



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>.

Table of Contents

1. Project and Mission
2. Implementation of Social Action Project
3. Feminist Leadership
4. Lessons/Insights
5. Desired Impact
6. Future Work
7. Bibliography



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

Regional Gender Salary Disparities for Rehab Therapy Professionals

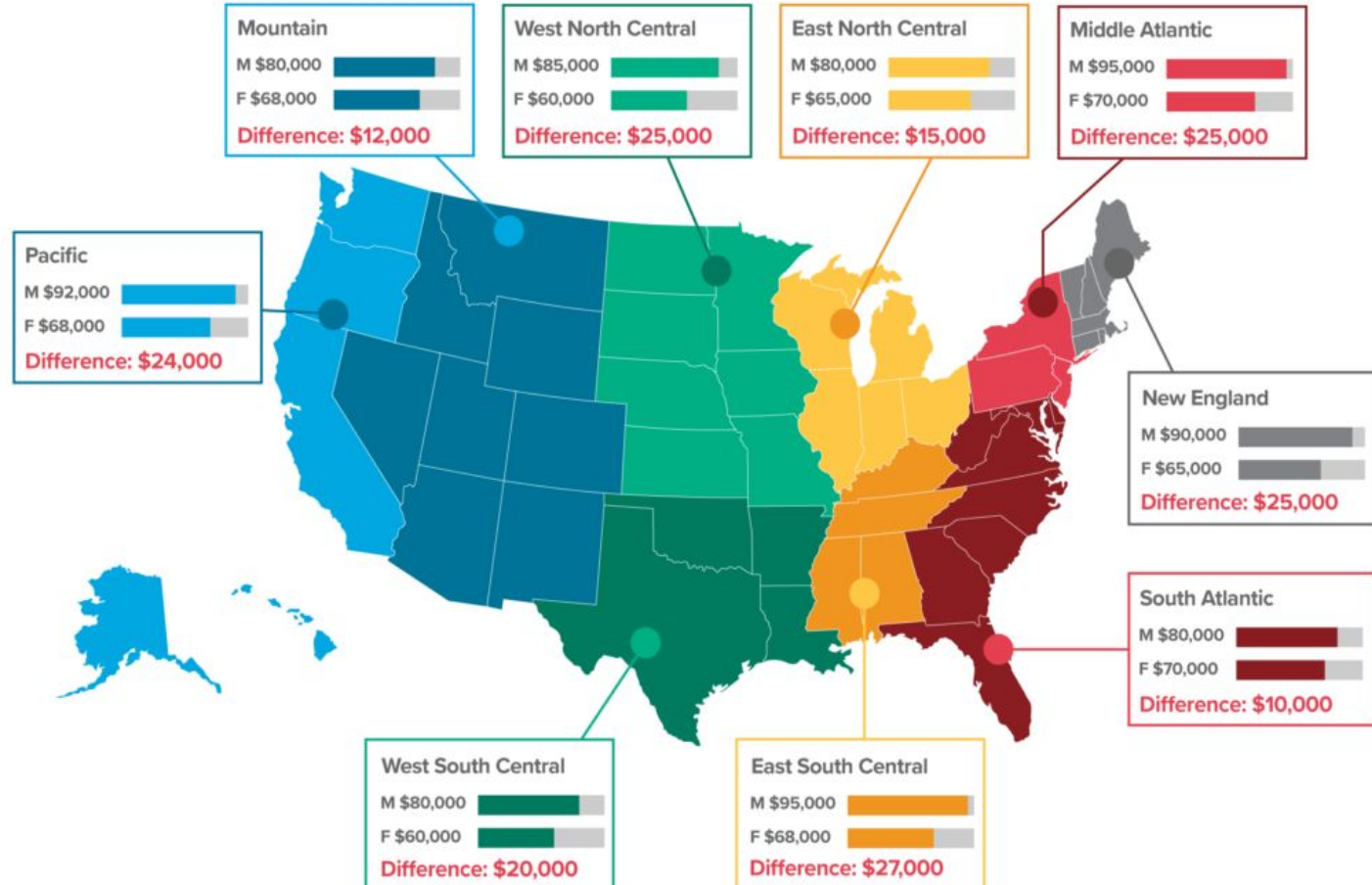


Figure 2: Jannenga, D. H., & Collins, M. (2021)

