



# AMA Women Physicians Study

July 2024

# Objectives and Methodology

## Objectives

- Determine the issues that are of interest and importance to women physicians
- Explore the challenges that women physicians face in the field of medicine
- Explore attitudes toward their careers, work/life balance and extra-clinical opportunities

## Methodology

- 15-minute online survey with 1439 practicing women physicians
- Sample provided from the AMA Physician Profile Database
- Fielded June 5 – July 1, 2024
- Responses compared with 2017 study with sample provided by M3, fielded August 17 – September 2, 2017.
- Sample:
  - Excluded males and retired physicians
  - Mix of age groups (35 and younger, 36-45, 46-55 and 56-65)



# Summary of Findings

## Respondents began thinking about becoming a physician early in life.

- Over a third of respondents began thinking about becoming a physician when they were very young – age 10 or under.
- Most respondents had a role model that inspired them to become a physician, often a physician parent (32%) or a personal physician (27%).



## Women physicians face a variety of challenges in the workplace.

- 67% of respondents felt they are at a disadvantage when negotiating contracts and half of the respondents (50%) feel they are evaluated differently from male physicians when up for promotion.
- Nearly 7 in 10 (69%) respondents agree there are leadership opportunities in their workplace, however about 4 in 10 (39%) say they are being prevented from advancing in their career.
- About 4 in 10 (42%) women physicians agree it is difficult to earn respect from patients and just under half (48%) agree it is difficult to earn respect from colleagues – an increase from 2017.



## Women physicians are struggling to maintain a healthy work-life balance.

- 92% of respondents agreed that childcare responsibilities tend to fall on women physicians more than men physicians and 81% find it stressful to manage both work and family responsibilities.
- 72% of women physicians agree they struggle to maintain a healthy work-life balance.
- 3 in 4 (76%) respondents with children said they delayed having children to advance in their career and half said their career impacted the number of children they will have.



## Work-place benefits can help ease some of these burdens.

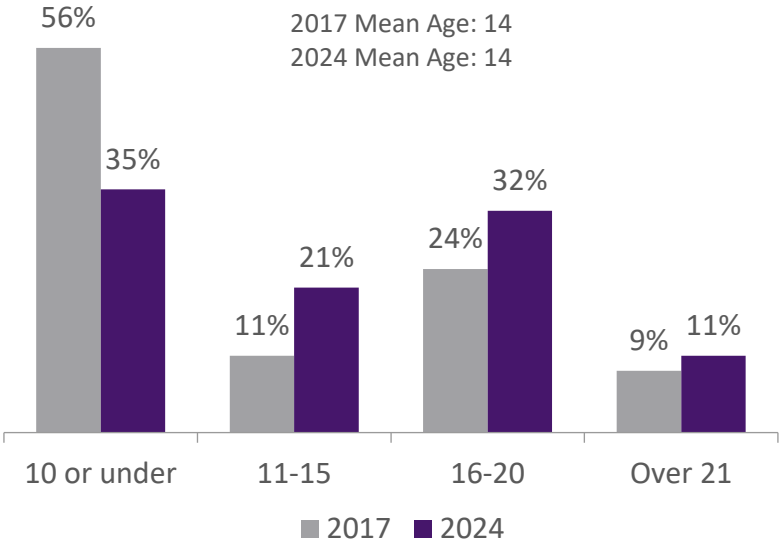
- A flexible work schedule and the option to work reduced/part-time hours were the two most important workplace benefits.
- Work-life balance was the highest ranked workplace concern, followed by compensation and autonomy over their work.

# Motivation to Become a Physician

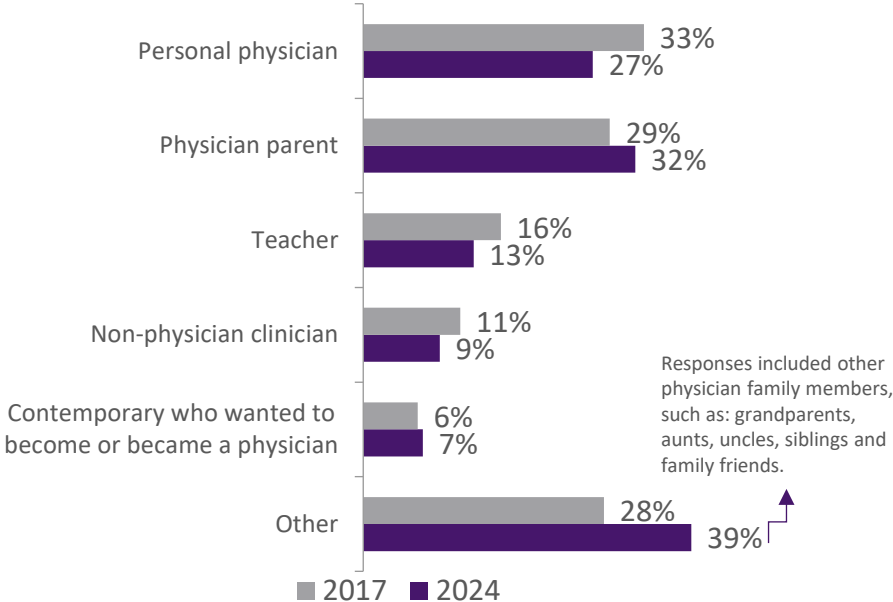


# Similar to 2017, respondents, on average, began thinking about becoming a physician at age 14, with many having a personal or parental physician role model.

