

# Supplemental Information

**SUPPLEMENTAL TABLE 3** Pediatric Earnings: Rationale for Variables That Were Examined

Variables	Definition	Rationale for Including in Analysis
Labor force	Important variables in examining income; examined by the US Bureau of Labor Statistics in the Current Population Survey <sup>34,55</sup>	In the first step in comparing the earnings of women and men, it is important to make the groups as similar as possible by using labor force or conventional human capital variables. <sup>36,37</sup> Variables included in this section are commonly used when examining income
Gender	Female or male	Focus of the article; in previous research on physician earnings, disparities in earnings between men and women have been shown, ranging from 8% to 38% <sup>9,17–19,49–51</sup>
Years since residency graduation	No. years since pediatrician graduated from residency (continuous variable)	No. years since residency graduation is a proxy for gained experience in the workforce and age. It is well known that earnings grow over the life span
Race and ethnicity	White, non-Hispanic; Asian; or other, including minority (African American or black, Hispanic, American Indian, because of small numbers)	Core demographic characteristic. In previous research, authors have controlled for race and ethnicity and/or reported differences for groups <sup>10,13,14,19,22</sup>
Medical school location	Graduated from a US medical school or an international medical school	Core demographic characteristic
Region of country	Northeast, Midwest, South, or West	Income and cost of living varies by US region <sup>38</sup>
No. work h per wk	Total no. work hours reported for a typical week of work (continuous variable)	Metric for time on the job. Part-time hours are common among female pediatricians, and in human capital models, it is suggested that work hours are a major source of gender earning gaps <sup>40</sup>
Specialty	General pediatrics; hospitalist; subspecialty, larger (neonatology, pediatric cardiology, pediatric critical care, pediatric emergency medicine, pediatric gastroenterology, and pediatric hematology-oncology) <sup>33</sup> ; subspecialty, smaller (all other subspecialties)	In previous research, it is indicated that earnings vary substantially across physician specialties and are lowest for primary care. <sup>22</sup> Although a strength of our study is a focus on a more homogenous group, it has been suggested in research that some subspecialties in pediatrics earn more money than others, particularly those doing more procedures (eg, cardiology, critical care, and neonatology are among the higher paid subspecialties) <sup>41</sup>
Physician-specific job	Variables specific to job characteristics	Variables included in this section are more common to physician-specific jobs, such as experience, workload, position, area, and compensation method
Years in current position	No. years in current position (continuous variable)	Proxy for current job experience
No. patients seen in a typical week	Total no. patients seen in a typical week (continuous variable)	Proxy for intensity of work; previously controlled for in other research on income disparities <sup>15</sup>
Owner of practice	Full or part owner: yes or no (employee or independent contractor)	In previous research, researchers controlled for ownership or employee <sup>13,42,43</sup>
Work area	Description of primary work setting: suburban, inner city, urban, or rural	In previous research, researchers controlled for work location <sup>13,44</sup>
Academic setting	Academic work setting: yes (medical school or university-affiliated hospital or clinic) or no (all other work settings)	In previous research, it has been found that physicians in academic settings earn less than those working in other settings <sup>45</sup>
Compensation method	Basic compensation is calculated by a mix of salary and share of billings or other measures of performance or other (including fixed salary, share of practice billings or workload, and shift or hourly)	The method used to calculate physician compensation may be related to total income
Work-family	Variables that measure family characteristics and choices made for work and family	Few data sources exist that allow researchers to examine life factors and choices that contribute to the physician wage gap
Marital status	Married: yes (married or partnered) or no (never married or partnered, divorced, widowed)	Core family characteristic
Parental status	No. of own children (continuous variable)	Possible explanation for earnings gap is parental status <sup>19</sup>
Choices in income for own children	Choices in income for own children: no (degree of sacrifice in income for own children was a little or not at all) or yes (very much or a fair amount)	Women and men may have different preferences and/or make different choices regarding their own children. Women continue to take on more household responsibilities, <sup>52</sup> even among physicians <sup>46,53</sup>
Choices in income for work environment		It has been suggested that women may be willing to accept lower salaries for nonmonetary benefits, <sup>44</sup> such as

**SUPPLEMENTAL TABLE 3** Continued

Variables	Definition	Rationale for Including in Analysis
	Choices in income for work environment: no (degree of sacrifice in income for work environment was a little or not at all) or yes (very much or a fair amount)	flexibility of work hours and location or community of workplace
Work reduction	Work reduction: no (always reported working full-time) or yes (reported working part-time and/or not working on $\geq 1$ surveys over the last 5 years)	It has been suggested in research that work interruptions, including periods of part-time work (now and in the past), are major sources of gender-based earnings differences. <sup>40,55</sup> Among faculty from 24 medical schools, across 17 years, income of women who took leaves or went part-time (even for short periods of time) had major reductions in their salary compared with those with no leaves or part-time work <sup>16</sup>

**SUPPLEMENTAL TABLE 4** Female-Male Pediatrician Annual Earnings, Adjusted by Labor Force, Physician-Specific Job, and Work-Family Characteristics by Using Ordinary Least Squares Regression (Full Model Results)

