



Measuring Faculty Salary Equity at UT Southwestern

With the goal of looking for any notable differences in compensation between genders and those of different races or ethnicities, a total compensation study of UT Southwestern faculty has been conducted annually since 1999.

Between FY00 and FY23, the number of faculty members included in this analysis has more than tripled, from 818 to 2,562. Of note, the proportion of female faculty members has significantly increased from 26% to 46% during the same period.

The analysis includes both practicing physicians and other faculty from clinical and basic science departments in the Medical School, the School of Health Professions, and, for the first time, the Peter O'Donnell Jr. School of Health. The study has been led by Joan Reisch, Ph.D., Professor in the O'Donnell School of Public Health and of Family and Community Medicine in consultation with the Faculty Compensation Equity Committee and support from the Office of the Provost.



Joan Reisch, Ph.D., has led the Faculty Compensation Equity Report for over two decades.

Sharon Reimold, M.D., serves as Chair of the Faculty Compensation Equity Committee.

Over the years, the analyses have shown that the most significant reason underlying gender differences in average compensation is the gender disparities among practicing physicians. For example, highly compensated surgical specialties have higher percentages of male faculty while medical specialties with lower levels of compensation have higher percentages of female faculty.

The difference in men's and women's compensation compared with the modeled compensation has varied over time and was less in FY23 compared with FY18. The most recent report shows that for the entire faculty population, the average compensation for men was 2.51% greater than modeled and for women was 0.38% less than modeled. The difference between men and women was 2.89%, with higher compensation for men – an improvement from five years ago when the difference was 4.17%.

As in the previous analyses, there was no significant overall difference in compensation between white faculty compared with those from underrepresented minorities in medicine or Asian faculty for each of the models.

As the [Faculty Compensation Equity Committee](#) (on-campus network or VPN connection required) and

administration undertake the FY24 analysis, they continue to refine both the assessment tool and – more importantly – the internal processes that need to be adjusted to make compensation more equitable.

New Associate Vice Provost for Faculty Affairs

[Steven Bloom, M.D.](#), Associate Dean of Clinical Sciences and Professor of Obstetrics and Gynecology, has been appointed Associate Vice Provost for Faculty Affairs and Career Development.

In this new role, Dr. Bloom will work with [Alyssa H. Hasty, Ph.D.](#), incoming Vice Provost and Senior Associate Dean for Faculty Affairs and Career Development, in the appointment, onboarding, career development, and engagement of faculty in our Medical School, School of Health Professions, and O'Donnell School of Public Health.

The leadership experience Dr. Bloom brings, including serving as Chair of the Physician Compensation Committee and Chair of the Department of Obstetrics and Gynecology for 16 years, will complement Dr. Hasty's experience and skill set and further position UT Southwestern as a place where faculty members can thrive professionally and personally.



Streamlined Onboarding for Research Faculty

To-do Lists



The Office of Faculty Development launched a new digital [onboarding resource](#) to help research faculty members integrate seamlessly into UT Southwestern.

Covering pre-arrival preparations, first-month activities, and ongoing professional development, the website outlines a timeline of essential tasks and milestones to aid newcomers with navigating the institution and getting their research program up and running as soon as possible.

To facilitate the setup process, the site provides “how to” guides on the following topics:

- Build a Lab Website
- Build Faculty Profile
- Hire Staff
- Join Graduate Faculty
- Purchase Equipment
- Recruit Postdocs
- Recruit Students
- Secure Lab Animals

Faculty will also find a list of required training and approvals to launch new research programs.

This central location allows our newest faculty members to easily access onboarding materials and support they need to thrive.

Dominican Republic Bestows Dr. Davidson Knighthood

A knighting ceremony was held for Jaime Davidson, M.D., FACP, MACE, Clinical Professor of Medicine in the Touchstone Center for Diabetes Research, on June 25.

UT Southwestern hosted guests from the Dominican Republic to recognize Dr. Davidson for his contributions, which have significantly influenced the field of endocrinology for more than 50 years. He was awarded the Heraldic Order of Christopher Columbus (Orden Heráldica de Cristóbal Colón) in the rank of Knight, one of the country's highest honors, along with an accoutrement symbolizing this commendable achievement.

During the event, Dr. Davidson recalled a pivotal moment early in his career. In the mid-70s, while lecturing in San Antonio, he discovered high rates of diabetes complications among Latino patients in the ICU. Motivated to address this issue, he became deeply involved in research and education throughout the Americas.

He has since held many leadership positions to drive change for diabetes care and prevention, including President of the Texas affiliate of the American Diabetes Association, Chair of the Texas Diabetes Council, and member of the Diabetes Task Force of the National Minority Quality Forum.



Jaime Davidson, M.D., FACP, MACE, (center) with Philipp Scherer, Ph.D., Director of the Touchstone Diabetes Center, and Emelin Nereyda Mercedes Guaba, Vice Consul for the Dominican Consulate in Houston, following the ceremony.

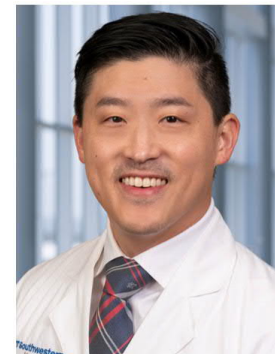
Faculty Announcements

Dr. Liao Chosen for National Medicare Advisory Board

The U.S. Government Accountability Office has appointed [Joshua Liao, M.D., M.Sc.](#), Professor of Internal Medicine and Chief of the William T. and Gay F. Solomon Division of General Internal Medicine, to the [Medicare Payment Advisory Commission](#) (MedPAC).