Age You Began Thinking About Becoming a Physician



Role Models

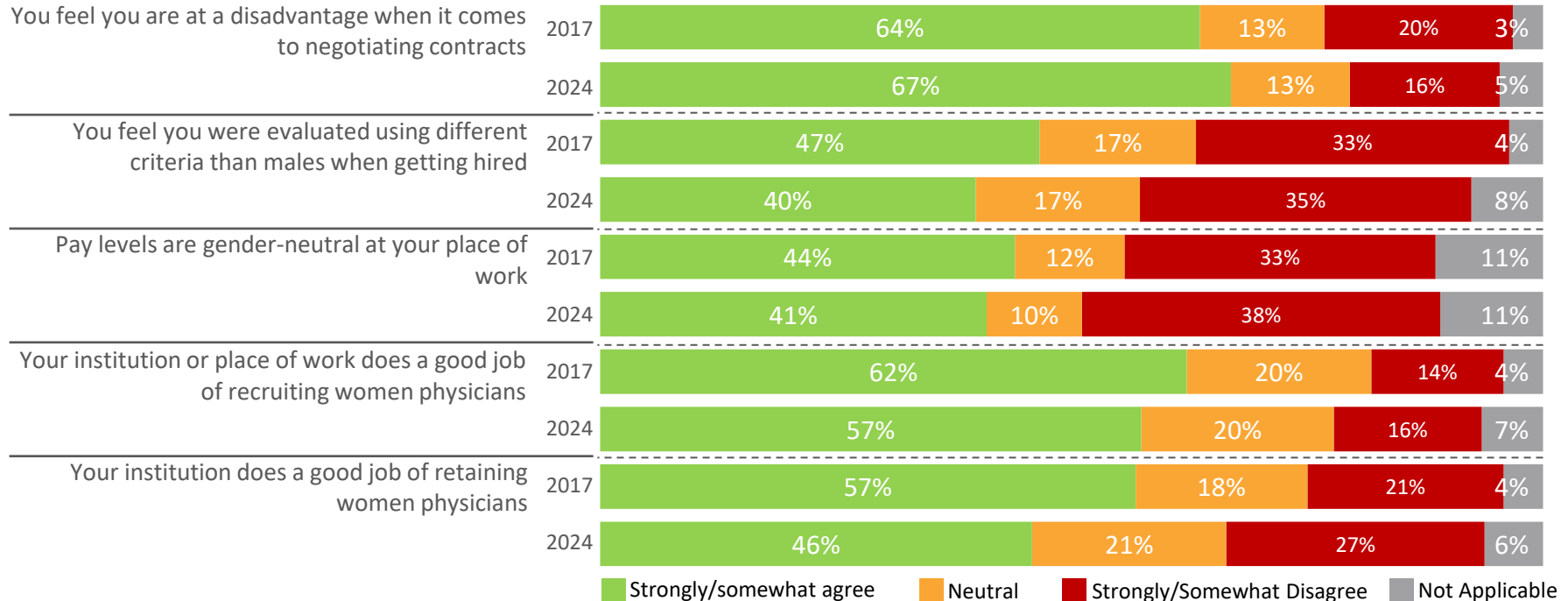


# Experience in the Workforce



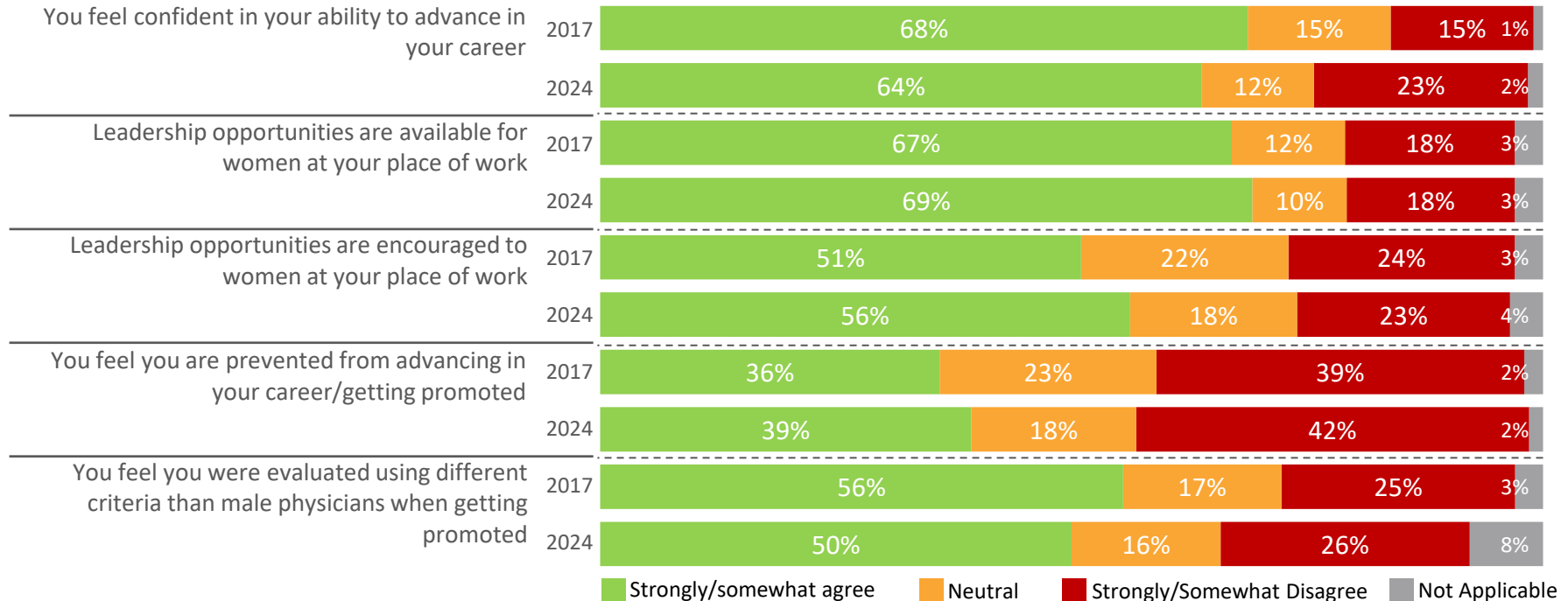
# Two out of three respondents agreed they are at a disadvantage with negotiating contracts, while there is a significant decrease in respondents who agree their workplace retains women physicians well.

## Hiring/Retaining Women Physicians



# About two-thirds of respondents feel confident in advancing their career and finding leadership opportunities; about half agreed they are evaluated differently from male physicians.

## Career Opportunities for Women Physicians





# Women physicians in leadership positions have increased from 2017 in practices, academic institutions, and professional societies.



## Type of Leadership Position

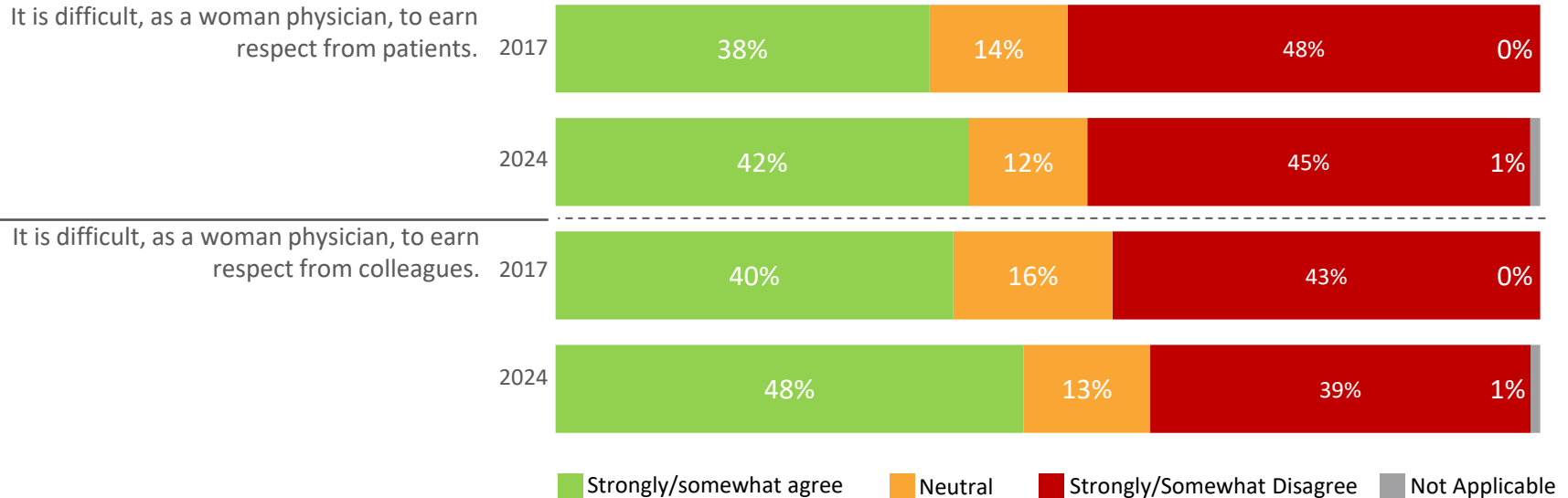
- Medical Director
- Department/Specialty Director
- Practice Owner/Partner
- Chief Medical Officer
- Lead Physician
- Board of Directors (Nonprofit Agency, Clinic, Association)
- Academic (Assistant Dean, Associate Professor, Fellowship Director, CME Director)
- Committee Chair or Member (Hospital, Clinical, Quality, etc.)

