From Finances to Healthcare
Pay: *Narrowing the Gender Pay Gap*

Wen Shao
The Leadership Scholars Certificate Program is a two-year selective, interdisciplinary certificate program that prepares Rutgers undergraduate women to be informed, innovative, and socially responsible leaders.

Leadership Scholars design and implement social action projects to expand their understanding of issues and problems and to develop leadership skills.

This project gives Scholars the opportunity to apply the theoretical knowledge they have gained about leadership, advocacy, and social change with the practical and experiential knowledge they have developed about a particular policy issue or problem through the field site placement. It also further develops leadership skills by giving undergraduates the opportunity to practice leadership through action.

To find out more please visit the Institute for Women’s Leadership’s website at http://iwl.rutgers.edu.
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1. Project & Mission
Project & Mission

- **Project Title**: From Finances to Healthcare Pay: Narrowing the Gender Pay Gap
- **Mission**: To address and decrease the gender wage gap in healthcare by providing financial and leadership resources to undergraduate students
- **SAP**: Develop “I” statements for students to display their worth & discover their leadership color through “True Colors.”
My Story

Experience as a healthcare worker

Experience at Trinity Rehab

Experience coming from an area of low socioeconomic status

Figure 2: Jannenga, D. H., & Collins, M. (2021)
From Finances to Healthcare Pay: Narrowing the Gender Pay Gap

- Educated students on the gender disparity of wages within the healthcare field
  - Nursing, physical therapy, internal medicine, specialists
- Presented a leadership and financial workshop centered around professional development to combat the gender wage gap
  - Leadership True Colors test
  - “I” statements used in salary negotiations
2. Implementation of Social Action Project
Timeline

- **SEPT**: Book rooms, Post flyers and advertise
- **OCT**: Finalize materials, Rehearse presentation with a timeline and agenda of event, Implement workshops on financial literacy and leadership, Finalize number of attendees for nourishments
- **NOV**: Incentivize participants with food and giveaways, Evaluate how SAP Event went with participants and project advisor, HOST SAP Event
- **DEC**: Follow Ups, Send thank you emails, SAP Project Presentation
Financial Literacy and Leadership Workshop

- Thursday, November 18th @8:30pm
- 1.5 hour Event
  - Understanding the gender wage gap
  - Why it is important we are provided the tools to decrease the gap
  - Focused on women in healthcare
  - Leadership and Financial Literacy Workshop
<table>
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<tr>
<th>Medical specialties with the LARGEST wage gaps between <strong>MEN</strong> and <strong>WOMEN</strong> in 2020:</th>
<th>Medical specialties with the SMALLEST wage gaps between <strong>MEN</strong> and <strong>WOMEN</strong> in 2020:</th>
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Figure 2: Reuter, 2020 Will the pandemic widen the gender pay gap in healthcare?
It is noted that there are inexplicable and persistent gender gaps in doctors' pay and hence the need to create policies to eradicate the difference. (Appleby, 2012)

Female physical therapists are paid less than men, predominantly women in this field, **80 cents to every man's dollar** (Thornburg, 2019).

“ignorance of the issue to women's **lack of negotiating skills** to subtle **gender discrimination,**” to company policies being stringent on "keeping workers' **salaries** and bonuses **confidential**" all becomes causes to why we haven't cracked the wage gap, (Ryan, 2012 & Miller, 2019).

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Leadership Workshop

- Students participated in a True Colors Leadership test to discover their Leadership color (Blue, Gold, Green, Orange)
- Gathered similar students of the same color to one group
- Discussed the pros and cons of each color
- Facilitated questions regarding why each color is important and how we can utilize our leadership color in the workforce
Financial Literacy Workshop

- Students were able to watch a salary negotiation video via LinkedIn Learning
  - Why you should negotiate?
  - Foundations of Salary Negotiation
  - The Negotiation Conversation
- Created “negotiation stories” for participants to display their self worth to employers
I’m very excited for the opportunity to work at Robert Wood Johnson as a Full Time Registered Nurse. With my skills in team management, leadership, and customer service during my previous time as a nursing aide at an Raritan Bay Medical Center I have demonstrated competency by aiding patients, overseeing staff, and clerical work. I am certain that I will achieve great results for Robert Wood Johnson. Before I sign the offer, however, I would like to discuss base salary.
Event Pictures
3. Feminist Leadership
Feminist Leadership

Uncover Gender Biases in Workplace
- Stereotyping
- Self-perceptions

Focus on Building Women Leadership
- Negotiation skills
- Professionalism

Woman Led, Women Focused
- Women in Healthcare
- Minority Focused
4. Lessons & Insights
Lessons & Insight

- Time-Management: Getting all the works together
- Thinking Too Specific: Don’t focus too much on one group
- Expand Horizons: Opened it up to the general public
- Networking: Providing informational insight
- Promotions: Reached out to so many groups for a presentation for 20+ people
- Start Early: Timeline did not go according to plan
5. Desired Impact
Desired Impact

1. Allow individuals to be more aware of the Gender Pay Gap
2. Navigating workspaces better by understanding their leadership style
3. Build allies in different work spaces to advocate for better salary
4. Ability to develop negotiation stories for future careers
5. Provide women opportunities at leadership and salary negotiation conversations
6. Allowed me to grow as an individual and reflect on possibly pursuing academia
6. Future Work
Future Work:
Have Future Scholars Build this Program

- Develop more workshops that can add to more skills that women can build (professionalism, resume building)

- Make this an annual program through IWL for Future Leadership Scholars
7. Bibliography


