruitment packages, independent of the recruited faculty member's rank or the individual's expected revenue generation. Optimization results were used to allocate recruitment packages to new departments head and center directors at the University of Arizona College of Medicine during the last four years (2005-2008). At any institution that uses this model, appropriate distribution of facilities and administrative revenues at the institution is needed to equitably balance the costs and benefits associated with faculty expansion.	distribution of space salary expectations	data driven
31548337	Women in Pediatrics: Progress, Barriers, and Opportunities for Equity, Diversity, and Inclusion	Nancy D. Spector	Pediatrics	2019	The fair treatment of women pediatricians will require enhanced and simultaneous commitment from leaders in 4 key gatekeeper groups: academic medical centers, hospitals, health care organizations, and practices; medical societies; journals; and funding agencies. In this report, we describe the 6-step equity, diversity, and inclusion cycle, which provides a strategic methodology to (1) examine equity, diversity, and inclusion data; (2) share results with stakeholders; (3) investigate causality; (4) implement strategic interventions; (5) track outcomes and adjust strategies; and (6) disseminate results. Next steps include the enforcement of a climate of transparency and accountability, with leaders prioritizing and financially supporting workforce gender equity. This scientific and data-driven approach will accelerate progress and help pave a pathway to better health care and science.	salary expectations expectations of external funded time distribution of institutional resources	program evaluation
	Why Are Colleges So Cowardly?	Tom Bartlett	The Chronicles of Higher Education	2021	Jennifer Freyd sued the University of Oregon in 2017, alleging that she had been paid less than her male colleagues in the psychology department. Last week the two parties announced an agreement under which Oregon will pay the now-retired psychology professor \$350,000 in damages, thereby avoiding a jury trial. In addition, the university will donate \$300,000 to the Center for Institutional Courage, an organization Freyd founded last year that's dedicated to "rigorous scientific research, wide-reaching education, and data-driven action."	salary expectations other contributions	editorial summary
	Promising Practices for Understanding and Addressing Salary Equity at U.S. Medical Schools	Valerie M. Dandar, MA, AAMC, Diana M. Lautenberger, MAT, AAMC, Owen E. Garrison, PhD, consultant to the AAMC.	AAMC	2019	Achieving salary equity in academic medicine is the right thing to do and the smart thing to do — yet it is a challenging task, requiring an institutional commitment to transparency, cross-campus collaboration, ongoing communication, dedicated resources, and enlightened leadership. There are few guides to assist institutions in this process. On behalf of the Association of American Medical Colleges (AAMC), I am very pleased to present this monograph, Promising Practices for Understanding and Addressing Salary Equity at U.S. Medical Schools. This publication and the related online toolkit are valuable resources for medical school leaders and faculty to use in launching, revising, and sustaining local salary equity studies and initiatives. Promising Practices contains data from the annual AAMC Faculty Salary Report analyzed by gender. Analyses highlight national trends that medical schools may wish to investigate in their local studies. The publication also presents 11 institutional case studies and their promising practices to help medical schools develop local salary equity initiatives. This effort is the first of many by the AAMC to share national data, tools, and promising practices to help schools understand and achieve salary equity. It is our hope that this publication prompts conversation on your campus and spurs momentum to address this critical issue.	salary expectations	data driven
	Closing the Gender Pay Gap in Medicine: A Roadmap for Healthcare Organizations and the Women Physicians Who Work for Them		Springer		Our road map begins with an evidence-based discussion of how gender-based differences in performance assessments, specialty choice, domestic responsibilities, negotiation, professional resources, sponsorship, and clinical productivity, accumulate across women's careers in medicine and impact evaluation, promotion, and therefore compensation in the healthcare workplace. Next, we describe traditional physician compensation models and explore how these pay programs support conventional practice styles that disproportionately monetize characteristics more commonly displayed by male physicians. Since organizational leaders seeking to narrow the gender pay gap must be aware of the legal context surrounding this type of endeavor, Chap. 4 provides a robust review of relevant statutory imperatives like the Equal Pay Act, Title VII of the Civil Rights Act of 1964, and state laws that prohibit gender discrimination in employment. Chap. 5 describes how to install infrastructure and conduct robust salary studies to identify baseline inequities, ensure reliable analysis, and facilitate organizational trust and forward movement in closing the gender pay gap. Chap. 6 details specific strategies healthcare enterprises can adopt to support the culture change necessary to identify and address biased workplace expectations that may be unintentionally sustaining the disparities discovered in salary studies. Lastly, the road map culminates with a chapter describing the efforts of one medical institution that has successfully made the journey from identifying compensation equity as a high-priority, organizational objective to creating the infrastructure, assessments, and policies necessary to support this enterprise mission.	salary expectations other contributions	data driven