Dr. Liao also serves as Director of the Program on Policy Evaluation and Learning, where his work focuses on improving health care payment and delivery through policy and practice change.

Bringing extensive expertise in health care policy to the federal agency role, Dr. Liao has provided recommendations about payment models to the Secretary of the U.S. Department of Health and Human Services, served on national committees for the American College of Physicians, participated in a payment advisory group for the American Academy of Family Physicians, and worked with state Medicaid programs on payment and delivery policy issues.



Dr. DeBose-Boyd Assumes Role of Treasurer at ASBMB

[Russell DeBose-Boyd, Ph.D.](#), has been elected to serve as Treasurer for the American Society for Biochemistry and Molecular Biology (ASBMB), where he will carry out his duties for the next three years. He previously served as Interim Treasurer.

A member of the ASBMB for more than 20 years, Dr. DeBose-Boyd has steadily expanded his involvement to include its Nominating Committee as well as an author and member of the editorial team of ASBMB journals.

In addition, he is a mentor for the ASBMB Maximizing Opportunities for Scientific and Academic Independent Careers K99/R00 program and a member of the ASBMB Deuel meeting board.



Dr. Hobbs Leads Disease-Oriented Clinical Scholars Program

[Helen Hobbs, M.D.](#), Professor of Internal Medicine and Molecular Genetics and Director of the Eugene McDermott Center for Human Growth and Development, has succeeded Professor Emeritus Charles Ginsburg, M.D., in leading the highly successful Disease-Oriented Clinical Scholars (DOCS) Program.

With the goal of furthering research in clinical departments, DOCS supports trained physicians and scientists focused on investigating the pathophysiology or treatment of human disease.

Dr. Hobbs' own career demonstrates the importance of research that looks into the biological processes that impact health. Her work on cardiovascular diseases – the leading cause of death in the United States and the world – has driven the development of trailblazing therapies that reduce dangerously high cholesterol levels.



Dr. Carter Heads Animal Resources as Assistant Dean

[Bart Carter, D.V.M.](#), Assistant Professor of Pathology, has been named Assistant Dean of Animal Resources.

He joined UT Southwestern 16 years ago as Director of the Animal Resource Center and served most recently as Assistant Vice President for Animal Resources. In his new role, Dr. Carter will have oversight of the Animal Resource Center, directed by Ralph Callicott, D.V.M., Ph.D., and of the Institutional Animal Care and Use office, which supports the Institutional Animal Care and Use Committee (IACUC).

His expertise as a veterinarian, institutional knowledge, and commitment to high standards will further the excellence of our animal care and use program, an essential piece of UT Southwestern's research infrastructure.



Professional Development for Educators



The Office of Faculty Development, in partnership with the Southwestern Academy of Teachers (SWAT), has launched a new [Educator Development at UTSW \(EDU\) course](#).

The EDU course provides faculty members at all levels with helpful tips to become better educators, scholars, and academic medicine professionals. The course contains 10 modules, with a total duration of less than 2.5 hours. Those who complete all 10 modules will receive a certificate of completion and recognition during the November SWAT meeting.

Module Spotlight: Psychological Safety in the Learning Environment



Learn how to cultivate a psychologically safe learning environment in this EDU module, where [Lia Thomas, M.D.](#), Professor of Psychiatry, shares how to set expectations and destigmatize failure and risk

Call For Nominations

Shine Academy

Nominations are open for the [University of Texas System Kenneth I. Shine, M.D., Academy of Health Science Education](#).

Recognizing excellence in teaching, the Shine Academy is composed of a diverse membership that represents many disciplines in health science education.

UT Southwestern may submit up to four nominees for this prestigious honor. Outstanding performance in any of the following categories will qualify faculty for consideration for membership in the Shine Academy:

- Direct teaching
- Curriculum development and instructional design or redesign
- Assessment of learner performance
- Mentoring and counseling
- Educational administration and leadership
- Educational scholarship and research

Submissions are due **July 19**. For more information, contact [Kelley Boultinghouse](#).



Important Dates and Upcoming Events

Call For Nominations: Employee Advisory Council

The [Employee Advisory Council](#), a peer-nominated group of employees designed to enhance employee communication and build community, is looking to expand representation of basic science departments administrators and staff.

- [Nominate](#) yourself or a colleague by July 5.

Didactic Session: Creating a Scientific Niche*

Monthly sessions on successful project development and the grant application process are part of the Clinical Researcher Catalyst, a career development program for clinical researchers.

- July 9 at noon. [Register to attend](#).

Call for Nominations: Leaders in Clinical Excellence Awards

Nominations are open for the 2024 Leaders in Clinical Excellence Awards, designed to honor clinical faculty who embody the very best in patient care and institutional excellence. For more information, visit the [Leaders in Clinical Excellence Awards website](#).

- Deadline is July 23.

Didactic Session: Basic Biostatistical Concepts to Optimize Collaboration*

Monthly sessions on successful project development and the grant application process are part of the Clinical Researcher Catalyst, a career development program for clinical researchers.

- July 30 at noon. [Register to attend](#).

Your Time Away Information Sessions

Human Resources is hosting information sessions to discuss details and answer common questions about UTSW's new comprehensive leave program, [Your Time Away](#), which begins Sept. 1.

- The [Paid Parental Benefit Informational Session](#) is July 12.
- Find more upcoming in-person and virtual sessions on the [UTSW Events Calendar](#).

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