Women as radiologists a decade later: are there still barriers to entry and advancement?

Humaira Chaudhry¹, Jenika Karcich¹, Prashant Thomas¹, Stephen Baker¹

¹Department of Radiology, Rutgers New Jersey Medical School, Newark, NJ, USA
Financial Disclosures

- H.C. No relevant conflicts of interest to disclose.
- J.K. No relevant conflicts of interest to disclose.
- P.T. No relevant conflicts of interest to disclose.
- S.B. Medical Director of credentialing for One Call Medical.
Purpose

• Over the past decade, under-representation of females in radiology has been the topic of numerous publications and debates at several national radiology meetings.

• The purpose of our study is to determine if the increased awareness of this gender disparity has led to any tangible changes in gender representation in radiology.
Materials and Methods

- The number of women represented across the 185 radiology residency programs was examined to determine if there has been a change in the proportion of women in radiology residencies over the past decade.
- The membership and committee lists of the American College of Radiology (ACR) and the Radiological Society of North America (RSNA); the mastheads of Radiology and the American Journal of Roentgenology; and the number of female program directors and academic chairs were also examined to gauge the level of participation of women in leadership positions in the field.
Results
Female Radiology Residents

• Since 2004, females have represented a consistent 27% of radiology residents with minimal yearly variation while the percentage of female medical students has remained at approximately 46%.
The percentage of female radiology residency program directors has been steadily increasing and is currently at 30% (2014) compared to 22% (2001).
Chairwomen in Radiology

The number of female department chairs has minimally increased from 8% (2004) to 10% (2014).
Masthead of *Radiology*

The percentage of women on the masthead of *Radiology* has remained relatively stagnant at 12-14%.
The percentage of women on the masthead of AJR has substantially increased from 15% to 26%.
Summary of Results

• The number of females entering the field of radiology has remained relatively stable at 27%
• The percentage of female program directors has steadily increased from 22% in 2001 to 30% in 2014, although the number of chairwomen has stayed relatively stagnant
• The number of women on the masthead of the AJR has increased although the percentage of women on the masthead of Radiology has remained relatively stagnant.
Discussion

• There have been no substantial changes in the number of women entering radiology residencies despite widespread attention to this topic over the last ten years.

• Women continue to occupy a minority of leadership positions within the field.

• Although the number of female program directors has increased, the number of chairwomen has not shown a similar trend.
Conclusion

Although the gender gap in radiology has been widely publicized and debated, the disproportionately low number of women in the field of radiology has remained relatively stagnant over the past 10 years.

While there has been an increase in the number of women holding leadership positions as program directors and on the masthead of *AJR*, explanations must be sought for the relative unattractiveness of radiology to prospective female residents.
References