[LEFT] Do you hold a leadership position in any of the following? 2017 N=500, 2024 N=1439  
 [RIGHT] What type of leadership position do you currently hold?



# About two in five respondents agree it's difficult to earn respect from patients and about half find it difficult to earn respect from colleagues.

## Respect as a Physician

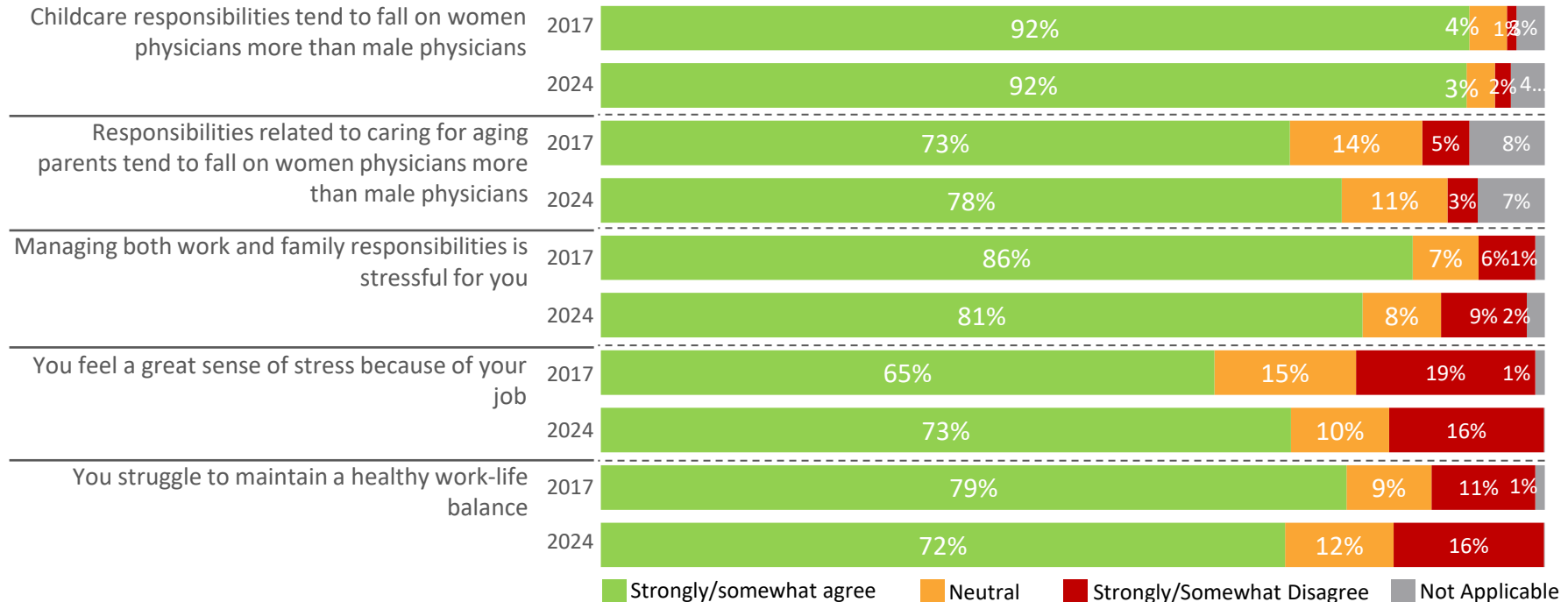


# Struggles with Work/Life Balance

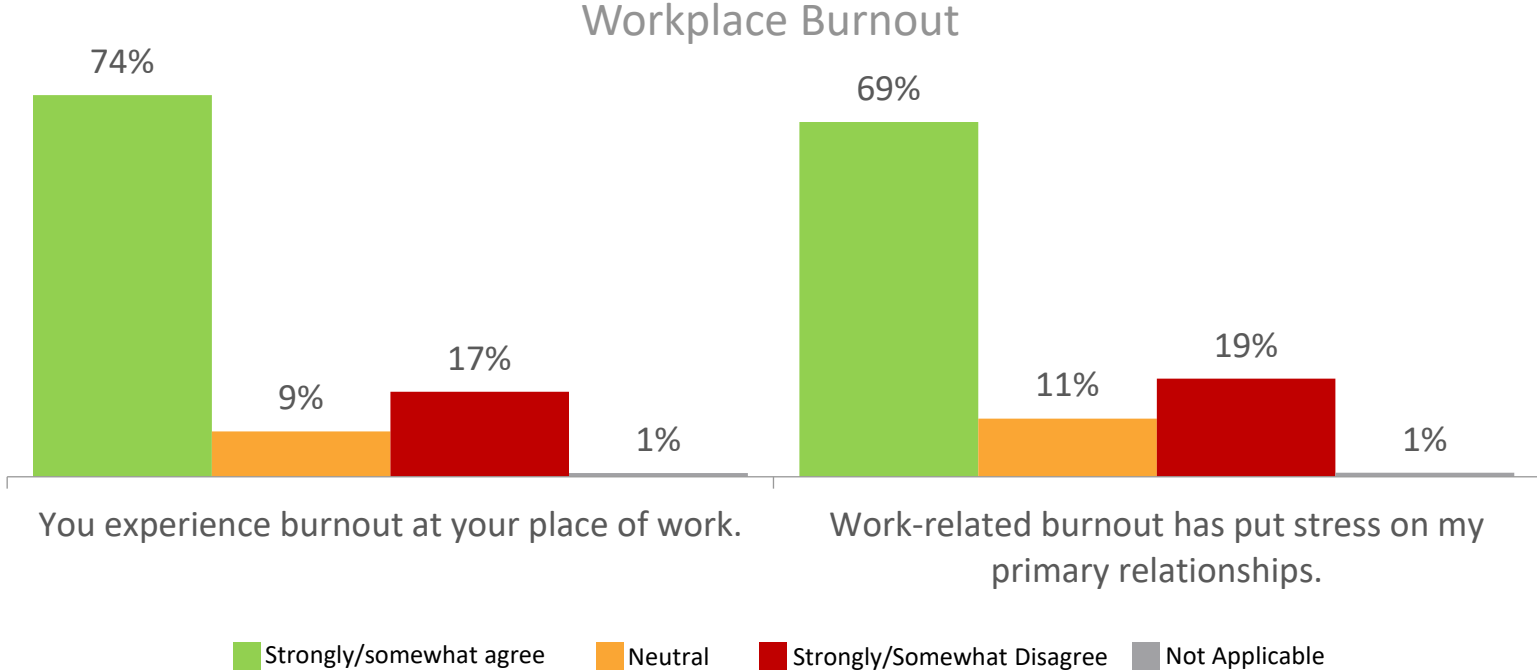


# Women physicians are feeling an increase of stress from their job compared to 2017; most respondents agreed family care responsibilities more often fall on women physicians.

