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New York's female docs earn 27% less than their male peers

The gender gap is alive and well in medicine. On average, female doctors earn 26.5%, or \$91,284, less than the average male doctor nationwide, according to a new compensation survey from San Francisco-based Doximity.

Founded in 2011, the secure social network has about 800,000 member doctors and clinicians. The salary survey, its first, polled 36,000 physicians across the U.S. in 50 metro areas.

Female physicians in Minneapolis were the best paid among women, with an average salary of \$290,747. Women physicians in the New York City metro area landed roughly in the middle, at No. 24, with an average salary of \$253,878.

But when salaries were compared with those of men, the gender wage gap was the worst in Charlotte, N.C., where women earned 33% less than men. New York ranked No. 14, with female doctors earning 27% less on average than their male peers.

Even in the highest-paying specialties, the survey revealed a persistent gender gap nationwide. Female vascular surgeons on average earned 20% less than their male peers, with an average salary of \$365,000. In cardiology, women earned 18% less, with an average of \$346,000. There was no specialty in which women earned more than men, the survey found.

Doximity's study didn't explore the reasons for pay disparities. "We're hoping that by bringing more attention to the existence of the gender gap, that other organizations and researchers will take a look at this as well," said Joel Davis, vice president of strategic analytics for the company. —R.S.

Infectious-disease doc makes case for supervised injections

New Yorkers who inject drugs like heroin primarily outdoors or in public spaces are about twice as likely to be infected with hepatitis C as those who inject in private, according to a soon-to-be-published study led by Dr. Benjamin Eckhardt, an infectious-disease doctor at NYC Health + Hospitals/Bellevue and a faculty member at the NYU School of Medicine.

"It has a lot to do with the rushed nature of injection in these settings," Eckhardt said. If you're looking over your shoulder for the police, he added, you're likely to be less concerned about a sterile technique. Eckhardt, who specializes in HIV and hepatitis C, is among the 103 city doctors and clinicians who signed an [open letter](#) this week in support of supervised injection facilities, or clean spaces where people can inject their own drugs under medical supervision.

Getting users into a caring environment could benefit their health beyond cutting down on overdoses and infectious diseases, said Eckhardt, who treats patients with hepatitis C at local needle exchanges. "What I have found is people start to make these pro-health changes when you invest in their well-being," he said. "You see them start to re-evaluate the other behavioral changes they can make." —C.L.

Knickerbocker to expand dialysis clinic in Brooklyn

Knickerbocker Dialysis, the for-profit operator of Bronx Dialysis Center, is seeking state approval to renovate and expand its existing extension clinic in Brooklyn at a projected cost of \$3.7 million.

The state originally approved the renovation of the Dyker Heights Dialysis Center, for \$234,357. The dramatic monetary increase is "primarily due to the cost of renovating the newly leased space," according to the amended certificate-of-need application filed with the state Department of Health.

The original project proposed adding just two dialysis stations to the 20-station facility, but now Knickerbocker wants to add another 12 by leasing additional space at the site on 86th Street. Knickerbocker, a subsidiary of DaVita Inc., anticipates that the demand for dialysis services will outstrip supply in Kings County, where there's a projected shortfall of 90 dialysis stations by 2020 —R.S.

AT A GLANCE

WHO'S NEWS: Dr. Reza Ghavamian, a urologic oncologist, has been appointed Northwell Health's regional director of urology in Suffolk County and professor of urology at Hofstra Northwell School of Medicine. He was previously director of the multidisciplinary urologic oncology program at Montefiore Medical Center and professor of clinical urology at the Albert Einstein College of Medicine.

SINGLE PAYER: A coalition of more than 100 U.S. business leaders and companies is kicking off a campaign April 27 to advocate for the creation of a single-payer-financed health care system. In conjunction with the campaign, the American Sustainable Business Council is premiering a [documentary](#), Big Pharma...Market Failure, which highlights the escalating cost of pharmaceuticals in the nation.

MOTHER'S MILK: A burgeoning trade in mother's milk, which is selling for as much as a dollar an ounce, is raising health concerns and ethical questions, [reported Kaiser Health News](#).

JPMorgan Chase invests in health care job training

Health care providers are increasingly looking to fill midlevel jobs that require a range of skills, creating opportunities for providers to partner with job-training organizations in low-income communities.

The situation also creates natural investment opportunities for philanthropists, Jennie Sparandara, vice president of global philanthropy at JPMorgan, told *Crain's* after a panel discussion Tuesday on health care workforce development that was hosted by the bank.

JPMorgan recently announced that it will award \$2.3 million to community groups and providers for strategic health care job training in the city. Nationwide the bank is awarding a total of \$8.6 million to help fill such jobs. It has also made a \$1 billion pledge to fund philanthropic programs in health care and other sectors over the next five years.

"It's not just about corporate responsibility but economic inclusion and growth," Sparandara said.

In order to create health career pipelines for people with limited educational opportunities, hospitals must plan for the skills they'll need five or 10 years down the line, said panelist Michael Dowling, president and chief executive of Northwell Health. That means making early investments in growing areas like telemedicine. "You don't want to be a prisoner of the past, which some people unfortunately are," said Dowling. The move toward value-based payments is also creating new employment opportunities, he added.

Northwell, which Dowling said hires at least 250 new people every week, is receiving \$750,000 in funding from JPMorgan. The grant will fund a pilot program to train New Yorkers for entry-level positions as community health workers, outreach associates and health coaches.

While partnerships between job-training organizations and health care providers are not new, the range of jobs that require less than a bachelor's degree is expanding, said conference attendee Rochelle Dais, retention and advancement coordinator for Strive International, a job-training program based in East Harlem that received \$400,000 from the bank.

Those positions include patient navigators, care coordinators, community health workers and human resources assistants, she said. Strive's biggest employer is Mount Sinai Health System, but the group also feeds employees to local doctors' offices and other providers, Dais said.

JPMorgan's largest grant for the city, \$1 million, will go to Phipps Neighborhoods, a South Bronx organization that leads Career Network: Healthcare, a job-training partnership with Montefiore Medical Center and Hostos Community College.

"I was kind of tired of getting kids jobs flipping burgers at McDonald's," said speaker Dianne Morales, executive director and chief executive of Phipps.

Instead of going to Montefiore to ask for jobs, as some community organizations might do, she switched up the value proposition.

"When I approached the CEO of Montefiore, I said, 'I'm giving you an opportunity, and I'm banking on your commitment,'" said Morales. "'Tell me what you need and I will build it.'"

Now, she said, 10 cohorts have graduated from the program, with an 80% placement rate and an average starting salary of \$45,000.

Dowling said promoting good health ultimately means doing outreach and making an effort to improve the local economy. "There are people living 20 minutes from here who don't understand the opportunities that exist," he said. —C.L.

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