	Coefficient <sup>a</sup> (95% Confidence Interval)			
	Model 1 Unadjusted	Model 2 Adjusted for Labor Force Characteristics	Model 3 Adjusted for Labor Force and Physician-Specific Job Characteristics	Model 4 Adjusted for Labor Force, Physician-Specific Job, and Work-Family Characteristics
Constant	162 073 (157 321–166 969)	169 107 (158 909–179 959)	144 047 (133 074–155 924)	136 651 (123 114–151 677)
Gender				
Female (reference)	—	—	—	—
Male	1.32 (1.24–1.40) <sup>b</sup>	1.15 (1.09–1.22) <sup>b</sup>	1.10 (1.05–1.15) <sup>b</sup>	1.06 (1.01–1.11) <sup>b</sup>
Years since residency training completion	—	1.01 (1.00–1.01) <sup>b</sup>	1.00 (0.99–1.01)	1.00 (0.99–1.01)
Race and ethnicity				
White, non-Hispanic (reference)	—	—	—	—
Asian, non-Hispanic	—	0.92 (0.87–0.99) <sup>b</sup>	0.97 (0.92–1.03)	0.97 (0.92–1.03)
Other (includes Hispanic, African American or black, and other)	—	0.94 (0.88–1.00)	0.98 (0.92–1.04)	0.98 (0.92–1.04)
Medical school location				
United States (reference)	—	—	—	—
International	—	0.99 (0.91–1.07)	0.95 (0.89–1.02)	0.97 (0.91–1.04)
Region of country				
Northeast (reference)	—	—	—	—
Midwest	—	1.02 (0.95–1.09)	0.99 (0.93–1.06)	0.99 (0.93–1.06)
South	—	1.03 (0.96–1.10)	0.99 (0.93–1.05)	0.98 (0.92–1.04)
West	—	1.05 (0.98–1.13)	1.03 (0.97–1.10)	1.05 (0.98–1.11)
Hours worked per wk	—	1.01 (1.011–1.015) <sup>b</sup>	1.01 (1.010–1.014) <sup>b</sup>	1.01 (1.008–1.012) <sup>b</sup>
Specialty				
General pediatrics (reference)	—	—	—	—
Hospitalist	—	0.96 (0.89–1.03)	1.23 (1.14–1.33) <sup>b</sup>	1.21 (1.12–1.30) <sup>b</sup>
Subspecialty, smaller	—	0.86 (0.80–0.92) <sup>b</sup>	1.17 (1.09–1.26) <sup>b</sup>	1.12 (1.04–1.21) <sup>b</sup>
Subspecialty, larger	—	1.12 (1.05–1.19) <sup>b</sup>	1.47 (1.37–1.57) <sup>b</sup>	1.42 (1.33–1.52) <sup>b</sup>
Years at current job	—	—	1.01 (1.00–1.02) <sup>b</sup>	1.01 (1.001–1.014) <sup>b</sup>
No. of patients per wk	—	—	1.003 (1.002–1.004) <sup>b</sup>	1.003 (1.002–1.003) <sup>b</sup>
Owner				
No (reference)	—	—	—	—
Yes	—	—	1.20 (1.13–1.28) <sup>b</sup>	1.19 (1.12–1.27) <sup>b</sup>
Work area				
Inner city (reference)	—	—	—	—
Suburban	—	—	1.04 (0.98–1.11)	1.04 (0.98–1.11) <sup>b</sup>
Urban	—	—	1.02 (0.96–1.08)	1.02 (0.96–1.07)
Rural	—	—	1.05 (0.96–1.15)	1.06 (0.97–1.16)
Academic work setting				
No (reference)	—	—	—	—
Yes	—	—	0.88 (0.83–0.93) <sup>b</sup>	0.89 (0.84–0.94) <sup>b</sup>
Compensation method				
Other method (reference)	—	—	—	—
Mix of salary and billings or other measures of performance	—	—	1.15 (1.10–1.21) <sup>b</sup>	1.13 (1.08–1.19) <sup>b</sup>
Married or partnered				
No	—	—	—	—
Yes	—	—	—	1.08 (1.01–1.16) <sup>b</sup>
No. children	—	—	—	1.01 (0.99–1.03)
Choices in income for own children				
No (reference)	—	—	—	—
Yes	—	—	—	0.89 (0.85–0.93) <sup>b</sup>
Choices in income for work environment				
No (reference)	—	—	—	—
Yes	—	—	—	0.95 (0.91–0.99) <sup>b</sup>

SUPPLEMENTAL TABLE 4 Continued

	Coefficient <sup>a</sup> (95% Confidence Interval)			
	Model 1 Unadjusted	Model 2 Adjusted for Labor Force Characteristics	Model 3 Adjusted for Labor Force and Physician-Specific Job Characteristics	Model 4 Adjusted for Labor Force, Physician-Specific Job, and Work-Family Characteristics
Work reduction: reported working part-time and/or not working on $\geq 1$ surveys over the last 5 y				
Yes (reference)	—	—	—	—
No	—	—	—	1.13 (1.07–1.19) <sup>b</sup>

—, not applicable.

<sup>a</sup> Results of linear regression with log of earnings as the outcome; the results were then transformed and can be interpreted as the factor by which the geometric mean of earnings in the original metric changes for a unit change in the explanatory variable. Values  $>1$  indicate positive relationships, and values  $<1$  indicate inverse relationships. For example, for model 1 (unadjusted), being a male pediatrician increases earnings by a factor of 1.32 (ie, 32%).

<sup>b</sup>  $P < .05$ .