## Work/Life Balance

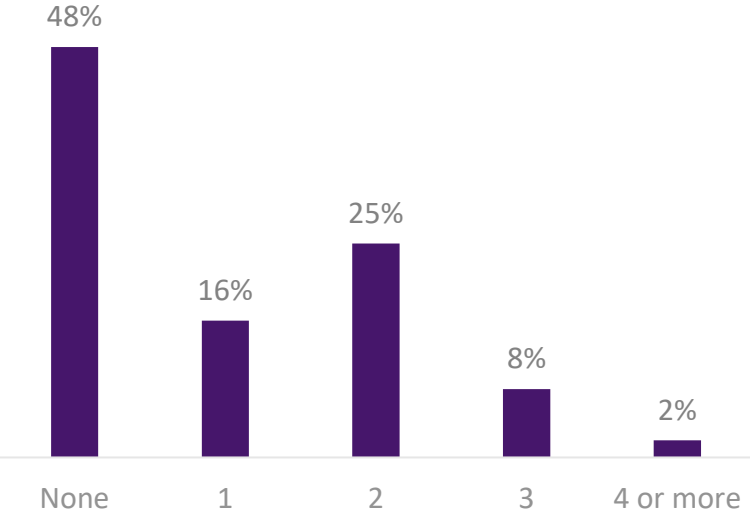


# Over seven in ten women physicians are experiencing burnout at their workplace and about seven in ten agree burnout has put stress on their relationships



# Three in four respondents with children said they have delayed having children to progress in their career and about half said their career impacted the total number of children they have.

