

# Gender disparities among young surgeons during transition into practice: A nationwide survey

**Objective:** To survey young surgeons and determine whether gender-related differences exist during the transition from surgical residency to practice

## METHODS

- 18-question survey (10 multiple choice; 5 open ended, 3 yes/no) developed and validated after interviews with young surgeons
- 2915 surveys mailed, nationwide, in August 2019 to General, Colorectal, Vascular, and Cardiothoracic surgeons that became members of the American College of Surgeons in the last 5 years



## RESULTS

324 female and 529 male surgeons responded  
Mean interval since graduation:  $7.26 \pm 0.2$  years

**Women surgeons were less likely to report:**



...institutional support during transition  
(41.6% vs 51.2%,  $p < 0.05$ )



...mentorship in practice  
(66.7% vs 74.6%,  $p < 0.05$ )



...staying at their first job after residency  
(41.8% vs 48.2%,  $p < 0.05$ )

## CONCLUSIONS

- Surgery is disproportionately male dominated, and women encounter significant gender inequities, such as lower salary and underrepresentation in leadership<sup>1-3</sup>
- Transition from residency to practice is a crucial developmental period<sup>4-5</sup> and our study finds that women surgeons face inequities in this experience as well
- Future interventions should focus on mentorship and robust institutional support for women surgeons

## REFERENCES

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