



## **Position Statement on Compensation Equity and Transparency in the Field of Medicine**

**Approved by the Board of Regents on November 19, 2017**

- 1. The American College of Physicians believes that physician compensation (including pay, benefits, clinical and administrative support, clinical schedules, institutional responsibilities, and where appropriate, lab space and support for researchers, etc), should be equitable; based on comparable work at each stage of their professional careers in accordance with their skills, knowledge, competencies, and expertise; and not based on characteristics of personal identity, including, but not limited to, race, gender, religion, nationality, sexual orientation, and gender identity.**
- 2. Transparency is needed in physician compensation arrangements to ensure that physicians regardless of characteristics of personal identity are paid equitably for comparable work.**
- 3. The American College of Physicians supports the study, development, promotion, and implementation of policies and salary reporting practices that reduce pay disparities and bring transparency to physician salaries in a manner that protects the personal privacy of individual physicians.**
- 4. Further research is needed to identify the adverse effects that one's characteristics of personal identity have on physician pay, with resultant effect on well-being and burnout, and how those affect the strength of the medical workforce. This includes additional collection of data and inclusion of protected personal characteristics as part of collected data.**