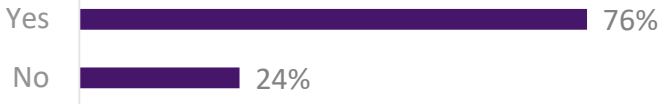
Number of Children



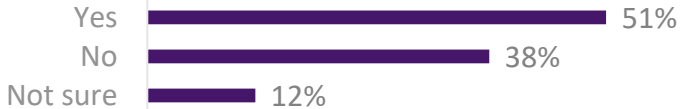
Had Children in Medical School



Delayed Having Children to Progress Career

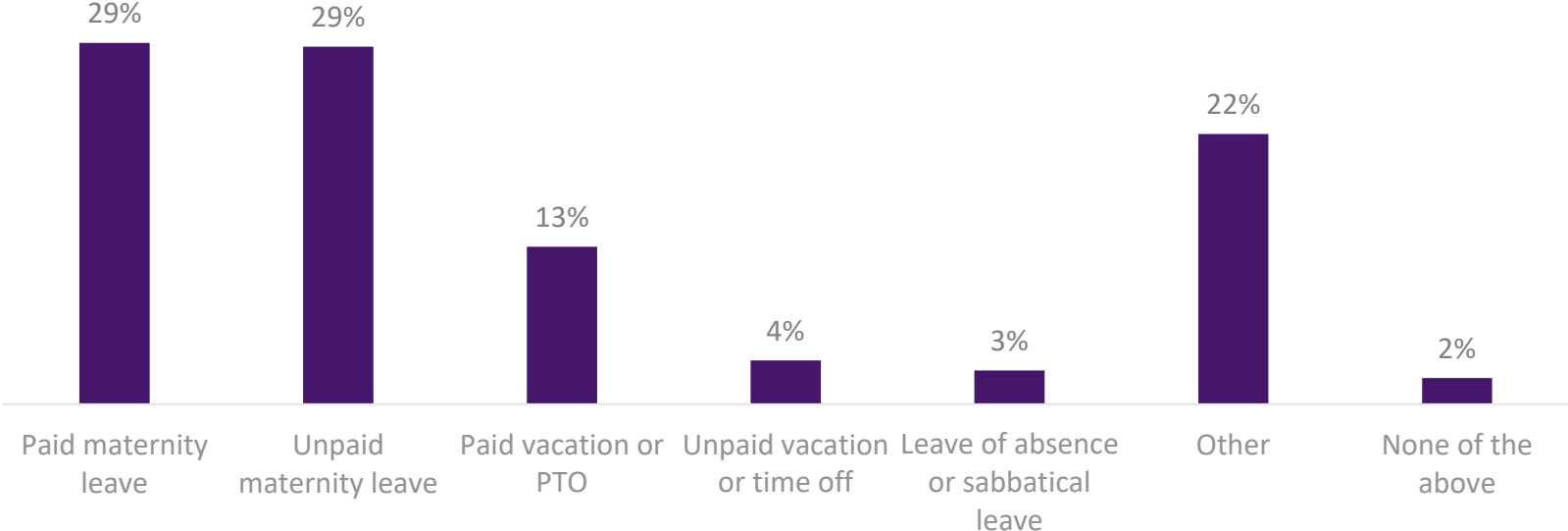


Work Affected Number of Children You Have



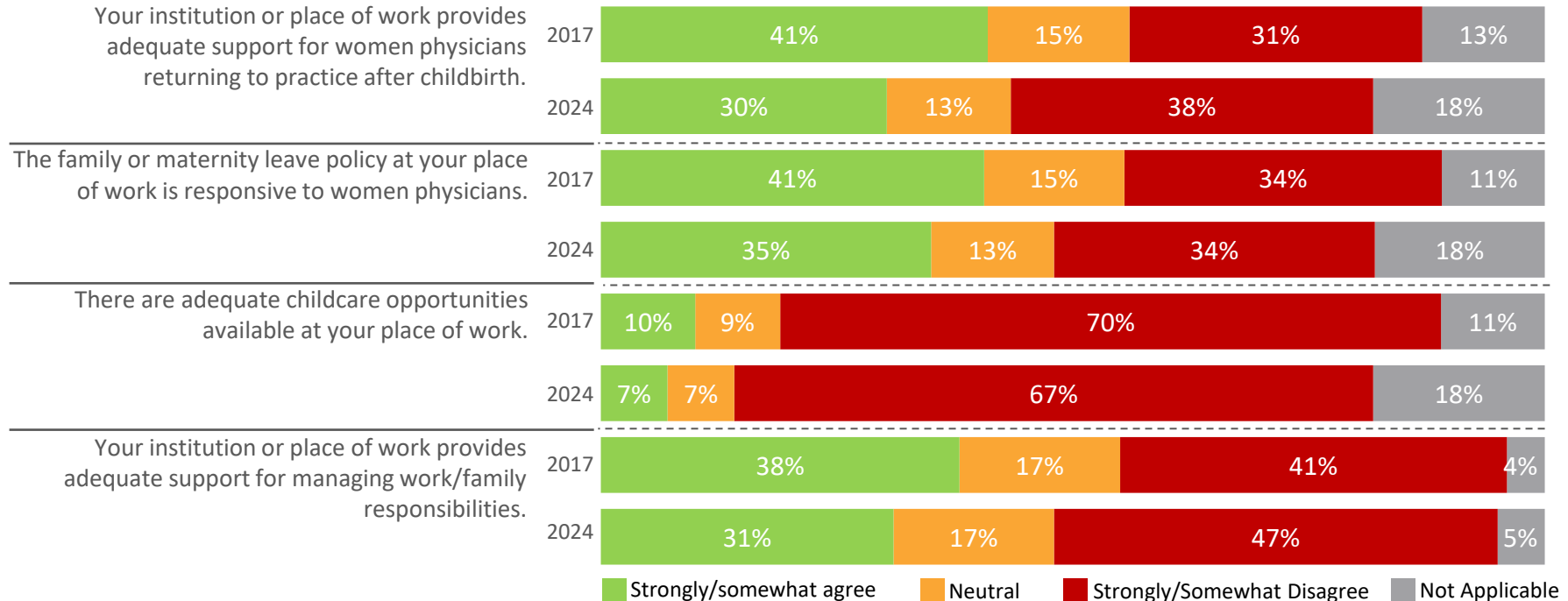
# About three in ten respondents with children took paid maternity leave and an additional three in ten took unpaid maternity leave

Method of Leave Taken After Having Children



# Just three in ten respondents agreed their workplace provides adequate support for returning after childbirth and managing work/family responsibilities

## Support from Employer



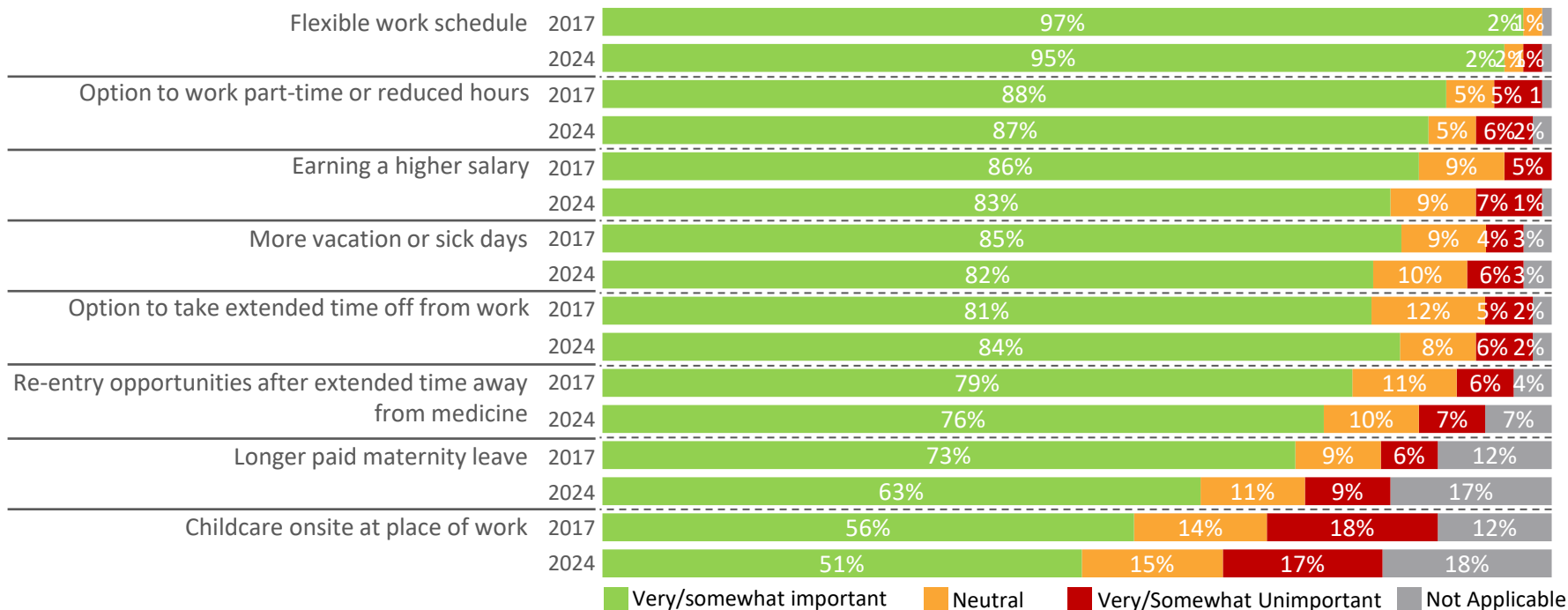


# Addressing Challenges



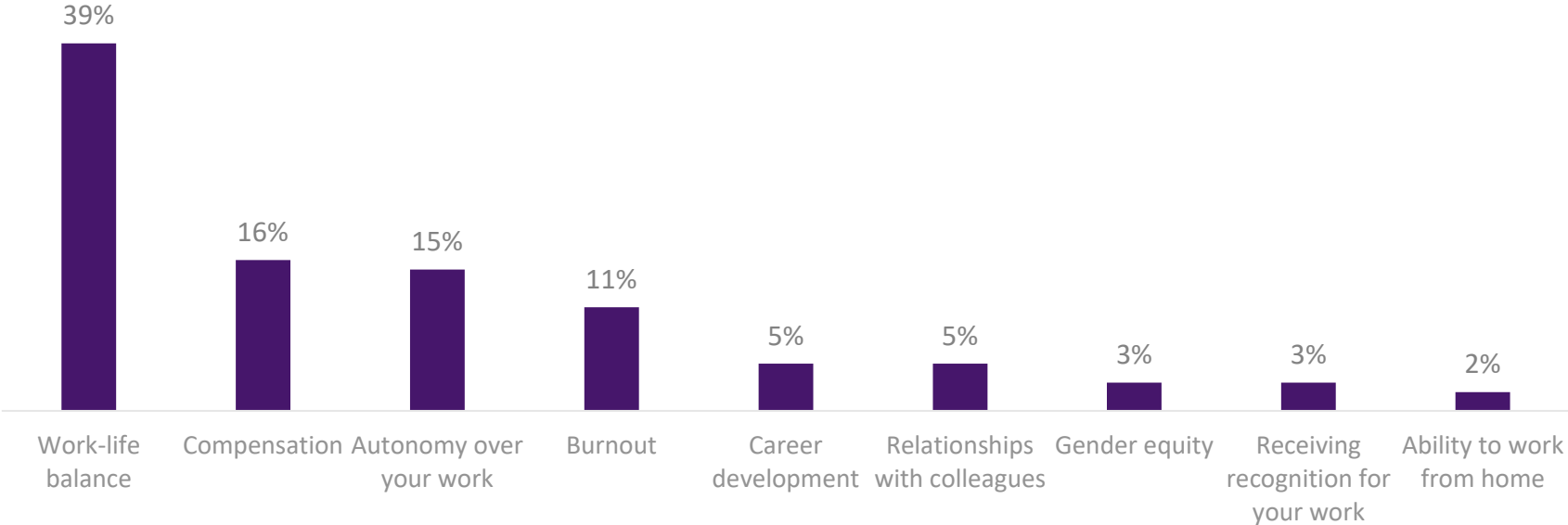
# Flexible work hours received the highest importance rating of various workplace benefits