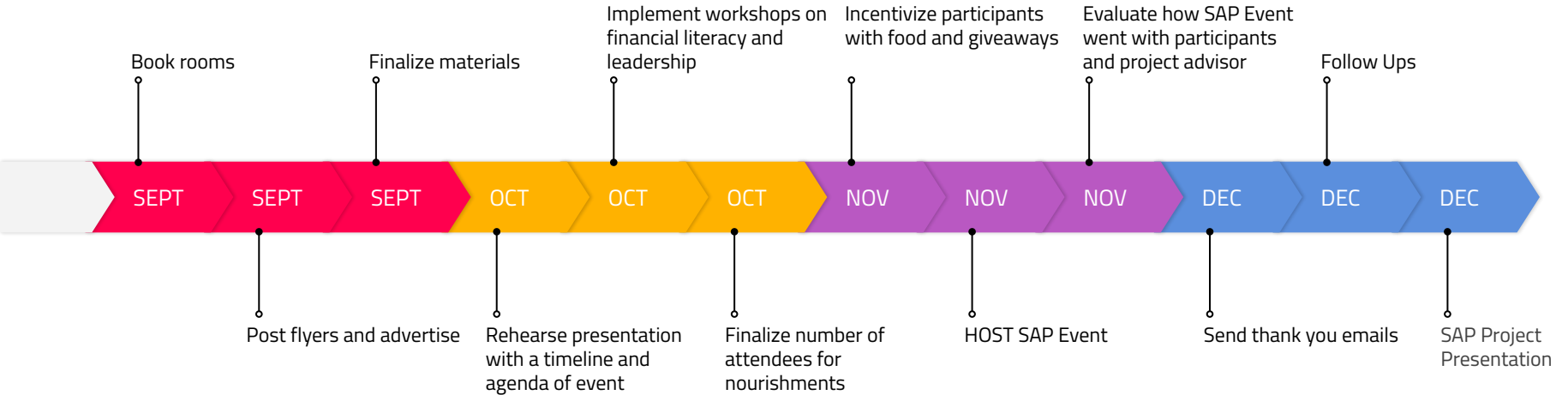
From Finances to Healthcare Pay: Narrowing the Gender Pay Gap

- 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

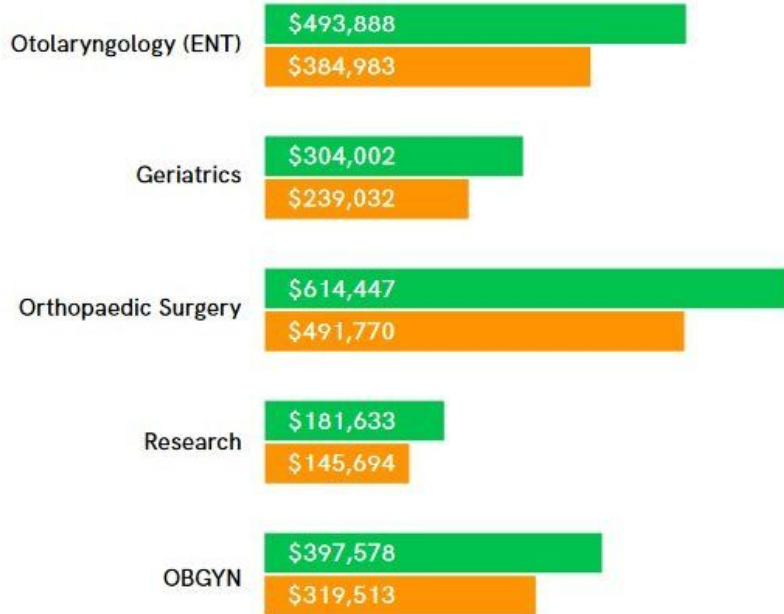
Timeline



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

Medical specialties with the **LARGEST** wage gaps between **MEN** and **WOMEN** in 2020:



Medical specialties with the **SMALLEST** wage gaps between **MEN** and **WOMEN** in 2020:

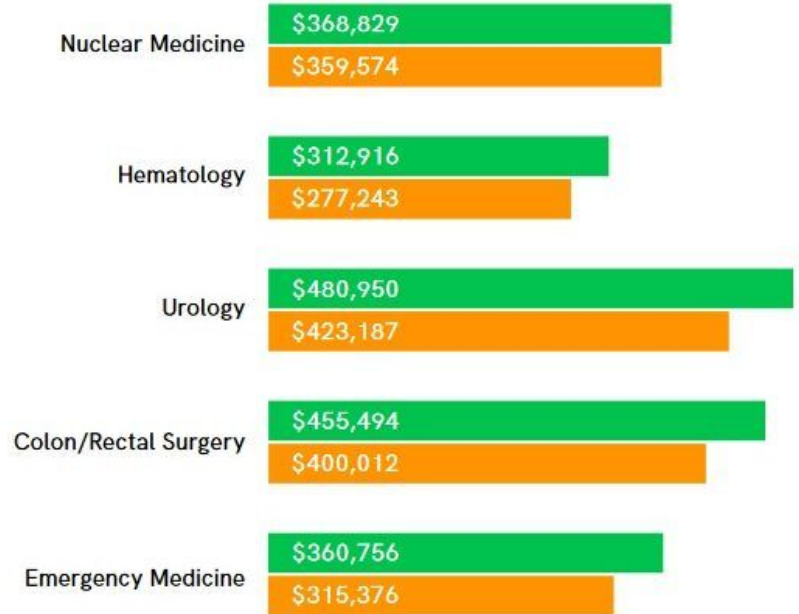


Figure 2: Reuter, 2020 Will the pandemic widen the gender pay gap in healthcare?

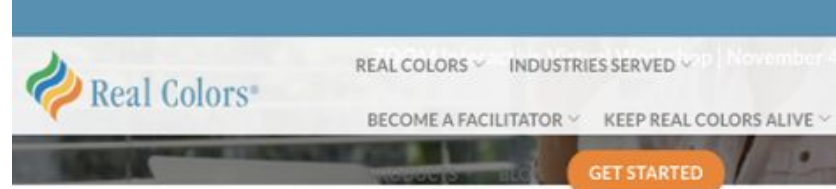
Why?

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).

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)

Leadership Workshop



By attending the virtual Real Colors workshop, YOU will develop more effective communication skills to build better relationships, in and out of the workplace.

- 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



5. Desired Impact

Desired Impact

Allow individuals to be more aware of the Gender Pay Gap



Build allies in different work spaces to advocate for better salary



Provide women opportunities at leadership and salary negotiation conversations



Navigating workspaces better by understanding their leadership style



Ability to develop negotiation stories for future careers



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

Works Cited

Appleby, J. (2012). Is there equal pay in healthcare? Not if you are a doctor. *BMJ : British Medical Journal*, 345(7875), 22–23. <https://doi.org/10.1136/bmj.e6191>

Bishop, R. (2017, May 26). The truth about the gender pay gap in health care. Retrieved April 10, 2021, from <https://rendia.com/resources/insights/gender-pay-gap-health-care/>

Glaser, W. (2019). How female physicians are supporting each other in addressing professional inequities. *Canadian Medical Association Journal (CMAJ)*, 191(17), E485–E486. <https://doi.org/10.1503/cmaj.109-5740>

Jannenga, D. H., & Collins, M. (2021, August 10). Founder letter: It's time to close the PT Gender Pay Gap. *WebPT*. Retrieved December 1, 2021, from <https://www.webpt.com/blog/founder-letter-its-time-to-close-the-pt-gender-pay-gap/>.

Lagasse, J. (2020) Gender pay disparities in healthcare pronounced at the beginning of careers. (2020, January 27). Retrieved April 10, 2021, from <https://www.healthcarefinancenews.com/news/gender-pay-disparities-healthcare-pronounced-beginning-careers>

Lips, H., & Lips, H. (2013). Acknowledging Discrimination as a Key to the Gender Pay Gap. *Sex Roles*, 68(3), 223–230. <https://doi.org/10.1007/s11199-012-0245-0>

Works Cited

Miller, J. (2019, April 18). How to close the physician gender pay gap. Retrieved April 10, 2021, from <https://www.medicaleconomics.com/view/how-close-physician-gender-pay-gap>

Reuter, E., Arundhati Parmar | 4:58 pm, F. 1, Stephanie Baum | 7:30 am, F. 17, Elise Reuter | 5:52 pm, F. 24, & Anuja Vaidya | 6:28 pm, F. 24. (2020, October 30). Will the pandemic widen the gender pay gap in healthcare? MedCity News.

<https://medcitynews.com/2020/10/will-the-pandemic-widen-the-gender-pay-gap-in-healthcare/>.

Ryan, L. (2018, September 14). Gender pay gaps in hospital medicine. Retrieved April 10, 2021, from <https://www.the-hospitalist.org/hospitalist/article/125408/gender-pay-gaps-hospital-medicine>

Thornburg, R. (2019, February 23). Gender wage gap for physical therapists is significantly less than other professions. <https://www.wkbw.com/news/local-news/gender-wage-gap-for-physical-therapist-s-is-significantly-less-than-other-professions>.

Treadwell, H. M. (2019, February). Wages and Women in Health Care: The Race and Gender Gap. American journal of public health. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC6336052/>.

Weber, M. R. (2019). An exploratory study into student leadership and True Colors personality with learning and training. Journal of Hospitality and Tourism Management, 40, 125-133. <https://doi.org/10.1016/j.jhtm.2019.08.001>