RESOLUTION

Title: Elimination of Gender Biased Payment Models

Introduced by: West Virginia Academy of Family Physicians

WHEREAS, female physicians, particularly in primary care, spend on average 15-20% more time per patient, and

WHEREAS, female physicians, on average, make 11% less per year than their male counterparts, and

WHEREAS, this increased time per patient has led to a 20% increase in non- compensable time in the EHR for female physicians, and

WHEREAS, women are 8-12% more likely to suffer from burnout, and

WHEREAS, patients treated by female physicians, particularly women, have better outcomes, with a 10.15% mortality rate vs. 10.23% for male physicians, and

WHEREAS, the WRVU system for physician payment relies only on the number of patients seen, and does not take into account quality, clinical success rates, or patient satisfaction with their provider, and as such could introduce bias against women and those who spend more time with each patient providing higher quality of care, and be it now therefore

RESOLVED, that the American Academy of Family Physicians research gender bias in compensation models and explore advocacy options for alternative payment models that eliminate gender bias and encourage outcomes-based compensation.

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