Importance of Workplace Benefits

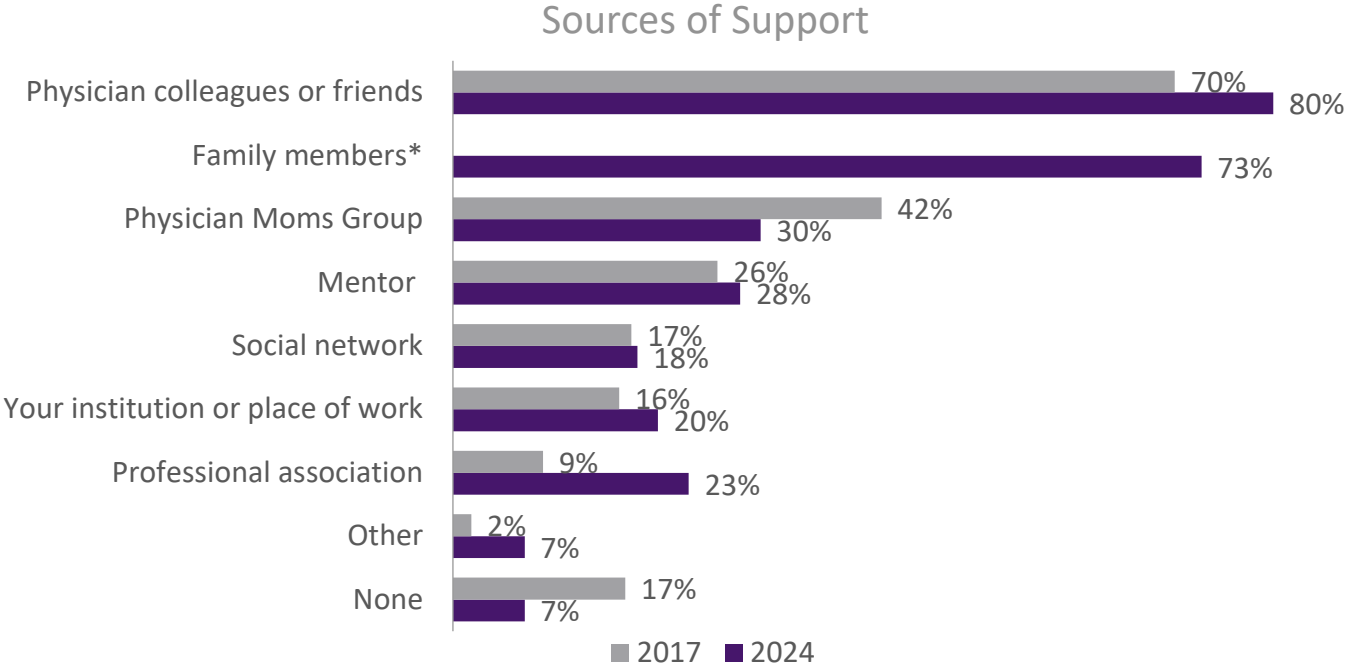


# When asked to rank the most important workplace concerns, four out of ten respondents ranked work-life balance #1.

Most Pressing Workplace Concerns

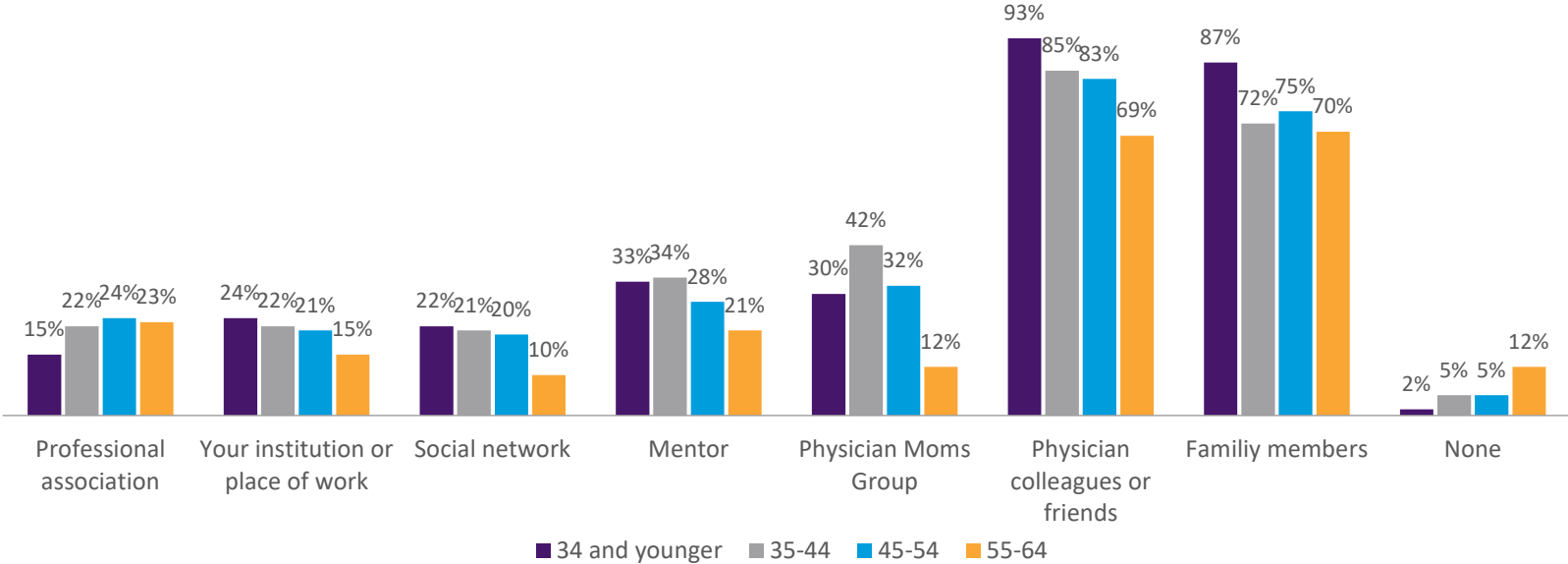


# Physician colleagues and friends were the most common source of support; using professional associations for support has increased since 2017.



# Younger age groups are more likely to go to physician colleagues and family members than older age groups while older age groups are more likely to use no support than younger age groups

Sources of Support by Age

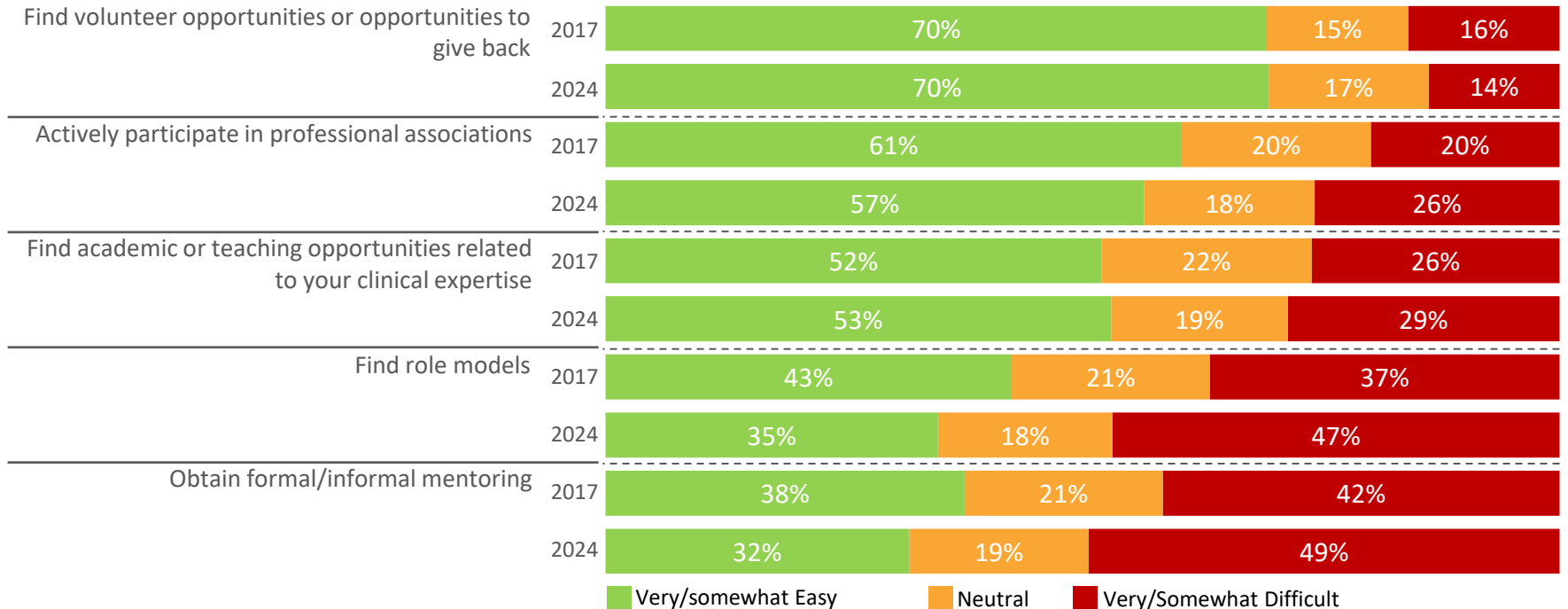


# Extra-Clinical Opportunities



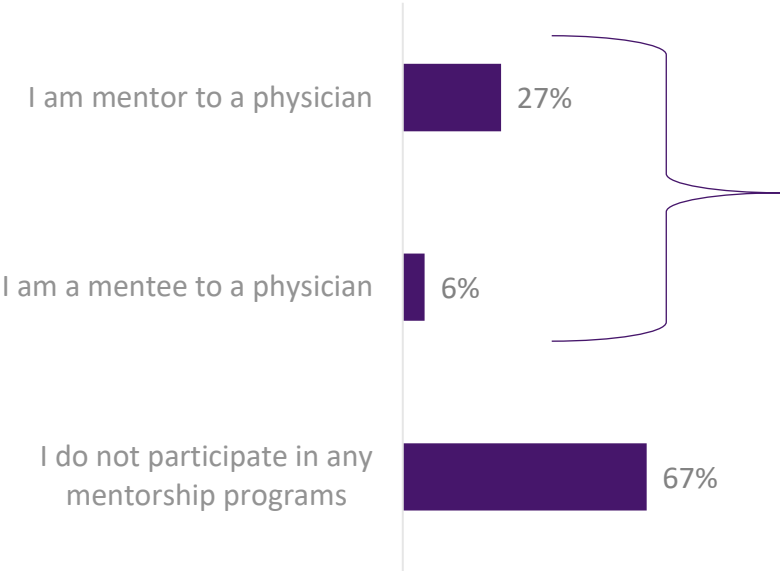
# About half of women physicians have difficulty finding mentoring

## Extra-clinical Opportunities: Relationship Building

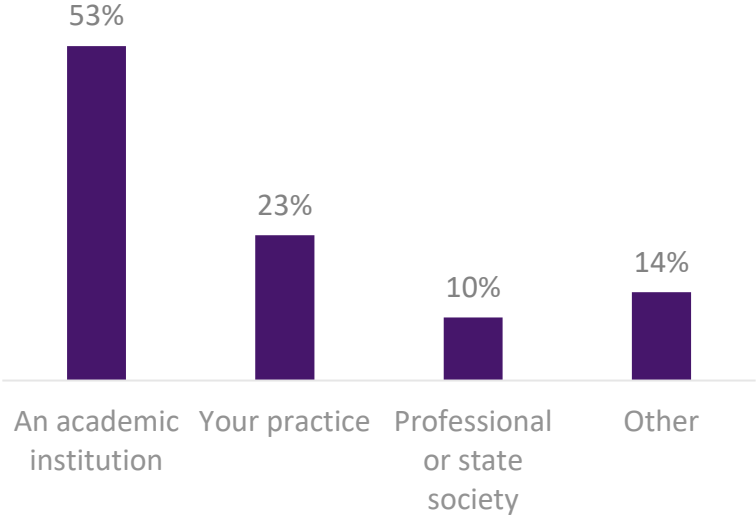


# One-third of respondents participate in a mentorship program, with about half of those participating in a mentorship program at an academic institution.

### Mentorship Program Participation



### Mentorship Program Organization

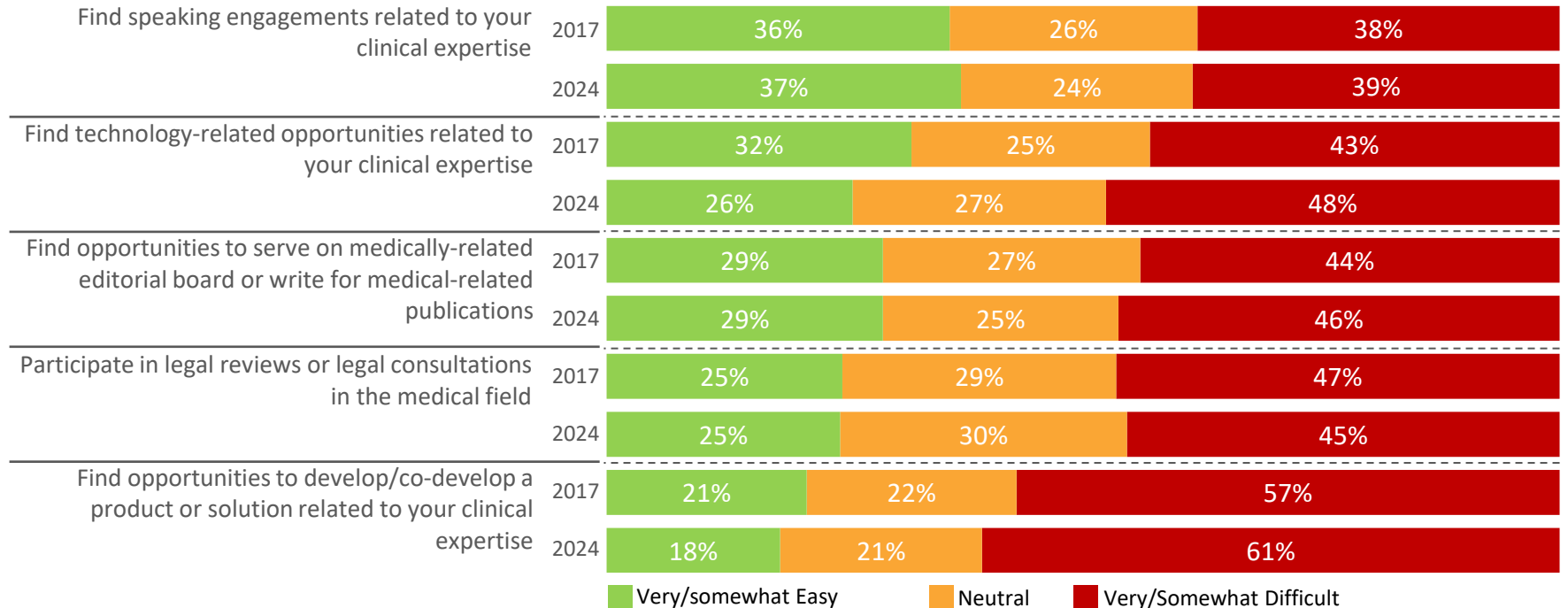


[LEFT] Do you currently participate in any formal mentorship/coaching programs? N=1439  
[RIGHT] Through which organization did you join this mentorship/coaching program? N=472



# At least four in ten say it is difficult for women physicians to find opportunities related to co-development, legal consultations, editorial and technology projects.

## Extra-clinical Opportunities: Academic and Technology

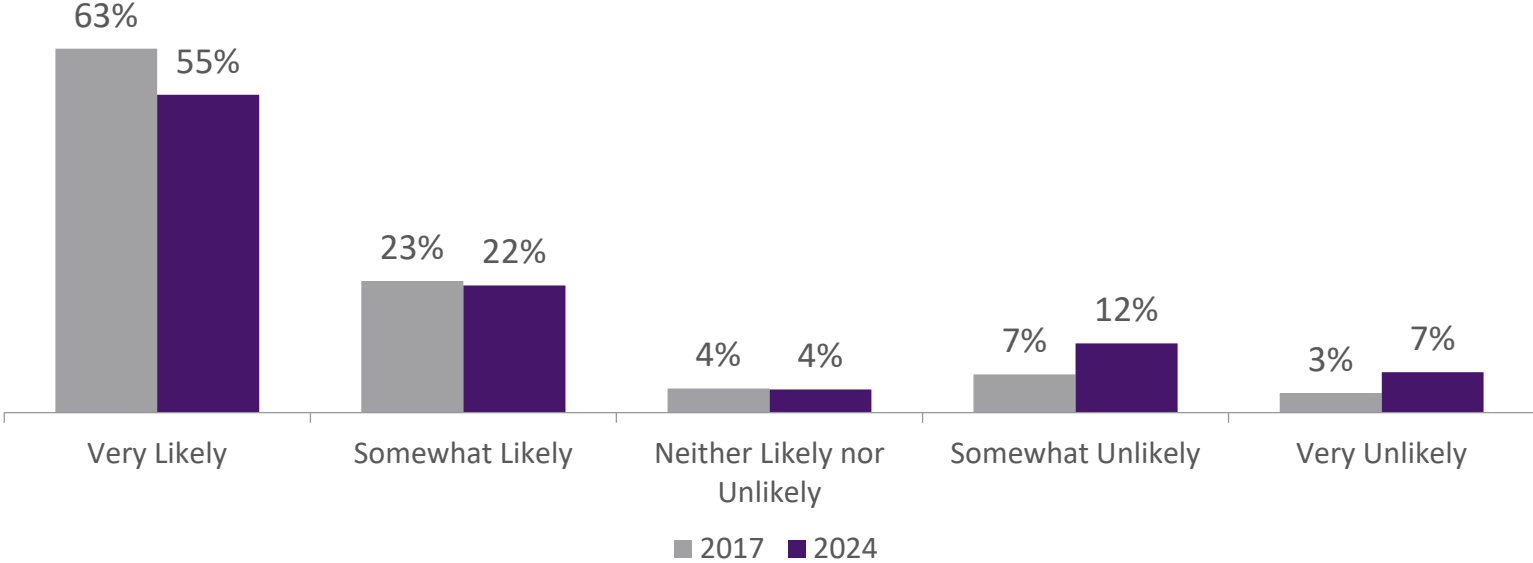


# Future Plans



# About three in four women physicians said they are likely to continue practicing medicine.

Likelihood of Continuing to Practice



# Appendix



# Respondent and Practice Demographics

Demographic	%
Age	
Under 35	5%
35-44 years old	34%
45-54 years old	33%
55-64 years old	27%
65+ years old	1%
Prefer not to say	<1%
Marital Status	
Married	78%
Widowed	1%
Divorced	8%
Separated	1%
Never married	11%
Prefer not to say	2%
Specialty	
Primary Care	50%
Specialists	50%

Practice	%
Ownership	
Full or part owner	19%
Employee	74%
Independent Contractor	7%
Primary Practice Setting	
Hospital	23%
Single specialty group practice	22%
Multi-specialty group practice	18%
Medical school	9%
Other	9%
Faculty practice plan	8%
Solo practice	7%
Number of Physicians in Practice	
Average	204
Years in Practice	
Average	16



**Physicians' powerful ally in patient care**